

; fc» Y`6fØW\_Y`]b`6Yf`]b.  
A Ø\`YbXUa a VfØW\_Y`k ]fX`UV`>Ubi Uf  
[ YgdYffh°

5V`XYa`'&\$" `>Ubi Uf`&\$&) `k ]fX`X]Y`K UggYfghfU» Y`Ub`XYf  
A Ø\`YbXUa a VfØW\_Y`[ YgdYffhž'i a`XYb`F ØW\_VUi`ni  
Yfa`Ö[ `]W`Yb`"6Ui UfVY]hYb`V]g`&\$&, "



A Ø\`YbXUa a VfØW\_Yž`%\$%+`-`'6Yf`]bž`8Yi hgW`UbX`!`8 ]Y  
A Ø\`YbXUa a VfØW\_Y`]b`6Yf`]b`YfZ`Å`fh`XYfnY]hi a ZUggYbXY  
6Ui UfVY]hYbž`X]Y`X]Y`J`Yf`\_Y`fg]bZfUghfi`\_hi`f`XYf`GhUXh`bUW`U`h][  
j`YfVYggYfb`gc`Yb`" `b`J`cfVYfY]hi`b[ `Ui`Z`XYb`F`ØW\_VUi`XYg  
HY]`VUi`k`Yf`\_g`%`k`i`fXYb`]b`XYb`Y`hnhYb`K`c`W`Yb`j`YfgW`]YXYbY  
`bZfUghfi`\_hi`fa`U`bU`a`Yb`Xi`fW`[`YZ`Ø`fh`"8 ]YgY`i`a`ZUgghYb`XYb  
F`ØW\_VUi`XYf`:`U`fVU`bVY`Å`[`Yž`6`cfXghY]bYž`6fØW\_YbYbkh`ÄggYfi`b[  
i`bX`XYf`F`c`f`Y]hi`b[`Yb`"i`a`X]Y`?`cbghfi`\_h]cb`k`Å`fYbX`XYg  
\_ca`d`YI`Yb`F`ØW\_VUi`j`YfZU`fYbg`ni`gh`Ø`hnYbž`k`i`fXY`Y]b`HfU[`[`YfØgh  
]a`6YfY]W`F`c`UbXi`Zf`Yff]W`hYh`"8 ]YgYf`GW`f]h]gh`Yb`hgW`Y]XYbX  
ZØf`X]Y`G]W`Yf`Y]h]i`bX`GhUV]`]h`Å`h`XYf`6fØW\_Yž`k`Å`fYbX`X]Y

6Ui a U» bU\ a Yb`ZcfhgWk fY]hYb"

5V`XYa`'&\$"'`Ubi Uf`&\$&) `k`jFX`ja`'6YfY]Wk`XYf`GdfYY`Y]b`k`Y]hYfYg  
HfU[ [ YfØgh`Ui`Z[ YVUi`hž`k`Ug`Y]b`Y`j`c`gh`AbX][ Y`GdYffi`b[ `XYf  
K`UggYfghfU» Y`Ub`XYf`A`Ø`YbXUa`a`VfØW`Y`YfZcfXYfh`'8]YgY  
GdYffi`b[ `]gh`j`cb`[ fc» Yf`6YXYi`hi`b[ ž`XU`g]Y`X]Y`j`c`gh`AbX][ Y  
9bh`Yfbi`b[ `i`bX`XYb`5VhfUbgdcfh`XYf`6fØW`Yb`cbghfi`\_]cb`ØVYf  
X]Y`GdfYY`Yfa`Ø[ `]Wk`h`'8]Y`GdYffi`b[ `VY[ `]bbh`Ua`'&\$"'`Ubi Uf`i`bX  
gc``j`cfUi`gg]Wk`h]Wk`V]g`ni`a`'`%`A`Åfn`&\$&) `UbXUi`Yfb`" `b`X]YgYf  
NY]h`k`jFX`ni`[ `Y]Wk`XUg`HY]`VUi`k`Yf`\_`&`Xi`fWk`Y]b`gdYn]Y``Yg  
6Ui`k`Yf`\_ga`cb]hcf]b[ `ØVYfk`UWk`hž`i`a`Ui`ZYhk`U][ Y`J`Yf`Ab`XYfi`b[ Yb  
gWk`b`Y``fYU[ ]YfYb`ni`\_`ØbbYb`"8]Y`VYghY`YbXY`J`Yf`\_Y`fgZØ`fi`b[  
Ui`ZYf`A`Ø`YbXUa`a`VfØW`Y`V`Y]Vh`ZØf`:`i`» [ `Åb[ Yfž`F`UX!`i`bX  
:`U`fnYi`[ j`Yf`\_Y`f`Y`XcWk`i`bj`Yf`Ab`XYf`hž`k`Ug`X]Y`Ni`[ `Åb[ `]Wk`\_Y]h  
k`Å`f`YbX`XYf`6Ui`d`UgY`g]Wk`YfghY``Yb`gc```6Yf`]b`XY`VYf]Wk`hY`hž  
XUgg`

