

# A chc f fUXi bZU``']a ' < U\ bYb\_Ua a . &\$! >Ä\ f][ Y 'gWk Yf'j Yf`Yhnh°

6Y]'Y]bYa 'A chc f fUXi bZU``']b`K Y» YbVi f[ !; i bnYb\Ui gYb  
k i fXY`Y]bY '&\$! >Ä\ f][ Y 'gWk Yf'j Yf`Yhnh"8 Yf`J cfZU``  
YfY][ bYhY`g]Wk `Ua '%) "\$\* "&\$&)"



K c`ZgVfcbbž'8 Yi hgWk `UbX`!'5a `j Yf[ Ub[ YbYb`GUa ghU[ `k Uf`Z0f  
Z0bZA chc f fUXZU\ fYf`Y]bY`5i gZU\ fh]a `ia U`Yf]gWk Yb`< U\ bYb\_Ua a  
Y]bY`Y\Yf`hfU[ ]gWk Y`5b[ Y`Y[ Yb\Y]h"; Y[ Yb`%' `I \f`\_Ua `Yg  
nk ]gWk Yb`K c`ZgVfcbb`i bX`8Y[ Yfg\Y]a `]a `@UbX\_fY]g`K Y» YbVi f[ !  
; i bnYb\Ui gYb`ni `Y]bYa `Zc`[ YbgWk YfYb`i bZU``žXYf`X]Y; Ya 0hYf  
Yf\]hnh`i bX`j cf`U``Ya `VY]'Y]bYa `XYf`6YhY`][ hYb`gWk YfY  
J Yf`Yhni b[ Yb`bUWk `g]Wk `nc[ "'8]Y '&\$! >Ä\ f][ Y`6\_]Yf]b`Ui g`XYf  
FY[ ]cb`F ch\#GWk UVUW žX]Y`g]Wk `]b`Xf]hhYf`Dcg]h]cb`]a `?c`ccbY  
VYZUbXžj Yf`cf`]b`Y]bYf`Yb[ Yb`@]b\_g\_Y\ fY`X]Y`?cbhfc`Y`0VYf`]\fY  
5df`]U`i bX`gh0fnhY`"J cf`C fh`VYf]Wk hYhYb`NYi [ YbžXUgg`XUg  
A chc f fUX`i bhYf`X]Y`@]hd`Ub\_Y`fi hgWk hYž`k cVY]`X]Y` : U\ fYf]b  
\Ab[ Yb`V`]YV`i bX`g]Wk `Yfbgh\UZ]j Yf`YhnhY"

8]Y'† b[ Y': fUi 'k Uf'UbgdFYWVUfž'XcW'X]Y'J Yf'Yhni b[ Yb'ghY'hYb  
g]W'U'g'YVYbg[ YZÀ\ f']W'YfUi g''l a [ Y\YbX'k i fXY'Y]b  
FYhhi b[ g\i VgWfUi VYf'Ub[ YZcfXYfhž'XYf'g]Y' ]bg'?`]b]\_i a  
BØfbVYf[ !GØX'Zc[ ž'k c'g]Y'bcW'Ua ' [ `Y]WYb'BUW'a ]hU[ 'cdYf]Yfh  
k i fXY'' †Zcfa Uh]cbYb'ØVYf']\fYb'Ni ghUbX'bUW'XYf'CdYfUh]cb  
k UfYb'Ua 'GcbbhU[ 'j cb'XYf'; i bnYb\Ài gYf'Dc`nY]bcW'b]W'h  
Yf\À'h]W''l a 'X]Y'[ YbUi Yb' l a ghÀbXY'XYg' l bZU`g'ni '\_`ÀfYbž  
k i fXY'Y]b'; i hUW'hYf'\]bni [ Ync[ Ybž'k cXi fW'g]W'X]Y  
9fa ]hhi b[ Yb'k Y]hYf']bhYbg]j ]YfYb''

## J Yf\_Y\ fgi bZÀ`Y`]a ' : c\_i g

Gc`WY' l bZÀ`Y'k YfZYb'Y]b'@W'h'Ui Z'X]Y'U`[ Ya Y]bY  
J Yf\_Y\ fgg]WYf\Y]hž'Y]b'H\Ya Už'XUg'Ui W'Vi bXYgk Y]h]a a Yf  
k ]YXYf'X]g\_i h]Yfh'k ]fX''8]Y'GhUh]gh]\_Yb'nY][ Ybž'XUgg  
J Yf\_Y\ fgi bZÀ`Y`d'fÀj Ybh]j 'Ub[ Y[ Ub[ Yb'k YfXYb'a ØggYbž'i a 'X]Y  
G]WYf\Y]h'Ui Z'XYb'GhfU» Yb'ni 'Yf\Ø\Yb''9]bY'i a ZUggYbXY  
5bU'mgY'XYf' l bZU`i fgUW'Yb'i bX'XYf'VYhY']][ hYb  
J Yf\_Y\ fghY]'bY\ a Yf']gh'XUVY]'j cb'nYbhfU'Yf'6YXYi hi b[ ''8]YgY  
9f\_Yb'bh]ggY'gd]Y'Yb'Y]bY'k ]W'h][ Y'Fc`Y'VY]'XYf'; YghU'hi b[ 'XYf  
J Yf\_Y\ fgd'c`h]ž'gck ]Y'VY]'A U» bU\ a Yb'ni f'J Yf\_Y\ fgYfn]Y\i b[  
i bX'GhfU» YbVUi ž'k ]Y'XUg'**GhUh]gh]gWY'6i bXYgUa h'Uba Yf\_h''**

5dfcdcg'J Yf\_Y\ fgi bZÀ`Y.'9]b'À\ b']WYf'J cfZU`YfY][ bYhY'g]W'Yfgh  
Ua ' ' \$''A U] ]b'@Ub[ YbnYbbž'@UbX\_fY]g': Øfh\ ''< ]Yf'\_c`X]YfhY'Y]b  
+( '†\fY'U'hY': fUi 'a ]h']\fYa 'CdY''7c'fgU'k À\ fYbX'Y]bYg  
, VYf\c'j cf[ Ub[ g'a ]h'Y]bYa 'A chc'ffUXZU\ fYf''5i W'X]YgYf'Yf']h  
'VYVYbg[ YZÀ\ f']WY'J Yf'Yhni b[ Yb'i bX'a i gghY'a ]h'Y]bYa  
FYhhi b[ g\i VgWfUi VYf']bg'?fUb\_Yb\Ui g'[ YVfUW'h'k YfXYb''8]Y  
D\_k !: U\ fYf]b'V']YV'[ 'ØW\_]WYfk Y]gY'i bj Yf'Yhnh''Gc`WY  
9fY][ b]ggY'g]bX'U'Ufa ]YfYbX'i bX'j YfXYi h]WYb'XYb'\c\Yb  
< UbX'i b[ gVYXUfZ']b'XYf'J Yf\_Y\ fgØVYfk UW'i b[ ''

## ; Ya Y]bgUa 'ZØf'a Y\ f'G]WYf\Y]h

9g']gh'Ub'XYf'NY]hž'gck c`\X]Y': U\ fYf'U'g'Ui W'X]Y'[ YgUa hY  
J Yf\_Y\ fg]bZfUghfi \_hi f'\_f]h]gW'ni '\]bhYfZfU[ Yb''8]Y  
J YfU'bhk cfh]WYb'a ØggYb'ni gUa a YbUfVY]hYbž'i a 'X]Y' l fgUW'Yb

gc`WXYf`l bZ`Y`ni`VY\_`Aa dZYb`i bX`Ui Zni`\_`ÅfYb" `>XYg`bYi`Y  
 8YhU]`ž`XUg`Ui`g`XYb`9fa`]h`i b[`Yb`Ubg`@]W`h`\_`ca`a`hž`\_`Ubb`XUni  
 VY]hfU[`Ybž`X]Y`G]W`Yf`Y]h`i`bgYfYf`GhfU»`Yb`ni`Yf`Ø`Yb" `NYi`[`Yb  
 XYf`VY]XYb`J`cfZ`Y`g]bX`Ui`gXfØW`\_]W`Ui`Z[`YZcfXYfhž`g]W`ni  
 a`Y`XYbž`i`a`@]W`h`]bg`8`i`b`\_`Y`ni`Vf]b[`Yb`i`bX`Å`b`]W`Y`i`b[`ØW`Y  
 ]b`Ni`\_`i`bZ`h`ni`j`Yfa`Y]XYb"

6`Y]VYb`G]Y`U`gc`k`UW`gUa`ž[`Yb]Y»`Yb`G]Y`X]Y`:`U`fhYb`Ui`Z`XYb  
 @UbXghfU»`Ybž`UVYf`ghYhg`a`]h`XYa`b`chk`YbX][`Yb`F`YgdY`\_`h`ZØf`X]Y  
 G]W`Yf`Y]h]a`GhfU»`Ybj`Yf`\_`Y`f"

8YhU]`g	
Cfh	K`c`ZgVfcbž`8Yi`hgW`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bb"XY</li> <li>• k k k "dfYggYdcfhU"XY</li> <li>• k k k "XYghUh]g"XY</li> </ul>

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b`U[`!`V`UmYfb"XY