

B Yi Yg'; YgYhn'ZØf'X][ ]hU`Yb`'æi fbU`]ga i g.  
9]b`K` YbXYdi b\_h`]b`J ]YhbUa` °

5a`%\*"A U]`&\$&) `ZUbX`Y]b`K` cf\_g\cd`]b`<Ubc`]ni f  
DfYggYYbhk ]W\_`i b[ `]a`X][ ]hU`Yb`NY]hU`hYf`ghUhh`a` ]h: c\_i`g  
Ui`ZbYi`Y'; YgYhnY`i`bX`FYZcfa`Yb"



< Ubc]ž`J ]YhbUa` `!`5a`%\*"A U]`&\$&) `ZUbX`]b`<Ubc`]Y]b`K` cf\_g\cd  
ni`a`H\Ya`U`J`YfVYggYfi`b[ `XYf`; YgYhnY`ni`f`DfYggYYbhk ]W\_`i`b[  
]a`X][ ]hU`Yb`NY]hU`hYf`ghUhh`C`f[ Ub]g]Yfh`j`cb`XYf`DfYggYUVhY`]i`b[  
i`bX`XYa`Y`Y`\_hfc]gW`Yb`A`U[ Un]b`J ]YhH]a`Ygž`k`Uf`X]Y  
J`YfUbghU`hi`b[ `Y]bY`D`UhhZcfa`ZØf`k ]W`h][ Y`8 ]g\_i`gg]cb`Yb`ØVYf`X]Y  
<YfUi`gZcfXYfi`b[ Yb`i`bX`DYfgdY`\_h]j`Yb`XYf`DfYggY`]a`a`cXYfb`Yb  
J ]YhbUa` " `<Yff`D\Ub`L`i`Ub`H\i` mž`ghY`j`YfhfYhYbXYf`@Y]hYf`XYf  
NYbhfU`Yb`?`ca`a`]gg]cb`ZØf`DfcdU[ UbXU`i`bX`A`UggYba`cV`]g]Yfi`b[ ž  
\]Y`h`X]Y`9fØZbi`b[ gfYXY`i`bX`VYhcbhY`X]Y`Xf]b[ YbXY  
B`ch`k`YbX][ \_Y]h`Y]bYf`ÿ`bXYfi`b[ `i`bX`9f[ Àbni`b[ `XYg  
DfYggY[ YgYhnYg"

8Yf`K cf\_g\cd`k Uf`[ YdfÀ[ hj cb`Y]bYa `5i ghUi gW`ØVYf`X]Y  
[ YgYhn`]WYb`FY[ Y`i b[ Ybž`X]Y`ni f`ðgh]hi h]cbU`g]Yfi b[ `XYf  
DUfhY]ghfUhY[ ]Yb`VY]hfU[ Yb`gc``Yb"@"i `8]b\`D\i Wž`8]fY`hcf`XYf  
DfYggYUVhY]i b[ ž`Yf`Ài hYfhY`XYb`ØVYfUfVY]hYhYb`9bhk i fZ`XYg  
DfYggY[ YgYhnYgž`XYf`YbhgW`Y]XYbXY`bYi Y`6Ygh]a a i b[ Yb  
VY]b\U`hYh"9]b`nYbhfU`Yg`N]Y`VYghY\h`XUf]bž`Y]bY`\_`UfY  
I bhYfgW`Y]Xi b[ `nk ]gW`Yb`j YfgW`]YXYbYb`æi fbU`]ga i gUfhYb  
j cfni bY\`a Yb`i bX`X]Y` NY]hi b[ g]g]Yfi b[ `j cb`NY]hgW`f]ZhYb`ni  
ØVYfk ]bXYb"8Yf`9bhk i fZ`gW`]Y» h`U``[ Ya Y]bY`Y`Y`hfc b]gW`Y  
ðZcfa Uh]cbggY]hYb`j cb`XYf`8YZ]b]h]cb`U`g`èi fbU`]gh]gW`Y  
DfcXi \_`hY`Ui g`i bX`k Y]gh`XUfUi Z`\]bž`XUgg`Yg`nk Y]`k YgYbh`]W`Y  
j YfVchYbY`< UbX`i b[ Yb`[ ]Vh`

