

# DUF\_d fY ] gY ' ] b ' HfUj Ya ØbXY ' ghY ] [ Yb . ' 8 Ug a ØggYb ' G ] Y ' k ] ggYb °

9fZU\ fYb ' G ] Y ' X ] Y ' bYi Yb ' DUF\_fY [ Y ' i b [ Yb ' ] b ' @ØVYW\_ ' i bX  
HfUj Ya ØbXY ' UV ' † b ] ' & \$ & ) ž ] b \_ ' i g ] Y ' Yf\ Ò\ hYb ' ; YVØ\ fYb  
i bX ' H ] d d g ' ni a ' ghfYggZfY ] Yb ' DUF\_Yb "



HfUj Ya ØbXY ž ' 8 Yi hgW\ ` UbX ' ! ' † b ' HfUj Ya ØbXY ' ] gh ' X ] Y  
DUF\_ ` UbXgW\ UZi ' ] b ' XYb ' ' YhnhYb ' K cW\ Yb ' c fXYb h ' ] W\ ' Ui Z [ Yk ] fVY ' h  
k c fXYb " ' GY ] h ' XYa ' % " ' † b ] ' & \$ & ) ' a ØggYb ' g ] W\ ' 6Ygi W\ Yf ' i bX  
9 ] b \ Y ] a ] gW\ Y ' Ui ZXYi h ' ] W\ ' Yf\ Ò\ hY ' DUF\_ [ YVØ\ fYb ' Y ] bghY ' ' Yb "  
6YfY ] hg ' ] a ' J c fZY ' X ' \ UhYb ' 5b \_ ØbX ] [ i b [ Yb ' ni ' \ Ò\ YfYb ' DfY ] gYb  
i bX ' YbXYfi b [ Yb ' ] b ' XYf ' 5VfYW\ bi b [ ' ZØf ' 8 ] g \_ i gg ] cbYb ' ] b ' XYb  
gc n ] U ` Yb ' BYhnc Yf\_Yb ' [ Ygcf [ h ' ' 8 UVY ] ' Xi fZhYb ' b ] W\ h ' bi f ' X ] Y  
X ] fY \_ hYb ' DUF\_ \_ cghYb ' ] b ' XYb ' bYi Yb ' ; YVØ\ fYbj YfcfXbi b [ Yb ' b ] W\ h  
i bYfk À\ bh ' V ' Y ] VYb ž ' gcbXYfb ' Ui W\ ' X ] Y ' 9fZU\ fi b [ Yb ' XYf ' Bi hnyf  
Ui Zj YfgW\ ] YXYbYb ' D ' UhhZcfa Yb "

8 ] Y ' bYi Yb ' DfY ] gY ' \ UVYb ' g ] W\ ' ] b ' U ` Yb ' NcbYb ' Yf\ Ò\ h ' i bX ' ' ] Y [ Yb  
bi b ' nk ] gW\ Yb ' & ' i bX ' ' ž & \$ ' 9i fc ' dfc ' Ghi bXY ' ' ; fØ\ Yf ' k UfYb ' Yg

`YX][ `]W %ž&\$`9i fc" `6YgcbXYfg]b`XYb`nYbhfU`Yb`DUf\_ncbYbž`k ]Y  
XYa`DUf\_`Ui`g`A`Òk`YbghY]b`i`bX`XYa`DUf\_d`Uhn`J`cfXYffY]\Yž  
a`ØggYb`6Ygi`W`Yf`a`]h`XYb`\`ÒW`ghYb`G`ÀhnYb`fYW`bYbž`k`À`fYbX`]b  
k`Yb][`Yf`ZfYe`i`Ybh]YfhYb`6YfY]W`Yb`b]YXf][`YfY`HUf]ZY`[`Y`hYb`"9]b  
\_cb\_fYhYg`6Y]gd]Y`"Àggh`g]W`UbVf]b[`Yb.`K`Yf`]b`NcbY`" `ZØf`" )  
A`]bi`hYb`dUf\_hž`nU`\`h`Y`hnh[`YVØbXY`h`&`9i`fc`ž`XU`X]Y`5VfYW`bi`b[  
b]W`h`a`Y`f`a`]bi`hYb[`YbUi`ž`gcbXYfb`]b`\`U`VghØbX][`Yb`ϕ`hYfj`U`Yb  
YfZc`[`hž`k`Ug`j`]Y`Y`U`g`i`b[`Øbgh][`Y`a`dZ]bXYb`"8]YgY`ϕ`Zc`fa`Uh]cb`]gh  
Ui`W`VY]`a`c]b"XY`bUW`ni`YgYb"

