

DUDgh'@Yc 'L =J ". '9]b 'NY]W X Yb 'XYg': f]YXYbg  
]a ' ? f]gYb!; UnU°

8 Yf'5fh]\_Y`i bhYfgi W h'X]Y` \i a Ub]hÀfY' ? f]gY`ja  
; UnUghfY]ZYb'i bX'X]g\_i h]Yfhž'k ]Y'DUDgh'@Yc'L =J "Y]b'NY]W X Yb  
ZØf'XYb': f]YXYb'gYhnYb'\_ÒbbhY"



; UnUghfY]ZYbž'DU`Àgh]bU'!'8]Y` \i a Ub]hÀfY' ? f]gY`ja  
; UnUghfY]ZYb` \Uh' ]b'XYb`'YhnhYb` ð\ \fYb'XfUa Uh]gW X Y`5i ga U» Y  
Ub[ Ybca` a Yb" '8]Y` a ]]hÀf]gW X Yb`C dYfUh]cbYb'XYf' ]gfUY` ]gW X Yb  
5fa Y Y`VYhfY ZYb`bUW`5b[ UVYb`j YfgW ]YXYbYf  
< ]Zgcf[ Ub]gUh]cbYbž'XUfi bhYf'7Uf]hUg'i bX'8]U\_cb]Yž'j Yfa Y`fh'X]Y  
N]j ]`VYj Ò`\_Yfi b[ " '8]YgY`k UfbYb`j cf'Y]bYa` a Ugg]j Yb`<i b[ YfhcX  
]b'; UnUž'k À\ fYbX'X]Y`<Ua Ug`VYgW i`X][ h'k ]fXž`\ fY`@UbXg`Yi hY  
U`g`GW i hngW ]`XY`ni` a ]ggVfUi W X Yb" '8 Yf`bYi Y`DUDgh'@Yc'L =J "k ]fX  
j cb`9I dYfhYb`U`g`Y]bY`dchYbn]Y`Y`Gh]a` a Y`XYg': f]YXYbg  
Ub[ YgY` \Ybž'X]Y`Y]bY`F Y]gY` ]bg`<Y][ Y`@UbX` ]b`6YhfUW h'n]Y` \Yb  
gc`hY" '8 Yf`YhnhY`6Ygi W`Y]bYg`DUDghYg` ]b`XYf`F Y[ ]cb` ]Y[ h  
VYfY]hg`Y`Z ð\ \fY`ni fØW\_ž'k Yg\U`V`Y]b`gc`W X Yg`NY]W X Yb`ZØf'j ]Y`Y  
Yhnh`VYXYi hgUa Yf`XYbb`Y`k ÀfYž'i a`X]Y` ]bghUV]Y`@U[ Y`ni

UXfYgg]YfYb'i bX'XYb'8]U`c[ 'nk ]gWXYb'XYb'FY`][ ]cbYb'ni 'ZØfXYfb"

8]Y'5VZc`[ Y'XYf'?cbZ]\_hY`]b'XYf'FY [ ]cb'nY][ hž'XUgg'X]Y'G]hi Uh]cb  
h]YZfY` \]ghcf]gWXY`K i fnY`b` \Uh"@Ui h'XYf'6i bXYgnYbhfU`Y`ZØf  
dc`h]gWXY`6]Xi b[ 'fY]W h'XYf'BU`cgh\_cbZ]\_h'ni fØW`V]g]bg`%- "  
>\f\i bXYfhž'U`g'XYf'dc`h]gWXY`N]cb]ga i g'YbhghUbX"8]Yg`]gh'Y]b  
nYbhfU`Yf'Di b\_hž'i a`X]Y`Y]bYb'hYff]hc f]U`Yb'i bX`Yh\bc!bUh]cbU`Yb  
7\UfU`hYf'XYg'?cbZ]\_hg'ni 'j YfghY`Yb"8]Y`[ Y[ YbgÅhn`]WXYb  
5bgdfØWXY`Ui Z'XUggY`VY ; YV]Yhž[ YdUUfh'a ]h'Y]bYf'[ YgWXY]hYfhYb  
Cg`c! : f]YXYbgdfcnYggž` \UVYb`X]Y`VY]XYb'DUfhY]Yb`k Y]hYf  
j cbY]bUbXYf`YbhZfYb" `b`XYb`YhnhYb`K cWXYb`Yg\_U`]YfhY`X]Y  
; Yk U`hž]bgVYgcbXYfY`gY]h'XYa` '+`"C`\_hcVYf`&\$&' ž'U`g'X]Y`<Ua Ug  
; fÅi Y`hUhYb`j YfØVhYž'X]Y`%`&\$`\$`A YbgWXYb`YVYb`ZcfXYfhYb"

## 8 Yf'9]bZ'i gg'XYg'? cbZ]\_hg

8]Y'5i gk ]f\_i b[ Yb`X]YgYf'; Yk U`h'g]bX`b]W h'bi f`c`\_U`ž'gcbXYfb  
\UVYb`[ `cVU`Y`8]a Ybg]cbYb"8 Yf'?cbZ]\_hgW`Øfh'5bh]gYa ]h]ga i g  
i bX`>Ua` \Uggž'k Ug'XUg`c`bY` \]b`Ub[ YgdUbbhY`J Yf`Å`hb]g  
nk ]gWXYb`j YfgWXY]XYbYb'FY`][ ]cbYb`k Y]hYf'VY`UghYh"8]Y  
]gfUY`]gWXY`FY [ ]Yfi b[ `Uh`VYgW`cggYbž'X]Y`a` ]]hÅf]gWXYb  
?UdUn]hÅhYb`XYf`<Ua Ug'ni`nYfghØfYb'i bX`X]Y` ; Y]gY`b'ni`VYZFY]Yb/  
V]g`Ub[ `k UfYb`V]g`A U]`&\$&(`fi bX`" \*"\$\$\$`DU`Ågh]bYbgYf`[ YZU`Ybž  
j ]Y`Y`XUj cb`N]j ]`]ghYb"8]YgY`ghYh][ Y`9g\_U`Uh]cb`ZØ`fh`XUni ž'XUgg  
Yhk U`%ž+`A ]`]cbYb`A YbgWXYb`]a` ; UnUghfY]ZYb`bi b'ni  
6]bbYbZØW`h]b[ Yb`k i fXYbž] ]Y`Y`a Y`fZUW`Ui Z[ fi bX`XYf  
6ca VUfX]Yfi b[ Yb"