- `9`Y`\_`hfc b]gW`Y`ðZcfa Uh]cbggY]hYb`i bX`gcn]U`Y`B`Y`h`k`Yf`\_`Yž`  
X]Y`g`Y`V`gh`B`U`W`f]W`h`Y`b`d`fc`Xi`n]Y`f`Y`b`"
- `6`Y`f`Y]h`gh`Y``i b[ `g`W`À`X`]W`Y`f`ðZcfa Uh]cbYb`ZØf`  
5i » YbVYn]Y\i b[ Yb`"

F Y[ i `]Yfi b[ Yb`i bX`Ghfi \_`hi fYb`]a  
DfYggYgY`\_`hcf

Ni gÀhn`]W`ni `X]YgYb`Di b`\_`hYb`k i fXY`Y]b`A`cXY``ZØf`Y]bYb  
a i`h]a YX]U`Yb`DfYggY!`i bX`?ca a i b]\_`Uh]cbg`\_`ca`d`YI`j`cf[ YghY``hž`  
XUg`DfYggY[ fi ddYb`Yf`Ui Vhž`ØVYf`Ub[ YgW`c`ggYbY`5[ Ybhi fYb`ni  
j YfZØ[ Yb`i bX`k ]Y`I bhYfbY\`a Yb`ni `U[ ]YfYb"ð`X]YgYa  
Ni gUa a Yb\`Ub[ `k i fXYb`Ui W`ghfYb[ Y`; fi bXgÀhnY`ZØf`X]Y  
DfYggYUfVY]h]a `7mVYfgdUW`Z`Y`gh[ Y`Y[ h"8Yf`j ]YhbUa Yg]gW`Y  
æi fbU`]ghYbj YfVUbX`Yf\`À`h`XYa bUW`X]Y`6YŽ [ b]gž`X]Y`9]b\U`hi b[  
XYf`6Yfi ZgYh\]\_`ni `ØVYfk UW`Yb`"

9]b`k Y]hYfYf`VYXYi hYbXYf`Di b`\_`h`Ui ZXYf`5[ YbXU`k Uf`X]Y  
FY[ Y`i b[ `ni f`9fhY]i b[ `j cb`DfYggYUi gk Y]gYb"9g`k i fXY  
\_`Uf[ YghY``hž`XUgg`A ]hUfVY]hYf`k ]ggYbgW`UZh`]W`Yf`NY]hgW`f]ZhYb  
\_`Y]bY`5i gk Y]gY`Yf\U`hYb`\_`ØbbYb"8f"@"Y`<U]ž`XYf`X]Y`8]g`i`gg]cb  
ØVYf`DfYggY`\_`ca`d`YI`a`cXY``Y`a`cXYf]YfhYž`VYhcbhY`X]Y  
B`chk`YbX][`\_]hž`A`YX]Yb[ fi ddYb`ni `[ fØbXYbž`i a`VYghY\YbXY  
A`Àb[ Y`]a`j]YhbUa Yg]gW`Yb`æi fbU`]ga i g`ni `VY\`VYb"5i W`<Yff  
B[ i mYb`?]a`?\]Ya`gW`i [ `j`cfž`XYhU]`]YfhY`9f`Ài hYfi b[ Yb`ØVYf

XYb`A YX]Yb\_ca d`YI`]b`\_ØbZh][ Yb`K cf\_g\cdg`ni` [ YVYb"

