

# K ]YbYf`H]gW hYbb]g`7i d`&\$&). GdUbbYbXY`Gd]Y`Y`j cf`XYa`F ]YgYbfUX°

9f`YVYb`G]Y`XYb`K ]YbYf`H]gW hYbb]g`7i d`&\$&) `Ua``%&`" `& `]`  
j cf`XYa`F ]YgYbfUX`" `C ZZybž`]bgd]f]YfYbX`i`bX`\_cgYb`cg`ZØf`  
HY]`bY`a`Yf.]bbYb`°



J cf`XYa`K ]YbYf`F ]YgYbfUXž`K ]Ybž`² ghYffY]W`!`5a``%&`" `& `]`  
&\$&) `YfghfU`hY`XYf`DfUhYf`]b`K ]Yb`b]W`h`bi`f`]a` ; `Ubn`XYg`  
F ]YgYbfUXgž`gcbXYfb`Ui`W`]a` `NY]W`Yb`XYg`H]gW hYbb]g`" `8Yf`  
j`YfUbgU`hY`hY`K ]YbYf`H]gW hYbb]g`7i d`&\$&) `nc[ `ØVYf`(`)  
Yb[ `U[ ]YfhY`Gd]Y`Yf.]bbYb`Ubž`X]Y`XYb`?`Ua`dZi`a` `X]Y`VYghYb`D`ÀhnY`  
Ui`ZbU`a`Yb`" `Hfchn`XYg`k`YW`gY`\\`UZhYb`K`YhYfgž`XUg`j`cb`FY[ `Yb`V]g`  
Gcb`bY`U`Yg`Vchž`gW`UZZhY`Yg`XYf`5b`Uggž`Y]bY`ZUa` ]`]ÅfY`  
5ha`cgd`\\`ÅfY`ni`j`YfVfY]hYb`i`bX`nU`\\`fY]W`Y`Ni`gW`Ui`Yfž`Ui`W`Ui`g`  
XYa`DfUhYfž`Ubni`cW`Yb`"

8Yf`K ]YbYf`H]gW hYbb]g!`7i d`[ ]`h`U`g`Y]bY`XYf`VYXYi`hYbXghYb`  
J`YfUbgU`hi`b[ `Yb`ZØf`<`cVVmgd]Y`Yf.]bbYb`XYf`GhUXhi`bX`k`Uf`\\`Yi`Yf`  
VYfY]hg`XUg`-`" `Hi`fb]Yf`]bbYf`U`V`XYf`" `Ui`ZYbXYb`GU]gcb`gck`jY`XUg`

&- "9j Ybh'gY]h'XYf'; f0bXi b[ 'XYf'Hi fb]YfgYf]Y"8]Y'Hi fb]YffY]\Yž  
X]Y'j cb'H]gW hYbb]g' < cVVm'K ]Yb'cf[ Ub]g]Yfh'k ]fXžj YfZc`[ h'XUg  
N]Y'ž'C ZYb\Y]hž'J ]Y'ZU'hi bX'`b'gd]fUh]cb'ja'`K ]YbYf'H]gW hYbb]g'ni  
Z0fXYfb"6YgcbXYfg\Yfj c'fni \YVYb' ]gh'XUVY]'X]Y' \_cghYb'cgY  
HY]'bU\`a Y'Z0f'U`Y'5h\`YhYb"

## 9f[ YVb]ggY'i bX'G]Y[ Yf

8Yf'HU[ 'k Uf'j c`'j cb'gdUbbYbXYb'A UhW\Yg"5a'9bXY'g]WYfhY  
g]W\A "'Dcb'UfUWXYb'YfghYb'D`Uhnž[ YZc`[ h'j cb'A "'F][ `h\U`Yf  
Ui ZXYa'`nk Y]hYb'i bX'XYf'8Ua Y'XYg'Hi fb]Yfgž'6"

F i d fYW h g\ c ZYfž'X]Y'XYb'Xf]hYb'D`Uhn'VY`Y[ hY"'`b'Y]bYa  
dUW\_YbXYb'\_Y]bYb': ]bU`Y'\_cbbhY'A "'? fUa' a Yfž'XYf'G]Y[ Yf'XYg  
J c f'U\`fYgž'YfbYi h'0VYfnYi [ Yb"

- %"D`Uhn. 'A "'Dcb'UfUW
- &"D`Uhn. 'A "'F][ `h\U`Yf
- ' "'D`Uhn' / 'VYghY'8Ua Y. '6"Fi d fYW h g\ c ZYf
- ?`Y]bYg': ]bU`Y. 'A "'? fUa' a Yf'fG]Y[ Yf'&\$&(`

B UW\`XYf'G]Y[ YfY\fi b[ `UhhYb'U`Y'Ub'k YgYbXYb'6Ygi W\Yf.]bbYb  
X]Y'; Y`Y[ Yb\Y]hž'g]W\ja'`ZfY]Yb'Gd]Y`V]g`%\*`I'`f'gY'Vgh'Ua  
H]gW hYbb]g'Ui gni d'fcV]YfYb"8]Yg'ghY][ YfhY'b]W\h'bi f'X]Y  
6Y[ Y]ghYfi b[ ž'gcbXYfb'Vch'Ui W\`Y]bY'\Yfj c'ffU[ YbXY'A 0[ `]W\`\_Y]hž  
XYb'Gdcfh]ja'`F U\`a Yb'Y]bYf'c ZYbYbž[ Ya Y]bgW\UZh]W\Yb  
J YfUbghU'hi b[ 'ni `Yf'YVYb"

## 8]Y'Ni \_i bZh'XYg'H]gW hYbb]g' ]b'K ]Yb

K ]Yb' ]gh]b'XYb'`YhnhYb'`U\`fnY\`bhYb'ni `Y]bYa'`< chgdch'Z0f  
H]gW hYbb]g'[ Yk c'fXYbž'b]W\h'ni `Yhnh'Xi fW\`X]Y'j ]Y'Z`h][ Yb  
5b[ YVchY'XYg'F c VYfh'< UbU`\_H]gW hYbb]g'A Y]ghYfgW UZh  
fF < HHŁ"8Yf'Gdcfh'\Uh\` ]Yf'Y]bY'`Ub[ Y'HfUX]h]cbž'X]Y'V]g' ]bg'`U\`f  
%- \$%ni f0W\_fY]W\h" B UW\`XYa'`YfghYb'H]gW hYbb]ghi fb]Yf'i a'`X]Y  
K ]YbYf'A Y]ghYfgW UZh'ja'`U\`f`%- \$&'k Uf'X]Y'6Y[ Y]ghYfi b[ `Z0f  
XYb'Gdcfh'Xi fW\`X]Y'K Y'h\_f]Y[ Y'nk Y]ZY`gc\`bY'Ub[ YgW\`U[ Ybž'\Uh  
g]W\`UVYf'ja'`@Ui Z'XYf'`U\`fY'k ]YXYf'ghUV]'g]Yfh'i bX'nY][ h\`Yi hY  
Y]bY'YfZfYi `]W\Y'9bhk ]W`\_i b[ "'A ]h'0VYf'&'`J YfY]bYb'i bX

gdUbbYbXYb': cfa UhYb'ghY\h'XYf'H]gW hYbb]g!Gdcfh]b'K ]Yb'ZØf  
 Y]bY'VfY]hY'i bX'jb\_'i g]j Y'; Ya Y]bgW UZh'X]Y'gck c\`5bZAb[ Yfb  
 U'g'Ui W\YfZU\fybYb'Gd]Y'Yfb'X]Y'A Ò[ `]W\_Y]h'V]YhYhž'U\_h]j 'ni  
 k YfXYb"

8 Ug'YfZc`[ fY]WY'9j Ybh]a 'DfUhf'k Uf'Y]b'k Y]hYfYf'GWf]h]b  
 F]W hi b[ 'Y]bYf''YVYbX][ Yb'H]gW hYbb]ggNybYž'i bX'X]Y  
 J YfUbgU'hYf'[ UVYb'VYfY]hg'Y]bYb'5i gV`]W\_`Ui Z'k Y]hYfY  
 \_cghYbZfY]Y'cXYf'[ Øbgh][ Y'H]gW hYbb]g!9j Ybhg' ]b'XYf'GhUXh''8 ]Y  
 Gd]Y`[ Ya Y]bgW UZhYb'i bX'J YfY]bY''UXYb'U''Y' ðhYfYgg]YfhYb'Y]bž  
 \f'?ÒbbYb'ni 'YbhXYW\_Yb'i bX'HY]'X]YgYf'di `g]YfYbXYb'GdcfhUfh  
 ni 'k YfXYb"

8YhU]`g	
C fh	J cf'XYa 'K ]YbYf'F ]YgYbfUXž'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>• h]gW hYbb]g\cVVmk ]Yb"Uh</li> <li>• f\!h]gW hYbb]g"Uh</li> </ul>

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