

# B ]YXYfgUWk gYb 'fØghYh'Ui Z. 'G]YVYb A ]` ]cbYb 'ZØf'8fc \bYbUVk Y\ f'&\$&\*

B ]YXYfgUWk gYb 'bj Ygh]Yfh'&\$&\* ' ]b'8fc \bYbUVk Y\ fž'i a  
\mVf]XY'6YXfc\i b[ Yb'i bX'G]WYf\Y]hgf]g]\_Yb'Ub'\_f]h]gWYb  
↳ZfUghfi \_hi fYb'ni 'VY[ Y[ bYb"



B ]YXYfgUWk gYb ž'8 Yi hgWk `Ub X '! ↳B ]YXYfgUWk gYb 'gd]hnh]g]Wk  
X]Y'@U[ Y'fi bX'i a '8fc\bYbØVYfZØ[ Y'ni "'↳a a Yf'a Y\ f'i bYf'Ui VhY  
8fc\bYbZØ[ Y'ØVYf'a ]'hÅf]gWYb'9]bf]Wk hi b[ Yb'i bX'\_f]h]gWYb  
↳ZfUghfi \_hi fYb'k ]Y'9bYf[ ]Yj Yfgcf[ i b[ 'cXYf'J Yf\_Y\fgbYhnYb  
a UWYb'XYb'6Y\ØfXYb'ni 'gWk UZZYb"' ↳XYf'YfghYb'↳\fYg\Ä`ZhY  
&\$&) 'k i fXYb'a Y\ f'8fc\bYbj cfZÄ`Y fY[ ]ghf]Yfh'U'g'a '[ YgUa hYb  
↳\f'&\$&( ž'U'g'X]Y'Dc`nY]' ]b'B ]YXYfgUWk gYb ' ]bg[ YgUa h'i% %  
J cfZÄ`Y'nÄ`hY"'8 ]Yg`Uh'↳bYba ]b]ghYf]b'8 Ub]Y'U'6Y\ fYbg'fGD8 Ł  
XUni 'j YfUb`Ugghž'A U» bU\ a Yb'ni f'8fc\bYbUVk Y\ f'Ubni ghc» Yb"  
G]Y'd'Ubhž'a '\_ca a YbXYb'↳\f'g]YVYb'A ]` ]cbYb'9i fc' ]b'XYb  
GWk i hn'j cf'Gd]cbU[ YXfc\bYb'ni ' ]bj Ygh]YfYbž'i a 'X]Y'hYWk.b]gWYb  
: Ä\][ \_Y]hYb'XYf'Dc`nY]' ]b'X]YgYa '6YfY]Wk'ni 'j YfVYggYfbž'k ]Y'  
**bXf"XY'VYf]Wk hYh"**

8]Y`Bchk YbX][\_Y]h`Y]bYg`[ i h`Ui g[ YghUhhYhYb`5V k Y\fgmgHYa g  
k ]fX`i bi a ghf]hhYbž`XYbb`X]Y`b]YXYfgÅWk]g]WkY`Dc`]nY]` \Uh`V]g`Ub[  
b]Wk h`X]Y`A ]hhY`ž`i a `YZZY`\_hj`[ Y[ Yb`X]Y`Gd]cbU[ YXfc`bYb  
j cfni [ Y`Yb`"BYVYb`XYb`hYWk]g]WkYb`<YfUi gZcfXYfi b[ Yb`[ ]Vh`Yg  
Ui Wk`l b`\_Uf`Y]hYb`ØVYf`X]Y`Ni ghÅbX][\_Y]hYbž`VYgcbXYfg`k Ybb  
8fc`bYb`]b`XYf`BÅ`Y`j cb`A`]hÅfUb`U[ Yb`[ Yg]Wk h`Yh`k YfXYb`"8]Yg  
ZØ`fh`ni `Y]bYa`Ni gUa`a YbgWk`i gg`XYf`bcfXXYi hg]WkYb  
æbYba ]b]ghYfž`i a`[ Ya Y]bgUa`ØVYf`8fc`bYb!`i bX`7mVYfUb[ f]ZZY  
ni `VYfUhYb`"

