

< Ua Vi f[ '6U`Yhh]b`XYf`? f]gY. 'J c`d]g  
5V[ Ub[ 'fYhhYh`XUg`9bgYa V`Y`

8Ya ]g`J c`d]j Yf`Äggh`bUW` `]bhYfbYb`?`cbZ]\_hYb`XUg`< Ua Vi f[  
6U`Yhh`HÄbnYf`\_f]h]g]YfYb`hcl ]gWYg`5fVY]hg\_`]a U`i bX  
ZY\`YbXY`K YfhgW`Ähni b[ "



< Ua Vi f[ ž`8Yi hgW`UbX`!`8]Y`hi fVi`YbhY`G]hi Uh]cb`VY]a  
< Ua Vi f[ '6U`Yhh`\Uh`Y]bYb`a Uf\_UbhYb`K YbXYdi b\_h`YffY]W`h  
8Ya ]g`J c`d]ž`XYf`Yfgh]a`Gca`a Yf`&\$&(`XUg`Fi`XYf`XYg  
hfUX]h]cbgfY]W`Yb`9bgYa V`Yg`ØVYfbca`a Yb`\UhYž`\Uh`gY]bYb  
DcghYb`U`g`b`hYbXUb`h`Ui Z[ Y[ YVYb``8]YgY`9bhgW`Y]Xi b[ `[ YgW`U\  
bUW`bi`f`Y]bYa``X\`f`i`bX`]gh`XUg`FYgi`hUh`a`Ugg]j`Yf`]bhYfbYf  
GdUbbi b[ Ybž`k`]Y`b`Xf`"XY`VYf]W`h`Yh`"8Yf`GhUfVU`Yf]bc`5`Yi`UbXf  
Hfi`gW`Äi`»`YfhY`g]W`ni`J`c`d]g`5V[ Ub[ `a`]higdØfVUfYf  
9f`Y]W`hYfi b[ `i`bX`VYhcbhYž`XUgg`XUg`6U`Yhh`c`\bY`X]YgYb`GW`f]hh  
\_i`fn`j`cf`XYa`NYfVfYW`Yb`ghUbX`"

8]Y`<]bhYf[ fØbXY`gW`Y]bYb`ZYgh]b`Y]bYa`hcl ]gW`Yb`5fVY]hg\_`]a U  
j`Yfk`i`fnY`h`ni`gY]bž`k`Y`W`Yg`j`cb`XYb`HÄbnYf]bbYb`i`bX`HÄbnYfb

a Ugg]j \_f]h]g]Yfh'k i fXY"J c'd]k i fXY j cf[ Yk cfZYbž'\Äi Z][  
UVk YgYbX'ni 'gY]bž'gW`YW`hY'?ca a i b]\_Uh]cb'ni 'dZY[ Yb'i bX'X]Y  
HÄbnYf'b]W`h'Ui gfY]W`YbX'ni 'k YfhgW`ÄhnYb"K ]f\_]W`Yfbgh'k i fXY  
X]Y '@U[ Yž'U`g`Yhk U`X]Y '<Ä`ZhY`XYf'7ca dU[ b]Y`Y]bYb'6fUbxVf]YZUb  
?i `hi fgYbUhc'f'7UfghYb'6fcgXU'j YfZUgghYž]b`XYa `g]Y `]fY  
6YXYb\_Yb'i bX'i ba i h'Äi » YfhYb" A Y`f'U`g`ZØbZhY`b'9fghgc`]ghYb  
k UfYb`VYbZU`g'a U`Ua `HU[ `]`fYf'?ØbX][ i b[ `[ Ya Y]bgUa `a ]h  
Hfi gW`ÖZZbh]W`Ub`X]Y`² ZZbh]W`\_Y]h'[ Y[ Ub[ Ybž'i a `XYf'?f]h]\_  
5i gXfi W`\_ni `j Yf`Y]`Ybž'gc`VU`Yhh!`ci fbU`XY"

## 8]Y`5i gk ]f\_i b[ Yb`Ui Z`XUg`9bgYa V`Y

8Yf`gY]h`5df]`VYghY`YbXY`8fi W`\_Ui Z`XUg`9bgYa V`Y`Uh'ni `Y]bYa  
`]ghcf]gW`Yb`F ØW`hf]hh'[ YZØ`fh"8]Y`GY`Y`\_h]cb`XYf`HÄbnYfž`X]Y`9h`\_]  
XYf'?ca a i b]\_Uh]cb'i bX'XUg`B]j YUi `XYf`\_ØbghYf]gW`Yb  
Ni gUa a YbUfVY]h`Xi fZhYb`XUVY]`b]W`h'Ui Z`XYf`GhfYW`\_Y`V`Y]VYb" `b  
XYa `VYgU[ hYb'6f]YZ'k ]fX`b]W`h'bi f`Ui Z`J c'd]g': Ø`fi b[ ggh`  
`]b[ Yk ]YgYbž'gcbXYfb`Ui W`\_Ui Z`XYb`h]YZ[ fY]ZYbXYb`K i bgW`XYf  
HÄbnYf]bbYb'i bX`HÄbnYfž`k ]YXYf`Y]b`fYgdY`\_hj c`Yg'i bX  
i bhYfghØhnYbXYg`5fVY]hgi a Z`X`ni `gW`UZZYb"J c'd]ž`XYf`]b`X]Y  
: i » ghUdZYb`j cb`æ`b`BYi a Y]Yf`hfUhž`gW`]Yb`ØVYfZcfXYfh'a ]h`XYb  
5bZcfXYfi b[ Yb'i bX`9fk Ufhi b[ Ybž`k Ug`ni `XYf`Ub[ YgdUbbhYb  
5ha cgd`ÄfY`]a `9bgYa V`Y`VY]hfi [ "

