

5Z8 `d`Ubh`GY]`VU\`b`Xi fW\ `6Yf`]b.  
B Yi ][ `\_Y]hYb`Ui g`XYa `J Yf`\_Y\fgk YgYb

8]Y`5Z8 `d`Ubh`Y]bY`bYi Y`GY]`VU\`b`]b`6Yf`]b`j`cb`GdUbXUi  
ni a `Y\Ya U`][ Yb`:`i [ \UZyb`HY[ Y`"8]g\_i gg]cbYb`ØVYf  
A UW\ VUf`\_Y]h`i bX`ϕhY[ fUh]cb``Ui ZYb"



K ]Ybž`² ghYffY]W\ `!`ϕ`K ]Yb`ZUbX`\_Øfn`]W\`Y]bY`?`Ui gi fhU[ i b[  
XYf`6Yf`]bYf`5Z8!:`fU\_h]cb`ghUhh`X]Y`D`ÀbY`ZØf`XYb`6Ui`Y]bYf  
bYi Yb`GY]`VU\`b`]b`6Yf`]b`X]g\_i h]YfhY`"8]Y`j`cf[ YgW\`U[ YbY`GhfYW`\_Y  
gc`"j`cb`K`UggYfghUXh`GdUbXUi`V]g`ni a`GW\i a`UW\Yf!E`i`Ufh]Yf`Ui`Z  
XYa`;`Y`ÀbXY`XYg`Y\Ya U`][ Yb`:`i [ \UZyb`g`HY[ Y`j`Yf`Ui`ZYb`"8Yf  
5Z8!9i`dYfhY`F`c`Z`K ]YXYb\`Ui`dh`VYnY]W\`bYhY`X]YgY`J`YfV]bXi`b[ `U`g  
Xi`fW\`Ui`g`g]bbj`c`ž`XU`XYf`VYghY\`YbXY`ØZZYb`h]W\`Y`BU\`j`Yf`\_Y\`f  
fP`DBJ`ĸ`]b`X]YgYa`6YfY]W\`i`bni`fY]W\`YbX`gY]"`K ]YXYb\`Ui`dh`\`cV  
ni`XYa`X]Y`J`cfhY]Y`XYf`GY]`VU\`b`\`Yfj`cf.`G]Y`gY]  
Z`ÅW\`Yb`fYggci`fW\`bgd`UfYbX`ž`j`Yfi`fgUW\`Y`[`Yf]b[`Y  
6YY]bh`f`ÅW\`h][`i`b[`Yb`j`cb`K`U`X`i`bX`?`Y]b[`ÅfhYb`i`bX`gY]  
VUff]YfY`ZfY]"`

8]Y'5Z8` \Uh'XU\Yf'XYb'GYbUh'Ui Z[ YZcfXYfhž'Y]bY  
A UW\VUf\_Y]hgghi X]Y'ZØf'XUg'Dfc'Y\_h']b'5i ZhfU[ 'ni '[ YVYb''8]Yg']gh  
b]W\h'XUg'YfghY'A Už'XUgg'gc'W\Y'D`ÀbY'ni f'GdfUW\Y'\_ca a Yb"  
6YfY]hg]b'XYf'J Yf[ Ub[ Yb\Y]h'\UVYb'DUfhY]Yb'k ]Y'X]Y'GD8ž'78I  
i bX'@]b\_Y`À\`b`]W\Y'GY]'VU\`b!Dfc'Y\_hY'j cf[ YgW\`U[ Ybž'X]Y'YXcW  
b]Y'fYU`]g]Yfh'k i fXYb''8]Y'G\_Ydg]g'XYf'GYbUhj Yf\_Y\fgj Yfk U'hi b[  
[ Y[ YbØVYf'GY]'VU\`bdfc'Y\_hYb']gh'b]W\h'bYi "'`#`XYb  
ni fØW\_]Y[ YbXYb'6YZfU[ i b[ Yb'\UVY'X]Y'6J; `X]Y'6YhY']][ i b[  
UV[ Y'Y\`bž'XU'g]Y'a ]h'XYb'VYghY\YbXYb'J Yf\_Y\fga ]hhY'b'VYfY]hg  
Ui g[ Y'UghY'higY]"Ni XYa `XYi hYhY'VYfY]hg'X]Y'≠ 5!GY]'VU\`bž'X]Y'%(  
A ]`cbYb'9i fc'\_cghYhYž'XUfUi Z\]bž'XUgg'X]Y'GhUXh']b'Ni \_i bZh  
b]W\h'ZØf'k Y]hYfY'Dfc'Y\_hY'nU\`Yb'a ØW\hY"

