

: `cf]Ub`K ]fhn`gU[ h`6UmYfb`UV` `K YW`gY`  
ni `@]j Yfdcc``fØW\_h`bÅ\Yf`°

: `cf]Ub`K ]fhn`Y\bh`XYb` : 7`6UmYfb`UV`i bX`d`Ubh`Y]bYb  
K YW`gY`ni `@]j Yfdcc`"5\_hi Y`Y`9bhk ]W`i b[ Yb`i bX`8YhU]`g  
\]Yfni "



@]j Yfdcc`ž`9b[ `UbX`!`!`b`Y]bYa` VYa` Yf`\_Ybgk` YfhYb`K` YbXYdi` b\_h  
]a` HfUbgZYfdc`\_Yf`i` a` : `cf]Ub`K` ]fhn`\UVYb`X]Y` ; Ygdf`ÅW`Y  
nk` ]gW`Yb`XYa` : 7`6UmYfb`A` ØbW`Yb`i` bX`XYa` `Gd]Y`Yf`Y]bY  
i` bYfk` UfhYhY`K` YbXi` b[ ` [ Ybca` a` Yb`"8Yf`&&!`Å\f][` Y`Gd]Y`Yf`j` cb  
6UmYf`@]j` Yf`\_i` gYb`\Uh`XYa` : 7`6UmYfb`cZZ]n]Y`UV[` YgU[` hi` bX  
d`Ubhž`ni` DfYa` ]Yf!`@YU[` i` Y!`?`i` V` : 7`@]j` Yfdcc`ni` k` YW`gY`b`"8]Yg  
VYgh`Åh][` h`X]Y`U\_hi` Y`Y`b`!`bZcfa` Uh]cbYb`j` cb`K` Y`hž`X]Y`XUfUi` Z  
\]bk` Y]gYbž`XUgg`]bhYfbUh]cbU`Y`Hcd`\_i` Vg`gY]h`K` cW`Yb`i` a` XYb  
hU`Ybh]YfhYb`A` ]hY`ZY`Xgd]Y`Yf`Vi` \`Yb"

8]Y`6UmYfb`!6cggY`k` UfYb`c`dh]a` ]gh]gW`i` bX`ØVYfnYi` [` hž`Y]bY  
Ni` gU[` Y`j` cb`K` ]fhn`ni` \UVYbž`bUW`XYa` `I` ]`<cYbY`»` ]\b`U`g  
HfUi` a` gd]Y`Yf` VYnY]W`bYh`i` bX`X]fY`\_hYb`?`cbhU`\_h`ni` K` ]fhn` ]U`hYf`

\UhhY""8cW`k A\fybX`X]Y`A ØbW`YbYf`Ui Z`Y]bYb`HfUbgZYf`\cZ`hYbž  
g]W`\_YfhYb`⊕Zcfa Uh]cbYb`Xi fW`ž`XUgg`K ]fhn`XYb`GW`f]hh`bUW`  
9b[ `UbX`VYj cfni [ h"@Ui h`B 6 7`Gdc fhg`ZUj cf]g]Yfh`K ]fhn`Y]bYb  
K YW`gY`ni `@j Yfdcc`ž`k c`Yf`VYfY]hg`dchYbn]Y`Y`K c`bcfhY`]b  
BcfXk YghYb[ `UbX`Yf\_i bXYh`\UVYb`gc`"

