

„ VYf`%\$\$\$` : Y]bgW\ a YW_Yf`VY]a
; Ybi ggUVYbX`]b` : fUb_YbVYf[`

5a`\$(`\$+`&\$&) `ZY]YfhY`XYf`GW\`Ya a YfUVYbX`]b
: fUb_YbVYf[`ØVYf`%\$\$\$`6Ygi W\Yf`a]h`fY[]cbU`Yb
?Øgh]W\`_Y]hYb`i bX`G\ck Wtc_]b["



: fUb_YbVYf[ž`8Yi hgW\`UbX`!`5a`(`'†`']&\$&) `ZUbX`]a
a U`Yf]gW\Yb`?`cghYf[UfhYb`]cb` : fUb_YbVYf[`Y]b`k U\`f`]W\
ZYgh]W\Yg`9fY][b]g`ghUhh`8Yf`GW\`Ya a YfUVYbX`XYg` : UW\ VYfY]W\g
8]fY_hj`Yfa`Uf_hi`b[`XYg`@UbX_fY]gYg`K U`XYW`!` : fUb_YbVYf[`cW_hY
ØVYf`%\$\$\$`6Ygi W\Yf`Ub``8]Y`nU\`fY]W\Yb` ; ÅghY`YfZfYi`hYb`g]W\`Ub
Y]bYa`Vi`bhYb`5b[YVch`Ui`g`fY[]cbU`Yb`?Øgh]W\`_Y]hYb`ž`X]Y`Ub`ZUgh
&\$`GhÅb`XYb`dfÅgYbh]Yfh`k`i`fXYb``J`cb` 5\`Yb`K`cfgW\`h`ØVYf
Zf]gW\Y`Ni`W\W\]b`]V]g`\]b`ni`Y]bYf`5i`gk`U\`Ub`YW_YfYb`HUdUg`j`ca
<`i`hYgW\`k`Y]b` ``\]Yf`k`Uf`ZØf`YXYb` ; YgW\`a`UW`_Yhk`Ug`XUVY]``5i`W\
X]Y` ; YhfÅb`_Y``Y»`Yb`_Y]bY`K`ØbgW\Y`c`ZYb.`7`cW_hU]`gž` : fi`W\`hgY`Wtc`
i`bX`Zf]gW\` [YnUd`žhYg`6]Yf`hfi` [Yb`ni`f`[YgY``][Yb`Gh]a`a`i`b[`VY]`"

8Yf`YfghY`?`fY]gVY][Yc`fXbYhY`?`Uf`!` : f]YXf]W\` : fYgY`VY[`fØ»`hY`X]Y

6Ygi WXYf\Yfn]W\i bX'gdfUW\gY]bYb'8Ub_Ub`X]Y`5i gghY`Yfz
<Y`ZYf'i bX'GdcbgcfYb'Ui g": Øf'i bhYf\U`hi b[`gcf[hY`Y]b
UVk YW\g'i b[gfY]WXYg'Dfc[fUa a `a]h'G\ck Wc_c_]b[`Xi fW
; f]`k Y`ha Y]ghYf'?`Ui g'6fY]b][`i bX`Y]bYa `gdUbbYbXYb`5i Zhf]hh
j cb': Yi Yfgdi W_Yfb"8Uni `gd]Y`hY`XUg'<]bhYf`UbX!>Jnn!9bgYa V`Y
`j] Ya i g]_žX]Y`X]Y`ZYgh]WXY`5ha cgd\ÅFY`dYfZY`_hi bhYfa U`hY"

; f]``[YbØggY`i bX`a Y`f

8]Y`J]Y`nU\`Ub`_i`]bUf]gWXYb`5b[YVchYb`a UW\hY`XYb`5VYbX`ni
Y]bYa `; Ui a YbgW\ a Ui g": f]``[Yf]W\hYž'6UW_cZYb!GdYn]U`]hÅhYbž
Zf]gWXY`:]gW\gdYn]U`]hÅhYb`i bX`Y]b'?ÅgYghUbX`nc[Yb`X]Y`6Ygi WXYf
]b`]\fYb`6Ubb"6YgcbXYfg`VY`YVh`k UfYb`X]Y`_U`hYb
: fi W\hgW\cfYb`i bX`!gYW\cg`Ui g`Y][YbYf`DfcXi`_]cb"5i W`X]Y
?]bXYf`\UhYb`]\fY`: fYi XY.`G]Y`[YbcggYb`XUg`Ufca`Uh]gWXY
?i`a`]WXY]gž`XUg`Zf]gW\j`cf`Cfh`\Yf[YghY`h`k`i`fXY"

