

: `Ui gW ] [ Y : fYi XY . 'GYb]cfYb ' ]a '5k c!  
< Y]a 'Yf`YVYb '5`dU\_Ug ` \Ui hbU\`

9f`YVYb`G]Y`XYb`ZUi gW ] [ Yb`6Ygi W `j cb`5`dU\_Ug` ]a `5k c!  
GYb]cfYb\Y]a `@Ui ZYb`Ua `%+ "\$ \* "&\$&) ` `H\YfUd]Y`i bX  
: fYi XY`ZØf`GYb]cfYb` ]b`6YfW`hYg[ UXYbYf`@UbX"



@Ui ZYbž`8Yi hgW `UbX`!`9]b`Zi ZZ[ Yf`6Ygi W `a ]h`[ Ubn  
VYgcbXYfYa `7\Ufa Y`ZUbX`\_Øfn`]W `]a `5k c!GYb]cfYb\Y]a `]b  
@Ui ZYb`ghUhh`8]Y : Ua `]Y`GhfcV`Ui g`5]b]b[ `VfUW`hY`j ]Yf`5`dU\_Ug  
a ]hž`X]Y`VY`XYb`<Y]a VYk c`bYfb`Ui Z[ fc» Yg`ϕhYfYggY`gh]Y» Yb"  
8]Y`5`dU\_Ugž`a ]h`]fYb`gUbZhYb`5i [ Yb`i bX`XYf`ghfY]W`Y`k Y]W`Yb  
K c`Yž`nUi VYfhYb`j ]Y`Yb`Y]b`@AW`Y`b`]bg; Yg]W`h": Øf`X]Y  
VYgcbXYfg`ni fØW`U`hYbXYb`6Yk c`bYf`k Uf`Yg`Y]bY`a i h][ Y  
9bhgW`Y]Xi b[ ž`XYb`?cbhU`\_hini `XYb`H]YfYb`ni `k U[ Yb`"8cW`XUg  
k Y]W`Y: Y`i bX`X]Y`ZfYi bX`]W`Y`5i gghfU`i b[ `XYf`5`dU\_Ug  
j YfnUi VYfhYb`U`Y"

9]b`k ]W`h][ Yf`5gdY`\_h`XYg`6Ygi W`g`k Uf`XUg: ØhYfb`XYf`5`dU\_Ug"  
8Ybb`[ YbUi `XUg`\]Y`h`XUg`ϕhYfYggY`XYf`6Yk c`bYf`i bX`XYf`H]YfY

Ui ZFYWk"i fgdfØb[ `]Wk`ghUa a Yb`5`dU\_Ug`Ui g`XYb`<Ø\Yb`U[ Yb  
GØXUa Yf]\_Ugži bX`j]b`NY]hYb`j cb`c\Yb`HYa dYfUhi fYb`k i fXYb  
X]Y`H]YfY`[ YgWkcfYbžiča `g]Wk`k c\`Yf`ni `ZØ\`Yb`"8]Yg`Yfa Ø[ `]Wk`h  
Yg`XYb`GYb]cfYb`ja `GYb]cfYb\Y]a ž`Ui Wk`X]Y`K c`Y`XYf`5`dU\_Ug`ni  
Yf`YVYb`i bX`XUa ]h`Y]bY`J YfV]bXi b[ `ni `XYb`H]YfYb`\Yfni ghY`Yb`  
BUWk`fi bX`Y]bYf`Ghi bXY`YbXYhY`X]YgYf`gWk`ØbY`?cbhU`hink ]gWk`Yb  
A YbgWk`i bX`H]Yfž`XcWk`X]Y`9f]bbYfi b[ Yb`k i fXYb`g]Wk`Yf`bcWk  
`Ub[ Y`VY]`U`Yb`HY]`bY`a Yfb`V`Y]VYb`"

## 5`dU\_Ug`U`g`H\YfUd]Y[ fi bX`U[ Y

5`dU\_Ug`gd]Y`Yb`b]Wk`h`bi f`U`g`6Y[ `Y]hYf`]b`XYf`fY]nY]h`Y]bY`F c`Yž  
g]Y`g]bX`Ui Wk`\Yfj cffU[ YbXY`h\YfUdYi h]gWk`Y`6Y[ `Y]hYfž`k ]Y`X]Y  
A U`hYgYf`VYhcbYb`"8Ug`VY\_UbbhY`5b[ YVchi`5`dU\_U!K UbXYfb  
[ Y\Øf`h`ni `XYb`Ua `k Y]hYghYb`j YfVfY]hYhYb`A Ø[ `]Wk`\_Y]hYbž`]b`X]Y  
K Y`h`XYf`5`dU\_Ug`Y]bni hUi Wk`Yb`"5VYf`Yg[ ]Vh`bcWk`j ]Y`a Y`f.  
K U`XVUXYbž`5`dU\_U!HfY`\_]b[ `i bX`gc[ Uf`XUg`Yb`hgdUbbYbXY  
GhfY]Wk`Y`b`XYf`H]YfY`]b`GYb]cfYb!`i bX`DZY[ YY]bf]Wk`hi b[ Yb`g]bX  
UhhfU`\_hj Y`5b[ YVchY`"

