

Ghi X]YfYbXY`]b`Ghi hh[Ufh`ZcfXYfb`a Y\ f
; Y`X`ZØf`< cW\gW\i`Yb` `DfchYgh`Ui Z`\Ä`h
Ub`°

Ghi X]YfYbXY`]b`6Yf`]b`dfchYgh]YfYb`[Y[Yb`?Øfni b[Yb`Ub
<cW\gW\i`Yb`"9fZU\fyb`G]Y`a Y\ f`ØVYf`X]Y`6Yk Y[[fØbXY
i bX`U_hi Y`Yb`9bhk]W`i b[Yb`"



6Yf`]bž`8Yi hgW\`UbX`!`8]Y`K Y`Yb`XYf`I bfi \Y`gW`U[Yb`\cW`Ub
XYb`<cW\gW\i`Yb.`Ghi X]YfYbXY`]b`<YggYb`i bX`6Yf`]b`[Y\Yb`Ui Z
X]Y`GhfU»Yž`i a`[Y[Yb`a Ugg]j Y`GdUfa U» bU\`a Yb`Ub`]fYb
I b]j Yfg]hÄhYb`ni`dfchYgh]YfYb`"5b`nU\`fY]WYb`<cW\gW\i`Yb
XUi Yfh`XYf`5i ZgW\fy`]VYfY]hg`Y]b[Y`K cWYb`Ub`"8]Y`: cfXYfi b[Yb
XYf`Ghi X]YfYbXYb`g]bX`_`Uf.`G]Y`k c`Yb`a Y\ f`; Y`X`ZØf`6`]Xi b[`i bX
Y]bY`G]WYfghY`i b[`]\fYf`Ghi X]YbVYX]b[i b[Ybž`k Ä\fybX`X]Y
@UbXYgfY[]Yfi b[Yb`Ub`]fYb`:]bUbn]Yfi b[ga`cXY`Yb`ZYgh`U`hYb`"

⊕`<YggYb`i bX`6Yf`]b`ghY\Yb`X]Y`6`]Xi b[g]bj Ygh]h]cbYb`Ui Z`XYa
DfØZghUbX` `i bX`XUg`V`Y]Vh`b]W\h`c`bY`?cbgYei YbnYb`"@Ui h`Y]bYa

6Yf]W\h j cb`Gd]Y[Y`]gh`Yg`j cf`U`Ya`X]Y`I bg]W\Yf\Y]h`ØVYf`X]Y
ni`_ØbZh][Y`Z]bUbn]Y`Y`5i`gghUhh`i b[`XYf`<cW\gW\i`Ybž`X]Y`j`]Y`Y
Ghi`X]YfYbXY`Ui`Z`X]Y`6Uff]_UXYb`hfY]Vh`K`Å`fYbX`X]Y`@UbXYgfY
[]Yfi`b[Yb`Y]bY`a`Ò[`]W\Y`9f\Ø\i`b[`XYf`A`]hhY`]b`5i`gg]W\h`ghY`Ybž
nk`Y]Z`Y`b`X]Y`Ghi`X]YfYbXYb`Ub`XYf`9fbg\UZh][_Y]h`X]YgYf`Ni`gU[Yb
i`bX`VY`ZØfW\hYbž`XUgg`k`]W\h][Y`@Y`fZcfa`UhY`i`bX`Hi`hc]Yb`Ui`Z`XYf
GhfYW_Y`V`Y]VYb`_ØbbhYb"

DfchYghY`i`bX` : cfXYfi`b[Yb`]b`6UXYb!

K`ØfhhYa`VYf[

Y`b`]W\Y`Yb[ghY`hfY]VYb`Ui`W\`X]Y`Ghi`X]YfYbXYb`]b`6UXYb!
K`ØfhhYa`VYf[`i`a`"8cfhd`fchYgh]YfYb`g]Y`gY]h`Y]bYf`K`cW\Y`[Y[Yb
?Øfni`b[Yb`Ub`<cW\gW\i`Yb`i`bX`i`b]j`Yfg]h`ÅhYb`"Fi`bX`%"\$\$\$
8Ya`cbghf]YfYbXY`ZUbXYb`g]W\`Ua` : fY]hU[a`]hhU[`]b`Ghi`hh[Ufh`Y]bž
i`a`Ui`Z`XUg`bYi`Y`<cW\gW\i`Z]bUbn]Yfi`b[g[YgYhn`XYf`[fØb!
gW\k`UfnYb`@UbXYgfY[]Yfi`b[`Ui`Za`Yf_gUa`ni`a`UW\Yb`"K`]f`g]bX
\]Yfž`k`]f`g]bX`Ui`hž`k`Y`]\f`i`bg`X]Y`6]Xi`b[`Ui`h` : `gc`XYf
GdfYW\W\cf`XYf`HY]`bY`a`Yf`"Hfch`XYf`[Yd`UbhYb`9f\Ø\i`b[`XYf
A`]hhY`i`a` : `ž`DfcnYbž`X]Y`Ui`h`K`]ggYbgW\UZhga`]b]ghYf]b`DYhfU
C`gW\ck`g_]`b]W\h`U`g`?Øfni`b[`Yk`YfhYh`k`YfXYb`gc`Yž`nY][h`g]W\
X]Y`Ghi`X]YfYbXYb`gW\UZh`i`bni`Zf]YXYb`"G]Y`ZcfXYfb`Y]bY`5bdUggi`b[
XYf` ; Y`XYf`i`a`k`Yb][ghYbg`*`DfcnYbž`i`a`XYb`fYU`Yb`Z]bUbn]Y`Yb
5bZcfXYfi`b[Yb`[YfYW\h`ni`k`YfXYb"