8]Y`F`YgcbUbn`XYf`8]fY`_hj`Yfa`Uf`_hYf`Z]Y`Xi`fW\k`Y[`d`cg]hj]`Ui`g"
J]Y`Y`j`cb`]bYb`gW\hnhYb`X]Y`E`i`U`]hÅh`]\fYf`DfcXi`_hY`Ui`g`XYf
FY[`]cb`i`bX`X]Y`Ub[YbY`a`Y`5ha`cgd\ÅFY`XYf`J`Yf`UbghU`hi`b[`j`cf
XYa`]\]ghcf]gWXYb`; Ya`Åi`Yf"9j`Ybhl`<][`\\][`hg`k`]Y`X]Y`ghUf`_Y
: fYei`Ybh]Yfi`b[`XYf`GhÅbXY`a`]h`C`ZYbd`ÅhnYbž`FY]VY`_i`WXYb`i`bX
Gd]Y»VfUhYbVfØhWXYb`nYi`[Yb`j`cb`XYf`6Y`]YVh\Y]h`XYg
GW`Ya`a`YfUVYbXg"

8Yf`; f]``!HfYbX`]b`8Yi hgW\`UbX

8Yf`GW`Ya`a`YfUVYbX`Z]Y`ni`XYa``]b`Y]bY`NY]hž]b`XYf`XUg`; f]``Yb
]b`8Yi`hgW\`UbX`<cW_cb`^`b`_hi`f`\Uh"BUa`Yb`UZhY`; f]``a`Y]ghYf
k`]Y`A`UfWc`; fYi`]W\ž`XYf`]b`XYf`66E`!GnYbY`Y]bYb
Ui`g[YnY]W\byhYb`Fi`Z`\Uhž`nY][Yb`fY[Y`a`Å»][ž`k`Ug`a`Ub`a`]h`XYa
; f]``U`Yg`nUi`VYfb`_Ubb"; fYi`]W\ž`XYf`X]Y
; f]``k`Y`ha`Y]ghYfgW\UZhYb`j`cb`&\$\$, `V]g`&\$%%`Xca`]b]YfhYž`]gh`Y]b
YW\hYf`9i`dYfhYž`k`Ybb`Yg`i`a`XUg`6UfVYW`Y`[Y`h"9f`k`Uf
; fØbXi`b[ga`]h[`]YX`i`bX`HYUa`_Ud]hÅb`XYg`; f]``hYUa`g`H6`/`h\Y
66E`GWc`i`hg`i`bX`\Uh`g]W\ØVYf`X]Y`>\fY`Y]bYb`ZYghYb`D`Uhn`]b`XYf
66E`!<U`cZ: Ua`Y`YfUfVY]hYh"GY]bY`A`Uf`_Y`8cb`A`UfWc`g
6UfVYW`Y`]\Uh`XUg`; f]``Yb`]b`8Yi`hgW\`UbX`a`U»[YV`]W\

a]hdfÀ[YbX"

⊕`XYb`YhnhYb`⊘\fYb`Uhg]W`X]Y`NU\`XYf`66E!9j Ybhg`k Y`hk Y]h
Yf\YV`]W`Yf\Ò\h"⊖a`⊘\f`&\$&(`k YfXYb`nU\`fY]W`Y`K YhhVYk YfVY
i bX`Ygh]j U`g`ghUhhZ]bXYbž`X]Y`f]`a Y]ghYf`i bX`!`]YV\UVYf`Ui g`XYf
[UbnYb`K Y`h`Ubn]Y\Yb"8 Ufi bhYf`Ui W`VY`UbbhY`9j Ybhg`k]Y`X]Y
5a Yf]WU`b`F`cmU`K`cf`X`GYf]Yg`cZ`6UfVYW`Y`i bX`nU\`fY]W`Y
fY[]cbU`Y`K YhhVYk YfVY`]b`9i fcdU`i bX`5g]Yb`Ni gW`Ui Yf`XØfZYb
g]W`Ui Z`Y\ffY]W`Y`K`cf`g\cdg`ZfYi Ybž`VY`]XYbYb`YfZU\`fYbY
; f]`a Y]ghYf`]fY`Y\Y]a b]ggY`hY`]Yb`i bX`X]Y`bYi YghYb`66E!
HfYbXg`i bX`!HYW`b]_Yb`bÀ\YfVf]b[Yb"

5a`9bXY`XYg`GW`Ya`a`YfUVYbXg`]b`fUb`_YbVYf[`g]bX`U`Y
6YhY]][`hYb`Zfc\žni`f`GhÀf`_i`b[`XYf`fY[]cbU`Yb`DfcXi`_hY
VY][`YhfU[Yb`ni`UUVYb"8]Y`?ca`V]bUh]cb`Ui`g[`i`hYa`9ggYbž
]bhYfYggUbhYb`; YgdfÀW`Yb`i bX`Y]bYf`Y]b`UXYbXYb`5ha`cgd`ÀfY
a`UW`hgc`W`Y`J`YfUbghU`hi`b[Yb`ni`Y]bYa`VYgcbXYfYb`9f`YVb]g`
i bX`XUg`b]W`h`bi`f`ZØf`X]Y`; Ui`a`YbZfYi`XYbž`gcbXYfb`Ui`W`ZØf`XUg
A`]hY]bUbXYf`]b`XYf`; Ya`Y]bgW`UZh"

8YhU]`g	
Cfh	: fUb`_YbVYf[ž8Yi hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "\bU"XY • k k k "VVeZUj`cfg"XY • k k k "VVe hfYbXg"XY

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