

; YbYfUh]cbYb!?!? cbZ]_h. 'GWXi `X][Y
Ghi XYbhYb `cXYf`_Udi hhYg`GmghYa 3

8 Ug': fY]'WX `A U[Un]b `VY`Yi WXhYh`XYb'; YbYfUh]cbYb_cbZ]_h
]a `XYi hgWXYb`6]'Xi b[ggmghYa `i bX`X]Y`? f]h]_`Ub `XYf
; YbYfUh]cb`N"



8 Yi hgW `UbX `!`b`8 Yi hgW `UbX `ghY`h`XUg`6]'Xi b[ggmghYa `]a
A]hhY`di b_hY]bYf`\]hn][Yb`8YVUhYž`X]Y`Y]bYb
; YbYfUh]cbYb_cbZ]_h`nk]gWXYb`À`hYfYb`@Y`f`f`À`ZhYb`i bX`XYf
; YbYfUh]cb`N`Ui g`ÒghY`"8]Y`DfcZYggcf]b`ZØf`K]fhgWUZhgFYW`hž
NØa fØh'; Ø`VUm`DY]gW`UfXž`Ài »YfhY`]b`Y]bYa `U`hi Y`Yb
?ca a YbhUfž`XUgg`X]Y`Ghi XYbhYb`ZØf`j]Y`Y`XYf`VYghY`YbXYb
DfcV`Ya Y`]a `6]'Xi b[ggmghYa `j YfUbhk`cfh`]W`gY]Yb`"G]Y`g]Y`h`X]Y
; YbYfUh]cb`N`U`g`Zui `ž`Xi a a `i bX`i b`ØZ]W`ž`_f]h]g]Yfh`XYfYb
a Ub[Y`bXY`b`bcj Uh]cbg`fUZh`i bX`VYnY]W`bYh`XUg`XYi hgWXY
6]'Xi b[ggmghYa `U`g` gY`f`[i`hi bX`VY]bU`Y`_cghYb`ZFY] `8Yb`bcW`X
k]fZh]g]Y`XYb`Ghi X]YfYbXYb`j`cfž`Yh`Uf[]gW`i bX`UbXmgØW`h][`ni
gY]bž`i bX`ZØ`fh`Ui gž`XUgg`bi`f`Yhk`U`Y]b`8f]hhY`XYf`<cW`gW`Ø`Yf
i bZ`À][`gY]ž`k`À`fYbX`XYf`FYgh`a`Y`f`cXYf`k`Yb][Yf`[Y]Y][bYh`gY]"

?f]h]_Yf`\\b[Y[Yb`k Y]gYb`XUfUi Z`\\]bžXUgg`XUg`XYi hgWXY
GWXi `gmgHYa `b]WKh`UbbA`\\YfbX`gc`[i h`Zi b_h]cb]Yfhž`k]Y` ; Ø`VUml
DY]gWUfX`Yg`XUfghY`h`K]WKh][Y`DfcV`Ya Y`k]Y`XYf`@Y`fYfa Ub[Y`ž
X]Y`Dc`]h]g]Yfi b[`XYf`@Y`f]b`U`hY`i bX`XUg` : Y`\\`Yb`j cb
7`\\UbW`b[`Y]W`\\Y]h`a ØggYb`Xf]b[YbX`UXfYgg]Yfh`k YfXYb`"8Yf
5fh]_Y`gW`\\Y]»h`a]h`XYf`5ba Yf_i b[žXUgg`X]Y`5bg]WKhYb`]b
 ; UghVY]hfA[Yb`b]WKh`bchk YbX][Yfk Y]gY`X]Y`A Y]bi b[`XYf` : fY`]WKh!
F YXU`_h]cb`k]XYfgd]Y[Y`b`"5i Z`Y]bYb`XYf`<Ui dhZU`hc fYb`ZØf`XYb
6]`Xi b[gYfZc`[`k]fX`Ui W`\\]b`XYb`6Yf]WKhYb`\\]b[Yk]YgYb` `X]Y
Fc`Y`j cb`9`hYfb`i bX`XYf`Yfk Y]hYfhYb` : Ua]]Y`]gh`YbhgWXY]XYbX`"