6Ugh]Ub`?i`d_Už`XYf`J`cfghUbXgj`cf]ghnYbXY`XYf
Ghi`X]YfYbXYbj`YfhfYhi`b[`Ub`XYf`i`b]j`Yfg]h`Åh`Ghi`hh[Ufhž`Ài` »Yfh
6YXYb`_Yb.`8]Y`VY[fYb`nhYb`A`]hhY`_ØbbhYb`XUni`ZØ`fYbž`XUgg
fYbcj`]Yfi`b[gVYXØfZh][Y` ; YV`Ài`XY`[YgW\`cggYb`k`YfXYb`a`ØggYbž
k`Ug`[fUj`]YfYbXY`5i`gk`]f`_i`b[Yb`Ui`Z`6]Xi`b[g!`i`bX
: cf]gW\i`b[gUb[YVchY`\UVYb`_ØbbhY`" ð`Y]bYa`ni`_i`bZghf`ÅW\h][Yb
GhUbXcfh`k`]Y`6UXYb!K`ØfhhYa`VYf[` _ØbbhY`X]Yg`X]Y
 ðbcj`Uh]cbg`_fUZh`bUW\`U`h][`VYY]bhf`ÅW\h][Yb"

Ni`_i`bZh`XYf`6]`Xi`b[`]b` ; YZU`f3

8]Y`G]hi`Uh]cb`]gh`Ub[YgdUbbh`"8]Y` : cfXYfi`b[Yb`XYf`Ghi`X]YfYbXYb

gd]Y[Y`b`g]W`b`XYf`VfY]hYb`[YgY`gW UZh]W`Yb`8 YVUhhY`ØVYf`X]Y
 :]bUbn]Yfi b[`j`cb`6]`Xi b[`k`]XYf`" ð`8Yi hgW`UbX`k`]fX`a`Y`f`i`bX
 a`Y`f`XYi`h`]W`ž`XUgg`GdUfa`U»`bU`a`Yb`Ub`<`cW`gW`i`Y`b`b]W`h`bi`f
 X]Y`Ghi`X]YfYbXYb`gY`Vgh`VYhfY`ZYbž`gcbXYfb`Ui`W`X]Y`Ni`_i`bZi`XYf
 [YgUa`hYb`;`YgY`gW UZh[YZ`fXYb`_`ÖbbYb`" ð`a`a`Yf`k`]YXYf`k`]fX`]b
 A`YX]Ybž`k`]Y`**GK F**ž`Ui`ZX]Y`A`]gggh`AbXY`\\]b[Yk`]YgYb`i`bX`XUg
 9W`c`XYf`DfchYghY`]ghi`bØVYf`ÖfVUf`"

C`V`]b`<`YggYbž`6Yf`]b`cXYf`6UXYb`!K`ØfhYa`VYf[.`8]Y`Ghi`X]YfYbXYb
 `UggYb`g]W`b]W`h`Y]bgW`ØW`hYfb`i`bX`ghY`Yb`j`YfY]bh`Ui`Z`9g`V`Y]Vh
 ni`c`ZYbž`XUgg`]`fY`Gh]a`a`Yb`[Y`Öfh`k`YfXYb`i`bX`X]Y`dc`]h]gW`Yb
 9bhgW`Y]Xi`b[ghf`Ä[Yf`Y]b`[i`hYg`<`ÄbXW`Yb`VY]`XYf`J`YfhY]i`b[`XYf
 6]`Xi`b[gfYggci`fW`b`nY][Yb`"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgW`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"gd]Y[Y`"XY • UVc"gd]Y[Y`"XY • k`k`k`"gk`f"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b`!U[`"bYh