## DUf\_a`Ò[ `]W`\_Y]hYb`]a` ,`VYfV`]W`\_

:`Øf`X]Y`Yb][`Ybž`X]Y`g]W`YfghY`Yb`k`c`Ybž`XUgg`g]Y`ghfYggZfY]  
dUf\_Ybž`[`]Vh`Yg`Y]b][`Y`H]ddg`ni`XYb`DUf\_a`Ò[ `]W`\_Y]hYb`]b  
HfUj`Ya`ØbXY`":`Øf`GhfUbXVYgi`W`Yf`i`bX`5`hghUXh]YV\UVYf`g]bX  
DUf\_\`Ài`gYf`k`]Y`XUg`DUf\_\`Ui`g`A`Òk`YbghY]b`i`bX`XYf`DUf\_d`Uhn  
J`cfXYffY]\Y`X]Y`YfghYb`5b`Ui`ZghY`Yb`"6Y]XY`ghY`Yb`fi`bX`i`a`X]Y  
I`f`ni`f`J`YfZØ[`i`b[`i`bX`Y][`bYb`g]W`VYgcbXYfg`[`i`h`ZØf`G`cdd]b[`!  
i`bX`7U`Z`!6Ygi`W`Y`"5a`K`cW`YbYbXY`\_Ubb`Yg`YXcW`Yb[`k`YfXYb  
`ZfØ`nY]h][`UbYf]gYbž`c`b`h`g]W`\_\]Yf`Ui`Z`YXYb`:`U`"Ni`XYa`[`]Vh  
Yg`Ui`W`GhfUbXdUf\_d`ÀhnYž`Yhk`U`XYb`GhfUbXdUf\_d`Uhn  
<Yfa`Ubbg`À`Yž`XYf`X]fY`\_h`Ua`K`UggYf`]Y[`h`i`bX`Y]bYb`Yff`]W`Yb  
6`]W`\_Ui`ZX]Y`@ØVYW`Yf`6i`W`h`V]YhYh`"B`A`YfY`8YhU]`g`XUni`V]YhYh  
X]Y`GY]hY`hfUj`Y!Yb`hXYW`\_Yb"XY"

K`Yf`XYb`8fUb[`j`YfgdØfhž`X]Y`?`cghYb`ni`gYb`\_Ybž`Z]bXYh]b`XYb  
K`c`b[`YV]YhYb`A`YW`\_YbVi`f[`Yf`GhfU»`Y`i`bX`6fc`XhYbYf`GhfU»`Y  
\_cghYb`cgY`DUf\_a`Ò[ `]W`\_Y]hYb` `]\Yf`gc`hY`YXcW`Ui`Z`X]Y  
DUf\_gW`Y]VYbdZ]W`h[`YUW`hYh`k`YfXYb`"5i`W`XYf`GhfUbXdUf\_d`Uhn  
?`ck`]hnVYf[`V]YhYh`\_cghYbZfY]Y`DUf\_d`ÀhnYž`gc[`Uf`a`]h  
6i`gUbV]bXi`b[`]b`X]Y`ϕ`bYbghUXh`":`Øf`K`c`b`a`cV]!:`Ubg`À`h`XYf  
D`Uhn`Ua`:`]gW`YfY]\`UZ`Yb`YVYbZU`g`Y]b][`Y`5bbY`a` `]W`\_Y]hYb  
VYfY]h` `]b`\_i`g]Y`Ghfca`i`bX`9bhgc`f[`i`b[`ga`Ò[ `]W`\_Y]hYb"

