

? cU`h]cb`d`Ubh`bYi Y`F Y[Y`b.
: Ua]`YbbUW`ni [`ZØf` : `ØW`h`b[Y`]b
; YZU`f°

8]Y`gW`k Ufn!fchY`?cU`h]cb`d`Ubh`&\$&) `J YfgW`ÄfZ` b[Yb`]a
: Ua]`YbbUW`ni [`i bX`XYf`9]bVØf[Yfi b[" `?f]h`_Yf`k UfbYb
j cf`bY[Uh]j Yb` : c`[Yb`"



8Yi hgW`UbX`!`8]Y`bYi Y`gW`k Ufn!fchY`?cU`h]cb`]b`8Yi hgW`UbX`
d`Ubh`Yf`YV`]W`Y`J YfgW`ÄfZ` b[Yb`]a `6YfY]W`XYf`
A] [fUh]cbgdc`h]_`5a`A`]h`k cW`gc`Yb`i bhYf`XYf` : Ø`fi b[`j`cb`
6i bXYg]bbYba`]b]ghYf`5`YI UbXYf`8cVf]bXh`f7GI`Ł`[`Y]W`nk`Y`
; YgYhnYbhk`ØfZY`j`YfUVgW`]YXYh`k`YfXYb`ž`X]Y`]bgVYgcbXYfY`XYb`
: Ua]`YbbUW`ni [`ZØf` : `ØW`h`b[Y`a`]h`gi`Vg]X]ÄfYa`G`W`i`hng`h`U`h`g`
VYhfY`ZYb`"8]YgY`A`U`»`bU`a`Yb`_ca`a`Yb`ni`Y`]bYa`NY]hdi`b`_h`ž`]b`
XYa`XYf`8fi`W`_Ui`Z`X]Y`XYi`hgW`Yb`?ca`a`i`bYb`Ui`Z`fi`b`X`
ghY][`YbXYf` : `ØW`h`b[gnU`Yb`k`ÄW`gh`"

GY]h`9bXY`A`Äfn`&\$&) `YVYb`]b`8Yi hgW`UbX`' , , "\$+(`gi`Vg]X]Äf`

; YgW\ØhnhYžk cVY]Yhk U'XfY]J]YfhY`j cb`]\bYb`Ui g`Gmf]Yb
ghUa a Yb""8Yf': Ua]`]YbbUW\ ni [`k Uf`VYfY]hg`nk]gW\Yb`A`Äfn`&\$%*
i bX`ž`]`&\$%, `Ui g[YgYhnhž`i bX`gY]h`5i [i gh`&\$%, `]gh`X]Y`9]bfY]gY
j cb`a`cbUh]W\ `bi f`%"\$\$\$`5b[Y\`Öf][Yb`j`cb`gi`Vg]X]Äf'; YgW\ØhnhYb
fb`U]ja`U`%&"\$\$\$`dfc`ž\`fŁ`a`Ö[`]W\`" `?f]h`_Yfž`k]Y`X]Y
: `ØW\h`]b[gcf[Ub]gUh]cb`Dfc`5gm`ž`k UfbYbž`XUgg`X]Y` [Yd`UbhYb
ŸbXYfi b[Yb`bY[Uh]j`Y`5i`gk]f`_i`b[Yb`Ui`Z`VYhfc`ZYbY` : Ua]`]Yb
\UVYb`_ÖbbhYb`"K`Y]hYf\]b`k]fX`XYf': Ua]`]YbbUW\ ni [`U`g
6Y`Ughi b[`ZÖf`X]Y`?ca`a`i`bYb`Ub[YgY\Yb"

