

# H] [ YffUXhci f ' & \$ & ) . ' F UXgdcfh`Y [ YbXYb gUa a Y `b `ZØf `9VYfgk U`XYf`Ncc °

8 ]Y`%- " `H] [ YffUXhci f `]b `9VYfgk U`XY`Ua `&, " ' † b ] ' & \$ & )  
ZØfXYfh`XYb `Ncc `9VYfgk U`XY`i bX`j YfY]bh`F UXgdcfh`Y [ YbXYb "



9VYfgk U`XYž`8 Yi hgW`UbX`!`5a `&, " ' † b ] ' & \$ & ) `]gh`Yg`k ]YXYf`gc  
k Y]h`8 ]Y`%- " `H] [ YffUXhci f `]b `9VYfgk U`XY`k ]fX`ni a `Ä`f`]W`Yb  
< ] [ ` \ ] [ ` \ h`ZØf`F UXgdcfh`Yb`h`i`g]Ugh`Yb`i`bX`H]Yf`Zf`Yi`bXY`" `C`f` [ `Ub]gUhc`f  
6Yfb`X`<`Ybg`W` \ `Uh`Ub [ `Y`\_`Ø`b`X] [ `h`ž`X`U`gg`X`Y`g`g`Y]b`Y`" `Y`h`h`Y` `Hci`f`U`g  
@Y]h`Y`f`X`Y`g`9j`Yb`hg`g`Y]b`k` ]fX`" `8`c`W` ` \_`Y]b`Y`G`c`f` [ `Y. `9`f`V`Y]V`h`X`Y`a  
F UXgdcfh`U`g`U`\_`h]`j`Yf` : `U` \ `f`Y`f`h`f`Yi`ž`k`Ä` \ `f`Y`b`X`X`Y` `C`f` [ `Ub]gU]`cb`XY`f  
b`Ä`W`gh`Yb` `Hci`f`]b`X`Y`<`Ä`b`XY`j`cb`DUi` `]b`U`C`gh`f`c`k`g`\_`U`Ø`V`Y`f` [ `Y`V`Y`b  
k` ]fX`" `8`]Y`g`Y`J`Y`f`Ä`b`XY`fi`b` [ `Yb`V`f]b` [ `Yb`b]W`h`bi`f`Z`f]g`W`Yb`K` ]b`X`ž  
gcb`XY`fb`Ui`W` `Y]b`Y` [ `Y`V`U`" `h`Y`@`U`Xi`b` [ `9`f`Y`V`b]gg`Y`i`b`X`9a`ch]cb`Y`b"

8 ]Y`6YbYZ]nZU\`fh`\`Uh]b`XYb`j`Yf` [ `Ub [ `Yb`Yb`b`Ä` \ `f`Yb`fi`b`X`+) "\$\$\$\$  
9i`fc`ZØf`XYb`Ncc`9VYfgk U`XY` [ `YgUa`a`Y`h`8`Ua` ]h`k` ]fX`X`Y`Ni`\_i`b`Zh  
XYg`Nccg` [ `Yg]W`Y`fh`i`b`X`n`Ui`V`Y`f`\`U`Zh`Y`D`fc`Y`\_`h`Y`k` ]Y`X`Y` ; `Y`gh`U`hi`b` [

XYg'H][ Yf!; Y\Y[ Yg'i bhYfghØhnh" ðg[ YgUa h'k YfXYb']b'X]YgYa ' ð\ f  
Yhk U" \$\$'F UXgdcfhZfYi bXY'Ub'XYf'J YfUbghU'hi b[ 'hY]'bY\ a Ybž  
XUfi bhYf'Ui W'X]Y'Y\Ya U'] [ Yb'K Y'ha Y]ghYf'F U]bYf'DcX'YgW'f] \$Łž  
FY]b\UfX'GW'YYf'f] %Ł'i bX'?`Ui gl'Øf[ Yb'; fØb\_Y'fł+( Łž'X]Y']b'XYb  
a Uf\_UbhYb'[ Y'VYb'Hf]\_chg'ZØf'XYb'G]Y[ 'ZU\ fYb"

