

8 UW hYffUggYb`]b`A ØbW Yb. `8 f]b_g`a]h UhYa VYfUi VYbXYa `5i gV`]W_°

9bhXYW_Yb`G]Y`X]Y`VYghYb`8 UW hYffUggYb`]b`A ØbW Ybž`k c
G]Y`8 f]b_g`VY]`UhYa VYfUi VYbXYb`5i gV`]W_Yb`[Yb]Y» Yb
_ÖbbYb°



F cgYb\Y]a Yf`D`Uhnž, %* * - `A ØbW Ybž`8 Yi hgW`Ub X`!`†`XYb
`YhnhYb`†\`fYb`\Uh`g]W`XUg`5b[YVch`Ub`8 UW hYffUggYb`]b
A ØbW Yb`ghUf`_j Yf[fÖ» Yfhž`gcXUgg`9]b\Y]a]gWY`gck]Y`Hci f]ghYb
X]Y`A Ö[`]W_Y]h`\UVYbž`8 f]b_g`]b`i Zh][Yf`< Ö\Y`ni`[Yb]Y» Yb"
6YgcbXYfg`XYf`?i`hi`fXUW [UfhYb`]a`Y\Ya U`][Yb`; UghY][`Ua
F cgYb\Y]a Yf`D`Uhn`n]Y\`hj]Y`Y`A ØbW`bYf]bbYb`i bX`A ØbW`bYf`Ubž
X]Y`Xcfh`XYb`Gcb`bYbi`bhYf[Ub[`a`]h`Y]bYa`; `Ug`Gdf]h`Yf`VYb`"
8Yf`Ni [Ub[`ni`XYb`8 UW hYffUggYb`]gh`YXcW`cZh`hYi`Yf`cXYf`bi`f
Ui`g[Yk`À`\`hYb`;`ÀghYb`j`cfVY`U`hYbž`k`Ug`X]Y`8]g_i`gg]cb`ØVYf
; Ybhf]Z]n]Yfi`b[`]b`XYf`GhUXh`Ub\Y]nh`°5b`XYb`nU`\fY]WYb
6U`i`ghfUXYb`_ÖbbYb`6Ygi`W`Yf`X]Y`VYY]bXfi`W_YbXY`5i`gg]W`h
[Yb]Y» Yb`i`bX`XUVY]`X]Y`bYi`Y`G_m]bY`A ØbW Yb`g`VYcVUW`hYbž`X]Y
j`cb`j`]Y`Yb`?fÅbYb`[YdfÀ[`h]gh`°9]bY;`fUi`Ua`;`UghY][`VYa`Yf`hYž

XUgg'X]Y'j Yfa Y]bh]WXY'Z]bUbn]Y''Y'GhUV]']hÅh'XYf'GhUXh
cZYbg]W'h]W'gY]ž'k À\fybX'Y]b'† b[Yf'A Ubb'a Y]bhYž'XUgg'a Ub
g]W'X]Y'5i gg]W'h' j YfX]YbYb 'a ØggYž'i a ']'b'gc'W'Yi '_i g]j Y
<Ø\Yb'ni '[Y'Ub[Yb''

⇒ a Yf'a Y\ f'F ccZhd!6Ufgž'FYghUi fUbhg'i bX'7UZÅg'YfØZbYb']b
XYf'⇒bYbghUXh'i bX'hfU[Yb'ni f''YV\UZhYb'5ha cgd\ÅfY'XYg
i fVUbYb '@VYbg'VY]''@Ji h'a i YbWXYb"hfUj Y''[]Vh'Yg'Y]bY
J]Y'nU\''j cb'VY]YVhYb'GhUbXcfhYb''8Uni 'nÅ\Yb'X]Y': fUi 'ja
A cbX'ja '8Yi hgWXYb'A i gYi a ž'X]Y'Y]bY'bUW\U'h][Y'5i gf]W'hi b[
j YfZc^[h'i bX': fØ\ghØW_ž'A]hU[YggYb'gck]Y'7cW_hU]'g'UbV]YhYž
i bX'X]Y'7'ci X'* 'ja 'A Uff]chh<chY''7]hm'K Yghž'X]Y'a]h'6']W_'Ui Z
X]Y'5'dYb'a YX]hYffUbY'GbUW_g'_fYXYbnh"

8]Y 'VYghYb '8 UW hYffUggYb

8]Y'5i gk U\''Ub'8 UW hYffUggYb']b'A ØbWXYb']gh'VYY]bXfi W_YbX
i bX'V]YhYh'ZØf'YXYb'; YgW'a UW_Yhk Ug''Ni 'XYb'<][\'] [\hg
[Y\ØfYb.