< mVf]XY`6YXfc`i b[ Yb`i bX`] \fY

< YfUi gZcfXYfi b[ Yb

9]b`k YgYbh]WkYf`5gdY`\_h`\]bhYf`X]YgYb`8fc`bYbZØ[ Yb`g]bX  
\mVf]XY`6YXfc`i b[ Ybž`X]Y`\_cbj Ybh]cbY`Y`i bX`X][ ]hU`Y  
5b[ f]ZgZcfa Yb`j YfV]bXYb`"8Ug`N]Y`X]YgYf`6YXfc`i b[ Yb`]gh`X]Y  
8YghUV`]g]Yfi b[ `XYa`c`\_fUh]g]WkYf`GmgHYa`Y`i bX`X]Y`6YY]bZi ggi b[  
XYf`ØZZYbh]WkYb`A Y]bi b[ "BYXYfgUWk]gYb`]gh`Xi fWk`gY]bY`X][ ]hU`Y  
J YfbYhni b[ `VYgcbXYfg`UbZÅ`][ `ZØf`gc`WkY`5b[ f]ZZY`"8]Y  
?ca`V]bUh]cb`j cb`j YfgWk]YXYbYb`A Yh`cXYb`k ]Y`7mVYfUb[ f]ZZYž  
8Yg]bZcfa Uh]cb`i bX`GUVchU[ Y`ghY`h`Y]bY`Yfbgh`UZhY` ; YZU`f`XUfž  
X]Y`cZhi bhYf`U`V`XYf`GWk`k Y`Y`Y]bYg`cZZYbYb`?cbZ]\_hg`V`Y]Vhž`k ]Y  
Ui Wk`Ui ZXYf`K YVgY]hY`j cb`B]YXYfgUWk]gYb`**b]YXYfgUWk]gYb`"XY**  
Yf`Åi hYfh`k ]fX`"

I a`X]YgYb`<YfUi gZcfXYfi b[ Yb`ni `VY[ Y[ bYbž`\Uh`X]Y  
@UbXYgfY[ ]Yfi b[ `j YfgWk]YXYbY`GWk`i hna`U» bU`a Yb`Yf[ f]ZZYb`"  
8Uni`[ Y`Øfh`b]Wk h`bi f`X]Y`hYWk]g]WkY`5i ZfØghi b[ `ni f`5V k Y`f`j cb  
8fc`bYbž`gcbXYfb`Ui Wk`X]Y`9]bf]Wk h`i b[ `Y]bYg`G]b[ `Y`Dc]bh`cZ  
7cbhUWh`fGDc7ž`i a`X]Y`?ca`a`i b[\_Uh]cb`nk ]g]WkYb`XYb`6Y`ØfXYb  
ni`j YfVYggYfb`"I a`X]Y`6Øf[ Yf`ni`gYbg]V`]g]YfYbž]g]bX  
5i Z`Àfi b[ g\_Ua`dU[ bYb`i bX`Dfc[ fUa`a Y`ni f`J YfVYggYfi b[ `XYf  
7mVYfg]WkYf`Y]h`i]a`5`hU[ `[ Yd`Ubh`"

