

# 8 fUa U`]b`K ]Yb.`Nk Y]`a Ugg]j Y Ghfca Ui gZÄ`Y`gcf[ Yb`ZØf`7\Ucg°

Ghfca Ui gZÄ`Y`]b`A Y]X`]b[ `i bX`UbXYfYb`K ]YbYf`6Yn]f\_Yb.  
I fgUWX Yb`i bX`A U» bU\ a Yb`Ua `&, "\$\*"&\$&) `]a ` , VYfV`]W\_ "



A Y]X`]b[ ž`² ghYffY]WX `!` ð`K ]Yb`gcf[ Yb`[ `Y]WX`nk Y]  
Ghfca Ui gZÄ`Y`]bbYf\U`V`j cb`bi`f`k`Yb[ ]Yb`Ghi`bXYb`ZØf`5i`ZfY[ i`b[  
VY]`XYb`6Yk`c\`bYfb``8Yf`YfghY`J`cfZU``YfY][`bYhY`g]WX`Ua` :`fY]hU[ ž  
U`g`V]g`ni`%\$`\$\$`\$`<`Ui`g\`U`hY`]b`a`Y\`fYfYb`6Yn]f\_Yb`VYhfc`ZYb  
k`UfYb``@`Ui`h`?`f`c`b`Y`YfY][`bYhY`g]WX`XYf`YfghY`5i`gZU``\_`i`fn`b`UWX` ,  
I` \`f`i`bX`X`Ui`YfH`Y`hk`U`nk`Y]`Ghi`bXYb``6YgcbXYfg`VYhfc`ZYb`k`UfYb  
X]Y`GhUX`hY]`Y`A`Uf[`UfYhYb`ž`A`Uf]U\`]`Ž`B`Y`i`V`Ui`ž`A`Y]X`]b[ ž`<`]Yhn]b[  
i`bX`F`i`Xc`Zg\`Y]a`!`:`Ø`b`Z`Ui`g``8`Y`I`fgUWX`Y``U[ `]b`Y]b`Ya  
hYWX`b]gWX`Yb` ;`YVfYWX`Yb`ž`X`Ug`Ui`g[`Y`Ò`gh`k`i`fXY`Xi`fWX  
F`Y`j`g]cbgUfVY]hYb`]b`Y]b`Ya` `I`a`gdUbbk`Yf`\_ "

;`Y]WX`Ua`GUa`ghU[ `Zc`[`hY`Y]b`k`Y]hYfYf`Ghfca`Ui`gZU``ž`XYf`i`a  
%\$.&, `I` \`f`VY[`Ubb`i`bX`gck`c\`A`Uf]U\`]`Z`U`g`Ui`WX`HY]`Y`XYf`

K ]YbYf' ðbYbghUXh'hfUZ''8 ]Y'J YfUbhk cfh]WXYb'XYf'K ]YbYf'BYhnY  
a i gghYb' \_Udi hHY'? UVY''Ui g'XYa 'Ghfca \_fY]g'bY\ a Yb'i bX'XYb  
Ghfca Zi gg'i a 'Y]hYb''8 ]Yg'Z0\fhY'XUni ž'XUgg'j ]Y'Y'5i ZhØ[ Y  
ghY\YbV']YVYb'i bX'DYfgcbYb' ]b '@]Zhg'ghYW\_YbV']YVYbž'V]g'XYf  
Ghfca 'k ]YXYf\Yf[ YghY''h'k YfXYb'\_ccbhY'' Gc'Yhk Ug'XUfZ'b]W h  
dUgg]YfYb ž'Ài »Yfh'g]W'Y]b'5bk c\ bYf'Ui g'A Uf]U\]'Z''8 ]Y  
HYW\_b]\_Yf'XYf'K ]YbYf'BYhnY'UfVY]hYb'XYfnY]h' ]bhYbg]j 'Ub'XYf  
6Y\YVi b[ 'XYf'DfcV'Ya Yž'X]Y'U'g' [ fc» ZÅW ][ Y'DUbbY 'VYghÅh][ h  
k i fXYb''

