

H]bm'< ci gYg. '8 ]Y`K c\bk YbXY`Ui Z`XYa  
: Ygh]j U`']b`? Uf`gfi \Y`°

? Uf`gfi \Y`ZY]Yfh`XUg`B9K`'<CI G-B;`H]bm'< ci gY` : Ygh]j U`.  
`&bcj Uh]j Y`K c\b\_cbnYdhYžBUW\U`h][\_Y]hi bX`\_fYUh]j Y  
@Øgi b[ Yb`[ Y[ Yb`XYb`K c\b fUi a a Ub[ Y`"



? Uf`gfi \Yž`8Yi hgW\`UbX`!`8Yf`HfYbX`ni`H]bm'< ci gYgž`U`gc  
\_Y]bYb`'<Äi gYfbž`\Uh]g]W\`Äb[ gh`U`g`ni`\_i bZhghfÄW\h][ Y`K c\bZcfa  
YhUV`Yfh`"æ`? fY]g? Uf`gfi \Y`]gh`n]j`]Y`k`]Y`Ui W\`\_fYUh]j Y  
K c\b fUi a \_bUdd\Y]h`a`]h`Yfk Y`Y`Y]b`U``[ Y[ Ybk`Äfh][ Yg`H\Ya U`  
Gc`YbhghUbXYb`VYfY]hg`\_Y]bYfY`G]YX`i b[ Yb`]b`9h`]b[ Yb`i bX`]a  
5`VhU`VY]`K U`XVfcbbž`X]Y`X]YgYb`bYi Yb`@YVYbggh`k`]XYfgd]Y[ Y`b`"  
8 Ug` B9K`'<CI G-B;`H]bm'< ci gY` : Ygh]j U``']b`? Uf`gfi \Yž`XUg` \Yi Yf  
ni a`gYW ghYb`A U`']b`XYf`A YggY`? Uf`gfi \Y`ghUhZ]bXYhž`Vf]b[ h`X]Y  
7ca`a`i b]hm`ni gUa`a`Yb`i bX`ÖZbYh`HØfYb`ZØf`]bhYfYgg]YfhY  
6Ygi W\Yf"

5i ZXYa` : Ygh]j U`\_ÖbbYb`g]W\`HY]`bY\`a`Yf`Ui ZgdUbbYbXY  
6Y[ Y[ bi b[ Yb`ZfYi Yb`"<YfghY`Yfž`Ni`]YZYfYfž`H]bm'< ci gY

6Yk c\bYf'gck ]Y'6YfUhi b[ gghY''Yb'g]bX'XUVY]i bX'\UVYb'X]Y  
A Ò[ `]W\_X]hž]\fY'→XYb'i bX'DfcXi \_hY'j cfni ghY''Yb''8Yb  
6Ygi W\_XYfb'k ]fX'Y]b'j ]Y'ZÀ'h][ Yg'Dfc[ fUa a '[ YVchYbž'XUg'g]W\_X'a ]h  
H\Ya Yb'k ]Y'GY'VghVUi ž'5i hUf\_]Yž'B UW\_X\U'h][ \_Y]h'i bX  
GhY''d'Uhngi W\_X'Y'Ui gY]bUbXYfgYhnh''5i W\_X'X]Y'?`Y]bYfYb'gc''Yb'b]W\_X h  
ni '\_i fn'\_ca a Ybž'XYbb'ZØf'g]Y'[ ]Vh'Yg'nU'\fY]W\_X'Y'5b[ YVchY'Ub  
; YhfÀb\_Yb'i bX'GbUW\_gž'X]Y'XUg': Ygh'ni `Y]bYa '[ YgY''[ Yb'9fY][ b]g  
k YfXYb''UggYb''

## 9]b'a Ò[ `]W\_X Yg'F YnYdh'[ Y[ Yb'XYb K c\b fUi a a Ub[ Y`

8]Y'H]bmi<ci gY'6Yk Y[ i b[ 'k ]fX'U'g'Y]bY'j ]Y'j YfgdfYW\_XYbXY  
@Ògi b[ 'ZØf'XYb'ghY][ YbXYb'K c\b fUi a a Ub[ Y``]b'ghÀXh]gW\_XYb  
; YV]YhYb'VYhfUW\_XhYh''6Ui `UbX'']b'XYb'6U''i b[ gnYbhfYb'k ]fX  
]a a Yf'\_bUddYf'i bX'X]Y'6Ui \_cghYb'ghY][ Yb'k Y]hYf''; `Y]W\_XnY]h][  
k ÀW\_Xgh'XUg'l a k Y'hVYk i gghgY]b']b'XYf'6Yj Ò\_Yfi b[ ž'k Ug'XYb  
HfYbX'F]W\_Xhi b[ 'bUW\_X\U'h][ Yb'K c\b Zcfa Yb'ni gÀh'']W\_X'j YfghÀf'\_h"  
H]bmi<ci gYg'nY]W\_XbYb'g]W\_X'Xi fW\_X'Y]bY'K c\b ZÀW\_X'j cb'Yhk U'%)  
V]g') \$'E i UXfUha YhYfb'Ui g'i bX'Yfa Ò[ `]W\_XYb'Xi fW\_X'\_fYUh]j Y'i bX  
a ]b]a U']gh]gW\_X'9]b]W\_Xhi b[ Yb'Y]bY'cd]a U'Y'FUi a bi hni b[ ž  
k À\ fYbX'g]Y'[ `Y]W\_XnY]h][ `YbYf[ ]YYZ]n]Ybhi bX'i a k Y'hž'fYi bX'W\_X  
[ YVUi h'k YfXYb''

