

;]ZZY mg`GW Øhn`]b[`GYj Yf]b :]gWY Yf. `8 Yf
bYi Y`< c ZZbi b[ghfÀ[Yf`ZØf`Dc hgXUa 3

6Yf`]b.`K]fhgWUZhggYbUhc f]b;]ZZYm`ÒbbhY`K c]X_Y`]b
6fUbXYbVi f[`UV`ÒgYb/Dc hgXUa `k À`h`bYi Yb`C 6`Ua `&%"
GYdhYa VYf"



Dc hgXUa ž`8Yi hgW`UbX`!`#`6fUbXYbVi f[`ghY`Yb`X]Y`b`ÀW`ghYb
K U`Yb`j`cf`XYf`HØf`i`b`X`X]Y`dc`]h]gWYb`K`c[`Yb`gW`U[`Yb`c`W`"
5a`&%"`GYdhYa VYf`k`]fX`Dc hgXUa `Y]b`bYi`Yg`GhUXhcVYf`U`i`dh
k`À`Yb`ž`XU`A`]_Y`GW`i`VYfhž`XYf`V]g`Yf][`Y`C`VYfVØf[`Yfa`Y]ghYf
fGD8`ž`b`UW`Y]bYa``6Øf[`YfYb`hgWY]X`Ui`Z[`Y[`YVYb`U`h`"i`a`X]Y
B`UW`Zc`[`Y`XYg`VY`YV`hYb`Dc`h]_Yfg`[`]Vh`Yg`VYfY]hg`Y]b][`Y
gdUbbYbXY`9bhk`]W`i`b[`Yb`"Gc`[`Y`h`X]Y`GD8`a`]h`GYj`Yf]b` :]gWY Yf
f(`%&]`bg`F`Yb`b`Yb`"8`Yf`GhUUhgY`_fY`h`Àf`]b`XYf`GYbUhgj`Yfk`U`hi`b[`ZØf
K`]fhgWUZh`k`i`fXY`Ua`j`Yf[`Ub[`YbYb`K`c`W`YbYbXY`a`]h
ØVYfk`À`h][`YbXYf`A`Y`f`Y]h`ni`a`Gd]h`Yb`_UbX]XU`hYb`XYf
Dc hgXUa`Yf`GD8`[`Yk`À`h`K`]Y`X]Y`hUn`VYf]W`hYhž`Z`À`h`X]Y`K`U`U`i`Z
 :]gWY Yfž`XYf`V]g`XUhc`]b`6Yf`]b`k`Y]h[`Y`Yb`X`i`b`VY`_Ubbh]ghž`UVYf
Yb[`Y`J`YfV]bXi`b[`Yb`ni`f`U`_hi`Y`Y`b`K`]fhgWUZhggYbUhc f]b : fUbn]g_U

;]ZZYmf(+Ł\Uh"

;]ZZYmž'gY`VghY]bY`k]W\h][Y:] [i f`b`XYf`GD8ž]gh'a]h:]gW\Yf` [i h
j YfbYhnh'i bX`cVh]\b`U`g` Y]bYb`XYf`_`Ø[ghYb`?ØdZYžX]Y`W\`
_YbbY` `ZY]»] [žØVYf`Y [hi bX`Øgi b [gc f]Ybh]Yfh " `8]YgY`BÀ\Y`
_ØbbhY` :]gW\Yf`]b`XYb`_ca` a YbXYb`A`cbUhYb`Y]bYb`J`cfhY`]
j YfgW\UZZYbž`Ui`W\`k`Ybb`Yf`g]W\`Yfgh`bcW\`]b`DchgXUa` `VY`_Ubbh`
a`UW\Yb`a`i`gg` `8Yf`GD8!<cW\Vi`f [`DchgXUa` `g]bX`X]Y`7\UbW\`b`
j`cb` :]gW\Yfž`XYf`gY]h`&\$%, `U`g`GhUUhgY`_fYhÅf`]b` ;]ZZYmg`
GYbUhgj`Yfk`U`hi`b [`UfVY]hYhž`Xi`fW\Ui`g`ni`ni`hfUi`Yb` `ni`a`U` `Y]b`
UbXYfYf`VY`_UbbhYf`GD8!`?`UbX]XUh`ni`a` `Ni` [` [Y`_ca` a`Yb`]gh` `8]Y`
dfca`]bYbhYb`?ØdZY`XYf`DchgXUa` Yf`GD8` \UVYb`U` `YgUa` h`
UV [Yk`i`b`_Yb`"Gc`_ØbbhYb`X]Y`K` Å\`Yf]bbYb`i`bX`K` Å\`Yf`Ua` `&%"`
GYdhYa` VYf`a` Ø [`]W\Yfk`Y]gY`Y]bYb`Zf]gW\Yb`K`]bX`]b`XYf`GhUXh`
gdØfYb"