## 9a ch]cbYb']b'[ Y'VYb'Hf]\_chg

?`Ui gl'Øf[ Yb'; fØb\_Y'gY'Vgh'VYgW'fY]Vh'X]Y'H][ YffUXhci f'U'g  
fi bXi a 'Y]ba U'] [ 'i bX'\YVh'X]Y'\Yfj cffU[ YbXY'C f[ Ub]gUh]cb  
\Yfj cfž'X]Y'Xi fW'Y]b'Yb[ U[ ]YfhYg'HYUa 'j cb'GdcbgcfYbž<Y'ZYfb  
i bX': U\ fYfb'Yfa Ø[ 'W'h'k ]fX"'8Yf'; YXUb\_Yž'ni gUa a Yb'ZØf'Y]bYb  
[ i hYb'Nk YW\_]b'X]Y'DYXU'Y'ni 'hfYhYbž'j YfY]bh'X]Y'HY]'bY\ a Yf'i bX  
gcf[ h'ZØf'Y]bY'[ i hY'Gh]a a i b[ "'8]Y'GhUfhnY]hYb'g]bX'ZYgh[ Y'Y[ h  
8]Y'&\$'\$?]'ca YhYf!8]ghUb'VY[ ]bbh'i a '+\ 'fž'k Å\ fYbX'X]Y'%%\$  
?]'ca YhYf!Fi bXY'i a '-.' \$'l \f'ghUfhYh"'8]Y'FØW\_\_Y\ f'XYg  
[ YgUa hYb': Y'XYg]ja 'Ncc']gh'ZØf'W'fWU'%\*.' \$'l \f'[ Yd'Ubh"

6YfbX'<YbgW'ž'XYf'Ui W'U'g'J cfg]hnYbXYf'XYg'J YfY]bg'XYf  
: fYi bXY'i bX': ØfXYfYf'XYg'Ncc'c[ ]gW'Yb'; UfhYbg'9VYfgk U'XY'Y"J"  
U[ ]Yfhž'\cZž'Ui Z']XYU'Yg'K YhYf'VY]'XYf'Hci f"' HfcW\_Yb'a ]h  
HYa dYfUhi fYb'i a 'X]Y'&\$'; fUX'k ÅfY'dYfZY\_h ž'gc'<YbgW"'8]Y  
Hci f'k ]fX'i a ZUggYbX'UV[ Yg]W'Yfh'Dc'nY]ž'GYfj ]W'k U[ Yb'i bX  
a YX]n]b]gW'Yf'Gi ddcfh'ghY\Yb'VYfY]hž'i a 'ZØf'X]Y'G]W'Yf\Y]h'U'Yf  
HY]'bY\ a YbXYb'ni 'gcf[ Yb"

## 9]b'ghUf\_Yg'HYUa 'i bhYfghØhnh'XYb'Ncc

5\_hi Y'' [ ]Vh'Yg'VYfY]hg'&\*': ØfXYfYf'ZØf'XUg'9j Ybž'X]Y'a U» [ YV'W  
ni f': ]bUbn]Yfi b[ 'XYf'H][ YffUXhci f'VY]hfU[ Yb"'6YgcbXYfg  
VYa Yf\_Ybgk Yfh']gh'Ui W'X]Y'i bhYfghØhni b[ 'Xi fW''c\_U'Y  
GdcbgcfYbž'X]Y'b]W'h'bi f'Z]bUbn]Y''Y'A ]hY''ni f'J YfZØ[ i b[ 'ghY''Ybž  
gcbXYfb'\_U\_h]j 'i bhYfk Y[ g'g]bXž'i a 'XYb'F UXgdcfh]b'XYf'F Y[ ]cb'ni  
ZØfXYfb"'Gdcbgcf]b[ 'ja 'F UXgdcfh'\Uh'g]W' ]b'XYb''YhnhYb' ð\ fYb  
U'g''i \_fUh]j Yg'; YgW'Àž'Yfk ]YgYb"'Gc'\UVYb'fYbca a ]YfhY'A Uf\_Yb  
k ]Y'FYX'6i ''Xi fW' ]\fY' ðj Ygh]h]cbYb']a 'Gdcfh'b]W'h'bi f'HYUa gž  
gcbXYfb'Ui W'[ Ub'N'9j Ybhg'Ui Z'X]Y'b'ÅW'ghY'Ghi ZY'[ YVfUW'hž'k Ug  
nY][ hž'k ]Y'k Yfhj c''X]YgY'DUfhbYfgW'Už'Yb'ZØf'X]Y'; Ya Y]bgW'Už

g]bX"

hYfYgg]YfhY`F UXgdcfhYf`gc`hYb`g]W`]b`X]YgYa`F U\`a`Yb`b]W`h  
gW`Yi`Yb`ž`Gdcbgcf]b[`UbZfU[`Yb`ni`ghY`Yb`"K`]Y`D\`]dd`GW`Öb`j`cb  
6]\_Y6YUh`Uba`Yf`hž`[`]Vh`Yg`j`]Y`Z`Ä`h[`Y`A`Ö[`]W`\_Y]hYbž`\_fYUh]j`Y  
?cbnYdhY`ni`Yb`hk`]W`\_Y`bž`gY]`Yg`Z`Øf`DfcZ]hYUa`g`cXYf  
9]bnY`dYfgcbYb`"8Ug`9b[`U[`Ya`Yb`h`Xi`fW`GdcbgcfYb`b]W`h`bi`f`]a  
DfcZ]!F UXgdcfhž`gcbXYfb`Ui`W`]b`"c`\_U`Yb`J`YfUbghU`hi`b[`Yb`k`]Y`XYf  
H][`YffUXhci`f`gh`Äf`\_h`X]Y`fY[`]cbU`Y`Y`Yb`h]h`Ä`hi`b`X`Z`ØfXYfh`XYb  
Hci`f]ga`i`ggY`\_hcf"

9]b`Y`W`hYf`<]h`k`]fX`X]Y`H][`YffUXhci`f`U`gc`Ui`Z`Y`XYb`":`U`" `gck`c`\`  
Z`Øf`XUg`Y][`Yb`Y`K`c`\`U`g`Ui`W`Z`Øf`XYb`Ncc`9VYfgk`U`XY`"8]Y  
J`cfZfYi`XY`Ui`Z`X]YgYg`9j`Yb`h]gh`VYfY]hg`Y`nh`gd`ØfVUf`i`b`X`X]Y  
Ni`gW`Ui`Yf`X`ØfZYb`g]W`\_Ui`Z`Y]b`Y`gd`Ubb`Yb`XY`J`YfUbghU`hi`b[`ZfYi`Ybž  
VY]`XYf`XUg`<Yfn`XYg`F`UXgdcfhg`i`b`X`X]Y`@]YVY`ni`f`B`Uhi`f`<`Ub`X`]b  
<`Ub`X`[`Y`Y`b`"

K`Y]hYfY`hZcfa`Uh]cbYb`ni`f`J`YfUbghU`hi`b[`]Z]bXYb`G]Y`Ui`Z`XYf  
cZ]n]Y`Yb`K`YVg]hY`XYf`H][`YffUXhci`f.`h][`YffUXhci`f`"XY`":`Øf  
8YhU]`g`ni`XYb`GdcbgcfYb`i`b`X`DUf`hb`Yfbž`X]Y`X]Y`Hci`f`  
i`bhYfgh`Ø`h`n`Ybž`k`YfZYb`G]Y`Y]b`Yb`6`]W`\_Ui`Z`X]Y`6Yf]W`hYfghUhi`b[  
j`cb`A`cn`i`b`X`YfZU`fYb`G]Y`a`Y`f`ØVYf`XUg`Gdcbgcf]b[`]a  
F`UXgdcfh`Ui`Z`6]\_Y!L`"

8YhU]`g	
C`fh	9VYfgk`U`XYž`8Yi`hgW`_UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> <li>• k k k "a`cn"XY</li> <li>• k k k "h][`YffUXhci`f`"XY</li> <li>• k k k "V]_Y!!`"XY</li> </ul>

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b`U[`]VfUbXYbVi`f[`]XY