

6`i h][Yf`A YggYfUb [f]ZZ`]b`A ØbWYb.
Dc`]nY]`gWk]Y» h`J YfXÅWk h][Y`b]YXYf°

Nk Y]`A YggYfUb [f]ZZY`]b`A ØbWYb`Ua `+"`đ b]`&\$&) /Dc`]nY]
Yfa]hhY`h`bUWk`J Yf`YhnhYb`i bX`a Ø[`]Wk Yb
ZFYa XYbZY]bX`]Wk Yb`A ch]j Yb"



K YghYbXghfU» Yž, \$' ` *`A ØbWYbž`8Yi hgWk`UbX`!`5a `+"`đ b]
&\$&) `Ua `Yg`]b`A ØbWYb`ni`nk Y]`gWk YfYb`A YggYfUb [f]ZZYbž`X]Y
VY]XY`ni`Y]bYa`Yf\Ø\hYb`G]Wk Yf\Y]hgVYXØfZb]g`]b`XYf
6Yj Ò`_Yfi b[`ZØ\fhYb" `8Yf`YfghY`J cfZU`YfY][bYhY`g]Wk`Ub`XYf
K YghYbXghfU» Y`i bX`GWk`Ubh`U`Yf\Ø\Yž`i bk Y]h`XYf`A ØbWk`bYf
H\YfYg]Ybk]YgY" `9]bY" \$!`Å\][Y`: fUi ž`X]Y`U`g`HUh] YfXÅWk h][Y`[]`hž
k i fXY`j cb`XYf`Dc`]nY]`YfgWk`cggYb" `G]Y`_Ua`bUWk`XYa`J cfZU`i`a`g
@YVYb" `@Ui`h`Oj`k`"XYQ]gh`i b`_Ufž`cV`X]Y`a`i`ha`U» `]Wk Y`HÅhYf]b`]b
Y]bYf`6Yn]Y\`i b[`ni`XYb`CdZYfb`ghUbX"

6Y]`X]YgYa`5b [f]ZZ`k i fXYb`Y]b`A Ubb`i bX`Y]bY`: fUi`j Yf`Yhnhž
XYfYb`; Ygi bX\Y]hgni`ghUbX`a`ca`Yb`hUb`U`g`i b`_Uf`VYgWk`f]YVYb
k]fXž`Yg`VYghY`h`YXcWk`_Y]bY`; YZU`f`a`Y`f`ZØf`X]Y`6Yj Ò`_Yfi b[ž

gc`X]Y`Dc`nY]"9]b`A YggYfj YfVch[]h]b`A ØbWYb`Ub`VYgh]a a hYb
C fhYbžY]bgW`]Y»`]W`[fc»Yf`6U\b\ÖZYž`k Ug`]b`XYf`U_hi Y`Yb
8YVUhhY`ØVYf`A YggYfUb[f]ZZY`Ub`6f]gUbni[Yk]bbh"

A YggYfUb [f]ZZg!GYf]Y`]b`A ØbWYb

9]b`k Y]hYfYf`J cfZU``ZUbX`]a`A ØbW`bYf`GhUXhhY]`DUg]b[`ghUhhž`k c
nk Y]A`AbbYf]a`5`hYf`j cb`%, `i bX`&) `š\`fYb`Xi fW`A YggYfgh]WY
j Yf`Yhh`k i fXYb``8]Y`Dc`nY]a`Y`XYhYž`XUgg`]fY`J Yf`Ymi b[Yb
b]W`h`YVYbgVYXfc`\]W`g]bX``@Ui`h`Øf`XYQk i fXY`Y]b`(\$!`Å\`f][Yf
XYi hgW`Yf`HÅhYfž`XYf`g]W`VY]`gY]bYf`J YfbY`a i b[`]g`Ua`ZY]bX`]W
Åi »YfhYž`ZYgh[Ybca`a Yb``8]Yg`k]fZi: fU[Yb`ni f`a`Ò[`]WYb
ZfYa`XYbZY]bX`]WYb`A`ch]j`Uh]cb`XYg`5b[f]ZZg`Ui`Zž`XU`X]Y`CdZYf
XYi hgW`Y`GhUUhgVØf[Yf`a`]h`hØf`_]gW`!UfUV]gW`Yb`K i fnY`b`g]bX"

8Yf`J cfZU``]b`DUg]b[`YfY][bYhY`g]W`]b`XYf`;`Y]W`a`UbbghfU»Y``8]Y
Dc`nY]`k i fXY`_i`fn`bUW`%)`i`f`U`Ufa`]Yfhi`bX`_c`bbhY`XYb
J YfXÅW`h][Yb`bi`f`j`]Yf`A`]bi`hYb`gd`ÅhYf`k`]XYfghUbXg`cg
ZYghbY`a`Yb``9]b`A YggYf`k i fXY`Ua`HUhc`fh`g]W`Yf[YghY`hž`i`bX`XUg
GhUUhgW`i`hn`_ca`a`]ggUf]Uh`Yfa`]hhY`h`k`Y[Yb`[YZÅ`f`]W`Yf
?ØfdYfj`Yf`Ymi`b[``8]Y`Dc`nY]`V]hhY`h`U`_hj`i`a`<]bk`Y]gY`j`cb
NYi`[Ybž`X]Y`nk`]gW`Yb`%(.`\$`i`bX`%)`.)`i`f`gU`Ybž`k`Ug
dUgg]YfhY"

