

# 9]bVfi W\ `]b `l W\_Yfa Uf\_ . `G]W\ Yf\ Y]hg[ `Ug \À`h`HÀhYf`UV`

↳ XYf`l W\_Yfa Uf\_`gW\ Y]hYfhY`Y]b`9]bVfi W\ `]b`Y]bYb  
@chc`UXYb`XUb\_`G]W\ Yf\ Y]hg[ `Ug"8]Y`Dc`nY]`Yfa ]hh`h"  
l bhYfghØhnYb`G]Y`c\_U`Y` ; YgW\ ÀZhY`



: f]YXf]W\ ghfU» Yž`%+&- %`l W\_Yfa Uf\_ž`8Yi hgW\ `UbX`!`5a  
A cbhU[ a cf[ Ybž`XYa `&' "'> b]ž`a UW\ hY`A Ubi Y`U`8]hhVYfbYf`Y]bY  
i bYfZfYi `]W\ Y`9bhXYW\_i b[ `]b`]\fYa `@chc`UXYb`]b`XYf  
: f]YXf]W\ ghfU» Y" `5`g`g]Y`X]Y`HØf`ÒZbYhYž`Z]Y`]\f`gcZc`fh`X]Y  
VYgW\ ÀX][ hY`9]b[ Ub[ ghØf`]bg`5i [ Y"l bVY\_UbbhY`\UhYb`]b`XYf  
BUW\ h`cZZYbVUf`j Yfgi W\ hž`a ]hY]bYa `GhY]b`]b`]\f` ; YgW\ ÀZh  
Y]bni Xf]b[ Ybž`YXcW\ `c`bY`9fZc`[ "'8Ug`G]W\ Yf\ Y]hg[ `Ug`XYf`HØf  
\Y`h`ghUbXžk Ug`X]Y`9]bVfYW\ Yf`Ui Z]\fYf`Gi W\ Y`bUW\ `6Yi hY  
gW\ Y]hYfb`]Y» "'8Yf`YbhghUbXYbY`GW\ UXYb`VY`Ài Zh]g]W\ `YXcW\ `Ui Z  
a Y\fYfY`\i bXYfh`9i fcž`k ]Y`b`c`f`X`\_`i`f]Yf`"XY`VYf]W\ hYh"

; `ØW\_]W\ Yfk Y]gY`V`Y]Vh`XYf`@chc`UXYb`hfc`h`XYf`GW\ ÀXYb  
[ YÒZbYh"8]hhVYfbYf`Ài » YfhYž`XUgg`g]Y`]b`ØVYf`nk`Y`]`>\fnY`b`hYb

bcW`b]Y`a`h]Y]bYa`gc`W`Yb`J`cfZU```\_cbZfcbh]Yfh`k`Uf``I`a`XYb`  
GW`UXYb`ni`VY`VYVYb`z`k`]fX`X]Y`VYgW`AX][`hY`GW`Y]VY`Xi`fW`Y]b`  
k`Y]hYfYg`G]W`Yf`Y]hg[`Ug`YfgYhnh`z`k`Ug`Ui`W`bcW`a`U`a`Y`fYfY`  
`i`bXYfh`9i`fc`\_cghYb`k`]fX``J`YfhfYhYf`XYf`?`f]a`]bU`dc`nY]`UVYb`  
X]Y`9fa`]hhi`b[`Yb`Ui`Z[`Ybca`a`Yb`/XYfnY]h`k`]fX`X]Y`5i`gk`Yfhi`b[`  
j`cb`5i`ZbU`a`Yb`XYf`,`VYfk`UW`i`b[`g\_Ua`YfUg`Xi`fW`[`YZ`f`h`"

