

GcbbYbgWXY]b`i bX`K UggYfVca VYb.`9`a c  
VY[ Y]ghYfh`VY]a `A U]VUi a ZYgh`

8Ug`5W]a Yf`A U]VUi a ZYgh`Ua `&+"5df]"&\$&) `VY[ Y]ghYfhY  
a ]h`XYf`HUi ZY`XYg`bYi Yb`8@F; !6cchYg` 9`a c `i bX  
j ]Y`ZÀ`h][ Yb`5\_h]j ]h`hYb"



5W]a ž`8Yi hgW`UbX`!`5a `&+"5df]"&\$&) `ZUbX`XUg`hfUX]h]cbY`Y  
5W]a Yf`A U]VUi a ZYgh`ghUhh`XUg`VY]`ghfU`YbXYa `GcbbYbgWXY]b  
nU`fY]WXY`6Ygi WXYf`]b`X]Y`bYbghUXh`cW\_hY"8]Y`J YfUbghU`hi b[  
k i fXY`a ]h`XYf`ZY]Yf`]WXYb`HUi ZY`XYg`bYi Yb`8@F; !FYhi b[ gVcchg  
9`a c `ni a `<0\Ydi b\_h`XYg`HU[ Yg"?]bXYf`\UhhYb`X]Y`: fYi XYž`XUg  
fchY`GW`Ui W`Vcch`a ]h`Vi bhYb`K UggYfVca VYb`ni `hUi Zyb`ž`k Ug  
]bgVYgcbXYfY`VY]`XYb`f`b[ Yb`; ÀghYb`[ fc»Yb`5b`\_Ub[ `ZUbX"8Yf  
5`i fi a dZXYg`6cchg`]ghj ]YfY]b\U`V`A YhYf`Ub[ `i bX`k ]fX`j cb  
Y]bYa `Y]ghi b[ gghUf`\_Yb`\*`\$`DG`J ]Yfhu`\_ha`chcf`Ub[ Yhf]YVYb"9g  
\UbXY`hg]W`i a `XUg`Xf]hhY`6cch`XYf`8@F; `5W]a /`X]Y`YfghYb`nk`Y]  
k i fXYb`]b`XYb`š\`fYb`%-`\*, `i bX`&\$%, `]b`6Yhf]YV`[ Ybca`a`Yb" `A ]h  
XYf`:]bUbn]Yfi b[ `XYg`B`Yi`\_`Ui`Zg`k i fXY`\`Ui`dhg`ÀW`]W`X`i`fW  
Ni`gW`ØggY`i bX`GdYbXYb`i bhYfgh`Ønhž`k Ug`X]Y`F`c`Y`XYf

; Ya Y]bgWkUZh\Yfj cf\YVhžX]Y'ni f'G]WkYf\Y]h'Ui Z'XYf'K YgYf  
VY]hfÅ[ h"

8@F; !GdfYWkYf'<]bf]Wk'F UWkY'VYhcbhY'X]Y'ja a YbgY'6YXYi hi b[  
XYg'bYi Yb'6cchYg'Z0f'X]Y'F Yhi b[ 'j cb'A YbgWkYb'YVYb']b'XYf  
FY[ ]cb"8]Y'8@F; žX]Y'k Y'hk Y]h'Yhk U'%ž- 'A ]''cbYb'A ]h[ 'Y]XYf'\Uhž  
]ghi bYfa 0X'Wk'ja '9]bgUhnž'i a 'Å\f]Wk'\i bXYfhY'A YbgWkYb'j cf  
XYa '9fhf]b\_Yb'ni 'fYhhYb"'ΔfY'5fVY]h'k ]fX'j c''ghÅbX][  
Y\fybUa h]Wk'[ Y'Y]ghYhž'i bX'X]Y': ]bUbn]Yfi b[ 'XYf'Dfc'Y\_hY'YfZc'[ h  
0VYfk ]Y[ YbX'0VYf'GdYbXYbžX]Y'Z0f'5i gf0ghi b[ 'i bX'X]Y  
5i gV]Xi b[ 'XYf'F YhhYf'j Yfk YbXYh'k YfXYb"'ϕhYfYgg]YfhY' \_0bbYb  
X]Y'8@F; 'Xi fWk'j YfgWk]YXYbY'A 0[ 'Wk\_Y]hYb'k ]Y'DUhYbgWkUZhYb  
cXYf'Y]ba U']Y'GdYbXYb'i bhYfgh0hnYbž'k Ug'Y]b'nYbhfU'Yf'Di b\_h  
k Å\fybX'XYg': YghYg'k Uf"