## 8 Yf'GYbUh'i bX'X]Y'A UW\VUf\_Y]hgghi X]Y

I b[ YUW\hYh'XYf'D`ÀbY'XYf'5Z8` \Uh'X]Y'6Yf']bYf  
J Yf\_Y\fgj Yfk U'hi b[ `X]Y'A UW\VUf\_Y]hgghi X]Y'ZØf'GY]'VU\`bYb  
V]g\Yf'k YXYf'Ui g[ YgW\`f]YVYb'bcW`j Yf[ YVYb''8]YgY'`#Zcfa Uh]cb  
k i fXY'\_Øfn`]W`j ca `: 8D!5V[ YcfXbYhYb': Y`]i `F Y]ZgW\`bY]XYf  
Ub[ YZfU[ h''8]Y'5bhk cfh'XYf'J Yf\_Y\fgj Yfk U'hi b[ `VYgU[ hž'XUgg'X]Y  
: cfhgW\`fY]Vi b[ `XYg'B U\j Yf\_Y\fgd`Ub'g'ZØf'XYb'NY]hfUi a  
&\$&( !&\$&, `XYfnY]h'df]cf]g]Yfh'k ]fX''9bhk ]W`i b[ ghYbXYbnYb'Ui Z  
6i bXYgYVYbY'gc`Yb'UV[ Yk UfhYh'k YfXYbž']bgVYgcbXYfY'Y]bY  
\_ca a YbXY'Ghi X]Y'XYg'6i bXYgj Yf\_Y\fga ]b]ghYf]i a g'ni f  
`#hY[ fUh]cb'i fVUbYf'GY]'VU\`bdfc'Y\_hY"

6i bXYgj Yf\_Y\fga ]b]ghYf'J c`\_Yf'K ]gg]b[ `g]Y\`h'GY]'VU\`bYb'U`g  
Y]bY'ni j Yf'Àgg][ Y'i bX'bUW\`U'h][ Y'J Yf\_Y\fga ]hhY'!5'hYfbUh]j Y"  
5\_hi Y``[ ]Vh'Yg]b'8Yi hgW\`Ub'X'GY]'VU\`bYb'YX][ `]W\`j b'6Yf']bž  
?cV'Ybn'i bX'? Ø`bž'k Y`W\Y'YXcW`b]W\h']b'XUg'ÖZZYb'h]W\Y  
J Yf\_Y\fgbYhn']bhY[ f]Yfh'g]bX''8]Y'6J; `gck ]Y'X]Y  
J Yf\_Y\fgj Yfk U'hi b[ ``Y\`bYb'bUW\`k ]Y'j cf'Y]bY'`#hY[ fUh]cb'XYf  
VYghY\YbXYb'A UfnU\`bYf'GY]'VU\`b ]b'XYb'B U\j Yf\_Y\`f'UV''9]b  
J YfhfU[ `nk ]gW\Yb'XYb'; `ÀfhYb'XYf'K Y'hi bX'XYa `6YhfY]VYf  
@Y]hbYf'k i fXY'\_Øfn`]W`i a `nY\`b'`U\`fY'j Yf'Àb[ Yfhž'XUVY'] [ Y'hYb  
J 66!H]W\_Yhg'b]W\h"

