

6Yf`]bYf'9bgYa V`Y`hfUi Yfh'i a
? i `hi fUbZØ\ fYf'7`Ui g'DYma Ubb`a]h
? cbXc`YbnVi Wx

5a `%+" ' ě `]' &\$&) `j YfghUfV`XYf`VYXYi hYbXY
H\YUHyf]bhYbXUbh'7`Ui g'DYma Ubb"8 Ug'6Yf`]bYf'9bgYa V`Y
[YXYb_h]\a `a]h`Y]bYa `?cbXc`YbnVi Wx "



6Yf`]bž'8Yi hgWx`UbX`!`8]Y`H\YUHyfk Y`h`Uh`Y]bYb`]\fYf`[fØ» hYb
DfchU[cb]ghYb`j Yf`c`fYb.`7`Ui g'DYma Ubb`]gh`ja `5`hYf`j`cb`,` ,
š\`fYb`j`Yfghc`fVYb"9f`ghUfV`Ua `A]h`k`c`Wx`ž`XYb`%+" ' ě `]' &\$&) ž`]b
6Yf`]b"8 Ug'6Yf`]bYf'9bgYa V`Yž`k`c`DYma Ubb`ØVYf`%, `š\`fY
`hYbXUbh`k`Ufž`\Uh`ni`9\`fYb`XYg`VY`_Ubb`hYb`FY[]ggYi fg`i`bX
H\YUHyf`Y]hYfg`Y]b`?cbXc`YbnVi Wx`ja`?UggYbZcmYf`Ui`g`Y]Yb
`UggYb" <]Yf`_ØbbYb`HfUi YfbXY`]\fY`; YXUb`_Yb`i`bX`9f]bbYfi b[Yb
\]bhYf`UggYbž`i`a`Ui`ZX]YgY`K`Y]gY`XYf`H\YUHyf`Y[YbXY`X]Y`Y`h`hY
9\`fY`ni`Yfk`Y]gYb"K`]Y`X]Y`**HU[YggWx Ui**`VYf]Wx`hYhž`]gh`XUg`6i`Wx
Y]b`5i`gXfi`W`_XYg`[Ya`Y]bgUa`Yb`GWa`YfnYg`i`bX`XYf`8Ub`_VUf`_Y]h
ZØf`XUgž`k`Ug`DYma Ubb`ZØf`X]Y`H\YUHyf`UbXgWx`UZh`[YhUb`h`Uh"

; YVcfYb`j]b`6fYa Ybž`UfVY]hYhY`DYma Ubb`Ub`fYbca a]YfhYb
6Ø\bYb`j]b`8Yi hgW\`UbX`i bX`² ghYffY]W\`"J cb`%- , *`V]g`%- -- `k Uf
Yf`≠hYbXUbh`XYg`6i f[h\YUhYfg`]b`K]Ybž`VYj cf`Yf`XUg`6Yf`]bYf
9bgYa V`Y`V]g`&\$%+`Y]hYhY`"GY]b`K]f`_Yb`k Uf`b]W\`h`bi f`_i bghj`c`ž
gcbXYfb`Ui W\`dc`]h]gW\`[YdfÄ[h`DYma Ubb`k Uf`VY`_Ubb`h`ZØf`gY]bY
dfcj`c`_UbhYb`5bg]W\`hYb`i bX`< UbX`i b[Ybž`X]Y`c`Zi`Ui`Z`K]XYfghUbX
gh]Y» Yb`"Gc`k i fXY`Yf`]b`Ghi hh[Ufh[Uf`ni`a` GhUUhgZY]bX`Bi`a`a`Yf
Y]bg`Yf`_`Äfhž`bUW\`XYa`Yf`Y]bYb`GdYbXYbUi`Zfi`Z`ZØf`X]Y
fYW\`hgfUX]`_U`Y`HYffcf]gh]b`; i Xfi`b`9bgg`]b`i bhYfghØhnhY`"9f`\]a`gY`Z
Yf`_`ÄfhYž`XUgg`a`Ub`Ui`W\`HYffcf]ghYb`U`g`A`YbgW\`Yb`gY`Yb`a`ØggYž
k`Ug`]a`b`]W\`h`bi`f`Ni`gdfi`W\`ž`gcbXYfb`Ui`W\`Y`Zh][`Y`?`f]h]_
Y]bVfUW\`hY`"