## J ]Y`ZÅ`h][ Y'5\_h]j ]hÅhYb`i bX'9b[ U[ Ya Ybh

8 Ug'A U]VUi a ZYghV]YhYh'b]Wk'h'bi f'Y]bY'Ya ch]cbU'Y'6cchghUi ZYž  
gcbXYfb'Ui Wk'nU\fy]WkY'5\_h]j ]hÅhYb'Z0f'U''Y'5'hYfg[ fi ddYb"  
: Yi Yfk Y\fi bX'HYWk]gWkYg'<]Zgk Yf'\_ghY''hYb'[ Ya Y]bgUa 'i a '%%  
I \f'XYb'A U]VUi a 'Ui Z'XYa '6]V'ch\Y\_gd'Uhn'Ui Z'60f[ Yfa Y]ghYf  
F U]bYf'8]hnZY'X'Åi »YfhY'g]Wk'j]b'gY]bYf'5bgdfUWkY'dcg[h]j '0VYf'XUg  
9b[ U[ Ya Ybh'XYf'Ub'k YgYbXYb'j YfY]bY'i bX'X]Y'[ fc»Y'NU\''XYf  
6Ygi WkYbXYb"'ϕ'Y]bYf'j]bgd]f]YfYbXYb'DfYX][ h'cVhY'DUghcf]b  
ϕa Y'U'60hnbYf'XYb'Ni gUa a Yb\U'h]b'XYf'; Ya Y]bXYž'k Ug'X]Y  
5ha cgd\Åfy'XYg': YghYg'ni gÅhn]Wk'Yf\cV"

K Å\fybX'XYg': YghYg'ghY''hYb'g]Wk'%+ 'j YfY]bY'i bX'c f[ Ub]gUh]cbYb  
a ]h'GhÅbXYb'i bX'5\_h]j ]hÅhYb'j cf"i bhYf'XYb'5b[ YVchYb'\_cbbhYb  
? ]bXYf'VY]a '<Y]a Uhj YfY]b'XUg'G0hhYf']b'gWk'fY]VYb'YfbYb'i bX  
'0ddY'b'Ui gdfcV]YfYb"'8]Y'8@F; 'gcf[ hY'a ]hY]bYf'<0dZVi f[ 'Z0f  
GdU» 'VY]'XYb'? 'Y]bYbž'i bX'X]Y'? ]fWkYb[ Ya Y]bXY'Gh"@Ui fYbh]i g  
cf[ Ub]g]YfhY'A U'U\_h]cbYb"'9]b'k Y]hYfYf'<0\Ydi b\_h'k Uf'Y]b  
GdYXXUh]b[ 'ja 'F UhggUU'ž'XUg'gdYn]Y''Z0f'X]Y'Yb][ Yb'[ YXUWk'h  
k Ufž'X]Y'ϕhYfYggY'Ub'Y\fybUa h]WkYa '9b[ U[ Ya Ybh'\UVYb"'ϕ  
X]YgYa 'F U\ a Yb'gi Wk'hYb'i bhYf'UbXYfYa 'XYf'<cgd]nj YfY]bž'X]Y  
5k c'i bX'XYf'? i bghj YfY]b'bUWk': fY]k ]''[ Yb"'c f[ Ub]gUhcf]b'@]UbY  
GWk]fa Yf'VYf]Wk'hYhY'j cb'XYa '0VYfk Å'h][ YbXYb'ϕhYfYggY'XYf

