

G]W\ Yf\ \Y]h[Y\ h]j cf. 'Gc 'dUW_Yb 'G]Y '≠ fYb
B chZU``fi W_gUW_ 'f]W\ h][°

9fZU\ fYb 'G]Yž'k]Y 'G]Y'g]W\ 'Ui Z'9j U_i]Yfi b[Yb 'VY]
6ca VYbYbhgW\ ĀfZi b[Yb ']'b'8Yi hgW\ 'UbX'j cfVYfY]hYb'i bX
k Y`W\Y 'BchZU``Ufh]_Y``bchk YbX]['g]bX"



? Ò`bž'8Yi hgW\ 'UbX'!'9j U_i]Yfi b[Yb 'Ui Z[fi bX'j cb
6ca VYbYbhgW\ ĀfZi b[Yb 'g]bX']b'8Yi hgW\ 'UbX' _Y]bY 'GY'hYb\ \Y]h
i bX 'YfZcfXYfb 'cZh'Y]bY 'gW\ bY``Y'i bX 'YZZY_h]j Y
BchZU``j cfVYfY]hi b["'Gc'k i fXY'ni 'Yhnh'X]Y '[YgUa hY '≠bYbghUXh
j cb '?Ò`b'[YgdYffhž'k Ug'Y]bY '[fc»Y'NU\``Ub'9]bk c\ bYfb'i bX
6Ygi W\ Yfb 'VYhfUZ''8]YgY 'A U» bU\ a Yb '_ÒbbYb''Āb[YfY 'NY]h]b
5bgdfi W\ 'bY\ a Ybž'k Ug'X]Y 'F ØW_ _Y\ f']b'X]Y 'Y][YbYb'j]Yf'K ĀbXY
j YfnÒ[Yfb '_Ubb"': Øf'gc`W\Y 'BchZĀ``Y 'Ya dZ]Y\ 'h'Yg'g]W\ žY]bYb
BchZU``fi W_gUW_ 'VYfY]hni \U'hYbž'XYf']a '9fbghZU``gW\ bY``
[f]ZVYfY]h]ghž'k]Y 'K YgYf!?! f]Yf'VYf]W\ hYh"

8 Ug'6i bXYgUa h'ZØf'6Yj Ò`_Yfi b[ggW\ i hni bX'? UhUghfcd\ \Yb\]ZY
f66? Ē\ Uh'Y]bY 'XYhU]``]YfhY '@]ghY'ni gUa a Yb[YghY``hž'X]Y 'XYb'≠\ U'h

Y]bYg'gc`WkYb`Fi W_gUW_g`XYZ]b]Yfh"i bUVX]b[VUf'g]bX`dYfgOb`]WkY
A YX]_Ua`YbhYž'9fghY!<]`ZY!A UHYf]U`ž'gck]Y`J YfdZY[i b[`i bX
K UggYf`ZØf'a]bXYghYbg`nk Y]`HU[Yž`U`Yg`ghUi VX]Wk`h`j YfdUW`h`
5i »YfXYa`Ya`dZY`\`Yb`9i dYfhYbž`Ui Wk`k]Wk`h][Y`dYfgOb`]WkY
; Y[YbghÅbXY`k]Y` ; Y`Xž`GWk`ØggY`i bX`[fi bX`Y[YbXY
<m[]YbYUfh]_Y`Y]bni dUW`Yb"

9a dZc`\`YbY`=b\U`hY`ZØf`XYb`B chZU``fi W_gUW`

- DYfgOb`]WkY`A YX]_Ua`YbhY`
- 9fghY!<]`ZY!A UHYf]U`
- J YfdZY[i b[`ZØf`nk Y]`HU[Y`fghUi VX]Wk`h`j YfdUW`h`k
- K UggYfZUgWkY`
- GWk`ØggY`
- 6Uf[Y`X`i bX`? UfhYb`
- 8cgYb`ØZbYf`i bX`HUgWkYba`YggYf`
- HUgWkYb`Ua`dY`
- 6UhhYf]YVYhf]YVYbYg`F UX]c`
- : chcUddUfUh`cXYf`<UbXmini f`8c_i a`YbhUh]cb`j cb`
GWk`ÅXYb`
- 9gg[YgWk`]ff`i bX`!VYghYW`_`
- GWk`i hna`Ug`Yb`i bX`5fVY]hg\UbXgWk`i \Y`
- GWk`UzgUW`_cXYf`8YW`_Y`
- K YWk`gY`_`Y]Xi b[`fk`YhhYf[YfYWk`h`k
- K]Wk`h][Y`8c_i a`YbhY`[YgUa`a`Y`h`

