

A YW\_`YbVi f[ !J cfdca a Yfb. `B Yi Y  
A U» bU\ a Yb `[ Y[ Yb `X]Y` < ]hnY`ZØf`&\$&( °

A YW\_`YbVi f[ !J cfdca a Yfb`d`Ubh`Y]bYb`< ]hnYgW`i hnd`Ub`ZØf`  
&\$&( ži a `\_]a UVYX]b[ hY` ; Ygi bX\Y]hgf]g]\_Yb`ni `a ]bXYfb"

A YW\_`YbVi f[ !J cfdca a Yfbž`8Yi hgW`UbX`!`A YW\_`YbVi f[ !  
J cfdca a Yfb`d`Ubh`ZØf`&\$&( `X]Y`9]bZØ\fi b[ `Y]bYg`i a ZUggYbXYb  
< ]hnYgW`i hnd`Ubgž`i a `X]Y`bY[ Uh]j Yb` : c`[ Yb`XYf`?`\_]a UYfk`Àfa`i b[  
ZØf`X]Y` ; Ygi bX\Y]h`XYf`6Yj Ò`\_Yfi b[ `ni`j`Yfa`]bXYfb`"8Yf  
5i ggW`i gg`XYg`@UbXhU[ g`k`]fX`g]W`]b`X]YgYf`K`cW`Y`a`]h`XYa  
Ybhgd`fYW`YbXYb`5bh`fU[ `XYf`F`Y[ ]Yfi b[ gZ`fU`\_h]cbYb`GD8`i bX`@]b`\_Y  
VYgW`ÀZh][ Yb`"8Ug`6i bXYg`UbX`YVh`Y`fj`c`ž`XUgg`Yg`VYgcbXYfg  
Xf]b[ `]W`]ghž`[ YY][ bYhY`A U» bU\ a Yb`ni `Ybhk`]W`Y`b`ž`XU`XYf` : ØbZ  
š\`fYg!`NY]hfUi`a`ni`f`9fghY`i`b[ `X]YgYf`< ]hnYU`\_h]cbgd`ÀbY`VU`X  
YbXYh`" ; Ygi bX\Y]hga`]b]ghYf]b`GhY`ZUb]Y`8`fYgY`VYhc`bhY`ž`XUgg  
]bgVYgcbXYfY`À`hYfY`A`YbgW`Ybž`X]Y`]b`A`YW\_`YbVi`f[`!`J`cfdca`a`Yfb  
Y]bYb`c`Yb`5bhY]`XYf`6Yj`Ò`\_Yfi`b[ `Ui`ga`UW`Ybž`j`cb`XYb  
[ Ygi`bX\Y]h]W`Yb`F`]g]\_Yb`Yi`hfYa`Yf`< ]hnY`VYhfc`ZYb`g]b`X"

6YfYW`bi`b[`Yb`nY][`Ybž`XUgg`XUg`š\`f`&\$&( `j`cfUi`gg]W`h]W`U`g`XUg  
k`Àfa`ghY`š\`f`gY]h`6Y[ ]bb`XYf`HYa`dYfUhi`fUi`ZnY]W`bi`b[`Yb`]a`š\`f  
% , % [ Y`hYb`k`]fX`"8]Y`À`f`]W`Y`8i`fW`gW`b]hghY`a`dYfUhi`f`k`]fX  
a`]h`%\$ž`- ; fUX`7Y`g]i`g`d`f`c[`bcgh]n]Yfhž`k`Ug`&ž`+ ; fUX`ØVYf`XYa  
8i`fW`gW`b]h]j`cb`%-`\*`%V]g`%-`-`\$`Y[`h`J`cf`X]YgYa`< ]bhYf[`fi`b`X  
g]b`X`d`f`Àj`Ybh]j`Y`A`U»`bU\`a`Yb`Xf]b[`Yb`X`b`ch`k`Yb`X][`ž`i`a`X]Y  
; Ygi`bX\Y]h`XYf`6Øf[`Yf`ni`gW`Øh`Yb"

