

A UbXY`V`ØhY`&\$&) . '6Ygi WXYfghfÒa Y`]b  
; ]a a Y`X]b[ Yb`]a ; f]ZZ3

9fZU\ fYb`G]Y`U`Yg`ni f`A UbXY`V`ØhY`&\$&) `]b` ; ]a a Y`X]b[ Yb.  
HYfa ]bYž`5bfY]gYž`DUF\_a Ò[ `]W\_X]hYb`i bX  
J YfUbghU`hi b[ g\]bk Y]gY"

8]Y`J cfZfYi XY`Ui ZX]Y`bYi Y`GU]gcb`XYf`A UbXY`V`ØhY`]b`BYi ghUXh!  
; ]a a Y`X]b[ Yb`k ÅW gh`K ]Y`A F B`B Yk g`VYf]W hYhž`Z]bXYb`X]Y  
: Y]Yf`]W\_X]hYb`]b`X]YgYa` ð\`f`Ub`XYb`K cWXYbYbXYb`j ca`'&%"V]g  
&' "A Åfn`i bX`&, "V]g" \$"A Åfn`&\$&) `ghUhh`8 Ua`]higYhnh`X]Y`GhUXh  
Ui ZY]b`VYk Å\fhYg`?cbnYdhž`XUg`]b`XYb`j Yf[ Ub[ YbYb`ð\`fYb  
nU\`fY]WXY`6Ygi WXYf`Ub`cW`hY"

8]Y`J YfUbghU`hi b[ `n]Y\`h`Å\`f]W`HUi gYbXY`j cb` ; ÅghYb`Ubž`X]Y`X]Y  
V`Ø\`YbXYb`A UbXY`V`Åi a Y`VYk`i bXYfb`i bX`X]Y`\_i`\_]bUf]gWXYb  
5b[ YVchY`XYf`FY[ ]cb`[ Yb]Y»Yb`a ÒW hYb`"C fhgj cfghY\`Yf]b  
7`Ui X]U`5`VfYW`h`f78I Ł\`YVh`X]Y`6YXYi hi b[ `XYg` : YghYg`Yf] cf  
i bX`V`]W`h`icdh]a`]gh]gW`Ui ZX]Y`\_ca`a YbXYb`HYfa`]bY`"8]YgYg`ð\`f  
k ]fX`XUg`VYk Å\fhY`DUF\_d`Uhh`i bX`6Ygi WXYf`Yb`\_i b[ ggmgHYa  
Zcfh[ YZØ`fhž`i a`X]Y`6Ygi WXYfghfÒa Y`ni`ghYi Yfb`i bX`GhUi g`ni  
j Yfa Y]XYbž`k ]Y`GK F`5`\_hi Y`"VYf]W hYh"

### 5bfY]gYa Ò[ `]W\_X]hYb`i bX`DUF\_Yb

6Ygi WXYf`\UVYb`a Y\`fYfY`Cdh]cbYbž`i a`bUW` ; ]a a Y`X]b[ Yb`ni  
[ Y`Ub[ Yb`"9g`ghY\`Yb`j ]Yf`6U\`b\`ØZY`]b`BYi ghUXh`ni f`J YfZØ[ i b[ .

- <Ui dhVU\`b\`cZ`5bV]bXi b[ `Xi fW`nU\`fY]WXY  
FY[ ]cbU`nØ[ Y`i bX`Y]bY`G\`i hh`YVi gj YfV]bXi b[ `U`Y`%\$  
A ]bi hYb"
- 6U\`b\`U`hYdi b`\_h`GØX.`G\`i hh`YVi g!GYfj ]W`ni

- ; ]a a Y`X]b[ Yb`Ub`XYb`K cW`YbYbXYb"
- 6U`b`U`hYdi b\_h`6`OV][ .; i h`ni` :i »`ni`YffY]W`Yb"
- 6U`b`cZ`A i » VUW` .`5bfY]gY`ØVYf`X]Y`?i fdZU`nghfU»Y  
i bX`XYb`DUbcfUa U!K Y[ "

: Øf`5i hcZU`fYf`g]bX`j ]Yf`DUf`\_VYfY]W`Y`Ui g[ Yk ]YgYbž`X]Y`ni a  
DfY]g`j cb` )`9i fc`dfc`HU[ `bi hnVUf`g]bX`"8 ]YgY`VYZ]bXYb`g]W` `]b  
; ]a a Y`X]b[ Yb`BcfXž; ]a a Y`X]b[ Yb`GØXž]a  
K Y]bghfU»YbnYbhf i a`i bX`]b`XYf`b`bYbghUXh`9]b`DŽ`F!G`i hh`Y  
gcf[ h`XUZØfž`XUgg`X]Y`6Ygi W`Yf`VYe i Ya`ni`XYb` : Ygh`]W`\_Y]hYb  
[ Y`Ub[ Yb`\_ØbbYb"

