

6YhfØ[Yf`]a` < Uj Y`UbX.; , *!>À\ f][Y`ZÀ`h
Ui Z`GWX cW_Ubfi Z`\ YfY]b`°

5_hi Y`Y`Dc`]nY]a` Y`Xi b[Yb`Ui g`XYa` < Uj Y`UbX.; 6Yhfi [ž
J Yf_Y\fgi bZÀ`Y`i bX`G]WXYf\Y]hgk Ufbi b[Yb` `U`Yg`K]Wkh][Y
j ca` %&"\$+ "&\$&) "



< Uj Y`UbXž`8 Yi hgW`UbX`!`a` < Uj Y`UbX`\ UVYb`6YhfØ[Yf
Y]ba U`a` Y\ f`ni [YgW`U[Yb`i bX`Y]bYf', *!>À\ f][Yb` : fUi `Ui g
K i ghYfa Uf`_Yf\YV`]WXYb`Z]bUbn]Y`Yb`GWX UXYb`ni [YZØ[h`A`]h
Y]bYa` fUZZ]b]YfhYb`GWX cW_Ubfi Zj YfgW UZZhYb`g]Y`g]W`Ni [f]Z`Ui Z
Y]bY` [fc»Y` ; Y`Xgi a` a` Y`@Ui h`a` **Un!c b`]bY`XY`VY`Ai** Zh'g]W`X]Y
[YZcfXYfhY`?Ui h]cb`gc[Uf`Ui ZY]bY`Gi a` a` Y`j cb`) "\$\$\$\$`9i fcž`X]Y
X]Y`6YhfØ[Yf`ni f` : fY]\Y]h`XYf`Ub[YV`]W`]b`Y]bYb`hØX`]WXYb
J Yf_Y\fgi bZU`j` Yfk]W_Y`hYb`HcW`hYf`XYf`GYb]cf]b`VYb`Øh][hYb`"

8Yf`J`cfZU`YfY][bYhY`g]W`_Øfn`]W`ž`U`g`X]Y`GYb]cf]b`Y]bYb`5bfi Z
Yf\Y]hž]b`XYa` `]\f`[YgU[h`k`i`fXYž`\fY`HcW`hYf`\UVY`Y]bYb
gW`k`YfYb`i` bZU`j` Yfi fgUW`h` ; Yk`Ø\b`]W`U[]YfYb`gc`W`Y
?f]a`]bY`Yb`a`]h`Ybcfa` Ya` `8fi W`ž`i` a` `]\fY`CdZYf`ni`gW`bY`Yb`i`bX

i bØVYf`Y[hYb`9bhgWXY]Xi b[Yb`ni `Vf]b[Yb``8Yf`5bfi ZghUa a hY
j cb`Y]bYf`i bVY_UbbhYb`i: fUi žX]Y`g]W`U`g`5b[Y\Øf][Y`Ui g[UVž
k Ug`cZh`X]Y`HU_h]_j cb`6YhfØ[Yfb`]ghž`k]Y`hU[Yggd]Y[Y`"XY
VYf]W`hYh"

NU\`fY]W`Y`6Yhfi [gj Yfgi W`Y

8]Y`Dc`nY]`VYgh`h][hž`XUgg`Yg`g]W`i a `Y]bYb`Yfbgh\UZhYb
6Yhfi [gZU``\UbXY`h``8Ug`6Uf[Y`Xž`XUg`X]Y`GYbcf]b`gW`Y]Y»`]W`
ØVYf[UVž`k i fXY`Ub`Y]bYb`A Ubb`ØVYf[YVYbž`XYf`nk]gW`Yb`(\$`i bX
) \$`ž\`fY`U`h`k Uf``9g`]gh`ØVYf`]Y`ZYfhž`XUgg`X]Y`ØVYf[YVYbY`Gi a a Y
]b`6f]Y`Z a gW`À[Yb`i bX`Y]bYf`HØhY`ØVYf[YVYb`k i fXY``?cb`fYhY
Gi a a Yb`k i fXYb`b]W`hj YfØZZYb`h]W`hž`YXcW`U`h`X]Y`Dc`nY]
Ub[Ya Yf_hž`XUgg`Yg`g]W`i a `Y]bY`Yf\YV`]W`Y`A Yb[Y`\UbXY`hž`X]Y
b]W`h`XYb`[YZcfXYfhYb`) "\$\$\$`9i fc`YbhgdUW`"

