

# Gca a YfZYf]Yb`]a `K U`X\Y]a .`GdUbbYbXY 5VYbhYi Yf`ZØf`GWxi `\_]bXYf°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`GhUXhfUbXYf\c`i b[ `XYf`5K C  
6ØV`]b[ Yb.`?fYUh]j Y`Gca a YfZYf]Yb`ZØf`?]bXYf`]a `K U`X\Y]a ž  
g]WYfY`6YhfYi i b[ `i bX`gdUbbYbXY`5\_hj] ]h`hYb`°



6ØV`]b[ Ybž`8Yi hgW\`UbX`!`8]Y`Gca a YfZYf]Yb`fØW\_Yb`bÅ\Yfž  
i bX`]b`6ØV`]b[ Yb`hi`hig]W\`Y]b[ Yg`ZØf`X]Y`! b[ Yb`5VYbhYi fYf`"8]Y`  
**5K C`6ØV`]b[ Yb!HØV]b[ Yb` \Uh`Y]b`gdUbbYbXYg`Dfc[ fUa a`ZØf`  
X]Y`YfghYb`nk Y]`K cWYb`XYf`Gca a YfZYf]Yb`Ui ZX]Y`6Y]bY` [ YghY`h`  
9]ba U`a Y\`f`k ]fX`XUg`K U`X\Y]a`6ØV`]b[ Yb`ni a`GW\Ui`d`Uhn`ZØf`  
X]Y`VY[ Y\`fhYb`GhUXhfUbXYf\c`i b[ Ybž`X]Y`?]bXYfb`]a`5`hYf`j`cb`\*  
V]g`%&`&`&`fYb`gdUbbYbXY`A`Ø[ `]W\`\_Y]hYb`V]YhYb`"8 Ug`Dfc[ fUa a  
i a ZUggh`6UghY`bž`6Yk Y[ i b[ ž`K U`XUVYbhYi Yf`i bX`Y]b  
[ Ya Y]bgUa Yg`A ]hU[ YggYbž`gcXUgg`XYf`GdU`» [ UfUbh]Yfh`]gh"**

8]Y`6YhfYi i b[ gnY]hYb`g]bX`j`cb`Yhk U`,`.`\$`V]g`%+.`\$\$`I` \`f`i bX`X]Y  
?]bXYf`k YfX`Yb`VYei Ya`a ]hY]bYa`6i`g`bUW\`GcbXYfVi`gZU\`fd`Ub  
hfUb`gdc`fh]Yfh`":`Øf`X]Y`nk Y]hY`K cWY`ž`j`ca``%"`V]g`%)`"5i [ i`ghž`g]bX

bcW`D`ÄhnY`ni` \UVYbž`U`gc`gW`bY`Uba`Y`XYb`K`Y]hYfY  
=Zcfa`Uh]cbYb`g]bX`Ui`ZXYf`K`YVgY]hY`XYf`5K`C`i`bhYf`**Uk`c!\_j`!**  
**VcYV`]b`[`Yb`"XY`cXYf`hY`YZcb]gW`i`bhYf`\$+\$`%`#`+`&`-`'`%`**  
Yf\`Ä`h`]W`"

## J`JY`ZÄ`h][`Y`:`Yf]YbUb[`YVchY

BYVYb`XYa`Dfc[`fUa`a`]a`K`U`X\Y]a`[`]Vh`Yg`Ui`W`Y]b`dUUf  
C`dh]cbYb`]b`XYf`GhU][`k`U`X\U`Y`@YcbVYf[`K`Ufa`Vfcbbž`X]Y  
gdYn]Y`ZØf`X]Y`@YcbVYf[`Yf`:`Ua`]Yb`]b`?`ccdYfUh]cb`a`]h`XYf`GhUXh  
@YcbVYf[`cf[`Ub]g]Yfh`k`YfXYb`"8]YgY`GhUXhfUbXYf\`c`i`b[`Z]bXYh  
j`ca`"%%`"V]g`%)`"5i`[`i`gh`i`bX`YfbYi`h`j`ca`"%,`"V]g`&&`"5i`[`i`gh`&`\$`&`)  
ghUhh`i`bX`V]YhYh`\_fYUh]j`Y`i`bX`UVk`YW`g`i`b[`gfY]W`Y`5`\_h]j`]hÄ`hYbž  
X]Y`XYb`?`]bXYfb`]b]W`h`bi`f`GdU»`Vf]b[`Ybž`gcbXYfb`Ui`W`bYi`Y  
:`fYi`bXgW`UZhYb`Yfa`Ø[`]W`Yb`i`bX`Y]bY`g]W`YfY`i`a`[`YVi`b[  
k`Ä`fYbX`XYf`Gca`a`YfZYf]Yb`gW`UZYb`"

