



GjWk hZY`X`fYjWk hj`cb`(`)`Vjg`)+; fUX""8]YgY`6f]`Yb`g]bX`Z0f`XYb  
A YX]Yb`cbgi`a`\_`cbn]d]Yfh`i`dYfZY`hzi`a`VY]a`FY]gYb`:`]`a`Y`ni  
gWk Ui`Yb`cXYf`X]Y`bYi`YghYb`Gd]Y`Y`ni`ncW`Yb"

## HYWk bc`c`[ ]gWk Y`5gdY`\_hY`i`bX`5bV]YhYf

8]Y`8]gd`Um`6f]`Yb`VYb`0h][`Yb`YXcWk`Y]b`Yi`hYfbYg`; YfA`hzi`a  
`b`U`hY`Ubni`nY][`Yb`"8Ug`]gh`b]Wk`h[`YfUXY`]XYU`Z0f`X]Y`X]Y`Yb][`Yb`z  
X]Y`Y]bY`i`bUV`A`b[ ][`Y`@0gi`b[`gi`Wk`Yb`"<YfghY`Yf`k`]Y`L`fYU`z`XYf  
VY`\_`UbbhY`J`c`ffY]hYf`]b`X]YgYa`6YfY]Wk`zi`bX`J]hi`fYz`gdYn]U`]g]Yfh  
Ui`Z;`Ua`]b[`!6f]`Yb`z`gYhnYb`X]YgY`HYWk`bc`c`[ ]Y`Y]b`"6Y]`L`fYU`  
Z]bXYb`g]Wk`A`cXY`Y`k`]Y`X]Y`L`fYU`C`bY`i`bX`C`bY`Dfc`z`k`A`fYbX  
J]hi`fY`a`]h`XYf`@`a`U!FY]`Y`i`bX`XYa`J]hi`fY`C`bY`Ui`Zk`UfhYh`5i`Wk  
H7@`i`bX`F`c`\_]X`a`UWk`Yb`g]Wk`Y]bYb`BUa`Yb`]b`X]YgYa`A`Uf`\_h"

9]b`\_`UfYf`GWk`i`ggghf]Wk`.`J]Y`Y`X]YgYf`; YfA`hY`g]bX`]b`6Yni`[`Ui`Z  
YWk`hY`5i`[`a`Yb`hYX!FYU`]hm!`i`b`\_]cbU`]hA`hYb`bcWk`b]Wk`h`Ui`g[`YfY]Zn`  
G@5A`z`fA`i`a`]Wk`Y`GYb`gcf]`\_`cXYf`GdUh]U`5bWk`cfg`ZY`Yb`z`k`cXi`fWk  
X]Y`6f]`Yb`g]Wk`Y`Yf`U`g`c`Wk`Yb`hk`]W`Y`hY`8]gd`Um`0gi`b[`Yb`XYbb  
U`g`j`c`k`Yfh][`Y`5F!GmghYa`Y`dfA`gYb`h]YfYb"

## F UmBYc`. 9]b`Zf]gWk Yf`K`]bX

K`Yb`b`a`Ub`X]Y`GnYbY`VYhfUWk`hY`hzi`gdf]b[`h`F`UmBYc`]bg`5i`[`Y`"8]YgY  
HcWk`hYfZ]fa`U`j`cb`H7@`U`h`g]Wk`Y]bYb`BUa`Yb`U`g`5bV]YhYf`j`cb  
Ga`Ufh;`UggYg[`Ya`UWk`hzi`X]Y`gck`c`":`i`b`\_]cbU`]hA`h`U`g`Ui`Wk`Gh`  
V]YhYb`"K`]Y`H`Y`Y`;`UX[`YhYf`VYgWk`fY]Vhzi`U`h`XUg`A`cXY`F`UmBYc`  
L`&`Y]b`A`]Wc!@98!8]gd`Um`z`XUg`c`Wk`[`fUX][`Y`Y`]gh`i`a`]h`%"\$\$\$  
B]hg`i`bX`Y]bYa`?`cb`hf`Ugh`Yf`A`hb]g`j`cb`%"\$\$\$\$.%`]gh`Yg`dYfZY`\_h  
Z0f`XYb`5i`»`YbY]bgUhn"

