

I f`Ui V`&\$&) . '8 ]Y`VYghYb`DUi gWU`fY]gYb  
ZØf`^XYg`6i X[ Yh`YbhXYW\_Yb`°

9bhXYW\_Yb`G]Y`X]Y`VYghYb`DUi gWU`fY]gYb`ZØf`&\$&) . 'Hcd!  
8Ygh]bUh]cbYbž: fØ\Vi WXYfUb[ YVchY`i bX`H]ddg`ZØf`  
]bX]j ]Xi Y`Yb`i f`Ui V`"



Ÿ [ mdhYbž`Ÿ [ mdhYb`!`8]Y`i f`Ui VggU]gcb`&\$&) `ghY`h]j cf`XYf`HØf`  
i bX`j ]Y`Y`FY]gYk`j`][ Y`VY[ ]bbYb`VYfY]hgž`\fY`FY]gYb`ni`d`UbYb`"  
6YgcbXYfg`DUi gWU`fY]gYb`YfZfYi`Yb`g]W`[ fc»Yf`6Y`YVh\Y]hž`XU  
g]Y`Y]bY`i a`ZUggYbXY`@Øgi`b[ `ZØf`Y]bYb`Yf\c`gUa`Yb`i f`Ui V`V]YhYb`"  
8]YgY`5b[ YVchY`g]bX`b]W`h`bi`f`dfU\_h]gW`ž`gcbXYfb`Ui`W`Z]bUbn]Y`  
UhhfU\_h]j`" < UgYdcgh`VYf]W`hYhž`XUgg`X]Y`5i`gk`U`Y]bYf`  
DUi gWU`fY]gY`ghUf`\_j`cb`XYb`Y][ YbYb`9fk`Ufhi`b[ Yb`UV`Åb[ h`C`V`  
9bhgdUbbi`b[ ž`5\_h]j`i`f`Ui`V`cXYf`\_i`hi`fY`Y`9f`YVb]ggY`Y`XYf`  
FY]gYbXY`\Uh`i`bhYfgW`]YX`]W`Y`J`cf`]YVYb`"

8]Y`6YXØfZb]ggY`j`cb`: Ua`j]Yb`j`Uf]]YfYb`YVYbZU`gž`Y`bUW`5`hYf`  
XYf`?`]bXYfž`k`Ug`X]Y`5i`gk`U`XYg`FY]gYn]Y`g`VYY]bZi`ggh`Ni`XYa`  
gd]Y`h`X]Y`@U[ Y`XYf`i`bhYf`\_i`bZi`Y]bY`YbhgW`Y]XYbXY`F`c`Y`c`V`Ua`

GhfUbXž]a`GhUXhnybhfia`cXYf]ba`]hhYb`j`cb`BUhi`f":`Øf`  
K`Y`b`Yggi`f`Ui`VYf`g]bX`<`chY`g`a`]h`GdU!6YfY]W`[`YZFU[`hž`k`À`fYbX`  
\_]bXYfZYi`bX`]W`Y`i`bhYf`\_Øb`ZhY`ZØf":`Ua`\_]Yb`j`cb`[`fc`»`Yf`  
6YXYi`hi`b`[`g]bX"

## DUi`gW`U`fY]gYb.`J`]Y`ZU`h`i`bX`:``YI`]V`]hÅh

8]Y`J`]Y`nU`U`Ub`@Y]ghi`b`[`Ybž`X]Y`]b`DUi`gW`U`fY]gYb`Ybh`U`hYb`g]bXž`  
V]YhYh`ZØf`Y`XYb`Y`hk`Ug" `B`cfa`U`Yfk`Y]gY`g]bX`<`]b`i`bX`F`ØW`Zi`[`ž`  
<`chY`ž`Hf`UbgZYfg`gck`]Y`J`YfdZY[`i`b`[`k`]Y`5`!`≠`Wi`g]j`Y`cXYf`  
<`U`VdYbg]cb`i`]b`XYb`5b[`YV`chYb`Ybh`U`hYb" `Ni`XYa` `U`VYb`  
F`Y]gYbXY`X]Y`A`Ò[`]W`\_Y]hž`5`\_hj`]hÅhYb`cXYf`5i`gZØ[`Y`  
`]bni`ni`ZØ[`Ybž`i`a`i`fY`F`Y]gY`]bX]j`]Xi`Y`U`bni`dUggYb"

I`f`Ui`VghfUW`Yf`j`YfXYi`h]W`hž`XUgg":`fØ`Vi`W`Yf`j`cb`[`fØ`»`YfYb`  
5i`gk`U`a`Ò[`]W`\_Y]hYb`i`bX`VYggYfYb`DfY]gYb`dfcZ]h]YfYb`]a`  
J`Yf[`]Y]W`ni`@Ugh!A`]bi`hY!6i`W`i`b`[`Yb" `8]Y`F`Y]gYj`YfUbgH`U`hYfž`  
XUfi`bhYf`HI`≠`ž`k`Y["`XY`i`bX`:`H`ž`V]YhYb`nU`fY]W`Y`F`UVUhhY`i`bX`  
gdYn]Y`Y`?`]bXYfZYghdFY]gY`Ub"

6Y]`XYf`6i`W`i`b`[`]gh`Ui`W`X]Y`NU`i`b`[`ga`cXU`]hÅh`k`]W`h][`.`B`UW`  
XYf`6i`W`i`b`[`gVYghÅh][`i`b`[`k`]fX`]b`XYf`F`Y[`Y`Y]bY`5bnU`i`b`[`  
ZÅ`][`["`:`fØ`Vi`W`Yf`\_ØbbYb`b]W`h`bi`f`:`Y`X`gdUfYbž`VYgcbXYfg]b`  
XYb`:`Yf]YbnY]hYbž`gcbXYfb`Z]bXYb`Ui`W`X]Y`VYghYb`5b[`YV`chY`ž`X]Y`  
gW`bY`U`i`g[`YVi`W`h`g]bXž`]bgVYgcbXYfY`]b`XYf`<`Ui`dhgU]gcb`i`bX`  
k`À`fYbX`XYf`GW`i`Zf]Yb"

