

I a ghf]hhYbY': `ØW\ h`]b[ gi bhYfVf]b[ i b[  
Ui Z'; i h'GdfYb[ ' ]b 'F ]YXYf]b[ °

8 ]Y'; Ya Y]bXY'F ]YXYf]b[ ' ]bZcfa ]Yfh'ØVYf'X]Y'i bYfk UfhYhY  
6Y'Y[ i b[ ' j cb'; i h'GdfYb[ ' a ]h'; YZØW\ hYhYb 'UV'gcZcfhž  
k Å\ fYbX'?'U[ Yb'`Ui ZYb"



; i h'GdfYb[ ž'F ]YXYf]b[ ž'8Yi hgW\ `UbX'!' ð'F ]YXYf]b[ 'hi h'g]W\  
Y]b[ ]Yg'°8]Y'; Ya Y]bXYj Yfk U'hi b[ '\Uh'Øfn`]W\ 'Y]bY  
ØVYffUgW\YbXY'A ]hY]i b[ ' j ca 'FcgYb\Y]a Yf'@UbXfUhgUa h  
Yf\U'hYb.'8Ug'; i h'GdfYb[ 'k ]fX'U'g'bYi Y'I bhYf\_i bZh'ZØf  
; YZØW\ hYhY' [ Ybi hnh"8]Yg'k i fXY'VYfY]hg' ]b'Y]bYf'9]b[ i b[  
nk ]gW\Yb'XYa '@UbXfUhgUa h'i bX'XYa 'df]j UhYb'9][ YbhØa Yf'XYg  
; i hYg'VYgW\`cggYbž'k ]Y'6Øf[ Yfa Y]ghYf'7\ f]ghcd\ 'J cXYfa U]Yf  
VYf]W\hYh"8]Y'D`ÅbY'gY\Yb'j cfž'XUgg'VYfY]hg' ]a 'YfghYb'E i UfhU'  
&\$&) `6Yk c\ bYf'Y]bn]Y\Yb'gc`hYbž'XcW\`X]YgY': f]gh'k i fXY'bi b  
j cf[ ]nc[ Yb"

8 Ug' ðhYfYggY'Ub'; i h'GdfYb[ ' ]gh[ fc» ž'XYbb '\ ]Yf'gc`Yb' \_ØbZh][  
V]g'ni '\* &DYfgcbYb' ]a '6YghUbXg[ YVÅi XY'i bhYf[ YVfUW\h'k YfXYb"

Ni XYa 'g]bX'nk Y]'7cbhU]bYfUb`U[ Yb '[ Yd`Ubhč'X]Y`Y`D`Uhn`ZØf`V]g  
ni ') \*`A YbgWXYb`V]YhYb"5\_hi Y`Y`YVYb`gWxcb`%-` ; YZØW hYhY`]b  
F]YXYf]b[ ž'k`À`fYbX`g]W`]b`Hi`fb`U`Y`b`j`cfØVYf[ Y`Y`bX`k`Y]hYfY  
DYfgcbYb`Ui`Z`U`hYb"8]Y`F`Y[ ]Yfi`b[ ]`cb`C`VYfVUmYfb`]gh`ZØf`X]Y  
Ni`hY]`i`b[ Yb`XYf` ; YZØW hYhYb`ni`gh`À`bX][`'`X]Y` ; Ya`Y]bXY`U`h  
XUVY]`\_Y]bYb`9]bZi`gg`Ui`ZX]Y`5i`gk`U`X`Y`f`b`Yi`Yb`6Yk`c`b`Yfž`k`Ug  
ZØf`Y]b][`Y`8]g\_i`gg]cbYb`gcf[`h`