: UV]Ub'A Ø`Yfž'Y]b'UbYf\_UbbhYf'H]bmi<ci gY!9l dYfhYž'VYhcbhž'XUgg  
VY]a '5i ZghY''Yb'Y]bYg'H]bmi<ci gYg'j ]Y'Y'5gdY\_hY'VYfØW\_g]W\_Xh][ h  
k YfXYb'a ØggYbž'XUfi bhYf'6Ui [ YbY\ a ][ i b[ Yb'i bX'X]Y'Yb[ Y  
Ni gUa a YbUfVY]h'a ]h'XYb'; Ya Y]bXYb''8]Yg']gh'YggYbh]Y''ž'i a 'X]Y  
Dfc'Y\_hY'YfZc'[ fY]W\_X'i a ni gYhnYb''8Yf'H]bmi<ci gY'J YfVUbX  
'?Uf`gfi \Y'\Uh'VYfY]hg'Y]bY'`→Xi ghf]Ybcfa '?`Y]b[ YVÀi XY  
j YfUVgW\_X]YXYhž'X]Y'ghUbXUfX]g]YfhY'5bZcfXYfi b[ Yb'i bX  
F U\ a YbVYX]b[ i b[ Yb'ZØf'X]Y'\_Y]bYb'K c\b fÀi a Y'ZYghY[ h''

## < YfUi gZcfXYfi b[ Yb'i bX'@Ògi b[ gUb gÀhnY

K ]Y'VY]'YXYf'6Yk Y[ i b[ ' [ ]Vh'Yg'Ui W\_X'VY]'XYb'H]bmi<ci gYg  
< YfUi gZcfXYfi b[ Yb'ni 'a Y]ghYfb''8]YhYf'Di \UbYž'Y]b'D]cb]Yf'XYf

H]bmi<ci gY'6Yk Y[ i b[ ' ]b'8Yi hgW\`UbXž'Ài » Yfh'6YXYb\_Yb'ØVYf'X]Y  
 5V\`Ab[ ][ \_Y]hj cb'Ui g`AbX]gWYb'< YfghY`Yfb'i bX'XYfYb  
 FYdUFUhi fa Ò[ ' ]W\`\_Y]hYb'gck ]Y'ØVYf'X]Y'BUW\`U'h][ \_Y]hi bX'X]Y  
 E i U`]h`h'XYf'ja dcfh]YfhYb'DfcXi \_hY"A Uhh\ ]Ug'ž bXh'ZØ[ h'\ ]bni ž  
 XUgg'XUg'ghY][ YbXY' ðhYfYggY'XYf'Dc`h][\_`Ub'gc`W\`Yb'Dfc'Y\_hYb  
 Yf\_YbbVUf' ]gh'i bX'X]Y'GhUXh?Uf'gfi \Y'VYfY]hg'U'g'K YfVYZ`W\`Y  
 Y]b'H]bmi<ci gY'Ui ZXYa ' : Ygh]j U`Yfk cfVYb`\Uh"

8]Y'H]bmi<ci gY'6Yk Y[ i b[ '\`Uh]\`fY'K i fnY'b' ]b'XYf'; Y[ Yb\_i `hi f  
 XYf'%- \* \$Yf'i bX'%- +\$Yf'ž\`fY'i bX'n]Y\`h'a ]hhYfk Y]Y'ja a Yf'a Y\`f  
 AYbgW\`Yb'YXYb'5`hYfg'Ub"C V'Ui Z[ fi bX'XYg'K i bgW\`Yg'bUW  
 <Y]a Uh'i bX': fY]\`Y]h'cXYf'XYf'BYi [ ]Yf'Ui Z'U'hYfbUh]j Y  
 @VYbYbgZcfa Yb' 'X]Y'ZYI ]V'Y @VYbYbg[ YghU'hi b[ 'XYf'H]bmi<ci gYg  
 gdf]W\`hij ]Y'Y'Ub"6YgcbXYfg'UhhfU\_h]j 'g]bX'X]Y'j Yf[ 'Y]W\`gk Y]gY  
 [ Yf]b[ Yb'?cghYb.'8 ðMDFc'Y\_hY'ghUfhYb'VYfY]hg'VY]'%\$"\$\$\$'9i fcž  
 k À\`fYbX'gW\`ØggY'ZYfh][ Y'A cXY`Y' '\$"\$\$\$'9i fc'i bX'a Y\`f'\_cghYb  
 \_`ÖbbYb"

8]Y'Ni \_i bZi'XYg'H]bmi<ci gY!HfYbXg'\_`ÖbbhY'gdUbbYbX'k YfXYb'  
 a ]h'k Y]hYfYb' ðbcj Uh]cbYb'i bX'Y]bYa ' \_`UfYb': c\_i g'Ui Z  
 BUW\`U'h][ \_Y]h"8Yf'@VYbYbggh]'V]YhYh'X]Y'A Ò[ ' ]W\`\_Y]hž'g]W\`j cb  
 ØVYfZØgg][ Ya '6Yg]h'ni 'VYZfY]Yb'i bX'Y][ YbY'J c fghY`i b[ Yb'j cb  
 K c\`bfUi a 'Ui gni `YVYb"

8YhU]`g	
C fh	?Uf'gfi \Yž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gk f"XY</li> <li>• k k k "bYk !\`ci g]b[ "XY</li> <li>• k k k "]a a ck f]hYf"XY</li> </ul>

6Ygi W\`Yb'G]Y'i bg'Ui Z.'bU[ !V k "XY