

9`VY`Xfc`h`ni`ØVYfZ`i`hYb.`K`]hhYbVYf[`Y`  
i`bhYf`<`cWk`UggYfk`Ufbi`b[`°`

9fZU`fYb`G]Y`U`Yg`ØVYf`X]Y`U`\_hi`Y`Yb`  
<`cWk`UggYfk`Ufbi`b[`Yb`XYf`9`VY`VY]`K`]hhYbVYf[`Yž`]\fY`  
<`]ghcf]Y`i`bX`X]Y`5i`gk`]f`\_i`b[`Yb`Ui`ZX]Y`FY[`]cb`"



K`]hhYbVYf[`Yž`8Yi`hgWk`UbX`!`8]Y`9`VY`]gh`k`]YXYf`]a`i`c`\_i`gž`i`bX`  
X]Y`5bk`c`bYf`fi`bX`i`a`K`]hhYbVYf[`Y`V`]W`Yb`gcf[`Ybj`c`Ui`ZX]Yb`  
DY[`Y`ghUbX`"5a`-`" `&\$&)`ž`bi`f`Y]bYb`HU[`b`UWk`XYf[`Yghf][`Yb`  
K`UggYfghUbXga`Y`Xi`b[`ž`]gh`X]Y`G]hi`Uh]cb`Ub[`YgdUbbh`" `&`XYb`  
`YhhYb`&]\fnY\bhYb`U`h`XYf`i`gg`a`Y`fZUW`ZØf`ni`gÅh`]Wk`Y`  
5i`ZfY[`i`b[`Ygc`f[`hž`VYgcbXYfg`VY]`,`VYfZi`hi`b[`Yb`]b`XYb`&]\fYb`  
&\$&&`i`bX`&\$%`" `a`Un!`cb`bY`"XY`VYf]Wk`hYhj`cb`XYb`U`\_hi`Y`Yb`  
<`cWk`UggYfk`Ufbghi`ZYb`i`bX`XYb`A`U`bU`a`Ybž`X]Y`Yf[`f]ZYb`  
k`YfXYbž`i`a`X]Y`6Yj`Ö`\_Yfi`b[`ni`gWk`ØhnYb`"8`UVY]`]gh`Yg`A`Ufh]b`  
:`YfWk`j`cb`XYf`GhUXh`K`]hhYbVYf[`Y`VYgcbXYfg`k`]Wk`h[`ž`XUgg`X]Y`  
6Øf[`Yf`X]Y`VY`ÖfX`]Wk`Yb`<`]bk`Y]gY`Yfbgh`bY`a`Yb`i`bX`  
Gk`Ui`i`gh[`Y`X]Y`i`YZU`fYbncbY`a`Y]XYb`"

5\_hi Y''\_fY]gYb`X]Y`B Yfj Ybž`XYbb`XYf`K UggYfghUbX`XYf`9`VY`VY]  
K ]hYbVYf[ Y`U`Uh`VYfY]hg`U`Ufa ]YfYbXY`<`Ø`Yb`YffY]W`h`8]Y  
DY[ Y`a`Yggi`b[ `YfZc`[ h`ØVYf`Y]b`A`YgggmghYa` ]b`Y]bYa`DY[ Y`U`Ui`gž  
XUg`X]Y`K`YfhY`Y`Y`\_hfc`b]gW`gdY]W`Yfh`Gc`ZØ`fh`X]Y  
<cW`k`UggYfnYbhfU`Y`X]Y`K`Ufbi`b[ Yb`ØVYf`j`YfgW`]YXYbY`?`Ub`À`Y  
k`]Y`F`UX]cž: YfbgY`Ybž`@Ui`hgdYfW`Yfk`U[ Yb`i`bX`gc`n]U`Y`A`YX]Yb  
Xi`fW`" `č`6fUbXYbVi`f[ `k`YfXYb`j`]Yf`<cW`k`UggYfk`Ufbghi`ZYb  
XYZ]b]Yfhž`X]Y`j`cb`\_`Y]bYa`<cW`k`UggYf`fB`Ufa`ghi`ZY`%`L`V]g`\\]b`ni  
gY`f[ `fc`»`Ya`<cW`k`UggYf`fB`Ufa`ghi`ZY`(`L`fY]W`Yb`"6Y]`Y]bYa  
\_f]h]gW`Yb`K`UggYfghUbX`j`cb`Yhk`U`j`]Yf`A`YhYfb`VY[ ]bbh`XUg  
K`UggYf`gc[ Uf`Ua`BYXk`][`\\UZ`Yb`ni`Ui`ZYbž`k`Ug`ni`f`GdYffi`b[ `j`cb  
DUf`\_d`À`hnYb`ZØ`fh`"

