

A Ugg]j Y`9j U\_i ]Yfi b[ `]b`? Ò`b.  
K Y`h\_f]Y[ gVca VY`bU\Y`l b]\_`]b]\_  
YbhXYW\_h°

⊕`? Ò`b`k i fXY`Y]bY`K Y`h\_f]Y[ gVca VY`YbhXYW\_h°  
9j U\_i ]Yfi b[ Ybž`GhfU» YbgdYffi b[ Yb`i bX  
6Y\UbX`i b[ gghecdg`Ub`XYf`l b]\_`]b]\_`Zc`[ Yb`



? Ò`b`ž`8Yi hgW\`UbX`!`⊕`? Ò`b`]Y[ Yb`XYfnY]h[ fc» Y  
<YfUi gZcfXYfi b[ Yb`j cf`XYb`6Y\ÒfXYb`i bX`XYf`6Yj Ò`\_Yfi b[ ``5b  
XYf`l b]\_`]b]\_`? Ò`b`k i fXY`Ua``%&`"ž` `]`Y]bY`Ua`Yf]\_Ub]gW\Y` : ØbZ  
NYbhbYf!K Y`h\_f]Y[ gVca VY`a` ]h<YW\_Ui ZgW\`U[ nØbXYf`[ YZ` bXYb`  
8Yf` : i bXcfh`VYZ]bXYh]g]W\`]b`i ba` ]hY`VUfYf`BÀ\Y`ni f`?`]b]\_ž`k Ug  
ZØf`X]Y`GhUXh[ fc» Y`? cbgYei YbnYb`bUW\`g]W\`n]Y\h``&( f\Y]bQ  
VYf]W\hYhž`XUgg`X]Y`6ca VY`Ua``8cbbYfghU[ ž`XYb`%+`"ž` `]'&\$&)` ž  
YbhgW\`ÄfZ`h`k YfXYb`gc`ž`k Ug`Y]bY`i a` ZUggYbXY`9j U\_i ]Yfi b[ `bUW  
g]W\`n]Y\h`

⊕g[ YgUa`h]g]bX`Yhk`U`+) \$\$`A`YbgW\Yb`j`cb`XYf`9j U\_i ]Yfi b[

VYhfcZZYbžXUfi bhYf`Ui W\`Y]b` ; fc»hY]`XYf`I b]\_`b]\_`"8Yf  
9j U\_i ]Yfi b[ gfUX]i g`VYhfÅ[ h`(\$\$`A YhYfžk Yg\U`V`nU\`fY]W\Y  
5bk c\bYf`i bX`?`]b]\_a ]hUfVY]hYf`]\fY`[ Yk c\bhYb`j ]Yf`K ÅbXY  
j Yf`UggYb`a ØggYb`"I a`X]Y`G]W\Yf\Y]h`U`Yf`ni`[ Yk Å\`f`Y]ghYbž  
k YfXYb`<U`hYj YfVchY`]b`XYb`VYhfcZZYbYb`6YfY]W\Yb`Y]b[ YZØ\fh"  
8]YgY`[ Y`hYb`gY]h`XYa`%) "ž`]`&\$&) žk Å\`fYbX`]b`6YfY]W\Yb`XYf  
7cbhU]bYf`X]YgY`VYfY]hg`UV`XYa`%( "ž`]`&\$&) `Y]b[ Yf]W\hYh  
k i fXYb`", VYf`a Ø[ `]W\Y`6Ui a nØ[ Y`ni f`: fY][ UVY`j cb`G]W\hi bX  
G]W\Yf\Y]h`k ]fX`XYfnY]h`YVYbZU`g`bUW\ [ YXUW\h"