## 6Ui j cf\ UVYb`ja`?`cbhYI`h`

8Yf`9fgUhbYi`VUi`XYf`A`Ø`YbXUa`a`VfØW`Y`ž`XYf`Ua`'%)`"'`ž`]'&\$&(  
VY[`cbbYb`\_`U`hž`]gh`Y]b`Y`F`YU`\_]cb`Ui`Z`X]Y`\_`cbh]bi`]Yf`]Wk`Y  
J`YfgWk`Y`Wk`hYfi`b[ `XYg`6Ui`k`Yf`\_gni`ghUb`XYgž`XYf`Xi`fWk  
Zcfh`Ui`ZYbXY`\_`VYfd`fØZ`b[ Yb`ZYgh[ YghY``h`k`i`fXY`"8]Y`6fØW`Y  
k`i`fXY`%-`\*`,`YfVUi`hi`bX`]ghž`Å`b`]Wk`k`jY`X]Y`9`gYbVfØW`Y`ž`Y]bY  
GdUbb`VYhcb`\_`cbghfi`\_]cb`"i`a`a`]h`XYb`UbghY`YbXYb`6Ui`UfVY]hYb  
cdh]a`U`i`a`ni`[ Y`Ybž`\_`UVYb`J`Yfgcf[ i`b[ g!`i`bX  
@Y]hi`b[ gi`bhYfbY`a`Yb`Y]bY`dfcj`]gcf]gWk`Y`?`UVY`hfUggY`Ui`ZYf`a  
bcfXk`Ygh]Wk`Yb`\_`VYfVUi`Yff]Wk`hYh`'8]Yg`Yfa`Ø[ `]Wk`h`X]Y  
J`Yf`U[ Yfi`b[ `XYf`Yb`hgd`fY`Wk`Yb`XYb`@Y]hi`b[ Yb`Ui`g`XYa  
gØX`Øgh]Wk`Yb`\_`VYfVUi`ž`VYj`cf`XYf`F`ØW`VUi`XYg`HY]`VUi`k`Yf`\_Yg`%  
VY[ ]bbh"

:`Øf`XYb`NY]hfUi`a`XYg`F`ØW`VUi`g`]gh`Y]b`Y`GdYffi`b[ `XYg  
gØX`Øgh]Wk`Yb`\_`VYfVUi`g`]b`F`]Wk`hi`b[ `5`Yi`UbXYfd`Uhn`b`Øh][ `"'8Yf  
:`U`fnYi`[ j`Yf`\_Y`f`k`]fX`Y]bghfY]Z[ `ØVYf`XYb`bcfXk`Ygh]Wk`Yb  
\_`VYfVUi`[ Y`ZØ`fhž`k`c`VY]`ZØf`XYb`F`UXj`Yf`\_Y`f`Y`k`Y]`g`Y]b  
:`U`fghfY]ZYb`dfc`F`]Wk`hi`b[ `ni`f`J`Yf`ZØ[ i`b[ `ghY`h`":`i`» [ `Åb[ Yf  
\_`ØbbYb`XYb`;`Y`k`Y[ `k`Y]hYf`\_`]b`bi`hnYb`"8]Y`J`Yf`\_Y`f`gg]hi`Uh]cb

k ]fX`k Å\fybX`XYf`6Ui UfVY]hYb`fY[ Y`a Å» ][ `UbU`mg]Yfhž`i a  
 5bdUggi b[ Yb`j cfni bY\`a Yb`i bX`XYb`J Yf`Y\fgZi gg`ni  
 cdh]a ]YfYb``: Øf`5bk c\`bYf`i bX`J Yf`Y\fgH]`bY\`a Yf`k ]fX  
 Ya dZc\`Ybž`XYb`6YfY]W`k Y]hfÅi a ][ `ni`i a ZU\`fYbž`i a  
 J YfnØ[ Yfi b[ Yb`ni`j Yfa Y]XYb``J ]n"VYf`]b"XY`]bZcfa ]Yfh`ØVYf

## @Ub [ Zf]gh][ Y`DYfgdY`\_h]j Yb

8]Y`; YgUa ha U» bU\`a Y`ni a`9fgUhbYi VUi`XYf  
 A Ø\`YbXUa a VfØW`Y`n]Y`h`XUfUi ZUVž`X]Y`i b`\_h]cbghØW`h][`\_Y]h  
 i bX`J Yf`Y\fgg]W`Yf\`Y]h`Ub[ Zf]gh][`ni`i [ Yk Å\`f`Y]ghYb`gck ]Y`X]Y  
 ðZfUghfi`\_hi`f`Ub`a cXYfbY`GhUbXUfXg`Ubni dUggYb``ðg[ YgUa h  
 \UVYb`X]Y`6Ui UfVY]hYb`Y]bY`[ Yd`UbhY`8Ui Yf`V]g`A ]hY`&\$&+ž`V]g  
 XYf`bYi Y`,`VYfVUi`]bghU``]Yfh`]gh``8]Y`; YgUa h\_cghYb`ZØf`XUg  
 Dfc`Y`\_h`k YfXYb`Ui ZYhk`U`,`\$`A`j``cbYb`9i fc`[ YgW`Åhnhž`k cVY]`X]Y  
 : ]bUbn]Yfi b[ `Xi fW`6i bXYg!i bX`@UbXYga ]hY``]a`F`U\`a Yb`XYf  
 ; Ya Y]bgW`UZhgi Z[ UVY`J YfVYggYfi b[ `XYf`fY[ ]cbU`Yb  
 K ]fhgW`UZhghfi`\_hi`f`i bhYfghØhnh`k ]fX``8]Y`5VgW`i ggUfVY]hYb`g]bX  
 ZØf`&\$&, #&\$&-`j cf[ YgY\`Ybž`k Ug`XYb`BYi VUi`U`g`Y]bY  
 VYXYi hYbXY`J YfVYggYfi b[ `XYf`J Yf`Y\fgj Yf\`Å`hb]ggY`]b`6Yf`]b  
 XUfghY``Yb`k ]fX"

8YhU]`g	
J c fZU``	6Ui a U» bU\`a Y
C fh	A Ø\`YbXUa a VfØW`Y`ž`%\$%+-`6Yf`]bž 8Yi hgW`UbX
GW`UXYb`]b`	, \$\$\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• j ]n"VYf`]b"XY</li> </ul>

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