< ]hnYgW`i hnd`Ub`i`b`X  
Df`Àj`Ybh]c`b`ga`U»`bU\`a`Yb

8Yf`< ]hnYgW`i hnd`Ub`gc``b]W`h`bi`f`Df`Àj`Ybh]c`b`ga`U»`bU\`a`Yb

VØbXY`bžgcbXYfb`Ui W`6Øf[ Yfž?ca a i bYb`i bX`9]bf]W`hi b[ Yb U\_hj`Y]bVYn]Y\Yb"; Ygi bX\Y]hga`b]ghYf]b`8fYgY`Ya dZU\`ž \_ØfdYf`]W`Y`5\_hj`h`hYb`b`\_Ø\`YfY`A cf[ Yb!`i bX`5VYbXghi bXYb`ni j Yf`Y[ Ybž`i a`X]Y`[ Ygi bX\Y]h]W`Yb`6Y`Ughi b[ Yb`Xi fW`\c\Y HYa dYfUhi fYb`ni`j Yff]b[ Yfb`"8]Y`K Y`h[ Ygi bX\Y]hgc f[ Ub]gUh]cb fK <CŁ\Uh`XYb`?`]a Uk UbXY`U`g`X]Y`[ fØ»hY ; Ygi bX\Y]hgVYXfc\i b[ `ZØf`X]Y`A YbgW`\Y]h`VYnY]W`bYhž`k Ug`X]Y Bch`k YbX][`\_Y]h`gc`W`Yf`A U»bU`a Yb`i bhYfghfY]W`h`Ghi`X]Yb nY][`Ybž`XUgg`<]hnY`Yf\YV`]W`Y`bY[ Uh]j`Y`5i`gk`]f`\_i b[ Yb`Ui`Z`XUg <Yfn!`?fY]g`Ui`ZgmghYa`U`h`i bX`gck`c\`A`cfV]X]h`h`U`g`Ui`W` A`cfhU`]h`h`Yf\Ø\Yb`\_Ubb"

6YgcbXYfg`[ YZÅ\`fXYh`g]bX`Å`hYfY`A YbgW`Ybž`DYfgcbYb`a`]h J`cfYf`\_fUb`\_i b[ Ybž`gW`k`Ub[ YfY`:`fUi`Yb`gck`]Y`a`Uf[ ]bU`]g]YfhY ; fi`ddYb`a`]h`b]YXf][`Ya`gcn]c`Ø`cbca`]gW`Yb`GhUhi`g`"i`a`X]Y [ Ygi bX\Y]h]W`Yb`<YfUi`gZcfXYfi`b[ Yb`Xi`fW`<]hnY`YZZYWh]`YbYgg ni`VY[ Y[ bYbž`j`Yfgh`Å`f`\_h`XUg`F`c`VYfh`?`c`W`!`h`gh]hi`h`f`?`Ł`gY]bY 5fVY]h]b`X]YgYa`6YfY]W`"9g`k`i`fXYb`Dfc`Y`\_hY`]b]h]Yfhž`i`a`X]Y <]hnYØVYfghYfV`]W`\_Y]h]b`8Yi`hgW`UbX`ni`YfZUggYb`gck`]Y`X]Y A`Yh\cX]`\_ni`f`GW`Å`hni`b[ `X]YgYf`GhYfVYZÅ`Y`k`Y]hYfni`Yb`hk`]W`\_Y`b"

## ?`]a Uk UbXY`i bX` ; Ygi bX\Y]h

8Yf`?`]a Uk UbXY`\Uh`k`Y]hfY]W`YbXY`5i`gk`]f`\_i b[ Yb`Ui`Z`X]Y a`YbgW`\]W`Y` ; Ygi bX\Y]hž`X]Y`ØVYf`Yi`hfYa`Y`K`Y`hYfYfY][`b]ggY`k`]Y 8ØffYb`i`bX`<]hnYk`Y`Yb`\]bUi`g[ Y\Yb`"5i`W`XUg`Yf\Ø\hY`F]g]\_c XYf`9i`dcg]h]cb`[ Y[ YbØVYf`VYgh]a`a`hYb`DUh\c[ YbYb`gck`]Y ]bX]fY`\_hY`5i`gk`]f`\_i b[ Yb`Ui`Z`X]Y`dgmW`]gW`Y` ; Ygi bX\Y]h`g]bX VYgc f[ b]gYffY[ YbX`"9]b`VYgcbXYfg`\_f]h]gW`Yf`5gdY`\_h]gh`XYf 9]bZi`gg`Ui`Z`X]Y`gcn]U`Yb`8Y`hYfa`]bUb`hYb`XYf` ; Ygi bX\Y]hž ]bgVYgcbXYfY`XYb`Ni`[ Ub[ `ni`[ Ygi bX\Y]h]W`Yf`J`Yfgcf[ i`b[ "

