

5 Z8 'U`g`fYWX hgYI hfYa 'Y]b[ Yghi Zh. 'Dc`]h]\_`  
`YVh]j c b `YZh][ Yb`F YU\_h]c bYb`°

5 Z8 'U`g`fYWX hgYI hfYa 'Y]b[ Yghi Zh. 'F YU\_h]c bYb`XYf`DUfhY]'i bX  
9I dYfhYb`ni`XYb`5i gk ]f\_i b[ Yb`Ui ZX]Y`8Ya c\_fUh]Y`]b  
8 Yi hgWX`UbX"



8 Yi hgWX`UbX`!`8Yf`J YfZUggi b[ ggWX i hn`Uh`X]Y`5`hYfbUh]j Y`Z0f  
8 Yi hgWX`UbX`f5Z8`E`U`g` fYWX hgYI hfYa 'Y]b[ Yghi Zh`k Ug`Y]bY`K Y`Y  
j c b`F YU\_h]c bYb`Ui g[ Y`0gh`U`h`8 ]Y`VY]XYb`5Z8!GdfYWX Yf`5`]W  
K Y]XY`i bX`H]bc`7`fi dU`U`Z`gY`Yb`X]Y`9]bghi Z b[ 'U`g` gWX k YfYb  
GWX`U[ ' [ Y [ Yb`X]Y`Vi bXYgXYi hgWX Y`8Ya c\_fUh]Y " `b`]\fYb`5i [ Yb  
]gh`X]Y`9b hgWX Y]Xi b[ 'dc`]h]gWX`a`ch]j ]Yfh`z`]bgVYgcbXYfY`XU`X]Y`5Z8  
XYfnY]h]b`i a ZfU[ Yb`U`g`gh`Af`ghY`? fUZh`Ui Zhf]hh`K Y]XY`i bX  
7`fi dU`U`\_0bX][ hYb`Ub`z`f`g]gWX` [ Y [ Yb`X]YgY`9]bghi Z b[  
j cf[ Y`Yb`ni`k`c`Yb`"8]YgYf`GhUbXdi b\_h`k ]fX`j c b`a Y`fYfYb`5Z8!  
J YfhfYhYfb` [ YhY]`h`z`XUfi bhYf`GhYd`Ub`Dfc hgWX`\_U`z`XYf`X]Y  
9]bghi Z b[ 'U`g` dc`]h]gWX Yg`A Ub`0j Yf`VYnY]WX bYh`@Y]Z]9f]\_`<c`a`z  
XYf`k ]fhgWX`Uzhgdc`]h]gWX Y`GdfYWX Yf`XYf`5Z8!: fU\_h]cb`z`g]Y`h`XUf]b  
Y]bYb`J Yfgi WX`z`X]Y`C ddcg]h]c b`Ui gni gWX`U`hYb"

8Yf'Jcfki fZY]bYf'dc`h]gW`a chj ]YfhYb'9]bgW`Åhni b[ `Z]bXYh  
i bhYf'XYb'5Z8!JYfhfYhYfb'Ni gh]a a i b[ "'6YUhf]l 'j cb'GhcfW`  
\_f]h]g]Yfh'XYb'JYfZUggi b[ ggW`i hn'U`g`Y]bY' bYi Y' ðei ]g]h]cb ž  
k Å\fybX'8]f\_`BcW\_Ya Ubbž'<Ua Vi f[ g'5Z8!@UbXYgW`YZ]`Ui Vhž  
X]Y'5Z8'gc`Y'k Y[ Yb']\fyf'9fZc`[ Y`Y]b[ YgW`ØW`hYfh'i bX'nYfghØfh  
k YfXYb"'5i W`?i fh'?Y]bgW`a ]Xhž'@UbXYgW`YZ]b'GW`Ygk ][!  
<c`ghY]bž'g]Y\h'X]Y`BYi VYk Yfhi b[ `U`g'dc`h]gW`a chj ]Yfh'Ub"  
GhYd\Ub'6fUbXbYfž'ghY`j YfhfYhYbXYf'5Z8!Jc fg]hnYbXYfž'gdf]W`h  
j cb' ]b\U`h]W`Ya 'j Ò`][ Yb'6`ØXg]bb žk Å\fybX'FYbÅ'5i ghž'XYf  
7\YZXYf'5Z8'ja '9i fcdUdUf'Ua Ybhž'X]Y'9bhgW`Y]Xi b[ `U`g  
i bXYa c\_fUh]gW`YfUW`hYhž'X]Y`Ub'Ui hc\_fUh]gW`Y`GhUUhYb'Yf]bbYfY"  
A UI ]a ]]Ub'?fU\ž'5Z8!6i bXYghU[ gUV[ YcfXbYhYfž'\Å'h'X]Y  
9]bghi ž b[ `ZØf' ]b\U`h]W`ZU`gW`i bX'b]W`h'ØVYffUgW`YbX"'8]Y  
'Ui ZYbXY'8]g\_i gg]cb'ØVYf'X]YgY'9]bghi ž b[ ` \_ØbbhY'ni a  
6fYbbdi b\_h'XYg'HU[ Yg'VY]'7CA D57HI!HJ`k YfXYb"

