

F ]bXYf!F Unn]U`]b : fÄb\_]gW\ Yf'; Ya Y]bXY.  
5i hcZU\ fYf`Ui Z[ YdUggh°

⊕`Y]bYf`ZfÄb\_]gW\ Yb'; Ya Y]bXY`g]bX'' ) `F]bXYf`Ui g[ YVØI hž  
Dc`]nY]`k Ufbh`5i hcZU\ fYf`ni f`J cfg]W\ h" < ]bk Y]gY`ni f  
G]W\ hi b[ `YfVYhYb"



6]gW\ cZg\ Y]a ž`8Yi hgW\ `UbX`!`⊕`Y]bYf`ZfÄb\_]gW\ Yb'; Ya Y]bXY  
g]bX`Ua `GcbbhU[ a cf[ Ybž`XYb`&, "5df)"&\$& ) ž]bg[ YgUa h' )  
F]bXYf`Ui g[ YVØI h"8Y : i W\ h`XYf`H]YfY`[ YgW\ U\ [ Y[ Yb`%\$.%) `I \f  
Ui g`V]g`Ub[ `i b`\_UfYb'; fØbXYb`j cb`]\fYf`K Y]XY"8Y`Dc`]nY]`k Ufbh  
bi b`5i hcZU\ fYfž`]b`XYb`\_ca a YbXYb`HU[ Yb`VYgcbXYfg`UW\ hgUa  
ni `gY]bž`XU`X]Y`F]bXYf`]b`\_Y]bYb'; fi ddYb`nk ]gW\ Yb`GW\ ØbUi `i bX  
6]gW\ cZg\ Y]a `i a \Yf`ghfY]ZYb"8Yf`9]bgUhn`ni f`F ØW`ZØ\ fi b[ `XYf  
H]YfY`[ YghU`hYhg]W\ `U`g`YfUi gZc`fXYfbXž`XU`g]Y`Äi »Yfgh`gW\ Yi  
g]bX`i bX`g]W\ `]a `cZYbYb'; Y`ÄbXY`j YfhY]`Yb"

I a `X]Y`G]W\ Yf\Y]h`XYf`J Yf`\_Y\ fghY]`bY\ a Yf`ni `[ Yk Ä\`f`Y]ghYbž  
\UVYb`X]Y`GhfU»Yba Y]ghYfY]`i bX`XYf`?fY]gVUi \cZVYfY]hg  
<]bk Y]ggW\ `]XYf`Ub`XYb`VYhfcZYbYb`GhfU»Ybž`XUfi bhYf`X]Y

?fY]gghfU»Y`B 9G`%\*`i bX`X]Y`6i bXYgghfU»Y`&+- ž`Ui Z[ YghY`h`8 ]Y  
Dc`]nY]`6UX`BYi ghUXh`V]hYh`U`Y`DYfgcbYbž`X]Y`G]W`hi b[ Yb`XYf  
F]bXYf`a Y`XYb`\_ÖbbYbž`g]W`X]fY`\_hi bhYf`XYf`HY`YZcbbi a a Yf  
\$- ++%#\* \$\*!\$`ni`a Y`XYb`"8]Y`5i ZfY[ i b[ i bX`i b[ Yk ]gg\Y]hi a  
X]Y`Yb`hk ]gW`hYb`F]bXYf`\UVYb`X]Y` ; Ya Y]bXY`]b`5i ZfY[ i b[  
j YfgY`mh`

## F ]bXYfg]W`hi b[ Yb`i bX`< ]bk Y]gY

5b`Y]bYa`UbXYfYb`Cfhž]b`?Ua Yb`]a`CfhghY]`A Yh\`Yfž`k i fXYb  
VYfY]hg`]a`ž`]&\$&&`g]YVYb`F]bXYf`g]W`hYhž`X]Y`Ui g`Y]bYf`K Y]XY`]b  
XYf`B`Ä\Y`Y]bYf`?`Y]b[ UfhYbUb`U[ Y`Ui g[ YVØi h`k UfYb`"9]bY  
Ui Za Yf\_gUa Y`6Øf[ Yf]b`VYa Yf\_hY`X]Y`ZfY]`Ui ZYbXY`<YfXY`i bX  
]bZcfa`]YfhY`X]Y`Dc`]nY]`i a`+.)` )`i` \f`"Dc`]nY]gdFYW`Yf`7\`f]gh]Ub  
GhY]b`VYgh`Äh][ hY`XYb`9]bgUhnž`VY]`XYa`a`Y`fYfY  
GhfY]ZYbk U[ YbVYgUhn`i b[ Yb`X]Y`F]bXYf`]b`F]W`hi b[ `: f]hnl< UVYf!  
GhfU»Y`VY[ `Y]hYhYb`"8]Y`H]YfY`k i fXYb`gW`]Y»`]W`Ui ZY]b  
Ub[ fYbnYbXYg`: Y`X`[ Y`chgh`i bX`]b`Y]bYa`HfY]VYfk U[ Yb`ni fØW`  
Ui Z]\fY`K Y]XY`[ YVfUW`h`

