

6i bX'fYXi n]Yfh'5i hcVU\ b! =bj Ygh]h]cbYb.  
J YfVfUi W\ Yf'a ØggYb'k UfhYb°

8Yf'6i bX'fYXi n]Yfh'5i hcVU\ b]bj Ygh]h]cbYb' ]b'A J ž  
j YfgW\ ]YVh'GhØfVfØW\_YbVUi 'Ui Z'&\$&\*' i bX'd'Ubh'biYi Y  
6Ui ghY''Yb'ni f'J YfVYggYfi b[ "

A YW\_YbVi f[ !J cfdca a Yfbž'8Yi hgW\`UbX'!'5i hcZU\ fYf' ]b  
A YW\_YbVi f[ !J cfdca a Yfb\_ÖbbYb' ]a ' ð\ f'&\$&' 'Ui Z'Y]bY  
J YfVYggYfi b[ 'XYf'J Yf\_Y\fgg]hi Uh]cb'Ui Z'XYb'5i hcVU\ bYb'\cZYb"  
8YbbcW\`Yfk UfhYb'g]Y'k Y]hYf\ ]b'6YY]bhfÅW\h] [ i b[ YbžXU'XYf  
6i bX'X]Y' ðj Ygh]h]cbYb' ]b'XYb'9f\ U'h'XYg'5i hcVU\ bbYhnYg'i a 'j ]Yf  
A ]''cbYb'9i fc'Ui Z'bi ba Y\ f') &'A ]''cbYb'9i fc' ]a 'J Yf[ 'Y]W\`ni a  
J cf'U\ f'\_Øfnh" '6YgcbXYfg' [ Yd'U[ h'g]bX'X]Y'J Yf\_Y\ fghY]'bY\ a Yf  
j cb' ; YgW\ k ]bX][ \_Y]hgVY[ fYbni b[ Ybžk ]Y'XYb', \$'\_a # 'Ui Z'XYa  
5VgW\ b]hh'F ]W\ hi b[ 'K ]ga Uf" '8]YgY'A U» bU\ a Yb'g]bX'HY]'Y]bYg  
i a ZUggYbXYb'D'Ubg'ni f' ðghUbX\ U'hi b[ 'XYg'+( ' '?' ]ca YhYf''Ub[ Yb  
GW\ bY''ghfU» YbbYhnYg' ]b'A J "

8]Y'GUb]Yfi b[ 'XYf'6fØW\_Y'Ua ' @Yk ]hnfUXž'X]Y'i fgdFØb[ ' ]W\ ' ]a  
< YfVgh'&\$&&'UV[ YgW\`cggYb'k YfXYb'gc`hYž'k ]fX' ]a a Yf'k ]YXYf  
j YfgW\ cVYb" 'A ]h'ØVYf' ( \$' ð\ fYb'\ Uh'X]Y'6fØW\_Y'Yf\ YV` ]W\ Y  
6Ui gW\ ÅXYb'Ui Z[ Yk ]YgYbž'i bX'XYf'HYfa ]b'ZØf'XYb'BYi VUi 'XYf  
GhØfVfØW\_Y'Ui Z'XYf'5%( 'j YfnØ[ Yfh'g]W\`bi b'V]g'&\$&\* ž  
\Ui dhgÅW\` ]W\`Ui Z[ fi bX'bc h k YbX][ Yf'5bdUggi b[ Yb'VY]'XYb  
5i ggW\ fY]Vi b[ gi bhYf'U[ Yb" '5i hcZU\ fYf'a ØggYb'g]W\`XUfUi Z  
Y]bghY''YbžXUgg'X]Y'K ]YXYf]bVYhf]YVbU\ a Y'XYf'6fØW\_Y'g]W\`i a  
ð\ fY'j YfnØ[ Yfb'\_ÖbbhYž'cV k c\`X]Y'6Ui d'ÅbY'ZUgh  
UV[ YgW\`cggYb'g]bX"

