

8 fUa Uh]gW\ Yg`GW\ Y]hYfb. : 7`6UmYfb`l &  
j Yf`]Yfh`5i Zgh]Y[ gW\ UbW`°

: 7`6UmYfb`A ØbW\ Yb`gW\ Y]XYh`Ui g`XYf`7\Ua d]cbg`@YU[ i Y  
Ui g`l &`j Yf`]Yfh`5i Zgh]Y[ gW\ UbW`b`bUW\ `B]YXYf`U[ Y`[ Y[ Yb  
HGJ`5i VghUXh"



5i VghUXhž`8Yi hgW\ `UbX`!`8Yf` : 7`6UmYfb`A ØbW\ Yb` \Uh]gW\  
bUW\ `XYa` 5i ggW\ Y]XYb`Ui g`XYf`7\Ua d]cbg`@YU[ i Y`[ Y[ Yb`b`hYf  
A U]`UbX`bi b`j c`i bX`[ Ub`n`Ui Z`X]Y`8 : 6!A Y]ghYfgW\ UZh  
\_cbnYbhf]Yfh`8]YgYg`9bXY`]b`XYf`Yi fcdÄ]gW\ Yb`Gd]hnYb[ fi ddY  
\_ca a h`ni`Y]bYa`VYgcbXYfg`i b[ Øbgh][ Yb`NY]hdi b\_hž`XU`X]Y`l &  
XYg`J YfY]bg`]\fY`5i Zgh]Y[ gW\ UbW`b`]b`X]Y`Xf]hhY`@[ U`j Yf`cfYb` \Uh`  
5a`&`"5df)`a i gghY`X]Y`A UbbgW\ UZh`Y]bY`%&!B]YXYf`U[ Y`[ Y[ Yb  
XYb`HGJ`5i VghUXh`\]bbY`a Ybžk Ug`]f`J cf`UVYb`Yf`YV`]W\  
\_ca d`n]Yfh`\Uh`Ni j cf`[ UV`Yg`YXcW`Y]bYb`@W\ hV`]W\_`A ]hY]bYa  
&.%G]Y`[ Y[ Yb`XYb`HUVY`YbZØ`fYf`GW\ k Y]bZ`fh`Ua`%+"5df)`  
\UhY`X]Y`<cZbi b[ `Ui Z`XYb`5i Zgh]Y[ `bcW\`Y]ba U`Ui Z[ Y`YVh`Bi b  
ghY`h`X]Y`l &`a ]h`j ]Yf`j YfV`Y]VYbXYb`GU]gcbgd]Y`Yb`j cf`XYf  
<YfUi gZcfXYfi b[ ž`bcW\`Y]b][ Y`Di b\_hY`ni`gUa a Y`bž`i a`X]Y

GU]gcb`k Yb][ ghYbg`j YfgØ\`b`]W\`UVni gW\`Y»Yb"

8YbbcW\`]gh`XYf`8fi W\`cW\`"8Yf`FØW\_ghUbX`Ui Z`XYb`nk Y]hYb  
HUVY`Ybd`Uhn`VYhfÅ[ h`YX][`]W\`Y]bYb`Di b\_hž`k Ug`]b`XYf`Yb[ Yb  
HUVY`Y`XYf`F Y[ ]cbU``][ U`Y]bY`YbhgW\`Y]XYbXY`F c`Y`gd]Y`Yb  
\_ØbbhY"8 Ug`bÅW\`ghY`Gd]Y``[ Y[ Yb`XYb`J`≡`Yfh]ggYb`\_ØbbhY  
a`Ø[`]W\`Yfk`Y]gY`YbhgW\`Y]XYbXY`Di b\_hY`Vf]b[ Yb"8Yf`HGJ  
5i VghUXhž`k`Y`W\`Yf`gY]h`gY]bYf`gW\`k UW\`Yb`@]ghi`b[`]Y[ Yb`X]Y  
Nk`Y]hj`YfhfYhi`b[`]XYg`7`5i[ gVi`f[`]f\$.) Ľ`YVYbZU`g`]b`XYf  
; YZU\`fYbncbY`]ghž`nY][ hY`g]W\`]b`XYf`6Y[ Y[ bi`b[`]Y[ Yb`X]Y  
6UmYfb`XYZYbg]j`ghUf`\_i`bX`d`fcZ]h]YfhY`j`cb`XYb`Y\`Yfb`XYf  
A`ØbW\`YbYf"

## 8]Y`l`&`'`]b`XYf`F`Y[ ]cbU``][ U

Hfchn`XYf`9bhh`Ai`gW\`i`b[`]ØVYf`XYb`J`Yf`i`gh`XYf`5i`Zgh]Y[ gW\`UbW\`b  
V`Y]Vh`X]Y`l`&`'`]b]W\`h`c`\`bY`@]W\`h`V`]W\_Y"≠`XYf`U`\_hi`Y`Y`b`GU]gcb`\`Uh  
X]Y`A`UbbgW\`UZh`VYfY]hg`VYY]bXfi`W\_YbXY`@]ghi`b[ Yb[`]YnY][ hž  
XUfi`bhYf`Y]b`.,%!G]Y[`]Y[ Yb`F`cgYb`\Y]a`"8]Y`l`&`'`]XYg`7`6UmYfb  
\`UhY`Ui`W\`]b`ZfØ\`YfYb`6Y[ Y[ bi`b[ Yb`a`]h`XYa`HGJ`5i`VghUXh`]b  
XYf`GU]gcb`ž`k`]Y`XYa`"`,`'`]a`<]bgd]Y`ž`Y]bYb`\`c`\Yb  
K`YhhVYk`YfVgXfi`W\_YfZU\`fYb"

