

9]gVÄfYb '6fYa Yf\Uj Yb. 'BYi Yf'GhUf
_ca a hž'nk Y]'Gd]Y`Yf'[Y\Yb °

8]Y'9]gVÄfYb '6fYa Yf\Uj Yb'ghY`Yb']\fYb' ? UXYf'ZØf'X]Y
GU]gcb'&\$&) #&* 'j cf.'BYi Yf'Gd]Y`Yfž'5V[Åb[Y'i bX
@Y]ghi b[ghfÅ[Yf']a '8YhU]"



6fYa Yf\Uj Ybž'8Yi hgW\`UbX'!'8]Y'9]gVÄfYb'6fYa Yf\Uj Yb
\UVYb']\fYb' ? UXYf'ZØf'X]Y`_ca a YbXY'GU]gcb']b'XYf'&"'6Ug_YhVU`!
6i bXYg`][U'Dfc5'Ui Z[YghcW_h'"BYi ']'a 'HYUa ']'ghi>Ya Uf'6U_Yf'f"ž
Y]b'&+!'Å\f][Yf'! G!5a Yf]_UbYfž'XYf'ni 'Yhnh'gY]bY'6fØhWYb']b'XYf
\ØWghYb'@[U'8ÅbYa Uf_g'j YfX]Ybh'\Uhi bX'X]YgY'U'g
HUVY`YbZØ\fyf'UV[YgW\`cggYb'\Uh"'9]b'[i hYf': Ub['ZØf'X]Y
6fYa Yf\Uj YbYfž'X]Y'XUa]h'Zf]gWYb'K]bX'']b']\fY'FY]\Yb'Vf]b[Yb °

A]h'6U_Yf'k]fX'X]Y'A UbbgW\UZh'i a '7cUW\`Jbb]g'; i XYN'XYZ]b]hj
Ub'H]YZ'ni 'Y[Yb"' 9f'Vf]b[h'X]Y'9fZU\fi b['i bX'X]Y': Å\][_Y]hYb
a]hž'X]Y'k]f'VfUi WYb ž'gc'XYf'HfU]bYf"'8cW\`b]W\h'U`Y'; Yg]W\hYf
V'Y]VYb']b'6fYa Yf\Uj Yb. 'DYhYf'<Ya gWYa Y]Yfž'Y]b
j]Y'j YfgdfYWYbXYg'HU`Ybž'k YW\gY'h'Ubg'7c`Y[Y']b'X]Y'! G5"'GY]b

?c`Y[Y`5bnUWF]ggYhnc`n]Y\h`Yg`ni`@][U! ? cb_i ffYbh`D\cYb]l
<U[Yb"6Y]XY`Gd]Y`Yf`UVYb`g]W`a`]h`Y]bYa`8Ub_`ZØf`]\fY`NY]h`VY]
XYb`9]gVÅfYb`j`YfUVgW`]YXYh`

? UXYfi dXUHy`i bX`GhUh]gh]_Yb

<]Yf`Y]b`6`]W_`Ui`ZXYb`bYi`Zcfa`]YfhYb`? UXYf`XYf`9]gVÅfYb
6fYa`Yf`Uj`Yb`ZØf`X]Y`GU]gcb`&\$&) #&*ž`XYf`Y]b][Y`gdUbbYbXY
HU`YbhY`i`bX`VYk`Å`fhY`? fÅZhY`i`a`ZUggh`

- 9`]U\`A`]`Yf`f\$Ł
- F Ud\UY`:` U`_Ybh`U`f&Ł
- >U_Y`6]gg`fl`Ł
- œfXUb`GUa`UfY`f(Ł
- 7Uf`cg`7UfhYf`f*Ł
- 5Xf]Ub`6fY]h`Ui`W`f+Ł
- >Ya`Uf`6U_Yf`>f"fl`Ł
- H]``gYa`Ubb`f&%Ł
- <YbXf]_`K`UfbYf`fl`%Ł
- >Ubb]g`j`cb`GYW_YbXcfZZ`fŁ \$Ł

8]Y`GhUh]gh]_Yb`XYf`Gd]Y`Yf`nY][Ybž`XUgg`Y]b][Y`VYfY]hg`[i`hY
@Y]ghi`b[Yb`UV`]YZfb`_`cbbhYb" `Gc`Yfn]Y`h`œfXUb`GUa`UfY`]a
8i`fW`gW`b]hh`VYY]bXfi`W_YbXY`%%ž`Di`b_hY`i`bX`(`ž`F`YVci`bXg`dfc
Gd]Y`"5i`W`7Uf`cg`7UfhYf`i`bX`<YbXf]_`K`UfbYf`ghYW`Yb`a`]h`]\fYb
@Y]ghi`b[Yb`Yfj`cf"

