

# F ]YgYb!9l d`cg]cb`]b`< U`XYbg`YVYb. GbUW\_Ui hca Uh`[ YgdfYb[ h°

ϕ`<U`XYbg`YVYb`k i fXY`Y]b`GbUW\_Ui hca Uh`[ YgdfYb[ hž  
nU\`fY]WXY`GW\`AXYb`i bX`NYi [ Yb`[ Ygi W\h`K Ug`[ YgW\U\`]b  
XYf`6ÖfXY!FY [ ]cb3

< U`XYbg`YVYbž`8Yi hgW\`UbX`!`ϕ`XYf`BUW\h`ni a`': fY]hU[ `Ua  
Yg`]b`<U`XYbg`YVYbž`@UbX`fY]g`6ÖfXYž`ni`Y]bYf`gdY`hU`i`ÄfYb  
9l d`cg]cb`"l bVY`UbbhY`HÄhYf`gdYb[ hYb`Y]bYb`GbUW\_Ui hca UhYb  
]b`XYf`BYi \U`XYbg`YVYf`GhfU»Yž`k Ug`b]W\h`bi`f`ni`Y]bYa`'[ fc»Yb  
HfØa`a`YfZY`X`ZØ\fhYž`gcbXYfb`Ui W\`nU\`fY]WXY`5bk`c\`bYf`k`YW`hY"  
8Yf`GUW`gW`UXYb`k`]fX`Ui`ZYhk`U`%) "\$\$\$`9i`fc`[ YgW\`Ämhž`k`cVY]  
Ui W\`': YbghYf`i`bX`HØfYb`bU\Y[ Y`Y[ YbYf`'; YgW\`ÄZhY`VYgW\`ÄX][ h  
k`i`fXYb`"8]Y`9fa`]h`i`b[ Yb`XYf`Dc`]nY]Yf[ UVYbž`XUgg`j`cb`XYb  
HÄhYfb`V]g`Ub[ `YXY`Gdi`f`ZY`\`hi`bX`i`b`\_Uf`V`Y]Vhž`k`ca`]h`XYf  
5i`hca`Uh`[ YgdfYb[ h`k`i`fXY`i`bX`cV`'; Y`X`YfVYi`hYh`k`YfXYb`\_`cbbhY"  
8]Y`Dc`]nY]`gi`W\h`bi`b`bUW\`NYi [ Ybž`X]Y`<]bk`Y]gY`ni`f`HUh`cXYf`ni  
XYb`HÄhYfb`[ YVYb`\_`ÖbbYb`"6Yhfc`ZYbY`\_`ÖbbYb`g]W\`i`bhYf`XYf  
HY`Y`Zcbbi`a`a`Yf`\$` -`\$`(#`+,`\$`cXYf`ØVYf`XUg`9!F`Yj`]Yf`a`Y`XYb`"  
8]Yg`VYf]W\hYh`hU[ &(`"

8]Y`9l d`cg]cb`]b`< U`XYbg`YVYb`]gh`b]W\h`XYf`YfghY`J`cfZU``X]YgYf  
5fh`i]b`XYf`FY [ ]cb`"9fgh`\_Øfn`]W\ž`Ua`'GcbbhU[ UVYbXž`\_Ua`Yg`ni  
Y]bYf`Ä`b`]W\Yb`GdfYb[ ghc`ZYl d`cg]cb`Ua`': f]YXYbgf]b[ `]b`N]Y`]hnž  
YVYbZU`g`]a`'@UbX`fY]g`6ÖfXY`"8cfh`k`i`fXY`Y]b`GbUW\_Ui hca Uh  
j`c`gh`ÄbX][ `nYfgh`Øfhž`k`cVY]`Ui`W\`Y]bY`Ub[ fYbnYbXY`Hi`fb`\U`Y  
VYgW\`ÄX][ h`k`i`fXY`"8]Y`HÄhYf`Yb`k`YbXYhYb`VY]bU\Y`\*`\$\$`9i`fc`Ui`g  
XYa`5i`hca`UhYbž`i`bX`XYf`'; YgUa`hgW\`UXYb`k`]fX`\]Yf`YVYbZU`g`Ui`Z  
) "\$\$\$`9i`fc`[ YgW\`Ämh`'@Ui`h`J`c`\_`ggh]a`a`Y`dfØZh`X]Y`Dc`]nY]ž`cV  
X]Y`VY]XYb`HUhYb`]b`J`YfV]bXi`b[ `ghY`Ybž`XU`Yg`VYfY]hg`]b`XYf  
J`Yf[ Ub[ Yb`Y]h`Ä`b`]W\Y`J`cfZÄ`Y`]b`K`c`a`]fghYXh`i`bX`6Uf`YVYb

