

GWk YfYf`J Yf\_Y\fgi bZU``. `A cdYXZU\ fYf  
]b`Df]hnk U`\_`j Yf`Yhnh°

5\_hi Y`Y`Dc`]nY]a Y`Xi b[ Yb`Ui g`Df][ b]hn. `A cdYXi bZU``ž  
J Yf\_Y\fg\_cbhfc`Yb`i bX`k ]W[h][ Y`BchZU``\]bk Y]gY`Ua  
%&"\$) "&\$&) "



Df]hnk U`\_`ž`8Yi hgWk`UbX`!`5a` `%"`A U] &\$&) `YfY][ bYhYb`g]Wk  
a Y\YfY`U`Ufa ]YfYbXY`J cfZÄ`Y`]b`XYf`Df][ b]hnž`X]Y`X]Y  
5i Za Yf\_gUa \_Y]h`XYf`Dc`]nY]`Ui Z`g]Wk`nc[ Yb`" `gVYgcbXYfY`k`i`fXY  
Y]b`A cdYXZU\ fYf`]b`Df]hnk U`\_`gWk Yf`j Yf`Yhnhž`k Ug`X]Y  
8f]b[ `]Wk\_Y]h]j cb`J Yf\_Y\fgg]Wk Yf\Y]hga U» bU\`a Yb`]b`XYf`FY[ ]cb  
YfbYi hij YfXYi h]Wk`h`@Ui h`XYa `U\_hi Y`Yb`Dc`]nY]h]W\_Yf`j cb`**A 5N**  
**C b`]bY`k`i`fXYb`Ua`gY`VYb`HU[ `nU\`fY]WkY`I`bZU``a Y`Xi b[ Ybž**  
9]bVfØWkYž`gck ]Y` ; Yk U`hXY`]\_hY`fY[ ]ghf]Yfhž`k Ug`Y]b  
VYgcf[ b]gYffY[ YbXYg`6]`X`XYf`G]WkYf\Y]hg`U[ Y`nY]Wk`bYh`

8]Y` ; YbYf]Yfi b[ ]j cb`ni j Yf`Ägg][ Yb`8 UhYb`ni f`J Yf\_Y\fgg]Wk Yf\Y]h  
]gh`YbhgWkY]XYbXž`i`a`X]Y`I`fgUWkYb`j cb`I`bZÄ`Yb`ni`j YfghY\Yb  
i bX`ni \_ØbZh][ `A U» bU\`a Yb`ni `Yf[ fY]ZYb`"K ]Y`**8 YghUh]g`VYhcbž**

X]YbYb`i a ZUggYbXY`GhUh]gh]\_Yb`b]Wk`h`bi f`XYf`5bU`mgYž`gcbXYfb  
Ui Wk`XYf`dc`h]gWkYb`9bhgWkY]Xi b[ gZ]bXi b[ `]a`6YfY]Wk  
J Yf\_Y`f`gg]WkYf`Y]h`

## 9f`Ø`hY` ; YgWk ]bX][ \_Y]hg\_c b hfc``Yb

Ni g`Ä`h`Wk`k i fXYb`]b`XYf`FY[ ]cb`[ Yn]Y`hY  
; YgWk ]bX][ \_Y]hg\_c b hfc``Yb`Xi fWk[ YZØ`fhž`X]Y`Ui Z`X]Y`c`Y  
I bZU`f`UhY`Ui Z[ fi bX`ØVYf`Ø`hYf` ; YgWk ]bX][ \_Y]h`Ui Za`Yf\_gUa  
a UWk`hYb`"@Ui`h`Y]bYa`6Yf]Wk`h`j`cb`**BcfX\_i f]Yf`ZØ`fhYb`6YUa`hY**  
nk ]gWkYb`XYa`"+`"i bX`%"`5df`Y]bYb`6`]hYfa`UfUh`cb`Xi fWk`"6Y]  
X]YgYa`k i fXYb`%"`\$) %: U`fnYi [ Y`\_cbhfc``]Yfhž`k`cVY]`(`,  
; YgWk ]bX][ \_Y]hgj`YfghØ»Y`ZYgh[ YghY`h`k i fXYb`"9]b`VYgcbXYfg  
Ui ZÄ`][ Yf: U`k`Uf`Y]b`JK`!: U`fYfž`XYf`Ui ZXYf`5%( `a`]h`%(`\$\_a`#  
]b`Y]bYf`\*`\$\_a`#!NcbY`[ Ya`YggYb`k i fXY`