? `]b]\_VYhf]YV`i bX`I bhYfghØhni b[ `ZØf

9j U\_i ]YfhY

8]Y`I b]\_`b]\_`k ]fX`Ua`%+"`ž`]`gÅa`h]W\Y`Ua`Vi`UbhYb  
6Y\UbX`i b[ Yb`Y]bghY`Yb`i bX`Yg`k ]fX`Y]b`5i ZbU\`a`Yghcdd`ZØf  
[ Yd`UbhY`ghUh]cb`ÅfY`5i ZbU\`a`Yb`Yf`UggYb`"8]Y`DUh]YbhYb`k`YfXYb  
`Ui`h`Ø`?`?`Ø`b`Qj`cb`XYb`ni`gh`ÅbX][ Yb`: UW\VYfY]W\Yb`]bZcfa`]Yfh"  
: Øf`X]Y`VYhfcZZYbYb`5bk c\bYf`k ]fX`]b`XYf`H\YcXcf!<Yi`gg!  
FYU`gW\i`Y`Y]bY`gh`ÅXh]gW\Y`5b`Ui`ZghY`Y`Y]b[ Yf]W\hYhž`X]Y`Ua  
9j U\_i ]Yfi b[ ghU[ `i a`-`I` \f`ÒZbYb`k ]fX`"6Y`X]YgYf`; Y`Y[ Yb\Y]h  
k YfXYb`g]Y`[ YVYhYbž`k ]W\h][ Y`; Y[ Ybgh`ÅbXY`k ]Y`5i`gk`Y]gž  
A`YX]\_Ua`YbhY`i bX`6UVmbU\fi b[ `a`]hni`Vf]b[ Yb`"<Ui`gh]YfY`XØfZYb  
`Y]XYf`b]W\h`a`]h[ YVfUW\h`k`YfXYb`"A`YbgW\Yb`a`]h[ Ygi`bX\Y]h]W\Yb  
9]bgW\f`Åb`\_i b[ Yb`cXYf`A`cV`]h`Åhgd`fc`V`Ya`Yb`gc`Yb`Ui`Z  
I bhYfghØhni b[ `j`ca`C`fXbi b[ gUa`h`k`UfhYb"

K`Ug`X]Y`J`Yf`\_Y`f`g`UbV]bXi b[ `VYhf]Zhž`a`ØggYb`g]W\`X]Y`?`Ø`b`Yf`Ui`Z  
nU\`fY]W\Y`9]bgW\f`Åb`\_i b[ Yb`Y]bghY`Yb`"8Yf`?`J`6!`J`Yf`\_Y`f`]a  
VYhfcZZYbYb`6YfY]W\`k ]fX`ghUf`\_`VYY]bhf`ÅW\h][ h`Nk`Uf`k ]fX`X]Y  
GhfU»YbVU\`b`]b]Y`-`k`Y]hYf\]b`ZU\`fYbž`Y`Xc`W\`]gh`Ub`XYb  
<U`hYghY`Yb`]a`9j U\_i ]Yfi b[ gfUX]i g`\_Y]b`9]b!`cXYf`5i`ggh]Y[  
a`Ø[ `]W\`"8U`GhfU»YbgdYffi b[ Yb`ZØf`U`Y`J`Yf`\_Y`f`ghY]`bY\`a`Yf  
[ Y`hYbž`k ]fX`Xf]b[ YbX`Ya`dZc\`Ybž`U`hYfbUh]j`Y`F`ci`hYb`ni`bi`hnYb"