6YgcbXYfg`]b`8Yi hgWk`UbX`YfZfYi Yb`g]Wk`gc`Wk`Y`5`\_hj ]h`hYb  
[ fc»Yf`6Y`]YVh\Y]h`K Å\YfYbX`K UbXYfi b[ Yb`Xi fWk`a U`Yf]gWk`Y  
@UbXgWk`UZhYb`ghUhhZ]bXYbž`\_ca a h`Ui Wk`X]Y`G]Wk`Yf\Y]h`XYf  
HY]`bY`a Yf`b]Wk`h`ni `i fn`"8]YgY`Hci fYb`g]bX`]b`XYf`FY[ Y`j cb  
[ YgWk`i`hYa`DYfgcbU`VY[ `Y]hYhž`XUg`Ui Z`X]Y`6YXØfZb]ggY`Å`hYfYf  
A YbgWk`Yb`Y]b[ Y`h`i bX`XUfUi Z`UWk`hYhž`XUgg`XUg`HYffU]b`ZØf`YXYb  
ni [ Åb[ `]Wk`]gh`"

## 8]Y`J cfhY]`Y`XYf`5`dU\_Uh\YfUd]Y

K ]Y`X]Y`D`UhhZcfa`5bXYg`5`dUWU`VYf]Wk`hYhž`V]YhYh`X]Y  
5`dU\_Uh\YfUd]Y`Y]bY`VYfi`\][ YbXY`DfÅgYbnž`X]Y`g]Wk`d`cg]hj`Ui Z  
X]Y`; YbYgi b[ `Ui`gk`]f`\_Yb`\_Ubb`"8]Y`gUbZha`Øh][ Y`5fh`X]YgYf`H]YfY  
]gh`VY\_Ubbh`XUZØfž`GhfYgg`i bX`Y`b[ ghY`ni`j`Yfa`]bXYfb`"Æ`Y]bYf  
bUhØf`]Wk`Yb`i bX`Yb`hgdUbbhYb`i a [ YVi b[ `\_ØbbYb`X]Y`HY]`bY`a Yf  
b]Wk`h`bi f`X]Y`; YgY`gWk`UZh`XYf`5`dU\_Ug`[ Yb]Y»Ybž`g]Y`\_ØbbYb  
Ui Wk`U`\_hj`a`h]`\bYb`]bhYfU[ ]YfYb`": ØhhYfbž`GhfY]Wk`Y`b`i bX  
Y]bZUWk`bi f`]b`]\fYf`BÅ\Y`ni`gY]bž`V]YhYh]j ]Y`Y`Ya`ch]cbU`Y`i bX

d\mg]gWXY`JcfhY`Y"

?`b]gWXY`Ghi`X]Yb`\UVYb`[`YnY][`hž`XUgg`gc`WXY`ϕhYfU`\_h]cbYb`XYb`  
7cfh]gc`gd]Y[`Y`gYb`\_Yb`i`bX`gca`]h`GhfYgggma`dhca`Y`fYXi`n]YfYb`  
\_ÖbbYb`"8UVY]`fYU[`]YfYb`5`dU`Ug`]bhi`]hj`]Ui`Z`X]Y`Ya`ch]cbU`Y`  
JYfZUggi`b[`]Y`fYf`A`]ha`YbgWXYbž`k`Ug`X]Y`H`YfUd]Y`VYgcbXYfg`  
YZZ`\_hj`]a`UW`h`K`Ybb`Ui`W`G]Y`ϕhYfYggY`Ub`Y]bYa`]gc`WXYb`  
9f`YVb]g`\UVYbž`]bZcfa`]YfYb`G]Y`g]WXY`Ua`VYghYb`]a`]JcfUi`g`ØVYf`  
5b[`YVchYž`X]Y`Ui`Z`≡fY`6YXØfZb]ggY`ni`[`YgW`b]hYb`g]bX"

5a`9bXY`V`Y]Vh`ZYghni`\U`hYbž`XUgg`5`dU`Ug`k`Y]h`a`Y`f`g]bX`U`g`  
bi`f`b]YX`]WXY`H]YfY`"G]Y`g]bX`gck`c`\`ZØf`:`fY]nY]hU`\_hj`]h`hYb`U`g`  
Ui`W`ZØf`h`YfUdYi`h]gWXY`Nk`YW`Y`VYghYbg`[`YY][`bYh`"8]Y`:`fYi`XYž`  
X]Y`g]Y`VY]`A`YbgWXYb`YXYb`5`hYfg`Ui`g`ÖgYbž`nY][`hž`k`]Y`k`]W`h][`  
XYf`?`cbhU`\_h`ni`f`BUh`i`f`i`bX`ni`H]YfYb`ZØf`i`bgYf`K`c`\`VYZ]bXYb`]gh"

6Ygi`WXYb`G]Y`X]Y`ϕZcfa`Uh]cbggY]hYb`j`cb`DB`Dž`A`U`hYgYf`i`bX`  
5bXYg`5`dUWUž`i`a`]a`Y`f`ØVYf`X]Y`j`]Y`gY]h][`Yb`  
9]bgUha`Ö[`]W`\_Y]hYb`j`cb`5`dU`Ug`ni`YfZU`fYb"

8YhU]`g	
Cfh	@Ui`ZYbž`8Yi`hgWXY`UbX
Ei`Y`Yb	<ul style="list-style-type: none"><li>• k k k "dbd"XY</li><li>• k k k "a U`hYgYf"XY</li><li>• UbXYgU`dUWU"XY</li></ul>

6Ygi`WXYb`G]Y`i`bg`Ui`Z.`bU[`!VUmYfb"XY