

8 ]d \ h \ Yf]Y!HcX. 'NY \ b 'Ä \ f][ Yf 'GWX Ø`Yf  
gWx c W\_h'6fUbXYbVi f[ °

9]b`nY \ b 'Ä \ f][ Yf 'GWX Ø`Yf`Ui g'6fUbXYbVi f[ 'ghUfV`Ub  
8 ]d \ h \ Yf]Y"8Yf': U`nY][ h'X]Y'6YXYi hi b[ 'j cb`æ dZi b[ Yb  
i bX`5i ZZf]gWxi b[ Yb`Ui Z'

< Uj Y`UbXž'6fUbXYbVi f[ ž'8Yi hgWx`UbX`!9]b`nY \ b 'Ä \ f][ Yf  
ž b[ Y`Ui g`XYa` < Uj Y`UbX`]b'6fUbXYbVi f[ ']gh`Ub`8 ]d \ h \ Yf]Y  
j Yfghc`fVYb"8Yf`hfU[ ]gWxY': U`ž`XYf`g]Wx`]b`XYf`YhnhYb`K`cWxY  
YfY][ bYhYž` \ Uh`X]Y`c`\_U`Y'; Ya`Y]bgWx`UZh`YfgWx`ØhhYfh`i bX`k`]fZh  
k ]Wxh][ Y': fU[ Yb`ni f'6YXYi hi b[ 'j cb`æ dZi b[ Yb`Ui Z'"8Yf`ž b[ Y  
k Uf`i b[ Y]a`dZi`i bX`VYgi`WxhY`Y]bY`K`U`XcfZgWxi`Y"9f`Yf`\_fUb`\_hY  
]a` < YfVgh`&\$&( i bX`]bZ]n]YfhY`k`Ä`fYbX`gY]bYf`?`fUb`\_`Y]h  
bUW`k`Y]g`]Wx`Y]bYb`k`Y]hYfYb`A`YbgWx`Yb" `Hfch`n`Y]bYf`  
j ]Yfa`cbUh][ Yb`6Y \ UbX`i b[ 'j b`Y]bYf`6Yf`]bYf`?`]b`\_`ž`]b`XYf`Yf`Ui`Wx  
VYUha`Yh`k`i`fXYž`Yf`U[ `Yf`gWx`Y]Y»`]Wx`XYf`?`fUb`\_`Y]h"8]Y  
K`U`XcfZgWxi`Y`[ UV`VY`\_Ubbž`XUgg`XYf`GWX`Ø`Yf`bUW`gWx`k`YfYf`  
?`fUb`\_`Y]h]`Yfghc`fVYb`]gh`i bX`\_ØbX][ hY`Y]bY`HfUi`YfZY]Yf`Ub"

8 ]d \ h \ Yf]Y`]gh`]b`8Yi`hgWx`UbX`Y]bY`gY`hYbY`bZY`\_h]cbg`\_fUb`\_`Y]hž  
XU`X]Y`A`Y \ f`Y]h`XYf`6Yj`Ø`\_Yfi b[ `Xi`fWx`æ`dZi b[ Yb`[ YgWx`Øhnh`]gh"  
8Yb`bcWx`\_`Ubb`X]Y`?`fUb`\_`Y]hž`X]Y`Xi`fWx`6U`\_hYf]Yb`j`Yfi`fgUWx`h  
k`]fXž`X]Y`Y]b`hc`l`]gWx`Yg`DfchY]b`dfc`Xi`n]YfYbž`ni  
`YVYb`gVYXfc` \ `]Wx`Yb`?`ca`d`\_`Uh]cbYb`ZØ` \ fYbž`i`bhYf`UbXYfYa  
5hYa`k`Y[ gV`c`W`UXYb"9g`]gh`k`]Wx`h][ `ni`VYhcbYbž`XUgg`XYf`  
æ`dZghc`ZZ`5bh]\_ØfdYf`[ Y[ Yb`XUg`8 ]d \ h \ Yf]Y!HcI`]b`V`]XYhi`bX  
gca`]h`XYb`5i`gVfi`Wx`XYf`?`fUb`\_`Y]h]`Yf`]bXYfh"8]Y`Gh`ÄbX][ Y  
æ`dZ`\_ca`a`]gg]cb`fGH`?`C`Ł`Ya`dZ]Y \ `h`Y]bY'; fi`bX]a`a`i`b]g]Yfi`b[ `ZØf`  
?`]bXYfž`X]Y`Ui`g`XfY]`æ`dZi b[ Yb`VYghY \ `h`X]Y`YfghY`]a`5`hYf`j`cb`&  
A`cbUhYbž`X]Y`nk`Y]hY`]a`5`hYf`j`cb`(`A`cbUhYb`i`bX`X]Y`Xf]hhY`]a  
5`hYf`j`cb`%%`A`cbUhYb"9]b`A`]bXYghUVghUbX`j`cb`gYWx`g`A`cbUhYb

gc`hY`nk ]gWYb`XYf`nk Y]hYb`i bX`Xf]hhYb`æ dZi b[ `Y]b[ Y\U`hYb  
k YfXYb"

