

5i Z`XYb`Gdi fYb`XYg`F ]hhYfg.`< ]ghcf]gWXY  
K UbXYfi b[ `ni f`GUi gYbVi f[ °

9bhXYW\_Yb`G]Y`@ÖffUW`i bX`X]Y`ZUgn]b]YfYbXY` ; YgWXYW hY  
XYf`GUi gYbVi f[ `a ]h`K ][ UbX`BYi a Ubbž`XYf`\\ ]ghcf]gWXY  
Hci fYb`UbV]YhYh"



? UbXYfbž`8Yi hgWXY`UbX`!`b`XYf`a U`Yf]gWXYb`FY [ ]cb`nk ]gWXYb  
? UbXYfb`i bX`G]hYb\_]fWXY`Yf`YVh]g]WXY`X]Y`]a`dcgUbhY`F`i ]bY`XYf  
GUi gYbVi f[ ž`X]Y`b]WXY`h`bi`f`Y]b`VY`]YVhYg`K UbXYfn]Y`]ghž`gcbXYfb  
Ui WXY`Y]bY`ZUgn]b]YfYbXY`FY]gY`]b`X]Y`F ]hYfnY]h`j`Yfgdf]WXY`h"  
K ][ UbX`BYi a Ubbž`Y]b`j`Yfg]YfhYf`GWXY`Ui`gd]Y`Yf`i`bX  
; YgWXYW hYbYfn`Å`Yfž`\\Uh]g]WXY`XUg`N]Y`][ YgYmhž`X]YgY`Y`fk`ØfX][ Y  
Gh`ÅhY`a`]h`bYi`Ybž`gdUbbYbXYb` : Ø`fi`b[ Yb`ni`a`@VYb`ni  
Yfk`YW\_Yb`"8`UVY`]n]Y`\\h`Yf`J`Yf[ Ub[ YbYg`a`]h`XYf` ; Y[ Ybk`Ufh  
ni`gUa`a`Yb`i`bX`ZØfXYfh`XUg`b`hYfYggY`Ub`XYf`c`\_`U`Yb` ; YgWXYW hY"

BYi a Ubbž`XYf`VYfY]hg`nU`\\fY]WXY` ; fi`ddYb`Xi`fWXY`6UgY`i`bX`X]Y  
I`a`[ YVi`b[ `ZØ`fhž`\\Uh]b`XYb`Y`hYb`b`X`\\fYb`X]Y`GUi`gYbVi`f[ `c`Zh  
VYgi`WXY`h`6Y`]gY]bYb`GhfY]ZhØ[ Yb`j`ca`@]bXYbdUf`\_d`Uhm`VY]

J c [ Y`VUW`ni f`Fi ]bY`\\Uh`\\b`X]Y`BUhi f`]bgd]f]Yfhž`i bX`gc`fY]ZhY  
XYf`D`Ubž`Y]bY`\\]ghcf]Yfn`À`\\Yf]gW`Y`K UbXYfi b[ `ØVYf`K ]`\\Y`a`j cb  
<UW`VYf[ !GUi gYbVYf[ `ni`Ybhk ]W`Y`b`"J Yf`U[ g`\\Ui g`>Ui a Ubb  
VYf]W`hYhž`XUgg`K ][ UbX`BYi a Ubb`g]W`Xi fW`i a ZUggYbXY  
FYW`YfW`Yb`a ]h`XYf` ; YgW`]W`hY`j cb`K ]`\\Y`a`ž`XYa`Gc`\\b`XYg  
A Uf`\_[ fUZYb`Fi Xc`Z`="i bX`5bbU`j cb`: fY]Vi f[ !BYi YbVi f[ ž  
j YfhfUi h[ Ya UW`h`\\Uh` , VYffUgW`YbXYfk Y]gY`]gh`X]YgYf`A Ubb  
j ]Y`Yb`A YbgW`Yb`i bVY`\_Ubbhž`k Ug`<cV`Vml`<]ghcf`\_Yf`A Ø`Yf  
VYgh`h[ hž`XYf`K ]`\\Y`a` `\\]b[ Y[ Yb`U`g`Y]bY`ZUgn]b]YfYbXY`: ][ i f`XYf  
@c`\_U`[ YgW`]W`hY`g]Y`h`"

## 8 ]Y` ; YgW`]W`hY`XYf`GUi gYbVi f[

8 ]Y`GUi gYbVi f[ ž]a` `\\f`%&(`\*`YfVUi hj cb`XYb` ; fUZYb`j cb  
<UW`VYf[ ž`h`fcb`h`Ui Z`Y]bYa` `\*\*` )`A YhYf`\\c`\\Yb`<Ø[ Y`ž`XYa  
GUi gYbVYf[ "`8]YgY`6i f[ `k Uf`V]g`%\*`+ , `VYk c`\\bh`i bX`X]YbhY`U`g  
: Yghi b[ `XYf`<YffYb`j cb`GUi gYbVi f[ "`8]Y`Fi ]bY`]gh`Ui W`HY]`XYf  
fY]W`\\U`h[ Yb`@UbXgW`UZh`\_i`hi fY`Yf`9fVgW`UZhYb`]b`6UXYb!  
K ØfhhYa VYf[ ž`X]Y`nU`\\fY]W`Y` ; YgW`]W`hY`b`Yfn`À`\\h`"K`À`\\fYbX`XYg  
: fUbW`!B]YXYf`ÀbX]gW`Yb`?fY[ Yg`k`i fXY`X]Y`6i f[ `%\*`+ , `j cb`XYf  
5fa`YY`XYg`ZfUn`0g]gW`Yb`A UfgW`U`g`XY`7f`Åei minYfgh`Øfhž`XcW`V]g  
\\Yi hY`g]bX`HY]`Y`\\fYf`Ghfi`\_hi fž`XUfi bhYf`Y]b`fi bXYf`K U`i bX  
A Ui YfgY[ a YbhYž`Yf`U`hYb`[ YV`]YVYb`K`\_]dYX]U"