K ]fhn `VYa Yf\_Yb`gk YfhY`@Y]ghi b[ Yb`i bX  
F c`Y

: `cf]Ub`K ]fhn`\Uh]b`gY]bYf`V]g\Yf][ Yb`? Uff]YfY`VY]`6UmYf  
@Yj Yf\_i gYb`Y]bXfi W`\_g] c`Y`NU\`Yb`j cfni k Y]gYb`i⊕ZUgh`&\$\$  
DZ]W`hgd]Y`Yb`Yfn]Y`hY`Yf`) +`HcfY`i bX`VYfY]hYhY`\*) `HfYZZYf`j cf``A ]h  
&- `@AbXYfgd]Y`Yb`ZØf`8Yi hgW`UbX`\Uh`Yf`g]W`gck c`\`bUh]cbU`U`g  
Ui W`]bhYfbUh]cbU`Y]bYb`BUa Yb`[ Ya UW`h`GY]bY`\c\Y  
9fZc`[ gei chY`VY]`8f]VV`]b[ g]j cb`- \*i `gck ]Y`X]Y`ghUh]gh]gW`Y  
9fZUggi b[ `j cb`) ž) `gW`i gg] cfVYfY]hYbXYb`5\_h]cbYb`dfc`- \$  
A ]bi hYb`d`Uhn]YfYb`]\b`ja`'-`"DYfW`bh]`gY]bYf`Dcg]h]cbž`k Ug`]\b  
ni `Y]bYa`[ YZfU[ hYb`Gd]Y`Yf`a UW`h`

6Y]`@j Yfdcc`\_`ØbbhY`K ]fhn`U`g`cZZYbg]j Yf`A ]hhY`ZY`Xgd]Y`Yf  
Y]b[ YgYhnh`k YfXYbž`k c`Yf`a ]h`hU`Ybh]YfhYb`A ]hgd]Y`Yfb`k ]Y  
8ca ]b]\_`GncVcgn`U]ž`5`YI ]g`A UW`5`]ghYf`i bX`F`mUb`; fUj YbVYfW`  
ni gUa`a Ybgd]Y`Yb`\_`ØbbhY""8UfØVYf`\]bUi g` `Yf`Ui W`Ui ZXYb  
: `Ø[ Y`dcg]h]cbYb`U[ ]YfYb"

HfUbgZYfXYhU]`g`i bX`5V`ØgYgi a a Y

6UmYf`@Yj Yf\_i gYb`\Uh`VYfY]hg`[ fØbYg`@]W`h`ZØf`XYb`K ]fhn!HfUbgZYf  
[ Y[ YVYbž`k cVY]`X]Y`5V`ØgYgi a a Y`Ui Z`Yhk U`%) \$`A ]``]cbYb`9i fc  
[ YgW`Åmh`k ]fX""8]Y`k Y]hYfY`J`Yf\`UbX`i b[ `nk ]gW`Yb`@j Yfdcc`i bX  
6UmYf`@Yj Yf\_i gYb`ghY`h`bi b`ja`J`cfXYf[ fi bXž`XU`@j Yfdcc`XUfUb  
UfVY]hYhž`XYb`HfUbgZYf`UVni gW`]Y»Ybž`i a`XYb`XYi hgW`Yb  
BUh]cbU`gd]Y`Yf`]b`]\fyb`F`Y]\Yb`VY[ fØ»Yb`ni`XØfZYb"

8]YgYf`HfUbgZYf`\_`ØbbhY`Y]bY`VYXYi hYbXY`Y`bXYfi b[ `]b`XYf  
?Uff]YfY`j cb`i: `cf]Ub`K ]fhn`XUfghY`Y`b`i bX`k ]fX`gck c`\`j cb`i: Ubg  
U`g`Ui W`j cb`9i dYfhYb`[ YgdUbbh]j YfZc`[ h`8]Y`b`ÅW`ghYb`HU[ Y

k YfXYb`nY][ YbžcV`XYf`K YWłgY``hUhgÅWł`]Wł`j c``nc[ Yb`k YfXYb`\_Ubb"

: Øf`k Y]hYfY` ðZcfa U]cbYb`ØVYf`U\_hi Y``Y`K YWłgY``i bX HfUbgZYf[ YfØWłhY`VYgi WłYb`G]Y` : i » VU``HfUbgZYfg"

8YhU]`g	
J c fZU``	HfUbgZYf
C fh	@j Yfdcc`ž9b[ `UbX
GWłUXYb`]b`	%) \$\$\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "k Y`h"XY</li><li>• k k k "bVWłd c fhg"Wł a</li><li>• k k k "Zi ggVU``hfUbgZYfg"Wł a</li></ul>

6Ygi WłYb`G]Y`i bg`Ui Z.`b!U[ "XY