

<]hnY`i bX` ; YZU\ f. `K UggYfk UW\ h`k Ufb h j c f`hØX`]W\ Yb`6UXYi bZÄ`Yb`°

K Ufbi b[Yb`XYf`K UggYfk UW\ h`i bX`8 @F ; .`6Y]`<]hnY`ja
C ghU``[Äi` `g]W\ Yf`VUXYb`"H]ddg`[Y[Yb`6UXYi bZÄ`Y`i bX
? fY]g`Ui ZdfcV`Ya Y"



C ghU``[Äi` ž`8Yi hgW\`UbX`!`8]Y`6UXYgU]gcb`]b`6UmYfb`]gh`]b
j c`Ya` ; Ub[Y`i bX`XUg`K YhhYf`gd]Y`h`a]h`8cW\`a]h`XYb
ghY][YbXYb`HYa dYfUhi fYb`V]g`ni`" *` ; fUX`Ua`K cW\YbYbXY`ghY][h
Ui W\`X]Y` ; YZU\ f`]b`i bgYfYb` ; Yk ÄggYfb`"8]Y`K UggYfk UW\ h`i bX
X]Y`8Yi hgW\Y`@VYb!F Yhhi b[g! ; YgY`gW\ UZh`fB`@F ; Ł`k UfbYb
Y]bXf]b[`]W\`XUj cfž`i bVYXUW\ h`]bg`_Ø\`Y`B Ugg`ni`gd f]b[Yb`" @Ui h
XYf`K UggYfk UW\ h`i6UmYfb`[]Vh`Yg`]b`X]YgYf`GU]gcb`VYfY]hg`Y]bY
U`Ufa]YfYbXY`NU\`Ub`hØX`]W\ Yb`6UXYi bZÄ`Yb`ž`k Ug`X]Y
K UW\ gUa`_Y]h`Ub`GYYb`i bX` :`ØggYb`]a`C ghU``[Äi` i a gc`k]W\ h][Yf
a UW\ h`"H\ca Ug`<i VYfž`XYf`@UbXYgj c fg]hnYbXY`XYf`K UggYfk UW\ hž
\YVh`\Yfj cfž`XUgg`i b`_i [Yg`J Yf\ U`hYbž`]bgVYgcbXYfY`VY]`\Y]» Yb
HYa dYfUhi fYbž`ni`YfbghYb`i bZÄ`Yb`ZØ\`Yb`_Ubb`"5i ZXYf`K YVg]hY
j cb`k]f!g]bX!_Ui ZVYi fYb`[]Vh`Yg`\]`žFY]W\ Y`H]ddgž`i a`X]YgYb

; YZU\fyb'j cfni VYi [Yb"

6YgcbXYfg'dfcV`Ya Uh]gWk`k]fX`Ygž`k Ybb`ØVYf\]hnhY`DYfgcbYbž`X]Y
]bg`_U`hY`K UggYf'gdf]b[Ybž`a]h`<]hnYghfYgg`i bX
?fY]g`Ui ZdfcV`Ya Yb`_Aa dZYb`"l a`gWk`k Yfk]Y[YbXY
[Ygi bX\Y]h]WY`:`c`[Yb`ni`j Yfa`Y]XYbž`Ya dZ]Y\`h`X]Y
K UggYfk UWk`hž`g]Wk`ni b`ÅWk`gh`UVni`_Ø\`Yb`i bX`XUbb`Ub[gUa`]bg
K UggYf`ni`[Y\Yb`"8]YgY`6chgWk`UZh`k]fX`Ui Wk`Xi fWk`5b[UVYb`j cb
h!cb`]bY`i bhYfghØhnhž`k cbUWk`↑ b[Y`A YbgWk`Yb`YVYbgc`j cb
?`À`hYgWk`cW_g`VYhfcZZYb`gY]b`_ØbbYb"

K]Wk`h][Y`6UXYfY[Y`b

K]Y`_ØbbYb`6UXYi bZ`Y`j Yfa`]bXYfh`k YfXYb3`8]Y`K UggYfk UWk`h
\Uh`_UfY`6UXYfY[Y`b`Zcfa`i`]Yfhž`X]Y`ZØf`U`Y`6UXYgdU»`_UVYb
gc`hYb.