HY]bY\ a Yf'Ub'XYb'; YgdfÅWYb'ØVYf'Y\fybUa h]WXY'HÅh][\_Y]hYb"

## 9]b': Ygh'XYf'; Ya Y]bgW UZh

8]Y'6Øf[ Yfgh]Zhi b[ '5W]a 'dfÅgYbh]YfhY'Y]b'Dfc'Y\_hž'XUg'Ui Z'X]Y  
I bhYfghØhni b[ 'Y]bYg'ž [ YbXd'UhnYg'UVn]Y'hž'i bX'Ui W'XYf  
9]bnY'\UbXY'\ØZbYhY'ni a 'YfghYb'j Yf\_Ui ZgcZZYbYb'GcbbhU[ 'XYg  
š\fygž'k Ug'XYa ' : Ygh'ni gÅh'W]WYg'@VYb'Y]b\Ui W'hY'"9]b  
: 'c\ a Uf\_h'Ui Z'XYf'<YfVYf[ ghfU»Y'i bX'Y]b'UVk YW'g'i b[ gfY]WYg  
6Ø\ bYbdfc[ fUa a 'a ]h'5i Zhf]hYb'j cb'7\ØfYb'i bX'Gdcfhj YfY]bYb  
VYfY]WYfhYb'XYb'HU[ "

8Yf': ØfXYfj YfY]b'XYf'GhUXhV]V'ch\Y\_'\_cbbhY'YfZc`[ fY]W'nk Y]  
bYi Y'@YgYdUHb' [ Yk ]bbYbž'k Å\fybX'XYf'J YfY]b' 5W]a Yf'6Øf[ Yf  
\Y'Zb'6Øf[ Yfb']b'5W]a 'I bhYfghØhni b[ 'ZØf': U\fhYb'ni  
5fnhVYgi WYb'gi W'hY'"9g'gh'\_Ufž'XUgg'XUg'5W]a Yf'A U]VUi a ZYgh  
b]W'h'bi f'Y]b': Ygh'XYg'6fUi W'hi a gž'gcbXYfb'Ui W'Y]b  
VYXYi hYbXYf'GWf]h'ni f'GhÅf\_i b[ 'XYf'; Ya Y]bgW UZh]ghž'XU'Gcb'U  
@]bX\cfgh?Ø\Yf'j ca ' <Y]a Uhj YfY]b'cdh]a ]gh]gW'ØVYf'XUg  
÷hYfYggY'Ua '9\fybUa h'VYf]W'hYhY'"A ]h'gc'W'Yb[ U[ ]YfhYb  
J YfUbghU'hi b[ Yb'k ]fX'XUg'Ni gUa a Yb[ Y\Øf][\_Y]hg[ YZØ\''b  
5W]a '\_cbh]bi ]Yf]W' [ YZØfXYfh"

÷g[ YgUa h'nY][ hY'XUg'5W]a Yf'A U]VUi a ZYghž'k ]Y'k ]W'h][ 'XUg  
9b[ U[ Ya Ybh]b'XYf'7ca a i b]hm]gh'i bX'k ]Y'gY\f'gc'W'Zygh]WXY  
5b'ÅggY'X]Y'A YbgWYb'ni gUa a YbVf]b[ Yb'"8Ub'\_nU\fy]WYf  
I bhYfghØhYf'i bX'9\fybUa h]WYf'k Uf'XUg': Ygh'Y]b'j c''Yf'9fZc`[ "

8YhU]`g	
J cfZU``	Gcbgh][ Yg
C fh	5W]a 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 "k YgYf!_i f]Yf"XY</li> <li>• k k k "X`f[ "XY</li> </ul>

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