

8 Ug'; Y\Y]a b]g'XYf'; `ØW_gghYfbY.
K Y`WYg`GhYfbnY]WYb`[Yk]bbh`]a `@c hhc 3

9bhXYW_Yž'k]Y`< cfcg_cdY`i bX'; `ØW_gnU\`Yb`XY]b`@c hhc!
Gd]Y`&\$&) `VYY]bZi ggYb`_ØbbYb":]bXY`X]Y`VYghYb`H]ddg`ZØf
XY]bYb`_W_dch`



8]Y`GhYfbY`_ØbbhYb`_AbYb`VY]a`b`ÅW`ghYb`@c hhc [Yk]bb`VYggYfY
7\UbW`b`YfØZbYb`_@Ui`h`6Yf`]b`@j`Y`[]Vh`Yg`XfY]`GhYfbnY]WYbž
X]Y`VY]a`@c hhcgd]Y`VYgcbXYfg`VY [Øbgh][`h`g]bX.`Nk]``]b [Yž`@Ok`Y
i`bX`GW`ØhnY`"8]YgY`NY]WYb`VYg]hnYb`gdYn]Z]gW`Y`9][`YbgW`UZhYbž
X]Y`]\fY`; Yk]bbW`UbW`b`Yf\`Ø\Yb`gc`Yb`"Nk]``]b [Yb`k`]fX
bUW [YgU [hž`XUgg`g]Y`Yi`dYf]a`Ybh]YfZfYi`X][`g]bX`i`bX`g]W`ZØf
bYi`Y`A`Ø [`]W`_Y]hYb`]bhYfYgg]YfYbž`k`Å`fYbX`@Ok`Yb`c`Zha`]hj`c`Ya
9]bgUm`gd]Y`Ybž`XU`g]Y`ZYgh`Ub`]\fYb`9fZc`[`]`Ui`VYb`"GW`ØhnYb
j`YfhfUi`Yb`Ui`Z`XYb`Ni`ZU``i`bX`_ØbbhYb`XYg\U`V`]a`@c hhc`Xi`fW`Ui`g
di`b`_hYb`"

8]Y`; `ØW_gnU\`Yb`i`bX`< cfcg_cdY`ZØf`&\$&)

8cW`b]W`h`bi`f`X]YgY`XfY]`g]bX`ja`F`YbbYb`i`a`XYb`JW_dch"
@U[`YfYb`Ui`W`UbXYfY`GhYfbnY]W`Yb`]`fY`dYfgOb`]W`Yb
;`ØW_gnU`Ybž`X]Y`g]Y`VY]`XYf`b`ÅW`ghYb`N]Y`i`b[`Y`ZYb`_`ÖbbhYb"
6Y]gd]Y`gk`Y]gY`UVYb`:]gW`Y`f+`ž`-`ž`%(`ž`&)`ž`'`%ž`'`*`Łž
K`UggYfa`ÅbbYf`f(`ž`%'`ž`%+`ž`&%ž`&&ž`'`\$Ł`i`bX`K`]XXYf`f-`ž`%\$ž`%,`ž`'`ž`
'`ž`(+Ł`Yk`Y]`g`Y][`YbY`NU`Ybž`X]Y`]`f;`ØW_`ja`JW`f`&\$&)
i`bhYfghØhYb`_`ÖbbYbž`k`jY`@c`hhc`&(`VYf]W`hYh`6YgcbXYfg
]bhYfYggUbh]gh`XUg`<`cfcg_cd`XYf`:]gW`Y`ž`XUg`VYgU[`hž`XUgg`g]Y
gck`c`Äi`»`Yf`]W`U`g`Ui`W`]bbYf`]W`k`UW`gYb`k`c`Yb`i`bX`XUni
Yfa`i`h][`h`k`YfXYbž`]fY`@Y]XYbgW`UZh`ni`j`YfZc`[`Yb`"`Äf`9fZc`[`Y`Äb[`h
YXcW`Ui`W`XUj`cb`UVž`X]Y`f]W`h][`Yb`8YhU]`g]ja`6`]W`ni`VY`U`hYb"

Gc`nY][`h`XUg`JW`f`&\$&)`ž`XUgg`X]Y`GhYfbY`b]W`h`bi`f`i`bgYf`GW`]W`gU`
Yb`Ybž`gcbXYfb`Ui`W`7`UbW`b`ZØf`XYb`b`ÅW`ghYb`@c`hhc`[`Yk`]bb
YfÖZbYb`_`ÖbbYb`"K`Yf`k`Y]»`ž`j`Y`Y]W`h`g]bX`Yg`[`YfUXY`X]Y
Ya`dZc`YbYb`;`ØW_gnU`Ybž`X]Y`Y]bYa`XYb`[`fc`»`Yb`JW_dch
Vf]b[`Yb`3`9g`gW`Y]bhž`U`g`cV`]b`X]YgYa`JW`f`XUg;`ØW_`k`cfhk`Öfh]W`
]b`XYb`GhYfbYb`ghY`h`

6Yf`]b`@]j`Y`

8YhU]`g	
E`i`Y`Yb	<ul style="list-style-type: none">• k k k "VYf`]b!`]j`Y"XY• k k k "`c`hhc`&(`"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`b`Yh`