

F Äi VYf]gWk Yf'8 ]YVghU\`']b'G]Y[ Vi f[ .  
&- !>Ä\ f][ Yf'[ fY]Zh'C fXbi b[ gUa h'Ub

9]b'&- !>Ä\ f][ Yf'A Ubb'Ui g'A i Wk i fXY'k Y[ Yb'fÄi VYf]gWk Yb  
8 ]YVghU\`g'i bX'5b[ f]ZZ'Ui Z'CFXbi b[ gUa hga ]hUfVY]hYf  
Ub[ Y\_`U[ h"



G]Y[ Vi f[ ž'8 Yi hgWk`UbX'!'9]b'J cfZU`''b'G]Y[ Vi f[ ` \ Uh'X]Y  
; Ya ØhYf'VYk Y[ h''9]b'&- !>Ä\ f][ Yf'A Ubb'Ui g'A i Wk žXYf'VYfY]hg  
ØVYf'Y]b'`Ub[ Yg'J cfghfUZYbfY[ ]ghYf'a ]h'%) '9]bhfÄ[ Yb'j YfZØ[ hž']gh  
k Y[ Yb'fÄi VYf]gWk Yb'8 ]YVghU\`g'i bX'?'ØdfYfj Yf'Yhni b[ 'j cf  
; Yf]Wk h[ YghUbXYb" 'æ '5i [ i gh'&\$&& \ UhY'XYf'5b[ Y\_`U[ hY'Y]b  
DUUf'GWk i \Y'ja 'K Yfh'j cb') \$'9i fc' ]b'gY]bY'HUgWk Y' [ YghYW\_h'i bX  
XUg'; YgWk ÄZh'j Yf'UggYbž'c\ bY'ni 'VYnU\`Yb" '8 ]Y'G]hi Uh]cb  
Yg\_`U]YfhYž'U`g'X]Y'J Yf\_Äi ZYf]b'j Yfgi Wk hYž'\ b'Ui Zni \U'hYb" '9f  
gWk i VghY'X]Y': fUi 'i bX'k i fXY'\_i fnY'NY]h'gdÄhYf'j cb'Y]bYa  
DUggUbhYb'ZYgh[ Y\U'hYbž'XcWk'Ui Wk'X]Y  
C fXbi b[ gUa hga ]hUfVY]hYfž'X]Y'Y]b[ f]ZYbž'\ UhYb' ]\ fY  
GWk k ]Yf][ \_Y]hYb"

8]Y`VY]XYb`A ]hUfVY]hYf`XYg`CfXbi b[ gUa hYg`k i fXYb`k Å\fybX`XYg  
9]bgUhnYg`j Yf`Yhnh`i bX`Yf`]hYb`GW\ØfZk i bXYbž`U`g`g]Y`j Yfgi W`hYbž  
XYb`5b[ fY]ZYf`ni `VYfi \][ Yb`"9]b`Xf]hYf`GhUXhVYX]YbghYhYf`\_cbbhY  
gW`]Y» `]W`XYb`5b[ Y`\_U[ hYb`ni `6cXYb`Vf]b[ Yb`i bX`]\a  
<UbXgW`Y`Yb`Ub`Y[ Yb`"8Yf`JcfZU``j YfXYi h`]W`h`X]Y  
<YfUi gZcfXYfi b[ Ybž`a ]h`XYbYb`G]W`Yf`Y]hg`f`ÅZhY`\_cbZfcbh]Yfh  
g]bX`"? Ò`bYf`GhUXh!5bnY][ Yf`VYf]W`hYhž`XUgg`XYf`A Ubb`ni f  
HUhnY]hi bhYf`8fc[ Yb`ghUbX`i bX`VYfY]hg`&\$%) `bUW`8Yi hgW`UbX  
[ Y`\_ca a Yb`k Ufž`YXcW`Ui gfY]gYdZ]W`h][ `]gh"

< ]bhYf[ fi bX`i bX`fYW`h`]W`Y`5gdY`\_hY

F`Åi VYf]gW`Yf`8]YVghU```]gh`Y]b`GhfUZhUhVYghUbXž`XYf`i bhYf  
DUfU[ fUZ`&) &`Gh` 6`Z`Å`h`"8]YgYf`DUfU[ fUd`g]Y`h`j c fž`XUgg`H`hYfž  
X]Y`VY]`Y]bYa` 8]YVghU```; Yk U`h`cXYf`8fc`i b[ Yb`UbK YbXYbž`k ]Y  
F`Åi VYf`VYghfUZh`k YfXYb`"8Yf`HUhVYghUbX`VY]b`U`h`h`X]Y  
JcfUi ggYhni b[ Yb`XYf`6YhfcZYb`Y]h`Ui Z`Zf]gW`Yf`HUhi bX`XYb  
9]bgUhn`j cb`B`Òh][ i b[ ga ]hY`bž`i a`XYb`6Yg]h`XYg`8]YVYg[ i hg`ni  
g]W`Yfbž`k ]Y`> fUWUXYa m`Yf`\_`Åfh"

