

A cbhYbY[ fc. '8 Yf' [ Y\Y]a Y'I f`Ui Vg! < ]h  
a ]h'i bYb hXYW\_hYb 'GWÅ ÀhnYb °

9bhXYW\_Yb`G]Y`A cbhYbY[ fcž`XUg`i bhYfgWÅÀhnY`F Y]gYn]Y`a ]h  
UhYa VYfUi VYbXYf`BUhi fž`fY]WYf`?i`hi f`i bX`j ]Y`ZÅ`h][ Yb  
9f`YVb]ggYb"



6i Xj Už`A cbhYbY[ fc`!`A cbhYbY[ fcž`Y]b`cZhi bhYfgWÅÀhnYg`š k Y`  
Ui ZXYf`6U`\_Ub!<U`V]bgY`ž`n]Y\h`Å\`f`]W`fi bX`XfY]`A ]`]cbYb  
Hci f]ghYb`Ub`"Hfchn`XYg`DchYbn]U`g`a UWYb`XYi hgWY`I f`Ui VYf  
bi f` ( ž+` `DfcnYbh`XYf` , VYfbUW`hi b[ gnU\`Yb`Ui g`'8 Ug`@UbX`V]YhYh  
Y]bY`VYa Yf`\_Ybgk YfhY`UbXgW`UZh]WY`i bX`\_i`hi fY`Y`J ]Y`ZU`hž`X]Y  
Yg`ni`Y]bYa` ; Y\Y]a h]dd`i bhYf`F Y]gYbXYb`a UW`h`Hci f]ga`i g!  
A ]b]ghYf]b`G]a cb]XU`?cfX]ā`YVh`Yfj cfž`XUgg`A cbhYbY[ fc`]b`bi f  
XfY]`Ghi bXYb`j cb`Y]bYa`'9bXY`ni a`UbXYfYb`VYfY]gh`k YfXYb  
\_Ubbž`k Ug`XYb`i b`\_ca`d`n]YfhYb`Ni [ Ub[ `ni`gY]bYb`nU\`fY]WYb  
GY\Ybgk ØfX][ \_Y]hYb`Yf`Y]W`hYfh`"

A ]h`nk Y]`?`]a UncbYb`i bX`g]YVYb`BUh]cbU`dUf`\_g`]gh`A cbhYbY[ fc  
Y]b`k U\`fYg`DUfUX]Yg`ZØf`BUhi f`]YV\UVYf`'8 ]Y`?ØghYbghUXh`6i Xj U

]gh'VYgcbXYfg'UhhfU\_hj ž'XU'g]Y'Y]bY'A ]gWxi b[ 'Ui g'Y]bYf  
WUfa UbhYb'5'hghUXhž'a cXYfbYb'<chY'g'i bX'a U'Yf]gWXYb'6i W'hYb  
V]YhYh"<]Yf'[ Yb]Y»Yb'Hci f]ghYb'Ui h\Ybh]gWXY'9f'YVb]ggY'Ui Z  
ZUa ]]Yb[ YZØ\fhYb'6Ui Yfb\ÖZYb'i bX']ba ]hhYb'i bVYfØ\fhYf'B Uhi f"

? i `hi fY`Y`Y`GWX`ÄhnY`i bX`C i hXccf!5VYbhYi Yf

8]Y'a cbhYbY[ f]b]gWXY'ØWXY']gh'VY\_Ubbh'ZØf']\fY'9]bZUW\Y]hi bX  
5i h\Ybh]n]hÄhž'a ]h'Y]bYf'J ]Y'nU\`j cb'\Ui g[ Ya UW'hYb'; Yf]W'hYbž  
X]Y'X]Y'; ÄghY' ]b']\fYb'6Ubb'n]Y\Yb"'?cfX]ä'VYgW'fY]Vh'X]Y'?i`hi f  
U'g'fY]W'ž'ghUf\_'VYY]bZi ggh'j cb'XYb'B UW'VUf'ÄbXYfb"'9a dZc\`YbY  
9f'YVb]ggY'g]bX'XUg'5i Zk UW'Yb' ]b'DYfUghž'X]Y'6Yg]W'h] [ i b[ 'XYf  
6i W'hj cb'?cchf'i bX'XYf'6Ygi W'XYg'8i fa ]hcf!B Uh]cbU'dUf\_g"

