

ϕgc`j Ybn!GW cW\_ . 'A cXY\_YhhY`G]bb`j cf  
a Ò[ `]W Yfk Y]gY` \ ]ghcf]gW Ya `7ca YVUW\_°

8]Y`A cXY\_YhhY`G]bb` \Uh`ϕgc`j Ybn`Ub[ Ya Y`XYh`9]b  
, VYfbU\ a YUb[ YVchini f`GUb]Yfi b[ `i bX`9f\U`hi b[ `j cb`" ( : ]U`Yb`k i fXY`Ub[ Ybca a Yb"



< U[ Ybž`B cfXf\Y]b!K YghZU`Ybž`8 Yi hgW\`UbX`!`8]Y`ϕgc`j Ybn  
XYf`VY`Ub bhYb`A cXY\_YhhY`G]bb` \Uh`]b`XYf`6fUbWY`Z0f`5i ZgY\Yb  
[ Ygcf[ h`8]Y`?YhhYž`X]Y`]b`8 Yi hgW\`UbX`" ( : ]U`Yb`VYhfY]Vhi bX  
) \$ \$`A ]hUfVY]hYf`VYgW`ÀZh[ ]hž` \Uh`\Yi hY`cZZ]n]Y`" ϕgc`j Ybn  
Ub[ Ya Y`XYh`6YfY]hg`]b`XYf`J Yf[ Ub[ Yb\Y]h`k Uf`G]bb`a Y\ fZUW  
j cb`Z]bUb]Y`Yb`GW`k ]Yf[ [ \_Y]hYb`VYhfcZZYbž`XUfi bhYf`ϕgc`j YbnYb  
]b`XYb`ϕ\ fYb`&\$ \$, ž&\$%\*`i bX`&\$&\$`"9]b` , VYfbU\ a YUb[ YVch`XYf  
V]g\Yf[ ]Yb`9][ Ybh0a Yf]b`ϕUVY`U` ; cYVY`ni f`GUb]Yfi b[ `XYg  
I bhYfbY\ a Ybg`k i fXY`VY]Y]bYf` ; `Ai V][ Yfj YfgUa a `i b[  
a Y\ f\Y]h`]W`Ub[ Ybca a Ybž`k cXi fW`X]Y` : ]U`Yb`i bX  
5fVY]hgd`ÀhnY`Yf\U`hYb`V`Y]VYb`gc`Yb`"8 Yf`ϕgc`j Ybnd`Ub`g]Y\h  
j cfž`X]Y`I bhYfbY\ a YbgnYbhfU`Y`]b`< U[ Yb`gck ]Y`X]Y`k Y]hYfYb  
GhUbXcfhY`]b`< Ua Vi f[ ž`< YggYbž`B]YXYfgUW`gYbž`F\Y]b`UbX!DZU`nž

GUWgYbžGUWgYb!5b\U`hi bX`H\Øf]b[ Yb`ni `VYk U\fyb"

⊖`XYb`YhnhYb`⊘\fyb`ÅbXYfhYb`j YfÅbXYfhY`k ]fhgWUZh]WY  
FU\ a YbVYX]b[ i b[ Ybž`GcbXYfYZY`hY`i bX`l a gUhnfØW\_[ Åb[ Y  
Xi fW`j cfØVYf[ Y\YbXY`GW`Y]»i b[ Yb`XYb`Z]bUbn]Y`Yb`GhUhi`g`XYf  
A cXY`YhhY`"GhY][ YbXY`?cghYb`ZØf`A ]YhYbž`9bYf[ ]Y`i bX`@c[ ]gh]\_  
k UfYb`YVYbZU`g`Ui ggW`U[ [ YVYbX`ZØf`X]Y`Z]bUbn]Y`Y`A ]gYfY`j cb  
G]bb`"8Yf`5bhfU[ `Ui Z`⊖gc`j Ybn`b`9][ Ybj Yfk U`hi b[ ž`XYb`XUg  
l bhYfbY\ a Yb`ja `5i [ i gh`&\$&(`ghY`hYž`k i fXY`gd`ÅhYf`]b`Y]b  
fY[ i `ÀfYg`⊖gc`j Ybnj YfZU\fyb`ØVYfZØ\fh`"8Ug`ni gh`ÅbX][ Y  
5a hg[ Yf]W`h]b`<U[ Yb`\Uh`bi b`X]Y`C dh]cbž`XUg`j YfZU\fyb`]b`XYb  
\_ca a YbXYb`K cW`Yb`Y]bni ghY`Yb`i bX`XUa ]h`Y]bY`GUb]Yfi b[ `XYg  
l bhYfbY\ a Ybg`Y]bni `Y]hYb"

