

A YggYfUb[ f]ZZ'Ui Z': f]YX\cZ]b  
; YYgh\ UWX h. 'A Ubb'gWk Yf'j Yf`Yhnh°

' ' !Å\ f][ Yf'A Ubb'VY]'GhfY]h'Ui Z': f]YX\cZ]b'; YYgh\ UWX h  
gWk Yf'j Yf`Yhnh"Dc`nY]'gi W'h'bUWX 'ZØW h][ Ya 'HÅhYf'i bX  
HUhk UZZY"



: f]YX\cZ]b'; YYgh\ UWX hž'GWk`Ygk ][ !<c`ghY]bž'8Yi hgWk`UbX  
!'5a 'GUa ghU[ ž'XYa '&+"5df]"&\$&) žYfY][ bYhY'g]Wk'Ui ZY]bYa  
: f]YX\cZ]b'; YYgh\ UWX hž'GWk`Ygk ][ !<c`ghY]bž'Y]b'gWk YfYf'J cfZU`"  
9]b'' ' !Å\ f][ Yf'A Ubb'k i fXY'k Å\ fYbX'Y]bYf'5i gY]bUbXYfgYhni b[  
a ]h'Y]bYa 'UbXYfYb'A Ubb'b]YXYf[ YghcWkYb'i bX'Yf']hh'XUVY]  
gWk YfY'J Yf`Yhni b[ Yb"B UWX'XYa '5b[ f]ZZ'k i fXY'XUg'CdZYf  
i a [ Y\YbX'j cb'GUb]hÅhYfb'j Yfgcf[ h'i bX' ]b'Y]b'fUb\_Yb\Ui g  
hfUbgdcfh]Yfhž'k c']\a 'Åfnh]WkY'<]ZY'ni hY]k i fXY'"8Yf  
a i ha U»`]WkY'HÅhYf'VYZ]bXYh'g]Wk'XYfnY]h'Ui ZXYf': 'i W'hž'i bX'X]Y  
Dc`nY]' \Uh'Y]bY': U\ bXi b[ 'bUWX']\a 'Y]b[ Y`Y]hYh"

8]Y'HUhk UZZYž'X]Y'j Yfa i h]Wk'Y]b'A YggYf'cXYf'Y]b'gd]hnyf  
; Y[ YbghUbX'k Ufž'k i fXY'V]g'Ub[ 'b]Wk h[ YZ' bXYb'"8]Y'Dc`nY]'gi W'h

k Y]hYf\]b`U\_hj `bUW\`XYf`K UZZY`i bX`\cZž`Xi fW\`<]bk Y]gY`Ui g`XYf  
6Yj Ò`\_Yfi b[ `X]Y`9fa `]h`i b[ Yb`j cfUbni hfY]VYb`"A Y\fyfy`A YX]Yb  
\UVYb`VYfy]hg`ØVYf`XYb`J cfZU``VYf]W\hYhž`k Ug`X]Y`ÒZZYbh`]W\Y  
5i Za Yf\_gUa \_Y]h`Ui Z`X]Y`ni bY\`a YbXY`DfcV`Ya Uh]\_`j cb  
A YggYfUb[ f]ZZYb`Yb`\_h`

? cbhYI hi Y``fY`Yj UbhY`9bhk ]W\_`i b[ Yb

8]Y`Ni bU\`a Y`j cb`A YggYfUb[ f]ZZYb`]b`8Yi hgW\`UbX`]gh`b]W\h`bYi "`  
GhUh]gh]\_Yb`nY][ Ybž`XUgg`X]Y`NU\`XYf`A YggYfUb[ f]ZZY`]b`XYb  
`YhnhYb`š\`fYb`XYi h`]W\`Ub[ Ygh]Y[ Yb`]gh`"@Ui h`8UhYb`XYg  
6i bXYg\_]a ]bU`Ua hg`[ UV`Yg`&\$&%]bg[ YgUa h`%\$`-`%+  
A YggYfUb[ f]ZZYž`Y]bY`NU\`ž`X]Y`&\$&&`Ui Z, "%\* \$`VYXfc\`]W\Y`i bX  
gW\k Yfy`? ÒfdYfj`Yf`Yhni b[ Yb`Ubgh]Y[ "`6YgcbXYfy  
5i Za Yf\_gUa \_Y]h`Yf\`À`h`XUg`H\`Ya U`Xi fW\`X]Y`ÒZZYbh`]W\Y`8YVUhhY  
ØVYf`X]Y`<Yf`\_i bZi`XYf`HUhj`YfX`ÀW\h][ Ybž`X]Y`Ui h`6Yf]W\hYb`\`Ài Z][  
Y]bYb`b]W\h`XYi hgW\Yb`<]bhYf[ fi bX`\UVYb`"