## Ghfca Ui gZÅ''Y' ]b' NU\`Yb

8 ]Y'GhUh]gh]\_`nY][ hž'XUgg'Yg' ]b'K ]Yb' ]a 'ž b' ]b]W h'i bVYX]b[ h'fi \ ][  
ni [ Y\hž'k Ybb'Yg'i a 'Ghfca Ui gZÅ''Y' [ Y\h''6]g'ni 'X]YgYa  
NY]hdi b\_h[ UV'Yg' ]b'X]YgYa 'A cbUh'VYfY]hg', - '5i gZÅ''Yž'k Ug'X]Y  
GhUXh' ]b'X]YgYa 'ž\ f'ni 'Y]bYa 'XYf'Ua ' \Ài Z][ ghYb'VYhfcZZYbYb  
; YV]YhY'a UW h''8 ]Y'5i Z]ghi b[ 'bUW'6Yn]f\_Ybž'X]Y'j cb'  
**ghfca Ui gZU''cf[** 'ni gUa a Yb[ YghY''h'k i fXYž'nY][ h'X]Y' <Ài Z][ \_Y]h  
XYf'5i gZÅ''Y.

6Yn]f\_

5bnU\`XYf'Ghfca Ui gZÅ''Y'ž b]  
&\$&)

K À\ f]b[	*
5`gYf[ fi bX	-
BYi VUi	&
@UbXghfU» Y	,
@Ycdc`XghUXh	%*
ðbYfY'GhUXh	%
: `cf]XgXcfZ	%)
Hi ``b	&-
C hU_f]b[	%'
F i Xc`Zg\Y]a !: ØbZ\Ui g	+
< ]Yhn]b[	%&
K ]YXYb	%,
8cbUi ghUXh	,
A Y]X` ]b[	&\$
: Uj cf]hYb	+
@]Yg]b[	%%

G]a a Yf]b[	)
6f][ ]hhYbUi	%( )
A Uf]U\ ]Z	)

8]Y`K ]YbYf`BYhmY`UVYb`g]W`gY`f`VYa Ø\hž`X]Y`Ghfca j Yfgcf[ i b[  
gW`bY`gha Ò[ `]W`k ]YXYf`Yfni ghY`Yb"8Yf`YfghY`5i gZU``\_cbbhY  
Ua `: fY]hU[ `i a `%+.` - `l `f`b`A Y]X`]b[ `i bX`bi f`XfY]`A ]bi hYb  
gd`hYf`]b`A Uf]U\ ]Z`VY`cVYb`k YfXYb"8YbbcW`V`Y]Vh`Y]b`\_UfYf  
6]hhYf[ YgW`a UW\_ž`k Ybb`a Ub`VYXYb`\_hž`XUgg`hYW`b]gW`Y`DfcV`Ya Y  
i bX`FYj ]g]cbgUfVY]hYb`gc`W`Y`5i gZ`Y`Ui g`ÒgYb`\_ÒbbYb"

K ]Y`X]Y`6Yf]W`hYfghUhi b[ `XYf`DfYggY`nY][ hž`g]bX`gc`W`Y  
Ghfca Ui gZ`Y`]b`XYf`J Yf[ Ub[ Yb`Y]h`b]W`hi bØV`]W`[ Yk YgYb"  
; YfUXY`a `ž`b]`]gh`X]Y`: fYei Ybn`j cb`l bhYfVfYW`i b[ Yb`Ø`Yfž`U`g  
a Ub`Yg`g]W`k ØbgW`Yb`k ØfXY"9g`V`Y]Vh`ni `cZYbž`XUgg`X]Y  
K ]YbYf`BYhmY`X]Y`l fgUW`Yb`[ fØbX`]W`i bhYfgi W`Yb`i bX`\_ØbZh][ Y  
DfcV`Ya Y`fYW`hmY]h][ `]XYbh]Z]n]YfYb`\_ÒbbYbž`VYj cf`g]Y`ni `gc`W`  
k Y]hfY]W`YbXYb`5i gZ`Y`b`ZØ`fYb"

8YhU]`g	
Cfh	A Y]X`]b[ ž`2 ghYffY]W`
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_fcbY"Uh</li> <li>• k k k "X]YdfYggY"W`a</li> <li>• ghfca Ui gZU``cf[</li> </ul>

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