8 Ug`6]`Xi b[gmgHYa `]a ` , VYfV`]W

8 Ug`6]`Xi b[gmgHYa `]b`8Yi hgW`UbX`]gh`Xi fW`Y]bY`J]Y`nU`\\`j cb
Ghfi _hi fYb`i bX`<YfUi gZcfXYfi b[Yb`[Y`_YbbnY]W`bYh`"9g`VYghY`h
Ui g`ZØbZ[fc»Yb`6YfY]W`Yb.`XYa `9`Ya YbhUfVYfY]W`ž
Df]a UfVYfY]W`ž`GY_i bXUfVYfY]W` ž`GY_i bXUfVYfY]W` ž`=i bX`XYa
HYfh]ÅfVYfY]W` : Øf`X]Y`6]`Xi b[gdc`]h]_`g]bX`X]Y`6i bXYg`ÅbXYf
ni ghÅbX][ž`k Ug`ni `Y]bYa `ghUf`_`j Uf]]YfYbXYb`GmgHYa `ZØ`fh`"8]Y
GWXi `dZ]WKh`VY[]bbh]b`XYf`F Y[Y`a]h`XYa `gYW`ghYb`@YVYbg`U`f
i bX`XUi Yfh`V]g`ni a`% , "@YVYbg`U`fž`k cVY]]bbYf`U`V`XYf
GWXi `dZ]WKh`gck c`\\`J c`nY]hgWXi `dZ]WKh`U`g`Ui W
HY]`nY]hgWXi `dZ]WKh`VYghY`h`"

- 6]`Xi b[gVYfY]W`Y.
- 9`Ya YbhUfVYfY]W`. ?]bXYf`_f]ddYž?]bXYf[UfhYb`i bX
Jcf`_`UggYb
- Df]a UfVYfY]W`. ; fi bXgWXi `Y`fP`UggYb`%(`cXYf`%!* Ł
- GY_i bXUfVYfY]W` ž`= J YfgW]YXYbY`GWXi `Zcfa Yb
fkUi dhgWXi `Yž`F YU`gWXi `Yž` ; ma bUg]i a Ł
- GY_i bXUfVYfY]W` ž`= 5`[Ya Y]bV]`XYbXY`i bX`VYfi Z]W`Y
Jc`nY]hgWXi `Yb
- HYfh]ÅfVYfY]W`. I b]j Yfg]hÅhYb`i bX` : UW`\\cW`gWXi `Yb

K `A`fYbX`XYf`9`Ya YbhUfVYfY]W`bcW`b]WKh] YfdZ]WKhYbX`]ghž
VYgi W`Yb`ØVYf`- \$i `XYf`" !`V]g`*!`Å`f][Yb`Y]bY
?]bXYfhU[YgY]b]f]WKh`i b[" : ð`XYb`YhnhYb`d`U`fYb`\\UVYb`ni XYa
bYi Y`F Y[Y`i b[Yb`XUni `[YZØ`fhž`XUgg`VYfY]hg`UV`XYa `YfghYb

@YVYbg'U\ f'Y]b' F YW\ hgUb gdfi W\ 'Ui Z'Y]bYb'6YhfYi i b[gd`Uhn
VYghY\ h"8]Y', VYf[Åb[Y'nk]gW\ Yb'XYb'6YfY]W\ Yb'g]bX'cZhi] ca
gc n]U`Yb' i bX'k]fhgW\ UZhi]W\ Yb'<]bhYf[fi bX'XYf': Ua]`Yb
UV\Åb[] [žk Ug'ni 'i b[`Y]W\ \Y]hYb'Z0\fh"

< YfUi gZcfXYfi b[Yb']a 'GW\ i `gmghYa

8 Ug'XYi hgW\ Y'GW\ i `gmghYa `g]Y\ h'g]W\ 'ni XYa' a]h'a Y\ fYfYb
XfÅb[YbXYb'< YfUi gZcfXYfi b[Yb' _cbZfcbh]Yfhž'X]Y'X]Y'E i U`]hÅh
i bX'7\UbW\ b[`Y]W\ \Y]h'XYf'6]Xi b[`VYY]bhfÅW\ h][Yb"8Uni
[Y\0fYb'XYf'@Y\ fYfa Ub[Y'ž'X]Y' Bchk YbX][_Y]h'XYf'8][]hU`]g]Yfi b[
XYf'GW\ i `Yb'gck]Y'X]Y'< YfghY`i b['j cb'7\UbW\ b[`Y]W\ \Y]h'Z0f
?]bXYf'Ui g'VYbUW\ hY']][hYb'gc n]U`Yb'J Yf\Å`hb]ggYb" 'Ghi X]Yb
nY][Ybž'XUgg'j]Y'Y'GW\0Yf'[fi bX'Y[YbXY': Å\][_Y]hYb']b'@YgYb
i bX'A Uh\Ya Uh]_ ZY\`Ybž'k Ug'Ui Z'ghfi _hi fY`Y'DfcV`Ya Y'\]bk Y]gh"

- K]W\ h][ghY'< YfUi gZcfXYfi b[Yb.
- Ghfi _hi fY`Yf'K UbXY`ni]bhY[f]YfhYb'GW\ i `Zcfa Yb
- ÆX]j]Xi U`]g]Yfi b['j cb'@Y\ fYb' i bX'@YfbYb
- Æ_`i g]cb'j cb'?'bXYfb'a]h'6YY]bhfÅW\ h][i b[Yb
- 8][]hU`]g]Yfi b[`XYg'i bhYff]W\ hg
- 9fZU\fi b[Yb'j cb'i b[`Y]W\ \Y]h

8]Y'9]bgW\ Åhni b[Yb'ni f'6YbUW\ hY']][i b['j cb'GW\0Yf.]bbYb
j Uf]]YfYbž'k cVY]Yhk U') +i 'a Ub[Y'bXY'7\UbW\ b[`Y]W\ \Y]h'j cb
?]bXYfb'Ui g'i b[0bgh][Yb'gc n]U`Yb'J Yf\Å`hb]ggYb'U`g
gW\ k Yfk]Y[YbXYg'DfcV`Ya `UbgY\Yb"5i » YfXYa `V`Y]Vh'X]Y
ÆhY[fUh]cb'j cb'GW\0Yf]bbYb' i bX'GW\0Yfb'a]h
A][fUh]cbg\]bhYf[fi bX'Y]bY'< YfUi gZcfXYfi b[ž'X]Y'bcW\ 'b]W\ h
Ui gfY]W\ YbX'[Y`0gh]gh"

Ni gUa a YbZUggYbX'nY][h'g]W\ ž'XUgg'XUg'XYi hgW\ Y
6]Xi b[ggmghYa `j cf'Ybcfa Yb'< YfUi gZcfXYfi b[Yb'ghY\ hž'X]Y
gck c\`ghfi _hi fY`Y'U`g'Ui W\ '[YgY`gW\ UZhi]W\ Y'i fgUW\ Yb'\UVYb"
8]Y'U`_hi Y`Yb'8YVUhYb' i a `X]Y'J YfUbhk cfhi b['j cb'Ghi X]YfYbXYb
i bX'XUg'6]Xi b[ggmghYa `gY'Vgh'j YfXYi h]W\ Yb'XYb'6YXUfZ'Ub
[Yn]Y'hYb'F YZcfa Ybž'i a `X]Y'i bhYff]W\ hgei U`]hÅh' i bX
7\UbW\ b[`Y]W\ \Y]h'ni 'j YfVYggYfb"9g'V`Y]Vh'UVni k UfhYbž'k]Y'g]W\

X]Y`8]g_i gg]cbYb`Ybĥk]W_Y`b`i bX`k Y`WXY`@0gi b[Yb`[YZi bXYb
k YfXYbž`i a`XYb`5bZcfXYfi b[Yb`XYf`Ni _i bZi[YfYWXh`ini`k YfXYb"

: fY]`]WX`A U[Un]b

VdV` `6]`Xi b[ggmgHYa`]b`8Yi hgWX`UbX

VdV` `<YfUi gZcfXYfi b[Yb`]a`XYi hgWX`Yb`GWXi`gmghYa

8YhU]`g	
J c fZU``	6]`Xi b[_gdc`]h]_
C fh	8Yi hgWX`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "ZfY]`]WX`!a U[Un]b"Wc a• k k k "VdV"XY• k k k "VdV"XY

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