5i ZXYf`Gi W`Y`bUW`XYf`j Yfa]gghYb`Gi a a Y`gYhnh`X]Y`Dc`nY]`Ui Z
5i Z_`Àfi b[`i bX`Df`Àj Ybh]cb``æ`F U\`a Yb`]`fYf`æZcfa Uh]cbgUfVY]h
k Y]gh`X]Y`Dc`nY]`Ui ZX]Y`; YZU\`fYb`gc`W`Yf`GW`cW`Ubfi ZY`\]b"
6YhfØ[Yf`ghY``Yb`g]W`c`Zh`U`g`J Yfk UbXhY`cXYf`Dc`n]ghYb`Ui g`i bX
YfdYggYb`Xi fW`a Ub]di`Uh]j Y`9fn`À\`i b[Yb`\c\Y
?Ui h]cbggi a a Yb"

GW`i hn`j cf`6Yhfi [

K]Y`_ØbbYb`g]W`GYb]cfYb`i bX`5b[Y\Øf][Y`j cf`gc`W`Yb`Hf]W`g
gW`ØhnYb`3`9g`k]fX`[YfUhYbž`VY]`i bg]W`Yf\Y]h`X]fY`_h`X]Y
Bchfi Zbi a a Yf`%%\$`ni`k`À\`Yb`i bX`b]Ya U`g`X]Y`F`ØW`fi ZhUghY`ni
bi hnYb``æ`i: U``Y`j cb`8fi W`_gc``hYb`6YhfcZZYbY`Ui ZY[Yb`i bX`Ui W`
5b[Y\Øf][Y`i bhYf`VY_UbbhYf`Bi a a Yf`_cbhU_h]YfYb``K]W`h][Y
Di b_hYž`X]Y`Yg`ni`VYUW`hYb`[]`hž`g]bX.

- ?Y]bY`dYfgØb`]W`Yb`cXYf`Z]bUbn]Y``Yb`æZcfa Uh]cbYb`Ua
HY`YZcb`dfY]g[YVYb"
- ; Y`X`cXYf`K YfhgUW`Yb`b]Ya U`g`Ub`i bVY_UbbhY`DYfgcbYb
ØVYf[YVYb"
- æ`Nk Y]ZY`gZU``Y]bY`J YfhfUi YbgdYfgcb`\]bni`n]Y\Yb`cXYf`
X]Y`Dc`nY]`ni`_cbhU_h]YfYb"

- 8]Y'6Y\UbX'i b['j cb'i bZU`cdZYfb'\Åb[h'b]W\hj cb'Y]bYf j cf\Yf][Yb'NU\`i b['UV"

6YhfØ[Yf]gW\Y'5bfi ZY'ghY`Yb'Y]bY'Yf\YV`]W\Y'; YZU\ f'ZØf'i bgYfY Å`hYfYb'A]hVØf[Yf'XUf" <]Yf'gh'Yg'YbHgW\Y]XYbXž'XUgg'k]f k UW\gUa 'V'Y]VYb'i bX'i bg'[Y[YbgY]h]['bZcfa]YfYbž'i a 'gc`W\Y JYf[Y\Yb'a Ø[`]W\gh'ni 'j Yf\]bXYfb"8]Y'Dc`]nY]'gh'_cbh]bi]Yf`W\ VYa Ø\hž'X]Y'6Øf[Yf'ØVYf'X]YgY'a Ub]di `Uh]j Yb'Jcf[Y\Ybgk Y]gYb Ui Zni _`ÅfYb'i bX'a ØW\hY'XUfUi Z`\]bk Y]gYbž'XUgg'<]`ZY`YXYfnY]h ØVYf'X]Y'Bchfi Zbi a a Yfb'j YfZØ[VUf'gh"

8YhU]`g	
Cfh	<Uj Y`UbXž'8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "hU[Yggd]Y[Y`"XY • k k k "dc`]nY]!VYfUhi b["XY

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