

# GW fYW\_`]Wk Yf'6UXYi bZU``]b`F ch\ . &\*!>A\ f][ Yf'gWk k Yf'j Yf`Yhnh°

6UXYi bZU``]a` : fY]VUX`F ch\ . '&\*!>A\ f][ Yf'gWk k Yf'j Yf`Yhnhž  
&) !>A\ f][ Yf'Z]Y\h" `Dc`nY]`Yfa ]hhY`h" `5b[ UVYb`ni `9fghY`< ]`ZY"



F ch\ ž'8Yi hgWk`UbX`!'9]b`Zc`[ YbgWk k YfYf'6UXYi bZU``YfY][ bYhY  
g]Wk`Ua`GUa ghU[ bUWk a ]hhU[ ž'XYa`%'("& b] '\$&) ž'a` : fY]VUX  
F ch\`"l a`WU`%+.`\$`l`f'gd fUb[ `Y]b`&\*!>A\ f][ Yf'A Ubb`j cb`Y]bYa  
) !A YhYf!Gdfi b[ hi fa`]bg`K UggYf'i bX`k i fXY`XUVY]j cb`Y]bYa  
&) !>A\ f][ Yb`A Ubbž'XYf'i ba ]hhY`VUf`\]bhYf`\a`gd fUb[ ži b[ Yk c`h  
j Yf`Yhnh" `8Yf`&) !>A\ f][ Y`UbXYhY`Ui ZXYa`F ØW\_Yb`XYg  
&\*!>A\ f][ Ybžk Ug`ni`gWk k YfYb`J Yf`Yhni b[ Yb`ZØ\fhY`"BUWk`XYf  
Zc`[ YbgWk k YfYb`?c`g]cb`hf]YV`XYf`&\*!>A\ f][ Y`fY[ i b[ g`cg`]a  
K UggYf'i bX`\_ccbhY`bi f`XUb`\_XYg`gWk bY`Yb`9]b[ fY]ZYbg`j cb  
9fgh\Y`ZYfb`i bX`6UXYa`Y]ghYfb`[ YfYhhYh`k YfXYb"

l a [ Y\YbX`\ØdZhYb`X]Y`6UXYa`Y]ghYf`]bg`\_Ø\`Y`BUggž`nc[ Yb`XYb  
J Yf`YhnhYb`Ubg`l ZYf'i bX`U`Ufa`]YfhYb`X]Y`F`Yhni b[ g\_fÄZhY`"@Ui`h`

6]`X`k i fXY`XYf`&\*!>A\ f][ Y`bUWk`Y]bYf`YfghYb`6Y\UbX`i b[ `j`c`f`C`fh  
a`j`h`Y]bYa`F`Y`h`i b[ `g`l`i`V`g`W`f`U`i`V`Y`f`b`Y]bY`?`b]\_`[`Y`Z`c`[`Y`b`"8`Y  
G`W`k`Y`f`Y`g`Y]bYf`J`Y`f`Y`h`i b[ `Y`b`]`g`h`V]g`Y`f`b]W`h`i`[`Y`b`U`i`V`Y`\_`U`b`b`h`z  
Y`X`c`W`g]b`X`g]Y`U`Y`a`5`b`g`W`Y]b`b`U`W`Y`f`Y`V`]W`k`"

: `i` W`k`h`X`Y`g`l` b`Z`U`j` Y`f`i` f`g`U`W`Y`f`g`

8`Y`f`&)!>A\ f][ Y`i`b`h`Y`f`b`U`a`ni`b`A`W`k`h`X`Y`b`J`Y`f`g`i`W`k`z`g]W`k`j`c`a  
l`b`Z`U`c`f`h`i`ni`Y`b`h`Z`Y`f`b`Y`b`"8`Y]Y`D`c`n`Y]]b`g`d`Y`\_`h]c`b`F`c`h`l`\_`c`b`b`h`Y`i`\`b  
Y`X`c`W`k`a`Ni`[`Y`i`\`f`Y`f`9`f`a`j`h`i`b[ `Y`b`]`g`W`k`b`Y`"X`Y`b`h]Z`n]Y`f`Y`b`"9]b  
J`Y`f`Z`U`f`Y`b`[`Y[ `Y`b`]`\`b`k`i`f`X`Y`V`Y`f`Y]h`g`Y]b[ `Y`Y]h`Y`h`G`c`W`k`Y`9`f`Y][`b]g`g`Y  
k`Y`f`Z`Y`b`b]W`k`h`i`b`f`f`U[ `Y`b`X`Y`f`J`Y`f`U`b`h`k`c`f`h`i`b[ `U`i`Z`z`g`c`b`X`Y`f`b`U`i`W`k  
Ø`V`Y`f`X]Y`G]W`k`Y`f`Y`h`i`U`b`G`W`k`j`a`a`V`A`X`Y`f`b`z`k`c`X`U`g`G`d`f]b[ `Y`b`j`c`b  
G`d`f`i`b[ `h`Ø`f`Y`b`c`Z`h`i`ni`f]g`\_`U`b`h`Y`b`G]h`i`U`h]c`b`Y`b`Z`Ø`f`Y`b`\_`U`b`b`"

