

: fY]Y': U\fh'Ui Z'XYf'5fh\i f!GW\Yi bYfh!  
5`YY.'6Ui UfVY]hYb'VYYbXYh°

DchgXUa !FY\vfØW\_Y.'5fh\i f!GW\Yi bYfh!5`YY'UV'' %''\Jbi Uf  
k ]YXYf'VYZU\fvUfž'6Ui UfVY]hYb'i bX'J YfnØ[ Yfi b[ Yb  
UV[ YgW\`cggYb"

5fh\i f!GW\Yi bYfh!5`YYž'%'( ) , '6Yf[ \c`n!FY\vfØW\_Yž  
8Yi hgW\`UbX'!'8]Y'5fh\i f!GW\Yi bYfh!5`YY']b'6Yf[ \c`n!  
FY\vfØW\_Y'k ]fX'UV': fY]hU[ ž'XYa '' %''\Jbi Uf'&\$&) ž'k ]YXYf'j cb  
VY]XYb'GY]hYb'VYZU\fvUf'gY]b''8]Yg'VYf]W\hYh'X]Y'A Äf\_]gW\Y  
5`[ Ya Y]bY'NY]hi b[ ''8]Y'Y]bgdi f][ Y'GdYffi b[ ž'X]Y'Ui Z[ fi bX  
j cb'6Ui UfVY]hYb'YfZcfXYf'W\k Ufž'k i fXY'bi b'Ui Z[ Y\cVYb''8]Y  
5fVY]hYbž'X]Y'g]W\ØVYf'Y]bYb'Äb[ YfYb'NY]hfUi a'YfghfYW\_hYbž  
k i fXYb'gW\]Y» ]W\YfZc`[ fY]W\UV[ YgW\`cggYb'i bX'XYf'bYi Y  
5gd\U'h'k i fXY'Ui Z[ YVfUW'h"

8]Y'A ]hY'a Äf\_]gW\Y'K UggYf!'i bX'5Vk UggYf'; a V<'fA K 5Ł\Uh  
XUVY]'X]Y'U'hY'Hf]b\_k UggYf\Ui dh'Y]hi b[ 'nk ]gW\Yb'XYf  
6YYh\c] YbghfU» Y'i bX'XYf'K YbXYghY''Y'XYf'GhfU» YbVU\`Ub'XYf  
DchgXUa Yf'GhUXh[ fYbnY'YfgYhnh''8]YgY'A U» bU\`a Y'k Uf  
bch'k YbX][ ž'i a'X]Y'K UggYf] Yfgcf[ i b[ ]b'XYf'FY[ ]cb'ni  
j YfVYggYfb"

J YfnØ[ Yfi b[ Yb'Xi fW\`hYW\ b]gW\Y  
< YfUi gZcfXYfi b[ Yb

I fgd fØb[ `]W\k Uf'[ Yd'Ubž'XUgg'XUg'J cf\UVYb'V]g'ni a'&\$"  
8YnYa VYf'&\$&('UV[ YgW\`cggYb'gY]b'k ØfXY''J YfnØ[ Yfi b[ Yb  
hfUhYb'Ui Zž'k Y]'X]Y'J Yf'Y[ i b[ 'XYf'bYi Yb  
Hf]b\_k UggYf\Ui dh'Y]hi b[ 'VY]'Ui ZYbXYa'6U\`bVYhf]YV'ghUhhZUbX"  
9]bY'gdYn]U'g]YfhY'A UgW\]bYž'X]Y'ZØf'X]Y'5fVY]hYb'VYbØh][ h'k i fXYž

k Uf`b]W\h]a a Yf`j YfZØ[ VUf" Ni XYa `a UW\hY`XYf`K ]bhYf`XYb  
6Ui UfVY]hYb`ni `gW\UZZYbž`]bgVYgcbXYfY`VY]`XYf`5gd\U`h]Yfi b[ ž`XU  
\_U`hY`HYa dYfUhi fYb`XUg`J cf\UVYb`VY\]bXYfhYb"

A ]h`XYf`fY][ UVY`XYf`GhfU» Y`k ]fX`Ui W\`X]Y`6i g\U`hYghY`Y`k ]YXYf  
Ub`]\fYa `i fgdFØb[ `]W\Yb`D`Uhn`gY]b"K À\fybX`XYf`6Ui UfVY]hYb  
a i gghY`Y]bY`dfcj ]gcf]gW\Y`6i g\U`hYghY`Y`Y]b[ Yf]W\hYh`k YfXYbž  
X]Y`bi b`b]W\h`a Y`f`VYbØh][ h`k ]fX"

