

6U`_cb_fUZhk Yf_!6cca .`6Yf`]b`i bX
6fUbXYbVi f[`gYhnYb`Ui Z`Gc`UfYbYf[]Y°

<c\Y`BUWX ZFU[Y`bUWX`6U`_cb_fUZhk Yf_Yb`]b`6Yf`]b`i bX
6fUbXYbVi f[.`žghU`Uh]cbYb`ghY][YbžYfbYi YfVUFY`9bYf[]Yb
[Yk]bbYb`Ub`6YXYi hi b["



6fUbXYbVi f[ž`8Yi hgWX`UbX`!`8]Y`BUWX ZFU[Y`bUWX
6U`_cb_fUZhk Yf_Yb`Yf`YVh`Y]bYb`fY[Y`fYWX hYb`6cca`]b`6Yf`]b`i bX
6fUbXYbVi f[" `a a Yf`a Y`f`<Ui g`U`h`Y`b`hgWX`Y]XYb`g]WX`Z0f`X]Y
žghU`Uh]cb`j`cb`_`Y]bYb`Gc`UfUb`U[Ybž`X]Y`i`b`_`ca`d`n]Yfh`Ui`Z
6U`_cb`Yb`c`XYf`HYffUggYb`a`cbh]Yfh`k`YfXYb`_`0bbYb`"@Ui`h`b`!`hj
k`UfYb`ni`a`" ` \$"`ž`b]`&\$&) `]b`6Yf`]b`VYfY]hg`fi`bX`%-`" `\$\$`X]YgYf
df]j`UhYb`Gc`UfUb`U[Yb`]bghU`]Yfh`i`XUg`VYXYi`hYh`Y]bYb
VYY]bXfi`W`YbXYb`Ni`k`UWX`g`j`cb`ZUgh`i` `DfcnYbh`ja`YfghYb
<U`V`U`f`&\$&) "

ž`j`Yf[`Y]WX`XUni`i`Uh`6fUbXYbVi f[`gc[Uf`ZUgh`i`)`"*`\$\$
6U`_cb_fUZhk Yf_Y`" žhYfYggUbh]ghž`XUgg`6Yf`]b`a`Y`f`
6U`_cb_fUZhk Yf_Y`U`g`<Ua`Vi f[`i`bX`6fYa`Yb`ni`gUa`a`Yb`]b

6Yhf]YV`Uh"8]YgY`NU\`Yb`_ÖbbhYb`gc[Uf`\Ö\Yf`]Y[Ybž`XYbb
j]Y`Y`5b`U[Yb`k YfXYb`b]W\h`X]fY`_h`fY[]ghf]Yfhž`i bX`Yg`[]Vh`Y]bY
Y]ba cbUh][Y`f]gh`ZÖf`BUW\ a`Y`Xi b[Yb`"8Yf`hUhg\W\`]W\Y`HfYbX
]a a Yf`a Y\`f`ni f`Bi hni b[`j cb`YfbYi YfVUfYb`9bYf[]Yb`]gh`U`gc
i bØVYfgY\`VUf`

9fbYi YfVUfY`9bYf[]Yb`]b`NU\`Yb

8]Y`5bhY]Y`YfbYi YfVUfYf`9bYf[]Yb`Ub`XYf`Ghfca`Y]bgdY]gi b[`g]bX
]b`VY]XYb`6i bXYg`ÄbXYfb`i bhYfgW\]YX`]W\`" `đ`6Yf`]b`VYhfi [`XYf
5bhY]`&\$&(`bi`f`) ž` `DfcnYbhž`k Ug`nk Uf`Y]b`FY`_cfXk Yfh`ZÖf`X]Y
<Ui dhghUXh`XUfghY`hž`UVYf`XYbb`cW\`Ui Z`b]YXf][Ya` `B]j YUi` `]gh`" `đ
6fUbXYbVi f[`]b[Y[Yb`U[Yb`X]Y`YfbYi YfVUfYb`9bYf[]Yb`&\$&(
VY]`ØVYf`) \$`DfcnYbhž`k cVY]`]bgVYgcbXYfY`X]Y`K`]bX`_fUZh`Y]bY
hfU[YbXY`Fc`Y`gd]Y`h`6Yf`]b`_Äa` dZi`bUW\`k]Y`j`cf`j`cf`U`Ya` `a`]h
XYf`5V\`Äb[][_Y]hj`cb`Zcgg]Yb`6fYbbghcZZYb`k]Y`; Ug`i bX`?c\`Yž
k`Ä\`fYbX`6fUbXYbVi f[`Ui Z[fØbYb`Ghfca` `gYhnhž`k]Y`
HU[Yggd]Y[Y`VYf]W\hYh`