l`a`g`c`k`]W`k`h][`Y`f`]g`h`Y`g`z`[`Y`Y][`b`Y`h`Y`A`U`»`b`U`a`Y`b`ni`f  
F]g]\_`c`a`]b`X`Y`f`i`b[ `ni`Y`f[`f`Y]Z`Y`b`"6`Y]6`U`X`Y`i`b`Z`A`Y`b`[`]h`8`Y  
9][`Y`b`g]W`k`Y`f`i`b[ `U`h`c`V`Y`f`g`h`Y`D`f]c`f]h`A`h`8`U`g`Y]b`Z`U`W`k`Y`f`g`!`K`U`g`g`Y`f`!  
G`d`f]b[ `Y`b`z`i`a`Y]b`Y`Y`f`h`f]b`\_`Y`b`X`Y`D`Y`f`g`c`b`ni`Y`Y`Z`Y`b`z`\_`U`b`b`g]W`k`U`g  
Z`U`h`U`Y`f`k`Y]g`Y`b`"5`i`Z`X]Y`Y`Z`U`f`Y`b`Y`b[ `Y`k`]Y`g`Y`b`U`h`A`U`h`Y`g`Y`f`z  
X`U`g`g`g]W`k`Y`f`h`f]b`\_`Y`b`X`Y`D`Y`f`g`c`b`Y`b`d`U`b]g`W`k`j`Y`f`U`h`Y`b`i`b`X`F`Y`h`Y`f  
i`b`h`Y`f`K`U`g`g`Y`f`n]Y`Y`b`\_`Ø`b`b`Y`b`"8`U`Y`f`g`c`h`Y`a`U`b]a`a`Y`f`j`c`b  
Y]b`Ya`Z`Y`g`h`Y`b`D`i`b`\_`h`U`i`g`<]Z`Y`Y]g`h`Y`b`i`b`X`g`i`W`k`Y`b`z`n`6`b`U`W`k  
F`Y`h`i`b[ `g`f]b[ `Y`b`c`X`Y`f`U`b`X`Y`f`Y`b`g`W`k`j`a`a`V`U`f`Y`b`Y`Y[ `Y`b`g`h`A`b`X`Y`b`z`X]Y  
U`g`l`b`h`Y`f`g`h`Ø`h`i`b[ `X]Y`b`Y`b`\_`Ø`b`b`Y`b`"

9`f`g`h`Y`<`]Z`Y`n`A`\`h`

6`Y]6`U`X`Y`i`b`Z`A`Y`b`n`A`\`h`Y`X`Y`G`Y`\_i`b`X`Y`"G`U`i`Y`f`g`h`c`Z`a`U`b[ `Y`\_`U`b`b  
g`W`k`b`Y`"ni`g`W`k`Y`f`Y`b`G`W`k`X`Y`b`c`X`Y`f`g`c[ `U`f`ni`f`H`c`X`Y`g`Z`c`[`Y`Z`Ø`f`Y`b`"  
9`f`g`h`Y`<`]Z`Y`g`c`h`Y`j`a`g`Y]W`k`h`Y`b`K`U`g`g`Y`f`g`c`Z`c`f`h`g`h`U`f`h`Y`b`z`V`Y`g`c`b`X`Y`f`g  
X]Y`6`Y`U`h`a`i`b[ `X`Y`f`V`Y`h`f`c`Z`Y`b`Y`b`D`Y`f`g`c`b`]g`h`Y`b`h`g`W`k`Y]X`Y`b`X`"9`f`g`h  
X`U`b`U`W`k`g`c`h`Y`a`U`b`g]W`k`i`a`X`U`g`g]W`k`Y`f`Y`i`Z`Y`f`\_`Ø`a`a`Y`f`b`z`i`a`a`j`h  
X`Y`f`k`Y]h`Y`f`Y`b`J`Y`f`g`c`f[ `i`b[ `Z`c`f`h`i`Z`U`f`Y`b`"8]Y`g`Y`F`Y[ `Y`i`b[ `Y`b`g]b`X  
Y]b`Y`9`f]b`b`Y`f`i`b[ `X`U`f`U`b`z`k`]Y`k`]W`k`h][`5`i`Z`a`Y`f`\_`g`U`a`\_`Y]h`i`b`X  
?`c`c`d`Y`f`U`h]c`b`]b`Ø`Z`Y`b`h]W`k`Y`b`6`A`X`Y`f`b`g]b`X`"

8`U`g`h`f`U[ `]g`W`k`Y`9`f`Y][`b]g]a`f`Y]V`U`X`F`c`h`l`]g`h`Y]b`a`U`b`Y`b`X`Y`g`

6Y]gd]Y`Z0f`U`Y`GWk ]a a Yf`i bX`6Ygi WXYf`j cb`6YW\_Yb`i bX  
6U\bYb``9g`Y\fh`i bgz`X]Y`F ]g]\_Yb`ni `Yf`\_YbbYb`i bX`Yb hgdFYWXYbX  
ni `UbXY`b``8]Y`9fa ]h`i b[ Yb`XYf`Dc`nY]`k YfXYb`nY][ Ybž`k ]Y`Yg  
ni `X]YgYf`[ YZ\`f`]WXYb`G]h`i Uh]cb`\_ca a Yb`\_cbbhY`i bX`k Y`WXY  
@Y\`fYb`XUfUi g`[ Ync[ Yb`k YfXYb`\_0bbYbž`XUa ]h`gc`WXY`i bZ\`Y`]b  
Ni \_i bZ]j Yfa ]YXYb`k YfXYb`"

8YhU]`g	
Cfh	Fch\ž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "V]`X"XY</li> <li>• k k k "]bZfUb`_Yb"XY</li> <li>• k k k "a U`hYgYf"XY</li> </ul>

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