## 9I dYfhYba Y]bi b[ Yb'i bX'ZfØ\YfY 9]bgW`Åhni b[ Yb

A Uhh\]Ug'E i Ybhž'Y]b'FYW`hgYI hfYa ]ga i gYI dYfhYž'\Uh'g]W`  
YVYbZU`g'ni f'9]bghi ž b[ ` [ YÅi » Yfhi bX'VYgW`fY]Vh'X]Y'5Z8'U`g  
 [ Yg]W`Yfh'fYW`hgYI hfYa ]gh]gW` "': fØ\YfY'; i hUW`hYb']b'a Y\fyfYb  
6i bXYg'ÅbXYfb'\ÅhhYb'Å\b`]W`Y'9]bgW`Åhni b[ Yb' [ YhfcZYb"  
 ðgVYgcbXYfY`XfY]'Df]bn]d]Yb'\_Yb'bnY]W`bYb'X]Y'5Z8. '

- JYfghc» [ Y[ Yb'XUg'A YbgW`Ybk ØfXYdf]bn]d'Xi fW`  
UVk YfhYbXY`Yi » Yfi b[ Yb'i bX'JYfUW`hi b[ 'j cb'A YbgW`Yb  
a ]h'A ] [ fUh]cbg\]bhYf[ fi bXž
- JYfghc» [ Y[ Yb'XUg'8Ya c\_fUh]Ydf]bn]dž'k Ug'g]W` ]b'XYf  
JYfUW`hi b[ `XYg'GhUUhYg'i bX'gY]bYf' ðgh]hi h]cbYb'Åi » Yfhž
- JYfghc» [ Y[ Yb'XUg'FYW`hgghUUhgdf]bn]d"

'J Ò`\_]gW`Yf'B Uh]cbU`]ga i g' ]gh'Y]b'nYbhfU`Yf'5gdY\_h'XYg  
FYW`hgYI hfYa ]ga i gž'XYf'Ui W` ]b'XYf'5Z8' \_`Uf'dfÅgYbh']gh"

E i Ybh'k Ufbhž'XUgg'X]Y'5Z8'X]Y' [ fØ» hY'; YZU\ f'ZØf'X]Y'8Ya c\_fUh]Y  
i bX'XYb']bbYfYb': f]YXYb']b'8Yi hgW`'UbX'XUfghY`h"Ni XYa 'nY][ h  
Y]bY'gmghYa Uh]gW`Y`FUX]\_U`]g]Yfi b[ 'j cb'A YbgW`Ybž'X]Y

i fgdf0b[ `]W`Ui g`DfchYghini f`5Z8`\_Ua Ybž`VYgcf[ b]gYffY[ YbXY  
9bhk ]W`i b[ Yb`"A ][ fUbhYb`\\UVYb`Ui Z[ fi bX`X]YgYf`dc`]h]gWYb  
9bhk ]W`i b[ Yb`ni bY`a YbX`5b[ ghj`cf`Y]bYf`A UW`h0VYfbU`a Y`XYf  
5Z8`ž`i bX`Ghi X]Yb`"Y[ Yb`bU`Yž`XUgg`j ]Y`Y`Yfk Å[ Ybž`8Yi hgW`UbX  
ni`j Yf`UggYbž`gc`"hYb`X]Y`F`YW`hYb`Ub`X]Y`A UW`h`\_ca`a`Yb`"

