

C`XYbVi f[ `i bX`6fYa Yb.; Ya Y]bgUa `ni f  
9I nY`Ybn!I b]`V]g`&\$&+`

C`XYbVi f[ `i bX`6fYa Yb`ghfYVYb`9I nY`Ybn!I b]j Yfg]h`h`Ub/  
9bhgWXY]Xi b[ `V]g`<YfVgh`&\$&\*``: ÒfXYfa ]hhY`nk ]gWXYb  
%)!&, `A ]c``9i fc"



C`XYbVi f[ ž`8Yi hgW`UbX`!`8]Y`I b]j Yfg]h`hYb`C`XYbVi f[ `i bX  
6fYa Yb`gYhnYb`g]W`i]b`Y]bYa` [ Ya Y]bgUa Yb`J`c`f`g`h`c`»`Z`0f`X`Y`b`H]hY`  
XYf`9I nY`Ybn!I b]j Yfg]h`h`Y]b`"b!hj "XY`VYf]W`hYhž`XUgg` `Yi hY  
Y]bY`5Vg]W`hgYf`\_`Àfi b[ `VY]a`K`]ggYbgW`UZhgfUh`Y]b[ YfY]W`h  
k`i`f`X`Y`ž`i`a`U`g`I`b]j Yfg]hm`9I W`YbW`7`c`b`g`c`f`h]i`a`]b`X]Y`Ni`\_i`b`Zh  
ni`ghUfhYb``6Y]XY`<c`W`g`W`i`Yb`UVYb`XUg`N]Y`ž`UV`&\$&+`j`c`b  
Y]bYf`VYXYi`hYbXYb`: ÒfXYfi b[ `nk ]gWXYb`%)`i`b`X`&, `A ]`]c`b`Y`b`9i`fc  
`À`f`]W`ni`d`f`c`Z]h]YfYb``Gc`\_`Ò`b`b`h`Y`g]W`XUg`6]X`XYf  
<c`W`g`W`i`UbXgW`UZh]a`B`c`f`X`k`Y`g`h`Y`b`8Yi`hgW`UbXg`Yf`YV`]W  
j`Yf`À`b`X`Y`f`b`ž`ni`a`U`Y`g`X`Y`f`n`Y]h`\_Y]bY`9I nY`Ybn!I b]j Yfg]h`h`i]b`X]Y`g`Y`f`  
F`Y`[ ]c`b`[ ]V`h"

9]b`\_`U`f`Y`f`D`Z`U`X`ni`f`9I nY`Ybn

I a 'g]W\`Z0f`X]Y`VY[ Y\fhY`5i gnY]W\bi b[ `ni `ei U`]Z]n]YfYbž'a ØggYb  
a ]bXYghYbg`XfY]: cfgW\i b[ gdfc`Y\_hY`Y]bY`9I nY``Ybn!: ÒfXYfi b[  
Yf\U`hYb``8Yf`J YfVi bX`C`XYbVi f[ !6fYa Yb`\_cbbhY`VYfY]hg`Z0f`j ]Yf  
Dfc`Y\_hY`: ÒfXYfi b[ Yb`[ Yk ]bbYbž`k Ug`X]Y`VY]XYb`I b]j Yfg]hÅhYb`]b  
Y]bY`ghUf`\_Y`5i g[ Ub[ gdcg]h]cb`Vf]b[ h` ð`B ]YXYfgUW\gYb`]gh`XUg  
Yf`\_`ÀfhY`N]Y`ž'a ]bXYghYbg`Y]bY`9I nY``Ybn!I b]j Yfg]hÅh`Ui ZX]Y  
6Y]bY`ni`ghY``Yb``BYVYb`C`XYbVi f[ `i bX`6fYa Yb`\UVYb`Ui W\`X]Y  
@Y]Vb]n`I b]j Yfg]hÅh`< Ubbcj Yf`gck ]Y`X]Y`A YX]n]b]gW\Y`< cW\gW\i`Y  
< Ubbcj Yf`fA <<Ł`\fY`6Yk YfVi b[ `Y]b[ YfY]W\h`

8]Y`fY[ ]cbU`Yb`K ]ggYbgW\UZhga ]b]ghYf`nY][ Yb`g]W\`cdh]a ]gh]gW\`  
B]YXYfgUW\gYbg`K ]ggYbgW\UZhga ]b]ghYf`: U`\_c`A c\fg`cVhY`X]Y  
Ni gUa a YbUfVY]h`XYf`VY]XYb`I b]j Yfg]hÅhYb`i bX`X]Y`9fZc`[ Y`VY]  
XYf`; YbY\ a ][ i b[ `XYf`9I nY``YbnWi ghYf``I bhYfghØhni b[ `\_ca a h  
Ui W\`j cb`XYf`6fYa Yf`GYbUhc]b`Z0f`K ]ggYbgW\UZhž? Uh\ f]b  
A ccgXcfZž`X]Y`X]Y`6YXYi hi b[ `X]YgYf`?ccdYfUh]cb`\Yfj cf\cV`  
6Y]XY`A ]b]ghYf`hfUZy b`g]W\`Ua` `&%"`ž b]`a ]h`XYb  
I b]j Yfg]hÅhg`Y]hi b[ Yb`i bX`GdfYW\Yfb`XYf`9I nY``YbnWi ghYf`

