

@UbXfUh'Df]Yhn. 'A ][ fUh]cb 'ja '@UbX\_fY]g  
FchYbVi f[ 'VfUi WXh'bYi Y '@Øgi b[ Yb °

@UbXfUh'Df]Yhn'ZcfXYfh'dc`h]gWXY '@Øgi b[ Yb'ni f  
A ][ fUh]cbg`U[ Y 'ja '@UbX\_fY]g'FchYbVi f[ ž'i a `Ub[ 'Å\ f][ Yb  
A ][ fUbhYb'DYfgdY\_hj] Yb'ni 'V]YhYb"



FchYbVi f[ ž'8Yi hgWX `UbX '!5a '%%"5df]"&\$&) `Uh'@UbXfUh  
A UfWc'Df]Yhn'f78l Ł'X]Y`U\_hi Y`Y'A ][ fUh]cbg`U[ Y 'ja '@UbX\_fY]g  
FchYbVi f[ 'h\Ya Uh]g]Yfh"A ]h'fi bX'%\* ") \$\$'Ui g`ÅbX]gWXYb  
6Yk c\bYfb`Uh]g]W`XYfYb'NU\`ja 'JYf[ `Y]W`ni 'j cf'nY\b`đ\fyb  
i a `Yhk U`%\$"\$\$\$'Yf\Ø\h"Ni `X]YgYb'5i g`ÅbXYfb'nÅ`Yb`\*"\$\$\$'9l !  
6Øf[ Yf'i bX', "\* \$\$'DYfgcbYb'a ]h'UbXYfYb'5i ZYbh\U'hgh]hY`bžj cb  
XYbYb'(\$\$'U'g' [YXi `XYh '[Y'hYb'i bX'Ui gfY]gYb'a ØgghYb"Df]Yhn  
\_f]h]g]Yfh'X]Y`VYghY\YbXYb'fYWX'h]WXYb`<ØfXYb'ZØf'Y]bY'[Yk c`hY  
A ][ fUh]cb'gck ]Y`X]Y'5bYf\_Ybbi b[ 'Ui g`ÅbX]gWXYf'5VgW`ØggY'i bX  
ZcfXYfh'Y]bY' 5'hZU`fY[ Y'i b[ 'ZØf`Ub[ 'Å\ f][ 'UbgÅgg][ Y'A ][ fUbhYbž  
i a `X]YgYb'Y]bY`VYggYfY'DYfgdY\_hj] Y'ni 'V]YhYb"8Yf'@UbXfUhighY`h  
ZYghžXUgg'Å\ f]W`bi f'fi bX' '\$'A YbgWXYb'Ui g`XYa '@UbX\_fY]g  
UV[ YgWcVYb'k YfXYbžk Ug`X]Y`G]hi Uh]cb`XYi h]W`YbhgW`ÅfZ"

8]Y`Ni k Y]gi b[ gnU\`Yb`XYg`@JbXYg`V`Y]VYb`U\_hi Y``b]YXf][ ž`k Ug  
XUni`Z0\fhž`XUgg`X]Y`G]hi Uh]cb`]b`XYb`?ca`a`i`bYb`fY`Uh]j  
YbhgdUbbh`]gh`8`i`fW\`XYnYbhfU`Y`i`bhYfVf]b[ i`b[ ga`Ò[ `]W\`\_Y]hYb  
\Uh`XYf`@UbX`\_fY]g`X]Y`<YfUi`gZcfXYfi`b[ Yb`]a`6YfY]W\`XYf  
A`][ fUh]cb`VYggYf`[ Ya`Y]ghYfh`U`g`UbXYfY`F`Y`[ ]cbYb`"8Yb`bcW`g]bX  
DfcV`Ya`Y`VY]`XYf`6YfY]hghY``i`b[ `j`cb`K`c`b`fUi`a`ž`GW`i`Yb`ž`?`]hUg  
i`bX`GdfUW\`\_i`fgYb`Yj`]XYb`h`Df]Yhn`gdf]W\`h`g]W\`Z0f`Y]bY  
F`Y`X`i`n]Yfi`b[ `XYf`A`][ fUh]cbgnU\`Yb`Ui`g`i`bX`gW\`À[ `h`Y]bY  
6YnU\`\_UfhY`Z0f`5gm`VYk`YfVYf`j`cfž`i`a` `VYfk`Y]gi`b[ Yb`]bg  
5i`g`UbX`ni`j`Yf\]bXYfb`"9f`g]Y\`h`Y]bYb`F`ØW`[ Ub[ `XYf`dc`]h]gW`Y`b  
5i`Za`Yf`\_gUa`\_Y]h`U`g`G][ bU`X`UZ0fž`XUgg`8Yi`hgW\`UbX`g`5h`fU`\_h]j`]h`h  
U`g`A`][ fUh]cbgn]Y``UVb]a`a`h`