@Ui hi`@cbY`m'D`UbYh`V]YhYh'A cbhYbY[ fc`b]W'h'bi f  
VYY]bXfi W\_YbXY'B Uhi f'UbXgW'UZhYbž'gcbXYfb'Ui W'` ]ghcf]gWXY  
GhÄhhYbž'X]Y'Yg'ni `Yf\_i bXYb' [ ]`h`8]Y`\_i `hi fY`Y`<Ui dhghUXh  
7Yh]b'Y'VY\YfVYf[ h'XUg'B Uh]cbU'a i gYi a `i bX'X]Y'; fUVghÄhhY'j cb  
DYhUf'="DYhfcj ]ä'B'Y[ c "'8]Y`@]dU!<Ö\`Y`]b'XYf'BÄ\Y`]gh'X]Y  
Y]bn][ Yž'X]Y'cf[ Ub]g]YfhYb'Hci f]ga i g'V]YhYhž'a ]h'ZUgn]b]YfYbXYb  
?U`\_ghY]bZcfa U]cbYb"'9]bY'F Y]gY'bUW'Ä cbhYbY[ fc`k ÄfY  
i bj c`ghÄbX][ `c\`bY'XYb'6Ygi W'XYg'C ghfc[ !?`cghYfgž'XUg'Ä\`f]W  
Yhk U`%\$\$"\$\$\$`D][ Yf'Ubn]Y\`h"

B UhØf`]WXY`GWX`Öb`Y]h'i bX  
< YfUi gZcfXYfi b[ Yb

A cbhYbY[ fc`\Uh'Ui W'j ]Y'Y`<Ö\`Yb'a ]h'dfÄ\]ghcf]gWXYb'Ä U'YfY]Yb  
i bX'Y]bY'GU]bY' ]b'I`W]b'ž'X]Y'U'g`@YVYbgfUi a `ZØf':`Ua ]b[ cg  
VY\_Ubbh]gh"8Yf'8i fa ]hcf!B U]cbU'dUf\_'`ÄXh'Y]b'ni a `K UbXYfb  
i bX'F UZh]b[ ž]bgVYgcbXYfY'Ui ZXYa `HUfU!:`i gg"8Yf'Äfa ghY'HY`  
XYg`@UbXYg'ja `BcfXYb'nY][ hij ]Y'j YfgdfYWXYbXY  
=bj Ygh]h]cbga Ö[ `]W\_X]hYbž'i a `ei U'hUh]j `cW'k Yfh][ Y  
hci f]gh]gWXY'5b[ YVchY'ni `gW'UZZYb'i bX'X]Y`<YfUi gZcfXYfi b[ Yb  
XYg', VYfhci f]ga i g'ni `a Y]ghYfb"

Ni gUa a YbZUggYbX`Äggh'g]W'gU[ Ybž'XUgg'Ä cbhYbY[ fc`Y]bY

J ]Y`nU\`Ub`9f`YVb]ggYb`ZØf`U`Y`5fhYb`j`cb`F`Y]gYbXYb`V]YhYh"J`cb`  
 VYY]bXfi`W`YbXYb`@UbXgW`UZhYbž`ØVYf`Y]b`fY]W`Yg`\_i`hi`fY`Yg`9fVY`  
 V]g`\]b`ni`Ui`h\Ybh]gW`Yb`\_i`bUf]gW`Yb`9fZU\fi`b[`Yb`V`Y]Vh`  
 A`cbhYbY[`fc`Y]b`VY[`Y\fYbgk`YfhYf`C`fh`ZØf`ni`\_ØbZh][`Y`  
 I`f`Ui`Vgd`Ubi`b[`Yb`"

8YhU]`g	
C`fh	6i`Xj`Už`A`cbhYbY[`fc
E`i`Y`Yb	<ul style="list-style-type: none"> <li>• k`k`k`"gW`k`UYV]gW`Y`"XY</li> <li>• k`k`k`"c`bY`md`UbYh"W`a</li> </ul>

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