

@]a ]hYg'bc'ei Ufhc'XUg'Wf]UbÃUg.'Wca c  
XYZ]b]!'`Ug'gYa 'i a 'f][ cfcgc°

8YgW VfU'bU'Wc'i bU'XY'i `f]\_Y`K ]`dYfh'Wca c'cg'dU]g  
YghUVY`YWa `Wca `gi Wggc'cg`]a ]hYg'\c`Y'gYa `gYfYa  
f][ cfcgcg!'`X]WUg`Y`]XÅ]Ug"



C ghU`V\_fY]gž'8Yi hgW`UbX`!`i a `ei Ufhc'XY'Wf]UbÃUg'i a `dci Wc  
WUĭ h]Wcž'i a `a cbhY'XY'Vf]bei YXcg'Wc`cf]Xcg'Y`U`hYbhUh]j U  
]bWUbg½] Y`XY'UWca dUb\Uf'cg'dYei Ybcg'hi fV]`ÑYg!'`YggY  
[ YfU`a YbhY`Å`c'WUgc'XY'a Ub\č`"9a `gi U'Wc'i bU`"; ccX`A cfb]b[ "ž  
I `f]\_Y`K ]`dYfh`YbXYfYÅU`Ya `i a `Ufh][ c`Uhi U`gcVfY`[gWk`\\_Ucg  
gWk`ÅV\]gW`\]`Dcfei`Y`cg`XYgY`cg`Uggi`ghUXcfYg`XY`i`fgcg`\[`ca`cgcg`Y  
Ua`YUÅUg`bchi`fbUg`XU`YbhfUXU`gYWfYhU`Xc`"Y\]hc`Xcg'dU\]g`½g`"`. \(&  
XU`a`Ub\č`gč`c`U`j`\]XU`Wch\]X\]UbU`Xcg'dU\]g`čj`Ybg`"K`\]`dYfhž`UhÅ`a`čY  
XY`Xc\]g`Z`\cg`Wca`'a`Ybcg`XY`ei`Ufhc`Ubcgž`XYgWfYj`Y`cg`XYgU\]cg  
XY`ZfcbhY\]fU`Wca`'i a`U`d\]gWUXY`U`"](#)

`C`X]`Ya`U`Å`Wcb`YW]Xc'dcf'a`i`]hcg'dU]g.`j`cWÆbč`c`ei`Yf`gYf`i`a`U  
dc`ÈW]U`Yghf]hU`XY`ZfcbhY]fUž'a`Ug`ei`Ubhc`YgWc`dc`ZUn`gYbh]Xc`3`C

dUdU]žYa`dUfh]W`UfžgY`c[ci`Ya`ia`U`dU`YghfU`dUfU`XUf`U`gi`U`  
YgdcgU`Y`U`g]`a`Yga`c`fY[fUg`a`U]g`WUfUg`"Gi`U`bcj`U`dYfW`d`Ā`c`XY`  
ei`Y`Ug`YbhYg`Wca`GdUYhn`Y`Y`ia`6`c`V`hUa`VĀa`dcXYa`gYf`  
Wca`dfca`Yh]XUg`Ā`g]bhca`½h]WU`XU`YXi`WUĀ`c`bU`j`]XU`Wch]X]UbU`XY`  
`c`Y`"5`ei`Ygh`c`dYfa`UbYW`Wca`c`j`cWEXYZ]bY`"ja`]hYg`gYa`U`  
j`]XU`ZJa`]Uf`XU`UbUfei`]U3`

·@]a`]hYg`gUi`X`½`Y]g`dUfU`Wf]UbĀUg`Zc`fhYg`

·C`Ufh][c`XY`K`]dYfh`Ygh½U`b`UXc`Wca`c`Wcb`YW]a`Ybhc`fYW`bhY`  
XU`Wf]UĀ`c`XY`Wf]UbĀUg`"8Y`UWcfXc`Wca`ia`[i`]U`Xc`Uc`ž`c`  
UdfybX]nUXc`XY`fYWca`dYbgU`Ā`ia`ia`ĀhcXc`YZ]WUn`dUfU`ei`Y`Ug`  
Wf]UbĀUg]bhYfbU`nYa`Ug`fY[fUg`XY`gYi`Ua`V]YbhY`"C`ZYXVUW`  
dcg]hj`c`Y`c`W`]XUXc`Xcg`dU]g`U↑`XUa`U`dfca`cj`Yf`c`  
Wca`dcfhUa`Ybhc`XYgY`UXc`"Bc`YbhUbhc`ž`cg`dU]g`XYj`Ya`ia`UbhYf`  
ia`fY`UW]cbUa`Ybhc`Yei`]VfUXc`YbhY`Ua`cf`Y`Wcbg]gh`AbW]Už`  
Ybei`Ubhc`ja`d`Ya`YbhUa``UV]`a`YbhY`Wca`dfca`]ggcg`Ya`gi`U`  
YXi`WUĀ`c`"A`i`]hUg`YI`W`Ā`Ñ`Yg`dcXYa`"Yj`Uf`Ug`Wf]UbĀUg`U`UWfYX]hUf`  
ei`Y`X]ggYfUa`c`ei`Y`UWUVU`dfY↑`X]WU`U`Zc`fĀU`XUg`fY[fUg`"

