

# 9bXY`Y]bYf`ÿ fU. `5i f]Wk g`5bfi ZVi g`bUWk &\$`>U\ fYb`UV[ YgWk UZZh°

8Yf`5bfi ZVi g]b`5i f]Wk`k]fX`bUWk`&\$`>U\ fYb`Y]b[ YghY`h`9]b  
bYi Yg`A`cV]`hÀhg\_cbnYdh'gc`ZØf`>Ubi Uf`&\$&(`Ybhk]W\_Y`h  
k YfXYb"



5i f]Wk ž`8Yi hgWk`UbX`!`8Yf`5bfi ZVi g]b`5i f]Wk`U`h'gY]h'gY]bYf  
9]bZØ\fi b[ `ja`>U\ f`&\$\$(`Y]bY`k]Wk h[ Y`F`c`Y`ja`c`U`Yb  
BU\j Yf\_Y\ f[ Ygd]Y`h`9f`k`i`fXY]bg`@VYb[ Yfi ZYb ž`i`a`XYb  
6YXØfZb]ggYb`XYf`6Øf[ Yf.]bbYb`ni`Ybhgd fYWk Yb ž`X]Y`Ub  
i`bni`fY]Wk Yb XYb`6i`gj`YfV]bXi`b[ Yb`ni`\_`Äa`dZYb`U`h`Yb`8]YgYf  
ZYI]V`Y`GYfj]W`Y][ YbYf`5fh`V`ch`XYb`A`YbgWk Yb`X]Y`A`Ö[ `]Wk\_Y]hž  
dYf`HY`YZcb`: U\fhYb`ni`Vi`Wk Yb`i`b`X`gca`]h`X]Y`&b`YbghUX`h`V`Ye`i`Ya  
ni`YffY]Wk Yb`8`c`Wk`gY]h`5bZUb[ `>`b]`&\$&`]gh`XYf`5bfi ZVi g  
j`c`f`Ø`V`Y`f[ Y\Yb`X`Y]b[ YghY`h`9]b`bYi Yg`A`cV]`hÀhg\_cbnYdh'gc`  
VYfY]hg`X]YgYb`>Ubi Uf`&\$&(`j`c`f[ YghY`h`k`YfXYb`ž`k`À`f`Yb`X`X]Y  
GhUX`h`Ui`Z`XYf`Gi`Wk Y`b`UWk`bYi`Yb`DUf`hb`Y`fb`ja`6YfY]Wk`XYf  
DYf`gcb`Yb`VY`ZØ`f`X`Y`fi`b[ `]gh`**BK NC b`]bY`VYf]Wk`h`Y`h`j`c`b`X]YgYb  
9bhk]W`\_i`b[ Yb`ž`X]Y`X`Ug`Ö`ZY`b`h]Wk`Y`j`Yf\_Y\`fgk`YgYb`]b`5i`f]Wk**

VYhfYZYb"

8]Y'6Yhf]YVgnY]hYb'XYg'5bfi ZVi ggYg'k UfYb'k Yf\_hU[ gžj cb'A cbhU[  
V]g': fY]hU[ žj cb'\$, .%) 'V]g%' .%) 'l \f'i bX'j cb'%'(.%) 'V]g%' .%)  
l \f'": U\fhYb'a i gghYb'a ]bXYghYbg'Y]bY'Ghi bXY'ja 'JcfUi g  
hY'YZcb]gW\Ub[ Ya Y'XYh'k YfXYb"'8UVY]'k Uf'Yg'bchk YbX][ žX]Y  
N]Y'UXfYggY'Ubni [ YVYbž'i a 'dØb\_h]W\UV[ Y\c'h'ni 'k YfXYb"'8]Y  
6Øf[ Yf.]bbYb'\_cbbhYb'gc']bbYf\U'V'j cb'%) 'V]g'' \$'A ]bi hYb'ni  
j YfgW\]YXYbYb'<U'hYghY''Yb'ja 'GhUXh[ YV]Yh[ Y'Ub[ Yb"'6Y]  
K Y]hYfZU\fhYb'ni 'YbhY[ YbYfYb'c fhghY]'Yb'k Uf'YXcW\Y]bY  
'Ab[ YfY'FY]gYnY]h'Y]bni d'UbYb"'Hfchn'XYf'dfU\_h]gWYb  
<UbX\UVi b[ 'VYf]W\hYh'j ]Y'Y'Bi hnYf.]bbYb'j cb  
i bni Zf]YXYbghY''YbXYb'9fZU\fi b[ Ybž'Yhk U'VY]'XYf'c fhg\_Ybhb]g  
XYf'7U'W\bhYf!A ]hUfVY]hYf"'FcgYa Uf]Y '@[ YbXfYž'Ub[ 'A\][ Y  
Bi hnYf]b'XYg'5bfi ZVi ggYgž'\YVhX]Y'Ni j Yf'Àgg][ \_Y]hi bX  
6YXYi hi b[ 'XYg'GYfj ]W'g'ZØf'À'hYfY'A YbgW\Yb'\Yfj cfž'X]Y'Ui Z'XYb  
6i g'Ub[ Yk ]YgYb'g]bX"'5i f]W\Yf'HUI YbnYbhfU'Y'i bhYfa Ui Yfh  
X]YgY'5i ggU[ Yb'a ]h'ØZcfa Uh]cbYb'ni 'XYb'j]bX]j ]Xi Y''Yb  
5ba Y'Xi b[ g\_f]hYf]Yb"