; fc»Ub[ Y`Y[ hY`9j U\_i ]Yfi b[ ga`U»bU\`a`Yb  
i bX`] \fY`<]bhYf[ fØbXY

8]YgY`A U»bU\`a Y`]gh`HY`XYf`k Y]hfY]W\YbXYb`6Ya Ø\i b[ YbžXYf  
 G]W\Yf\Y]h`XYf`?`Ò`bYf`6Yj`Ò`\_Yfi b[ `F YW\bi b[ `ni`hfU[ Yb`" `đ`XYf  
 J Yf[ Ub[ Yb\Y]h`[ UV`Yg`VYfY]hg`[ fc»Y`9j U\_i ]Yfi b[ gU\_h]cbYb`]b  
 XYf`GhUXhž`k ]Y`ni`a`6Y]gd]Y`VY]`XYf`9bhgW\`ÄfZi b[ `a`Y`fYfYf  
 6ca VYb`]b`Y]bYa``%\$\$\$!A YhYf!FUX]i g`fi bX`i`a`X]Y`8Yi`hYf  
 K YfZi`"@Ui`h`ON8: Qa`i`gghYb`XUa`U`g`ØVYf`&`"\$\$\$`A`YbgW\Yb`]\fY  
 K`c`b`cfh`Y`j`Yf`UggYbž`i`bX`gc[`Uf`VYXYi`hYbXY`J`Yf`\_`Y`fgk`Y[`Y`k`]Y  
 X]Y`<`c`Y`bnc`Y`YfbVfØW`\_`Y`k`i`fXYb`[`YgdYffh`"Gc`W\Y`A`U»bU\`a`Yb  
 g]bX`b`chk`YbX][`ž`XU`]b`B`cfXf\Y]b!K`YghZU`Yb``Ä`f`]W\`%)`\$\$`V]g  
 &`"\$\$\$`6ca`VYb`Ui`g`XYa`Nk`Y]hYb`K`Y`h`\_f]Y[`YbhXYW`\_`h`k`YfXYbž  
 XUfi`bhYf`a`Y`fYfY`[`fc»Y`?`U`]VYf"

8]Y`GhUXhj`Yfk`U`hi`b[`i`bX`X]Y`i`b[\_]b[\_]UfVY]hYb`Yb[`a`]h`XYa  
 ?Ua`dZa`]hhY`VYgY]h][`i`b[`gX]Ybgh`XYf`6Yn]f\_gfY[`]Yfi`b[`8ØggY`XcfZ  
 ni`gUa`a`Ybž`i`a`Y]bYb`fY]Vi`b[`g`cgYb`5V`Ui`Z`k`Ä`f`YbX`XYf  
 9bhgW\`ÄfZi`b[`ni`[`Yk`Ä`f`Y]ghYb`"8]Y`Yb`hgh`Y`YbXYb  
 <YfUi`gZcfXYfi`b[`Yb`g]bX`Y`XcW\`b]W\`h`ni`i`bhYfgW\`Ä`h`Yb`"K`]f  
 k`YfXYb`X]Y`9bhk`]W`\_i`b[`XYf`G]hi`Uh]cb`[`YbUi`j`YfZc`[`Yb`i`bX`X]Y  
 ²`ZYbh]W\`\_Y]h`ØVYf`U`Y`fY`Y`j`UbhYb`đ`Zcfa`Uh]cbYb`nY]hbU\  
 ]bZcfa`]YfYb`"

: Øf`U`Y`6YhfcZYbYb`\Y]»hYg`bi`b.`Fi`\Y`VYk`U`fYb`i`bX  
 [Yk`UddbYh`igY]bžXYbb`Yg`ghY`h`Y]bY`[`fc»Y`9j`U\_i`]Yfi`b[`gU\_h]cb  
 VYj`cf`"8Ug`@YVYb`]b`?`Ò`b`k`]fX`j`cfØVYf[`Y`YbX`Ui`Z`XYb`?`cdZ  
 [YghY`hž`UVYf`G]W\Yf\Y]h`[`Y`h`j`cf`b]W\`h`bi`f`a`?`fUb`\_Yb`U`i`gž  
 gcbXYfb`Øf`U`Y`ž`X]Y`]b`XYf`B`Ä`Y`k`c`b`Yb`"

8YhU]`g	
Cfh	?`Ò`bž`8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "&amp;( f\Y]b"XY</li> <li>• k k k "i`_`!`_cY`b"XY</li> <li>• k k k "nXZ\Yi`hY"XY</li> </ul>

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