B Yi Yg'6Ui ghY''Ybdfc [ fUa a

5V`5dfj`&\$&`k`jFX`Yg`Ui`Zj`YfgWk`YXYbYb`GhfYW`YbUVgWk`b]hhYb`]b  
A`YW`YbVi`f[!J`cfdca`a`Yfb`bYi`b`bYi`Y`5i`hcVU`b!6Ui`ghY`Yb  
[`YVYbž`k`Ug`j`]Yf`k`Yb[`Yf`g]bX`U`g`]a`J`cf`U`f`K`A`fYbXXYggYb  
gc`Yb`]bg[`YgUa`h`&`\*`?`]ca`YhYf`XYg`GWk`bY`ghfU»`YbbYhnYg  
YfbYi`Yfh`k`YfXYb`"8`Ug`[`f0»`hY`Dfc`Y`\_`h`k`]fX`X]Y`GUb]Yfi`b[`XYf  
:`U`fVU`b`nk`]gWk`Yb`:`f]YX`UbX`i`bX`GhfUgVi`f[`gY]bž`Y]bY  
A`U»`bU`a`Yž`X]Y`j`cb`ž`b]V]g`B`cj`Ya`VYf`&\$&`[`Yd`Ubh]gh`i`bX`&-  
A`]`cbYb`9i`fc`\_`cgYb`gc`"

- :`U`fVU`b`gUb]Yfi`b[`nk`]gWk`Yb`:`f]YX`UbX`i`bX`GhfUgVi`f[`  
-`ž`(`?`]ca`YhYf`Z0f`&-`A`]`cbYb`9i`fc`"
- ,`VYf`(`?`]ca`YhYf`nk`]gWk`Yb`BYi`\_`cgYf`i`bX`?`f0dY`]bž  
?`cgYb`Yhk`U`%%`A`]`cbYb`9i`fc`"
- GUb]Yfi`b[`j`cb`\*`ž`(`?`]ca`YhYf`nk`]gWk`Yb`F`cghc`W`i`bX  
GUb]hnž`YVYbZU`g`Z0f`fi`bX`%%`A`]`cbYb`9i`fc`"
- 9fbYi`Yfi`b[`XYf`5`bgWk`i`ggghY`Y`6`cV]hn`Ub`XYf`5`&\$  
nk`]gWk`Yb`A`U]i`bX`ž`]`&\$&`"
- 8Ui`YfVUi`ghY`Y`Ub`XYf`5`&(`Ub`XYf`5`bgWk`i`ggghY`Y`ni`f  
5%-`j`cb`5dfj`V]g`8`YnYa`VYf`&\$&`"
- GUb]Yfi`b[`XYf`5`bgWk`i`ggghY`Y`GWk`Yf]b!`C`gh`Ui`Z`XYf`5`%(  
a`]h`h`j`Ygh]h]cbYb`j`cb`\_`bUdd`Y]bYf`A`]`cb`9i`fc`"
- GUb]Yfi`b[`j`cb`j`]Yf`6`f0W`Yb`Ui`Z`XYf`5`%-`Z0f`Yhk`U`j`]Yf  
A`]`cbYb`9i`fc`"

;`YfUXY`ni`f`F`Y]gYnY]h`ia`0ggYb`5i`hcZU`fYf`]b`8`Yi`hgWk`UbX  
j`Yfgh`A`f`\_`h`ia`]h`6`Ui`ghY`Y`b`fYWk`bYb`"@`Ui`h`6`Yf]Wk`hYb`g]bX`U`\_`hi`Y`  
Yhk`U`+`)\$`6`Ui`ghY`Y`b`Ui`Z`5i`hcVU`b`Yb`Y]b[`Yf]Wk`hYhž`k`Ug`Y]bY  
g][`b]Z]\_`UbhY`<`YfUi`gZcfXYfi`b[`XUfghY`h`I`a`I`bZ`A`Y`ni  
j`Yfa`Y]XYbž`Ya`dZ]Y`h`X]Y`Df0Zcf[`Ub]gUh]cb`8`Y`fUž`VYgcbXYfg`Ui`Z  
X]Y`6`fY]hY`XYf`:`U`fnYi`[`Y`ni`UWk`hYbž`XU`X]Y`]b`Y`:`U`fgdi`f`A`i`Z]  
bi`f`Z0f`:`U`fnYi`[`Y`V]g`a`U]a`U`nk`Y]A`YhYf`6`fY]hY`ZFY][`Y[`YVYb`]gh`  
6Y]Y]bYa`J`Yfghc»`Xfc`h`Y]b`6i`»[`Y`X`j`cb`&\$`9i`fc`"