„ VYf`Ø`hY` ; YgWk ]bX][ \_Y]h`V`Y]Vh`Y]bY`XYf`<Ui`dhi`fgUWkYb`ZØf  
J Yf\_Y`f`gi bZÄ`Y`"æ`a`]U`f`&\$&(`fY[ ]ghf]YfhY`X]Y`Dc`]nY]X]fY`\_h]cb  
BcfX`]bg[ YgUa`h`%&`" , ( `I bZÄ`Y`ž`j`cb`XYbYb`%"`%\*`-`Ui`Z  
i bUb[ YdUgghY` ; YgWk ]bX][ \_Y]hYb`ni`fØW`ni`ZØ`fYb`k`UfYb`"8]YgY  
NU`Yb`j`YfXYi`h]WkYb`X]Y`B`chk`YbX][ \_Y]h`ghfYb[ YfYf`?`cbhfc``Yb  
i bX`5i`Z`Ä`fi b[ gUfVY]h]b`XYf`FY[ ]cb`

## 8f]b[ `]Wk \_Y]h`j`c`b

### J Yf\_Y`f`gg]Wk Yf`Y]hga`U»b`U`a`Yb

æ`a`F`U`a`Yb`XYf`J`Yf\_Y`f`gØVYfk`UWk`i`b[ `k`i`fXYb`Ui`Wk`?`cbhfc``Yb  
Ub` ; YZU`fYbghY`Yb`k`]Y`G`Wk`i`Yb`i`bX`?`]bXYf[ `Ä`fhYb`]bhYbg]j`]Yfh`  
A`Y`f`U`g`(`\$`\$` ; YgWk ]bX][ \_Y]hgj`YfghØ»Y`k`i`fXYb`k`Ä`fYbX`XYg  
6`]hYfa`UfUh`cbg`YfZUggh`"8]Yg`nY][`hž`XUgg`b]Wk`h`bi`f  
: U`fUbZÄ`b[ Yfž`gcbXYfb`Ui`Wk`YfZU`fYbY` : U`fYf`Y]b`Yf`Ø`hYg  
F`]g]\_c`ZØf`g]Wk`i`bX`UbXYfY`XUfghY`Yb`\_Ø`bYb`"

8]Y`i`a`ZUggYbXY`9fZUggi`b[ `j`c`b`J`Yf\_Y`f`gi`bZÄ`Ybž`k`]Y`g]Y`  
**8YghUh]g`XUfghY`hž`nY][`hž`k`]Y`k`]Wk`h][`Y`g`]ghž`X]YgY`8`UhYb  
fY[`Y`a`Ä`][`ni`Ub`U`mg]YfYbž`i`a`ni`\_Ø`bZ][`Y`A`U»b`U`a`Yb`ni  
cdh]a`]YfYb`i`bX`X]Y`G]WkYf`Y]h]a`G`hfU»Yb`j`Yf\_Y`f`ni`Yf`Ø`hYb`"9g**

V`Y]Vh'ni `cZYbž'XUgg`Y]bgW`À[ ][ Y`A U» bU`a Yb`i bX`Y]b  
gh`f\_YfYg`6Yk i gghgY]b`Z0f`X]Y`J Yf\_Y`fgg]W`Yf`Y]h`]b`XYf`Df][ b]hn  
i bX`XUf0VYf`]\bUi g`X]Y`5bnU`\"XYf`gW`k YfYb`l bZ`\"Y`fYXi n]YfYb  
\_0bbYb"

: 0f`BchZ`\"Y`i bX`#Zcfa Uh]cbYb`ni f`l bZU`\"VYf]W`hYfghUhi b[  
ghY`Yb`]a `@UbX\_fY]g`Df][ b]hn`j YfgW`]YXYbY`Dc`]nY]ghUh]cbYb`ni f  
J YfZ0[ i b[ "8]Y`Dc`]nY]]bgdY\_h]cb`Df][ b]hn`]b`DYf`YVYf[ `Ub b`i bhYf  
XYf`HY`YZcbbi a a Yf`Z ( - ` , +\*`+%) `\$`\_cbhU\_h]Yfh`k YfXYb"

|            |  |
|------------|--|
| 8YhU]`g    |  |
| J c fZU``  | J Yf_Y`fgi bZU``   |
| C fh       | Df]hnk U`_ž8Yi hgW`UbX   |
| J Yf`YhnhY | %  |
| E i Y`Yb   | <ul style="list-style-type: none"> <li>• k k k "a Un!cb`]bY"XY</li> <li>• k k k "bcfX_i f]Yf"XY</li> <li>• k k k "XYghUh]g"XY</li> </ul> |

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