

# DZUffYf`I k Y`F ]hhYf. `5 VgWk ]YX`b UWX`&\$ ›U\ fYb`]b`5`gZY`X`°

DZUffYf`I k Y`F ]hhYf`k ]fX`Ua`i`&-`"† b]`&\$&) `]b`XYf  
K U`di f[ ]g\_]fWkY`]b`5`gZY`X`j YfUVgWk ]YXYhž`b UWX`ZUgh`&\$  
›U\ fYb`Yb[ U[ ]YfhYf`5fVY]h"



5`gZY`X`ž`8Yi hgWk`UbX`i`!`†`XYf`K U`di f[ ]g\_]fWkY`]b`5`gZY`X`Z]bXYh  
XYa`bÄWk`gh`Y]bY`VYgcbXYfY`J YfUVgWk ]YXi b[ `ghUhh`"8f`"I k Y  
F ]hhYfž`XYf`ZUgh`&\$`›U\ fY`Ub[ `U`g`DZUffYf`]b`X]YgYf`; Ya`Y]bXY  
[ Yk ]f\_h`Už`k ]fX`Ui`g[ ]Ygi`bX\Y]h]WkYb`; fØbXYb`]b`XYb  
K UfhYghUbX`ØVYfhfYhYb`"5a`i`&-`"† b]`i`a`%, `i`f`g]bX`U`Y`Yfn`]Wk  
Y]b[ Y`UXYbž`Ub`gY]bYa`J YfUVgWk ]YXi b[ g[ chhYgX]Ybgh  
hY]`ni`bY`a`Yb`"I k Y`F ]hhYf`\_Ua`i`&\$`\$`\*`a`]higY]bYf`i`Ua`j`]Y`bUWX  
5`gZY`X`i`bX`\Uh`XUg`; Ya`Y]bXY`YVYb`[ YdfÄ[ hž]bgVYgcbXYfY`Xi`fWk  
gY]bY`U\_h]j`Y`F`c`Y`i`a`?`]bXYf[ chhYgX]Ybghi`bX`XYf  
?`cbZ]fa`UbXYbUfVY]h"

K ]Y`X]Y`K`YVgY]hY`j`cb`C`gh\YggYb!BYk`g`VYf]Wk`hYhž`k`Uf`F`]hhYf  
b]Wk`h`bi`f`]b`XYf`K`U`di`f[ ]g\_]fWkY`hÄh[ ]ž`gcbXYfb`\Uh`Ui`Wk

fY[ Y`a Ägg][ ; chhYgX]YbghY`ja`VYbUWVUfhYb`A Ufh]b!F]bW\_Ufh!  
<Ui g`UV[ Y\U`hYb"GY]bY`6Y[ Y]ghYfi b[ `Z0f`X]Y`?]bXYf!`i bX  
đ [ YbXUfVY]h`nY][ hY`g]W`]b`XYf`; f0bXi b[ `Y]bYf`đ [ YbX[ fi ddY  
i bX`XYf`Cf[ Ub]gUh]cb`XYg`YfghYb`?cbZ]7Ua`dg]a`8Y`UbUh`5`gZY`X"  
5bXYfg`U`g`j ]Y`Y`gY]bYf`?c`Y[ Yb`V`Y]Vh`Yf`XYf`?]fW`Yb[ Ya`Y]bXY  
Ui W`bUW`gY]bYf`J YfUVgW`]YXi b[ `j YfVi bXYb`i bX`d`Ubhž`XYb  
?]bXYf[ chhYgX]YbghY`fYbUa`h`W`k`Y]hYfni Z0`fYb"

## 9]bY`k`Yfhj`c`Y`NY]h`]b`5`gZY`X

8Yf`[ YV0fh][ Y`B0fbVYf[ Yfž`XYf`Y]bYb`ZfYi bX`]W`Yb`ZfAb\_]gW`Yb  
Ni b[ YbgW`U[ `a`]hVf]b[ hž`\Uh`]b`gY]bYf`@Ui ZVU`b`j ]Y`9fZU`fi b[  
[ YgUa`a`Y`h`B`UW`gY]bYa`9I`Ua`Yb`%-`-`(`k`YW`gY`hY`I`k`Y`F]hhYf  
j`cb`XYf`VUmYf]gW`Yb`@UbXYg\_]fW`Y`ni`f`9j`Ub[ `Y`]gW`Yb`?]fW`Y`]b  
<YggYb`i`bX`B`UggUi`f9?`<`B`E`"GY]bY`YfghY`DZUffghY`Y`k`A`h`Y`Yf  
VYk`i`ggh`]b`5`gZY`Xž`b]W`h`bi`f`k`Y[ Yb`XYg`[`fc»`n0[ ]][ Yb  
DZUff`U`i`gYgž`gcbXYfb`Ui`W`k`Y[ Yb`XYf`\`Yfj`c`ffU[ YbXYb  
@`Z`ei`U`]h`A`h`8Yf`DZUffYf`\`Uh`ni`XYa`Y]bYb`D`"8`""]a`:`UW`VYfY]W`  
F`Y`][`]cbž`XYb`Yf`%-`-`"]b`XYb`I`G5`Yf`Ub[ hY"

