

# HfU[ ]gW\ Yf'6 UXYi bZU``. '%, !>A\ f][ Yf'gh]fVh Ua ' ? Uf`gZY`XYf'GYY`

9]b '%, !>A\ f][ Yf'A Ubb'ghUfV`Ua ' ? Uf`gZY`XYf'GYY`VY]`Y]bYa  
6 UXYi bZU``/X]Y`K UggYfk UW\h'k Ufb'hj cf'XYb'; YZU\ fYb`XYg  
GW\k ]a a Ybg'ja ': fY]k UggYf"



? Uf`gZY`XYf'GYY`Ž'8 UW\ Ui ž'8 Yi hgW\`UbX`!'9]b`hfU[ ]gW\ Yf  
J cfZU``\Uh`Ua ' ? Uf`gZY`XYf'GYY`ž'bi f'k Yb][ Y'?'`]ca YhYf'bÖfX`]W\  
j cb'A ØbW\Ybž'ZÖf'6YghØfni b[ '[' Ygcf[ h`'5a ': fY]hU[ ž'XYa` '%) "'> b ]  
&\$&) ž] Yf'cf'Y]b '%, !>A\ f][ Yf'A Ubb'bUW\`Y]bYa '6 UXYi bZU``gY]b  
@VYb``'K ]Y`X]Y`GØXXYi hgW\ Y`VYf]W\hYhž'k Uf'XYf'↑ b[ Y`A Ubb`Ua  
BUW\ a ]hU[ 'a ]h': fYi bXYb`ni a '6 UXYb`Ub`XYb`GYY`[ Y`\_ca a Yb``'9f  
k c`hY`ni `Y]bYf'A ]hY`d`UhhZcfa`'gW\k ]a a Ybž`\_Y\fhY`'YXcW\`Ui Z  
\U`VYf`GhfY\_W\_Y`i a`'i bX`[ Yf]Yh]b`Y]bY`', VYfZcfXYfi b[ gg]hi Uh]cbž  
VYj cf`Yf`d`Öh`]W\`j YfgW\k i bXYb`k Uf"

8]Y': fYi bXY`XYg`%, !>A\ f][ Yb`U`Ufa ]YfhYb`i a`'%-`.-`i \f'X]Y  
FYhi b[ g\_fÄZHY``GcZcfh'k i fXY`Y]bY`i a ZUggYbXY`FYhi b[ g\_YhhY`]b  
; Ub[ '[' YgYhnhž'i bX`HUi W\Yf'gi W\hYb`XYb`GYY`UV``'?i fn`XUfUi Z

k i fXY`XYf`A Ubb`[ YVcf[ Yb`i bX`]b`Y]b`? fUb`\_Yb`\\Ui`g[ YVfUWk`h`k`c`  
Yf`hf`chn`]bhYbg]j`Yf`FYUb]a`Uh]cbga`U`b`U`a`Yb`\_i`fnY`NY]h`gd`ÅhYf`  
j`YfghUfV`"5`\_hi`Y`Yb`\_b`Zcfa`Uh]cbYb`ni`Zc`[ Y`[ ]Vh`Yg`\_Y]bY`<]bk`Y]gY`  
Ui`Z`5`\_c`\\c`\_cbgi`a`c`XYf`8`fc[ Yb`ž`i`bX`X]Y`[ YbUi`Yb`i`a`gh`ÅbXY`  
gY]bYg`HcXYg`k`YfXYb`XYfnY]h`Yfa`]hY`h`@Ui`h`A`Yf`\_i`f`[ ]Vh`Yg`  
V]g`Ub[ `Ui`W`\_Y]bY`5bnY]WYb`Z0F`: fYa`XVYhY]`[ i`b[ ž`X]Y`  
GhUUhgUb`k`U`hgW`UZh`k`]fX`Y`XcW`ØVYf`Y]bY`a`Ò[ `]WY`C`VXi`\_h]cb`  
YbhgW`Y]XYb`"

## J`c`f`g]W`h`Ua` `K`UggYf`

8]Y`K`UggYf`k`UW`h`k`UfbhY`b`UW`X`Ya` `J`c`f`ZU`Y]b`Xf]b[ `]W`j`c`f`XYb`  
;`YZU`\\fYb`ž`X]Y`XUg`GW`k`]a`a`Yb`]b`: fY]k`UggYf`a`]h]g]W`Vf]b[ `h`C`Zh`  
i`bhYfgW`Å`h`Yb`6`UXY[ `Å`ghY`X]Y`F`]g]\_Yb`ž`VYgcbXYfg`k`Ybb`g]Y`g]W`  
k`Y]hYf`j`ca`i`Z`Yf`Yb`h`ZYfbYb`"A`i`g`\_Y`\_f`Åa`d`ZY`c`XYf`d`Ò`h`]W`Y`  
G`W`k`Å`W`Y`\_`Ò`b`Yb`g`W`b`Y`Y`V`Y`b`g`V`Y`X`f`c`\\`]W`k`Yf`XYb`"9`i`d`Y`fh`Y`b`  
f`U`h`Y`b`X`U`ni`ž`b]Y`a`U`g`U`Y]b`ni`g`W`k`]a`a`Yb`i`b`X`g]W`]b`i`Z`Yfb`Å`\\`  
U`i`Z`ni`\\`U`h`Y`b`"9]bY`[ i`h]g]W`h`V`U`f`Y`6`c`Y`\_`U`b`b`]a` `9`fb`gh`ZU`  
YbhgW`Y]XYb`X`gY]b`"