GY]'VU\`bYb'U`g'HY]'`XYg'B U\j Yf\_Y\fg

8]Y' ðhY[ fUh]cb'i fVUbYf'GY]'VU\ bYb' ]b' XYb'² DBJ' \_ÒbbhY'Xi fW  
 Y]bY'Ghi X]Y'[ YZÒfXYfh'k YfXYbž'X]Y'XUg'6i bXYga ]b]ghYf]i a' ZØf  
 JYf\_Y\ f'i bX'X][ ]hU'Y' ðZfUghfi \_hi f' ]b'5i ZhfU[ '[ Y[ YVYb'\UH''N]Y'  
 X]YgYf'Ghi X]Y' ]gh'X]Y'9fghY''i b[ 'Y]bYg'@Y]hZUXYbg'ni f'FYU' ]g]Yfi b[  
 j cb'GY]'VU\ bYb' ]a' ÒZZYbh' ]W\Yb'BU\j Yf\_Y\ fž'XYf' ]bbYf\U'V'j cb  
 nk Y] ð\ fYb'j cf' ]Y[ Yb'gc''''9l dYf]a YbhY''Y'5bgÅhmY'nY][ Ybž'XUgg  
 GY]'VU\ bYb'Y]bY'j ]Y'j YfgdfYW\YbXY'9f[ Åbni b[ 'ni a' VYghY\YbXYb  
 BU\j Yf\_Y\ f'XUfghY''Yb' \_ÒbbhYbž' ]bgVYgcbXYfY' ]b'ghÅXh]gW\Yb  
 6U''i b[ gfÅi a Yb''

9]bY' < YfUi gZcfXYfi b[ 'ZØf'X]Y' l a gYhni b[ 'gc'W\Yf'Dfc'Y\_hY'V'Y]Vh  
 'YXcW'XUg'U''[ Ya Y]bY'K ]XYfghUbXgd\Åbca Yb' Bchl' ð!A ml  
 6UW\_mUfX!GmbXfca '''; 'Y]W\ nY]h][ 'nY][ h'XUg'6Y]gd]Y''XYf'GY]'VU\ b  
 ]b' ?cV'Ybnž'XUgg'X]Y'5\_nYdhUbn'j cb'GY]'VU\ bYb'ghY][ hž'k Ybb  
 X]YgY'HY]'XYg'BU\j Yf\_Y\ fggmghYa g'g]bX''K ]Y'X]Y'U\_hi Y''Yb  
 9bhk ]W'\_i b[ Yb' ]b'6Yf' ]b'nY][ Ybž'g]bX'X]Y'j YfgW ]YXYbYb  
 dc' ]h]gW\Yb'DUfhY]Ybž'i "U"X]Y'; fØbYbž'[ Y[ YbØVYf'GY]'VU\ bYb  
 'YXcW'g\_Ydh]gW'Y]b[ YghY''h''8 Ug'Ui ZYbXY'GhØ\bh'Y]bY' \_'UfY  
 <UbX'i b[ gUi ZZcfXYfi b[ 'ZØf'XYb'6Yf' ]bYf'GYbUhž'XYf'YbhgW\Y]XYb  
 a i ggž'k ]Y'X]Y'Ni \_i bZi'XYf'i fVUbYb'A cV]' ]hÅh' ]b'XYf'<Ui dhghUXh  
 [ YghU'hY'h'k ]fX''

6Yf' ]bYf' ? i f]Yf' VYf]W\hYhj cb'XYb'D'ÅbYb'XYf'5Z8ž'k Å\ fYbX'  
 HU[ Yggd]Y[ Y''X]Y'U\_hi Y''Yb' ]YfhfU[ gUbZfU[ Yb'XYg'GYbUhg  
 h\Ya Uh]g]Yfh''9]bY'XYhU]'' ]YfhY'Ghi X]Y'ni f' ðhY[ fUh]cb'i fVUbYf  
 GY]'VU\ bYb' \_Ubb' ]b'XYf'BU\j Yf\_Y\ fgd fUI ]g' bUW [ Y'YgYb  
 k YfXYb''

8YhU]`g	
C fh	K ]Ybž'² ghYffY]W\
E i Y''Yb	<ul style="list-style-type: none"> <li>• k k k "VYf' ]bYf!_i f]Yf"XY</li> <li>• k k k "hU[ Yggd]Y[ Y''XY</li> <li>• k k k "bU\j Yf_Y\ fgd fUI ]g"XY</li> </ul>

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