

@ÖffUWk 'd`Ubh`XfUgh]gWk Y`9f\ Ò\i b[ `XYf  
Duf\_[ YVØ\ fYb `V]g`&\$' \$°

8 ]Y`GhUXh`@ÖffUWk `d`Ubh`UV`&\$&\* `gWk f]hmk Y]gY`9f\ Ò\i b[ Yb  
XYf`Duf\_[ YVØ\ fYb`ZØf`6Yk c\bYf`i bX`ÖZYbh]Wk Y  
GhfU» YbdUf\_ghÀbXYž`i a `XUg`Duf\_fUi a a UbU[ Ya Ybh`ni  
cdh]a ]YfYb"



@ÖffUWk ž`8Yi hgWk `UbX`!`8 ]Y`GhUXh`@ÖffUWk `ghY`h`j`c`f  
Y]bgWk`bY]XYbXYb`ÿ`bXYfi b[ Yb`]b`XYf`Duf\_fUi a`VYk`]fhgWk`UZh`i b[ "  
K ]Y`XYf`GWk`k`Ufnk`À`XYf`6`chY`VYf]Wk`hY`hž`\`Uh`XYf`;`Ya`Y]bXYfUh  
VYfY]hg`]a``ÿ\`f`&\$&` `X]Y`;`YVØ\`fYb`ZØf`XUg`6Yk`c\bYfdUf`Yb  
Yf\`Ò\h`"5bghc»`ZØf`X]YgY`F`Yz`c`f`a`k`UfYb`Y]b`5VgWk`i`ggVYf]Wk`h`XYg  
?`c`a`d`Y`h`Y`b`n`b`Y`h`n`Y`g`?`]a`U`a`c`V]`g`c`k`]Y`XYf`B`U`j`Yf`\_`Y`f`g[`Y`g`Y`g`Wk`U`Z`h  
6`U`X`Y`b`!`K`Ø`f`h`Y`a`VYf[`ž`X]Y`Y]b`Y`5`b`\`Y`Vi b[ `XYf`Duf\_[ YVØ\ fYb  
Ya`d`Zc`\`Yb`\`UVYb`"5`\_`hi`Y`"a`Ø`ggYb`9]bk`c\bYf`%&\$`9i`f`c`d`f`c`ÿ\`f  
VYnU\`Yb`ž`XUg`Yb`h`g`d`f]Wk`h`Y`X][`[`]Wk`" ` " `7Ybh`d`f`c`HU[ "

8 ]Y`GhUXh`j`Y`fk`U`hi`b[`\`Uh`bi`b`Y]b`Yb`gWk`f]hmk`Y]gYb`5`b`gh]Y[ `Ui`Z  
Y]b`Yb`9i`f`c`d`f`c`HU[ `j`c`f[`Y`g`Wk`U[`Yb`ž`k`U`g`Y]b`Y`ÿ\`f`Y`g[`YVØ\`f`j`c`b

' \*\$'9i fc'ni f': c'[ Y'\ÀhY"'@Ui h'XYb'U\_hi Y''Yb'D'Ubi b[ Yb'gc''Yb  
X]Y'; YVØ\fyb'&\$&\*'Ui Z%, '\$'9i fcž&\$&, 'Ui Z&) &'9i fc'i bX  
gW\jY» 'jW\&\$' '\$'Ui Z' \*\$'9i fc'Ub[ Y\cVYb'k YfXYb"'8]Yg'VYhf]Zh  
gck c\`XUg'6Yk c\bYfdUf\_Yb'U'g'Ui W\`ÖZZYbh'j]W\Y  
GhfU» YbdUf\_ghÅbXYž'XYfyb'; YVØ\fyb'YVYbZU`g'ghY][ Yb'gc''Yb"

## 5\_hi Y''Y'DUf\_[ YVØ\fyb'i bX'NcbYb

: Øf'5i hcZU\fyf'j]b'@ØffUW\j]gh'XUg'DUf\_Yb'j]b'j YfgW\j]XYbYb'NcbYb  
[ Yfy[ Y'h" ð'DUf\_ncbY'%\U'hYb'X]Y'; YVØ\fyb'VY]'+\$'7Ybh'dfc  
Ghi bXYž'k Å\fyb'X'j]b'XYb'b]YXf][ Yfyb'NcbYb'i bhYfgW\j]X'j]W\ghY  
HUf]ZY'[ Y'hYb.'Gc'\_cghYh'Yg'j]b'NcbY'&'bi f'&) '7Ybh'Y'Ub[ YZUb[ YbY  
&\$'A]bi hYb'a]h'Y]bYf'<ÖW\ghdUf\_XUi Yf'j'cb'nk Y]Ghi bXYb"' ð  
NcbY'(ž'X]Y'g]W\Ub'8Ui YfdUf\_Yf'i bX'6Yfi ZgdYbX'Yf'f]W\hYhž  
\_cghYh'XYf'HU[ YgdUf\_gW\Y]b') '9i fc'i bX'XYf'A cbUhgUf\_gW\Y]b'()  
9i fcž'k]Y'Ui Z'XYf'ghÅXh]gW\Yb'k YVgY]hY'@cYffUW"XY'ni''YgYb  
]gh"