9]b`K`Y[`VYfY]hYf`XYg`dc`]h]gW\`Yb`H\YUhYfg

DYma Ubbg`6YXYi hi`b[`ZØf`XUg`dc`]h]gW\`Y`H\YUhYf`]b`8Yi hgW\`UbX
]ghi`bVYghf]hhYb`"; YfUXY`]b`Y]bYf`HfUX]h]cbž`]b`XYf`H\Ya`Yb`k`jY
gcn]U`Y`I`b[`YfYW\`h][`_Y]hi`bX`?`UggYb`_Äa`dZY`Y]bY`nYbhfU`Y`F`c`Y
gd]Y`Ybž`\`Uh`Yf`Y]bYb`V`Y]VYbXYb`9]bXfi`W\`_`]bhYf`UggYb`"8Yf
9]bZi`gg`j`cb`6Yfhc`h`6fYW\`hž`Y]bYa`XYf`VYXYi`hYbXghYb`J`YfhfYhYf
XYg`dc`]h]gW\`Yb`H\YUhYfgž`]ghi`bj`Yf`_Yb`bVUf`"5i`W\`DYma`Ubb
k`c`h`Y`XUg`Di`V`]i`a`ni`a`<`UbXY`b`Ub`fY[`Yb`"GY]b`N]Y`k`Uf`Ygž`XUg
6Yf`]bYf`9bgYa`V`Y`ni`a`F`Y]»`nU\b`]a`5fgW\`XYf`A`ÄW\`h][`Yb`ni
a`UW\`Ybž`Y]b`i`bhYfZUb[`Ybž`XUg`]a`Y`Xc`W\`b]W\`h`j`c`gh`Ä`bX][
[`Y`Ub[`"9f`Äi`»`YfhY`c`Zi`gY]bY`?`f]h]_`Ub`XYf`6Yf`]bYf`H\YUhYf`dc`]h]_
i`bX`VYnY]W\`bYhY`j`jY`Y`Dc`]h]_Yf`U`g`_i`hi`fY`Y`6UbUi`gYb`ž`k`Ug
]a`b]W\`h`bi`f`;`Ui`Vk`ØfX][`_Y]hi`bhYf`XYb`Ni`gW\`Ui`Yfbž`gcbXYfb
Ui`W\`nU`fY]W\`Y`;`Y[`bYf`Y]bVfUW\`hY`"K`jY`X]Y`**NY**]h`ZYgh`Ä`hž`k`Uf
gY]b`BUa`Y`i`bX`gY]b`Gh`]a`a`Yf`Ui`W\`i`bhYb`bVUf`a`]h`Y]bYa
dc`]h]gW\`Yb`GhUhYa`Yb`hj`YfVi`bXYb`"

GY]bY`Y`hnhY`GhUh]cb`Ua`6Yf`]bYf`9bgYa`V`Y`k`Uf`[`Y`_Yb`bnY]W\`bYh
j`cb`_f]h]gW\`Yb`5i`gY]bUbXYfgYhni`b[`Yb`a`]h`dc`]h]gW\`Yb`H\Ya`Yb`"
I`bj`Yf[`YggYb`V`Y]Vh`Ui`W\`ž`XUgg`Yf`gY`Vgh`ZØf`X]Y`9bh`Uggi`b[`j`cb
GW\`Ui`gd]Y`Yf`<`YfVYfh`;`fØbYa`YmYf`k`Y[`Yb`XYggYb`j`Yfa`Y]bh]W\`Yf
HU`Yb`h`cg][`_Y]h`j`YfUb`hk`cfh]W\`k`Ufž`Y]bY`9bhgW\`Y]Xi`b[`ž`X]Y`Yf
gd`Ä`hYf`U`g`Y]bYb`gY]bYf`gW\`]a`a`ghYb`;`Y`\`Yf`VYnY]W\`bYhY`"

9]b`V`Y]VYbXYg`9fVY

7`Ui g`DYma Ubb`k Uf`a Y`f`U`g`bi f`Y]b`H\YUhYf]bhYbXUbh/Yf`k Uf
 Y]b`K Y[VYfY]hYfz`XYf`XYb`8]g_i fg`]b`XYf`H\YUhYf`UbXgW\UZh
 YbhgW\Y]XYbX`[YdfA[h`\Uh`8]Y`dc`]h]gW\Y`8]a Ybg]cb`XYg
 H\YUhYfgz`X]Y`bcW\`Yi hY`j cb`j]Y`Yb`? ØbghYfb`i bX`ϕhYbXUbhYb
 Ui Z[Y[f]ZYb`k]fXz`]gh`h]YZ`]b`XYf`HfUX]h]cb`j Yfk`i fnY`hž`X]Y
 DYma Ubb`a]h[YghU`hYh`\Uh`Gcn]U`_f]h]gW\Y`GhØW_Yž`X]Y`Ui Z
 [YgY`gW\UZh]W\Y`A]ggghÅbXY`\]bk Y]gYbž`g]bX`]b`gY]bYa` ; Y]gh
 k Y]hYf\]b`j cb`6YXYi hi b["8]Y`6i bXYgnYbhfU`Y`ZØf`dc`]h]gW\Y
**6]`Xi b[`VYgW\fy]Vh`X]Y`Yj c`i h]cb`Åfy`9bhk]W`i b[`XYg`dc`]h]gW\Yb
 H\YUhYfgz`X]Y`DYma Ubb`a U» [YV`]W\`[YdfA[h`\Uh`**

G]Y]b`HcX`\]bhYf`Åggh`Y]bY`@ØW_Yž`X]Y`gW\k Yf`ni`ZØ`Yb`gY]b`k]fX"
 5VYf`gY]b`9fVY`k]fX`Zc`fhVYghY\Ybž`i bX`X]Y`9f]bbYfi b[`Ub`gY]bY
 5fVY]hYb`i bX`gY]bY`ghUf`_Y`Gh]a`a`Y`k]fX`]a`XYi hgW\Yb`i bX
 ØghYffY]W\]gW\Yb`H\YUhYf`bcW\`Ub[Y`bUW\`U`Yb`"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW\Ui "XY • k k k "nY]h"XY • k k k "VdV"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["bYh