6YgcbXYfb`YfgW\fyW\_YbX`k Uf`Y]b`J cfZU``9bXY`š]bi Uf`&\$&`ž`U`g  
Y]b`' `!`À`f][ Yf`GhUUhYb`cgYf`Ui g`DU`Àgh]bU`]b`Y]bYa`Ni [ `a Y\fyfy  
DYfgcbYb`Ub[ f]ZZ`i bX`XUVY]`nk`Y]`š [ YbX`]W\Y`h`ØhYhY`"8]YgY`i bX  
UbXYfy`À\`b`]W\Y`HUhYb`\UVYb`ni f`dc`]h]gW\Yb`8]g\_i gg]cb`[ YZØ\fhž  
]b`XYf`gY`Vgh`6i bXYg]bbYba`]b]ghYf]b`B`UbWni: UYgYf`Y]b  
A YggYfj`YfV`ch]b`ÒZZYbh`]W\Yb`J Yf`\_Y\`fga`]hhY`b`j cf[ YgW\`U[ Yb`\`Uh`  
8]YgY`H\`Ya Yb`ghY\`Yb`]a`?`cbhYI`h`XYf`U`\_hi`Y``Yb`8YVUhhY`ØVYf`X]Y  
G]W\Yf\`Y]hg`U[ Y`i bX`X]Y`K U\fbY\`a`i b[ `j`cb`; Yk`U`h`\_f]a`]bU`]h`Àh`]b  
8Yi hgW\`UbX`"

8]Y`a YX]U`Y`6Yf]W\hYfghUhh`i b[ `ØVYf`gc`W\Y`J cfZ`À``Yž  
]bgVYgcbXYfy`]b`6Yni [ `Ui Z`X]Y`<Yf`\_i bZi`XYf`H`ÀhYfž`\Uh`YVYbZU`g  
ni [ Ybca`a`Yb`"Ghi`X]Yb`\UVYb`[ YnY][ hž`XUgg`VY]`A YggYfUb[ f]ZZYb  
cZi`Y]bY`J YfnYffi b[ `]b`XYf`8UfghY``i b[ `j`cf`Y[ hž`]bgVYgcbXYfy  
k Ybb`Yg`i`a`X]Y`Yh\`b]gW\Y`Ni [ Y\`Øf][ \_Y]h`XYf`HUhj`YfX`ÀW\h][ Yb  
[ Y\`h`9]b`6Y]gd]Y`nY][ hž`XUgg`]b`B`cfXf\`Y]b!`K`YghZU`Yb`ØVYf`(`&  
U`Yf`HUhj`YfX`ÀW\h][ Yb`Ui`g`ÀbX]gW\Yf`<Yf`\_i bZi`k`UfYbž`k`Ug`ØVYf`  
XYa`Xi`fW\gW\`b]h`]W\Yb`5i`g`ÀbXYfUbhY]`]b`XYf`6Yj`Ò`\_Yfi`b[ ``Y][ h`

8]Y`; Yk`U`h`\_f]a`]bU`]h`Àhž`]bgVYgcbXYfy`A YggYfUb[ f]ZZYž`V`Y]Vh`Y]b

\_ca d`YI Yg'i bX`Ya ch]cbU`Ui Z[ Y`UXYbYg`H\Ya U"8]Y`U\_hi Y`Yb  
 9fY][ b]ggYžk ]Y`XYf`Øb[ ghY`5b[ f]ZZ`Ui ZXYa `: f]YX\cZ]b  
 ; YYgh\UW hž`k YfZYb`@]W h`Ui ZX]Y`< YfUi gZcfXYfi b[ Ybž] cf`XYbYb  
 X]Y` ; YgY`gW UZh`ghY`h"8]Y`Dc`nY]`i bX`X]Y`² ZZYbh]W`\_Y]h`g]bX`Ui Z  
 Y]bY`i a ZUggYbXY`5i Z\_`Àfi b[ `i bX`?cbhfc`Y`X]YgYf  
 ; Yk U`hU`nYdhUn`Ub[ Yk ]YgYb"9g`V`Y]Vh`UVni k UfhYbž`k ]Y`g]W`X]Y  
 : U\ bXi b[ `i bX`X]Y`k Y]hYfYb`9fa ]h`i b[ Yb`Yb`k ]W`\_Y`b`k YfXYb"

: Øf`k Y]hYfY`≠Zcfa Uh]cbYb`n]h]Yfh`h!c b`]bY"XY`X]Y`9]bnY`\Y]hYb  
 XYg`J cfZU`gž`k Å\fybX`NY]h`C b`]bY`X]Y`< ]bhYf[ fØbXY`VY`Yi W`hYh"  
 8]Y`5bU`mgY`j cb`A YX]YbX]Ybgh`≠hY[ fUh]c b`V]YhYh`ni XYa  
 Y]bYb`k Yfhj c`Yb`?cbhYI h`ni `XYb`9b`k ]W`\_i b[ ghfYbXg`i bX`XYb  
 < YfUi gZcfXYfi b[ Yb`]a `6YfY]W`X]Yf`A YggYf`\_f]a ]bU`]h`h]b  
 8Yi hgW`UbX"

8YhU]`g	
J cfZU`	A YggYfUb[ f]ZZ
I fgUW`Y	5i gY]bUbXYfgYhni b[ `a ]h`Y]bYa `UbXYfYb A Ubb
C fh	: f]YX\cZ]b` ; YYgh\UW hž`GW`Ygk ][ !<c`ghY]bž 8Yi hgW`UbX
J Yf`YhnhY	%
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "h!c b`]bY"XY</li> <li>• k k k "nY]h"XY</li> <li>• a YX]YbX]Ybgh!]bhY[ fUh]c b"XY</li> </ul>

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