

@Ybg`HYWk bc`c [ m`6YghYf`6ÖfgYbghUfh  
i bX`ghY][ YbXY`5i g`UbXgi a gÄhnY`

5a ` , " ' & \$ & ) `a Y`XYh`@Ybg`HYWk bc`c [ m`Y]bYb`?i fg`j cb  
&&ž- &`7BM!`9]bV`]W\_Y`]b`XYb`Hci WkgWfYYb!A Uf`hi bX  
5i g`UbXgi a gÄhnY"



G\Ybn\Ybž`7\]bU`!`@Ybg`HYWk bc`c [ m`7c`ž`@hX`"ghY\`h`]a` :`c`\_i`g  
XYf`HYWk bc`c [ ]YVfUbWkY"; YghYfb`k`i`fXY`XYf`GWk`i`gg`\_i`fg`Ub`XYf  
G\Ybn\Yb`6ÖfgY`a`]h`&&ž- &`7BMj`YfnY]Wk`bYhž`k`Ug`Y]bYa  
FØW\_[ Ub`[ `j`cb`" ž` )`i`ØVYf`X]Y`YhnhYb`ZØbZ`HU[ Y`Yb`hgd`f]Wk`h`"Hf`c`h`n  
X]YgYf`GWk`k`Ub`\_i`b`[ Yb`nY][ h`g]Wk`Y]bY`d`c`g]h`j`Y`9`b`h`k`]W`\_i`b`[ `a`]h  
Y]bYa`D`i`g`j`cb`&ž+,`i`g`Y]h`š\`f`Y`g`VY[ ]bb`i`bX`VYY]bXfi`W\_YbXYb  
( ž`\*`i`\_ja`V]g\Yf][ Yb`J`Yf`Ui`Z`XYg`š\`f`Y`g",`VYf`+,`ž`+i`\_XYg  
BYh`ci`a`gUhnYg`XYg`i`bhYfbY\`a`Ybg`ghUa`a`Yb`Ui`g`XYa`5i`g`UbXž  
k`Ug`X]Y`]bhYfbUh]cbU`Y`A`Uf`\_h`ghY`i`b`[ `j`cb`@Ybg`HYWk bc`c [ m  
i`bhYfghfY]Wk`h`"A`Uf`\_Y`hgWfYYbYf`VYf]Wk`hY`h`j`cb`Y]bYa`a`]h`YfYb  
?i`fgn]Y`j`cb`&) ž` ( `7BMž`k`Ug`Y]bYb`a`Ö[ `]Wk`Yb`5bghY[ `j`cb  
%%ž` ,`i`\_ja`d`n]Yfh"

K Ug'ghYW\_h\]bhYf'X]YgYb'NU\`Yb3'@Ybg'HYWkbc`c[ m\`Uh'g]Wk`Ui Z  
X]Y'9bhk ]W`i b[ ž'DfcXi \_h]cb`i bX`J Yfa Uf\_hi b[ `j cb`Hci Wk gWfYYbg  
gdYn]U`g]Yfh` `Y]bYa `6YfY]Wk ž'XYf`]b`XYf`\Yi h[ ]Yb`X][ ]hU`Yb`K Y`h  
i bj Yfn]Wk hVUf`]gh`'8]Y`ni bY`a YbXY`5\_nYdhUbn`j cb`Hci Wk gWfYYb!  
HYWkbc`c[ ]Yb`]b` ; Yf`hYb`k ]Y`Ga Ufhd\cbYgž`HUV`Yhg`i bX`gc[ Uf`]b  
5bk YbXi b[ ]Yb`XYf`6Ub\_YbVfUbWk Y`]gh`Y]b`\_`UfYf``bX`\_Uhc`f`Z0f`X]Y  
k UWk gYbXY`B UWk ZfU[ Y"

## 8 Yf`Hci Wk gWfYYb!A Uf\_h`]a `5i ZgWk k i b [

8]Y`Ni \_i bZi`XYg`Hci Wk gWfYYb!A Uf\_hYg`]gh`j ]Y`j YfgdfYWk YbX`"@Ui h`  
; `cVU`A Uf\_Yh``bg][ \hg`k ]fX`XYf`A Uf\_h`Z0f`Hci Wk gWfYYb!  
7cbhfc`Yf`V]g`&\$' &g][ b]Z\_UbhY`I a gUhnni k AWk gY`Yf`VYb`"8]YgY  
9bhk ]W`i b[ `k ]fX`Xi fWk `X]Y`ZcfhgWk fY]hYbXY`8][ ]hU`]g]Yfi b[ `]a  
6Ub\_YbgY`hc`f`i bX`X]Y`ghY][ YbXY`5bnU\`  
VYf0\fi b[ gYa dZ]bX`]Wk Yf` ; Yf`hY`j cfUb[ Yhf]YVYb`"a `d\`f`&\$&  
k i fXYb`k Y`hk Y]h`Yhk U`\*ž) `A ]`]UfXYb`Ga Ufhd\cbYg`[ YnA`h`ž`i bX  
XYf`HfYbX`nY][ h`ghY]`bUWk`cVYb`"8Ug`\_c`Y`h]j Y`6Y`Yb`hb]g`ni  
ga UfhYf`HYWkbc`c[ ]Y`]b`XYb`6YfY]Wk Yb`7cbgi a Yf`9`YWfcb]Wgž  
5i hca ch]j Y`i bX`<YU`h`WUfY`gc`f[ h`Z0f`Zf]gWk Yb`K ]bX`i bX`bYi Y  
A 0[ `]Wk \_Y]hYb"

