

Gca a Yfi f`Ui V`]b`BFK .`6Y`]YVhY  
F Y[ ]cbYb`[ i h`[ YVi W hž`gdcbhUbY`D`ÀhnY  
k UfhYb`°

BcfXf\Y]b!k YghZÀ`]gWXY`i f`Ui VgfY[ ]cbYb`g]bX`ZØf`XYb  
Gca a Yf`&\$&) ` [ i h`[ YVi W hž`a ]h`j YfZØ[ VUfYb`@Ugh!A ]bi hY!  
D`ÀhnYb`i bX`ghY][ YbXYb`DfY]gYb`"



BcfXf\Y]b!K YghZU`Ybž`8Yi hgW`UbX`!`ϕ`BcfXf\Y]b!K YghZU`Yb  
nY][ hg]W`X]Y`i f`Ui VgfVUbWXY`cdh]a ]gh]gW`ž`XU`X]Y`Gca a YfZYf]Yb  
`Ui h`U`\_hi Y`Yb`6Yf]W`hYb`[ i h`[ YVi W`h`g]bX`"8]Y`B UW`ZfU[ Y`]gh  
]bgVYgcbXYfY`]a`GUi Yf`UbX`ž`9]Z`i`i bX`A`ØbghYf`UbX`\cW`"8Yf  
GdfYW`Yf`j`cb`GUi Yf`UbX`!Hci f]ga`i`g`Ai`»`Yfh`g]W`ni`Zf]YXYb`a`]h`XYf  
U`\_hi Y`Yb`6i`W`i`b`[`g`U[`Y`i`bX`\YVh`\Yf]`cfž`XUgg`Yg`hf`ch`X`Yf  
U`[`Ya`Y]bYb`6Y`]YVh\Y]h`]b`X]YgYf`GU]gcb`Ui`W`bcW`ZfY]Y  
I`bhYf`\_Øb`ž`Y`ZØf`?`i`fnYb`hgW`c`ggYbY`[ ]Vhž`gcZYfb`a`Ub`j`cf`C`fh  
ZYI`]VY`]gh`"ϕ`XYb`:`Yf]Ybk`c`\bi`b`[`Yb`k`]fX`Yg`Y`XcW`Ub`[`gUa  
\_bUddž`k`À`fYbX`]b`j`]Y`Yb`<`chY`g`Y`bUW`NY]hfUi`a`bcW`N]a`a`Yf  
j`YfZØ[`VUf`g]bX`"6YgcbXYfg`ZØf`i`f`Ui`Vg[`ÀghY`ž`X]Y`k`YhhYfUV`\Àb`[ ]  
Vi`W`Yb`ž`]gh`X]Y`G]hi`Uh]cb`j`cb`6YXYi`hi`b`[ .`:`U`ffUXZU`fYf`i`bX  
:`Ua`j`]Yb`a`]h`Øb`[`YfYb`?`]bXYfb`g]bX`VY`]YVhY`N]Y`[`fi`ddYb`"

7Ua d]b[ ]ghY]b[ fc» YgH\Ya U]b XYb bcfXf\Y]b!k YghZÄ`]gWYb  
I f`Ui VgfY[ ]cbYbž]bgVYgcbXYfY`]b XYf`BÄ\Y`j cb`GYYb"8Yf  
?ca Zcfhi bX`XYf`Ni [ Ub[ `ni f`B Uhi f`n]Y\Yb`j ]Y`Y`I f`Ui VYf`Ubž  
gcXUgg`X]Y`5i g`Ughi b[ ]b`X]YgYb`6YfY]WYb`YVYbZU`g`ghUf`\_`gh"  
8]YgY`9bhk ]W\_`i b[ ]gh`a `Ni gUa a Yb\Ub[ `a ]h`Y]bYf`U`[ Ya Y]bYb  
DfY]gghY][ Yfi b[ `ni `VYhfUW`hYbž`X]Y`j cb`&\$%-`V]g`&\$&(`]a  
8i fW`gW`b]hh`i a `ž `DfcnYb`h`Ub[ Ygh]Y[ Yb`]gh"8]Y`; f0bXY`XUZ0f  
`]Y[ Yb`]b` \0\YfYb`DYfgcbU`!`i bX`9bYf[ ]Y`\_cghYb" `b`X]YgYa  
Gca a Yf`Y]Y[ Yb`X]Y`DfY]gY`Y]W`h`0VYf`XYa `Jcf`U`fYgb]j YUi ž`k Ug  
b]W`h`ni `Y`h`h`X]Y`5`h`f`U`\_`h]j ]h`Ä`h`XYf`I f`Ui VgfY[ ]cbYb`VYY]bZi`ggh"

## 6Y`]YVhY`I f`Ui VgUb[ YVchY

- I f`Ui V`Ui ZXYa`6Ui Yfb\cZ
- 7Ua d]b[ ]b`XYf`B Uhi f
- : U\ffUXhci fYbž]bgVYgcbXYfY`Ua`F`Y]bfUXk Y[
- : Ua`]YbžfYi bX`]WY`5b[ YVchY`]b` : Yf]Ybk`c\bi b[ Yb`i bX`  
Ui ZFY]hYf\0ZYb

8]Y`J]Y`ZU`h`XYf`5b[ YVchY`fY]W`h]j cb`[ Ya`0h]WYb`6Ui Yfb\0ZYb  
0VYf`FY]hYf\0ZY`V]g`\]b`ni`\_ca ZcfhUV`Yb` : Yf]Ybk`c\bi b[ Yb`i bX`  
7Ua d]b[ d`Ä`h`Yb"6YgcbXYfg` : Ua`]Ybž`DUUFYž`UVYf`Ui W`  
<Ui gh]YfVYg]hnYf`a`]h`<i bX`Z]bXYb`]b`XYb`j YfgW`]YXYbYb  
FY[ ]cbYbž`k ]Y`XYa`GUi Yf`UbXž`A`0bghYf`UbXž`9]ZY`ž`B]YXYff\Y]bž  
6Yf[ ]gWYb`@UbX`gck ]Y`XYa`HYi hcVi f[ Yf`K`U`Xž[ YY][ bYhY  
I f`Ui Vgn]Y`Y" `X`XY`U`f`YgnY]h`V]YhYh`\fYb`Y][ YbYb`FY]n`i bX`  
nU`fY]WY`5`\_`h]j ]h`Ä`h`Yb`ni f`9f`c`i b[ `i bX`Z0f`XYb`Gdcfh"

8]Y`A`Y`f`Y]h`XYf`I f`Ui VYf`]b`X]YgYb`FY[ ]cbYb`\_ca`a`h`Ui`g  
BcfXf\Y]b!K`YghZU`Yb"5`YfX]b[ g`g]bX`Ui W` ; ÄghY`Ui`g  
B]YXYfgUW`gYbž`F`Y]b`UbX!DZU`nž`<YggYb`gck ]Y`j ]Y`Y  
B]YXYf`ÄbXYf`i bX`6Y`[ ]Yf`i bhYf`XYb`FY]gYbXYb"8]YgY  
9bhk ]W\_`i b[ `nY][ hž`XUgg`BcfXf\Y]b!K`YghZU`Yb`U`g`I f`Ui VgfY[ ]cb  
ni bY`a`YbX`Ub`5`h`f`U`\_`h]j ]h`Ä`h`[ Yk ]bb`h`i bX`6Ygi WYf`Ui`g  
Ub[ fYbnYbXYb`@ÄbXYfb`Ubn]Y`\h" : 0f`?`i fnYbhgW`cggYbYž`X]Y`bcW`  
Y]bY`FY]gY`d`UbYbž`V`Y]Vh`X]Y`<cZbi b[ ž`ZYI ]VY`ni `V`Y]VYb`i bX`  
a`0[ `]W`Yfk`Y]gY`XcW`Y]bYb`D`U`h`Z0f`X]Y`Gca`a`YfZYf]Yb`ni`Z]bXYbž  
Ui ZfYW`h"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ØVYf`X]Y`I f`Ui VgfY[ ]cbYb`]b`BcfXf\Y]b!  
 K YghZU`Yb`i bX`X]Y`j ]Y`ZÅ`h][ Yb`5b[ YVchY`]gh`Y]b`6Ygi W`XYf`GY]hY`  
 @UbXg]W`hYb`fUhgUa "`8cfh`k YfXYb`X]Y`j YfgW`]YXYbYb  
 A Ò[ `]W`\_Y]hYb`ni f`9f`c`i b[ `i bX`5\_h]j ]hÅhYb`]b`X]YgYf`gW`ÒbYb  
 FY[ ]cb`XYhU]``]Yfh`Ui ZYfY]hYh`5i W`X]Y`NY]h`V]YhYh`ðZcfa Uh]cbYb  
 ni f`U\_hi Y``Yb`6i W`i b[ g`U[ Y`i bX`k Y]hYfYb`9bhk ]W`i b[ Yb`]b`XYf  
 I f`Ui VgVfUbW`Y"

8YhU]`g	
Cfh	BcfXf\Y]b!K YghZU`Ybž`8Yi hgW`UbX
Ei Y``Yb	<ul style="list-style-type: none"> <li>• k k k "nY]h"XY</li> <li>• k k k "`UbXg]W`hYb"XY</li> </ul>

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