

# Ghi XYbh'Ui g'8Y[ [ YbXcfZ'j Yf`]Yfh HUi gYbXY`VY]'? fmdhc!6Yhfi [ ' `Dc`]nY] k Ufbh°

9]b`&) !Å\`f][ Yf`Ghi XYbh'Ui g'8Y[ [ YbXcfZ'Z]Y`Ui ZY]bYb  
? fmdhc!5b`U[ YVYhfi [ `YfY]b`i bX`j Yf`cf`a Y\`fYfY`hUi gYbX  
9i fc"8]Y`Dc`]nY]`Yfa ]hhY`h"



8Y[ [ YbXcfZž'8Yi hgW\`UbX`!`a`@UbX\_fY]g'8Y[ [ YbXcfZk i fXY  
Y]b`&) !Å\`f][ Yf`Ghi XYbh`C dZYf`Y]bYf`dYfZ]XYb`6Yhfi [ ga UgW\Y`i bX  
j Yf`cf`a Y\`fYfY`hUi gYbX`9i fc"8]Y`6YhfØ[ Yf`\UhhYb`]\b`ØVYf`Y]bYb  
BUW\`f]W\hYbX]Ybgh`\_cbhU`\_h]Yfhi bX`ØVYfnYi [ hž`]b`j Yfa Y]bh`]W\Y  
: ]fa YbU`\_h]Yb`ni`\_]bj Ygh]YfYb"9f`]gh`XUa`\_]h`Y]bYf`j`cb`XfY]  
; YgW\`ÅX][ hYb`ž`X]Y`]bnk`\_]gW\Yb`5bnY][ Y`VY]`XYf`Dc`]nY]]bgdY`\_h]cb  
8Y[ [ YbXcfZ`YfghUhhYh`\UVYb" `əg[ YgUa`higi`a`a`\_]Yfh`g]W\`XYf  
GW\UXYb`ZØf`X]Y`6Yhfc`ZYbYb`Ui g'8Y[ [ YbXcfZž`DUggUi`\_i`bX  
@UbXg\i`h`Ui`Zfi`bX`&\$`\$`\$`\$`9i`fc"DBD`VYf]W\hYhž`XUgg`X]Y  
\_`VYfk`Y]gi`b[ Yb`XYf`; YgW\`ÅX][ hYb`Ub`6Ub`\_\_cbhYb`\_]a`\_5i`g`UbX  
[ ]b[ Yb`ž`k`Ug`Y]b`k`Y]hYfYg`\_əX]n`ZØf`X]Y`dfc`ZYgg]cbY`Y`Y

J cf[ Y\Ybgk Y]gY`XYf`6YhfØ[ Yf`XUfghY`h"

J cf`XYa`<]bhYf[ fi bX`XYf`ghY][ YbXYb`Dcdi`Uf]hÅh`j`cb  
?fmdhck`Å\fi`b[ Yb`]gh`Yg`\_Y]b`K`i`bXYfž`XUgg`Z]b`Ubn]Y`Y`6YhfØ[ Yf`  
a`h]`ja`a`Yf`fUZZ]b]YfhYfYb`A`UgW`Yb`ni`[ fY]ZYb`"K`]Y`Ui`W`]b`XYa`  
: U`X`Yg`Ghi`XYbhYb`[ YgW`]Y`h`X]Yg`Åi`Z][`ØVYf`[ YZ`gW`hY`  
<UbXY`gd`UhhZc`fa`Yb`"CdZYfb`k`]fX`gW`]W`hk`Y[`j`cf[ Y[ Ui`\_Y`hž`g]Y`  
k`ØfXYb`]b`g]W`YfY`5b`U[ Yb`]bj`Ygh]YfYbž`k`c`VY]`X]Y`FYU`]hÅh`[ Ubn`  
UbXYfg`Ui`gg]Y`h`"8]Y`]; YgW`ÅZhYa`UW`Yf`VYhfØ[ Yb`a`h]hÅi`gW`YbX`  
YW`hYb`8c`\_i`a`YbhYb`i`bX`9!A`U]gž`X]Y`]; Yk`]bbY`Ui`ZY]b`Yf`  
Ub[ YV`]W`Yb`6`c`W`W`U]b`gi`[ [ Yf]YfYb`"8`Ug`nY][`h`Ub`k`U`h`"XY`ž`k`c`  
Ui`W`[ Yk`Ufb`h`k`]fXž`XUgg`X]YgYf`5fh`j`cb`6Yhfi`[`Ui`W`Xi`fW`  
dYfgcb`U]g]YfhY`5b`gd`fUW`Y`ØVYf`A`YggYb[ YfX]YbghY`k`]Y`K` \Uhg5dd`  
i`bX`HY`Y[ fUa`X`Uni`ZØ`fYb`\_Ubbž`XUgg`↑`b[ Y`5b`Y[ Yf`VYgcb`XYfg`  
UbZ`Å`][`ZØf`gc`W`Y`A`UgW`Yb`g]b`X"

