

HUmìcf'7ci bhmì6fUWg'Zcf'<i ff]WUby  
GYUgcb'5a ]X'FYWcj Yfm'7\U`Yb[ Yg

HUmìcf'7ci bhmìZUWg'Ubch\Yf'\i ff]WUby'gYUgcb'k \]Y  
fYWcj Yf]b[ 'Zfca 'dUgh'ghcfa gž'k ]h\ 'ZUa ]]Yg'VfUW]b[ 'Zcf  
dchYbh]U`]a dUWg"



8Y\_`Y'6YUW ž' HUmìcf'7ci bhmž: `cf]XUž'I G5'!'5g'ZUa ]]Yg]b  
HUmìcf'7ci bhmì'cc\_`hck UfX'h\Y'a ]Xdc]bh'cZ'&\$&) ž'Ubl ]Yhmì\Ub[ g  
h\]W\_]b'h\Y'U]f"đ gh'g\micZ'U'mYUf'UZhYf'h\Y'XYj UghUh]cb'k fci [ \h  
Vmi<i ff]WUby'XU']U']b'5i [ i gh'&\$&' ž'fYg]XYbhg'UfY'gh]'`[ fUdd']b[  
k ]h\ 'h\Y'UZhYfa Uh\ 'cZ'h\Y'fYWbhi<i ff]WUby'<Y'YbYž'k \]W\`]\h  
k ]h\ 'U'j Yb[ YUbW'"5VWcfX]b[ 'hc 'K HL @ž'h\Y'gWUfg'cZ'<Y'YbY g  
'UbX]b[ U'7UhY[ cfm('ghcfa 'k ]h\ 'k ]bXg'fYUW]b[ '%( \$'a d\ UfY  
gh]'`ZfYg\": Ua ]]Yg']\_Y'h\Uh'cZ'<cdY'K YVVž'X]gd'UW'X'Zfca `Yf  
\ca Y'g]bW'GYdhYa VYfž'Wcbh]bi Y'hc'ZY'Y'h\Y'fUa ]Z]WUh]cbgž'Ug'\Yf  
VY'cb[ ]b[ g'fYg]XY' ]b'U'WJa dYf'Zcf'YUgm'Yj UW Uh]cbž'XYj c]X'cZ  
dck Yf'UbX'i h]`h]Yg"

FYg]XYbhg`\_]Y'Yff]'6ck Ybž'ck bYf'cZ: ]XX'Yf g'FYghUi fUbh'UbX

F Ygcfhž'UfY`U`gc`ZY`b[ `h\Y`ghfU]bž'fYdcfh]b[ `Yl hYbg]j Y`XUa U[ Y  
hc`\\Yf`Vi`g]bYggž`bWi`X]b[ `h\Y`cgg`cZYggYbh]U``Ui`bXfm`ZUW`]h]Yg"  
6ck Yb`j]g`W`ffYbh`m`Wc`bghfi`Wh]b[ `U`bYk`Ui`bXfm`ZUW`]hmc`b`k`\\Y`gž  
\\cd]b[ `hc`gUZY[ `i`UfX`]h`Zfca`Z`hi`fY`ghcfa`g`Vm`fY`cWUh]b[ `]h`hc  
\\[ `\\Yf`[`fci`bX`"K`]h\`h\Y]f`fYWc] Yfm`Y`Zc`fhg`ghma`]YXž'a`Ub`m  
ZUa`]]Yg`j]b`h\Y`UfYU`UfY`\\c`X]b[ `h\Y]f`VfYUh\`Ug`h\Ym`VfUW`Zcf  
Ubch\Yf`\\i`ff]WUbY`gYUgcbž`dfUm]b[ `ZYfj`Ybh`m`Zcf`fYgd]hY"

## H\Y`F`YU`]hm`c`Z`F`YWc] Yfm

H\Y`UZhYfa`Uh\`c`Z`<`i`ff]WUbY`<`Y`YbY`\\Ug`YZh'a`Ub`m`B`cfh\`:`cf]XU  
Wc'a`a`i`b]h]Yg`j]b`hi`fa`c`]`"5W`WcfX]b[ `hc`76G`B`Y`k`gž`fYWc] Yfm  
Y`Zc`fhg`UfY`cb[ `c]b[ ž`k`]h\`h\Y`ghUhY`g`Ya`Yf[`Yb`Wh'a`Ub`U[`Ya`Ybh  
i`f[ `]b[ `bcb`!`fYWc] Yfm`d`Yfg`cb`bY`hc`gh`Um`c`Z`h\Y`fc`UX`gž`Ybgi`f]b[  
h\Uh`gY`UfW\!Ub`X`!`fYgW`Y`hY`Ua`g`WUb`Xc`h\Y]f`j`]hU`k`cf`\_"H\Y`ghcfa  
bch`cb`m`WU]a`YX`Y][`\\h`j]Yg`Vi`h`U`gc`Y`Zh`c]Yf`\*`\$`\$`\$`\$`i`h`]hm  
W`ghca`Yfg`k`]h\ci`h`dck`Yfž`WU]g]b[ `\\Uj`cW]b`fY[ `]cbg`\_]Y  
Gi`k`Ub`b`Y`Y`Ub`X`H`U`m`c`f`7`ci`bh]Yg`"H\Y`Wc'a`a`i`b]hm`g`ZUh][`i`Y]g  
d`U`d`UV`Y`ž`k`]h\`fYg]X`Y`bhg`ZUW]b[ `h\Y`X`Ui`bh]b[ `hUg`\_`c`Z`fYWc] Yfm`m`Y`h  
U[ `U]b"

;`cj`Yfbcf`F`cb`8`Y`G`Ub]g`\\Ug`j`c]W`X`Wc`b`W`fb`c]Yf`h\Y`b[`Yf]b[  
hfUi`a`U`]b`Wc'a`a`i`b]h]Yg`U`Z`Y`WhY`X`Vm'a`i`h]d`Y`\\i`ff]WUbYg`c]Yf  
g`\\c`fh`gh`fY`h`W`Y`g`c`Z`h]a`Y`ž`X`f`U`k`]b[ `Uh`Y`bh]cb`hc`h\Y`i`f[`Yb`h`b`Y`Y`X`Zcf  
gc`]X`Uf]hm`Ub`X`gi`d`d`c`fh`"H\Y`:`cf]XU`B`Uh]cb`U``;`i`UfX`\\Ug`Y`bh`]hg  
\\Ub`X`ž`U`Wh]j`Uh]b[ `bY`Uf`m`'ž`-\$`\$`;`i`UfX`ga`Yb`hc`U`gg]gh`]b`fYWc] Yfm  
Y`Zc`fhg`"8`Y`gd]hY`h\Y`hi`fa`c`]ž`gca`Y`]b`Z`f`U`ghfi`Whi`fY`]g`V`Y[ `]bb]b[ `hc  
fYcd`Yb`ž`k`]h\`H`Ua`d`U`b`hY`fb`Uh]cb`U`5]fd`c`fh`V`U`W`\_]b`Vi`g]bYgg`Ub`X  
a`U`c`f`fc`UX`g`W`Y`U`f`Y`X`Zcf`hfUj`Y`"

## H\Y`6][`[`Yf`D]Whi`fY

H\Y`&\$&) `5`h`Ub]h]W\\i`ff]WUbY`gYUgcb`gh`Uf`hY`X`cb`ž`bY`%ž`fUa`d]b[  
i`d`ZY`Ufg`Ug`]h`Zc`ck`g`U`&\$&(`gYUgcb`k`]h\`Ub`U`Ufa`]b[ `%`b`Ua`Y`X  
ghcfa`gž`c`Z`k`\\W`%`%`k`YfY`\\i`ff]WUbYg`"H\Y`B`C`5`5`d`f`Y`X]W`h`U  
g][`b]Z]WUb`h`W`Ub`W`\*`\$i`c`Z`Ub`U`V`c]Y`!`bcfa`U`gYUgcb`ž  
ZcfY`W`U`gh]b[ `%`hc`%-`b`Ua`Y`X`ghcfa`gž`]b`Wi`X]b[ `gYj`YfU`a`U`c`f  
\\i`ff]WUbYg`"5W`WcfX]b[ `hc`h\Y`I`"G`"7Ybgi`g`6i`fYUi`ž`U

WŁbg]XYfUV`Y`dch]cb`cZ`WŁa a i b]h]Ygž`YgdYW]U``m`]b`A ]Ua ]!8 UXY  
7ci bhmž`a Umighfi [ [ `Y`hc`fYWŁj Yf`Zfca `Z hi fY`X]gUghYfgž`YUX]b[  
hc`WŁbWŁfbg`cj Yf`dFYdUfYXbYgg`UbX`fYg]`YbWŁ`Ua ]X`Ub`i bWŁfhU]b  
Z hi fY"

: cf`h\Y`fYg]XYbhg`cZ`HUm`cf`7ci bhmž`h\]g`Zcfh\WŁa ]b[ `i ff]WŁbY  
gYUgcb`]g`bch`ŧ gh`Ubch\Yf`XUhY`hc`a Uf\_`cb`h\Y`WŁ`YbXUf``ŧg`U  
`ci X`fYa ]bXYf`cZ`h\Y`f]g\_g`h\Ym`ZUWŁž`h\Y`WŁU``Yb[ Yg`h\Ymia i gh  
cj YfWŁa Yž`UbX`h\Y`WŁa a i b]hm`gd]f]h`h\Uh`V]bXg`h\Ya ``: Ua ]`Yg  
UfY`dFYdUf]b[ `Zcf`h\Y`k cfgh`k \]Y`XYgdYfUhY`m`\cd]b[ `Zcf`h\Y  
VYghž`dfcj ]b[ `mYh`U[ U]b`h\Uh`]b`h\Y`ZUWŁ`cZ`UXj Yfg]hmž`h\YfY`]g  
]bXYYX`ghfYb[ h\`]b`i b]hm"

8YhU]`g	
Cfh	8Y_`Y`6YUWŁž`HUm`cf`7ci bhmž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "k hl ``WŁa</li><li>• k k k "WŁgbYk g"WŁa</li><li>• k k k "WŁbgi g"[ cj</li></ul>

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