## 8]Y`6YXYi hi b[ `j cb`5i ZZf]gW`i b[ g]a dZi b[ Yb

9]b`k Y]hYfYf`\_f]h]gWYf`Di b\_hž`XYb`X]Y`U\_hi Y`Y`G]hi Uh]cb  
j YfXYi h]W`hž`]gh`X]Y`B`chk YbX][ \_Y]h]j cb`5i ZZf]gW`i b[ g]a dZi b[ Yb"  
8]Y`GH?C`Y`a dZ]Y\`h`X]Y`YfghY`5i ZZf]gW`i b[ `]a`5`hYf`j`cb`)!\*  
æ\`fYb`i bX`X]Y`nk Y]hY`nk ]gWYb`-`i bX`%\*`æ\`fYb`"9]b`U\_hi Y`Y`f  
æ dZgW`i hn`]gh`k ]W`h][ ž`XU`XYf`G`W`i hn`Xi fW`X]Y`æ dZi b[ `]a`@Ui ZY  
XYf`NY]h`bUW`Àggh`9]bY`fY[ Y`a`À»][ Y`,`VYfd`fØZi b[ `XYg  
æ dZghUhi g`]bgVYgcbXYfY`VY]`9fk UW`gYbYb`]gh`XU`Yf  
Ya dZY`\`Yb`gk Yf`h`DYfgcbYbž`X]Y`\_Y]bYb`U\_hi Y`Y`b`æ dZgW`i hn  
[ Y[ Yb`8]d\`h\`Yf]Y`\`UVYbž`gc`hYb`g]W`i bVYX]b[ h]a dZYb`UggYbž  
i a`dchYbn]Y`Y`YVYbgVYXfc\`]WYb`9f`fUb`i b[ Yb`j`cfni VYi [ Yb"

8]Y`æ dZYa dZY`\`i b[ Yb`XYf`GH?C`i a ZUggYb`Ui W  
?ca V]bUh]cbg]a dZghcZZYž`X]Y`XYb`5i ZVUi`XYg`æ dZgW`i hnYg`[ Y[ Yb  
a Y\`fYfY`?fUb`\`Y]hYb`Yfa Ø[ `]WYb`"<]YfVY]`k ]fX`Ya dZc`\`Ybž  
; fi bX]a a i b]g]Yfi b[ Yb`a`]h`Yb`hgd`fYWYbXYb  
?ca V]bUh]cbg]a dZghcZZYb`Xi fW`ni ZØ\`fYbž`i a`X]Y`5bnU`\`XYf  
æ dZhYfa ]bY`ni`fYXi n]YfYb`"6Y]gd]Y`gk Y]gY`k ]fX`Y]b`GYW`gZUW`!  
æ dZghcZZj Yfk YbXYhž`XYf`ni XYa`[ Y[ Yb`HYhUbi gž?Yi W`\i ghYbž  
?]bXYf`À\`a i b[ ž`<YdUh]h]g`6`i bX`<UYa`cd\`]i g`]bZi YbnUY`Hmd`V  
fk ]VŁ`gW`Øhnh"

## F Y`Yj UbhY`æ dZYa dZY`\`i b[ Yb

I a`g]WYfni ghY`Ybž`XUgg`?]bXYf`i bX`9fk UW`gYbY`cdh]a U`j`cf  
8]d\`h\`Yf]Y`i bX`UbXYfYb`æZY`\_h]cbg`\_fUb`\`Y]hYb`[ YgW`Øhnh]g]bXž  
\`Uh`X]Y`GH?C`Y]bYb`æ dZ`U`YbXYf`YfghY`h`Ni`XYb`Ya dZc`\`YbYb  
æ dZi b[ Yb`[ Y\`ØfYb`i bhYf`UbXYfYa`.

- 8]d\`h\`Yf]Y
- HYhUbi g
- ?Yi W`\i ghYb`fDYfhi gg]gŁ
- ?]bXYf`À\`a i b[ `fDc`]ca mY`]h]gŁ
- <UYa`cd\`]i g`]bZi YbnUY`Hmd`V`fk ]VŁ

- <YdUh]h]g'6
- A Yb]b[ c\_c\_\_Yb
- A UgYfbž'A i a dgž'F ÒhY`b`fA A F Ł

8]YgY`i a ZUggYbXYb`9a dZY`i b[ Yb`XYf`GH⇨C`g]bX`XUfUi Z  
 Ui g[ Yf]W\hYhž`Y]bYb`VfY]hYb`æ dZgW\i hn`ni` [ Yk`À`f`Y]ghYb`i bX  
 ]bgVYgcbXYfY`X]Y`j i `bYfUV`Yb`; fi ddYb`XYf`6Yj Ò`\_Yfi b[ `ni  
 gW\ØhnYb`": Øf`k`Y]hYfY`æZcfa Uh]cbYb`ni` æ dZi b[ Yb`i bX`XYb  
 gdYn]Z]gW\Yb`9a dZY`i b[ Yb`XYf`GH⇨C`\_ÒbbYb`æhYfYgg]YfhY`X]Y`  
 K YVgY]hY`XYg`F? =gck ]Y`X]Y`GY]hY`XYg  
 6i bXYg[ Ygi bX`Y]hga ]b]ghYf]i a g`VYgi W\Yb"

8YhU]`g	
J c fZU``	HcX
I fgUW\Y	8]d`h`Yf]Y
C fh	< Uj Y``UbXž`6fUbXYbVi f[ ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "h!c b`]bY"XY</li> <li>• k k k "f`]"XY</li> <li>• k k k "Vi bXYg[ Ygi bX`Y]hga ]b]ghYf]i a "XY</li> </ul>

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