8]Y`G]hi Uh]cb`]b`?Ua Yb`i a`ZUgghY`gc[ Uf`Y]bYb`9]bgUhn`XYf  
6i bXYgdc`]nY]ž`XU`X]Y`F]bXYf`]b`XYf`B`Ä\Y`Y]bYf`6U`bghfYW`\_Y  
`Y]ZYb`"K`Ä\`fYbX`X]YgYg`9]bgUhnYg`\_Ua`Yg`ni`Y]bYa`J`cfZU`ž`VY]  
XYa`Y]b`F]bX`ØVYf`X]Y`A`Ui Yf`Y]bYg`5bk`c`bYf[ UfhYbg`gdFUb[ `i bX  
Y]b`k Y]hYfYg`F]bX`g]Y`Y]bfUbbhY`

## GhÄXh]gW`Y`@YVYb`gfÄi a Y`ZØf`B`i hnh]YfY

8]Y`H\Ya Uh]`XYf`Ub]a`Ui l Yg`Ui g`i fVUbYb`i a [ YVi b[ `k ]fX`Ui W`  
ni bY`a YbX`k ]W`h][ Yf`@Ui h`Y]bYf`i bhYf`gi W`i b[ `ØVYf`i fVUbY`H]Yf!  
A YbgW`!J Yf`Ä`hb]ggY`]b`ghÄXh]gW`Yb`F`Äi a Ybž`\_ca`a Yb`H]YfY`k ]Y  
K UgW`VÄfYbž`K ]XgW`k Y]bY`i bX`: ØW`gY`]a`a Yf`\Äi Z[ Yf`]b  
?cbZ]\_h`ia`]h`A YbgW`Yb`"8]YgY`J Yf`ÄbXYfi b[ Yb`k YfZYb`: fU[ Yb`Ui Z  
ni f`D`UbVUf`\_Y]hi bX`ni`XYb`<YfUi gZcfXYfi b[ Ybž`X]Y`Xi fW`X]YgY  
6Y[ Y[ bi b[ Yb`Yb`hghY`Yb`\_ÖbbYb`"8]Y`6Yg]hnbU`a`Y`i bX`Bi hni b[  
i fVUbYf`F`Äi a Y`Xi fW`H]YfYž`gck ]Y`X]Y`?`cbZ]\_hYž`X]Y`nk ]gW`Yb  
a YbgW`]W`Yb`b`hYfYggYb[ fi ddYb`i bX`XYb`H]YfYb`Yb`hghY`Ybž  
bY`a Yb`ni`"

8]YgY'JcfZÄ`Yž'gckc\`]b'XYf'ZfÄb\_]gWYb';YaY]bXY'U`g'UiW'j]b  
 ?UaYbžjYfXYih]WYb'X]Y'<YfUi gZcfXYfi b[ YbžX]Y'XUg  
 Ni gUa a YbhFYZZYb'j cb'K ]'X!'i bX'Bi hnh]YfYb'a ]h'i fVUbYb  
 @YVYbgfÄi a Yb'a ]h'g]W'Vf]b[ h"8]Y'I bVY\_Øa a Yfh\Y]hž'a ]h'XYf  
 F]bXYf'i bX'UbXYfY'H]YfY'g]W'j]b'ghÄXh]gWY'6YfY]WY'j Yf'U[ Yfbž  
 ZØ\fhb]W'h'bi f'ni '6Yk UfY!A Y'Xi b[ YbžgcbXYfb'Ui W'ni  
 \_f]h]gWYb'G]hi Uh]cbYbžX]Y'gckc\`X]Y'G]WYf\Y]h'XYf'H]YfY'U`g  
 Ui W'XYf'A YbgWYb'VYhfYZZYb"

8YhU]`g	
JcfZU``	BchZU``
I fgUWY	i bVY_Ubbh
Cfh	6]gWcZg\Y]a ž'8Yi hgW'UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "]bZfUb_Yb"XY</li> <li>• k k k "\Y`k Y[ YfUbnY][ Yf"XY</li> <li>• `UbXgWUdY!hi k ]Yb"Uh</li> </ul>

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