8 Ug`H\Ya U`DfYggYØ\_cbca ]Y`k i fXY`YVYbgc`Ub[ YgdfcW\Yb"<Yff  
@Y`E i cWJ ]b`\`ZcfXYfhY`FY[ Y`i b[ Yb`ni f` : ØfXYfi b[ `XYf` ; YgW\ÀZhg!  
i bX`J YfY]b][ i b[ gZfY]\Y]hj`cb`DfYggYU[ Ybhi`fYb""7\YZfYXU\_hYi`f  
D\i b[ `7cb[ `Gi`cb[ `k`]Yg`Ui`ZX]Y`Bchk`YbX][`\_Y]h`\]bž`9b[ d`ÀggY`]a  
ØVYfUfVY]hYhYb`DfYggY[ YgYhn`ni`VYgY]h][ Ybž`k`À\`fYbX`<Yff  
B[ i mYb`J`Ub`6U`X]Y`6YZfY]i b[ `XYf`DfYggY`j`cb  
? ØfdYfgW\UZhghYi`Yf`ZcfXYfhYž`À\`b`]W\`k`]Y`Yg`VYfY]hg`]a  
; Ygi`bX\Y]hg!`i`bX`6`]Xi`b[ gVYfY]W\`XYf` : U``]gh"

## J c f g W \ f ] Zh Y b ` ni ` f ` B U W \ f ] W \ h Y b U [ [ f Y [ U h ] c b

≠` , VYfY]bgh]a`a`i`b[ `a`]h`XYb`9b`hk`]W`\_`i`b[ Yb`]a`DfYggYgY`\_hcf  
a`ØggYb`B`UW\`f]W\`hYb`U[ [ fY[ U]h]cbgk`YVg]hYg`XYb`J`c`f`g`W` \`f`]`Zh`Y`b`X`Y`f`  
F`Y[ ]Yfi`b[ `Yb`hgd`f`Y`W\`Y`b""@Ui`h`XYb`6`Y`gh]a`a`i`b[ Yb`]a`5`fh]\_Y`` +ž  
X]Y`X]Y`5`ggcn]Uh]cb`]b`DfYggYU`\_hj`]h`À`h`Y`b`f`Y[ Y`b`ž`\_Ø`b`b`Y`b  
DfYggYU[ Ybhi`fYb`?`ccdYfUh]cb`Y`b`a`]h`Ub`XYfYb`DfYggYU[ Ybhi`fYb`ž  
↑`f]gh]gW\`Y`b`DY`fg`cb`Y`b`c`XYf`[ YgW\`À`Zh`]W\`f`Y[ ]ghf]Y`fh`Y`b  
9]bnY`d`Y`fg`cb`Y`b`Y]b[ Y\`Y`b""8`Y`f`@Y]hYf`Y]bYf`DfYggYU[ Ybhi`f`]gh  
XYa`b`UW\`Z`Ø`f`U``Y`U`ggcn]]Y`fh`Y`b`DfYggYU`\_hj`]h`À`h`Y`b`j`Y`f`Ub`hk`c`fh`]W\`  
8]Y`g`Y`5`ggcn]Uh]cb`Y`b`\_Ø`b`b`Y`b`]b`j`Y`fg`W\]Y`XY`b`Y`b`6`Y`f`Y]W\`Y`b  
fYU`]g]Y`fh`k`Y`f`XY`b`ž`X`U`fi`b`hYf`.

- `8`Y`g][ bž`@U`m`c`i`hž`8`fi`W`\_`ž`K`Y`f`V`i`b[ `i`b`X`J`Y`f`V`f`Y]h`i`b[ `j`c`b`  
DfYggY]b`U`h`Y`b"
- `9`f`k`Y`f`V`j`c`b`i`f`Y`V`Y`f`f`Y`W\`h`Y`b`U`b`≠`U`h`Y`b`U`i`g`  
U`i`g`À`b`X]g`W\`Y`b`D`i`V`]\_U]h]cb`Y`b"
- `D`f`c`X`i`\_`h]c`b`j`c`b`F`i`b`X`Z`b`\_!`i`b`X` :`Y`f`b`g`Y`\`g`Y`b`X`i`b[ Yb`]b`  
j`Y`fg`W\]Y`XY`b`Y`b`6`Y`f`Y]W\`Y`b`k`]Y`K`]gg`Y`b`g`W\`U`Z`ž`H`Y`W\`b`c`c`[ ]Y`  
i`b`X`?`i`h`i`f"
- `D`f`c`X`i`\_`h]c`b`j`c`b`D`f]b`h!`i`b`X`C`b`]b`Y!`DfYggY`d`f`c`X`i`\_`h`Y`b"