- 8 UW hYffUggY']b'XYf'8Yi hgWXYb'9]WXY. '6UmYf]gWXY
GW'a Ub_Yf'a]h'6']W_'Ui Z'X]Y'5'dYb"
- A I b]ec'F ccZhd'6Uf.' <ØWghY'6Uf'ja ' <mUhh'<chY'
GW'k UV]b['a]h' *\$!; fUX!5i gg]W'h"
- 6'i Y'GdU'8 UW [UfhYb. '⇒YU''ZØf': fØ\ghØW_'cXYf'5dYf]h]Z
a]h'5i gg]W'h'Ui Z'X]Y'⇒bYbghUXh'ja '6UmYf]gWXYb'<cZ'
- A U\ ^cb ['F ccZ'; UfXYb. '6']W_'Ui Z'X]Y': fUi Yb_]fWY'ja
A UbXUf]b'cf]Ybhu"
- F ccZhd'6Uf'ja 'H\Y': 'i g\]b['A YUXck g. 'A]l'Ui g
_'Ugg]gWXYb'5dYf]h]j cg'i bX'7cW_hU]'g"

8 UfØVYf'\]bUi g[]Vh'Yg'nU\ 'fY]WXY'k Y]hYfY'5i » YbVYfY]WXYž'k]Y
X]Y'A <) 'F ccZVUf'VY]XYf'bYi Yb'Gca a YfUVYbX!@cWWh]cb'Ua
CghVU\ b\cZ'cXYf'X]Y'? ØWXY'ja '? fUZhk Yf_ž'X]Y'j Y[UbY'i bX
j Y[YhUf]gWXY'cdh]cbYb'Ui Z]\fYf'8 UW hYffUggY'V]YhYh''8]YgY
@cWWh]cbg'g]bX'VYgcbXYfg'VY]YVh'ZØf'Y]bYb'YbhgdUbbhYb'5VYbX
cXYf'Y]bY'[YgY''[Y'NY]h'a]h': fYi bXYb"

BYVYb`XYb`8 UW\hYffUggYb`Yf[`Àbnh`X]Y`GhUXh`nU\`fY]W\Y
 5i`gg]W\hgd`i`b`_hY`ž`X]Y`g]W\`j]XYU`ZØf`Y]bYb`DUbcfUa`UV`]W`_Y][`bYb`"
 6Y]gd]Y`gk`Y]gY`V]YhYh`XYf`F`Uh\`Ui`ghi`fa``Y]bYb`@]Zh`ni`f`D`UhhZcfa`ž
 k`À\`fYbX`X]Y%-`\$`Ghi`ZYb`XYg`5`hYf`DYhYf`XYb`6`]W`_Ui`Z`XYb
 A`Uf]Ybd`Uhm`Yf`ÒZbYb`"5i`W`XUg`7UZÅ`";`cW`_Ybgd]Y`gck`]Y`XYf`
 C`ma`d]UVYf[`i`bX`XYf`f`Òhha`Ub]b[`Yf`6Yf[`n`À\`Yb`ni`XYb
 VY`]YVhYb`5i`gg]W\hgd`i`b`_hYb`"

8]Y`U`_hi`Y`Y`9b`hk`]W`_i`b[`X]YgYf`8 UW\hYffUggYb`i`bX
 5i`gg]W\hgd`i`b`_hY`]b`A`ØbW\Yb`nY][`hž`XUgg`X]Y`GhUXh`b]W\h`bi`f`Y]b
 N]Y`ZØf`?`i`hi`f!`i`bX`:`Y]bgW\`a`YW`_Yf`]ghž`gcbXYfb`Ui`W`ZØf
 X]Y`Yb][`Ybž`X]Y`X]Y`GW\`Òb\`Y]h`XYf`A`Yhfc`dc`Y`Ui`g`i`Zh][`Yf`<`Ò\`Y
 [`Yb]Y»`Yb`a`ÒW\`hYb`"K`À\`fYbX`X]YgYf`HfYbX`j`]Y`Y`Ubn]Y\`hž`k`]fZh`Yf
 [`Y]W\`nY]h][`:`fU[`Yb`XYf`gcn]U`Yb`J`YfU`b`hk`cfhi`b[`i`bX
 Ni`[`Àb[`]W\`_Y]h`ZØf`U`Y`Ui`Zž`k`Ug`]b`XYf`Ub[`YgdU`bb`hYb
 K`c`\bg]hi`Uh]cb`XYf`GhUXh`Y]b`k`]W\`h][`Yg`H\`Ya`U`V`Y]Vh`"

8YhU]`g	
C`fh	F`cgYb\`Y]a`Yf`D`Uhnž`,`%`*`*`-`A`ØbW\Ybž` 8Yi`hgW\`UbX`
E`i`Y`Y`Yb`	<ul style="list-style-type: none"> • k`k`k`"gi`YXXYi`hgW\`Y`"XY` • k`k`k`"a`i`YbW\Yb`"hfUj`Y` •]bg]XYfY]"W`a`

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