HYWkbc`c[ ]gWk Y` : cfhgWk f]hY`k ]Y`j YfVYggYfhY  
Hci Wk Ya dZ]bX`]Wk \_Y]h`i bX`A i `h]!Hci Wk! : i b\_h]cbYb`hfY]VYb`X]Y  
Bi hnYfYfZU\fi b[ `k Y]hYf`j cfUb`"F Y`\_cfX]bj Ygh]h]cbYb`]b  
DfcXi \_h]bbcj Uh]cbYb`gY]hYbg`Z0\`fYbXYf`I bhYfbY`a Yb`k ]Y`HYI Ug  
`bghfi a Ybhg`i bX`GUa gi b[ `9`YWfcb]Wg`nY][ Ybž`XUgg`]a  
Hci Wk gWfYYb!GY`hc`f`j ]Y`DchYbn]U`ghYW\_h`'8]YgY`I bhYfbY`a Yb  
gYhnYb`U`Yg`XUfUbž`i a `A Uf\_hUbhY]Y`ni `g]Wk Yfb`i bX`]fY  
DfcXi \_hY`Ui Z`X]Y`bAWk ghY`Ghi ZY`ni `YVYb"

## A Uf\_hVYX]b [ i b [ Yb`i bX

## I bhYfbY`a Ybg\_Yb`bnU\`Yb

@Ybg'HYWkbc`c[ m]gh`U`gc`[ i h`]a `F Yb`bYb`"8]Y  
A Uf\_h`Ud]hU`]g]Yfi b[ `XYg`I bhYfbY`a Ybg`VY`Ai Zh`g]Wk`Ui Z`%%(  
A ]`]UfXYb`7B M`a ]h`Y]bYa `D#9`F Uh]c`j cb`&&ž) I `Z0f`&\$&) ž`XUg`V]g

&\$&\* `Ui Z%+ž- l `ZU`Yb`gc`""`8]Y`8]j]XYbXY`ZØf`X]YgYg`đ\`f`]gh`a`]h  
%ž, i `ZYgh[ Y`Y[ hž`i bX`ZØf`XUg`b`ÅW`ghY`đ\`f`k`]fX`Y]bY`9f\`Ò\`i b[  
Ui Z&ž\* +i `Yfk UfhYh"

A ]h`X]YgYf`Dcg]h]cb]Yfi b[ `]a `A Uf`\_h`]gh`@Ybg`HYW`bc`c[ m`Ui Z  
Y]bYa `gc`]XYb`K Y[ ""`8 Ug`l bhYfbY`a Yb`\Uh]b`XYb`YhnhYb`HU[ Yb  
Y]b][ Y`<YfUi gZcfXYfi b[ Yb`a`]h`F`ØW\_[ `Àb[ Yb`]a`5`\_h]Yb`\_i fg`Yf`YVhž  
`YXcW`g]bX`X]Y`Ub[ Zf]gh][ Yb`5i gg]W`hYb`Ui Z[ fi bX`XYf`ghUf`\_Yb  
B UW`ZfU[ Y`bUW`Hci W`gWfYYb!HYW`bc`c[ ]Y`i bX`XYf  
`b`bcj Uh]cbg`\_fUZhj ]Y`j YfgdfYW`YbX" `b`5bVYhfUW`h`XYggYbž`XUgg  
XYf`Hci W`gWfYYb!7cbhfc`Yf`A Uf`\_h`k Y]hYf`b`k`ÅW`ghž`\_`Òb`bhY`@Ybg  
HYW`bc`c[ m`a`]h`Yhk Ug; YXi`X`i bX`ghfUhy[ ]gW`Yb`, VYf`Y[ i b[ Yb  
Y]b`[ i hYg; YgW`ÅZh`a UW`Yb"

8YhU]`g	
C fh	G\Ybn\Ybž`7\]bU
E i Y`Yb	<ul style="list-style-type: none"><li>• XY"a Uf_YhgWfYYbYf"W`a</li><li>• k k k "a Uf_YhgWfYYbYf"W`a</li><li>• k k k "[ a ]bg][ \hg"W`a</li></ul>

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