9g`a`i`gg`U``Y`f`X]b[ g`X`U`f`U`i`Z`[ Y`U`W\`h`Y`h`k`Y`f`XY`b`ž`X`U`gg`U`ggcn]]Y`fh`Y`  
F`i`b`X`Z`b`\_!`i`b`X` :`Y`f`b`g`Y`\`g`Y`b`X`i`b[ Ybž`X]Y`dc`]h]gW\`Y`b`i`b`X`  
d`f`c`d`U[ UbX]gh]gW\`Y`b`N`k`Y`W`\_`Y`b`X]Y`b`Y`b`ž`Y]b`Y`b`5`b`h`Y`]j`c`b`b]W\`h`  
a`Y`\`f`U`g`i`\$`i` `XYf`G`Y`b`X`Y`n`Y]h`XYf`<`U`i`d`h`d`f`c`[ f`U`a`a`Y`X]Y`g`Y`f`  
?`Ub`À`Y`U`i`g`a`U`W\`Y`b`X`Ø`f`Z`Y`b""≠`U`h`Y`U`i`g`X]Y`g`Y`b`5`ggcn]Uh]cb`Y`b`

a ØggYb`XYb` ; YgYhnYb`J ]YhbUa g`YbhgdFYWXYbž`k Ug`X]Y  
 Bc`hk YbX][`\_Y]h`VYhcbhž`bUh]cbU`Y`HfUX]h]cbYb`i bX`DfU\_h]\_Yb`ni  
 fYgdY\_h]YfYb"

8]Y`9f[ YVb]ggY`XYg`K cf\_g`cdg`i bX`X]Y`j cf[ YgW`U[ YbYb  
 ŸbXYfi b[ Yb`ja`DfYggY[ YgYhn`g]bX`k YgYbh`]WXY`GWXf]hY`ni`Y]bYf  
 K Y]hYfYbhk ]W`i b[ `XYg`j ]YhbUa Yg]gWXYb`A YX]YbgY`hcf`ja  
 X][`hU`Yb`NY]hU`hYf": Øf`X]Y`Ni`\_i bZh`gh`Yg`YbhgWXY]XYbXž`XUgg  
 X]YgY`bYi Yb`FY[ Y`i b[ Yb`i bX`Ghfi`\_hi fYb`YfZc`[ fY]W  
 ]a d`Ya Ybh]Yfh`k YfXYbž`i a`gck c`X]Y`: fY]\Y]h`XYf`DfYggY`ni  
 ZØfXYfb`U`g`Ui W`[ YgYhn`]WXYb`FU`a YbVYX]b[ i b[ Yb`[ YfYW`h`ni  
 k YfXYb"

: Øf`k Y]hYfY`≠Zcfa Uh]cbYb`ØVYf`X]Y`DfYggY`Ybhk ]W`i b[ `]b  
 J ]YhbUa ž`g]Y`Y`X]Y`6Yf]W`hYfghUhi b[ `Ui Zj ]YhbUa "j b`i bX`X]Y  
 fYW`h]WXYb` ; fi bX`U[ Yb`VY]`k ]dc`]bh"

8YhU]`g	
C fh	< Ubc ]ž`J ]YhbUa
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "j ]YhbUa "j b</li> <li>• k ]dc`YI !fYg"k ]dc`]bh</li> </ul>

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