: Øf'6Yk c\bYf'a]h'DUf\_Ui gk Y]g'V'Y]VYb'Y]b][ Y'6Yfy]W\Y  
i bVYZf]ghYh'\_cghYb'cg"'8cW'X]Y'GhUXh'Ya dZ]Y\`h'ni XYa ž'XUg  
5bk c\bYfdUf\_Yb'Ui Z'X]Y'BCfXghUXh'Ui gni k Y]hYbž'XU'X]YgY  
U\_hi Y''j'cb'j YfgW\j]XYbYb'DYfgcbYb'ni a'\_cghYb'cgYb'DUf\_Yb  
[ Ybi hnh'k]fX"; Yd`Ubh]gh'Ui W'X]Y'9]bZØ\fi b[ 'Y]bYf  
DUf\_j YfVchgnCbYž'j]b'XYf'bi f'j]b'Ui g[ Yk]YgYbYb': `ÅW\Yb  
\_cghYbdZ]W\h][ 'YdUf\_h'k YfXYb'\_Ubb"'8]YgY'gc''j'cb'A cbhU[ 'V]g  
GUa ghU[ ž]cb', 'V]g%, 'I \fž; YVØ\fyb'\_cghYb"

## HYW\bc`c[ ]gW\Y'BYi Yfi b[ Yb'i bX'?cbhfc''Yb

: Øf'X]Y'I a gYhni b[ 'XYf'bYi Yb'FY[ Y'i b[ Yb'gc''Yb  
DUf\_gW\Y]bUi hca UhYb'i bX' <UbXmdUf\_Yb'ni a'9]bgUhn'\_ca a Ybž  
i a'XYb'jYfk U'hi b[ gUi Zk UbX'ni 'fYXi n]Yfyb"'Ni XYa 'k]fX'Y]bY  
k]f\_gUa Y'DUf\_fUi a'\_cbhfc''Y'ni a'9]bgUhn'\_ca a Ybž'X]Y'j'ca  
; Ya Y]bXYj c''ni [gX]Ybgh'fl J 8Ł'Xi fW\ [YZØ\fh'k YfXYb'gc''"'8]Y  
DUf\_ZÅW\Yb'k YfXYb'XUVY]k Y]» 'a Uf\_]Yfhž'XUa]h'U''Yg  
ØVYfg]W\h]W\`V'Y]Vh"

8Yf'HfybX'ni f'9f\Ø\i b[ 'XYf'DUf\_[ YVØ\fyb'i bX'ni f

J YfVYggYfi b[ 'XYf'DUf\_fUi a VYk ]fhgW\UZhi b[ 'gh'b]W\h'bi f'']b  
 @ÖffUW\ 'ni 'VYcVUW\hYb" 'č'6Yf']b'd`Ubh'XYf`GYbUh'YVYbZU`g`Y]bY  
 i a ZUggYbXY`FYZcfa 'XYf'DUf\_fUi a VYk ]fhgW\UZhi b[ ž'VY]'XYf'i bhYf  
 UbXYfYa 'Gi dYfa Uf\_hdUf\_d`ÄhnY'i bX'df]j UhY`DUf\_\`Äi gYf'']bg  
 ÖZZYbh'']W\Y`GmghYa '']bhY[ f]Yfh'k YfXYb`gc`Yb"Ni 'XYb`[ Yd`UbhYb  
 ŸbXYfi b[ Yb'nÄ`Yb`X]Y`J YfY]bZUW\i b[ 'XYf`6YUbhfU[ i b[ 'j cb  
 DUf\_j ][ bYhhYb`i bX`XYf`9]bgUhn`j cb`HYW\bc`c[ ]Yb`ni f`?cbhfc`Y  
 XYg`fi \YbXYb`J Yf\_Y\fgž`k ]Y`9bhk ]W`i b[ gghUXh"XY`VYf]W\hYh"

8]YgY`A U»bU\`a Yb`nY][ Yb`X]Y`6Ya Ø\i b[ Yb`i a `Y]b`nY]h[ Ya Ä»Yg  
 DUf\_fUi a a UbU[ Ya Ybhž`XUg`b]W\h'bi f`XYb`6YXØfZb]ggYb`XYf  
 6Yk c\`bYfž`gcbXYfb`Ui W\`Y]bYf`k UW\gYbXYb`GhUXh'[ YfYW\h'k ]fX"  
 8 Ug`N]Y`k ]fX`gY]bž`X]Y`j YfgW\]YXYbYb`[ YgY`gW\UZhi]W\Yb`; fi ddYb  
 ]b`X]YgYb`DfcnYgg`Y]bni VYn]Y\Yb`i bX`bUW\`U`h][ Y`@Ögi b[ Yb`ni  
 Z]bXYb"

8YhU]`g	
C fh	@ÖffUW\ ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gW\k Ufnk UY`XYf!VchY"XY</li> <li>• k k k "`cYffUW\ "XY</li> <li>• Ybhk ]W`i b[ gghUXh"XY</li> </ul>

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