

:]bUbnk]ggYb`ZØf`X]Y` ; Yb`N. `Gc`Vi]`XYb
G]Y`≠f`J Yfa Ò[Yb`f]W\h][`Ui Z°

9fZU\fyb`G]Yž`k]Y`X]Y` ; YbYfUh]cb`N`g]W\`Ui Z; Y`XUb`U[Y`i bX
5`hYfgj cfgcf[Y`j cfVYfY]hYh`9]b`U_hi Y`Yf`F Uh[YVYf`V]YhYh
k]W\h][Y`H]ddg"



< U`Y`fGUU`YŁž`8Yi hgW\`UbX`!`≠`Y]bYf`NY]hž`]b`XYf`Z]bUbn]Y`Y
6]`Xi b[`]a a Yf`k]W\h][Yf`k]fXž`f]W\hYh`g]W\`XYf`bYi Y`F Uh[YVYf`XYf
J YfVfUi W\YfnYbhfU`Y`gdYn]Y`U`b`X]Y` ; YbYfUh]cb`N`8Yf`F Uh[YVYf
a]h`XYa`H]hY`9]bZUW`a UW\Yb.` ; Y`XUb`U[Y`V]YhYh`↑ b[Yb
A YbgW\Yb`nk]gW\Yb`%(`i bX`&, `≠\fyb`Y]bYb`i a ZUggYbXYb
, VYfV`]W_ØVYf` ; Y`XUb`U[Yž`5`hYfgj cfgcf[Y`i bX`Z]bUbn]Y`Y
5Vg]W\Yfi b[`]a `: U`Y`Y]bYf`6Yfi Zgi bZ\`][_Y]h`9f`nY][h`Ui Zž`k]Y
Y]b`YfghYf`GWf]h`]b`X]Y`Z]bUbn]Y`Y`GY`Vghgh`AbX][_Y]h`Ui ggY`Yb
_Ubb`i bX`h\Ya Uh]g]Yfh`Ui W\`X]Y`F]g]_Yb`]a `I a [Ub[`a]h; Y`Xž`k]Y
\U`UbnY][Yf`XY`VYf]W\hYh`

A]h`Y]bYf`GY]hYbnU`\`j cb`&&(`ghYW`h`XYf`F Uh[YVYf`j c`Yf
dfU`_h]gW\Yf`H]ddg`i bX`5b`Y]hi b[Yb`"Gc`VY`Yi W\hYh`Yf`VY]gd]Y`\UZž

k Ufi a `Y]b`HU[Yg[Y`X_cbhc` \Yi hni hU[Y`cZh`X]Y`VYggYfY`K U` `]a
J Yf[`Y]W`ni `Y]bYa ` _Ugg]gW`Yb`GdUfVi W`]gh`B YVYb`XYb`g]YVYb
k YgYb`h]W`Yb`GW`f]hhYb`ni f` ; Y`XUb`U[Y`Yb`h`A`h`XUg`6i W`Ui W`
Y]b`dfU`_h]gW`Yg`K]_]!A cbYmž`XUg`XYb`@YgYf`ØVYf`6Y[f]ZY`j cb`5
V]g`N`Ui Z`_`Àfh`Ni `Z]bXYb`g]bX`XUf]b`b]W`h`bi f`Y]bZUW`Y
:]bUbnVY[f]ZY`ž`gcbXYfb`Ui W`gdYn]Z]gW`Y` ðZcfa Uh]cbYb`fi bX`i a
5`hYfgj c fgc f[Y`i bX`5Vg]W`Yfi b[ž`X]Y`ZØf`j]Y`Y`6Yfi ZgY]bghY][Yf
j cb`[fc»Yf`6YXYi hi b[`g]bX"

; YbYfUh]cb`N. `G]W`Yf`Y]hgVYk i gghY`GdUfYf`

I a ZfU[Yb`nY][Ybž`XUgg`X]Y` ; YbYfUh]cb`N`Y]b`ghUf`_Yg
G]W`Yf`Y]hgVYXØfZb]g` \Uh`J]Y`Y`XYf` Ncca Yf` `YVYb`bcW`j cb
XYb`Z]bUbn]Y`Yb`A]hhY`b`]\fYf`9`hYfb`i bX`\UVYb`Xi fW`?f]gYb`k]Y
X]Y`7cfc bU!DUbXYa]Y`i bX`X]Y`9bYf[]Y`_f]gY`Y]bYb`j Yf`ÀbXYfhYb
6Yni [`ni `; Y`X`Yb`hk]W`_Y`h`F`ØX][Yf`A UUgž`DgmW`c`c[Y`Ua ` ðgh]hi h
ZØf` ; YbYfUh]cbYbZc f gW`i b[ž`VYhc b hž`XUgg`X]YgYg`J Yf`U`hYb`]a
J Yf[`Y]W`ni `ZfØ`YfYb` ; YbYfUh]cbYb`U`g`_cbgYfj Uh]j Yf
k U`f[Ybca`a Yb`k]fX`"8]Y`9fZU`fi b[Yb`Ui g`XYb`Øb[ghYb`?f]gYb
_Øb`b`hYb`Yb`hgW`Y]XYbX`ZØf`X]Y`ni _ØbZh][Y`Z]bUbn]Y`Y`9]bghY`i b[
XYf` ; Yb`N`gY]bž`k]Y`]b ["XY`VYf]W`hYh"

ð`Y]bYf`K Y`hž`]b`XYf`X]Y`HfYbbi b[`nk]gW`Yb`Df]j Uh`YVYb`i bX
6Yfi Z`Y]bY` \c`Y`Df]cf]h`h`h`U`hž`k]Xa Yb`X]Y`↑ b[Yb`A YbgW`Yb
k Yb][Yf`NY]h`XYf`D`Ubi b[`]\fYf`5`hYfgj c fgc f[Y`"8UVY]`]gh`Yg
k]W`h][ž`ZfØ`nY]h][`a]h`GdUfd`ÀbYb`ni `VY[]bbYb`i bX`X]Y`Y][YbY
GdUfei chY`ni `a Ul]a]YfYb`"9]bY`XYhU]`YfhY` , VYfg]W`h`ØVYf
9]bbU`a Yb`i bX`5i g[UVYb`_Ubb` \Y`ZYbž`]b`XYf`c`Zh` \Y`_h]gW`Yb
5`hU[gk Y`h`XYb` , VYfV`]W`_ni `VYk U`fYb"

K]W`h][Y` :]bUb`nghfUhY []Yb`ZØf`X]Y`Ni _i bZh

: Øf`X]Y` ; YbYfUh]cb`N`]gh`X]Y`9bhk]W`_i b[`Y]bYf`Zi bX]YfhYb
5b`U[YghfUhY []Y`Yb`hgW`Y]XYbX`"8]Yg`i a ZUggh`b]W`h`bi f`X]Y
5i gk U` `j cb`X][]hU`Yb`5b`U[Ybž`gcbXYfb`Ui W`X]Y
6YfØW`_g]W`h][i b[`j cb`j Yfa Ò[Ybgk]f`_gUa Yb`@Y]ghi b[Yb`"<]Yf
gc`hYb`↑ b[Y`5b`Y[Yf`bUW`ZfU[Ybž`cV`g]Y`]b`]\fYb`5i gV]Xi b[g!
cXYf`5fVY]hgj Yf` \À`hb]ggYb`ghUUh]W`Y` : ØfXYfi b[Yb`bi hnYb

_ÖbbYb"8]Y'8]j Yfg]Z_Uh]cb']\fYf'5b`U[Yb']gh'YVYbgc'k]W h][ž k cVY]Y]b'[fÖ» YfYf'5bhY]'b'5_h]Yb`Ya dZc\`Yb`k]fX"

- FY[Y`a Å»][Y`GdUffUHYb`dUfU`Y`ni` ; Y\U`hgnU\`i b[Yb Ub`Y[Ybž'i a`j ca`N]bgYgn]bg`ni`d'fcZ]h]YfYb"
- 6YfUhi b[g[YgdfÅWY`VY]'6Ub`Yb`cXYf'i bUV\Åb[][Yb :]bUbN]Ybgh'Y]ghYfb`b'5bgdfi W\`bY\`a`Yb"
- 5_h]j`j]b`ϕj Ygha`YbhZcbXg`]bj Ygh]YfhYbž'k cVY]Y]bY`VfY]hY : cbXggY`Y_h]cb`ni`f`J YfZØ[i b[`ghY\`h"

8]Y`9a dZY\`i b[Yb`ZØf`Y]bY`gc`]XY`Z]bUbN]Y`Y`Ni`_i bZn]g]bX`_`Uf. 8]gn]d`]b`i bX`Y]b`[Yk`]ggYf`?cbgi a`j Yfn]W h`_ÖbbYb`g]W\`ØVYf`X]Y`ϕ\`fY`Ui`gnU\`Yb`"6Y]gd]Y`gk`Y]gY`_Ubb`Y]bY`a`cbUh]W`Y` 9]bnU\`i b[`j`cb`&\$\$`9i`fc`VY]Y]bYf`J`Yfn]bgi b[`j`cb`(`D'fcN`Ybh bUW`&\$`ϕ\`fYb`Ui`Z`ØVYf`+\$`\$\$`\$`9i`fc`UbK`UW`gYb`"8`U\`Yf`]gh`X`Ug`J`Yfgh`Å`b`X]g]i`bX`X]Y`Bi`hni`b[`XY`g`GdUfYfZfY]VYhfU[`g]`cb`YhUV`]YfhYa`J`cfhY]ž'i`a`ni`_ØbZn][`Y` ; Yk`]bbY`ni`fYU`]g]YfYbž'k`]Y` Z]bUbNk`Y`h`XY`\`Yfj`cf\`YVh"

I`a`XYb`F`Uh[`YVYf`ni`Yfk`YfVYbž`_ÖbbYb`ϕhYfYgg]YfhY`]\`b`Ybhk`XYf`]a`C`b`]bY!G\`cd`XYf`J`YfVfUi`W`Yfn`YbhfU`Y`ZØf`&\$`9i`fc`cXYf`U`g`9!6cc`_`ZØf`%)`ž`-`'9i`fc`VYghY`Yb`"9]bY`hY`YZcb]gW`Y`6YghY`i`b[`]gh`YVYbZU`g`a`Ò[`]W`i`bhYf`f`\$`&`%`%`Ł`-`%'` ,`\$`!`%`))`" `ϕ`Y]bYf`g]W`gh`Å`b`X][`j`Yf`Å`b`XYfb`XYb` :]bUbN`Ub`X`g`W`U`Zn]gh`Y`g`X`U`Y`f`k`]W`h][`Yf`XYbb`Y`ž`X]Y` ; fi`bX`U[`Yb`XYf` ; Y`X`Ub`U[`Y`ni`Yf`Yfb`Yb`i`bX`Ubni`k`Yb`XYbž'i`a`ZØf`X]Y`Ni`_i`bZn][`Yk`UddbY`hni`gY]b"

8YhU]`g	
Cfh	<U`Y`fGUU`YŁž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "\`U`UbN]Y][`Yf`XY• k k k "]b[`XY• k k k "Z]bUbNk`Y`h`XY

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