5i`»`YfXYa`\_`U`h`F`UmBYc`X]Y`HfUbgdUfYbnfU`hY`Ui`Z`0VYf`,`)`i`  
Yf`A`hzi`k`Ug`Z0f`Y]bY`b`Uh0f`]Wk`Y`G]Wk`h`a`]h`5F!C`j`Yf`Umg`gcf[`h`A`]h  
Y]bYa`];`Yk`]Wk`hj`cb`bi`f`+`\*`;`fUa`a`i`bX`XYa`]b`bc`j`Uh]j`Yb`:`UWk  
7ca`Zc`fh`&`\$!GmghYa`V]YhYh`F`UmBYc`Y]Wk`h`hfU[`VUFY`@0gi`b[`Yb`Z0f`  
XYb`a`cXYfbYb`6Ybi`hYf"

# A Uf\_hYb hk ]W\_`i b[ `i bX`J Yf\_Ài ZYfUbU`mgY

8Yf`A Uf\_h`ZØf`5F!`i bX`J F!Ga Ufh[ `UggYg`Vcca h`@Ui h`GhfU]hg  
F YgYUfW`k ]fX`XYf`A Uf\_h`V]g`&\$&) `Ui Z) \$ž &`A ]``UfXYb`I G8  
[ YgW`Àmhi bX`\_Øbbh`V]g`&\$' ` `gc[ Uf`X]Y`%&\$!A ]``UfXYb!8c``Uf!  
A Uf\_Y`\_bUW\_Yb``8]Y`gW`bY``Y`9b hk ]W\_`i b[ `]bbcj Uh]j Yf`i i b\_h]cbYb  
k ]Y`GdfUW`ghYi Yfi b[ ž< UbXj YfZc`[ i b[ `i bX`j YfVYggYfhY  
XfU`h`cgY`?cb bY\_h]j ]h`h`Yf\Ø`h`XUg`b`hYfYggY`Ub`X]YgYb`; Yf`h`Yb  
a Yf\_`]W`"

9g`[ ]Vh`YXcW`Ui W`<YfUi gZc`fXYfi b[ Yb``8]Y`c`Yb`?cghYb`i bX  
\_ca d`YI Yb`b`hY[ fUh]cbYb`a UW`Yb`Yg`ZØf`j ]Y`Y`J YfVfUi W`Yf  
gW`k ]Yf][ ž`g]W`ZØf`gc`W`Y`; Yf`h`Y`ni `Yb`hgW`Y]XYb``Hf`c`h`X`Ya `gc`f[ h  
X]Y`ghY][ Yb`X`Y`B`UW`ZfU[ Y`b`UW`]a`a`Yfg]j Yb`X][ ]h`U`Yb`9f`Y`Vb]ggYbž  
]bgVYgcbXYfY`VY]`Øb[ YfYb`N]Y`[ fi ddYbž`ZØf`Y]bYb`d`cg]h]j Yb  
HfYbX"

8]Y`Ni \_i bZ`h`XYf`Ga Ufh; `UggYg`g]Y`h]j ]Y`j Yfgd`fYW`YbX`Ui gž] c`f  
U`Ya`a`a`]h`XYf`b`hY[ fUh]cb`j`cb`?`=i bX`\_cb`hYI hVYk`i`gghYb  
b`hYfU\_h]cbYb``8]Y`<YfghY`Yf`a`ØggYb`Y`XcW`g]W`YfghY`Ybž`XUgg  
]`fY`DfcXi`\_hY`b]W`h`bi`f`Àgh`Y`h]gW`\_Ub`gd`fYW`YbX`ž`gc`b`XYf`b`Ui`W`  
VYbi`h`YfZfYi`bX`]W`g]bXž`i`a`X]Y`VfY]hY`A`UggY`Ubni`gd`fYW`Yb"

b`g[ YgUa`h`V`Y]Vh`gd`Ubb`YbX`ž`k`]Y`g]W`\_XYf`A`Uf\_h`ZØf`Ga`Ufh; `UggYg  
k`Y]hYf`Yb`hk`]W\_Y`b`k`]fX`i`bX`k`Y`W`Y`b`Yi`Yb`b`bcj`Uh]cbYb`i`bg`]b  
XYb`\_ca`a`Yb`XYb`b`Y`fYb`Yfk`UfhYb``8]Y`YfghYb`G`W`f]h`hY`g]b`X  
[ Yh`Ubž`i`bX`XUg`a`cf[ Yb`\_]b`XYf`K`Y`h`XYf`HYW`bc`c`[ ]Y`ghY`h]j`c`f  
XYf`HØf"

8YhU]`g	
C`fh	B`c`f`X`U`a`Y`f]_U`ž`I`G5
E`i`Y`Y`b	<ul style="list-style-type: none"><li>• k`k`k`"Y]gY"XY</li><li>• h`Y`!`[`UX`[`Y`h`Y`Y`f"W`a</li><li>• ghfU]hgYgYUfW`"W`a</li></ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY