



5`Ufa ]YfYbXY`Ni ghÀbXY`]a `; Ugh[ Yk YfVY.  
5i gV]`Xi b[ `i b hYf`8Ui YfghfYgg`

8]Y`5i gV]`Xi b[ gfYU`]hÀh`]a `; Ugh[ Yk YfVY`nY][ h`&\$&) `\\c\Y  
5VVfi W\ei chYb`i bX`i bni fY]W\YbXY`J Yf[ Øhi b[ ``8; 6!F Ydcfh  
VY`Yi W\hYh`A ]ggghÀbXY"



6Yf`]bž`8Yi hgW\`UbX`!`8]Y`<YfUi gZcfXYfi b[ Yb`]a `; Ugh[ Yk YfVY  
V`Y]VYb`Ui W\`]a `&U\`f`&\$&) `Y]b`\\Y]» Yg`H\Ya U``@Ui h`XYa `bYi Yb`  
8; 6`5i gV]`Xi b[ gfYdcfh`&\$&) `gW\`bY]XYb`<chY`ZUW\`Yi hY`i bX  
?ØW\`Y`VY]`XYf`5i gV]`Xi b[ gei U`]hÀh`UVYfa U`g`gW\`YW\`h`UV``8]Y  
5i gV]`Xi b[ gj Yf[ Øhi b[ Yb`g]bX`b]YXf][ ž`X]Y` , VYfghi bXYb `\\cW\`i bX  
X]Y`5VVfi W\ei chYb`U`Ufa ]YfYbX``HUhgÀW\`W\`VfYW\`Yb`ØVYf` ) \$  
XYf`5i gni V]`XYbXYb`]b`XYf`<chY``Yf]Y`i bX`; Ughfc bca ]Y`]`fY  
5i gV]`Xi b[ `j cfnY]h][ `UV` `Y]bY`NU\`ž`X]Y`Ui Z`[ fUj ]YfYbXY  
ghfi \_hi fY``Y`DfcV`Ya Y`\\]bk Y]gh"

8]Y`5i gV]`Xi b[ gni Zf]YXYb\Y]h`]gh`a ]h`\* \$i ``VY]`<chY`ZUW\`Yi hYb  
i bX`\*` i ``VY]`?ØW\`Yb`XYi h`W\`i b hYf`XYa`8i fW\`gW\`b]h`j c b`+%ž`\*`  
U``Yf`6Yfi ZY``a a Yf`a Y\`f`5i gni V]`XYbXY`VYf]W\`hYb`ØVYf`\\Ài Z`[ Y

, VYfghi bXYb/) \$ž\* i XYf? ØWYi bX ( %i XYf < chY`ZUWY`Yi hY gWYb]bYb fY[ Y`a Å» ][ i bX`cZhØVYf`XUg`[ YgYh]WY ni Ågg][ Y`A U» \]bUi g`VYgWYÅZh][ h`ni `gY]b" 9g`k ]fX`VYf]WY hYhž`XUgg`X]Y k ØWYb]WY 5i gV]Xi b[ gnY]h`b]WY h`bi f`ZØf`Jc`Å\ f][ Yž`gc bXYfb Ui WY`ZØf`A ]bXYfÅ\ f][ Y`Åi Z][ `ØVYfgWY f]hYb`k ]fX"

6Yfi Z]WY Y`DYfgdY\_h]j Yb`i bX`Z]bUb n]Y`Y Gcf[ Yb

8]Y` VYfbU\ a YWYUbWYb]a 5bgWY`i gg`Ub`X]Y`5i gV]Xi b[ `g]bX i b hYf`XYa`GWYb]hh`bi f`Yh k U`Y]b`8f]hhY`XYf? ØWYi bX < chY`ZUWY`Yi hY`Yfk UfhYb`Y]bY`ZYghY`5bghY`i b[ `bUWY`XYf`@Y\ fY" Ni XYa`Yf\U`hYb`g]Y`a`Xf]hhYb`5i gV]Xi b[ g`U\ f`cZh`k Yb][ Yf`U`g %\$`\$`9i fc`Vfi hhcž`k Å\ fYbX`X]Y`Xi fWYgWYb]hh]WY 5i gV]Xi b[ gj`Yf[ Øhi b[ `b`XYf`6fUbWY`VY]`%`\$`&`\*`9i fc`]Y[ h`U`gc i b hYf`XYb`hUf]Z]WY`[ YfY`Y`hYb`%` 9i fc`Ni a`J`Yf[ `Y]WY. 6Ub\_\_Ui ZYi hY`j`YfX]YbYb]a`GWYb]hh`%` ( )`9i fcž`k Å\ fYbX`9`Y\_hfc`b]\_Yf`i bX`GhYi`YfZUWYUb`YghY`hY`YVYbZU`g`a`Y\ f`U`g`%`\$`\$`9i fc`Yf\U`hYb`8Ug`XYi`hYh`XUfUi`Z\]bž`XUgg`XUg` Ugh[ Yk`YfVY`a`K`YhhVYk`YfV`i`a`hU`Ybh]YfhY`5i gni`V]`XYbXY`Yfbgh`UZh`i`b hYf`8fi`W`ghY\h`

8Yf`8; 6`\YVh`ni`XYa` `Yfj`cfž`XUgg`j`]Y`Y`5i`gni`V]`XYbXY`]a` Ugh[ Yk`YfVY`g]WY`]b`Ui`gV]`Xi`b[`gž`Y`a`XYb`HÀh][`\_Y]hYb`k`]YXYf]bXYb`i`bX`cZh`i`b hYf`a`Ub`[ Y`\UZhYf`ZUWY`]WYf`5b`Y]h`b[`Y]XYb`8]YgY`A`]ggghÅ`bXY`\_ØbbhYb`XUni`ZØ\`fYbž`XUgg`↑`b[`Y`A`YbgWY`Yb`]`fY`6Yfi`Zgk`U\`ØVYfXYb`\_Yb`i`bX`Ui`Z`UbXYfY`6fUbWY`Yb`Ui`gk`Y]WY`Yb`]`Y]bY`6Ygcf[`b]gž`X]Y`Xi`fWY`X]Y`FY`cfXnU\`j`cb`\_bUdd`A`]`cbYb`↑`b[`Yb`A`YbgWY`Yb`c\`bY`6Yfi`ZgUVgWY`i`gg`k`Y]hYf`j`YfghÅ`f`h`k`]fX` VYf`\*`\$`i` `XYf`6YZFU[`hYb`\UVYb`ni`XYa`GWYk`]Yf][`\_Y]hYbž`gY`VghghÅ`bX][`j`cb`]`fYf`J`Yf[`Øhi`b[`ni`YVYb`

GWYi`]gWY`6Yfi`Zgcf]Yb`h]Yfi`b[`i`bX`ZUa`]`ÅfY`I`b hYfghØhni`b[

Ø`XYf`5i`gV]`Xi`b[`gd`Uhngi`WY`g]bX`fYi`bXY`i`bX`Ua`]`Y`X]Y`k`]WYh][`ghYb`I`b hYfghØhnyfž`k`Å\`fYbX`j`]Y`Y`5b[`YVchY`XYf

5fVY]hgU[ Ybhi fYb'b]WX h'U'g'`]`ZfY]WX 'k U\f[ Ybca a Yb'k YfXYb"  
 @YX][ `]WX '%( ž+I 'XYf'5i gni V]`XYbXYb'ØVYfbY\`a Yb'`\_Y]bY  
 Ui gV]`Xi b[ gZfYa XYb'HÀh][ \_Y]hYb"8]YgY'HUhgUWX Y'`Àggh'Yg'ZfU[ `]WX  
 YfgWX Y]bYbžcV'X]Y'I b hYfghØhni b[ 'gY]hYbg'XYf'GWX i 'Yb'i bX  
 6Y\ØfXYb'Ui gfY]WX hži a 'XYb'`1 b[ Yb'A YbgWX Yb'XYb'K Y[ `]b'Y]bY  
 YfZc`[ fY]WX Y'6Yfi Zg`Ui ZVU\ b'ni 'YVbYb"

8Yf'8; 6'ZcfXYfh'Y]bY'9f\Ø\i b[ 'XYf'[ YgYhn`]WX Yb  
 A ]bXYghUi gV]`Xi b[ gj Yf[ Øhi b[ ži a 'X]Y'6YX]b[ i b[ Yb'ZØf  
 5i gni V]`XYbXY'ni 'j YfVYggYfb"?f]ghcZ'6YW\_Yf'j ca '8; 6'VYhcbh  
 X]Y'Bchk YbX][ \_Y]h'Y]bYf'5b\YVi b[ 'i a 'a ]bXYghYbg'%) & '9i fcži a  
 X]Y'5i gV]`Xi b[ gj Yf[ Øhi b[ 'Ui ZY]b'U\_nYd\hUV'Yg'B]j YUi 'ni  
 Vf]b[ Yb'8Ybb'c\`bY'9]bV']W\_Y]b'X]Y'6fUbWX Y'i bX'<]`ZY'ni f  
 GY'Vgh\]ZY'g]bX'j ]Y'Y'5i gni V]`XYbXY'Ui Z'XUg'K c\`k c``Yb'`]fYf  
 9`hYfb'Ub[ Yk ]YgYb'cXYf'a ØggYb'bYVYbVY]`UfVY]hYbžk Ug'X]Y  
 5i gV]`Xi b[ 'ni gÀhn`]WX 'VY'UghYh"

8]Y'ghfi \_hi fY``Yb'<YfUi gZcfXYfi b[ Yb'`a ' ; Ugh[ Yk YfVY'g]bX  
 nU\`fY]WX ži bX'Yg'VYghY\h'Xf]b[ YbXYf'<UbX`i b[ gVYXUfZž'i a  
 gck c\`X]Y'5i gV]`Xi b[ gei U]hÀh'U'g'Ui WX'X]Y'6Yfi ZgdYfgdY\_h]j Yb  
 '1 b[ Yf'A YbgWX Yb'bUWX\U'h][ 'ni 'j YfVYggYfb"?b'5bVYhfUWX h'XYf  
 U\_hi Y``Yb'G]hi Uh]cb'`]gh'Yg'cZYbg]WX h]WX .<]Yf'`]Y[ h'Y]b][ Yg'Ubži bX  
 Yg'a i gg'Y]b'I a XYb\_Yb'ghUhhZ]bXYb"

8YhU]`g	
Cfh	6Yf`]bž'8Yi hgWX`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "ZccX!gYfj ]WX"XY</li> <li>• k k k "X[ V"XY</li> <li>• i g"XYU`YfhfUW_`Wa</li> </ul>

6Ygi WX Yb'G]Y'i bg'Ui Z'i bgYfY!\chY`g"XY