9]b`6`]W_`Ui`Z`X]Y`@][U

8]Y`bYi`Y`GU]gcb`j`Yfgdf]W`h`Y]b][Yg`Ub`GdUbbi`b[ž]bgVYgcbXYfY
bUW`XYf`Ui`ZfY[YbXYb`Y`h`hYb`GU]gcbž`X]Y`ZØf`j`]Y`Y`HYUa`g
`Y]XYbgW`UZh]W`Y`8i`Y`Y`VYfY]h`]Y`h"8]Y`6fYa`Yf`Uj`YbYf`UVYb
g]W`Yf`Y]b][Yg`Ui`g`]\fYb`9fZU\fi`b[Yb`[Y`Yfbh"8]Y`: #`#`C`B`9
6Ug_Yhg`UVYb`VY]gd]Y`gk`Y]gY`]b`XYf`j`Yf[Ub[YbYb`66@GU]gcb
XUg`<U`VZ]bU`Y`YffY]W`hž`k`Ug`]\fY`5a`V]h]cbYb`ni`f
<YfUi`gZcfXYfi`b[`UbYf[h"5i`W`X]Y`5V[Åb[Y`k`]W`h][Yf`Gd]Y`Yf`VY]
UbXYfYb`HYUa`g`_`ÖbbhYb`7\UbW`b`Yf`ÖZbYb"

8YbbcW []hYgžX]Y?cb_i ffYbn]a '5i [Y'ni 'VY\U'hYb''8]Y
 9]gVÀfYb'k YfXYb'[YZcfXYfh'gY]bž'i a 'g]W']b'XYf'@[U'ni
 VY\Ui dhYbž']bgVYgcbXYfY'a]h'XYb'@Y]ghi b[Yb'ghUf_Yf'Gd]Y`Yf'k]Y
 ?Uf]a 'd\`ck ž'XYf'VY]a ' : 7' l 'a 'Vf'']YfhYž'cXYf'< UbbYg'GhY]bVUWž
 XYf'ZØf'X]Y : #C B 9'6Ug_Yhg'Ui Z'g]W'Ui Za Yf_gUa 'a UW hY''<]Yf
 ghY\Yb'b]W h'bi f'X]Y'9]gVÀfYbž'gcbXYfb'Ui W'UbXYfY'7'i Vg'j cf
 XYf'<YfUi gZcfXYfi b[ž']\fY'HYUa g'bYi 'ni 'dcg]h]cb]YfYb'i bX'ni
 j YfghÅf_Yb"

⊖g[YgUa h'k]fX'X]Y' _ca a YbXY'GU]gcb']b'XYf'&''6Ug_YhVU''!
 6i bXYg'] [U'Dfc5'Y]bY'gdUbbYbXY'5b[Y'Y[Yb\Y]hž'i bX'X]Y
 9]gVÀfYb'6fYa Yf\Uj Yb'gYhnYb'U''Yg'XUfUbž'i a 'g]W' VYgha Ò[']W
 ni 'dfÅgYbh]YfYb"

: Øf'XYhU]'']YfhY' ⊖Zcfa Uh]cbYb'ni 'XYb'9]gVÀfYb'6fYa Yf\Uj Yb'i bX
 \fYb'? UXYf' _ØbbYb' ⊖hYfYgg]YfhY'X]Y'6Yf]W hY'j cb' **K YgYf!**
? i f]Yf' i bX'9i fcVUg_Yh'bUW'YgYb''5i W'X]Y'9btk]W' i b[Yb']b
 XYf'U'' [Ya Y]bYb'6Ug_YhVU''!6i bXYg'] [U'Z]bXYb'g]W'gdUbbYbX'VY]
Gdcfh6]`X"

8YhU]`g	
Cfh	6fYa Yf\Uj Ybž'8Yi hgW'UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • VUg_YhVU''Yi fcVUg_Yh"Wta • gdcfhV]`X"V]`X"XY

6Ygi W'Yb'G]Y' i bg'Ui Z. 'X]Y!bUW f]W hYb"Wta