

5 b ;]Ub['fYj c`i h]cb]Yfh'XYb`Hci f]ga i g
a]h'ga UfhYf`HYW bc`c[]Y`

5 b ;]Ub['gYhnh'Ui Z']bbcj Uh]j Y`HYW bc`c[]Yb`ja`Hci f]ga i gž
i a`Y]b`a cXYfbYg`² _cgmghYa`ni`gW.UZZYb`i bX`6Ygi WYf`ni
VY[Y]ghYfb"



5 b ;]Ub[ž J]YhbUa`!'8Yf`Hci f]ga i g`]b`XYf`Dfcj]bn`5 b ;]Ub[
gd]Y`h`Y]bY`ni bY`a YbX`nYbhfU`Y`F c`Y`]b`XYf`fY[]cbU`Yb
K]fhgW.UZh`K]Y`J]YhbUa`"j b`VYf]W.hYhž]gh`X]Y`b`bcj Uh]cb`i bX
5bk YbXi b[`a cXYfbYf`HYW bc`c[]Yb`YbhgW.Y]XYbX`Z0f`X]Y
9bhk]W`i b[`X]YgYg`GY`_hcfg`"8 Ug`A]b]ghYf]i a`Z0f`?i`hi`fž`Gdcfh
i bX`Hci f]ga i g`fB`7HĚ`UhgmbW.fcbY`@0gi b[Yb`ja`d`Ya`Ybh]Yfhž
i a`Y]b`a cXYfbYg`Hci f]ga i g`² _cgmghYa`ni`gW.UZZYb`"B[i mYb
?`Ub`<]Ydž`XYf`8]fY`_hcf`XYg`8`7Hž`VYhcbh`X]Y`ja`a`YbgY
6YXYi hi b[`X][]hU`Yf`HYW bc`c[]Yb`Z0f`X]Y` : ÖfXYfi b[`XYg
Hci f]ga i g"

⇒ `X]f`&\$&(`k i fXY`XUg`5 b ;]Ub[`Ga`Ufh`Hci f]ga`DcfhU`gck]Y
X]Y`5 b ;]Ub[`Ga`Ufh`Hci f]ga`!5dd`Z0f`5bXfc]X`i bX`]C`G`Y]b[YZ0`fh"

8]YgY`5dd`bHY[f]Yfhi a ZUggYbXY`8 UhYbVUb_Ybž`X]Y
=bZcfa Uh]cbYb`ZØf`Hci f]ghYb`VYfY]hghY`Yb"8 Uni`[Y\ ÒfYb
Yf\YV`]WXY`F Yggci fWbž`k]Y.

- I bhYf\U`hi b[g!ž?i`hi f!`i bX`?i bghgh`hhYb
- FY]gYi bhYfbY\`a Ybž`<chY`g`i bX`FYghUi fUbhg
- 9]b_Ui Zg!`i bX`GdcfhnYbhfYb
- JYf_Y\fg\]bk Y]gY`i bX`: U\fnYi [Y`ni f`A]YhY
- ; Ygi bX\Y]hg!`i bX`G]WXYf\Y]hg]bZcfa Uh]cbYb
- J cfgW`À[Y`ZØf`FY]gYd`ÀbY`i bX`FY]gYVØfcg