## GhUh]gh]\_Yb`i`bX`U`\_`hi`Y`Y`J`Yf`\_`Y`f`g`U[`Y`

8`Ug`6i`bXYga`]b]ghYf]i`a`Z0f`8][`]hU`Yg`i`bX`J`Yf`\_`Y`f`f6A`8`J`E`U`h]b  
gY]bYa`J`U`fYgVYf]Wk`h`J`Yf`\_`Y`f`]b`NU`Yb`X]Y`U`\_`hi`Y`Y`  
J`Yf`\_`Y`f`g]bZfUghfi`\_`hi`f`Y]b`gWk`Y]Y`Wk`XYf`h`j`Ygh]h]cbYb`XYhU]`Yfh

Ui Z[ YZØ\fh" ð'X]YgYa 'GhUbXUfXk Yf\_'g]bX'i bhYf'UbXYfYa 'I bZÄ''Yž  
 J Yf\_Y\fgUi Z\_ca a Yb'i bX'9a ]gg]cbYb'Xc\_i a Ybh]Yfh"8 Ug  
 J YfghÅbXb]g'XYf'J Yf\_Y\fgVYX]b[ i b[ Yb'j YfVYggYfh'g]W\Xi fW  
 gc`W\Y'J YfÖZZYbh]W\i b[ Ybž'X]Y'Ui W'XYf'² ZZYbh]W\_Y]h  
 ni [ Åb[ `]W'g]bX"8 ]Y'HUgW\YbVi W\Ui g[ UVY'\_Ubb'\_cghYbdZ]W\h][  
 ØVYf'XUg'?fUZhZU\fh!6i bXYgUa h'VYnc[ Yb'k YfXYbž'k Å\fybX'X]Y  
 U\_hi Y''Yb'Cb`]bY!5i g[ UVYb'\_cghYb`cg'j YfZØ[ VUf'g]bX"

Ni gUa a YbZUggYbX' ]gh'X]Y'J Yf\_Y\fg`U[ Y' ]b'A YW\_YbVi f[ !  
 J cfdca a Yfb'j cb'ghÅbX][ Yb'<YfUi gZcfXYfi b[ Yb'[ YdfÅ[ hž  
 ]bgVYgcbXYfY'Xi fW' i a ZUb[ fY]W\Y'6Ui ghY''Yb'i bX'Y]b  
 fYXi n]YfhYg' ðj Ygh]h]cbgj c`i a Yb"5i hcZU\fyf'gc`hYb'g]W'Ui Z  
 a Ö[ `]W\Y'J YfnÖ[ Yfi b[ Yb'Y]bghY''Yb'i bX'X]Y'J Yf\_Y\fg\]bk Y]gY  
 VYUW\hYbž'i a 'g]W\Yf'Xi fW'X]Y'FY[ ]cb'ni 'bUj ][ ]YfYb"

8YhU]`g	
J c f Z U ``	F Y [ ] c b U ` Y g
C f h	A Y W _ Y b V i f [ ! J c f d c a a Y f b ž 8 Y i h g W \ U b X
G W \ U X Y b ` ] b `	) & \$ \$ \$ \$ \$
E i Y `` Y b	<ul style="list-style-type: none"> <li>• k k k "b c f X _ i f ] Y f " X Y</li> <li>• k k k "a c h c f ! h U ` _ " X Y</li> <li>• V a X j " V i b X " X Y</li> </ul>

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