Ni XYa`gd]Y`Yb`YI hYfbY`?fÅZhY`Y]bY`F c`Y`"Gc` \Uh`X]Y` 5W`gY`XYg  
K ]XYfghUbXg ž'Ub[ YZØ`fh]j cb`fUbž`\_ccfX]b]YfhY`5b[ f]ZY`Ui Z`>fUY`  
Xi fW [ YZØ`fh"8]Yg`k i fXY`k Y]hYf`Ub[ Y`Y]nhž'U`g`fUb`]a` 5df)`  
&\$&(`>fUY`X]fY`\_h'a ]h'?Ua`dZfc`bYb'i bX`FU`YhYb`Ub[ f]ZZ  
k cXi fW`X]Y`FY [ ]cb`Ub`XYb`FUb`X`Y]bYg`bcW`i a`ZUggYbXYfYb  
?f]Y[ Yg`[ YVfUW`h`k i fXY`"5i W`X]Y`]bhYfbUh]cbU`Y`FYU`\_h]cb`]gh  
VYa Yf`\_Ybgk Yfh'8]Y`I G5ž'X]Y`9I`i bX`UfUV]gWXY`@ÅbXYf`gYhnYb  
g]W`X]d`ca Uh]gW`ZØf`Y]bY`8YYg\_U`Uh]cb`i bX` \i a`Ub]hÅfY  
J YfVYggYfi b[ Yb`]a` ; UnUghfY]ZYb`Y]bž`YXcW`c`bY`bYbbYbgk YfhY  
9fZc`[ Y"

9]bY` \ c ZZbi b [ gj c ``Y`DYfgdY\_h]j Y3`

8]Y`GW`fYW\_Ybga Y`Xi b [ Yb`ØVYf`X]Y`U\_hi Y``Y` \ i a Ub]hÅfY`@U[ Y`]a  
; UnUghfY]ZYb`j YfXYi h`]W`Ybž`XUgg`XUg`9bXY`XYf` ; Yk U`h`bcW`ZYfb  
]gh`8]Y`Ub` \ U`h`YbXYb`? Ua dZ`UbX`i b [ Yb`j YfXYi h`]W`Yb`XUg  
Xf]b [ YbXY`6YXØfZb]g`bUW`Y]bYa`'gcn]U`dc`h]gW`Yb`l a XYb\_Yb"  
DUdgh`@Yc`L` Æ " ` \_ØbbhY`'a ]h`Y]bYa`'6Ygi W`'ja`' < Y`][ Yb`@UbX`b]W`h  
bi f`gma Vc`]gW`Y`5\_nYbhY`gYhnYbž`gcbXYfb`Ui W`'ni f  
: f]YXYbggi W`Y`Ub fY [ Yb`" K Å`fYbX`X]Y` \ i a Ub]hÅfY`@U[ Y`k Y]hYf  
dY`\_Åf`V`Y]Vhž`g]bX`gc`W`Y` ; YghYb`XYf` < c ZZbi b [ `j]Y``Y]W`h  
YbhgW`Y]XYbX`ZØf`Y]bY`Zf]YX`]W`YfY`Ni`\_i bZh`]b`XYf`FY [ ]cb`"9g  
V`Y]Vh`UVni k UfhYbž`cV`i bX`k ]Y`XYf`DUdgh`Ui ZX]Y`Ub` \ U`h`YbXY  
? f]gY`fYU [ ]Yfh"

8]Y`G]hi Uh]cb`'ja`'BU`Yb`C ghYb`V`Y]Vh`Ub [ YgdUbbhi bX`ZcfXYfh  
k Y]hYf` \ ]b [ `cVU`Yg`5i [ Yba Yf`\_"8]Y`k ]YXYf` \ c`hYb`'a YbgW` `]W`Yb  
HfU [ ØX]Yb`k YW\_Yb`'A ]h [ YZØ` \ `i bX`Xf]b [ `]W`Yg` < UbXY`bž`i a `Y]bYb  
5i gk Y [ `Ui g`X]YgYa`' \_ca d`YI Yb`?cbZ]\_hini`Z]bXYb`"8]Y`K cfhY`i bX  
HUhYb`XYf`K Y`hZØ` \ fYf`\_ØbbYb`'a Ø [ `]W`Yfk Y]gY`K Y [ Y`]bg`@]W`h  
Y]bYf`Zf]YX`]W`Yb`@Øgi b [ `Ui ZhY][ Yb"

: Øf`k Y]hYfY` Æ Zcfa Uh]cbYb`i bX`h]YZfY`9]bV`]W\_Y`]b`X]Y`U\_hi Y``Y  
G]hi Uh]cb`\_ØbbYb`X]Y`5fh]\_Y`'j cb`\_Uh` \ c`]gW`"XY`i bX`VdV`"XY  
\_cbgi `h]Yfh`k YfXYb"

8YhU]`g	
C fh	; UnUghfY]ZYbž`DU`Ågh]bU
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "_Uh` \ c`]gW`"XY</li> <li>• k k k "VdV`"XY</li> </ul>

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