## 6Y`]YVhY`F`Y]gYn]Y`Y`&\$&)

8]Y`VY`]YVhYghYb`F`Y]gYn]Y`Y`ZØf`DUi`gW`U`fY]gYb`]a`f`U`f`&\$&)`g]bX`  
Åi`»`Yfghj`]Y`ZÅ`h][`" `Ni`XYb`Hcd!8Ygh]bUh]cbYb`nÅ`Yb`Y`[`mdhYb`a`]h`  
C`fhYb`k`]Y`A`UfgU`5`Ua`ž`A`U`UX]`6Um`i`bX`<`i`f[`\`UXU`gck`]Y`  
;`f]YW`Yb`UbXž`]bgVYgcbXYfY`X]Y`≠`gY`b`?`cgž`F`\`cXcg`i`bX`?`fYhU`  
8]Y`HØf\_]gW`Y`A`]hhY`a`Y`Yf`\_ØghY`V]YhYh`Y]b`UhhfU`\_hj`Y`g`DfY]g!`  
@Y]ghi`b`[`g!J`Yf`À`hb]gž`j`]Y`Y`5`!`≠`Wi`g]j`Y!5b[`YV`chY`i`bX`]gh`  
VY`\_Ubbh`ZØf`]fY`Xi`fW`k`Y[`]i`hYb`6Yk`Yfhi`b`[`Yb"

9I`ch]gW`Y`F`Y]gYn]Y`Y`k`]Y`H`U]`UbXž`6U`]i`bX`X]Y`?`Uf]V\_]`ghY`Yb`  
YVYbZU`g`\`cW`]a`?`i`fg":`Øf`?`i`fnhf]dg`Y][`bYb`g]W`i`GhÅXhYfY]gYb`

bUWk`@cbXcbž5a ghYfXUa žDfU[ ž9X]bVi f[ \ i bX`6i XUdYgh  
VYgcbXYfg"8]YgY`F Y]gYn]Y`Y`g]bX`]XYU`ZØf`U`YžX]Y`gWk bY`Y]bYb  
HUdYhYbk YWk gY`gi WkYb"

K Y]hYfY`A Ò[ `]Wk\_Y]hYb`i bX`9a dZY\`i b[ Yb

Ni gÀh`]Wk`ni`XYb`VY`UbbhYb`F Y]gYn]Y`Yb`k YfXYb`Ui Wk`5b[ YVchY  
]b`8Yi hgWk`UbX`]a a Yf`VY`]YVhYf"GYyb`]b`6UmYfbžX]Y`BcfXgY Y  
i bX`C ghgY Y`gck ]Y`X]Y`5`dYb fY[ ]cbYb`g]bX`\Yfj cffU[ YbXY  
C dh]cbYb`ZØf`Y]bYb`?i fni f`Ui V`5i Wk`GhÀXhYhf]dg`]b`8Yi hgWk`UbX  
g]bX`Y]Wk`hij YfZØ[ VUf`i bX`YfZfYi Yb`g]Wk`[ fc»Yf`6Y`]YVh\Y]h`  
VYgcbXYfg`k À\fybX`XYf`Y]YfhU[ Y`a`]h`6fØW\_YbhU[ Yb"

: Øf`X]Y`Gca a YfZYf]Yb`&\$&) `g]bX`GhfUbXi f`Ui VY`Ui ZA U`c fWUž  
GUfX]b]Ybž`Ÿ [ mdhYb`i bX`NU`mbh\cg`VYgcbXYfg`[ YZfU[ h`8]Y  
]bg[ YgUa h[ YZfU[ hYb`8Ygh]bUh]cbYb`g]bX`GdUb]Yb`f]bgVYgcbXYfY  
X]Y`6U`YUfYb`i bX`? UbUfYb`ž; f]YWkYb`UbXž`Ÿ [ mdhYbž`X]Y`HØf`\_Y]ž  
NmdYfb`gck ]Y`X]Y`?Uf]V`\_i bX`X]Y`A U`YX]j Yb`"J ]Y`Y`X]YgYf  
DUi gWk`U`Ub[ YVchY`i a ZUggYb`(!`cXYf`)!GhYfbY!<chY`gž`HfUbgZYfg  
i bX`a UbWka U`Ui Wk`Ni [ !ni a !: `i [ !H]W\_Yhgž`k Ug`XUg`F Y]gYb  
\_ca ZcfhUV`Yf`a UWk`h"

I a`X]Y`VYghYb`DfY]gY`i bX`J YfZØ[ VUf`\_Y]hYb`ni`[ Yk À\f`Y]ghYbž  
k ]fX`Y]bY`ZfØ\`nY]h][ Y`6i Wk`i b[ `Ya dZc`\Yb`"9g`c`b`h]g]Wk`ž  
fY[ Y`a À»][ `X]Y`5b[ YVchY`ni`ØVYfd fØZYbžXU`ghÀbX][ `bYi Y  
GWk`bÀddWkYb`\]bni`\_ca`a`Yb"

8YhU]`g	
Cfh	Ÿ [ mdhYbž`Ÿ [ mdhYb
EiY`Yb	<ul style="list-style-type: none"><li>• k k k "\ UgYdcgh"XY</li><li>• k k k "i f`Ui VghfUW_Yf"XY</li></ul>

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