8`U`f`Ø`V`Y`f`\\`]b`U`i`g`g]b`X`d`Ò`h`]W`Y`H`Y`a`d`Y`f`U`h`i`f`k`Y`W`g`Y`]a` `K`UggYf`  
Y]bY`\\`Å`i`Z[ Y`i`f`g`U`W`Y`Z`Ø`f`6`U`X`Y`i`b`Z`Å`Y`ž`k`]Y`U`i`W`X]Y`K`8`F`  
\\`Y`f`j`c`f`\\`Y`V`h`"9`g`\_`U`b`b`[ Y`Z`Å`f`]W`g`Y]b`ž`k`Ybb`X]Y`K`UggYf`c`V`Y`f`Z`Å`W`Y`  
k`U`fa` `]g`h`ž`k`Å`\\`f`Y`b`X`h]Y`Z`Y`f`Y`G`W`]W`h`Y`b`X`Y`i`h`]W`\_`Å`h`Y`f`g]b`X`"G`c`W`Y`  
H`Y`a`d`Y`f`U`h`i`f`g`d`f`Ø`b[ Y`\_`Ò`b`Y`b`V`Y`h`f`U`W`h`Y`h`U`g`?`f`Y]g`U`i`Z`g`W`c`W`  
U`i`Z`h`f`Y`h`Y`b`i`b`X`]a` `g`W`]a`a`gh`Y`b`: U`ni`6`Y`k`i`g`gh`c`g][ `Y]h`Z`Ø`\\`f`Y`b`  
N`i`X`Y`a` `\_`Ò`b`Y`b`G`h`f`Ò`a`i`b[ Yb`ž`X]Y`j`cb`X`Y`f`C`V`Y`f`Z`Å`W`Y`U`i`g`b]W`h`  
Y`f`\_`Y`b`b`V`U`f`g]b`X`ž`G`W`k`]a`a`Y`f`]b`X]Y`H]Y`Z`Y`n]Y`\\`Y`b`"

8]Y`K`UggYf`k`UW`h`f`Å`h`ni`f`V`Y`gcbXYfYb`J`c`f`g]W`h`i`b`X`Ya`d`Z]Y`\\`h`ž`[ i`h`  
j`c`f`V`Y`f`Y]h`Y`h`]bg`K`UggYf`ni`[ Y`\\`Y`b`"5`i`W`X]Y`9]b`\\`U`h`i`b`  
[ f`i`b`X`Y[ Yb`XYf`6`U`X`Y`f`Y[ Y`b`\_`U`b`b`\\`Y`Z`Y`b`ž`i`b`Z`Å`Y`ni`j`Y`fa`Y]XYb`  
G`c`g`c`h`Y`a`U`b`V`Y]g`d]Y`g`k`Y]g`Y`b]W`h`a`]h`j`c`Y`a`A`U[ Yb`]bg`K`UggYf`  
[ Y`\\`Y`b`i`b`X`g]W`V`Y]i`b`k`c`\\`g`Y]b`g`c`Z`c`f`h`U`i`g`X`Y`a` `K`UggYf`  
ni`f`Ø`W`\_n]Y`\\`Y`b`"

8]Y`g`Y`h`f`U[ ]g`W`Y`;`Y`g`W`]W`h`Y`g`c`h`Y`U`g`a`U`\\`b`Y`b`X`Y`g`6`Y]g`d]Y`  
X]Y`b`Y`b`"9`g`]g`h`k`]W`h][ ž`X]Y`;`YZU`\\`f`Y`b`X`Y`g`G`W`k`]a`a`Y`b`g`]a`

: fY]k UggYf`ghYhg`Yfbghini `bY\`a Yb`i bX`j YfUbhk cfhi b[ gVYk i ggh  
 ni `UbXY`b`"K Y]hYfY`< ]bk Y]gY`ni `6UXYfY[ Y`b`g]bX`Ui ZXYf  
 K YVg]hY`XYf`K UggYfk UW\h`6UmYfb`j YfZØ[ VUf"

8YhU]`g	
C fh	?Uf`gZY`XYf`GYZ`8 UW\Ui ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gi YXXYi hgW\Y"XY</li> <li>• k k k "a Yf_i f"XY</li> <li>• k k k %"k Xf"XY</li> </ul>

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