[ UV"

## Ni bU\ a Y`j c b`GhfUZhUhYb

8]YgY`J c fZÅ``Y`ZU``Yb`]b`Y]bYb`VYgcf[ b]gYffY[ YbXYb`HfYbXž`k ]Y  
 X]Y`U\_hi`Y``Y`Dc`]nY`]W\Y`? f]a` ]bU`ghUh]gh]\_`fD? GŁ`ZØf`&\$&` `nY][ h`  
 @Ui`h`6? 5`]gh`X]Y`NU\``XYf`[ YgUa` hYb`YfZUgghYb`GhfUZhUhYb`]b  
 8Yi`hgW\`UbX`i`a` )`ž` `i` `Ui`Z]Y]b`F`Y`\_cfX\`cW\`[ Ygh]Y[ Yb``8]Y  
 :`U``nU\`Yb`YffY]W\hYb`]a` `j\`f`&\$&` `a` ]h)` "-` ( `\$``\*`\*`+`:`: `Å``Yb`XYb  
 \`ØW\`ghYb`GhUbX`gY]h`&\$%\*``"8`fY]`nYbhfU`Y`:` U`\_hc`fYb`ZØf`XYb`5bgh]Y[  
 k`i`fXYb`]XYbh]Z]n]Yfh`X]Y`Yf\`Ø\`hY`A`cV`]h`Å`h`b`UW\`XYa` `K`Y[ ZU``XYf  
 7cj`X]!%-`!6YgW\`fÅb`\_i` b[ Ybž`X]Y`k` ]fhgW\`UZh`]W\Yb`i` bX`gcn]U`Yb  
 6Y`Ughi` b[ Yb`Xi`fW\` `b`ZUh]cb`gck` ]Y`X]Y` \c`Y`Ni`k`UbXYfi` b[ gfUhY  
 ]b`8Yi`hgW\`UbX``6YgcbXYfg`U`Ufa` ]YfYbX`]gh`XYf`5bgh]Y[ `XYf  
 8]YVghU\`gXY`]\_hY`i`a``%\$ž+`i` `"

8]Y`GdfYb[ i` b[ Yb`j`cb`GbUW`Ui`hca`UhYb`g]bX`gca` ]h`HY`]`Y]bYg  
 [ fØ»`YfYb`DfcV`Ya`gž`XUg`X]Y`F`Y[ ]cb`i`bX`XUfØVYf`\`]bUi`g`VYhf]Z]h"  
 8]Y`Dc`]nY`]b`<`U`XYbg`YVYb`gck` ]Y`UbXYfY`ni`gh`ÅbX][ Y`6Y\`ØfXYb  
 ghY\`Yb`j`cf`XYf`<`YfUi`gZcfXYfi`b[ ž`X]YgY`HfYbXg`Y]bni`XÅa`a`Yb  
 i`bX`X]Y`G]W\Yf\`Y]h`XYf`6Øf[ Yf`ni` ` [ Yk`Å\`f`Y]ghYb``8]Y`Gi`W\Y`bUW\  
 XYb`HÅhYfb`V`Y]Vh`XUVY]`c`VYfghY`Df]cf]h`Åh"

8YhU]`g	
J c fZU``	GdfYb[ i` b[ ž`8]YVghU\`
I fgUW\Y	GdfYb[ ghcZZI`d`cg]cb
C fh	<`U`XYbg`YVYbž`8Yi`hgW\`UbX
GW\UXYb`]b`	'`\$\$\$\$
E i`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "hU[ &amp;("XY</li> <li>• k k k "j`c`_ggh]a`a`Y"XY</li> <li>• k k k "V`_U"XY</li> </ul>

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