? UbX]XUhYb`i`bX`?`cb`_i`ffYbn

5`cb [g]XY`GYj`Yf]b` :]gW\Yf`\Uh`X]Y`dc`]h]gW\Y`@UbXgW\UZh`]b`
DchgXUa` `bcW\`UbXYfY`?`UbX]XUhYb`ni` `V]YhYb`"I`bhYf`UbXYfYa` `k`]fX`
Bccg\U`5i`VY` `ZØf`X]Y` ; fØbYb`U`g`dUfhY`]cgY`?`UbX]XUh]b`]bg`
FYbbYb` [Y\Ybž`k`Å\`fYbX`X]Y`78I` `a`]h`K`]`c` ; ØdY` `i`bX`X]Y`5Z8`
a`]h`I`k`Y!7\U`YX`GU]X`VYfY]hg`]\fY`?`UbX]XUhi`fYb`Ub [Y`_ØbX][`h`
\UVYb`"Ni`XYa` `V`Y]Vh`X]Y`@]b`_Y`ZfU [`]W\ž`k`Yf`ZØf`g]Y`UbhfYhYb`k`]fXž`
i`bX`cV`g]Y`fYW\hY]h][`Y]bYb`?`UbX]XUhYb`dfÅgYbh]YfYb`_Ubb`"8]Y`
6N`6Yf`]b`VYf]W\hYhž`XUgg`X]Y`dc`]h]gW\Y` ; Ya`Yb [Y`U [Y`bUW\`XYa`
FØW`hf]hhj`cb`GW\i`VYfhi`bX`XYb`VYj`cfghY\YbXYb`K`U\`Yb`
[YgdUbbh`V`Y]Vh"

9]b`6`]W`_`]b`X]Y`J`Yf [Ub [Yb\Y]h`nY][`hž`XUgg`XYf`K`YW\gY` `j`cb`
ZØ\`fYbXYb`Dc`]h]_Yfb`nk`]gW\Yb`6Yf`]b`i`bX`6fUbXYbVi`f [`Xi`fW\Ui`g`
gW\cb`dUgg]Yfh]gh`"Gc`Z]Y`Yb`VY]gd]Y`gk`Y]gY`>Øf [`GW\ØbVc`a` `j`cb`
XYf`78I` `i`bX`K`c`Z [Ub [`K`]Y`UbX`j`cb`XYb` ; fØbYb`Xi`fW\`Å\b`]W\Y`
K`YW\gY` `Ui`Z`GW\ØbVc`a` `k`Uf`ni`j`cf` `bYbgYbUhc`f`]b`6Yf`]b`i`bX`
ØVYfbU`a` `gdÅhYf`XUg`5a`h`XYg` `bYba`]b]ghYfg`]b`6fUbXYbVi`f ["
Gc`W\Y`K`YW\gY` `g]bX`]b`X]Y`UbXYfY`F`]W\hi`b [`gY`hYbYf`"Gi`gUbbY`
<cZa`Ubb`f78I`Łž`X]Y`j`cb`6fUbXYbVi`f [`bUW\`6Yf`]b`U`g`
GhUUhgY`_fYhÅf`]b`ZØf`ž`gh]n`k`YW\gY`hYž]gh`Y]bY`XYf`k`Yb][`Y`b`

5i gbU\ a Yb"

Dc`h]gW\ Y`Gh]a a i b[`j`cf`XYf`K U\`

8]Y`dc`h]gW\ Y`Gh]a a i b[`]b`DchgXUa `]gh`XYfnY]h`Ub[YgdUbbhž
]bgVYgcbXYfY`bUW\`XYb`YhnhYb`?ca a i bU`k U\`Yb`]a `đ b]`&\$&(ž
X]Y`b`6fUbXYbVi f[`ghUhhZUbXYb`<]Yf`_cbbhY`X]Y`5Z8`c\Y
Gh]a a YbUbhY]`Y`[Yk`]bbYbž`i bX`X]Y`GD8`a i gghY`g]W\`a`]h
k YW\gY`bXYb`A Y\`f\Y]hYb`UffUb[]YfYb`Ni XYa `[UV`Yg`a Y\`fYfY
K U\`ZÄ`gW\i b[gj`cfk`ØfZYž`X]Y`X]Y`Gh]a a i b[`k Y]hYf`j Yf[]ZhYhYb`
8]Y`HU[Yggd]Y[Y`k Y]gh`XUfUi Z\]bž`XUgg`XYf`C VYfVØf[Yfa Y]ghYf
i bX`XYggYb`BUW\Zc`[Yf`g]W\`]b`Y]bYf`_ca`d`Yi Yb`@U[Y`VYZ]bXYb`

C V`GYj Yf]b`:]gW\Yf`XYb`<YfUi`gZcfXYfi b[Yb`[Yk UW\gYb`]gh`i bX
cV`Yf`XUg`J YfhfUi Yb`XYf`DchgXUa Yf`6Øf[Yf]bbYb`i bX`6Øf[Yf
[Yk`]bbYb`_Ubbž`V`Y]Vh`UVni`k UfhYb`5i Z`YXYb`:]U`k`]fX`XYf
dc`h]gW\Y`K Yhh`Ua`dZ`]b`XYb`_ca`a YbXYb`K`cW\Yb`gdUbbYbXž
i bX`X]Y`K U\`Ua`&%`GYdhYa`VYf`k`]fX`nY][Ybž`k`c\]b`XYf`K Y[`ZØf
DchgXUa`i bX`gY]bY`bYi Yb`:]Ø\fi b[`gdYfgØb`]W\`_Y]hYb`ZØ\`fYb`k`]fX`

8YhU]`g	
C fh	DchgXUa ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• hUn`XY• k k k `Vn!VYf`]b`XY• k k k `hU[Yggd]Y[Y`XY

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