GhUh]gh]gW`Y`<]b`hYf[fØbXY`i`b`X

[YgY`gW`UZh`]W`Y`F`Y`Y`j`Ub`n

8]Y`J cfZÅ``Y`ZØ[Yb`g]W`]b`Y]bYb`VfY]hYfYb`?cbhYI`h`XYf`8]g_i`gg]cb
ØVYf`A YggYfUb[f]ZZY`]b`8Yi`hgW`UbX`Y]b``@Ui`h`Y]bYf`5b`U`mgY`XYg
Ø`YX]YbX]Ybgh`b`hY[fUh]cbQ[UV`Yg`Y]bYb`g][b]Z]_Ub`hYb`5b`gh]Y[
gc`W`Yf`8Y`]_hY`]b`XYb`Y`hnhYb`š\`fYbž`k`cVY]`&\$`&%`ØVYf`%\$`\$\$`\$`
A YggYfUb[f]ZZY`YfZUggh`k i fXYb``8]Y`8]g_i`gg]cb`ØVYf`a`Ò[`]W`Y
I`fgUW`Yb`i`bX`X]Y`F`c`Y`j`cb`HUhj`YfXÅW`h][Yb`a`]h
A][fUh]cbg`b]b`hYf[fi`bX`]gh`bUW`k`]Y`j`cf`Y]b`\Y]»`i`a`ghf]hhYbYg
H`Ya`U``8]Y`6i`bXYg]bbYba`]b]ghYf]b`B`Ub`Wm: UYgYf`\UhY]b`bYi`Yg
A YggYfj`YfVch]b`NØ[Yb`i`bX`6i`ggYb`j`cf[YgW`U[Ybž`i`a`k`Y]hYfY
5b[f]ZZY`ni`j`Yf`\]bXYfb"

GhUh]gh]gW\ [YgY\Yb`]gh`XYf`5bhY`b]W\h!XYi hgW\Yf
 HUhj YfXÅW\h][Yf`VY]`A YggYfUb[f]ZZYb` \ Ò\Yf`U`g`XYf
 5i g`ÀbXYfUbhY`b`XYf`6Yj Ò`_Yfi b[" ` ð`GhÅXhYb`k]Y`A ØbW\Yb`i bX
 6Yf`]b`U[`X]YgYf`5bhY`]`ja ` ð\`f`&\$&%ØVYf`) \$i " `K `Å\`fYbX`X]Yg`ni
 Y]bYf`j YfnYffhYb`a YX]Yba `À»][Yb`K U\`fbY\`a i b[`ZØ\`fhž`nY][Yb
 8UhYbž`XUgg`X]Y`a Y]ghYb`CdZYf`VY]`A YggYfUb[f]ZZYb`Y]W\h`cXYf
 [Uf`b]W\h`j Yf`Yhnh`k YfXYbž`k Ug`X]Y`6Yf]W\h`YfghUhh`i b[`ØVYf
 hÖX`]W\Y`8Y`_hY`VYhf]Zh" `HÖX`]W\Y`J cfZÅ`Y`a UW\Yb`Yhk U`X]Y
 <`Å`ZhY`XYf`A YX]YbVYf]W\h`Y`ØVYf`A YggYfUb[f]ZZY`Ui`g"

ð`5bVYhfUW\h`X]YgYf`VYgcf[b]gYffY[YbXYb`J cfZÅ`Y`ghY`h`g]W\`X]Y
 : fU[Yž`k]Y`X]Y` ; YgY`gW\UZh`Ui Z`X]Y`ghY][YbXY` ; Yk U`hVYfY]hgW\UZh
 fYU[]YfYb`_Ubb`i bX`k Y`W\Y`A U»bU\`a Yb`bchk YbX][`g]bXž`i a
 gc`W\Y`HUhYb`]b`Ni `i bZh`ni `j Yf\]bXYfb"

8YhU]`g	
J cfZU`	A YggYfUb[f]ZZ
I fgUW\Y	ZfYa`XYbZY]bX`]W\Y`A ch]j Uh]cb
C fh	K YghYbXghfU»Yž, \$' ` *`A ØbW\Ybž 8Yi hgW\`UbX
J Yf`YhnhY	'
: YghbU\`a Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "Vf"XY • a YX]YbX]Ybgh!]bhY[fUh]cb"XY

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