## Dc`h]gW\`Y` : cfXYfi b[ Yb`i`bX`?`cbhfcj`YfgYb

Df]Yhn`5i`ggU[ Yb`ØVYf`XYb`5bgh]Y[ `4`b[ Yf`a`À`bb`]W\`Yf`A`][ fUbhYb  
i`bX`XYfYb`9]bZi`gg`Ui`Z`X]Y`G]W\`Yf\`Y]h`XYf`6Yj`Ò`\_Yfi`b[ `UVYb`ni  
?`cbhfcj`YfgYb`[ YZ0\`fh`?`f]h`\_Yf`k`YfZYb`]a`F`Ugg]ga`i`g`j`cfž`XcW\`  
Df]Yhn`j`Yfk`Y]gh`Ui`Z`X]Y`B`chk`YbX][ \_Y]h`Y]bYf`dc`]h]gW`Y`b`@`Øgi`b[ "  
9f`ZcfXYfhj`cb`XYf`bYi`Yb`6i`bXYgfY[ ]Yfi`b[ `Y]bY`J`YfgW\`À`fZ`b[  
XYg`5gm`fYW\`hg`gck`]Y`Y]bYb`YfgW\`k`YfhYb`Ni`[ Ub[ `ni  
5gm]j`YfZU\`fYb`"8]Y`78I`#7GI`!`fU`\_h]cb`\`Uh`VYfY]hg`a`Ugg]j`Y  
J`YfgW\`À`fZ`b[ Yb`XYf`A`][ fUh]cbgdc`]h`\_`[ YZcfXYfh`9]b  
9bhgW\`]Y»`i`b[ gUbhfU[ ž`XYf`]a`6i`bXYghU[ gd`Ybi`a`ni`f  
5Vgh]a`a`i`b[ `ghY\`hž`VY]b\`U`hYhi`bhYfgW\`]YX`]W\`Y`A`U»`bU\`a`Yb`ni`f  
6Y`Y`b`Xi`b[ `]`Y[ U`Yf`A`][ fUh]cb`i`bX`ni`f`G]W\`Yfi`b[ `XYf`;`fYbnYbž  
XUfi`bhYf`Y]bY`XUi`Yf\`UZhY`?`cbhfc``Y`XYf`;`fYbnYb`ni  
B`UW`V`Ufgh`UUhYb`i`bX`Y]b`ZU`\_h]gW\`Yg`9]bYf]gYj`YfV`ch`Z0f`DYfgcbYb  
c`b`Y`[ Ø`h][ Y`8`c`\_i`a`YbhY`"6YgcbXYfYg`5i`[ Yba`Yf`\_k`]fX`Ui`W\`Ui`Z  
X]Y`F`ØW`Z0\`fi`b[ `j`cb`ghfUZZ`][ `[ Yk`cfXYbYb`A`][ fUbhYb`[ Y`Y[ `h`

8]Y`j`ca`6i`bXYgUa`h`Z0f`A`][ fUh]cb`i`bX`:`ØW\`h`]b[ Y`f`6`5`A` :`Ł  
j`Yf`ØZYb`h]W\`hYb`NU\`Yb`nY][ Yb`YVYbZU`g`Y]bY`g][ b]Z`\_UbhY  
J`Yf`À`b`XYfi`b[ `]a`A`][ fUh]cbg[ YgW\`Y\`Yb`]b`8Yi`hgW\`UbX`"a` `U\`f  
&`\$`&`'`g]bX`%"`-`'`&`)`\$`-`A`YbgW\`Yb`bUW\`8Yi`hgW\`UbX`ni`[ Yk`UbXYfhž  
k`Ug`nk`Uf`Y]bY`\`c\`Y`NU\`XUfghY`hž`YXcW\`Y]bYb`F`ØW`[ Ub[ `j`cb  
&`+`ž`Dfc`nYbh]a`J`Yf[ `Y]W\`ni`a`J`cf`U\`f`a`Uf`\_]Yfh`"b`g[ YgUa`h  
j`Yf`]Y»`Yb`%"`&`\*`-`")`(`)A`YbgW\`Yb`8Yi`hgW\`UbX`ž`k`À`fYbX`X]Y