; Ya Y]bgUa`Yg`< UbXY`b`]gh`[ YZfU[ h

9]b`k Y]hYfYg`N]Y`X]Yf`æbYba ]b]ghYf`\_cbZYfYbnž`X]Y`Ua` : fY]hU[

ghUhhZ]bXYb`k ]fXž]gh`X]Y`[ Ya Y]bgUa Y`5bgWUZZI b[ `j cb  
 5Vk Y\fhYWbc`c[ ]Ybž`i a `?cghYb`ni `gdUfYb`i bX`9ZZ]n]Ybn`ni  
 ghY][ Yfb`"8UVY]`k ]fX`Ui W`X]Y`6i bXYgk Y`f`]b`X]Y` ; Ygdf`ÅWY  
 Y]bVYnc[ Yb`"8]Y`78I `U`h`VYfY]hg`Y]bYb` ; YgYhmYbhk i fZ`ni f  
 8fc`bYbUVk Y`f`]bg`Gd]Y``[ YVfUW`hž`k `Å`fYbX`X]Y`U`\_hi Y``Yb  
 [ fØbYb`FY[ ]Yfi b[ Yb`X]Y`J cf[ Y`Y`b`gk Y]gY`\_f]h]gW`>`]bhYfZfU[ Yb`"

J]Y`j YfgdfYW`YbX`]gh`ni XYa `X]Y`⊖]h]Uh]j Yž`Y]b`[ Ya Y]bgUa Yg  
 @U[ YV]`X`ni f`\mVf]XYb`6YXfc`i b[ g`U[ Y`ni `YfghY``Ybž`XUg`b]W`h  
 bi f`8fc`bYbUb[ f]ZYž`gcbXYfb`Ui W`7mVYf`\_f]a ]bU`h`Å`h`VYhfUW`hY`h`  
 8]Y`YfghYb`5bg`Å`hnY`XUni `k i fXYb`VYfY]hg`]a `š b]`Ui Z`XYf  
 ⊖bYba ]b]ghYf`\_cbZYfYbn`VYgW``cggYbž`k Ug`\_`Uf`nY][ hž`k ]Y`k ]W`h][  
 X]Y`Ni gUa a YbUfVY]h`nk ]gW`Yb`j YfgW`]YXYbYb`6Y`ÖfXYb`]gh`8]Y  
 : fU[ Yž`k ]Y`a Ub`a ]h`Gd]cbU[ YXfc`bYb`i a [ Y`hž`V`Y]Vh`VYXYi hYbXž  
 VYgcbXYfg`]a `< ]bV`]W`\_`Ui Z`X]Y`G]W`Yf`Y]h`XYf`\_f]h]gW`Yb  
 ⊖ZfUghfi \_hi fž`X]Y``Ui h`Y]bYa `6Yf]W`h`XYg  
 WmVYf]bhY``][ YbW`"]bgh]hi hY`]b`XYb` : c\_i g[ YfØW`\_h]`gh`

8]Y`Ui g[ Y`\_Ø[ Y`hY`GhfUhY[ ]Y`ni f`6Y`\_Åa dZ b[ `X]YgYf  
 6YXfc`i b[ Yb`\_ØbbhY`B]YXYfgUW`gYb`>`Y`ZYbž`VYggYf`[ Yk UddbYh  
 [ Y[ Yb`X]Y`dchYbn]Y``Yb` ; YZU`fYb`XYf`>`mVf]XYb`?f]Y[ gZØ`fi b[ `ni  
 gY]b`"6YgcbXYfg`]b`NY]hYbž`]b`XYbYb`8fc`bYb`U`g`A ]hhY``XYf`K U`  
 ZØf`Gd]cbU[ Y`i bX` , VYfk UW`i b[ `[ Ybi hnh`k YfXYbž`]gh`Yg  
 YbhgW`Y]XYbXž`fUgW`i bX`YZZ]n]Ybh`ni `UbXY`bž`i a `X]Y`G]W`Yf`Y]h  
 XYf`6Øf[ Yf`i bX`XYf`⊖ZfUghfi \_hi f`ni `[ Yk `Å`f`Y]ghYb`"⊖`X]YgYa  
 K i bgW`g]bX`g]W`X]Y`dc`]h]gW`Yb`5`\_hYi fYž`G]W`Yf`Y]hgVY`ÖfXYb  
 i bX`X]Y`N]j ]`[ YgY``gW`UZh`Y]b][ "

8YhU]`g	
C fh	B]YXYfgUW`gYbž`8Yi hgW`_UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• k k k "b]YXYfgUW`gYb"XY</li> <li>• ]bhfUdc`"cf[</li> </ul>

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