·"BĪ`g`Wca`Ya`cg`YghU`bc]hY`dcfei`Y`j`cWEXYFU`h`c`Vca`3`"Ci`"c`Y`  
a`Ua`ž`Y`Ygh½bc`YgWf]hĭ`f]c`Ya`WUgUž`Ybh`c`hi`Xc`VYa`gY`j`cWEX`""`  
gž`c`YI`Ya`d`cg`ei`Y`hfUnYa`ia`b`Ě`Y`gUi`X`½`Y`XY`ZYI`]V]`]XUXY`¼`  
YXi`WUĀ`c`"I`a`UdY`c`dUfU`W`YVfUf`dYei`YbUg`j`hĭ`f]Ugž`dcfei`Y`  
Y`Yg`Zc`fhU`YW`a`U`Ui`hc`!Ygh]a`U`XUg`Wf]UbĀUg`Y`a`cghfUa`ei`Y`Y`Yg`  
hEa`ia`ja`dUW`hc`bc`Ua`V]YbhY`!`Y`gYa`YI`d`cX]f]ggcg`gYa`U`  
Yghfi`hi`fU`XY`bY[cW]UĀ`c`"

·9bWcbhfY`c`Yei`]ÉVf]c`

·5`ei`Ygh`c`Xc`Yei`]ÉVf]c`YbhY`"VYfXUXY`Y`"ja`]hYg`Z]l`cg`dYfWc`ffY`  
hcXU`U`YXi`WUĀ`c`"I`a`WcbW]hc`VYa`Wcb`YW]Xc`ei`Y`Zc`]X]gW`h]Xc`  
`½`a`U]g`XY`W`a`Ubcg`Ā`U`]XĀ]U`XY`9`Yb`?`Ym`dUfU`XUf`"VYfXUXY`  
¼`g`Wf]UbĀUg`dUfU`ei`Y`Y`Ug`dcggUa`gY`XYgYbj`c`j`Yf`gYa`U`  
]bZi`AbW]U`Xcg`UXi`hcg`"ggc`Wcbhf]Vi`]f]U`dUfU`Yj`]hUf`WcbZ]hcg`  
Z`hi`fcgž`Wca`c`[i`YffUg`"Bc`YbhUbhc`ž`Wcbh]bi`U`Wfi`W]U`ei`Y`Ug`  
Wf]UbĀUg`UdfybXUa`U`gY`hcfbUf`fYgdY]hcgUgž`fYgdcbg½`Y]g`Y`  
Zc`fhYg`"9ggY`dfcW`ggc`gĭ`Ā`dcggĚ`Y`gY`cg`dU]g`XYZ]b]fY`"ja`]hYg`

WUfcg"

'9a 'ci hfc'dcgh'XU'd`UhUZcfa U': fYUh[Ufb'DYXU[ c[ m]'Å'ei Y'Ug  
fY[ fUg'gž'c'Ug'fY[ fUg'Y'cg'f]hi U]g'gž'c'XY'i a U'[ fUbXY'ei Ubh]XUXY  
XY'UXi 'hcg" '5'† gh]ÅU'bU'YXi WUÅž'c'hUa VÅa 'XYgYa dYb\U'i a  
dUdY'Wfi W]U'Ya 'Yj ]hUf'X]gdi hUg'YbhfY']fa ž'cg" '5Z]bU'ž'fY[ fUg  
Yghf]hUgž'a Ug'fYgdY]hcgUgž'a cghfUa 'ei Y'cg''a ]hYg'bž'c'gž'c  
UdYbUg'fYghf]ÅÑYgž'a Ug'hUa VÅa 'cZYfYW'a 'gY[ i fUbÅU'Y  
YghUV]`]XUXY"

'C'XYgUZ]c'XY'Wf]Uf'i a 'Yei ]ÉVf]c'YbhfY'fY[ fUg'Y''VYfXUXY'bcg  
'Ya VfU'U'j ]XU'Xcg'dU]g'XY'\c'Yž'YgWčj UbXc'cg'XYbhYgž'Wč'a 'i a  
fc'Ua Ybhc'XY'hfUj YggY]fc'XY'V]gWč]hc'ci 'bc'hfUj YggY]fc'bchi fbc"  
7UXU'dUggc'bYggU'X]fYÅž'c'Å'i a U'VcU'cdcfhi b]XUXY'dUfU  
a Yf[ i '\Uf'bc'a i bXc'Ya cW]cbUbhY'XU'YXi WUÅž'c'XUg'Wf]UbÅUg'Y  
UdfYbXYf'U'XYZ]b]f''a ]hYg'gYa 'dYfXYf'U'X]j Yfgž'c'Y'U'U'Y[ f]U'XU  
j ]XU'ZUa ]]Uf"

8 YhU]`g	
C fh	C ghU`V_fY]gž'8 Yi hgWÅ `UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gWÅ k UYV]gWÅ Y!dcgh"XY</li> <li>• k k k "Uc_"XY</li> <li>• k k k "_]bXYf[ UfhYbdUYXU[ c[ ]_"X Y</li> </ul>

6Ygi WÅ Yb`G]Y'i bg'Ui Z.'bU[ !Vk "XY