=bhYfU_h]j Y`9f`YVb]ggY`Xi fW`J F`i bX`5F

9]b`VYgcbXYfYg`<][\`][\h`XYf`9bhk]W`i b[Yb`]gh`XYf`9]bgUhn`j cb
J]fhi U`FYU`]hm`fU FŁi bX`5i [a YbhYX`FYU`]hm`f5F Łž`i a`X]Y
hci f]gh]gWXYb`9fZU\fi b[Yb`ni`j YfVYggYfb"JYfgW]YXYbY
FY]gYn]Y`Y]b`5b`;]Ub[`V]YhYb`VYfY]hg`J F`!A cXY`Y`Ubž`X]Y`Yg
6Ygi WXYfb`Yfa Ò[`]WXYbž; YgW]WXYh`i bX`?i`hi f`Ui Z]bhYfU_h]j Y
K Y]gY`ni`Yf`YVYb"8]YgY`HYW`bc`c[]Yb`Z]bXYb`Ui W`5bk YbXi b[
]b`6YfY]WXYb`k]Y`A i gYYbž`k]Y`Ghi X]Yb`j cb`K]ggYbgW`UZh`Yfb
nY][Ybž`X]Y`XYb`9]bZi gg]j cb`J F`i bX`5F`Ui Z`X]Y
6Ygi WXYfYfZU\fi b[Yb`i bhYfgi W`h`UVYbž`k]Y`]b`XYf`Di V`]_Uh]cb
j cb`Gdf]b[Yf`Yfk`À\bh"

Ni g`Àhn`]W`ZØfXYfh`_cghYb`cgYg`K @5B`Ub`Hci f]ghYbUhhfU_h]cbYb
XYb`Ni [Ub[`ni`=bZcfa Uh]cbYb`i bX`Yf`Y]WXYhYfh`XUg`HY]`Yb`j cb
9f`YVb]ggYb`ØVYf`gc]U`Y`BYhmk Yf`_Y"9]b`_cfYUb]gWXYf`Hci f]gh
VYf]WXYhYhž`Xi fW`H]_Hc`_Ui Z`5b;]Ub[`Ui Za Yf_gUa`[Yk cfXYb`ni
gY]bž`k Ug`X]Y`6YXYi hi b[`j cb`gc]U`Yb`D`UhhZcfa Yb`]b`XYf
Hci f]ga i gk YfVi b[`k Y]hYf`i bhYfghfY]W`h"

GhfUhY[]Yb`ni f`Hci f]ga i gZØfXYfi b[

5b;]Ub[`bi`mh`X][]hU`Y`HYW`bc`c[]Yb`ni f[Yn]Y`hYb`: ÒfXYfi b[
XYg`Hci f]ga i g" A U» bU\`a Yb`i a ZUggYb`Y]bY`j Yfgh`Àf`hY`Df`ÀgYbn
Ui Z`D`UhhZcfa Yb`k]Y`: UWVcc`_ž`=ghU[fUa`ž`H]_Hc`_i bX`M`i Hi VY"
Ni XYa`k YfXYb`a i`h]a YX]U`Y`?Ua`dU[bYb`i bX`X]Y
Ni gUa`a YbUfVY]h`a]h`FY]gYV`c[[Yfb`i bX`?C`@`f?`Ym`Cd]b]cb

@YUXYfgŁY]b[YgYmhž'i a 'dchYbn]Y`Y`Hci f]ghYb`Ubni k YfVYb"
 Ni _ØbZh]['d`Ubh'5b';]Ub['X]Y`HY]'bU\ a Y`Ub`]bhYfbUh]cbU`Yb
 Cb`]bY!FY]gYVÖfgYb`fC H5Ł'k]Y`6cc_]b["WŁa`i bX`5[cXUž'i a`X]Y
 FY]WŁk Y]hY`k Y]hYf`ni`Yf\Ö\Yb"

5VgWŁ`]Y» YbX`k]fX`XYi h]WŁž`XUgg`5b';]Ub['a]h`X]YgYb
]bbcj Uh]j Yb`5bgÅhnYb`i bX`HYWŁbc`c[]Yb`b]WŁh`bi f`X]Y
 hci f]gh]gWŁY`9fZU\fi b['ZØf`6Ygi WŁYf`VYfY]WŁYfhž`gcbXYfb`Ui WŁ
 Y]bYb`k]WŁh][Yb`GWŁf]h`i]b`F]WŁhi b['Y]bYf`ni`_i bZhgc]Ybh]YfhYb
 Hci f]ga i gk]fhgWŁUZh'a UWŁh"

8YhU]`g	
Cfh	5b';]Ub[žJ]YhbUa
EiY`Yb	<ul style="list-style-type: none"> • k k k "j]YhbUa "j b • `]b_"gdf]b[Yf"WŁa

6Ygi WŁYb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY