

# Dc`nY]`< YggYb`gi W h`B UWk i W g. `8 Y]bY 7\ Ub W `Ui Z? Uff]YfY`

9fVUW. : ěZcg`ni f`Dc`nY]j YfUbghU`hi b[ `j ca `& " \$\* "`V]g  
&+" \$\* "&\$&) "`6YfUhi b[ `i bX`6Yk YfVYfhfU]b]b[ `Z0f  
ěhYfYgg]YfhY"



9fVUW ž`8 Yi hgW `UbX`! ě`< YggYb`]gh`ni fnY]h`X]Y  
B UWk i W g[ Yk ]bbi b[ `VY]`XYf`Dc`nY]`Y]b` \Y]» Yg`H\Ya U" `J ca `& " `V]g`&+" ĩ b ]' &\$&) `V]YhYh`XUg`Dc`nY]df`Åg]X]i a `G0X`YggYb  
i a ZUb[ fY]WY` ěZcfa Uh]cbgj YfUbghU`hi b[ Yb`Ub" ě`Gh`XhYb`k ]Y  
8 Ufa ghUXhž; fc»!; YfUi ž`< YddYb` \Y]a `i bX`9fVUW ` \_0bbYb`g]W  
↑ b[ Y`A YbgWYb`0VYf`X]Y`j ]Y`Z`h[ Yb`? Uff]YfYa 0[ `]W`\_Y]hYb`ja  
Dc`nY]X]Ybgh]bZcfa ]YfYb" `8 ]YgY`J YfUbghU`hi b[ Yb`g]bX`Y]bY  
\Yfj cffU[ YbXY"; Y`Y[ Yb` \Y]hž`i a `5bhk cfhYb`Ui Z: fU[ Yb`fi bX`i a  
X]Y`5i gV]`Xi b[ `i bX`XYb`8 ]Ybgh`VY]`XYf`Dc`nY]`ni `Yf`U`hYb`  
**dc`nY]` \ YggYb`XY`** VYf]W hYhž`XUgg`X]Y`6YfUhi b[ `[ Ubnh`Å[ ]]  
Ub[ YVchYb`k ]fX`žgck c` \ `hY`YZcb]gW`U`g`Ui W `cb`]bY`cXYf`X]fY`\_h]b  
XYb`Dc`nY]X]fY`\_h]cbYb"

: Øf` ðhYfYgg]YfhYž`X]Y`]b`XYb`Dc`]nY]X]Ybgh`Y]bghY][ Yb`a` ÒW hYbž`  
[ ]Vh`Yg`nU\`fY]WXY` ðZcfa` Uh]cbg!`i` bX`6YfUhi` b[ ga` Ò[ `]W\`\_Y]hYb`"  
8Uni`nÀ\`Yb`i` bhYf`UbXYfYa` `C b`]bY!HYfa` ]bY`]b`\_`Y]bYb` ; fi` ddYb`  
i` bX`gdYn]Y`Y`6YfUhi` b[ Yb`ZØf`6Yfi` Zgh`h][ Yž`X]Y`Y]bYb`K` YW`gY`ni` f`  
Dc`]nY]`]b`9fk`À[ i` b[ `n]Y\`Yb`"8]YgY` ; Ygdf`ÀW`Y`V]YhYb`Y]bYb`[ i` hYb`  
9]bV`]W`\_]b`X]Y`5bZcfXYfi` b[ Yb`i` bX`9fk`Ufhi` b[ Yb`Ub`X]Y`6Yk`YfVYfž`  
X]Y`a`U]a`U`i` \*` ð\`fY`U`h`gY]b`XØfZYb`"

## J YfUbghU`hi` b[ Yb`i` bX`HfU]b]b[

8]Y`6YfUhi` b[ gghUbXcfhY`ZØf`X]Y`\_ca` a` YbXYb`K` cW`Yb`ghY\`Yb`ZYgh`  
Gc`k`]fX`VY]gd]Y`gk`Y]gY`Ua` `%"`ž` `]`&\$&)` i` a` `%(` .`\$`\$`i` \`f`]b`XYf`  
?`UddUW`Yf`GhfU`»`Y`%(` )` ]b`8Ufa` ghUXh`Y]b` ðZcfa` Uh]cbg[ Ygdf`ÀW`  
ghUhz]bXYb`"K` Y]hYfY`HYfa` ]bY`g]bX`Ua` ` ,` "i` bX`%"`ž` `]`]b`  
<YddYb`Y]a` `i` bX`F`ØggY`g\Y]a` `gck` ]Y`Y]b`C b`]bY!HYfa` ]b`Ua` `%%`  
ž` `]"`K` Yf`g]W` `]b`hYb`g]j` Yf`j` cfVYfY]hYb`a` ÒW`hYž`\_Ub`b`Ub`Y]bYa`  
6Yk`YfVYfhfU]b]b[ `hY]`bY\`a` Ybž`XUg`YVYbZU`g`]b`8Ufa` ghUXh`  
Xi`fW`[ YZØ\`fh`k` ]fX`"

- 6Yk`YfVYfhfU]b]b[ .
- ` `"\$`\$`\*`"&\$&)` ž`%` .`\$`\$`i` `%+` .`\$`\$`i` \`f` .`8Ufa` ghUXhž`?`UddUW`Yf`  
GhfU`»`Y`%(` )`
- &&`"\$`+`"&\$&)` ž`%` .`\$`\$`i` `%+` .`\$`\$`i` \`f` .`8Ufa` ghUXhž`?`UddUW`Yf`  
GhfU`»`Y`%(` )`

8]Y`B`UW`ZfU[ Y`ni` f`@Ui`ZVU\`b`VY]`XYf`Dc`]nY]`]gh]b`XYb`Y`hnhYb`  
ð\`fYb`ghYh][ ` [ Ygh]Y[ Yb`"9]b` ; fi` bX`XUZØf`g]bX`X]Y`UhhfU`\_hj] Yb`  
5i`Z[ UVYb`i` bX`?`Uff]YfYW`UbW`b`]a` `Dc`]nY]X]Ybgh`"Dc`]nY]VYUa` hY`  
g]bX`b]W`h`bi`f`ZØf`X]Y` ; YZU\`fYbUVk`Y`f`j`YfUb`hk`cfh`]W`ž`gcbXYfb`  
ØVYfbY\`a` Yb`Ui`W`X]Y`GhfUž`YfZc`[ i` b[ "8UVY]`\_ÒbbYb`g]Y`hÀ[ `]W`  
Ui`ZbYi`Y`<YfUi`gZcfXYfi` b[ Yb`i` bX`gdUbbYbXY`9]bg`ÀhnY`ghc`»`Yb`"  
**dc`]nY]!Ui`gV]`Xi`b[ " ]bZc`nY][`h`Ui`Zž`XUgg`X]Y`Dc`]nY]`fi`bX`i`a`X]Y`  
I` \`f`ZØf`X]Y`6Øf[ Yf`XU`]gh`i` bX`X]Y`H\`Ya` Yb`FYW`h`i` bX`C`fX`bi` b[ ž`  
 ; YZU\`fYbUVk`Y`f`i` bX`?`f]a` ]bU`]h`hg`\_cb`hfc``Y`]b`XYb` :` c`\_i`g`f`ØW`\_h`"**

## 5i`gk`U\`j`YfZU\`fYb`i` bX`5bZcfXYfi` b[ Yb`

I`a`VY]a`Dc`]nY]X]Ybgh`a`]hni`a`]gW`Ybž`a`ØggYb`Ub[ Y\`YbXY`

Dc`n]ghYb`Y]b`Ubgd fi W\gj c`Yg`5i`gk U\`j YfZU\ fYb`Xi fW`Ui ZYbž  
 XUg`V]g`ni`j`j]Yf`HU[`Y`b`5bgd fi W`bY\`a`Yb`\_Ubb"8]YgYg`J YfZU\ fYb  
 VYghY\`h`Ui`g`j`YfgW\]YXYbYb`HY]`Ybž`XUfi`bhYf`b`hY``][`Ybn!`i`bX  
 8Yi`hgW\`hYghgž`Y]b`GdcfhYgh`gck`jY`Y]b`5ggYgga`Ybh!`7YbhYf" `<`<]Yf  
 ]gh`Yg`k`]W\h][`ž`?`Yb`hb]ggY`]b`U``[`Ya`Y]bYb`H\Ya`Yb`k`jY  
 dc`h]gWYa`i`bX`\]ghcf]gWYa`k`]ggYb`ni`"\UVYb" `\_ca`a`!ni`f!  
 Vi`bXYgdc`nY]"XY`VYgW`fY]Vhž`XUgg`VYk`YfVYfZfYi`bX`]W\Y  
 ?i`fnj`cfhfÄ[`Y`i`bX`;`fi`ddYbX]g\_i`gg]cbYb`XUni`[`Y\`ÖfYbž`i`a`X]Y  
 ?ca`a`i`b]\_Uh]cbgZÄ\][`\_Y]hYb`XYf`?`UbX]XUhYb`ni`hYghYb"

8]Y`gdcfh]W\Yb`5bZcfXYfi`b[`Yb`g]bX`\cW\ž`XU`ni`\_ØbZh][`Y  
 Dc`nY]VYUa`hY`\_ÖfdYf`]W\`Z]h`gY]b`gc`hYb"Ni`XYa`k`]fX`Ui`W\`Y]bY  
 Äfnh]W\Y`i`bhYfgi`W\i`b[`ni`f`:`YghghY`i`b[`XYf`d`mg]gW\Yb`i`bX  
 dgmW\]gW\Yb`:`Ygi`bX\Y]h`b`chk`YbX][`gY]b"8]Yg`ghY`h`g]W\Yfž`XUgg  
 X]Y`6YUa`hYb`]fYb`9]bgÄ`hYb`[`Yk`UW\gYb`g]bX`i`bX`X]Y  
 gdUbbYbXYž`UVYf`Ui`W\`c`Zi`ZcfXYfbXY`HÄh][`\_Y]h]a`Dc`nY]X]Ybgh  
 Ui`gØVYb`\_ØbbYb"

8YhU]`g	
Cfh	9fVUW\ž`8Yi`hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "dc`nY]"`YggYb"XY</li> <li>• k k k "_ca`a`!ni`f! Vi`bXYgdc`nY]"XY</li> <li>• k k k "dc`nY]!Ui`gV]`Xi`b[`]bZc</li> </ul>

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`bU[`!\`YggYb"XY