8 ]Y` , VYf`]YZYfi b[ `XYg`@UbXYg`i bX`X]Y`8mbUa`\_]Ybž`X]Y`ni f  
6]Xi b[ `XYg`A Uf`\_[ f`AZYf`UbXg`ZØ`fhYbž`g]bX`X]fY`\_h`a`]h`XYf  
; YgW`]W`hY`XYf`GUi gYbVi f[ `j`YfVi bXYb`"8Yf`YhnhY`a`Àbb`]W`Y  
BUW`\_ca`a`Y`XYf` ; fUZYb`j cb`<UW`VYf[ `ØVYf`hfi [ `]a` `\\f`%`%)  
F`ØhhY`b`Ub`gY]bY`BUW`ZU`\\fYbž`i bX`%)`\$` `k`i fXY`X]Y`6i f[ `Xi fW`  
9fVgW`UZh`HY]`XYf`A Uf`\_[ fUZgW`UZh`6UXYb`"8]Y`<]ghcf]Y`X]YgYf  
Gh`hY`]gh`b]W`h`bi f`ZØf` ; YgW`]W`hg]bhYfYgg]YfhY`j cb`6YXYi hi b[ ž  
gcbXYfb`Ui W`ZØf`K UbXYfYfž`X]Y`Y]bYb`<Ui W`j`Yf[ Ub[ YbYf`HU[ Y  
gdØfYb`a`ØW`hYb`"

## 6UXYb!K ØfhhYa VYf[ g`\_i`hi fY`Y`GW`ÀhnY

6UXYb!K ØfhhYa VYf[ `]gh`fY]W`Ub`\\]ghcf]gW`Yb`6Ui hYbž`X]Y`X]Y  
; YgW`]W`hY`b`Àb[ gh]Yf[ Ub[ YbYf`NY]hYb`Yfn`À`\\Yb`"8]Y`@]ghY`XYf

6i f[ Yb'i bX'GW\`ÖggYf' ]b'X]YgYa '6i bXYg`UbX'i a ZUgghj ]Y`Y  
 Y]bXfi W\_gj c``Y'6Y]gd]Y`YžXUfi bhYf`Ui W`X]Y`GUi gYbVi f[ "'8]YgY  
 D`ÄhnY`g]bX`b]W`h'bi f'5hhfU\_h]cbYb`ZØf`Hci f]ghYbž`gcbXYfb`Ui W`  
 k Yfhj c``Y`?i`hi fYfVY!GhÄhhYbž`X]Y`X]Y`FY[ ]cb`dfÄ[ Yb'i bX`]f`Y]bY  
 VYgcbXYfY`≠Ybh]hÄhj Yf`Y]\Yb`K ]\_]dYX]U"

A ]h'igY]bYf`?ca V]bUh]cb`Ui g`BUhi fž; YgW`]W`hY`i bX`gdUbbYbXYb  
 9fnÄ`i b[ Yb`\Uh`K ] [ UbX`BYi a Ubb`XUg`DchYbn]U`ž`XYf  
 GUi gYbVi f[ `bYi Yg`@YVYb`Y]bni `Ui W`Yb`"GY]bY`Hci fYb`\_ÖbbhYb  
 b]W`h'bi f`ZØf`X]Y`c`\_U`Y`6Yj`\_Yfi b[ `j`cb`≠hYfYggY`gY]bž`gcbXYfb  
 Ui W`ZØf`6Ygi W`Yf`Ui g`XYf`YfbYž`X]Y`X]Y`FYghY`X]YgYf  
 [ YgW`]W`hghfÄW`h][ Yb`6i f[ `Yf`\_i bXYb`a`\_W`hYb"

8]Y`ZUgn]b]YfYbXY; YgW`]W`hY`j`cb`K ]\Y`a`j`cb`<UW`VYf[ `i bX`X]Y  
 , VYf`]YZYfi b[ `XYf`GUi gYbVi f[ `g]bX`bi f`nk`Y]; U`hc`fYbž`X]Y`X]Y  
 FY]W`\U`h][ `\_Y]h`XYf`FY[ ]cb`i bX`]f`Yf`\]ghc]gW`Yb`GhÄhhYb  
 k ]XYfgd]Y[ Y`b`"9g`V`Y]Vh`ni `c`ZYbž`XUgg`BYi a Ubbg`≠]h]Uh]j`Y  
 j]Y`Y`A`YbgW`Yb`Ub`c`W`hž`X]YgY`GW`ÄhnY`ni`Yb`hXYW`Yb`i bX`X]Y  
 ; YgW`]W`hYbž`X]Y`g]Y`YfnÄ`\Ybž`]a` ; YXÄW`hb]g`ni`VYk`U`fYb"

8YhU]`g	
C fh	? UbXYfbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "j`Yf`U[ g`Ui`g!`Ui`a`Ubb`"XY</li> <li>• Yb`"k ]_]dYX]U"cf[</li> <li>• XY`"k ]_]dYX]U"cf[</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[ !Vk`"XY