

2 ghYffY]W [gW Yf`G`Ub[`]a `? f]a]. `K]YbYf
GW a Å\ `YbhgW `ØggY`h°

9fZU\ fYb`G]Yž`k]Y`XYf`ØghYffY]W [gW Y`G`Ub[`]b`? f]a]gYf]Yb
k]Y`/ ei ch? ca a]ggUf`FYI / ei ch/i bX / ei chHUhc fh/ ei ch/
K]YbYf`GW a Å\ `j`Yf_ØfdYfh"



K]YXYbž`2 ghYffY]W `!`ϕ`XYf`Vi bhYb`K Y`h`XYg`ØghYffY]W [gW Yb
: YfbgY\Ybg`b]a a h`XYf`? f]a]`Y]bYb`[`Ubn`VYgcbXYfYb`D`Uhn`Y]b"
6YgcbXYfg`GYf]Yb`k]Y` `? ca a]ggUf`FYI ž` K]Yb!`? f]a] `i bX
HUhc fh `g]bX`DUfUXYVY]gd]Y`Y`XUZØfž`k]Y`g]W`XYf
W UfU_hYf]gh]gW Y`K]YbYf`G`Ub[`i bX`XYf`VYfØ\ a hY`K]YbYf
GW a Å\ `dYfZY_h`a]hY]bUbXYf`j YfV]bXYb" `ϕ`Y]bYa `5fh]_Y`j cb
Gmj]U`@ch`k]fX`Yf`_`Äfhž`XUgg`X]YgY`DfcXi`_h]cbYb`b]W h`bi f
gdUbbYbXY` ; YgW]W hYb`YfnÅ\ `Ybž`gcbXYfb`Ui W`a]hY]bYa
ZY]bYb`<i a cf`Ui Zk UfhYbž`XYf`h]YZ]a `K]YbYf`8]U`Y_hj Yfk i fn`h
]gh"

8]Y`J Yfk YbXi b[`j cb`gdYn]Y`Yb`6Y[f]ZYb`i bX`5i gXfØW_Yb`gcf[h
XUZØfž`XUgg`XYf`? f]a]bU`X]U`Y_higY\`f`ZUFVYbZfc\ `i bX

i bhYf\U`hgUa `k]f_h`Gc`k YfXYb`6Y[f]ZZY`k]Y` <ÀZb`ZØf`; YZÀb[b]g
cXYf` <]b]WXYf`ZØf`@Y]WXY`j Yfk YbXYhž`X]Y`gY`Vgh`XYb`?f]a`]!
BYi`]b[`]bg`GWa`i bnY`b`Vf]b[Yb`"K Yf`Yhk U`j cb`Y]bYa
:]i`h]YfYf` \`Øfhž`k Y]»`gcZc`fhž`XUgg`Yg`g]W`i a`Y]bYb`6YhfØ[Yf
\UbXY`h`8]Y`J]Y`ZU`h`XYf`6Y[f]ZZY`]gh`VYY]bXfi`W`YbX`i bX`YfØZbYh
XYa`Ni`gW`Ui Yf`Y]bY`[Ub`n`bYi`Y`DYfgdY`_h]j`Y`Ui`ZX]Y`K`Y`h`XYf
9fa`]h`Yf`"

2 ghYffY]W]gW Yf`G`Ub[`i`bX`gY]bY`J]Y`ZU`h

8cW`k Ug`a UW`h`XYb`ØghYffY]W]gW Yb`G`Ub[`i`YbUi`Ui`g3`#
Y]bYa`k`Y]hYfYb`5fh]_Y`Ui`Z`6UVVY`k`]fX`XYi`h`]W`ž`XUgg`g]W`X]Y
@UbXYggdfUW`Yž`X]Y`8Yi`hgW`]ghž`j`ca`i`6i`bXYgXYi`hgW`Yf`YV`]W
i`bhYfgW`Y]XYh`9g`[]Vh`i`bn`À`][`Y`K`cfhY`i`bX`5i`gXfØW`Yž`X]Y
hmd]gW`ZØf`2`ghYffY]W`]g]bX`"6Y]gd]Y`gk`Y]gY`k`]fX` ;`fØ` ;`chh`U`g
\ØZ]W`Y`6Y[fØ»`i`b[`j`Yfk`YbXYhž`k`À`fYbX`G`Yfj`i`g`Y`Y`Yf`VY]
Øb[YfYb`@Yi`hYb`VY`]YVh`]gh`5i`W`X]Y`J`Yfk`YbXi`b[`j`cb`GUW`Yf`
ZØf`Y]bY`HØhY`cXYf`9fXUdZY`ZØf`?UfhcZZY`b`nY][`hž`k`]Y`YVYbX][
i`bX`_fYUh]j`X]Y`ØghYffY]W]gW Y`GdfUW`Y`]gh`"

9]b][`Y`hmd]gW`ØghYffY]W]gW Y`6Y[f]ZZY`g]bX`.