## 8]Y`<]b`hYf[`fØbXY`ni`f`:`ØW`h`]b[`gg]hi`Uh]cb`

8]Y`F`U`a`YbVYX]b[`i`b[ Yb`g]bX`\_`Uf.` ; YZØW hYhY`g]bX`A`YbgWXYbž  
X]Y`Ui`Z[`fi`bX`j`cb`J`YfZc`[`i`b[ ]`b`]`fY`a`<`Y]a`U`h`U`b`X`Z]Y`Y`b  
a`i`gg`hYb"č`8Yi`hgW`U`b`X`[`Yb]Y»`Yb`d`c`]h]gW`J`YfZc`[`hY`b`U`W  
5fh]\_Y`%`\*`U`XYg` ; fi`bX[`YgYhnYg`5gm" `a` `J`f`&`\$`&`'`k`i`f`XYb`]b  
8Yi`hgW`U`b`X`Y`hk`U`'` )`&`\$`\$`\$`5gm`U`b`hf`À[`Y`[`Y`ghY`hč`k`Ug`XYb  
`ØW`ghYb`G`h`U`b`X`gY]h`&`\$`%`\*`X`U`f`ghY`h`"8]Y`U`Ài`Z[`ghYb`B`Uh]cb`U`]h`h`hYb  
i`bhYf`XYb` ; YZØW hYhYb`g]bX`i`bhYf`U`b`X`Y`f`Y`a``Ui`g`XYf`I`\_`f`U]b`Y`ž  
5Z[`U`b]gh`U`b`ž`B][`Yf]U`ž`i`b`X`G`mf]Y`b"6Y`g`cb`XY`fg`VY]`XYf`5i`Z`b`U`a`Y  
j`cb` ; YZØW hYhYb`U`h`XYf`@`U`b`X`\_`fY]g`F`c`g`Y`b`Y]a`U`\_`hi`Y`Y`]b`Y  
I`bhYfVf]b[`i`b[`gei`chY`j`cb`+(`ž`+`D`fc`n`Y`b`hč`X]Y`gc[`Uf`X`Ug  
G`W`i`gg`]W`h`]b`C`VYfVUmYfb`X`U`f`ghY`h`"

8Yf`@`U`b`X`\_`fY]g`U`h`XY`fnY]h`&`+`,`I`bhYf`\_`Ø`b`ž`hY`i`b`X`ni`g`h`h`]W`nk`Y]  
Hi`fb`U`Y`b`ZØf`X]Y`I`bhYfVf]b[`i`b[ ]`cb` ; YZØW hYhYb`ni`f  
J`YfZØ[`i`b[ "6Y] ; i`h`G`d`f`Y`b[`k`]f`X`XYf`5bg`U`h`j`YfZc`[`hč`j`cb  
Hi`fb`U`Y`b`k`Y[`ni`\_`ca`a`Y`b`i`b`X`VY`gg`Y`f`Y`K`c`b`VY`X]b[`i`b[ Yb`ni  
g`W`U`Z`Y`b`ž`k`U`g`j`cb`XY`b`j`Y`f`U`b`h`k`c`f`h`]W`Y`b`G`hY`Y`b`U`g`k`]W`h][`Y`g  
N]Y`Y`Y`f`j`cf[`Y`c`VY`b`k`]f`X"8]Y`Y`f`ghY`b`6Y`k`c`b`Y`f`j`cb` ; i`h`G`d`f`Y`b[  
\_`Ø`b`hY`b`gc[`Uf`bc`W`]a` `J`f`&`\$`&`(`Y`fk`U`f`h`h`k`Y`f`XY`b`ž`X`U  
 ; Y`g`d`f`h`W`Y`Ø`VY`f`b`c`h`k`Y`b`X][`Y`I`a`V`U`i`h`Y`b`VY`f`Y]hg`]a` ; Ub[`Y`g]b`X`"

