

Hcd!F Y]gYn]Y`Y`&\$&) . ; Øbgh][Yf`l f`Ui V`]b
5`VUb]Yb`i bX`6i `[Uf]Yb`°

9bhXYW_Yb`G]Y`X]Y`DfY]gi bhYfgWk]YXY`ZØf`F Y]gYb`]b`9i fcdU
&\$&) . ; Øbgh][Y`N]Y`Y`]a`6U`_Ub`j g`hYi fY`@AbXYf`k]Y`X]Y
GWk Y]n"



5`VUb]Yb`ž`9i fcdU`!`l f`Ui VYfž`X]Y`&\$&) `bUW`9i fcdU`fY]gYb
a`ÖW`hYb`ž`ghY`Yb`j cf`Y]bYf`J]Y`nU`X`Ub`5i gk U`a`Ö[`]Wk`_Y]hYb`"
8]Y`DfY]gi bhYfgWk]YXY`nk]gWkYb`XYb`j YfgWk]YXYbYb`@AbXYfb`g]bX
Yf`YV`]Wk`ž`k Ug`g]Wk`]b`Y]bYa`_U`hi Y`Yb`DfY]gj Yf[`Y]Wk`XYi h]Wk
nY][h`9]b`6Yf]Wk`hj cb`=b: fUb`_Yb`]]ghYh`DfY]gX]ZYZfYbnYb`Ui`Ž`X]Y
8Yi hgWk`UbX`U`g`F YZYfYbn`UbX`a`]h`\$`DfcnYbh`j Yfk YbXYb`"8]Y
9f[YVb]ggY`g]bX`Ui ZgWk`i ggY]Wk.`@AbXYf`k]Y`5`VUb]Yb`i bX
BcfXa`UnYXcb]Yb`V]YhYb`Y]b`DfY]gb]j YUi`ž`XUg`) &`DfcnYbh
[Øbgh][Yf`]gh`U`g`]b`8Yi hgWk`UbX`ž`k`À`fYbX`X]Y`GWk`Y]n`XUg
hYi YfghY`F Y]gY`UbX`]b`9i fcdU`XUfghY`h`ž`a`]h`) &`DfcnYbh`5i ZgWk`U["

8]Y`5bU`mgY`XYg`DfY]gb]j YUi`g`nY][h`Ui Wk`ž`XUgg`G`UbX]bUj]Yb`i bX
=g]UbX`VYgcbXYfg`_cghgd]Y`][`g]bX`"8AbYa`Uf`_Zc`[h`a`]h`&`,`DfcnYbh

\0\YfYb`DfY]gYbžBcfk Y[Yb`a]h`&) `DfcnYbh": fUb_fY]W\` \]b[Y[Yb]gh`bi f`Y]W`h[Øbgh][Yf`U`g`8Yi hgW`UbXž`i bX`ja `JYf[`Y]W`ni `XYb BUWVUF`ÅbXYfb`\Uh`HgW`YW]Yb`a]h`' `DfcnYbhi bX`Dc`Yb`a]h`%) DfcnYbh`XYi h`]W`[Øbgh][YfY`DfY]gY""2 ghYffY]W` \Uh`Y]b`Å`b`]W`Yg DfY]gb]j YUi `k]Y`8Yi hgW`UbX"

6Y`]YVhY`F Y]gYn]Y`Y`i bX`DfY]gh]ddg

J]Y`Y`F Y]gYbXY`n]Y`h`Yg`]b`X]Y`GØXYi fcdÅ]gW`Yb`@ÅbXYf`i bX`Ui Z XYb`6U`_Ubž`X]Y`nU`\fY]W`Y`[Øbgh][Y`C`dh]cbYb`V]YhYb"
9a`dZc`\`YbY`F Y]gYn]Y`Y`g]bX`5`VUb]Ybž`BcfXa`UnYXcb]Ybž
6i` `[Uf]Ybž`A`cbhYbY[fc`i`bX`Dcfhi`[U`"8]YgY`@ÅbXYf`g]bX`b]W`h`bi`f`dfY]gk`Yfhž`gcbXYfb`V]YhYb`Ui`W`Y]bY`:`Ø`Y`j`cb`G Y\`Ybgk`ØfX][`_Y]hYbž`k`]Y`X]Y`GhfÅbXY`i`bX`\]ghcf]gW`Yb`GhÅXhY`5`VUb]Ybg`cXYf`XUg`F`]U!`?`cghYf`]b`6i` `[Uf]Yb"