ŸbXYfi b[Yb`VY]a` : Ua]`]YbbUW\ ni [

8]Y` [Yd`UbhY`FY[Y`i`b[`g]Y\`h]`cfž`XUgg`gi`Vg]X]Äf'; YgW\ØhnhY`ZÖf
nk`Y]ž\`fY`_Y]bY` : Ua]`]YbUb[Y\`Öf][Yb`bUW\`8Yi`hgW\`UbX`Vf]b[Yb
XÖfZYbž`Yg`gY]`XYbbž`Yg`\UbXY`h`g]W\`i`a`b]W\h`XYZ]b]YfhY
<ÄfhY`ZÄ`Y`"8]YgY`ghf`_hYb`A`U»`bU\`a`Yb`gc`Yb`X]Y`ž`hY[fUh]cb`XYf
VYfY]hg`]b`8Yi`hgW\`UbX`YVYbXYb` : `ØW\h`]b[Y`ZÖfXYfb`i`bX`X]Y
ghY][YbXYb`<YfUi`gZc`fXYfi`b[Ybž`j`cf`XYbYb`j`]Y`Y`?ca`a`i`bYb
ghY\Ybž`UXfYgg]YfYb`"9]bY`l`a`ZfU[Y`Ui`g`XYa`GYdhYa`VYf`&\$&(
nY][hž`XUgg`++`Dfc`nYb`h`XYf`6Y`ZfU[hYb`Y]bY`K`YbXY`]b`XYf
A][fUh]cb`gdc`]h]_`Zc`fXYfb"

DUFU`Y`ni`X]YgYb`FY[Y`i`b[Yb`d`Ubh`X]Y`6i`bXYgfY[]Yfi`b[`Ui`W\ž
X]Y`VYgW\`Yi`b][hY`9]bVÖf[Yfi`b[`ZÖf`[i`h]b`hY[f]YfhY`9]bk`UbXYfYf
bUW\`XfY]ž\`fYb`ni`fÖW`_ni`bY\`a`Yb`"8]Y`K`UfhY`Zf]gh`ZÖf`fY[i`ÄfY
9]bVÖf[Yfi`b[Yb`gc`Y`Xc`W\`j`cb`UW\h`Ui`Z`ZÖb`Z`ž\`fY`fYXi`n]Yfh
V`Y]VYb`": UW\`Yi`hY`\UVYb`[Ya`]gW\hY`A`Y]bi`b[Yb`ni`X]YgYb
ŸbXYfi`b[Yb`[YÄi`»Yfh`"9]b][Y`gY\Yb`X]Y` ; YZU\`f`bY[Uh]j`Yf
5i`gk]f`_i`b[Yb`Ui`Z`\c`W\ei`U`Z]n]YfhY`A][fUbhYbž`k`Ä\`fYbX`UbXYfY
X]Y`f`ÖW`_bU\`a`Y`XYf`VYgW\`Yi`b][hYb`9]bVÖf[Yfi`b[`VY`ZÖfk`cfhYb"

: Ua]`]YbUgm`i`bX`fYW\h`]W\Y` ; fi`bX`U[Yb

8Ug` : Ua]`]YbUgm`V]YhYh`X]Y`A`Ö[`]W\`_Y]hž`XUgg`A`h[`]YXYf`Y]bYf
: Ua]`]Y`YVYb`ZU`g`5gm`Yf\`U`hYb`_ÖbbYbž`k`Ybb`Y]bY
ghUa`a`VYfYW\h][hY`DYfgcb`U`g`Ugm`VYfYW\h][h`UbYf`_Ubb`h`k`i`fXY`
l`a` : Ua]`]YbbUW\ ni [`ni`VY`UbhfU[Ybž`a`ØggYb`9\Y[UhYb`i`bX
?]bXYf`VYgh]a`a`hY`J`cfUi`ggYhni`b[Yb`YfZÖ`Yb`"5i`Z[fi`bX`XYf`

[YgYhn`]WkYb`FY[Y`i b[Yb`XYg`5gm`fYWk hg`]gh`Yg`YXcWk`b]Wk h
]a a Yf`a Ò[`]Wk ž`Y]bYb`5bhfU[`Ui Z: Ua `]YbbUWk ni [`ni `ghY`Yb"
`gVYgcbXYfY`VYghY`Yb`5i ggWk`ØggY`ZØf`DYfgcbYbž`X]Y`k A`fYbX
]`fYf` : `i Wk h[Y`Y]fUhYh`UVYb`cXYf`X]Y`U`g; YZ`A`fXYf`[Y`hYb"