?cb\_i ffYbn`i bX`9bhk ]W`i b[ Yb`]b`XYf  
6fUbWY

8Yf`G\ck Xck b`i a `X]Y`Ni \_i bZij cb`G]bb`[ YgWU\`j cf`XYa  
<]bhYf[ fi bX`Y]bYg`K YhVYk YfVg`a ]h`UbXYfYb`5b[ YVchYbž`k ]Y  
XYa `XYf`>`Gk ]hnYf`UbX`<c`X]b[ ž`X]Y`a ]h`DYY`\_i bX`7`cddYbVi f[  
j YfVi bXYb`]gh`"8]YgY`A cXY`YhhY`\_Åa dZi`YVYbZU`g`a ]h  
k ]fhgWUZh]WYb`GW`k ]Yf][ \_Y]hYb`i bX`\Uh`ni `YhnhY]bYb  
XfUa Uh]gW`Yb`l a gUhnj Yf`i gh`Ui Z[ fi bX`XYf`7cj ]X!%- !DUbXYa ]Y  
[ Ya Y`XYh`"6YgcbXYfg`&\$&\$`i bX`&\$&%j YfnY]W`bYhY`DYY`\_/  
7`cddYbVi f[ `Y]bYb`XfY]ghY`][ Yb`A ]`]cbYbj Yf`i ghž`i bX`X]Y  
; YgW`ÅZhgZØ\fi b[ `i bhYf`GhYZZYb`GW`Ø`Yf`g]Y\`h`g]W`a ]h`Y]bYf  
ni fØW`\_U`hYbXYb`?Ui ZUi bY`XYf`?cbgi a YbhYb`\_cbZfcbh]Yfhž`X]Y  
Xi fW`[ Ycdc`h]gW`Y`l bfi \Ybž`k ]Y`XYb`l \_fU]bY`\_f]Y[ ž`VYY]bZi ggh  
k ]fX`"Ni g`Åhn`]W`ghY\Yb`ghY][ YbXY`N]bgYb`i bX`Y]bY`Y]W`hY  
F YnYgg]cb`XYf`k ]fhgWUZh]WYb`G]hi Uh]cb`XYf`A cXYi bhYfbY\ a Yb  
]a `K Y[ "

Hfchn`X]YgYf`<YfUi gZcfXYfi b[ Yb`nY][ Yb`Y]b][ Y`l bhYfbY\ a Yb`XYf  
6fUbWY`dcg]h]j Y`HYbXYbnYb`"; YfX`C`]j Yf`GY]XYbgh]W`Yfž  
Df`Åg]XYbh`XYg`8Yi hgW`Yb`A cXYj YfVUbXg`; Yfa Ub: Ug\]cbž  
VYf]W`hYhY`j cb`Y]bYa `l a gUhd`i g`j cb`%\$ž`DfcnYbh]a `YhnhYb  
⊘\f`"8]Y`@c[ ]gh]\_\_cghYb`i bX`F c\ghcZZdfY]gY`g]bX`[ Ygi b`\_Ybž`k Ug  
j ]Y`Y`l bhYfbY\ a Yb`XUni `Yfa i h][ hž`⊖j Ygh]h]cbYb`i bX

