

9]bZØ\`gUa Y`6YghUghi b[ Yb`]b`K ]Yb.  
: i fhbYf`V]YhYh`J ]Y`ZU`h`i bX  
I bhYfghØhni b[

⊕: `cf]XgXcfZV]YhYh`6YghUghi b[ : i fhbYf`]bX]] ]Xi Y`Y  
6YghUghi b[ gUfhYb`i bX`I bhYfghØhni b[ `]b`Ya ch]cbU`Yb  
NY]hYb`"



6fØbbYf`GhfU» Y`- ž`%&%\$`K ]Ybž`² ghYffY]W`!`8Yf`J Yf`i gh`Y]bYg  
[ Y`]YVhYb`A YbgW`Yb`\_Ubb`Y]bY`XYf`\YfUi gZcfXYfbXghYb`NY]hYb`]a  
@YVYb`gY]b`"9a ch]cbU`Y`6Y`Ughi b[ `i bX`cf[ Ub]gUhc]gW`Y  
5i Z[ UVYb`\_ca a Yb`Ui Z`X]Y`< ]bhYfV`]YVYbYb`ni "GW`bY`"a ØggYb  
9bhgW`Y]Xi b[ Yb`[ YhfcZYb`k YfXYbž`X]Y`ZØf`j ]Y`Y`5b[ Y`\Øf][ Y`b]W`h  
Y]bZUW`g]bX`"⊕`K ]Yb`g]bX`6YghUghYf`k ]Y`X]Y`6YghUghi b [  
: i fhbYf`Y]bY`k ]W`h][ Y`I bhYfghØhni b[ `]b`X]YgYf`Ya ch]cbU`  
gW`k ]Yf][ Yb`G]hi Uh]cb`"

A ]h`ØVYf`" \$`⋈\fYb`9fZU`fi b[ `V]YhYh`XUg`ZUa `]Yb[ YZØ`fhY  
I bhYfbY`a Yb`Y]bY`VfY]hY`DU`YhhY`Ub`6YghUghi b[ gUfhYb`Ubž`i a

XYb`j]bX]j ]Xi Y`Yb`K ØbgWXYb`j cb`J Yfghc fVYbYb`i bX`]\ fYb  
5b[ Y\Øf][ Yb`[ YfYW h`ni `k YfXYb``I bhYf`XYb`Ub[ YVchYbYb  
6YghUhi b[ gZcfa Yb`Z]bXYb`g]W`hfUX]h]cbY`Y`9fX!`i bX  
: Yi YfVYghUhi b[ Yb`gck ]Y`U`hYfbUh]j Y`C dh]cbYb`k ]Y`X]Y`8]Ua Ubh  
i bX`9XY`ghY]bVYghUhi b[ Ybž`BUhi fVYghUhi b[ Yb`i bX  
8cbUi VYghUhi b[ Yb`"

## 8]Y`K U\`XYf`6YghUhi b[ gUfh

8]Y`K U\`XYf`6YghUhi b[ gUfh]gh`gY`f`dYfgØb`]W`i bX`cZ]j ca  
\_i`hi fY`Ybž`fY`][ ]ØgYb`i bX`]bX]j ]Xi Y`Yb`<]bhYf[ fi bX`[ YdfÀ[ h`  
**I fbYb`Y]a Uh`VYgW`fY]Vh]j YfgW`]YXYbY`6YghUhi b[ gZcfa Ybž`X]Y  
j cb`XYf`\_`Ugg]gW`Yb`9fXVYghUhi b[ `V]g`\]b`ni`U`hYfbUh]j Yb  
J Uf]UbhYb`fY]W`Yb``8]Y`9fX!`i bX`: Yi YfVYghUhi b[ `g]bX`bUW`k ]Y  
j cf`X]Y`Ài Z][ ghYb`C dh]cbYb``6Y]`XYf`9fXVYghUhi b[ `k ]fX`XYf  
J Yfghc fVYbY`]b`Y]bYa`GUf[ `]b`X]Y`9fXY`VY][ YgYhnh`Y]bY  
HfUX]h]cbž`X]Y`<U`hi bX`C f]Ybh]Yfi b[ `[ ]Vh`**

: Yi YfVYghUhi b[ Yb`]\]b[ Y[ Yb`V]YhYb`a Y`f`:`YI ]V`]hÀh``8]Y`5gW`Y  
XYg`J Yfghc fVYbYb`\_`Ubb`]b`Y]bYf`I fbY`Ui ZVYk U`fh`cXYf`]b  
j YfgW`]YXYbYb`6Y]gYhni b[ gUfhYbž`k ]Y`Y]bYa`?c`i a VUf]i a`cXYf  
gc[ Uf`]a`A Yfž`j YfghfYi h`k YfXYb``8]YgY`:`cfa`]gh  
\_cghYb[ Øbgh][ Yf`i bX`VYbØh][ h`k Yb][ Yf`D`Uhnž`k Ug`]bgVYgcbXYfY  
]b`ghÀXh]gW`Yb`; YV]YhYb`j cb`J cfhY`]`gh`