B UWk`cZZ]n]Y`Yb`GhUh]gh]_Yb`k i fXYb`]a `j`f`&\$&(`fi bX`&&- "+) %
5gm`Ubhf`A[Y`]b`8Yi hgWk`UbX`[YghY`hž`k cVY]`XYf` : Ua `]YbbUWk ni [
k Y]hYf`]b`Y]b`nYbhfU`Yg`H`Y`a U`]b`XYf`ØZZYbh`]WkYb`8]g_i gg]cb
V`Y]Vh`8]Y`8YVUhY`ØVYf`X]Y`A][fUh]cbg!`i bX`5gm`dc`]h]_`U`h`Xi fWk
j YfgWk]YXYb`Y`g]WkYf`Y]hgdc`]h]gWkY`9j Ybhi U`]h`hYbž`k]Y`X]Y
5hhYbhUhY`]b`A`Ubb`Y]a `i bX`Gc`]b[Ybž`Ub``hYb]h`h`[Yk`cbbYb"

`g[YgUa`h`gd]Y[Y`b`X]Y`J`Yf`A`bXYfi b[Yb`i bX`XYf`[YgY`gWkUZh`]WkY
8fi W`_Y]bY`gWk`A`fZYfY`<U`hi b[`Y[YbØVYf`A][fUh]cb`k]XYfž`X]Y
j cb`XYf`bYi Yb`6i bXYgfY[]Yfi b[`i a [YgYhnh`k YfXYb`gc`""8Yf`Gh]
XYf`A][fUh]cbgdc`]h]_`]b`8Yi hgWk`UbX`U`h`g]Wk`j`c`f`XYa
<]bhYf[fi bX`XYg`XYa`c[fUZ]gWkYb`K`UbXY`g`i bX`XYg
: UWk`_f`A`ZhYa`Ub[Y`g]b`XYb`Y`hnhYb`j`f`Yb`YVYbZU`g`[Yk`UbXY`h"
8]Yg`[YgWk]Y`h`]b`Y]bYa`?`cbhYi hž`]b`XYa`X]Y`A`Y`f`Y]h`XYf
6Yj`Ø`_Yfi b[`Yi`fcd`A]gWkY`@Øgi b[Yb`ni`f`6Yk`A`h][i b[`j`cb
: `ØWk`h]b[gZfU[Yb`VYZØfk`cfhYh"

5_hi`Y`Y`dc`]h]gWkY`F`U`a`YbVYX]b[i b[Yb`i bX`[Yf]Wk`h`]WkY
9bhgWkY]Xi b[Ybž`gck`c`U`i`Z`bUh]cbU`Yf`U`g`Ui`Wk`Ui`Z
Yi`fcd`A]gWkYf`9VYbYž`k`YfXYb`X]Y`ni`_ØbZh][Y`A][fUh]cb`i`bX
`hY[fUh]cb`]b`8Yi hgWk`UbX`d`f`A[Yb`8]Yg`[YgWk]Y`h`]b]Wk`h`bi`f`]a
<]bV`]W`_Ui`Z: `ØWk`h]b[Yž`gcbXYfb`Ui`Wk`]b`6Yni [`Ui`Z`X]Y
5bk`YfVi b[`j`cb : UWk`_f`A`ZhYbž`i`a`X]Y`k`]fhgWkUZh`]WkYb
<YfUi`gZcfXYfi b[Yb`ni`VYk`A`h][Yb"

: Øf`k`Y]hYfY``Zcfa`Uh]cbYb`ni`XYb`bYi`Yb`FY[Y`i b[Yb`i bX`XYa
GhUhi`g`XYg` : Ua `]YbbUWk ni [gž`g]Y`Y`X]Y`c`ZZ]n]Y`Yb`GY]hYb`XYf`
A`Yf`_i`fž`XYg`65A` : `i bX`j`cb`GhUh]ghU"

8YhU]`g	
J`c`f`ZU`	; YgYhn[YVi b[

8YhU]`g	
C fh	8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "VUa Z"XY • XY"ghUh]ghU"Wc a

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