## 6Yhfi [ ga UgW Yb`]a`5i`Zk`]bX`

Ni`bY`a`YbX`UbXYb`X]YgY`6Yhfi`[ gj`Yfgi`W`Y`]b`XYb`GW`U[ nY]`Yb`"  
8`Ug`gY]h`&\$\$`-`Ub[ Ygh]Y[ YbY`ϕ`hYfYggY`Ub`6]hW`]bž`XYggYb`K`Yfh`  
a`h]hYfk`Y]Y`Ui`Z`Yhk`U`,'`&-`-`9i`fc`[ Ygh]Y[ Yb`]ghž`Å`ggh`X]Y`  
6YhfØ[ Yf]`ja`a`Yf`\_fYUh]j`Yf`k`YfXYb`"8]YgY`bi`hnYb`ni`bY`a`YbX`  
gc`n]U`Y`A`YX]Yb`i`bX`VY`\_UbbhY`DYfg`Øb`]W`\_Y]hYbž`i`a`X`Ug`  
J`Yfhf`Ui`Yb`j`cb`d`chYbn]Y`Yb`5b`Y[ Yfb`ni`[ Yk`]bbYb`"<]YfVY]`g]b`X`  
c`Zi`8]g`\_i`gg]cb`Yb`ni`i`bfYU`]gh]gW`\_c`Y`b]; Yk`]bbj`Yfgd`fYW`Yb`Ui`g`  
XYf`@`Zi[ Y[ f]ZYb`\_Y]b`k`Y]hYfYg`NY]W`Ybž`XUgg`a`Ub`VYggYf`  
g`\_Ydh]gW`\_V`Y]Vh`@`Ui`hY]bYa`5fh]\_Y`j`cb`GK`F`]Y[ h`XYf`  
; YgUa`hgW`UXYb`Xi`fW`?fmdhck`Å\fi`b[ gVYhfi`[`k`Y`hk`Y]h]a`  
j`Yf[ Ub[ YbYb`ϑ`f`VY]ØVYf`,`A`]UfXYb`9i`fc"

8`Ug`hf`Ui`f][ Y`6]`X`k`]fX`fi`bX`[ Ya`UW`hž`k`Ybb`a`Ub`VYXYb`\_hž`XUgg`  
j`]Y`Y`CdZYf`]f`[ YgUa`hYg`9fgd`UfhYg`j`Yf`]YfYb`"æ`i`U`X`Yg`  
Ghi`XYbhYb`\_Ua`Yg`Ui`W`ni`k`Y]hYfYb]; Y`XZcfXYfi`b[ Ybž`i`a`  
Ub[ YV`]W`Y`\_c`Y`9fhfÅ[ Y`c`XYf`XUg`9]bZf]YfYb`XYf`ϕ`j`Ygh]h]cb`Yb`ni`  
j`Yfa`Y]XYb`"Gc`W`Y`Hf]W`\_g`i`bX`J`cfk`Å`bXY`g]bX`[ Å`b`[ ]Y`A`Yh`c`XYbž`  
i`a`ni`g`Å`hn`]W`Y`,`VYfk`Y]gi`b[ Yb`ni`Yfnk`]b[ Yb`"9]b`9bXY`XYg`@]Xg`  
]gh`XUVY]`b]W`h]b`G]W`hž`XYbb`X]Y`6YhfØ[ Yf`k`YfXYb`]ja`a`Yf`  
fUZZ]b]YfhYfž`bi`hnYb`bYi`Y`HYW`bc`c`[ Yb`i`bX`gc[ Uf`?`Øbgh]W`Y`

hY`][ Ybn:Z0f`]\ fY`VYhf0[ Yf]gWXYb`A UWXYbgWUZhYb"

## K Ug`a Ub`hi b`\_Ubbž`i a`g]WXY`ni`gWXY`hnYb

8]Y`Dc`nY]k Ufbh`Y]bXf]b[ `]WXY`j cf`gc`WXYb`A UgWXYb`i bX`f`h`ni  
 J c fg]WXY`h`9g]gh`k ]WXY`h][ ž`i b f Y U`]gh]gWXY`\_]b[ YbXY  
 ; Yk ]bbj Yfgd f Y WXYb`ni` \ ]bhYfZfU[ Ybž`g]WXY`Ub`gYf]0gY  
 < UbXY`gd`UhhZcfa Yb`ni` \ U`hYb`i bX`b]Ya U`g`dYfg0b`]WXY`8 UhYb  
 `Y]WXY`hZf]h][ `d f Y]gni [ YVYb`"K Yf`XYb`J YfXUWXY`h`Y[ hž`VYfY]hg`C d ZY f  
 Y]bYg`6Yhfi [ g`[ Yk cfXYb`ni`gY]bž`gc`h`i a [ Y\YbX`\UbXY`b`8 Uni  
 nA`Yb`XUg`G]WXYfb`U`Yf`fY`Yj UbhYb`8 UhYbž`XUg`9fghUhhYb`Y]bYf  
 5bnY][ Y`i bX`[ Y[ YVYbYbZU`g`XUg`9]bgWXY`hYb`Y]bYg  
 gdYn]U`]g]YfhYb`5bk U`hg"@Ymh]WXY`V`Y]Vh`Yg`ni` \ c ZY bž`XUgg]a a Yf  
 a Y\ f`A YbgWXYb`0VYf`X]Y`F]g]\_Yb`Ui Z[ Y`\_`Àfh`k YfXYbž`i a`]b  
 Ni`\_i bZh`VYggYf`[ Yk UddbYh`ni`gY]b`[ Y[ Yb`gc`WXY`6Yhf0[ YfY]Yb"

8YhU]`g	
C fh	8Y[ [ YbXcfZž`8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "dbd"XY</li> <li>• k k k "Ub k U`h"XY</li> <li>• k k k "gk f"XY</li> </ul>

6Ygi WXYb`G]Y`i bg`Ui Z.`bU[ !VUmYfb"XY