< YfUi gZcfXYfi b [ Yb 'i bX  
Ni \_i bZhgdYfgdY\_h]j Yb

Ø'XYb''YmhYb'Ø\fyb'k Uf'XYf'5bfi ZVi g'a ]hj YfgW\]YXYbYb  
< YfUi gZcfXYfi b [ Yb'\_cbZfcbh]Yfh"'6YgcbXYfg'k Å\fybX'XYf'7cfcbU!  
DUbXYa ]Y'Z]Y'XYf': U\fdY]g'nY]hk Y]gY'k Y[ ž'i a 'gcn]U'Y'<ÅfhYb'ni  
a ]'XYfb"'Ni bY\ a YbX'gUb'\_UV'&\$&%X]Y'B UW\ZFU[ Yž'k Ug'XUg  
GmghYa 'ZØf'X]Y'GhUXh'ni bY\ a YbX'\_cghgd]Y'[ 'a UW\hY' 'Yhk U  
' '\$'\$ '\$\$'9i fc'Å\f]W"'Ni XYa 'hfi [ Yb'Jcfk ØfZY'ØVYf  
' ; Y]ghYfVi ggY 'i bX'X]Y'i bZFYi bX']W\_Y]h'XYg'7U'W\bhYfg'ni 'Y]bYf  
bY[ Uh]j Yb'K U\fbY\ a i b[ 'XYg'GYfj ]W'g'VY]"8]Y'GhUXh'5i f]W  
k i fXY]'b'XYb'j Yf[ Ub[ YbYb'Ø\fyb'ghUf'\_Z]bUbn]Y''VY'UghYhi bX  
g]Y\h'g]W\Y]bYa '8YZ]n]hj cb'fi bX'&\$'A ]''cbYb'9i fc'[ Y[ YbØVYf/  
XYf'5bfi ZVi g'k Uf'b]W\h'a Y\fhfU[ VUf"'BK NCb`]bY'j Yfk Y]gh'Ui Z  
X]YgY'DfcV'Ya Y'i bX'X]Y'i b[ Yk ]ggY'Ni \_i bZi'ZØf'XYb'5bfi ZVi g"

8]Y'8]g\_i gg]cb'i a 'X]Y'J Yf\_Y\fg[ YghU'hi b[ 'j]b'5i f]W'k ]fX'bi b  
bYi 'Ub[ YZUW'h'': Øf'j ]Y'Y'6Øf[ Yf.]bbYbž'VYgcbXYfg'GYb]cfYbž'gh

XYf'5bfi ZVi g'k Y]hYf\]b'i bj Yfn]W\hVuf'ZØf'9]b\_Ài ZYž'5fnhVYgi W\Y  
i bX'UbXYfY'bchk YbX][ Y'9f'YX][ i b[ Yb''8]Y'GD8# 5D'gW\`À[ h  
XU\Yf'Y]b'? ±[ YghØhnhYg'8Ya UbX!6i ggmghYa 'j cf''Gc`W\Y'GmghYa Y  
\_ÒbbhYb'XYb'5bfi ZVi g'YfgYhmYbž'i a 'ZYI ]V`Y'i bX  
VYXUfZg[ YfYW\hY': U\fhYb'ni 'Yfa Ò[ `]W\Yb''c\_]` \YVh'\Yfj cfž'XUgg  
=Zcfa Uh]cbYb'i bX'VUff]YfYUfa Y'5b[ YVchY'XYf'GW\`ØggY'ZØf'Y]bY  
ni Zf]YXYbghY`YbXY`ÖZYbh]W\Y'A cV]'hÀh'g]bXž']bgVYgcbXYfY'ZØf  
À'hYfY'A YbgW\Yb''

Ni gUa a YbZUggYbX`Àggh'g]W\`gU[ Ybž'XUgg'XYf'5bfi ZVi g']b'5i f]W\  
hfchn'gY]bYf'9]bghY`i b[ `b]W\h'XYf'J Yf[ Ub[ Yb\Y]h'Ub[ Y\Òfh''8]Y  
DfcV`Ya Uh]\_XYg'ÖZYbh]W\Yb'J Yf\_Y\fg'ZØf`À'hYfY'6Øf[ Yf']gh  
j ]Y`Y]W\h'gc[ Uf'Y]b'5bghc» ži a 'j]bcj Uh]j Y`@Øgi b[ Yb'i bX  
?cbnYdhY'ni 'Ybhk ]W\_Y'bž'X]Y'gck c\`]b'HU\_hi b[ 'U'g'Ui W\`]b  
Ni [ Àb[ `]W\`\_Y]h'XYb'6YXØfZb]ggYb'XYf'; YgY`gW\UZh' [ YfYW\h  
k YfXYb''8]Y`\_ca a YbXYb'A cbUHy'k YfXYb'nY][ Ybž'k Y`W\Y'bYi Yb  
K Y[ Y`X]Y`GhUXh'5i f]W\`Y]bgW\`U[ Yb'k ]fX''

8YhU]`g	
Cfh	5i f]W\ž'8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bk ncb`]bY"XY</li> <li>• k k k "Ui f]W\Yf!hUI YbnYbhfU`Y"XY</li> <li>• ]c_]`W\`a</li> </ul>

6Ygi W\Yb'G]Y'i bg'Ui Z`X]Y!bUW\ f]W\hYb"W\`a