

6UmYfbg'j YfnUi VYfbXY`F UXk Y[ Y.  
9bhXYW\_Yb`G]Y`X]Y`VY`]YVhYghYb`F ci hYb`°

9bhXYW\_Yb`G]Y`X]Y`VYghYb`F UXk Y[ Y`]b`6UmYfb`i bX` : fUb\_Yb  
&\$&).`j cb`XYf`fca Ubh]gWYb`GhfU»Y`V]g`ni a`5`ha Ø\`hU`!  
F UXk Y[ " `XYU`ZØf` ; Ybi ggfUX`Yf`°



F ch\YbVi f[ `cV`XYf`HUi VYfž`8Yi hgW`UbX`!`a` `X\`f`&\$&)  
j YfnY]W`bYh`6UmYfb`a` ]h`gY]bYb`j` ]Y`ZÄ`h][ Yb`F UXk Y[ Yb`Y]bYb  
VYhfÄW`h]W`Yb`Ni` `Ui Z`Ub`F UXZU`fYfb`"i` bhYf`XYb`nU`fY]W`Yb  
F ci hYb`gh]W`h`X]Y`F ca Ubh]gW`Y`GhfU»Y` \Yfj cfž`X]Y`g]W`ØVYf  
) \$( `?)`ca YhYf`j cb`K ØfnVi f[ `V]g` : ØggYb`YfghfYW`h`"8]YgY`F ci hY  
ZØ\fh`Xi fW`a` U`Yf]gW`Y` \]ghcf]gW`Y`GhÄXhY`k` ]Y`F ch\YbVi f[ `cV`XYf  
HUi VYf`i bX`8]b`\_Y`gVØ`i` bX`V]YhY`h`Y]bY`Y]ba`U`][ Y`?`ca`V]bUh]cb  
Ui g`?`i`hi`fž`<Ø`[ Y`UbXgW`UZhYb`i` bX`K`Y]bVYf[ Yb`"9bh`Ub[ `XYg  
K`Y[ Yg`"Y[ Yb`nU`fY]W`Y`GY`Yb`gk`ØfX][`\_Y]hYbž`XUfi`bhYf`X]Y  
K`ØfnVi f[ Yf`FYg]XYbnž`X]Y`ni`a` `I`B9G7C`!K`Y`h`\_i`hi`fYfVY`nÄ`hž  
i`bX`XUg`fca`Ubh]gW`Y`HUi`VYfhU`"

8]Y`F UXfci hY`]gh`cdh]a`U`ZØf`F UXZU`fYf`YXYb` : ]hbYgg`Yj`Y`g`

[ YY][ bYhč'XU'X]Y'a Y]ghYb'GhfYW\_Yb'Ugd\U'h]Yfh'g]bX'i bX'9!6]\_Y!  
@UXYghUh]cbYb'ni f'J YfZØ[ i b[ 'ghY\Yb"'8]Y'K YVg]hY'ni f'  
**F ca Ubh]gWk Yb'GhfU» Y''**]YZfh'ni XYa' ; DG!8 UhYbž  
9hUddYbj cfgWk`À[ Y'i bX'`bZcfa Uh]cbYb'ni 'GY\Ybgk ØfX][ \_Y]hYb  
]a' J Yf'Ui Z'XYf'GhfYW\_Yž'k cXi fWk'g]Y' ]XYU`ZØf'D`Ubi b[ Yb' ]gh'

## 8 ]j YfgY'F UXk Y[ Y']b'6UmYfb

Ni gÀhn`]Wk'ni f'F ca Ubh]gWk Yb'GhfU» Y'[ ]Vh'Yg']b'6UmYfb'Y]bY  
J]Y'nU\`k Y]hYfYf'F UXk Y[ Y"'8Yf'5`ha Ø\`hU`!F UXk Y[ 'YfghfYW\_h  
g]Wk'ØVYf'&) \$'?'`ca YhYf'j cb'F ch\YbVi f[ 'cV'XYf'HUi VYf'bUWk  
?Y\Y]a' i bX'j Yf'Ài Zh'Xi fWk'a U'Yf]gWk Y'K UWk'c'XYf\Y]XYb'i bX  
\]ghcf]gWk Y'6i f[ fi ]bYb"'BUhi fZfYi bXY'\_ca a Yb'\]Yf'VYgcbXYfg  
Ui Z]\fY'?cghYbž'k À\fybX'X]Y'< ][ \`][ \hg'k ]Y'X]Y'6i f[ '7c'a VYf[  
i bX'X]Y'6YfY]i b[ g\U`Y']b'?Y\Y]a' XYb'\_i`hi fY`Yb'K Yfh'XYf  
F ci hY' i bhYfghfY]Wk Yb"

