

DfYdcfm'fYj c`i h]c b]Yfh  
Ghi X]Ybni `Uggi b[ Yb. '? =hf]ZZh'Ui Z  
a YbgW\ `]W Yg'7c UW\ ]b[ °

8]Y`Ni \_i bZi'XYf'<cWgWi `ni `Uggi b[ Yb'k ]fX'Xi fW' DfYdcfmg  
?=[ YghØmhY'5bgÅhnY'fYj c`i h]c b]Yfhž'X]Y' ]bX]j ]Xi Y`Y  
6]Xi b[ gYfZU\fi b[ Yb'Yfa Ø[ `]W Yb"



A ]Ua ]žI G5 '!6]Xi b[ `i bX'HYWbc`c[ ]Y'[ Y\Yb']a a Yf'a Y\ f  
<UbX' ]b'<UbXž'VYgcbXYfg'ja `6YfY]W'XYf'<cWgWi `ni `Uggi b[ Yb"  
9]b' i bhYfbY\ a Ybž'XUg'X]YgY'F Yj c`i h]c b'UbZØ\ fhž' ]gh'DfYdcfm"  
8]YgYg' ]b' A ]Ua ]' UbgÅgg][ Y' i bhYfbY\ a Yb' \Uh'g]W' a ]h'gY]bYa  
\mVf]XYb' A cXY`ž'XUg' ?Øbgh]W Y' ðhY`][ Ybn'fP ÷' a ]h' a YbgW\ `]W Yf  
9I dYfh]gY' j YfV]bXYhž'Y]bYb' B Ua Yb' [ Ya UW'h" @Ui h' U]bj Ygh" Wc a  
k ]fX' DfYdcfm' U'g' J cffY]hYf' ]b' XYf' 6]Xi b[ ghYWbc`c[ ]Y' Ub[ YgY\Yb  
i bX' \Uh'g]W' \_Øfn` ]W' Ui Z' D' Um' + ) , 'XYf' ðW' ) \$\$\$!@]ghY' ZØf' & \$ & )  
\cW [ YUfVY]hYh' `Y]bY' 5i gnY]W bi b[ 'ZØf' X]Y' Ua 'gW bY`ghYb  
k UWgYbXYb'df]j UhYb' i bhYfbY\ a Yb' ]b' XYb' i G5"

K Ug'a UW\h'DfYdcfm'gc`VYgcbXYfg3'9]b`nYbhfU`Yf'5gdY\_h]gh'X]Y`? ≠  
5gg]ghYbn` F cfm žX]Y`ØVYf'+\$\$'GY]hYb`VYk Å\fhYf  
Ni`Uggi b[ gghfUHY[ ]Yb`i bX`%\$"\$\$\$'Ghi bXYb`Ubcbma` ]g]YfhY  
7cUW\]b[ !G]hni b[ Yb`bi hnh`'8]YgY`5fhj cb`l bhYfghØhni b[ `ZØ\fh  
XUni ž'XUgg`- (i`XYf'DfYdcfm!Ghi X]YfYbXYb`Ub`a` ]bXYghYbg`Y]bYf  
]\fYf`ZØbZVYj cfni [ hYb`GW\i`Yb`Ub[ Ybca`a`Yb`k YfXYb"'9]b`YW\hYf  
; Yk ]bb`ZØf`X]Y`Yb][ Ybž'X]Y`ja`Ni`Uggi b[ gdfcnYgg`cZij cf`[ fc»Yb  
<YfUi gZcfXYfi b[ Yb`ghY`Yb"

9]b` \ mVf]XYg`A cXY```ZØf`]bX]j ]Xi`Y``Y

9fZU\fi b[ Yb

A ]h'gY]bYa`5bgUhn`XYf`XcddY`hYb`5`d\UVYh]g]Yfi b[ ž'VY]`XYa  
gck c`\`Ghi X]YfYbXY`U`g`Ui W\`@Y\`f\_`fÅZHY``YfbYbž'? ≠[ YbYf]YfhY  
9]bV`]W\_Y`ni` ]bhYfdYh]YfYbž`\YVh'g]W\`DfYdcfmj cb`UbXYfYb  
5bV]YhYfb`UV``Gc`k ]fX`X]Y`Ni [ Åb[ `]W\`\_Y]hj YfVYggYfh`i bX  
[ `Y]W\`nY]h][ `Ya`ch]cbU`Y`≠hY``][ Ybn`Xi fW\`a`YbgW\`]W\`Yg`7cUW\]b[  
[ YZØfXYfh"'8]Y`?ca`V]bUh]cb`Ui`g`? =i bX`a`YbgW\`]W\`Yf`≠hYfU\_h]cb  
gW\`UZZh`dYfgcbU`]g]YfhY`9fZU\fi b[ Ybž'X]Y`XYb`6YXØfZb]ggYb`XYf  
@YfbYbXYb`[ YfYW\`h`k`YfXYb``@Ui`h`Z]bUbW`"mU\`cc`W\`a`k`i`fXY  
DfYdcfm'gc[ Uf`U`g`ZØ\`fYbX`]a`6YfY]W\`ghi`XYb`hYb`nYb`hf]YfhY  
6]Xi b[ gX]Ybgh`Y]ghi b[ Yb`VYnY]W\`bYh"