8]Y`Ghi hh[ Ufh!GhUUhgcdYf'i bX`XYf`6Yhf]YVgfUh`XYf`<Ua Vi f[ ]gW`Yb  
GhUUhgcdYf`UVYb`VYfY]hg`A U» bU`a Yb`Yf[ f]ZZYbž]bXYa `g]Y`Y]bY  
; YZÄ`fXi b[ gVYi fhY]i b[ `UbcfXbYhYbž`XYfYb`9f[ YVb]ggY`]b`X]YgYf  
K cW`Y`Yfk UfhYh`k YfXYb"9]bY`gc`W`Y`8i fW`ZØ`fi b[ `]gh`Y]b  
NY]W`Ybž`XUgg`X]Y`?i `hi fVY`ÖfXY`Yfbgh`UZh`Ub`Y]bYf`@Øgi b[  
]bhYfYgg]Yfh`]gh`Hfi gW`ž`XYf`U`g` ) !Ä`f][ Yf`Zfi ghf]YfhYf`HÄbnYf  
VYgW`f]YVYb`k ]fXž`g]Y`h]b`XYf`G]hi Uh]cb`b]W`h'bi f`X]Y`bY[ Uh]j Yb  
5i gk ]f\_i b[ Ybž'gcbXYfb`Ui W`\_X]Y`A Ò[ `]W`\_Y]hž`XUgg`XYf  
Ni gUa a Yb`U`hi bX`X]Y`A UW`h`XYg`9bgYa V`Yg[ YghÄf`\_h`k YfXYb  
\_ØbbYb"

## 8Yf`K Y[ `bUW`j cfbY

8]Y`Gi W`Y`bUW`\_Y]bYa `bYi Yb`b`hYbXUbhYb`k ]fX`g]W`\_bi b`k c`

`Ab[ Yf` \ ]bn]Y\Ybžk Å\fybX`XUg`<Ua Vi f[ `6U`Yhh`\_i fnZf]gh][ `j cb  
 Y]bYf` ðhYf]a g`Y]hi b[ `[ YZØ\fh`k ]fX""8]YgY`J YfÅbXYfi b[ `\_ØbbhY  
 XUg`<Ui gj cf`bYi Y`<YfUi gZcfXYfi b[ Yb`ghY`Ybž`V]f[ h`YXcW`Ui W`  
 X]Y`7\UbW`ž`Zf]gW`Yb`K ]bX`i bX`\_fYUh]j Y`æ di `gY`ni `]bhY[ f]YfYb"  
 5W`Už`k Ug`X]Y`dYfgØb`]W`Y`Ni \_i bZij cb`5`Yi UbXf`Hfi gW`VYhf]Zž  
 gc`V`Y]Vh`X]YgY`i b[ Yk ]gg""9f`\Uh`YXcW`ghYhg`VYhcbž`k ]Y`k ]W`h][  
 ]\a`X]Y`J YfV]bXi b[ `ni`<Ua Vi f[ `]gh`i bX`\cZž`Ui Z`Y]bY`dcg]hj Y  
 K YbXY`ZØf`X]Y`[ YgUa hY`7ca dU[ b]Y"

Ni gUa a YbZUggYbX`Åggh]g]W`gU[ Ybž`XUgg`XYf`5V[ Ub[ `Jc`d]g  
 b]W`h`bi f`X]Y`XmbUa ]gW`Y`@UbXgW`UZh`XYg`<Ua Vi f[ `6U`Yhhg  
 YfgW`ØhhYfh`\Uhž`gcbXYfb`Ui W`Y]bYb`5i Zfi Z`Ub`X]Y`?i `hi fVY`\ØfXY  
 XUfghY`hž`XYfYb`i: Ø\fi b[ ggh]`i bX`?ca a i b]\_Uh]cbggfhUHY[ ]Yb`ni  
 ØVYfXYb`\_Yb""K ]f`XØfZYb`[ YgdUbbh`gY]bž`k ]Y`X]Y`bÅW`ghYb`G`W`f]hhY  
 ]b`X]YgYf`gdUbbYbXYb`i bX`\YfUi gZcfXYfbXYb`G]hi Uh]cb`Ui ggY\Yb  
 k YfXYbž`i bX`\cZYb`Ui Z`Y]bY`FØW`\_Y`f`XYf`U`hYb`GhÅf`\_Y`XYg  
 <Ua Vi f[ `6U`Yhhgž`X]Y`Y]bgh`a ]h`BYi a Y]Yfg`J ]g]cb`bYi `VY`YVh  
 k i fXY"

8YhU]`g	
Cfh	<Ua Vi f[ ž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• VU`Yhh!`ci fbU`XY</li> <li>• \Ua Vi f[ "h!cb`]bY"XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z`X]Y!bUW`f]W`hYb`W`ca