

6UX`J Òg`Ui Yf`5VYbhYi Yf`i gh.`?i fh  
GUgg\`cZYfg`VYY]bXfi W\_YbXY`HfUi a fY]gYb

?i fh`GUgg\`cZYf`Yf\_i bXYh`gY`hYbY`FY]gYn]Y`Y`k Y`hk Y]hž  
Y]bgW`]Y»`]W`XYg`?i a V\`A`Y`U`]b`bX]Yb``Y]b`\_i`hi fY`Yg  
i bX`gd]f]hi Y`Yg`GdY`hU`Y`"



DfUmU[ fU`ž`bX]Yb`!`5a`%"' ↗ b]`&\$&)`VYf]W`hYh`A`Y]b6Yn]f\_  
ØVYf`XYb`dUgg]cb]YfhYb`FY]gYbXYb`?i fh`GUgg\`cZYf`Ui`g`6UX  
J`Òg`Ui`ž`XYf`gY]h`š\`fnY\`bhYb`Ui`»`Yf[`Yk`Ò\`b`]W`Y`FY]gYn]Y`Y`Ui`Z  
XYf[`UbnYb`K`Y`h`Yf\_i`bXYh`A`]h`Y]bYf`VYY]bXfi`W\_YbXYb  
GUa`a`i`b[`j`cb`"``\$"\$"\$"\$`5i`ZbU\`a`Ybž`X]Y`j`cb`8`]Ug`V]g`ni  
X][`]hU`Yb`:`chcg`fY]W`Ybž`Xc`\_i`a`Ybh]Yfh`Yf`gY]bY`5VYbhYi`Yf`i`bX  
9fZU\`fi`b[`Yb`"

?i fh`GUgg\`cZYf`VYhfUW`hYh`gY]bY`FY]gYb`U`g`HfUi`a`fY]gYb`ž`X]Y  
Xi`fW`k`i`bXYfgW`ÒbY`@UbXgW`UZhYbž`5VYbhYi`Yf`i`bX`\_i`hi`fY`Y`Y  
9f`YVb]ggY`XYZ]b]Yfh`k`YfXYb`"``?Y]bY`FY]gY`[`Y]W`h`XYf`UbXYfYbž  
XYbb`Yf`gi`W`h`]a`a`Yf`bUW`Y]bn][`Ufh][`Yb`9f`YVb]ggYb`"6Y]`XYf  
D`Ubi`b[`gY]bYf`FY]gYb`j`Yf`Àggh`Yf`g]W`Ui`Z`gdYn]U`]g]YfhY  
FY]gYj`YfUbghU`hYfž`i`a`X]Y`VYghYb`N]Y`Y`k`Y`hk`Y]h`ni`Z]bXYb`"

## ǝX]Yb`U`g': Ugn]bUh]cb

6YgcbXYfg`Āi Z[ `n]Y\h`Yg`GUgg\cZYf`bUW\`ǝX]Ybž`k c`Yf`ØVYf`&\$  
FY]gYb`i bhYfbca a Yb`\Uh"ǝX]Yb`V]YhYh`\a `Y]bY  
i bj Yf[ `Y]W`]WY`?ca V]bUh]cb`Ui g`gW`ÖbYf`BUhi fž`Ui ZFY[ YbXYb  
5VYbhYi Yfb`i bX`h]YZ[ fØbX][ Yf`?i`hi f" &\$&' `bU\ a `Yf`Ua `?i a V\  
A Y`U`hY`ž`XYa `[ fØ» hYb`fY`][ ]ÖgYb` : Ygh`XYf`K Y`hž`XUg`U`Y`%&`ſ\ſY  
ghUhhZ]bXYh"8]YgYg` : Ygh`n]Y\h`ØVYf`\*`\*`\$`A`]`]cbYb`A YbgW`Yb`Ubž  
X]Y`Ui g`[ Ubni`ǝX]Yb`i bX`XYf`K Y`h`\_ca a Ybž`i a `Ub`XYb`\Y`][ Yb  
F]hi U`Yb`hY`ni bY\ a Yb`i bX`]\ſY`GY`Yb`ni`fY]b][ Yb" `?i a V\`A Y`U  
gma Vc`]g]Yfh`fY`][ ]ÖgYb` ; `Ui VYb`i bX`k`]fX`j`cb`XYb` ; `Āi V][ Yb`U`g  
; Y`Y[ Yb\Y]h`ni f`GØbXYb`fY]b][ i b[ `i bX`gd]f]hi Y`Yb`9fbYi Yfi b[  
Ub[ YgY\Yb"