B Yi Y]bghY`i b[ Yb`ni `hÅh][ Yb"7/ 5`d`Ubh`ni XYa `Y]bY`9fk Y]hYfi b[ gY]bYg: ]]U`bYhnYg]b`8Yi hgWÅ`UbXž`i a `k YhhVYk YfVgZÅ\][ `ni V`Y]VYb"

## A Uf\_hg]hi Uh]c b`i bX`< YfUi gZcfXYfi b[ Yb

Hfchn`XYf`dcg]h]j Yb`l a gUhnYbhk ]W\_`i b[ ` \_Åa dZYb`j ]Y`Y`XYi hgWÅY A cXYi bhYfbY\`a Yb`a ]h`ghU[ b]YfYbXYb`l a gUhnYfk Ufhi b[ Yb`i bX Y]bYf`bY[ Uh]j Yb`9fhfU[ gYbkh ]W\_`i b[ `ZØf`&\$&(`8]Y`æ dcfhnU\`Yb bUWÅ`8Yi hgWÅ`UbX`g]bX`]b`XYb`YhnhYb`d\`fYb`Ui Z[ fi bX`\c\Yf @U[ YfVYghÅbXYž`X]Y`Ui g`XYb`JcfU\`fYb`ghUa a Ybž`i a `nk Y]`8f]hhY` [ YZU`Yb" ; `Y]WÅnY]h][ `ghY][ Yb`X]Y`9l dcfhY`XYf 6Y\_`Y]Xi b[ g\YfghY`Yf"8]Y`j c`ghÅbX][ Y`9f\`c`i b[ `XYf`6fUbWÅY \_ØbbhY`Xi fWÅ`X]Y`Ub\U`hYbXYb`< YfUi gZcfXYfi b[ Yb`]a `A Uf\_h gck ]Y`XYb`ni bY\`a YbXYb`8fi W\_`k Ygh]WÅYf`A cXY`YhhYb`Xi fWÅ ZYI ]V`Y`WÅ]bYg]gWÅY`C b`]bYhYI h]`\`ÅbX`Yf`VY\]bXYfh`k YfXYb"8]YgY 9bhk ]W\_`i b[ `nY][ h`Y]ba U`a Y\`fž`k ]Y`]bghUV]`X]Y`A cXYVfUbWÅY XYfnY]h]gh"

8Yf`5i g[ Ub[ `XYg`ægc`j Ybnj YfZU\`fYbg`j cb`G]bb`i bX`X]Y`FYU\_h]cb XYf`6fUbWÅY`Ui Z`Ub\U`hYbXYb`< YfUi gZcfXYfi b[ Yb`k ]fX`]b`XYb \_ca a YbXYb`K cWÅYb`k Y]hYf\]b[ `YbUi `VYcVUWÅhYhž`ni a U`g]WÅ X]Y`k ]fhgWÅUZh]WÅYb`F U\`a YbVYX]b[ i b[ Yb`gck c\`c`\_U`U`g`Ui WÅ [ `cVU`ghÅbX][ `j YfÅbXYfb"

8YhU]`g	
J c fZU``	ægc`j Ybn
I fgUWÅY	j YfÅbXYfhY`k ]fhgWÅ UZh]WÅY F U\`a YbVYX]b[ i b[ Ybž`GcbXYfYZZY_hYž l a gUhnfØW_[ Åb[ Y`Xi fWÅ`j c fØVYf[ Y\`YbXY GWÅ`Y» i b[ Ybž`ghY][ YbXY`?cghYb`ZØf`A ]YhYbž 9bYf[ ]Yž`@c[ ]gh]_
C fh	< U[ Ybž`BcfXf\`Y]b!K YghZU`Ybž`8Yi hgWÅ`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "\`bU"XY</li> <li>• k k k "WÅ]d"XY</li> <li>• k k k "hU[ YggWÅ Ui "XY</li> </ul>

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