: Øf`XYb`HGJ`5i`VghUXh`]gh`X]Y`<]bfi`bXY`Y]bY`,`VYf`YVYbgZfU[ Yž`XU  
XUg`HYUa`[ Y[ Yb`XYb`5Vgh]Y[`]\_Åa`dZn`7\`YZhfU]bYf`J`]W\`cf  
?`Y]b`\Ybn`\`Uh]b`XYf`J`Yf[ Ub[ Yb`\Y]h`X]Y`HU`Yb`hY`gY]bYf`Gd]Y`Yf  
\`Yfj`cf[ Y\`cVYb`i`bX`]gh`hfchn`XYf`<YfUi`gZcfXYfi`b[ Yb  
cdh]a`]gh]gW\`"8Yf`%`\$!G]Y[`]gY]bYg`HYUa`g[`]Y[ Yb`X]Y`nk`Y]hY  
J`YfhfYhi`b[`]XYf`6UmYfb`]a`A`U]`&`\$`&`&`k`Uf`Y]b`d]\_Ub`hYf`9fZc`[`]i`bX  
nY][ hž`XUgg`X]Y`A`UbbgW\`UZh`ghUV]Yf`k`]fXž`k`Å\`fYbX`g]Y`j`Yfgi`W\`hž  
]\`fY`Dcg]h]cb`]b`XYf`@[ U`ni`ZYgh][ Yb"

## 5i`gV`]W\`\_`Ui`Z`X]Y`6i`bXYg`][ U

≠`Y]bYa`[ fØ»`YfYb`?`cbhYl`h`ghY`\`h`6UmYfb`A`ØbW\`Yb`Ub`Y]bYa  
GW\`Y]XYk`Y[`]8 Ug`HYUa``\`Uh]b`X]YgYf`GU]gcb`VYfY]hg`Y]bY`J`]Y`nU\  
j`cb`<YfUi`gZcfXYfi`b[ Yb`a`Y]ghYfb`a`ØggYbž`X]Y`Ui`W\`j`cb`XYb  
5VghY][ Yfb`XYf`6i`bXYg`][ U`VYY]bZi`ggh`k`YfXYbž`k`]Y`X]Y`<Yfh\`U

6G7žX]Y`Yfgh]b`XYf`YhnhYb`GU]gcb`UV[ Ygh]Y[ Yb`]gh"5bXYfY  
 HYUa`g`k`j]Y`XYf": 7`GW`U`\_Y`\$(`i`bX`XYf`<Ua`Vi`f[ Yf`GJ`UVYb  
 YVYbZU`g`XUg`J`Yf`Ub[ Ybž`]b`XYf`b`ÅW`ghYb`GU]gcb  
 ni`fØW`ni`\_Y`fYb"8]Y`6i`bXYg`][`U`d`f`Å`g`Y`b`h]Y`f`h`g]W`X`Y`f`n`Y]h`U`g  
 <U`f`h`d`U`h`n`ž`U`i`Z`X`Y`a`g`c`k`c`\\`X]Y`9`f`g`h`!`U`g`U`i`W`X]Y`N`k`Y]h`[`U`!  
 HY]`b`Y`\\`a`Y`f`i`a`V`Y`g`g`Y`f`Y`D`U`h`n]Y`f`i`b[ Yb`i`bX`5i`Z`g`h]Y[ Y`\_`Å`a`d`Z`Y`b"

: Øf`X]Y`I`&`XYg: 7`6UmYfb`k`j]fX`Yg`Yb`hg`W`X]Y]XYbX`gY]bž`X]Y  
 j`Y`f`V`Y]V`Y`b`X`Y`b`G`d]Y`Y`ni`bi`h`n`Y`b`ž`i`a`b]W`X`h`bi`f`X]Y`GU]gcb`d`c`g]h]j  
 ni`V`Y`Y`b`X`Y`b`ž`g`c`b`X`Y`f`b`Y`j`Y`b`h`i`Y`X`X]Y`b`Å`W`ghY`; Y`Y[ Yb`\\`Y]h`ni`f  
 F`Ø`W`\_`Y`f`i`]b`X]Y`X`f]h`h`Y`b`@][`U`ni`bi`h`n`Y`b"8]Y: Ub`g`\\`c`Z`Y`b`ž`X`U`g`g  
 g]W`X]Y`H`U`Y`b`h`Y`X`Y`f`A`U`b`b`g`W`U`Z`h`V`Y`k`Å`\\`f`Y`b`ž`i`b`X`X`U`g`g`X`Y`f`J`Y`f`Y]b  
 ]b`Ni`\_i`b`Z`h`U`i`g`X]Y`g`Y`f`g`W`k`j]Y`f][`Y`b`@U[ Y`[ Y`g`h`Å`f`\_`h`\\`Y`f`j`c`f[ Y`\\`h"

K`Y]h`Y`f`Y`f`b`Z`c`f`a`U`h]c`b`Y`b`ni`XY`b`U`\_`h`i`Y`Y`b`9`b`h`k`j]W`\_i`b[ Yb`[ ]V`h`Y`g`]b  
 XY`b`6`Y`f]W`X`h`Y`b`j`c`b`8`Y`f`K`Y`g`h`Y`b`ž`h`n`i`b`X`U`i`Z`Z`i`g`g`V`U`X`U`h`Y`b`"XY"

8YhU]`g	
C`f`h	5i`V`g`h`U`X`h`ž`8`Y`i`h`g`W`X`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> <li>• k`k`k`"XYfk`YghYb"XY</li> <li>• k`k`k`"hn"XY</li> <li>• k`k`k`"Zi`ggVU`XUhYb"XY</li> </ul>

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z`b`!`U[`"XY