79C`i`bX`A` ]h[ fØbXYf`8`Ub]Y``GUbhcg`VY[ Ubb`X]Y`FY]gY`j`cb  
DfYdcfm]b`Y]bYa`7c``Y[ Y!K`c\b\Y]a`"'GY]b`N]Y`.`XYb  
Ni`Uggi b[ gdfcnYgg`ZØf`Ghi X]YfYbXY`ni`j`YfY]bZUW\Yb"'8]Y  
6Y[ Y]ghYfi b[ `ZØf`X]Y`l`bhYfghØhni b[ `j`cb`ØVYf`%("\$\$\$'Ghi XYb`hYb  
]b`a`Y`\f`U`g`(\$`@ÅbXYfb`gdf]W\`h`ZØf`XYb`9fZc`[ `X]YgYg`A`cXY``g"'8`Ug  
l`bhYfbY`a`Yb`V]YhYh`b]W\`h`bi`f`ni`Uggi b[ gfY`Yj`UbhY`GhfUHY[ ]Ybž  
gcbXYfb`\_ca`V]b]Yfh'g]Y`a` ]h`7cUW\]b[ ž'XUg`Ui`Z`Ya`ch]cbU`Yf  
≠hY``][ Ybn`i`bX`5i`h\Yb]n]hÅ`h`VUg]Yfh`F`cfm`V]YhYh`ni`XYa`fi`bX`i`a  
X]Y`l`\f`l`bhYfghØhni b[ `i`bX`a` UW\`h`XUg`7cUW\]b[ `b]W\`h`bi`f  
g\_U`]YfVUfYfž`gcbXYfb`Ui`W\`YfgW\`k` ]b[ `]W\`Yf"

8Yf`A`Uf\_h`ZØf`6]`Xi`b[ ghYW\`bc`c`[ ]Y`]a

5i`Zk`]bX

K Ug`VYXYi hYh`XUg`U`Yg`ZØf`XYb`9XHYW!A Uf\_h3`@Ui h`  
**WUgghYf"WŁa** `k ]fX`XYf`9XHYW!GY\_hcf`V]g`&\$' \$`j cfUi gg]WŁh`]WŁ  
 a ]h`Y]bYf`Ä`f`]WŁYb`K UWŁghi a gfUhY`j cb`&%ž, i `k UWŁgYb`"8Yf  
 [ `cVU`Y`A Uf\_h`UhhY`&\$&' `Y]bYb`K Yfh]j cb`%(&ž +`A ]``]UfXYb`I G8`  
 BcfXUa Yf]\_U`ZØ`fh`\\]YfVY]`XYb`A Uf\_h`Ubž`VYgcbXYfg`X]Y`I G5ž  
 k Ä`fYbX`XUg`Ug]Uh]gWŁ!dUn]Z]gWŁY` ; YV]Yhž`VYgcbXYfg`ŁX]Ybž  
 gWŁbY``k ÄWŁgh`

Ni gÄh`]WŁ`nY][ h`XYf`A Uf\_h`ZØf`\\Ö`YfY`6]`Xi b[ ghYWŁbc`c[ ]Yž`XUgg  
 `Ui h`GWŁÄhni b[ Yb`&\$&&`Y]b`J`c`i`a`Yb]j`cb`' \*ž&(`A ]``]UfXYb`I G8  
 YffY]WŁh`k`i`fXY``8]YgYf`6YfY]WŁ`k`]fX`V]g`&\$' \$`a ]h`Y]bYf  
 dfc[ bcgh]n]YfhYb`75; F`j`cb`%, ž\*`i `k`Y]hYf`UbghY][ Yb`"8]YgY  
 NU`\\Yb`j`YfXYi`h`]WŁYbž`k`]Y`k`]WŁh][ `i`bX`ni`\_i`bZhgcf]Ybh]Yfh  
 I`bhYfbY`\\a`Yb`k`]Y`DfYdcfm`ZØf`XUg`6]`Xi b[ gi`a`ZY`X`g]bX`"

5VgWŁ`]Y»`YbX`Äggh]g]WŁ`gU[ Ybž`XUgg`DfYdcfm`Ub`XYf`GWŁb]hhghY`Y  
 j`cb`Łbcj`Uh]cb`i`bX`[ YgY`gWŁUZh`]WŁYa`9]bZi`gg]a  
 6]Xi b[ gVYfY]WŁ`U[ ]Yfh`Łj`YghcfYb`gY`Yb`]b`XYa`I`bhYfbY`\\a`Yb  
 Y]bY`A`Ö[ `]WŁ`\_Y]hž`a`]h[ Yf]b[ Ya`F]g]\_c`i`bX`\\c`\\Yf`F`YbX]hY`ni  
 dfc]h]YfYb`"A`]h`Y]bYa`\\mVf]XYb`A`cXY`ž`XUg`X]Y`GhÄf`\_Yb`j`cb`?`=  
 i`bX`a`YbgWŁ`]WŁYa`7cUWŁ]b[ `j`YfY]b]hž`\_Öb`bY`DfYdcfm`hUhgÄWŁ`]WŁ  
 X]Y`5fhi`bX`K`Y]gYž`k`]Y`ni`\_Øb]h][ Y` ; YbYfUh]cbYb`Ui`Z`<cWŁgWŁi`Yb  
 j`cfVYfY]hYh`k`YfXYbž`fYj`c`i`h]cb]YfYb`"

8YhU]`g	
Cfh	A]Ua ]žI G5
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "U]bj Ygh"WŁa</li> <li>• Z]b UbWŁ "mU`c c"WŁa</li> <li>• k k k "WUgghYf"WŁa</li> </ul>

6Ygi WŁYb`G]Y`i`bg`Ui`Z.`k`ca` , +`XY