- 5`VUb]Yb.`GhfÅbXYž`\]ghcf]gW`Y`GhÅXhYž`5`VUb]gW`Y`5`dYb
- BcfXa`UnYXcb]Yb.`C`\f]XgYYž`G_cd`Yž`A`Uh`U!`7Ubmc`b
- 6i` `[Uf]Yb.`F`]U!`?`cghYfž`BYggYVUFž`D`c`j`X]j
- A`cbhYbY[fc.`i`W`h`j`cb`?`chcfž`8i`fa`]hcf!`BUh]cb`U`d`Uf`_ž`Gj`Yh]`GhYZ`Ub
- Dcfhi`[U`.`G]bhfUž`5`[Uf]Yž`Dcfhc

8Ug`Ui`gk`UbXYfb!\`UbXVi`W` \YVh`Yfj`cfž`XUgg`@ÅbXYf`k`]Y`X]Y`HØf`_Y]ž`Fi`a`Åb]Yb`i`bX`6i` `[Uf]Yb`X]Y`[Øbgh][ghYb`DfY]gY`]b`9i`fcdU`Ui`Zk`Y]gYb""`a` ; Y[YbgUhn`XUni`ghY`Yb``g`UbX`i`bX`X]Y`GW`k`Y]n`a`]h`\fYb`\c`Yb`@YVYbg`U`hi`b[g_cghYb`Ub`XYf`Gd]hnY`XYf`hYi`YfghYb`F Y]gYn]Y`Y`"8]YgY`DfY]gi`bhYfgW`]YXY`g]bX`k`]W`h][`ZØf`I`f`Ui`VYfž`X]Y`]\fY`F Y]gY`Yb`hgd`fYW`YbX`Vi`X[Yh]YfYb`a`ØW`hYb"

K]fhgW`UZh`]W`Y`F`U`a`YbVYX]b[i`b[Yb

9]b`VYXYi`hYbXYf`:`U`_hc`fž`XYf`ni`XYb`\c`Yb`DfY]gYb`]b`XYf`GW`k`Y]n`VY]hfÅ[hž]gh`X]Y`ghUf`_Y`K`Å`\fi`b[ž`XYf`GW`k`Y]nYf`:`fUb`_Yb""5i`W`X]Y`\c`Yb`@YVYbg`U`hi`b[g_cghYb`i`bX`@Ø`b`Y`gck`]Y`X]Y`E`i`U`]hÅ`h`j`cb``b`ZfUghfi`_hi`fi`bX`h`ci`f]gh]gW`Yb`5b[YV`chYb`gd]Y`Yb`Y]bY`F`c`Y`"@Ui`h`9i`fc`ghU`_Ø`b`Yb`I`f`Ui`VYf`X`i`fW`?`Yb`b`hb]ggY`XYg`DfY]gb]j`YUi`g`i`bX`?`Ui`Z`_fUZh`Yf`\`Å`hb]ggY`VY`ggYf`

d`UbYb" `8Yf?Ui Z_fUZhj Yf[`Y]W`nY][hžXUgg`Y]b`9i fc`]b`XYf`HØf_Y] XUg; Y[YbghØW`ni `&ž* &`9i fc`\Uhžk Å\fybX`]b`XYf`GWk Y]n`XYf K Yfh`VY]`bi f`\$ž*) `9i fc``Y[h`

: Øf`FY]gYbXYž`X]Y`Yg`[Øbgh][`a Ò[Ybž`V]YhYh`g]W`gca`]h`Y]bY J]Y`nU`\`Ub`C dh]cbYb`]b`GØXYi fcdU`i bX`Ui ZXYa` `6U`_Ubž k Å\fybX`G`_UbX]bUj`]Yb`i bX`X]Y`GWk Y]n`Y\Yf`ZØf`6i X[YhfY]gYbXY Y]bY`<YfUi gZcfXYfi b[`XUfghY``Yb`

8YhU]`g	
C fh	5`VUb]Ybž`9i fcdU
E i Y``Yb	<ul style="list-style-type: none">• k k k "]bZfUb_Yb"XY• k k k "Ui gk UbXYfb!\UbXVi W`"XY• YWYi fcdU"Yi

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