## 9b[`U[`Ya`Y`bh`]b`XYf` ; Ya`Y]b`XY`

I`a`X]Y`č`hY[`f`U`h]cb`XYf` ; YZØW hYhYb`ni`ZØf`XYfb`ž`d`U`b`h`X]Y  
 ; Ya`Y]b`XY`F]Y`XYf]b[`Ui`W`X]Y`5i`gg`W`f`Y]Vi`b[ ]`cb`nk`Y]G`hY`Y`b  
ZØf`5gm`!`?`c`c`f`X]b`U`h`c`f`Y`b"8]Y`5`\_`h]j`]h`h`X`Y`g`F]Y`XYf]b[`Y`f  
<`Y`Z`f`\_`fY]g`Y`g`ž`XYf`Y`f`Y`b`U`a`h`]W`Y`b`I`bhYf`gh`Ø`h`ni`b[`V]Y`h`Y`hč`k`]f`X  
Y`VY`b`Z`U`g`k`]Y`XY`f`VY`Y`V`h"9]b`Ø`Z`Y`b`h`]W`Y`f`H`Y`f`a`]b`a`]h`XYf`

ðhY[ fUh]cbg`chg]b`i bX`9\`fYbUa hg\_ccfX]bUhc]b`7Ufc`]bY`?`Ym'gc`  
 XUni`X]YbYbž]bhYfYgg]YfhY`<Y`ZYf`ni`]bZcfa`]YfYb`i bX`ni  
 U\_hj]YfYb"

ðg[ YgUa h'nY][ h'g]Włž`XUgg`X]Y` ; Ya`Y]bXY`F]YXYf]b[ `a`]h`XYb  
 bYi`Yb`<YfUi`gZcfXYfi`b[ `Yb`XYf` : `ØWłh]b[ gi`bhYfVf]b[ i`b[  
 i`a`[ Y\Yb`k`]`"8i`fWł`X]Y`i`bhYfghØhni`b[ `j`cb`9\`fYbUa`h`]WłYb`i`bX`  
 XYf`GWłUZZi`b[ `i`[ YY][ bYhYf`K`c\bf`Åi`a`Y`Ua` ; i`h`GdfYb[ `k`YfXYb  
 X]Y`K`Y]WłYb`ZØf`Y]bY`d`cg]h]j`Y`9`bhk`]W`\_i`b[ `i`[ YghY`h`"8]Y  
 8]g\_i`gg]cbYb`i`bX`X]Y`[ Yd`UbhYb`J`Yf`ÅbXYfi`b[ `Yb`fi`bX`i`a`X]Y  
 : `ØWłh]b[ gUi`ZbU\`a`Y`]b`F]YXYf]b[ `ghY\Yb`U`g`VYY]bXfi`W`\_YbXYg  
 NY]WłYb`Y]bYg`gc`]XUf]gWłYb`A`]hY]bUbXYfg`]b`NY]hYbž]b`XYbYb`XUg  
 H\Ya`U`5gm`i`bX` : `ØWłh]b[ gi`bhYfVf]b[ i`b[ `a`Y\`f`XYbb`Y`]b`XYb  
 : c\_i`g`XYf`²`ZZYbh]Wł`\_Y]h`f`ØWł`h"

: Øf`a`Y\`f`ðZcfa`Uh]cbYb`\_ØbbYb`G]Y`X]Y`j`c`gh`ÅbX][ Yb`5fh]\_Y`\_Ui`Z`  
**ðbbdi`g`"a`Y`i`bX`cj`V!cb`]bY`"XY`bUWł`YgYbž`gck`]Y`X]Y**  
 <]bhYf[ fØbXY`ni`f` : `ØWłh]b[ gdc`]h]\_`Ui`Z`**GhUh]ghU`Yf`\_i`bXYb`"**

8YhU]`g	
Cfh	; i`h`GdfYb[ `ž`F]YXYf]b[ `ž`8Yi`hgWł`UbX
Ei`Y`_`Yb	<ul style="list-style-type: none"> <li>• ]bbdi`g`"a`Y`</li> <li>• k`k`k`"cj`V!cb`]bY`"XY`</li> <li>• XY`ghUh]ghU`Wł`a`</li> </ul>

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