5bXYfY'VYa Yf\_Ybgk YfhY'F UXk Y[ Y'g]bX'XYf'GUU`Y!F UXk Y[ ž'XYf  
ØVYf'(&) '?'`ca YhYf'j cb'NY``]a' : ]Wk hY'[ YV]f[ Y'V]g'ni f'A ØbXi b[  
]b'X]Y'9`VY'VY]'6UfVm'ZØ\fhž'gck ]Y'XYf'A U]b!F UXk Y[ ž'a ]h'Y]bYf  
@Àb[ Y'j cb'WU"'(- %?'`ca YhYfbž'XYf'Xi fWk'i B9G7C!  
K Y'hYfVYghÀhYb'k ]Y'6Ua VYf[ 'i bX'K ØfnVi f[ 'j Yf'Ài Zh'  
: UbhUgh]gWk Y: 'i gg`UbXgWk UZhYb' i bX'K Y]bghi VYb`UXYb'gck c\`  
; Ybi ggfUX`Yf'U`g'Ui Wk'?i`hi fVY[ Y]ghYfhY'Y]b"

GWk ØbY'@UbXgWk UZhYb' i bX'\_i`hi fY``c

F Y]Wk hi a

8]Y'F UXk Y[ Y']b'6UmYfb'nY]Wk bYb'g]Wk'b]Wk h'bi f'Xi fWk  
VYY]bXfi W\_YbXY'@UbXgWk UZhYb'Ui gž'gcbXYfb'Ui Wk'Xi fWk'X]Y  
J]Y'nU\`U`b'\]ghcf]gWk Yb'A cbi a YbhYb"'F UXZU\fyf'\_ØbbYb'Ui Z  
]\fyb'Hci fYb'Xi fWk'6UmYfb'nk ]gWk Yb'A ÀfWk YbgWk`ØggYfbž'U'hYb  
: UWk k Yf\_ghÀXhYb' i bX'VYXYi hYbXYb'\_i`hi fY`Yb'GhÀhYbž'k ]Y'XYf  
5``]Ubn'5fYbU']b'A ØbWk Yb'cXYf'XYf']a' d'cgUbhYb'K U`\U`Už'k À\Yb"  
8]Y'F UXk Y[ Y'g]bX'ni XYa' 'j cb' i fgdfØb[ `]Wk Yf'BUhi f' i a [ YVYbž  
k Ug'XUg'F UXZU\fyb'ni 'Y]bYa' VYgcbXYfYb'9f`YVb]g'a UWk h'

6UmYfb`V]YhYh'a ]h'gY]bYa `6UmYfb bYhn`ZØf`F UX`Yf`Ubž`Ui Z`ØVYf  
 - "\$\$\$`?]ca`YhYf`F ci`hYb`ni`ZU`fYbž`XUfi`bhYf`%&` :`YfbfUXk`Y[`Yž  
 X]Y`Yg`F UXZU`fYfb`Yfa`Ò[ `]W`Ybž`X]Y`UhYa`VYfUi`VYbXY`GW`Òb`Y]h  
 XYf`FY[ `]cb`ni`Yf`\_i`bXYb``Ni`g`À`h`]W`g]bX`Ub`j`]Y`Yb`C`fhYb`9!  
 @UXYghUh]cbYb`ZØf`9!6]\_Yg`j`cf`UbXYbž`gcXUgg`X]Y`Hci`fYb  
 \_ca`ZcfhUVY``i`bX`bUW`U`h][`UVgc`j`]Yfh`k`YfXYb`\_ÒbbYb"

A ]h'a`Y`f` :`U`ff`À`XYfb`U`g`9]bk`c`b`Yfb`]b`6UmYfb`k`]fX`X]Y  
 J`YfVi`bXYb`Y]h'a`]h`XYf`BUhi`fi`bX`X]Y`[`YgY``][`Y`K`]fhg`U`i`g`\_i`hi`f  
 ]a` :`fY]ghUUh`nY`YVf]Yfh``7UZ`Å`g`i`bX`6]Yf[`À`fhYb`Ybh`Ub[ `XYf  
 F`UXk`Y[`Y`UXYb`ni`a`J`Yfk`Y]`Yb`Y]b`i`bX`a`UW`Yb`X]Y`F`UXhci`fYb  
 ni`Y]bYa`k`U`fYb`;`Ybi`gg`ZØf`U`Y`G]bbY"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`fh	F`ch`YbVi`f[ `c`V`XYf`HUi`VYfž`8Yi`hgW`U`bX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k`k`k`"]bZfUb`_Yb"XY</li> <li>• fUX``UbX!VUmYfb"XY</li> <li>• k`k`k`"_ca`cch"Wca</li> </ul>

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b!U[`"XY