## <cW`k`UggYf`i`bX`6Ui`a`U»`bU`a`Yb

9]b`VY`gcbXYfYf`<`chgd`ch`ZØf`<cW`k`UggYfd`fcV`Ya`Uh]`\_Yb`]gh`X]Y  
6Ui`ghY`Y`XYf`5%(!6fØW`\_Y`ØVYf`X]Y`9`VY`" `@Ui`h`j`c`\_`ggh]a`a`Y`"XY  
]gh`X]Y`gY`6Ui`ghY`Y`a`ca`Yb`hUb`ØVYf`Zi`hY`hž`i`bX`X]Y`6Ui`UfVY]hYb  
fi`\\Yb`V]g`Ui`Z`k`Y]hYfYg`"8]Y`DY[ Y`gh`Å`bXY`YffY]W`hYb`Ua`G]j`YghYf  
)`ž`+`&`A`YhYfž`i`bX`5`Ufa`ghi`ZY`=k`i`fXY`Ui`g[ Yfi`ZYb`"8Yf  
<cW`k`UggYfgW`Y]hY`k`]fX`ZØf`X]Y`gYb`NY]hfUi`a`Ui`Z`\*`A`YhYf  
d`fc[ `bcgh]n]Yfh`"8]Y`bYi`Yff]W`hYhYb`6fØW`\_Y`bdZY]`Yf`ghY`\\Yb  
a`]hY`Yfk`Y]Y`]a`K`UggYfž`k`Ug`:`fU[ Yb`ni`a`Ø[ `]W`Yb`GW`Å`XYb  
Ui`Zk`]fZh`":`Øf`X]Y`6Ui`[ YgY`gW`UZh`8Y[ Yg`k`]fX`Yg]b`XYb  
\_ca`a`YbXYb`K`cW`Yb`Yb`hgW`Y]XYbX`gY]bž`9b`hgW`Y]Xi`b[ Yb`ØVYf  
J`Yfn`Ø[ Yfi`b[ Yb`i`bX`k`Y]hYfZØ`fYbXY`A`U»`bU`a`Yb`ni`hfY`ZZYb`"

č`g[ YgUa`h`k`]fX`Yfk`UfhY`hž`XUgg`X]Y`j`c`gh`Å`bX][ Y`6Y`ZU`fVUf`\_Y]h`XYf  
5%( `V]g`5b`ZUb[ `&`\$`&`+`i`a`[ YgY`hnh`k`]fX`ž`k`Ug`X]Y`5b`V]bXi`b[ `j`cb  
A`U[ XYVi`f[ `bUW`K`]ga`Uf`Yf`\\YV`]W`j`YfVY`ggYfb`gc`""8`UVY]`gc`Yb  
ØVYf`nk`Y]A`j`]UfXYb`9i`fc`]b`XYb`[ fØ`»`hYb`5i`hc`VU`\\bbYi`VUi  
8Yi`hgW`UbXg`]bj`Ygh]Yfh`k`YfXYb`"

## I`a`k`Y`hVYk`i`gghgY]b`i`bX

## <cW`k`UggYfa`UbU[ Ya`Ybh

8cW`b]W`h`bi`f`X]Y`U`\_hi`Y`Yb`;`YgW`Y`\\b]ggY`Zc`fXYfb`i`bgYfY

5i Za Yf\_gUa \_Y]h`5i Z`Ub[ Y`G]W`h`a ØggYb`Ui W` : fU[ Yb`ni a  
 <cW`k UggYfa UbU[ Ya Ybh`Ub[ Y[ Ub[ Yb`k YfXYb`"8 Ug`  
 I a k Y`hVi bXYgUa h`\\YVh`\\Yfj cfž`XUgg`XYf` : `ÅW`Ybj Yf`i gh  
 bUhØf`]W`Yf` , VYfgW`k Ya a i b[ g[ YV]YhY`X]Y` <cW`k UggYfgW`ÅXYb  
 j YfghÅf`\_h`6YfY]hg`Xi fW` [ YZØ`fhY`8Y]W`fØW`j Yf`Y[ i b[ Yb`\\UVYb  
 [ YnY][ hž`XUgg`k Y]hYfY`A U» bU`a Yb`bØh][ `g]bX`"9]b`i a XYb`\_Yb`]b  
 XYf`6YVUi i b[ gYbhk`]W`\_i b[ `]b` : `i ggb`Å`Y`]gh[ YZcfXYfhž`i bX`bYi Y  
 6Ui [ YV]YhY`]b`K UggYfb`Å`Y`gc`hYb`b]W`h`a Y`f`c`bY`K Y]hYfYg  
 [ YbY`a ] [ h`k YfXYb`"

8]YgY`9bhk`]W`\_i b[ Yb`g]bX`b]W`h`bi f`ZØf`K` ]hYbVYf[ Y`j cb  
 6YXYi hi b[ ž`gcbXYfb`VYhfYZZYb`nU`fY]W`Y` ; YV]Yhg`\_ØfdYfgW`UZhYb  
 Ybh`Ub[ `XYf`9`VY`" <cW`k UggYf[ YZU`fYb`\_UfhYb`gc`Yb`XUZØf  
 gcf[ Ybž`XUgg`X]Y`6Yj Ø`\_Yfi b[ `fYW`hnY]h][ `ØVYf`a Ø[ `]W`Y  
 <cW`k UggYf[ YZU`fYb`]bZcfa`]Yfh`k`]fXž`i a`Y][ YbY  
 GW`i hna U» bU`a Yb`d`UbYb`ni ` \_ØbbYb`"9fZfYi`]W``]ghž`XUgg`X]Y  
 A U» bU`a Yb`ni f`ϕZcfa`Uh]cb`XYf`6Øf[ Yf`]b`XYb`YhnhYb`\_J`fYb  
 j YfVYggYfh`k`i fXYb`"

ϕ`X]YgYf`\_f]h]gW`Yb`NY]h`V`Y]Vhi bg`b]W`hg`UbXYfYg`ØVf][ ž`U`g`X]Y  
 K Ufbi b[ Yb`XYf`6Y`ØfXYb`Yfbgh`ni `bY`a Yb`i bX`k UW`gUa`ni  
 gY]b`"8]Y`9`VY`\\Uh`Y]b`9][ Yb`YVYbž`i bX`YXYf`DY[ Y`gdfi b[ `\_Ubb  
 k Y]hfY]W`YbXY` : c`[ Yb`\\UVYb`"

8YhU]`g	
C fh	K ]hYbVYf[ Yž`8Yi hgW`_UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Un!cb`]bY"XY</li> <li>• k k k "j c`_ggh]a a Y"XY</li> <li>• k k k "i a k Y`hVi bXYgUa h"XY</li> </ul>

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