W`X`U`b`\_`Y`a`Y]bYb`?c`Y[ Yb`i`bX`XYa`?]fW`Yb]`c`fghUbX`Z0f`X]Y  
I`bhYfgh0hni b[ `]b`XYb`Y`h`hYb`A`cbUhYb`ž`Ài`»`YfhY`g]W`F]hhYf  
[ Yf0`fh`"8]Y`Y`h`hYb`đ\`fY`k`UfYb`Xi`fW`gY]bY`U`\_`h]j`Y`HY`]b`U`a`Y  
Ub`X][`]hU`Yb`;`chhYgX]YbghYb`[ Ydf`Ä[ hž`VYgcbXYfg`k`A`fYbX`XYf  
7cfc`b`U!`D`Ub`XYa`]Yž`U`g`j ]Y`Y`;`chhYgX]YbghY`c`b`Y`6Ygi`W`Yf`]b`XYf  
?]fW`Y`Ui`Z[ YnY]W`b`Y`h`k`i`fXYb`"8`UVY]`k`i`fXY`Ui`W`X]Y`\_`fYUh]j`Y  
Bi`hni b[ `]cb`HYW`b]\_`k`]W`h][`ž`i`a`XYb`?cbhU`h`ni`f`;`Ya`Y]bXY  
Ui`ZfYW`hni`Yf`\`U`hYbž`k`]Y`Ui`W`]b`XYf`**Ghi`X]Y`j`cb`\_`Uh`c`]gW`"XY**  
Ui`Z[ YnY][`h`k`]fX`/`0`VYf`+`\$`i`XYf`6Y`ZfU[ hYb`gY`Yb`X][`]hU`Y  
;`chhYgX]YbghY`U`g`g]bbj`c`Y`9f[ `Abni b[ `i`bX`b]W`h`U`g`9fgUhn"

## 8][`]hU`]g]Yfi b[ `]a` ;`Ya`Y]bXY`YVYb

8]Y`DUbXYa`]Y`\Uh]j`]Y`Y`;`Ya`Y]bXYb`X`Uni`Ub[ YfY[ hž`bYi`Y`K`Y[ Y  
ni`VYgW`fY]hYb`"đ`5`gZY`X`i`bX`I`a`[ YVi b[ `Yb`hghUbXYb`X][`]hU`Y  
;`chhYgX]YbghY`i`bX`5bXUW`hYbž`X]Y`Ui`W`]b`Ni`\_`i`bZi`Y]b`HY`]`XYg  
\_]fW`]W`Yb`@YVYbg`V`Y]VYb`gc`Yb`"C`b`]bY!;`chhYgX]YbghY`Ui`g`XYf  
K`U`di`f[ ]g\_]fW`Y`g]bX`a`]h`Y`fk`Y`]Y`ZYgh`YhUV`]Yfhi`bX`V]YhYb`Y]bY

k ]W\h][ Y`5b`Ui ZghY`Y`ZØf`U`Yž`X]Y`b]W\h`dYfgØb`]W\`hY]`bY\`a` Yb  
 \_ØbbYb``8]Y`9] Ub[ Y`]gW\Y`?]fW\Y`5`gZY`X`ghY`h`J ]XYcg  
 j Yf[ Ub[ YbYf`; chhYgX]YbghY`ni f`J YfZØ[ i b[ ž`k Ug`Y]b`k Y]hYfYf  
 GW\f]hh`b`X]Y`Ni \_i bZh`]ghž`k ]Y`X]Y`K`YVgY]hY`Yj Ub[ Y`]gW\Y!  
 \_]fW\Y!U`gZY`X`"XY`]bZcfa` ]Yfh"

8]Y`J YfUVgW\]YXi b[ `j`cb`8f``i`k`Y`F`]hYf`]gh`b]W\h`bi`f`XUg`9bXY  
 Y]bYf`Ÿ`fUž`gcbXYfb`Ui`W\`XYf`5bZUb[ `Y]bYf`bYi`Yb`D\UgY`ZØf`]b  
 i bX`X]Y`; Ya`Y]bXY`]b`5`gZY`X`"K`À\`fYbX`Yf`\c`ZYbh]W\`VU`X  
 hY]`k`Y]gY`]bg`6Yfi`Zg`YVYb`ni`fØW`\_Y\`fYb`\_Ubbž`V`Y]VhigY]b`9]bZi`gg  
 Ui`ZX]Y`; Ya`Y]bgW\UZh`bUW\`U`h][ ``9]b`[`fc»`Yg`8Ub`\_YgW\Øb`ZØf`U`  
 X]Y`i`bj`Yf[`Ygg`]W\Yb`đ\`fYž`X]Y`Yf`XYf`; Ya`Y]bXY`i`bX`]fYb  
 A`h[`]YXYfb`[`Yk`]Xa`Yh`\Uh°

8YhU]`g	
C fh	5`gZY`Xž`8Yi`hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• cgh\`YggYb!`bYk`g`"XY</li> <li>• Yj`Ub[`Y`]gW\Y!`_]fW\Y! U`gZY`X`"Y`_\`b`"XY</li> <li>• k`k`k`"_`Uh\`c`]gW\`"XY</li> </ul>

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