- ;`fØ»` ;`chh`#G`Yfj`i`g`#` ;`f]U»`X]
- >Ui`gYž`X]Y.`Nk`]gW`Yba`U`nY]h
- J`Yf`Àb[`Yf`hYfž`X`Yf.`?`UZZY
- HcdZYbž`X`Yf.`E`i`Uf`_
- HgW`YW`Yf`ž`X`Ug.`?`bY]dY

K]YbYf`GWa`À` \` `8Yf`VYgc`bXYfY`7` \`Ufa`Y

8Yf`YW`hY`?`Yfb`XYg`K`]YbYf`<`i`a`cfg`Y[`h]a`K`]YbYf`GWa`À`ž`
XYf`b]W`h`bi`f`Y]b`5i`gXfi`W`ž`gcbXYfb`Y]b[`Ub`nYf`
?`ca`a`i`b[_U]h]cbgg]`]gh`8]YgYf`<`i`a`cf`nY]W`bYh]g]W`Xi`fW`Y]bYb`
gW`UfZYb`J`YfghUbX`i`bX`Y]bY`gi`Vh]Yž`c`Zh]bX]fY`_hY`5fh`XYg`K`]h`nYg`
Ui`g`Hmd]gW`Yfk`Y]gY`hf]Zh`a`Ub`Y`YfVY]`Ui`Z`W`Ufa`Ub`hY`GdfØW`Y`
i`bX`a`Ub`W`a`U`Ui`W`Ui`ZY]bY[`Yk`]ggY`GWa`Y]W`Y`Y]ž`X]Y`b]W`h`
]a`a`Yf`Yfbgh[`Ya`Y]bh]gh`"

9]b'6Y]gd]Y`XUZØf']ghž'k Ybb'Ya UbX']b'Y]bYa 'J Yfgi Wž'Y]bYa
 UbXYfYb'Hfcgh'ni'gdYbXYbž'gU[h' B]a a'Yg'b]W'h'gc'gWk Yf"'W
 k YfXY'g]WYf'k]YXYf'\Y]fUHyb° '8 Ug'nY][hž'k]Y'XYf'K]YbYf
 GWa Å\`cZi'Ui W'a]h'Y]bYf'Df]gY'fcb]Y'i bX'Y]bYa 'h]YZb
 J YfghÅbXb]g'ZØf'a YbgW`]WY'6Yn]Y\i b[Yb'_ca a h'8Yf'K]YbYf
 GWa Å\`]gh'ghUf'_a]h'XYf'?i'hi f'XYg'? UVUfYhg'i bX'XYf'GhUbX!i d!
 7ca YXmj YfVi bXYb'i bX'gd]Y[Y'h'gc'XUg'[Ubn'Y][YbY
 @VYbg[YZØ\`XYf'GhUXh'k]XYf"

Ni gUa a YbZUggYbX`Åggh'g]W'gU[Ybž'XUgg'XYf'ØghYffY]W]gWY
 G'Ub['i bX'XYf'K]YbYf'GWa Å\`b]W'h'bi f'XYb'?f]a]bU'Z'a Yb']\fYb
 Y][YbYb'7\UfU_hYf'j Yf'Y]\Ybž'gcbXYfb'Ui W'Y]bYb'h]YZb'9]bV']W_
]b'X]Y'_i'hi fY`Yb': Y]b\Y]hYb'i bX'X]Y'@VYbgUfh'XYf'A YbgWYb
 \]Yfni`UbXY'[YVYb"CVVY]Y]bYa '[Ya Øh]WYb'5VYbX']b'Y]bYa
 HgWYWYf'cXYf'VY]a'5bgY\Yb'Y]bYg'gdUbbYbXYb'?f]a]g'XYf
 <i a cf'i bX'7\Ufa Y'XYf'K]YbYf'V'Y]VYb'i bj Yf[Ygg'W"

8YhU]`g	
C fh	K]YXYbž'2 ghYffY]W
E i Y`Yb	<ul style="list-style-type: none"> • k k k "^cmb"XY • XY"VUVVY`Wča • Yb"a "k]_]dYX]U"cf[

6Ygi WYb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh