

GUb]Yfi b[ 'XYg' > \ UbbYi a g]b '@ØVYW\_.  
GWX f]hh]b 'X]Y 'Ni \_i bZh°

@ØVYW\_ d`Ubh'i a ZUggYbXY`GUb]Yfi b[ 'XYg' > \ UbbYi a !  
; ma bUg]i a g`UV`9bXY`&\$&) ži a `a cXYfbY`@YfbVYX]b[ i b[ Yb  
V]g'&\$' %ni `gWX UZZYb"

@ØVYW\_ ž`8Yi hgWX `UbX`!

5a `> \ UbbYi a `ni `@ØVYW\_ `ghY`Yb`i a ZUggYbXY  
GUb]Yfi b[ gUfVY]hYb`Ubž`X]Y`9bXY`&\$&) `VY[ ]bbYb`gc`Yb`"N]Y`  
X]YgYf`A U» bU`a Yb`]gh`Y]bY`i a ZUggYbXY`GUb]Yfi b[ `i bX  
A cXYfb]g]Yfi b[ 'XYg`i bhYf`8Yb\_a U`gWXi h`ghY`YbXYb  
; ma bUg]i a gži a `Yg`Ub`a cXYfbY`d`AXU[ c[ ]gWXY`5bZcfXYfi b[ Yb  
Ubni dUggYb`" @Ui h`U`\_hi Y`Yb`D`Ubi b[ Yb`k ]fX`XYf`5VgWX`i gg`XYf  
5fVY]hYb`ZØf`&\$' %`Ub[ YghfYVh`K `À`fYbX`XYf`I a VUi hYb`k ]fX`XYf  
GWX i `VYhf]YV`Ub`Y]bYf`5i gk Y]WX gWXi `Y`Zcfh[ YgYhnhž`i a `XYb  
GWX Ø`Yfb`Y]bY`\_cbh]bi ]Yf`]WX Y`5i gV]`Xi b[ `ni `[ Yk `À`f`Y]ghYb"

8]Y`D`Ubi b[ `XYf`GUb]Yfi b[ `VUg]Yfh`Ui Z`XYb`9f[ YVb]ggYb`XYf  
=>YYbk Yf\_ghUhh` > \ UbbYi a `bYi `XYb`\_Yb`ž]b`XYfYb`FU`a Yb  
GWX Ø`Yf`i bX`@Y`f`\_f`Ä`ZhY` ]`fY`J`cfghY`i b[ Yb`i bX`K ØbgWXY  
Y]b[ YVfUWX h` \ UVYb`" 8 Ug`j`cffUb[ ] [ Y`N]Y`VYghY`h`XUf]bž`Y]bYb  
ni \_i bZhgZ`Ä`][ Yb`GWX i `ghUbXcfh`a ]h`a cXYfbYf`&ZfUghfi \_hi f`i bX  
Yfk Y]hYfhYb` ; Ya Y]bgWX UZhgZ`Ä`WX Yb`ni `gWX UZZYbž`k ]Y`bXf`"XY  
VYf]WX hYh"

8 f]b[ YbXYf`GUb]Yfi b[ gVYXUfZ`i bX  
F Ui a a Ub[ Y`

8 Ug`> \ UbbYi a `ni `@ØVYW\_ `U`h`ni XYa `a ]h`Y]bYa `Yf`YV`]WX Yb

FUi a a Ub[ Y`ni ` \_Åa dZYb"8 ]Y`GhUXh@ØVYW\_`d`Ubhž`X]Y  
XYb\_a U`[ YgWØhnhYb`GWi` [ YVÀi XY`gWf]hkh Y]gY`ni`gUb]YfYb`i bX  
XUVY]`Y]bYb`ni`\_i bZhgZÀ\][ Yb`GWi`ghUbXcfh`ni`gW UZZYb"8 ]Y  
VUi`]WYb`A U» bU\`a Yb`g]bX`gc`\_cbn]d]Yfhž`XUgg`g]Y`a`]h  
6fUbXgW`i hna U» bU\`a Yb`VY[ ]bbYb`i bX`V]g`&\$`%`i`a` [ YgYhnh  
k YfXYb"Ni`f` , VYfVfØW\_i b[ `k`]fX`Y]b` ðhYf]a` g[ YVÀi XY  
fA`cXi`gW`i`Y`U`b`XYf` : U`\_YbghfU» Y`UV`XYa`GW`i`VY[ ]bb  
&\$&) #&\$&\*`VYfY]hghY`Yb`"