9]b`k YgYbh`]W\Yf`; fi bX`ZÖf`XYb`5bgh]Y[`XYf`6U`_cb`_fUZh`k Yf`_Y`]gh
X]Y`ghY][YbXY`BUW\ZfU[Y`bUW\`Ghfca` `Ui g`YfbYi YfVUfYb`E`i`Y`Yb`
GY]h`Ä\`fYgVY[]bb`k`i`fXYb`ØVYf`" "\$\$\$`bYi`Y`5b`U[Yb`]b`6Yf`]b`i`bX
Yhk`U`+") \$\$\$`]b`6fUbXYbVi f[`]b`6Yhf]YV`[Ybca` a` Ybž`i`bX
Vi bXYgk`Y]h`_ca` a`h`Yg`ni`Y]bYa` `fY[Y`fYW\hYb`5bghi`fa` `.` VYf
) "\$\$\$\$`bYi`Y`; YfÄhY`k`i`fXYb`]bghU`Yfh`K` Ug`VYgcbXYfg
VYY]bXfi`W`_YbX`]gh`8]Y`NU\`XYf`6U`_cb`_fUZh`k Yf`_Y`\Uh]g]W\`]a
JYf[`Y]W\`ni`a` `J`cf`U\`f`ZUghj`YfXcddY`h`

: ÖfXYfi b[`i`bX`fYW\h`]W\Y F U\ a`YbVYX]b[i`b[Yb

I`a` `X]YgYb`K` UbXY`ni` `i`bhYfghØhmYbž`\Uh`XYf`6Yf`]bYf`GYbUhž
VYghY\`YbX`Ui`g`78I` `i`bX`GD8`ž`X]Y`5bgW\UZI` b[`j`cb
6U`_cb`_fUZh`k Yf`_Yb`a`]h`V]g`ni` `) \$\$\$`9i`fc`[YZÖfXYfh`"A`]h`XYa` `N]Y`ž
V]g`&\$` `) `Y]b`J]YfhY`XYg`Ghfca` VYXUfZg`Xi`fW\`GcbbYbYbYf[]Y`ni
XYW`_Yb`ž`g]bX`X]Y`A` Ö[`]W\`_Y]hYb`ZÖf`J`YfVfUi` W\Yfž`Gc`UfhYW\`b]`_`ni
bi`hmYbž`XYfnY]h`Yb[` [YZUggh`"8Yb`bcW\`VU\`bh`g]W\`6YggYfi`b[`Ub`.

; Yd`UbhY`YbXYfi b[Yb`]a `A]YhfY\h`i bX
 K c\bi b[gY][Ybhi a gfY\h`gc`Yb`X]Y`ϕghU`Uh]cb`j cb
 6U`_cb_fUZhk Yf_Yb`Yf`Y]W\hYfb`"8YfnY]hXØfZYb`df]j UhY`6YhfY]VYf
 a Ul]a U`* \$\$`K Uhh`]bg`ÖZZYbh`]W\Y`BYhn`Y]bgdY]gYbž`X]Y`; fYbnY
 _ÖbbhY`Ui Z, \$\$`K Uhh`Ub[Y\cVYb`k YfXYb` `Y]b`GWf]hž`XYf`j]Y`Yb
 Bi hnYfb`ni [i hY_ca a h"

9]b`hmd]gW\Yf`9]b!DYfgcbYb!< Ui g\U`h`j YfvfUi W\h`Ä\`f`]W
 nk]gW\Yb`%" \$\$`i bX`%", \$\$`?`]`ck Uhghi bXYb`Ghfca ž`k cVY`]a]h
 Y]bYf`6U`_cb_fUZhk Yf_!5b`U[Y`V]g`ni `X]Y`<Ä`ZhY`XYg`Ghfca VYXUfZg
 [YXYW`h`k YfXYb`_Ubb`"5`YfX]b[g`gc`h`Y`a Ub`VYUW\hYbž`XUgg
 ØVYfgW\Øgg][Yf`Ghfca `Ub`XYb`ÖZZYbh`]W\Yb`J Yfgcf[Yf
 k Y]hYf[Y`Y]hYh`k]fXž`YXcW\`c\`bY`J Yf[Øhi b["`8]Y
 5a cfh]gUh]cbgnY]h`ZØf`X]Y`ϕghU`Uh]cb`i bX`K Ufhi b[`Y]bYf`gc`W\Yb
 Gc`UfUb`U[Y`k]fX`Ui ZYhk U`gYW\g`V]g`g]YVYb`ϕ\`fY`[YgW\Ä`hž`k Ug
 j]Y`Y`ϕhYfYgg]YfhY`b]W\h`UVgW\fYW`hž`gcbXYfb`j]Y`a Y`f`Yfa i h][hž
]b`X]Y`Ni _i bZh`bUW\`U`h][Yf`9bYf[]Y`ni `]bj Ygh]YfYb`fVV&(`"

ϕg[YgUa h`nY][h`g]W\ž`XUgg`X]Y`6U`_cb_fUZhk Yf_Y`b]W\h`bi f`]b
 6Yf`]b`i bX`6fUbXYbVi f[ž`gcbXYfb`Ui W\`]bg[YgUa h`ni `Y]bYf
 k Yfhj c`Yb`5`hYfbUh]j Y`]a `6YfY]W\`XYf`YfbYi YfvUfYb`9bYf[]Yb
 k YfXYb`"8Yf`A Uf`h`ZØf`Gc`UfhYW\b]_`g]Y\`h`hf`ch`[Yk]ggYf
 <YfUi gZc`fXYfi b[Yb`cdh]a]gh]gW\`]b`X]Y`Ni _i bZh"

8YhU]`g	
C fh	6fUbXYbVi f[ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY • k k k "hU[Yggd]Y[Y`"XY • k k k "fVV&("XY

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