BYhca ][ fUh]cb'a ]hž \* \* & "- \* ( 'DYfgcbYb'i a 'a Y\ f'U`g`X)Y' < À`žhY  
fYXi n]Yfh'k i fXY"BYVYb`XYb`Ni k UbXYfi b[ gnU\`Yb`]gh`Ui W`X]Y  
< Yf\_i bZh`XYf`A ][ fUbhYb`j cb`hYfYggY. '&\$&'`ghUa a hYb`\*' ž(  
DfcnYbh`XYf`Ni k UbXYfYf`Ui g`Yi fcd`A]gW`Yb`@`AbXYfbž`i bX`X]Y  
l \_fU]bY`k Uf`a ]h`&+\*"\$( +`Ni k `W`gYb`XUg`k ]W`h][ ghY  
< Yf\_i bZh`UbXž`cV`k c\`X]Yg`ja `J Yf[ `Y]W`ni `XYb`J cf`U\`fYb`Y]bYb  
XYi h`]W`Yb`F ØW`[ Ub[ `XUfghY`h`

; YgY`gW`UZh`]W`Y`5i gk ]f\_i b[ Yb`i bX  
5i gV`]W`

8]Y`8YVUhhY`ØVYf`A ][ fUh]cb`i bX`X]Y`G]W`Yf`Y]hg`U[ Y`V`Y]Vh`]b  
8Yi hgW`UbX`k Y]hYf`]b`i a ghf`]hYb`"Df]Yh`VYhcbhž`XUgg`A ][ fUh]cb  
b]W`h`bi f`Y]bY` : fU[ Y`XYf`NU\`Yb`]ghž`gcbXYfb`Ui W`\_i`hi fY`Y  
5i gk ]f\_i b[ Yb`Ui ZX]Y` ; YgY`gW`UZh`\Uh`"9f`g]Y`h`X]Y  
5i ZbU`a YVYfY]hgW`UZh`XYf` ; YgY`gW`UZh`Ub` ; fYbnYb`[ Yghc`»Yb  
i bX`k Ufbh`[ `Y]W`nY]h][ `j cf`XYb`< YfUi gZcfXYfi b[ Ybž`X]Y`Y]bY  
\c\Y`Ni k UbXYfi b[ `a ]h`g]W`Vf]b[ h`8Yf`@UbXfUh`i bX`X]Y  
dc`]h]gW`Y`@UbXgW`UZh`]bg[ YgUa`h`ghY`Yb`j cf`XYf`Xf]b[ YbXYb  
5i Z[ UVYž`gck c\`X]Y`A ][ fUh]cbgnU\`Yb`bUW`\U`h][ `ni`VY[ fYbnYb  
U`g`Ui W`X]Y` [ YgY`gW`UZh`]W`Y`h`Y[ fUh]cb`XYf`VYfY]hg`Ub`g`agg][ Yb  
A ][ fUbhYb`k Y]hYf`j cfUbni hfY]VYb`"

: Øf`X]Y`?ca a i bYb`\Y]»h`Ygž`@Øgi b[ Yb`ni`Z]bXYbž`i a`XYb  
j YfgW`]YXYbYb`5bZcfXYfi b[ Yb`[ YfYW`h`ni`k YfXYbž`VYj cf`X]Y  
dc`]h]gW`Yb`FU`a YbVYX]b[ i b[ Yb`Ub`UbXYfYf`GhY`Y  
a Ø[ `]W`Yfk Y]gY`j YfgW`ÀfZh`k YfXYb`"5b[ Yg]W`hg`X]YgYf`\_ca`d`YI Yb  
G]hi Uh]cb`V`Y]Vh`X]Y` : fU[ Y`cZZYbž`k Y`W`Y`A U»bU`a Yb`YhnhYbX`]W`  
[ Yk`À`\`h`k YfXYbž`i a`gck c\`XYb`6YXØfZb]ggYb`XYf`A ][ fUbhYb`U`g  
Ui W`XYb`Gcf[ Yb`XYf`Y]b\Y]a ]gW`Yb`6Yj Ø`\_Yfi b[ `] YfYW`h`ni  
k YfXYb`"

\_fY]gnY]hi b[ "XY`VYf]W`hYhž`XUgg`  
XUg!dUf`Ua Ybh`XY`Yf`Ài hYfh`X]Y` : cfXYfi b[ Yb`  
VUa Z`XY`Y]ZYfh`U`\_hi Y`Y`A ][ fUh]cbgnU\`Yb`

8YhU]`g	
J c fZU``	A ][ fUh]cb
C fh	F chYbVi f[ ž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "_fY]gnY]hi b[ "XY</li> <li>• k k k "XUg!dUf`Ua Ybh"XY</li> <li>• k k k "VUa Z"XY</li> </ul>

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