GW`i`Y`]hYf`8f" `A`]W UY` `JbbYW`\_VYhcbhž`XUgg`hfc`hn`XYf`I`a` VUi`hYb  
X]Y`GW`Ø`YfnU\`Yb`[ `Y]W`V`Y]VYb`k`YfXYb"5\_hi`Y`Y`ffY]WYb`X]Y  
?`UggYbgh`Åf`\_Yb`V]g`ni`&-`GW`Ø`Yf`]b`F`Ài`a`Yb`j`cb`(`)`V]g`)`\$`a`#`  
8]Y`F`ØW\_i`a`ghY`i`b[ `Ui`Z;`-`ZØ\`fh`ni`Y]bYa`k`Y]hYfYb`J\`f[ Ub[ `Ub  
XYf`GW`i`Y"Ni`\_ØbZh][ `]gh`Ui`W`Y]b`A`]I`YX`!`gY`?`cbnYdh`ZØf  
k`Y]hYfZØ\`fYbXY`GW`i`Yb`]b`Y]bYa`Y`Y`Ya`U`][ Yb`?`UfghUXh`<`Ui`g  
[ Yd`Ubh"8 ]Y`9f[ YVb]ggY`XYf` ðYYb`k`Yf`\_ghUhhž`X]Y`X]Y`6YXUfZY`XYf  
Bi`hnyf`i`bhYf`gi`W`h`\Uhž`k`YfXYb`9bXY`B`c`j`Ya`VYf`&\$&(`XYf  
GW`i`[ Ya`Y]bgW`UZh`j`cf[ YghY`h`"

8Ug`[ Yd`UbhY`?`cbnYdh`i`a`ZUggh`cf[ Ub]gUhc`f]gW`Y  
I`a`ghfi`\_hi`f]Yfi`b[ Yb`gck`]Y`VUi`]W`Y`9]b[ f]ZY`ni`f`ZYI`]V`Yb  
Bi`hni`b[ `XYf`F`Ài`a`Y"5V`XYf`A`]hY`ghi`ZY`k`]fX`Y]bY  
BYi`cf[ Ub]gUh]cb`]b` : UW`k`Y`hYb`Ub[ YXUW`h"8 ]Y`A`U» bU\`a`Yb  
VY]b`U`hYb`X]Y` ðghUbXgYhni`b[ `VUi`]W`Yf`A`Àb[ Y`i`bX`X]Y  
5bdUggi`b[ `XYf`hYW`b]gW`Yb` ðZfUghfi`\_hi`f"6YgcbXYfY  
5i`Za`Yf`\_gUa`\_Y]h[ `]h`XUVY]`XYb`5gdY`\_hYb`6fUbXgW`i`hž  
FUi`a`U`\_i`gh]\_ž`9`Y`\_hfc]bghU`U`h]cbž`GUb]h`ÅfUb`U[ Ybž`#`!` ðZfUghfi`\_hi`f  
i`bX`GW`i`c`Z[ YghU`hi`b[ "`<]ghc`f]gW`i`[ YgY`Yb`]gh`XUg`æ`UbbYi`a  
HY]`XYg`I`B`9G7C`!`K`Y`hYfVYg`i`bX`\Uh`Y]bY`9b`hk`]W`\_i`b[ `j`cb`Y]bYf  
?`cghYfUb`U[ Y`\]b`ni`Y]bYa` [ ma`bUg]U`Yb`GhUbXcfh`Xi`fW`Ui`ZYbž  
XYf`Ui`g`ZØbZ;`YVÀi`XYb`VYghY`hž`X]Y`i`a`XYb`GW`i`c`Z[ fi`dd]Yfh  
g]bXž`k`]Y`\`!`]j`Y"XY`VYf]W`hYh`"

8YhU]`g	
J c fZU``	Gcbgh][ Yg
C fh	@ØVYW_ž'8Yi hgWk`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• k k k "\`!`]j Y"XY</li> </ul>

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