B`Yi`Y`F`Y[`Y`i`b[`Yb`i`bX`X][`]hU`Y`

9b`hk`]W`\_i`b[`Yb`

8]Y`bYi Yb`DUF\_[ YVØ\fYb`i bX`X]Y`XUni [ Y\Øf][ Y`FY[ Y`i b[  
k i fXYb`ghUXhk Y]h`U`hi U`g]Yfhž`i a`X]Y`5i g`Ughi b[ `XYf  
DUF\_ZÅWYb`gck ]Y`XUg`DUF\_fUi a a UbU[ Ya Ybh`ni `j YfVYggYfb"  
@Ui h`XYf`K YVgY]hY`hfUj Ya i YbXY!U`hi Y``"XY`n]Y`h`X]YgY  
A U»bU`a Y`Ui W`XUfUi Z`UVž`X]Y`Ø`c`c[ ]gWYb` ; Y[ YVYb`Y]hYb`ni  
VYfØW\_g]W]h[ Yb`i bX`Y]bYb`6Y]hfU[ `ni f`j Yf`Y\fgVYfi \][ i b[ `]b  
gYbg]V`Yb`6YfY]WYb`ni ``Y]ghYb"

A ]h`XYf`a d`Ya Ybh]Yfi b[ `X][ ]hU`Yf`6YnU\`gmghYa Y` [ Y\h`X]Y`GhUXh  
Y]bYb`GWf]hh`k Y]hYf.`8]Y`bYi Yb`DUF\_Ui hca UhYb`V]YhYb`ZYI ]V`Y  
NU\`i b[ ga Ø[ `]W`\_Y]hYbž`Ui W`ØVYf`5ddg``8Ug`<UbXmDUF\_Yb`k ]fX  
]a a Yf`VY`]YVhYfž`XU`6Ygi W`Yf`bi b`X]Y` ; YVØ\fYb`VYei Ya `c`bY  
DUF\_gWY]b`VYnU\`Yb`\_ØbbYb``8UfØVYf`\]bUi g`k ]fX`Ya dZc`Ybž  
X]Y`U`hi Y``Y`DUF\_ncbYb\_UfhY`i bX`X]Y` ; YVØ\fYbghfi \_hi f`j cf`XYa  
6Ygi W`ni `dfØZYbž`]bgVYgcbXYfY`]b`XYf`\_ca a YbXYb  
Gca a YfgU]gcb"

5VgW`]Y» YbX`V`Y]Vh`ZYghni \U`hYbž`XUgg`X]Y`bYi Yb  
DUF\_fY[ Y`i b[ Yb`i bX`![ YVØ\fYb`]b`HfUj Ya ØbXY`ZØf`Yf\Ø\hY  
8]g\_i gg]cbYb`gcf[ Ybž`]bgVYgcbXYfY`VY`]XYb`Yb][ Ybž`X]Y  
fY[ Y`a Å»][ `X]Y`FY[ ]cb`VYgi W`Yb`cXYf`Xcfh`\fYb`i f`Ui V  
j YfVf]b[ Yb``A ]h`Y]b`k Yb][ `j cfUi gd`Ubi b[ `i bX`XYb`f]W]h[ Yb  
H]ddg`\_Ubb`XUg`DUF\_Yb`]b`HfUj Ya ØbXY`YXcW`Ui W`k Y]hYf\]b  
Ub[ YbY`a `i bX`ghfYggZfY`] [ YghU`hYh`k YfXYb"

8YhU]`g	
C fh	HfUj Ya ØbXYž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "a c]b"XY</li> <li>• hfUj Y!YbhXYW_Yb"XY</li> <li>• hfUj Ya i YbXY!U`hi Y``"XY</li> </ul>

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