- B]Ya`U`g`ØVYf\]hnhcXYf`U`_c\c`]g]Yfh`]bg`K UggYf`"
- ?]bXYf`]a`a`Yf`]a`6`]W`_VY\U`hYb`"
- B]Wk`h`_cdZØVYf`]b`i bVY`_UbbhY`:`Yk`ÅggYf'gdf]b[Yb`"
- 6Y]`; Yk`]hhYf`XUg`K UggYf`gcZc`fh`j`Yf`UggYb`"

8]YgY`FY[Y`b`gc`hYb`b]Wk`h`bi`f`]b`XYf`<]hnY`XYg`5i [YbV`]W_g
VYUWk`hYh`k YfXYbž`gcbXYfb`j`cf`U`Ya`Ui Wk`]b`9f]bbYfi`b[
VY\U`hYb`k YfXYbž`i`a`X]Y`G]Wk`Yf\Y]h`ni`[Yk`Å\`f`Y]ghYb`"

5`Ufa]YfYbXY`GhUh]gh]_Yb

@Ui`h`XYf`8`@F;`[UV`Yg`]a`_U\`f`&\$&'`]b`8Yi`hgWk`UbX`(%%`hOX`]Wk`Y
l`b[`ØW_Y`]b;`Yk`ÅggYfbž`Y]b`5bgh]Y[`j`cb`" `%HcXYgZ`Yb`]a
JYf[`Y]Wk`ni`a`J`cf`U\`f`"8]YgY`VYgcf[`b]gYffY[YbXY`9bhk`]W`i`b[
]gh`Y]b`<]bk`Y]g`XUfUi`Zž`k`]Y`k`]Wk`h][`X]Y`GYbg]V`]g]Yfi`b[`ZØf`X]Y
; YZU\fyb`VY]a`6UXYb`]gh`"8`@F;`!Df`Åg]XYbh]b`i`hY`J`c[`h`gYhnh[`fc»`Y
<c`Zbi`b[Yb`Ui`Z`Y]bY`VfY]hYfY`5i`Z`_`Åfi`b[`i`bX`d`Ubh`VYgcbXYfY
A`U»`bU`a`Ybž`i`a`9`hYfb`Ui`ZX]Y;`YZU\fyb`ZØf`_`Y]bY`?`]bXYf
Ui`Za`Yf_gUa`ni`a`UWk`Ybž`i`a`HfUi`f][`_Y]h`i`bX`i`b[`ØW_Y`]ni
j`Yfa`Y]XYb`"8]Y`8`@F;`k`]fX`V]g`ni`f`A`]hY`XYg`GYdhYa`VYfg`Ub
VY`]YVhYb`6UXYghY`Yb`df`ÅgYbh`gY]bž`i`a`XYb`6UXY[`ÅghYb`ni`f`"

G]hY`ni`ghY\Yb`i`bX`Yj`Ybhi`Y`Y`B`chZ`A`Y`gcZc`fh`ni`VYUfVY]hYb`"

8]Y`K`UggYfk`UW`h`6UmYfb`\`UhhY`]a`Y`hnhYb`:\`f`" `*`%(`9]bg`ÅhnYž`
i`bX`cV`k`c`\`X]Y`5bnU\`XYf`@YVYbgfY`hhi`b[`Yb`_`c`b`gh`Ub`h`VY]`Y`hk`U`
,`\$`V`]YVž`\`Uh`X]Y`NU\`XYf`9]bg`ÅhnY`]a`J`Yf[`Y]W`ni`&\$`&`
ni`[`Yb`ca`a`Yb`"8]Yg`VY`_`f`Å`Zh][`h`X]Y`6`ch`g`W`U`Z`ž`X`U`gg`Ui`W`]b`X]Yg`Yb`
\`Y]»`Yb`HU[`Yb`J`c`f`g]W`h`[`YV`ch`Yb`]gh`"

A`j`h`X`Ya`i`5i`Z`_`ca`a`Yb`X`Y`f`G`ca`a`Y`f`\`h`n`Y`Y`Y[`h`Y`g`U`b`i`b`g`U`Y`b`ž`
J`Y`f`U`b`h`k`c`f`h`i`b[`ni`Ø`V`Y`f`b`Y`\`a`Yb`i`b`X`g]W`X`Y`f`ni`gh`Y`Y`b`ž`X`U`gg`i`b`g`Y`f`Y`
6`U`X`Y`Y`f`Y`V`b]gg`Y`g`c`k`c`\`Y`f`Z`f]g`W`Y`b`X`U`g`Ui`W`g]W`X`Y`f`g]b`X`9]b`
j`Y`f`U`b`h`k`c`f`h`i`b[`g`j`c`Y`g`J`Y`f`\`U`h`Y`b`_`U`b`b`@YVYb`f`Y`h`h`Y`b`i`[`Y`b]Y»`Y`b`
G]Y`U`g`c`X`U`g`K`UggYfž`UVYf`a`]h`6`Y`X`U`W`h`"

8YhU]`g	
C`f`h`	C`g`h`U``[`Å`i`ž`8`Y`i`h`g`W`U`b`X`
E`i`Y`Y`b`	<ul style="list-style-type: none">• k`k`k`"k`]f!`g]b`X!`_`U`i`Z`V`Y`i`f`Y`b`"X`Y`• k`k`k`"h!`c`b`b`]b`Y`"X`Y`• k`k`k`"X`f[`"X`Y`

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z.`b`U[`!`V`U`m`Y`f`b`"X`Y`