## K UggYf`U`g`YggYb h]Y`Y`F Yggci fW`Ui Z 6Ui ghY`Yb

K UggYf`gd]Y`hY]bY`Yb hgW\Y]XYbXY`F c`Y`ja `6Ui dFcnYgg"9]b  
6Ui k UggYfUbgW\`i gg`]gh`bchk YbX][ `ZØf`X]Y`K UggYfj Yfgcf[ i b[ `Ui Z  
6Ui ghY`Yb`i bX`VYY]bZi ggh`X]Y`9ZZ]n]Ybn`gck ]Y`X]Y  
G]W\Yf\Y]hgghUbXUfXg`Y]bYg`Dfc`Y`\_hg"K UggYf`k ]fX`i bhYf`UbXYfYa  
ZØf`X]Y`A UhYf]U`j YfUfVY]hi b[ ž`GhUi V`cbhfc`Y`ž`6cXYbghUV`]g]Yfi b[  
i bX`<m[ ]YbY`VYbØh][ hž`k ]Y`Ui Z`<Y]a k Yf`\_`cf[ `VYgW\f]YVYb`k ]fX"

8]Y`ZfØ\`nY]h][ Y`6YUbhfU[ i b[ `Y]bYg`6Ui k UggYfUbgW\`i ggYg`]gh  
k ]W\h][ ž`i a `J YfnØ[ Yfi b[ Yb`ni `j Yfa Y]XYb"8Yf`5bgW\`i gg`YfZc`[ h  
]b`XYf`F Y[ Y`ØVYf`XYb`Øfh]W\Yb`K UggYfj Yfgcf[ Yfž`]bXYa `Y]b  
5bhfU[ gZcfa i `Uf`Ui g[ YZØ`h`i bX`Y]bY`C fhgVYg]W\h][ i b[  
Xi fW\ [ YZØ`fh`k ]fX"G]W\Yf\Y]hg`ca`dcbYbhYbž`k ]Y  
F ØW`Zi ggj Yf\]bXYfYfž`g]bX`YVYbZU`g`YfZcfXYf`]W\"

## I a k Y`hj YfUbhk cfhi b[ `]a `6Ui k YgYb

8 Ug`6Ui [ Yk YfVY`\Uh`b]W\h`bi f`a ]h`9ZZ]n]Ybn`i bX`G]W\Yf\Y]h`ni  
\_Åa dZYbž`gcbXYfb`hfÅ[ h`Ui W\`Y]bY`[ fc»Y`J YfUbhk cfhi b[ `ZØf`X]Y  
I a k Y`h"9g`]gh`ZØf`V]g`ni `( \$`DfcnYbhXYf`k Y`hk Y]hYb  
?c\`YbghcZYa ]gg]cbYb`j YfUbhk cfh]W\`i bX`j Yfi fgUW\h`a Y`f`f`Å`Y  
j cb`K UggYfj YfgW\`a i hni b[ `U`g`YXYf`UbXYfY`X`Xi ghf]Ynk Y][ ž`k ]Y`  
**Xcfa U\_UVU`YfUi gghY`h"**

I a `X]Y`bY[ Uh]j Yb`5i gk ]f`\_i b[ Yb`ni `a ]b]a ]YfYbž`Ya dZY`\`Yb`g]W\  
j YfgW\]YXYbY`A U» bU\`a Ybž`XUfi bhYf`X]Y`J Yfk YbXi b[ `b]W\h]

hcl ]gWYf'A UhYf]U`Yb`i bX`Y]bY`cfXbi b[ g[ Ya Å»Y`9bhgcf[ i b[ `j cb  
6Ui gWxi hh"5i W`X]Y`5i gV]`Xi b[ `j cb`6Ui `Y]hYfb`ni f`?cbhfc``Y`XYf  
6cXYbYfcg]cb`]gh`YbhgW`Y]XYbXž`i a `X]Y`K UggYfei U`]hÅh  
`Ub[ Zf]gh][ `ni `g]W`Yfb"8]YgY`J YfUbhk cfhi b[ `k ]fX`i a gc  
Xf]b[ `]W`Yfž`XU``Ui h`XYf`K Y`hVUb\_`XYf`6Ui gWxi hh`Ui Z`6Ui ghY``Yb  
V]g`&\$) \$`i a `+\$`DfcnYbhni bY`a Yb`k ]fXž`k Ybb`b]W`h`[ Y`UbXY`h  
k ]fX"

8YhU]`g	
J cfZU``	J UbXU`]ga i g
I fgUW`Y	6Ui UfVY]hYbž`J Yf_`Y`fgVY`\]bXYfi b[ Yb
C fh	5fh`i f!GW`Yi bYfh!5``YYž`%( ) ) , `6Yf[ \c`n! FY`VfØW_`Yž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "a Un!cb`]bY"XY</li> <li>• \Y]a k Yf_"cf[</li> <li>• V`c[ "Xcfa U_UVU"W`a</li> </ul>

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