## 8 ]Y` [ YZ0fXYfhYb`7`i ghYf`

5a` `&&``A U]`k i fXY`X]Y`: ÒfXYfi b[ `j cb`]bg[ YgUa hi+\$`7`i ghYfb`XYf  
9I nY``Ybn`]b`8Yi hgW\`UbX`VYgW\`cggYb``5V`XYa` `%"`žJbi Uf`&\$&`\*  
k YfXYb`j ]Yf`7`i ghYf`Ub`XYb`I b]j Yfg]hÅhYb`6fYa Yb`i bX`C`XYbVi f[  
Z0f`g]YVYb`ž\`fY` [ YZ0fXYfh``8 ]Y` [ YZ0fXYfhYb`7`i ghYf`g]bX.

- <YUf]b[ ( U``W\cbbYWhg
- H\Y`A Ufh]Ub`A ]bXgYh
- BUj ]GYbgY
- H\Y`C W\Ub`: `ccf

8]YgY`Dfc`Y\_hY`nY][ Yb`XUg`DchYbn]U`XYf`VY]XYb`< cW\gW\i`Yb`]b  
XYf`: cfgW\i b[ `i bX`XYfYb`9b[ U[ Ya Ybž`Gd]hnyb`Y]ghi b[ Yb`ni  
Yb`hk ]W`\_Y`b`

8]Y`9I nY``YbnghfUHY [ ]Y

8]Y`9I nY``YbnghfUHY [ ]Y`f9I GhfUŁ`j YfZc`[ h`XUg`N]Y`ž`I b]j Yfg]hÅhYb`]b

8 Yi hgW\`UbX`Xi fW\`X]Y: ÖfXYfi b[ `j cb`k ]ggYbgW\UZh`W\Yb  
 Gd]hnYb`Y]ghi b[ Yb`ni `ghÄf`\_Yb" `k ]ggYbgW\UZhgfUH"XY`Yf`\_`Äfhž  
 XUgg` `g]Y`XUfUi Z`UVn]Y`hž`DfcZ`V]`Xi b[ Yb`i bX`?ccdYfUh]cbYb`i]a  
 K ]ggYbgW\UZhggmghYa `ni `i bhYfghØhnYb"GY]h`&\$%- `k YfXYb`VYfY]hg  
 nY\`b`l b]j Yfg]hÄhYb`i bX`Y]b`l b]j Yfg]hÄhgj YfVi bX`U`g  
 9l nY`YbnghUbXcfhY`[ YZÖfXYfh"8]Y`XUa ]hj YfVi bXYbY: ÖfXYfi b[  
 j cb`9l nY`YbnWi ghYfb`i bX`9l nY`Ybni b]j Yfg]hÄhYb`VY`Äi Zh]g]W\  
 ni fnY]h`Ui Z`Ä\`f`]W\`i) ` ` `A ]``cbYb`9i fcž`Y]bY`Gi a a Yž`X]Y`UV`&\$&`\*  
 Ui Z`\*, +`A ]``cbYb`9i fc`Ub[ Y\`cVYb`k ]fX"

9g`V`Y]Vhni `cZZYbž`XUgg`X]Y`6Yk YfVi b[ `j cb`C`XYbVi f[ `i bX  
 6fYa Yb`i]a `k YhhVYk YfVg]bhYbg]j Yb`FYbbYb`i a `XYb`H]hY`XYf  
 9l nY`Ybn!l b]j Yfg]hÄhYb`YfZc`[ fY]W\`j Yf`Äi Zh"8]Y`9bhgW\Y]Xi b[  
 ØVYf`X]Y: ÖfXYfi b[ `k ]fX`i]a `ca a YbXYb`Ä\`fž]a `C`\_hcVYfž  
 [ YZÄ`hž`i bX`X]Y`JcfVYfY]hi b[ Yb`ZØf`XYb`5bhfU[ `a ØggYb`V]g`ni a  
 %&"`Bcj Ya VYf`UV[ YgW\`cggYb`gY]b" `Gc`nY][`h`g]W\`XYf  
 6]`Xi b[ gghUbXcfh`BcfXXYi hgW\`UbX`Y]ba U`a Y\`f`Ui ZY]bYa  
 gdUbbYbXYb`?i fg"

8YhU]`g	
Cfh	C`XYbVi f[ ž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "b!hj "XY</li> <li>• k k k "i b]!VfYa Yb"XY</li> <li>• k k k "k ]ggYbgW\UZhgfUH"XY</li> </ul>

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