

GWX cW_]b '@i Xk][gVi f[. : Yi Yfk Y\ fUi hc
VY]'9]bgUhnZU\ fh'j Yfi b[`ØW_h°

I bZU``nk]gWYb': Yi Yfk Y\ fUi hc'i bX'D_k]b '@ Xk][gVi f[.
Nk Y]'J Yf`YhnhY'i bX'i b_`UfY'I bZU``i fgUWXY`Ua
GUa ghU[UVYbX"



@i Xk][gVi f[ž'8Yi hgW`UbX`!`#`XYf'j Yf[Ub[YbYb`K cWXY
YfY][bYhYb`g]W_]b '@ Xk][gVi f[`nk Y]'VYa Yf_Ybgk YfhY
J Yf_Y\ fgi bZÄ`Yž`VY]'XYbYb': Yi Yfk Y\ f!`i bX`F Yhhi b[gZU\ fnYi [Y
j Yfk]W_Y`h`k UfYb" `6Y]XY`J cfZÄ`Y`ZUbXYb`]b`i ba]hhY`VUfYa
Ni gUa a Yb\Ub[`a]h'9]bgUhnZU\ fhYb`ghUhh'i bX`ZØ\ fhYb`ni
nU\`fY]WXYb`J Yf`YhnhYb`gck]Y`Yf\YV`]WXYb`GUW`gW`ÄXYb"

5a `GUa ghU[UVYbX`_Ua `Yg`ni `Y]bYa `Ni gUa a Ybghc» `nk]gWYb
Y]bYa `: Yi Yfk Y\ fUi hcž`Y]bYa `; YfÄhYk U[Yb!A YgghYW`b]_ž`i bX
Y]bYa `D_k `X]fY`_hj cf`XYf`< Ui dhZYi Yfk UWXY" `@Ui h`**NJ K** `k i fXYb
nk Y]'DYfgcbYb`VY]'X]YgYa `I bZU``Y]W`h`j Yf`Yhnh" `8]Y [YbUi Y
I fgUWXY`XYg`J cfZU`g`]gh`V]g`Ub[`i b_`Ufž`i bX`VY]XY: U\ fnYi [Y
g]bX`b]W`h`a Y\`f`ZU\`fVYfY]h" `8Yf`[YgW`ÄhnhY`GW`UXYb`VY`Äi Zh`g]W`

Ui ZY]bYb'a]hYfYb'ZØbZghY`][Yb'6YhfU["'8 Ug'VYhfcZYbY
: Yi Yfk Y\Ui hcž'XUg'j]Yf'X\Y'U'h]ghž'_ca a h'VY]'9]bgÄhnYb'ni f
l bhYfgi Wxi b['j cb'WY'a]gWYbž'V]c'c[]gWYb'i bX'fUX]cU_hj] Yb
GhcZYb'ni a '9]bgUhnž'Yhk U'ni f'6Yi fhY]'i b['j cb
9l d'cg]cbg[YZU\Yb'bUW'Y]bYa ' ; UgUi ghf]hh"

9]bgUhnZU\ fh'XYg'F Yhhi b[gk U[Ybg

6YfY]hg'ni j cfž'Ua '8]YbghU[j cfa]hU[ž'ghY`hY'Y]b'k Y]hYfYf'I bZU`
a]hY]bYa 'F Yhhi b[gk U[Yb'X]Y'9]bgUhn_fÄZhY'j cf'Y]bY
<YfUi gZcfXYfi b["'8Yf') (!Ä\ f][Y': U\fyf'XYg': U\fnYi [g'k Uf'a]h
A Ufh]bg\cfb'i bX'6'Ui `]W'h'i bhYfk Y[gž'U'g'Yf'Ub'Y]bYf'5a dY`Ui Z
XYf'A Uf_[fÖb]b[Yf'GhfU»Y'Y]bY'fchY'5a dY`ØVYfZ \f"'8UVY]'_Ua
Yg'ni 'Y]bYa 'Ni gUa a Ybghc»'a]hY]bYf', (!Ä\ f][Yb'JK !: U\fyf]bž
X]Y'VY]'; fØb'bUW'`]b_g'UVV]Y[Yb'k c`hY"'8Yf'HU[&('VYf]W'hYhYž
XUgg'XUg'F Yhhi b[gZU\fnYi ['VY]a '5i ZdfU``]bg'GhfUi W'Y'b'[Yf]Yhž
a]h'XYa '6cfXghY]b'i bX'Y]bYa '5a dY'a Ugh'_c`X]YfhY'i bX'Ui ZX]Y
GY]hY'_]ddhY"