K UW`gYbXY`6YXYi hi b[ `Z]bXYb`Ui W`i a k Y`hžfYi bX`]W`Y  
6YghUhi b[ Ybž`k ]Y`BUhi fVYghUhi b[ Ybž`VY]`XYbYb`X]Y`5gW`Y`]b  
V]c`c[ ]gW`UVVUi VUfYb`I fbYb`]b`Y]bYa`:`f]YXk U`X`VY][ YgYhnh  
k ]fX``8]YgY`5fh`gma`Vc`]g]Yfh`Y]bY`F ØW`\_`Y`f`ni`f`BUhi`fi`bX`f]W`hYh  
g]W`Ub`A YbgW`Ybž`X]Y`Y]bY`bUW`\U`h][ Y`6Y]gYhni b[ `VY] cfni [ Yb`"

## @YVYbg\`]ZY`]b`gW`k YfYb`NY]hYb

6YghUhi b[ `: i fhbYf`j YfghY`hž`XUgg`YXYf`5VgW`]YX`[ Ubn  
i bhYfgW`]YX`]W`]gh``8Yg`U`V`k ]fX`j ]Y`K Yfh`Ui ZY]bY`dYfgØb`]W`Y  
i bX`]bX]j ]Xi Y`Y`6YfUhi b[ `[ Y`Y[ h``8]Y`D`Ubi b[ `XYf`HfUi YfZY]Yf  
i bX`X]Y`C f[ Ub]gUh]cb`XYf`6YghUhi b[ `[ YgW`Y`Yb`]b`Y]bYf`fi`\][ Yb  
5ha`cgd`ÀfYž`gcXUgg`X]Y`5b[ Y\Øf][ Yb`]b`X]YgYf`gW`k YfYb`NY]h

YbhUghYhik YfXYb"8Yf'GYfj ]W' ]ghfi bX'i a 'X]Y'I \f'i bX'Ub'YXYa  
HU[ 'XYg' ǻ\ fYg'j YfZØ[ VUf"

8]YgY'I bhYfghØhni b[ 'fY]W h'j cb'XYf'ZfØ\ nY]h][ Yb'J c fgc f[ Yž'X]Y'Yg  
Yfa Ø[ ' ]W hž'g]W 'VYfY]hg'ni '@VnY]hYb'a ]h'XYb'Y][ YbYb  
6YghUhi b[ gk ØbgWYb'Ui gY]bUbXYfni gYhnYbžV]g'\ ]b'ni f  
Z]bUbniY''Yb'5Vg]W Yfi b[ 'X]YgYf'K ØbgWY''6YghUhi b[ ': i fhbYf'\Uh  
Yg'g]W 'ni f'5i Z[ UVY' [ Ya UW hž'G]W Yf\Y]h'ni 'gW UZZYb'i bX'XYb  
5b[ Y\Øf][ Yb' ]b'Y]bYf'gW k YfYb'NY]h'ni f'GY]hY'ni 'ghY\Yb"

8]Y'dYfgØb` ]W Y'6YfUhi b[ 'Z]bXYh'a '6Øfc' ]b'XYf'6fØbbYf'GhfU» Y' - ž  
%&%"\$ 'K ]Ybž'ghUhh"< Ui gVYgi W Y'g]bX'YVYbZU''g'a Ø[ ' ]W ž'i a 'XYb  
6YXØfZb]ggYb'XYf'HfUi YfbXYb' [ YfYW h'ni 'k YfXYb"': Øf'k Y]hYfY  
ǻZcfa Uh]cbYb'\_ØbbYb'ǻbhYfYgg]YfhY'X]Y'K YVgY]hY'j cb  
6YghUhi b[ ': i fhbYf'VYgi W Yb'cXYf'X]fY\_h'?cbhU\_h'Ui ZbY\ a Yb.  
hY'YZcb]gW 'i bhYf'\$%#) , \* \$\$\$\$'cXYf'j ]U'9!A U]'Ub  
cZZ]W 4 VYghUhi b[ !Zi fhbYf"Uh"

5VgW ]YX'bY\ a Yb' ]gh'Y]b'k ]W h][ Yf'HY]'i bgYfYg'@VYbgž'i bX'X]Y  
6YghUhi b[ 'V]YhYh'X]Y'A Ø[ ' ]W \_Y]hž'X]YgY''YhnhY'9\ fY'ni 'Yfk Y]gYb"  
9g' ]gh'fUhgUa ž'ZfØ\ nY]h][ 'ØVYf'X]Y' [ Yk ØbgW hY'6YghUhi b[ gUfh  
bUW ni XYb\_Yb'i bX'X]Y'K ØbgW Y' ]b'XYf': Ua ]'Y'ni 'VYgdYfW Yb"  
@Yhnh' ]W 'gd]Y [ Y'h'X]Y'K U\ 'XYf'6YghUhi b[ gUfh'b]W h'bi f'X]Y  
dYfgØb` ]W Yb', VYfnYi [ i b[ Yb'k ]XYfž'gcbXYfb'Ui W 'Y]bY  
fYgdY\_hj c''Y'K ØfX][ i b[ 'XYg'@VYbg'i bX'XYg'5VgW ]YXg"

8YhU]`g	
C fh	6fØbbYf'GhfU» Y' - ž'%"&%"\$ 'K ]Ybž'2 ghYffY]W
E i Y''Yb	<ul style="list-style-type: none"><li>• k k k "a Y]bVYn]f_"Uh</li><li>• i fbYb\Y]a Uh"XY</li><li>• k k k "hfUi Yf' * "XY</li></ul>

6Ygi W Yb'G]Y'i bg'Ui Z.'a Y]b!k ]Yb"bYh