8]Y`GhUUhgUbK U`hgW`UZh`ghY`hY`\_Ufž`XUgg`X]Y`i b]Zcfa Yb`XYf  
CfXbi b[ gUa hga ]hUfVY]hYf`XYi h`]W`g]W`hVUf`k UfYbž`k Ug`X]Y  
5f[ i a YbhUh]cb`XYg`J YfhY]X][ Yfgž`XYf`Y]bY`a ]`XY`GhfUZY`ZcfXYfhYž  
i bhYf[ fi V`"8Yf`5b[ Y`\_U[ hY`Yb`hgW`i`X][ hY`g]W`i bX`[ UV`Ubž`X]Y  
BUW`h`ni j cf`Ui Z`XYf`GhfU» Y`j YfVfUW`h`ni `UVYbž`k Ug`gY]bY`HUh  
Yj Ybhi Y`V`VYY]bZi ggh`UVYb`\_ÒbbhY`HfcmXYa`V`]YV`X]Y`F]W`hYf]b  
VY]`XYf`9bhgW`Y]Xi b[ ž`XUgg`Y]bY`< UZhghfUZY`j cb`&\$`A cbUhYb  
Ub[ Ya YggYb`gY]ž`X]Y`YXcW`b]W`h`gcZcfh]c`ghfYW`h`k ]fX"

: c`[ Yb`i bX`A U» bU`a Yb

8Yf`&-!Å\f][ Y`k i fXY`a ]h`i i »ZYggY`b`ni a` ; Yf]W`hggUU`[ YZØ`fhž  
XU`ni j cf`Y]b`< UZhVYZY`Yf`UggYb`k cfXYb`k Ufž`k Y]`Yf`VY]a  
YfghYb`DfcnYgghYfa ]b`b]W`h`YfgW`]YbYb`k Uf`"BYVYb`XYf`< UZhghfUZY  
a i gg`Yf`]bbYf`U`V`XYf`b`ÅW`ghYb`gYW`g`A cbUhY`%&\$`Gcn]U`ghi bXYb  
`Y]ghYb`i bX`g]W`i]b`Y]bYf`8fc[ YbVYfUhi b[ gghY`Y`a Y`XYb`"6Y]  
B]W`hY]b`U`hi b[ `X]YgYf`5i ZU[ Yb`Xfc`Yb`]\a`Yfbgh`UZhY  
?cbgYei YbnYbž`Y]bgW`]Y» `]W`Y]bYf`gcZcfh][ Yb`&\UZh]Yfi b[ "

@YWhi f]c`k Y]gh`XUfUi Z`\]bž`XUgg`X]Y`<]`ZY`Y]bYg  
 6Yk À\fi b[ g\Y`ZYfg`\]a`V]g`ni f`[ Yd`UbhYb`5VgW]YVi b[ `VY[ `Y]hYb  
 k ]fXž`X]Y`Ui Z[ fi bX`gY]bYf`6Yn]Y\i b[ `ni`Y]bYf`XYi hgWYb  
 : fYi bX]b`a`Ò[ `]WYfk Y]gY`[ Yghcddh`k YfXYb`\_ÒbbhYž`cV`k c\`  
 ZY\`YbXY`DUd]YfY`X]Yg`YfgW`k YfYb"

8Yf` : U``j YfXYi h]W`h`YfbYi h`X]Y`<YfUi gZcfXYfi b[ Yb`]a`i`a`[ Ub[  
 a`]h`k ]YXYf`\_Y\`fYbXYb`GhfUZh`hYfb`i`bX`X]Y`B`chk YbX][`\_Y]h`Y]bYg  
 k ]f`\_gUa`Yb`fYW`h]W`Yb`F`U`a`Ybgž`i`a`gck c\`XUg`9][ Ybhi`a`U`g  
 Ui W`X]Y`G]W`Yf\`Y]h`X]Yf`²`ZYbh]W`\_Y]h`ni`gW`Ø`hYb"

8YhU]`g	
Cfh	G]Y[ Vi f[ ž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_ghU"XY</li> <li>• k k k "i fUWXYa m"XY</li> <li>• k k k "`YWhi f]c"XY</li> </ul>

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!`\_cY`b`bYh