⊕'XYa 'F Yhhi b[gk U[Yb'VYZUbXYb'g]W' bYVYb'XYa ' : U\fyf'Ui W
Y]bY'&%! Ä\ f][Y'GUb]hÄhYf]b'gck]Y'Y]bY'') !Ä\ f][Y'A i hYf'a]h
]\fYa 'nk Y]Ä\ f][Yb'Gc\ b"'5`Y'ZØbZ'6YhY]][hYb'Ub'XYa 'l bZU`
Yf']hYb`Y]W'hY'J Yf'Yhni b[Yb'i bX'k i fXYb']b'i a `Y[YbXY
?fUb_Yb\Äi gYf'[YVfUW'h"'8]Y[YgW'ÄhnhYb'; YgUa hgW'ÄXYb
VY'Ui ZYb'g]W'Ui ZYhk U') + "\$\$\$'9i fc"'9fgha Y'Xi b[Yb'ni 'XYa
J cfZU`k i fXYb'i a '%("(&'l \f'UV[Y[YVYb"

GhUh]gh]gW'Y' <]b hYf[fØbXY

⊕'5bVYhfUW'h'X]YgYf'J cfZÄ`Y']gh'Yg'k]W'h][ž'XUg'5i [Yba Yf'_Ui Z
X]Y'F ØW_a Y'Xi b[Yb'ni f'J Yf_Y\fgg]W'Yf\Y]h'i]b'8Yi hgW'UbX'ni
'Y[Yb"'@Ui h'**8YghUh]g**'X]YbYb'X]Y'GhUh]gh]_Yb'ni f
J Yf_Y\fgi bZU`U[Y'XUni ž'VY`UghVUfYž'i a ZUggYbXY'8UhYb'ni
[Yk]bbYbž'X]Y'U'g'; fi bX`U[Y'ZØf'9bhgW'Y]Xi b[Yb']b'XYf
J Yf_Y\fgdc`]h`_i bX'XYf'J Yf_Y\fgYfn]Y\i b['Z b[]YfYb"'Gc`W'Y
8UhYb'i a ZUggYb'b]W'h'bi f'l bZU`i fgUW'Ybž'gcbXYfb'Ui W
6YhY]][hYž': U\fnYi [Y'i bX'X]Y'5fhYb'j cb'GW'ÄXYbž'X]Y'YbhghY\Yb
_ÖbbYb"

8]Y`U_hi Y`Yb`I bZ`Y`]b`@ Xk][gVi f[`UVYb`Y]ba U`a Y`f`X]Y
6YXYi hi b[`XYf`J Yf_Y`f`gg]WXYf`Y]h`Yfj cf[Y`cVYbž`]bgVYgcbXYfY
VY]`9]bgUhnZU`fhYb`j cb`F Yhi b[gX]YbghYb``8]Y`; YgWXY`b]ggY
nY][Ybž`k]Y`gW`bY`Yg`ni` [YZ`A`f`]WXYb`G]hi Uh]cbYb`_ca a Yb
_Ubbž`i bX`g]Y`i bhYfghfY]WXYb`X]Y`B`chk YbX][_Y]h`Y]bYf`gh`bX][Yb
GYbg]V`]g]Yfi b[`U`Yf`J Yf_Y`f`ghY`]bY`a Yf`

8YhU]`g	
J cfZU``	J Yf_Y`f`gi bZU``
C fh	@ Xk][gVi f[ž`8Yi hgW`UbX
J Yf`Y hnhY	+
GW`UXYb`]b`), \$\$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "hU[&("XY • k k k "XYghUh]g"XY

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