## NU`Yb`i`bX`HfYbXg`]a`F`YW`hgYI`hfYa`]ga`i`g`

@Ui`h`XYa`\_U`\_hi`Y`Yb`J`YfZUggi`b[`ggW`i`hnVYf]W`h`\\Uh`g]W`X`Ug  
DYfgcbYbdchYbn]U`X`Yg`F`YW`hgYI`hfYa`]ga`i`g`]a`\_`\\f`&\$`&`\_`Ui`Z  
]bg[`YgUa`h`(\$`\*`\$\$`DYfgcbYb`Yf`\\0`hž`]a`\_`J`Yf[`Y]W`ni`"`,`",`\$\$`]a  
\_`\\f`&\$`&`"6`YgcbXYfg`U`Ufa`\_]YfYbX`g]bX`X]Y`%(`)`\$\$  
[`Yk`U`hc`f]Yb`h]Yf`hYb`F`YW`hgYI`hfYa`]ghYbž`X]Y`Y]bYb`5b`gh]Y[  
XUfghY`Yb`"F`YW`hgYI`hfYa`]gh]gW`Y`GhfUZhUhYb`g]bX`]b`XYb`Y`hnhYb  
\_`\\f`Yb`YVYbZU`g`[`Ygh]Y[`Ybž`a`]h`]bg[`YgUa`h`&)`"\*`\*\$  
j`c`ffY[`]ghf]Yf`hYb`J`Yfgh0»`Yb`]a`\_`\\f`&\$`&`ž`k`Ug`Y]bY`Ni`bU`a`Y`j`cb  
&ž`(`i`\_`]a`\_`J`Yf[`Y]W`ni`a`\_`J`c`f`U`f`XUfghY`"h`"

8]Y`5Z8`\_`Uh`g]W`gY]h`Yf`b`XYf`dc`]h]gWYb`@UbXgW`UZh`ghUf`\_  
j`YfUb`\_Yf`"A`]h`Y]bYf`A`]h[`Y`XYfnU`\\`j`cb`(`\$`"%`%`i`bX`Y]bYa  
YI`hfYa`]gh]gWYb`DchYbn]U`j`cb`fi`bX`%`%`\$\$`DYfgcbYb`k`]fX`X]Y  
DUfhY]`U`g`J`YfXUW`hgZU`"a`\_`YI`hfYa`]gh]gWYb`GdY`\_hfi`a`\_`[`YZ0`\\`fh`  
;`Y]W`nY]h[`\_`\\`Uh`X]Y`\_0b[`ghY`9]bgW`Å`hni`b[`Xi`fW`X`Yb  
J`YfZUggi`b[`ggW`i`hn`Ui`W`Y]bYb`5i`Zh`fU[`Ub`X]Y`A`YX]Yb`i`bX`X]Y  
N]j`j`[`YgY`gW`UZh`[`Y[`YVYbž`g]W`]b`hYbg]j`Yf`a`]h`XYa  
F`YW`hgYI`hfYa`]ga`i`g`XYf`5Z8`\_`Ui`gY]bUbXYfni`gY`hYb`"8`Ya`\_`ghY`\\`h  
X]Y`F`YU`]h`Å`h[`Y[`Yb0VYfž`XUgg`XYf`Ui`Z[`Y`0ghY`\_`š`[`YbXj`YfVUbX  
\_`š`b[`Y`5`hYfbUh]j`Y`\_`VYfY]hg`U`g`\_`[`Yg]W`Yf`h`f`YW`hgYI`hfYa`]gh]gW  
Y]b[`Yghi`Zh`k`i`fXY`"

Ni`gUa`a`Yb[`YZUggh`nY][`h`X]Y`f`YU`\_h]j`Y`8`YVUhY`i`a`X]Y`5Z8`i`bX`X]Y  
9]bghi`Z`b[`\_`U`g`f`YW`hgYI`hfYa`Yg`DchYbn]U`ž`XUgg`X]Y`dc`]h]gWYb  
i`bX`[`YgY`gW`UZh]W`Yb`GdUbbi`b[`Yb`k`Y]hYf`ni`bY`a`Yb`"8`Yf  
J`YfZUggi`b[`ggW`i`hnž`XYf`gY]h`Y`Yf`a`]h`XYb`<`YfUi`gZc`f`XYfi`b[`Yb  
XYg`F`YW`hgYI`hfYa`]ga`i`g`\_`Åa`d`Zhž`g]Y`\\`h`g]W`bi`b`a`]h`XYf  
Xf]b[`YbXYb`B`chk`YbX][`\_Y]h`\_cb`Zf`cbh]Yf`hž`XYa`\_`D`\\`Å`bca`Yb  
Yb`hgW`]Y`XYb`Yb`h[`Y[`Ybni`hf`Y`hYb`"

8YhU]`g	
J c f ZU``	F YW hgYI hfYa ]ga i g
C fh	8 Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "Wc a d UWh! c b `]b Y"XY</li> <li>• k k k "hU[ YggW U i "XY</li> <li>• k k k "j YfZUggi b[ ggW i hn"XY</li> </ul>

6Ygi W X Y b `G]Y `i b g `Ui Z. `b!U[ "XY