8cW`b]W`h`bi`f`X]Y`?`]bXYf`\_ca`a`Yb`Ui`Z]\fY`?`cghYb`i`Ui`W`ZØf  
Yb[`U[`]YfhY`6YhfYi`Yf`k`]fX`Y]b`]bhYfYggUbhYg`5b[`YVch[`YgW`bØfh`  
:`Øf`\f`9b[`U[`Ya`Ybh`k`]b`\_hY]b`HUgW`Yb[`Y`X`j`cb`%)`\$`9i`fc`dfc  
K`cW`Yž`]b`\_i`g]j`Y`J`YfdZY[`i`b[`k`Ä`fYbX`XYf`J`cfVYfY]hi`b[`i`bX  
:`fY]nY]h`"Ni`XYa`\_`ÖbbYb`g]Y`k`Yfh]`c`Y`E`i`U`]dÄggY`i`bX`X]Y`ž`Y]WU!  
5i`gV]\`Xi`b[`ZØf`ž`[`YbX`Y]hYf.]bbYb`Yfk`YfVYbž`X]Y`]\fY  
dYfgØb`]W`Yb`:`Ä`\[`\_Y]hYb`]b`:`Ø\fi`b[`ž`HYUa`UfVY]h`i`bX  
Cf[`Ub]gUh]cb`k`Y]hYfYb`hk`]W`Y`b`"

## J`JY`ZU`h`ZØf`U`Y`5`hYfg[`fi`ddYb

5VYf`XUg`]gh`b]W`h`U`Yg.`=b`Y]bYa`VfY]hYb`GdY`hfi`a`Ub  
:`Yf]YbUb[`YVchYb`Z]bXYb`g]W`h`Ui`W`Dfc[`fUa`a`Y`ZØf`X]Y`?`Y]bYfYb`"  
@Ui`h`Y]bYa`6Yf]W`h`j`cb`ZUa`]`]YbgYfj`]W`"XY`[`]Vh`Yg`gdYn]Y`ZØf  
?`]bXYf`j`cb`"V]g`)`š\`fYb`UVk`YW`g`i`b[`gfY]W`Y`6Ua`V]b]!  
Dfc[`fUa`a`Y`a`]h`Gd]Y`ž`5i`gZØ[`Yb`i`bX`?`fYUh]j`Ub[`YVchYb`";`fØ»`YfY  
?`]bXYf`\_ÖbbYb`g]W`h`Ui`Z`gdcfh]W`Y`5`\_h]j`]hÄ`hYb`k`]Y`G`\_UhYbž  
DUf`\_ci`fi`i`bX`?`Y`hYfb`ž`fYi`Ybž`k`Ä`fYbX`ZØf`ž`[`YbX`]W`Y`UV`%`\*  
š\`fYb`gc[`Uf`ž`[`YbXfY]gYb`Ub[`YVchYb`k`YfXYb`"

8cW`X]Y`X][`]hU`Yb`5b[`YVchY`gc`hYb`b]W`h`i`bYfk`Ä`b`h`V`Y]VYb.

J ]fhi Y`Y`?i fgYžX]Y`H\Ya Yb`k ]Y`NUi VYfbž`GdUb]gW`i bX  
 D\UbhUg]YfY]gYb`UVXYW\_Ybž`Yfk Y]hYfb`XUg`5b[ YVch`ZØf`?fYUhj] ]h`h  
 i bX`@YfbYb"5`X]YgY`Dfc[ fUa a Y`k YfXYb`j cb`YfZU`fYbYb  
 6YhfYi Yfb`VY[ `Y]hYhž`X]Y`ØVYf`Y]bk UbXZfY]Y` : Ø\fi b[ gnYi [ b]ggY  
 i bX`9fghY!<`ZY!5i gV]`Xi b[ `j YfZØ[ Ybž`i a `Y]bY`g]W`YfY`6YhfYi i b[  
 ni `[ Yk Å`f`Y]ghYb"

ϕg[ YgUa h`\UVYb`X]Y`9`hYfb`X]Y`A Ò[ `]W`\_Y]hž`]\fYb`?]bXYfb`Y]b  
 fi bXi a !gcf[ `cgYg` : Yf]YbUVYbhYi Yf`ni `V]YhYbž`Y[ U`cV`]a  
 K U`X\Y]a `6ØV`]b[ Yb`cXYf`]b`@YcbVYf[ ` `Yg`]gh`ZØf`YXYb`Yhk Ug  
 XUVY]°

8YhU]`g	
C fh	6ØV`]b[ Ybž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_fnVV"XY</li> <li>• Uk c!_j !VcYV`]b[ Yb"XY</li> <li>• k k k "ZUa `]YbgYfj ]W"XY</li> </ul>

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