8 Ug`?i a V\`A Y`U`Z]bXYh`Ub`j`]Yf`a U» [ YV`]W`Yb`C`fhYb`]b`ǝX]Yb  
ghUhh`DfUmU[ fU`ž`<Uf]Xk Ufž`BUg\`\_`i bX`i`^U]b"8]YgY`C`fhY`\UVYb  
U`Y`Y]bY`VYgcbXYfY`Ughf`c`c [ ]gW`Y`6YXYi hi b[ ž`X]Y`]b`XYf  
Cf[ Ub]gUh]cb`XYg` : YghYg`Y]bY`Fc`Y`gd]Y`h"8]Y`HY`]bY\ a YbXYb  
[ `Ui VYbž`XUgg`g]Y`Xi fW`X]Y`HY`]bU\ a Y`Ub`XYb`NYfYa`cb]Yb`i bX  
F]hi U`Yb`9f`Øgi b[ `Yf`Ub[ Yb`\_ÖbbYb"

## < YfUi gZcfXYfi b[ Yb`i bX`9f`YVb]ggY

8]Y`c [ ]gh]gW`Y`D`Ubi b[ `XYg`?i a V\`A Y`U`ghY`h`Y]bY`Ybcfa Y  
< YfUi gZcfXYfi b[ `XUf" A Y\`f`U`g`%(\$`a`cV)`Y`?fUb`\_Yb\Āi`gYf`i bX  
)`\$`\$\$\$`Hc]YhYb`k YfXYb`VYfY]h[ YghY`hž`k`Ā\ſYbX`i`\$`Dc`b`h`c`b!  
6fØW`\_Yb`ØVYf`XYb`\Y`][ Yb` ; Ub[ Yg`Ub[ Y`Y[ h`k`YfXYb`a`ØggYbž`i a  
XYb`[ YghY][ YfhYb`5bghi`fa`Ub`DYfgcbYb`ni`VYk`Ā`h][ Yb"BYVYb  
X]YgYb`< YfUi gZcfXYfi b[ Yb`Yf`YVh`GUgg\cZYf`Ui W`5VYbhYi Yf`]b  
XYf`BUhi fž`k`]Y`H][ YfgUZUf]g`]b`j`]Yf`]bX]gW`Yb`BUh]cbU`dUf`\_g`cXYf  
HfY`\_]b[ !Hci`fYbž`XUfi`bhYf`X]Y`i`a`fi`bXi`b[ `XYg`\Y`][ Yb`6Yf[ Yg  
?U]`Ug\`]b`H]VYh"

GY]bY`FY]gYYfZU\fi b[ Yb`g]bX`YXcW`b]W`h`bi`f`Ui`Z`ǝX]Yb  
VYgW`fĀb`\_h"GUgg\cZYf`\Uh`Ui W`X]Y`K`ØghY`@`h]a`i`ſUb`VYgi`W`hž  
X]Y`Yf`U`g`XYb`\Y`» YghYb`C`fh`XYf`9fXY`VYgW`fY]Vhž`k`c  
HYa`dYfUhi`fYb`V]g`ni`+,` ;`fUX`7Y`g]i`g`YffY]W`h`k`YfXYb"7\`Y`a`]h  
gY]bYb`UhYa`VYfUi`VYbXYb`@UbXgW`UZhYbž`Y]bgW`]Y`»`]W`K`ØghYbž

hÀh][ Yb`J i ` \_UbYb`i bX` ; `YhgWXYfbž [ Y\ ÒfhY`YVYbZU`g`ni `gY]bYb  
N]Y`Yb``9]bY`gY]bYf`a Uf\_UbhYghYb`9fZU\ fi b [ Yb`k Uf`X]Y` , VYfZU\ fh  
]b`XYf`8fU\_Y!DUggU [ Yž`k c`%&`A YhYf`\c\Y`K Y``Yb`gY]b`GWX ]ZZ`Ui Z  
X]Y`DfcVY`ghY`hYb`

8Ua ]h`Yf`Z]h`V`Y]Vh`ZØf`gY]bY`F Y]gYbž`YbhXYW\_h`Yf`fY [ Y`a À» ] [ `X]Y  
K UbXYfk Y [ Y`XYg`J Òg`Ui Yf`K U`XYg``GY]b`N]Y``]gh`Ygž`Ui WX`]b  
Ni \_i bZh`bYi Y`?i `hi fYb`ni `YbhXYW\_Yb`i bX`gY]bY`F Y]gYb  
Zcfhni gYhmYbž`k À\ fYbX`Yf`X]Y`GWX Òb\Y]h`X]YgYf`K Y`h`Yf`\_i bXYh`

8YhU]`g	
C fh	DfUmU [ fU`ž`bX]Yb
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "a Y]bVYn]f`_`Uh</li><li>• k k k "gUbg_f]h]]Ug`Wc`a</li></ul>

6Ygi WX Yb`G]Y`i bg`Ui Z. `Y]bY`!fY]gY`XY