;`Yk`Ufbh`Xi`fW`ghY][`YbXY`  
9]bVfi`W`gj`Yfgi`W`Y`

8]Y`U`\_hi`Y``Y`G]hi`Uh]cb`]gh`\_Y]b`9]bnY`ZU````@Ui`h`XYa`Dc`nY]`]W`Yb`  
?`f]a`]bU`ghUh]gh]\_VYf]W`h`Z`f`&`\$`&`'`i`[`UV`Yg`Y]bYb`5bgh]Y[`XYf`  
9]bVf`W`Y`i`bX`9]bVfi`W`gj`Yfgi`W`Y`i`a`%`,`z`%`i`Ui`Z`bU`Y`ni`+`,`\$\$\$`  
:`A``Y`]a`J`Yf[`Y]W`ni`&`\$`&`"8]YgY`Ni`bU`a`Y`VYhf]Zh`b]W`h`bi`f`  
df]j`UhY`<`Ui`g`U`h`Y`z`gcbXYfb`Ui`W`i`bhYfbY`a`Yb``8]Y[`YgUa`hY`  
6fUbW`Y`]gh`U`Ufa`]Yfh`z`XYbb`9]bVf`W`Y`\_`ObbYb`z`]bgVYgcbXYfY`Z`f`  
\_`Y]bY`i`bX`a`]hY`gh`A`bX]gW`Y`6Yhf]YVY`z`YI`]ghYbnVYXfc`YbX`gY]b`z`  
VYgcbXYfg`k`Ybb`g]Y`b]W`h`Ui`gfY]W`YbX`j`Yfg]W`Yfh]g]bX``8]Y`  
Cf[`Ub]gUh]cb`j`cb`9]bVfYW`YfVUbXYb`gW`Y]bh`ni`ni`bY`a`Yb`z`k`Ug`  
X]Y`B`chk`YbX][`\_Y]hj`Yfgh`A`f`\_hYf`G]W`Yf`Y]hga`U`bU`a`Yb`  
i`bhYfghfY]W`h`z`k`]Y`X]Y`k`]fhgW`UZh`ZY`b`ghYf`XY`VYf]W`hYh`"

5`g`df`A`j`Ybh]Y`A`U`bU`a`Yb`ni`f`9f`O`li`b[`XYg`9]bVfi`W`gW`i`hnYg`  
k`]fX`Ya`dZc`Yb`z`H`O`fYb`i`bX`:`YbghYf`ghYhg`ni`j`Yff]Y[`Y`b``9i`dYfhYb`  
j`cb`\_g`!]a`a`cV`]Yb`XY`fUhYb`XUni`z`Ui`W`GW``O`ggY`b]W`h`Ub`  
cZYbg]W`h]W`C`fhYb`ni`j`YfghY`W`Yb`i`bX`VY]J`Yf`i`ghi`a`[`Y`YbX`  
XYb`GW`]Y`»`nm`]bXYf`ni`k`YW`gY`b``Ni`XYa`\_`ObbhY`X]Y`b`ghU`Uh]cb`  
j`cb`c`W`k`Yfh][`Yb`5`Ufa`Ub`U[`Yb`i`bX`a`cXYfbYb`  
6Yk`Y[`i`b[`ga`Y`XYfb`]b`;`YgW`A`ZhYb`i`bX`Df]j`Uh`A`i`gYfb`Y`ZYb`z`  
i`b[`YVYhYbY`;`A`ghY`ZYfbni`U`hYb`"

Gc`]XUf]h`A`h`Ui`g`XYf`B`UW`V`UfgW`UZh`

8]Y`B`UW`V`UfgW`UZh`fYU[`]Yfh`Ui`Z`X]Y`J`cf`\_ca`a`b]ggY`gc`]XUf]gW`"  
?`i`bXYb`nY][`Yb`g]W`i`bhYfgh`O`hnYbX`i`bX`Y`ZYb`XYf`6YhfY]VYf]b`z`k`c`  
g]Y`\_`ObbYb``NYi`[`Yb`z`X]Y`]b`XYf`B`UW`h`ni`a`A`cbhU[`j`YfX`A`W`h][`Y`  
6YcVUW`hi`b[`Yb`[`Ya`UW`h`UVYb`z`g]bX`XUni`Ui`Z[`Yfi`ZYb`z`g]W`VY]

XYf`Dc`]nY]`ni `a Y`XYbž`i a `X]Y`9fa ]h`i b[ Yb`j cfUbni hfY]VYb"

A ]h`XYa `f]W`h][ Yb`GW`i h`i`i bX`XYf`l bhYfghØhni b[ `Xi fW`X]Y  
B UW`VUfgW`UZh`g]bX`X]Y` ; YgW`ÅZhY` ]b`XYf` : f]YXf]W`ghfU» Y`VYfY]hž  
Ui W`gc`W`Yb`<YfUi gZcfXYfi b[ Yb`Ybh[ Y[ Ybni hfYhYb``8]Y  
9fY][ b]ggY`j YfXYi h]W`Yb`Y]ba U`a Y`fž`XUgg`G]W`Yf`Y]h`Ub`YfghYf  
GhY``Y`ghY`Yb`a`i`gg"

8YhU]`g	
C fh	: f]YXf]W`ghfU» Yž`%+&- %l W`Yfa Uf_ž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "bc fX_i f]Yf"XY</li><li>• k k k "_g_!]a a cV]`]Yb"XY</li><li>• k k k "k ]fhgW`UZhgzYbghYf"XY</li></ul>

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