## Dfc [ fUa a XYhU]`g`i bX` : Ygha Y]`Y

8]Y` : Ygha Y]`Y`YfghfYW`\_h`g]W` `Xi fW` `X]Y`BYi VYf[ ghfU»Yž`X]Y`DYhYf!  
?cW`!GhfU»Y`i bX`X]Y`?i fdZU`nghfU»Y`"6YgcbXYfg`Yfj`cfni`YVYb  
]gh`X]Y`bYi`Y]b[ Yf]W`hYhY`5i ggW`Ub`\_ghY`Y`Ua` `?YgW`XYd`À`hY` " "  
6YfY]hg`k`À`fYbX`XYf` : YghhU[ Y`ØZbYb`X]Y`K`Y]b[ ØhYf`]b  
; ]a a Y`X]b[ Yb`U`g`GhfUi » k ]fhgW`UZhYb`i bX`V]YhYb`Y]b`Yfk`Y]hYfhYg  
5b[ YVch`8]Y`cZZ]n]Y`Y`^2 Zbi b[ gnY]hYb`XYg` : YghVYfY]W`g`g]bX.

HU[	^2 Zbi b[ gnY]hYb
: fY]hU[	%( .\$\$`V]g`%- .\$\$`I` \f
GUa`ghU[	%%. \$\$`V]g`%- .\$\$`I` \f
GcbbhU[	%%. \$\$`V]g`%- .\$\$`I` \f
A`cbhU[ `V]g`8`cbbYfghU[	%%. \$\$`V]g`%- .\$\$`I` \f

8]Y`K`Y]b[ ØhYf`UVYb`i bhYfgW`]YX`]W`Y`^2 Zbi b[ gnY]hYb`i bX  
\_ØbbYb`Ub`K`cW`YbYbXYb`V]g`\$%. \$\$`I` \f`[ YØZbYh`g]b`"8]YgY  
: `YI`jV`]h`h`gc`XYb`6Ygi W`Yfb`Y`ZYbž`XUg`5b[ YVch`VYggYf`ni  
bi hnYbž`k`À`fYbX`XUg`j`Yf`\_Y`fg`\_cbnYdh`XYf`Y`hnhYb`Y`Y`fYž`XUg`ZØf`  
gY]bY`9ZZ]n]Ybn`[ Y`cVh`k`i`fXYž`VY]VY`U`hYb`k`]fX"

## 5i`gV`]W`\_`Ui`Z`\_ØbZh][ Y`J`YfUbghU`hi`b[ Yb

b`5bVYhfUW`h`XYf`F`ØW`\_a`Y`Xi`b[ Yb`XYf`6Ygi W`Yf`VYUVg]W`h][ h  
5`VfYW`hž`XUg`?`cbnYdh`XYf`j`YfUbghU`hi`b[ `ZØf`X]Y`\_ca`a`YbXYb  
Y`fY`Zc`fni`ZØ`fYb`"5bk`c`bYf`k`i`fXYb`ØVYf`X]Y

DUF\_a Ò[ `]W\_X]hYb`]bZcfa ]Yfhž'i a `]\fY`Ni !'i bX`5VZU\fhini  
[ Yk À\f`Y]ghYb"~Hfcm`XYf`d cg]hj] Yb`6]`Ubn`i bX`XYb`d cg]hj] Yb  
FØW\_a Y`Xi b[ Yb`ni `XYb`J Yf\_Y\fgUbdUggi b[ Yb`[ UV`Yg`?f]h]\_Yb  
j cb`Y]b][ Yb` : UWVcc\_!Bi hnYfbž`X]Y`j cb`W Uch]gWYb`Ni ghÅbXYb  
VYf]W hYhYbž`YXcW`k ]Yg`X]Y`C fhgj cfghY\Yf]b`XUfUi Z`]bž`XUgg  
j ]Y`Y`?f]h]\_Yf`b]W h]j cf`C fh`k UfYb"~Dc`nY`]WY`A Y`Xi b[ Yb  
VYghÅh][ Ybž`XUgg`V]g`Ui Z`Y]bYb`J Yf\_Y\fgi bZU``\_Y]bY`VYgcbXYfYb  
Jcf\_ca a b]ggY`[ UV"

8]Y`D`Ubi b[ `XYg`A UbXY`V`ØhYbZYghYg`YfZc`[ h`Xi fW`Y]b  
Yb[ U[ ]YfhYg`Cf[ U!HYUa `Ui g; ]a a Y`X]b[ Yb`]b`Ni gUa a YbUfVY]h  
a ]h`XYf`H?G`i bX`XYf`GhUXhj Yfk U`hi b[ " : Øf`k Y]hYfY`ϕZcfa Uh]cbYb  
i bX`8YhU]`g`ni f`J YfUbgU`hi b[ ` \_ØbbYb`ϕhYfYgg]YfhY`X]Y`cZZ]n]Y`Y  
K YVgY]hY`i bhYf`**bi ghUXh`Yi`** VYgi WYb"

8YhU]`g	
Ei Y`Yb	<ul style="list-style-type: none"><li>• k k k "a fb!bYk g"XY</li><li>• k k k "gk f"XY</li></ul>

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