Ni gÅhn`]Wk`k]fX`[YfUHYbž`Y]bY`8c_i a`YbhYba`UddY`j`cfni`VYfY]hYbž`
i a`]a` : U`Y]bYf`9j`U_i]Yfi b[`gWk`bY`Ui ZYggYbh]Y`Y`i`bhYf`U[Yb`
ni [fY]ZYb`ni`_`ØbbYb`"8]YgY`A`UddY`gc`h`Y`i`bhYf`UbXYfYa`
: Ua`j]Ybi`f_i`bXYbž`DYfgcbU`Ui`gk`Y]gž`FY]gYdUggž: Ø\fYfgWkY]b`
gck]Y` : U\fnYi [dUd]YfY`i bX`=a`dZdUgg`Ybh\U`hYb`"8]Y`dfÅj`Ybh]j`Y`
J`cfVYfY]hi b[`_Ubb`YbhgWkY]XYbX`gY]bž`i a`VY]`i bYfk`UfhYhYb`
B`chg]hi`Uh]cbYbž`k]Y`g]Y`Xi`fWk`6fÅbXYž`9j`U_i]Yfi b[Yb`k`Y[Yb`
?f]Y[ga`UHYf]U`cXYf`Xfc\YbXY`<cWk`k`UggYf`YbhghY\Yb`_`ØbbYbž`
nØ[][\UbXY`b`ni`_`ØbbYbž`Yf`Åi`hYfh`66?"

6YXYi hi b[`XYf`B chZU``j`c fgc f[Y`

8]Y`BchZU`j cfVYfY]hi b[`]gh`Y]b`YbhgWXY]XYbXYf: U_hcfz`i a `]b
 _f]h]gWXYb`G]hi Uh]cbYb`gW`bY`i bX`YZZY_h]j `fYU[]YfYb`ni `_`ObbYb"
 8]Y`6fcgW`ØfY` ? UhUghfcd\YbU`Ufa ` `XYg`66? `V]YhYh`k Y]hYfY
 F UhgW`À[Y`i bX`J Yf`U`hYbgYa dZY`\`i b[Yb`ZØf`BchZ`À`Y`"G]Y`YVh
 X]Y`F`Y`Yj Ubn`dYfg`Øb`]WXYf`BchZU`d`Ubi b[`Yfj`cf`i bX`Ybh`À`h
 7\YW`_]ghYbž`X]Y`XYb`Bi`hnYfb`\Y`ZYbž`\fY`J`cfcf[Y`ni
 cdh]a]YfYb`"8]YgYg`A UhYf]U`]gh`ZfY]j YfZØ[VUfž`gck c`\`X][]hU`U`g
 Ui W`Y]b`Df]bhY`Yfg]cbž`i bX`gc`hY`Ub`]bX]j]Xi Y`Yb`6YXØfZb]ggY
 Ub[YdUggh`k YfXYbž`i a `X]Y`GY`Vghj Yfgcf[i b[`g]WXYfni ghY`Yb"

9l dYfhYb`Ya dZY`\Ybž`Y]bY`[Yk]ggY`J`cffUhga`Yb[Y`Ub
 @VYbga]hhY`b`VYfY]hni `U`hYbž`i a `k`À`fYbX`Y]bYg`BchZU`g
 i bUV`Àb[][`ni`gY]b`"9]b`; fi bXgUhn`g]bX`a]bXYghYbg`XfY]`HU[Y
 GY`Vghj Yfgcf[i b[ž]XYU`Yfk Y]gY`gc[Uf`nY`b`HU[Y`"8]Y
 6YfØW`g]W`h][i b[`XYf`dYfg`Øb`]WXYb`J`cf`]YVYb`i bX`Yj`Ybhi`Y`Yf
 @VYbga]hhY`i`bj`Yfhf`À[`]W`_Y]hYb`]gh`XUVY]`YVYbZU`g`k`]W`h]["
 K Y]hYfY`bZcfa Uh]cbYb`ni `X]YgYb`GhUbXUfXg`_`ObbYb`Ui ZXYf
 K YVg]hY`XYg`66? `UV[Yfi ZYb`k YfXYbž`k c`Ui W`Y]bY`i a`ZUggYbXY
 7\YW`_]ghY`ni`f`J`YfZØ[i b[`ghY`\hž`i a `Y]bY`YZZY_h]j`Y
 BchZU`j`Yfgcf[i b[`g]WXYfni ghY`Ybž`k]Y`66? `XYhU]``]Yfh`Yf`Ài`hYfh"

8YhU]`g	
J`c`f`ZU``	BchZU``
C`f`h	?`Ò`b`ž`8`Y`i`hgW`X`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • k k k "VV_"Vi bX"XY • k k k "VV_"Vi bX"XY

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