8Ug`F`?`=U`h`ni`XYa`Y]bY`UVhY]i`b[ gØVYf[ fY]ZYbXY`5fVY]hg[ fi`ddY ZØf`?`]a Uk UbXY`i bX` ; Ygi bX\Y]h]bg`@VYb`[ Yfi`ZYbž`i`a`X]Y k`]ggYbgW`UZh]W`Y`5fVY]h]b`X]YgYa`6YfY]W`ni`\_ccfX]b]YfYb`i`bX ni`gh`Å`f`\_Yb`"8]YgY`h]h]Uh]j`Y`gc`\Y`ZYbž`X]Y`<YfUi`gZcfXYfi`b[ Yb XYg`?`]a Uk UbXY`g]b`6Yni`[ `Ui`Z`X]Y` ; Ygi bX\Y]h`XYf`6Yj`Ø`\_Yfi`b[ ni`UXfYgg]YfYb`i`bX`X]Y`FYU`\_h]cbgZÅ][`\_Y]h`Ui`Z`<]hnYk`Y`Yb`i`bX

UbXYfY`\_]a UVYX]b[ hY` ; Ygi bX\Y]hgf]g]\_Yb`ni`j YfVYggYfb"  
 K Y]hYfY`≠Zcfa Uh]cbYb`ni`XYb`[ Yd`UbhYb  
 <]hnYgW\i hna U»bU\ a Yb`Z]bXYb`G]Y`]a`<]hnYgW\i hnd`Ub`XYg`  
**6i bXYg[ Ygi bX\Y]hga ]b]ghYf]i a g"**

≠g[ YgUa h`nY][ h'g]W\ž`XUgg`Y]b`YZZ`\_h]j Yf`<]hnYgW\i hnd`Ub`]b  
 A YW`\_YbVi f[ !J cfdca a Yfb`b]W\h`bi f`ZØf`X]Y`VYhfcZZYbY  
 6Yj Ò`\_Yfi b[ `j cb`[ fc»Yf`6YXYi hi b[ `]ghž`gcbXYfb`Ui W\`HY`\_`Y]bYf  
 i a ZUggYbXYfYb`GhfUhY[ ]Y`ni f`6Y`\_Åa dZi b[ `XYf`[ Ygi bX\Y]h]W\Yb  
 <YfUi gZcfXYfi b[ Yb`XYg`?`]a Uk UbXY`g`gY]b`a i gg"8Yf  
 <]hnYgW\i hnd`Ub`]gh`gca ]h`Y]b`k ]W\h][ Yf`GW\f]h`ni f`J YfVYggYfi b[  
 XYf`[ Ygi bX\Y]h]W\Yb`J Yfgcf[ i b[ `i bX`XYf`DfÅj Ybh]cb`]b`Y]bYf  
 ni bY\ a YbX`k Åfa YfYb`K Y`h"

: Øf`k Y]hYfZØ\ fYbXY`≠Zcfa Uh]cbYb`ØVYf`X]Y`[ Ygi bX\Y]h]W\Yb  
 5i gk ]f`\_i b[ Yb`XYg`?`]a Uk UbXY`g`\_ØbbYb`G]Y`X]Y`K YVgY]hY`XYg`  
**F cVYfh`? cW\!≠bgh]hi hg`VYgi W\Yb"**

8YhU]`g	
C fh	A YW`_YbVi f[ !J cfdca a Yfbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "ZUn"bYh</li> <li>• k k k "Vi bXYg[ Ygi bX\Y]hga ]b]ghYf]i a "XY</li> <li>• k k k "f_"XY</li> </ul>

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