

J Yf_Y\fgW\ Ucg`]b`DchgXUa .
GhUi k Ufbi b[Yb`ZØf`5%\$ž5%%) `i bX`a Y\f°

5_hi Y`Y`J Yf_Y\fg`U[Y`]b`DchgXUa `Ua`'&"'đ`]'&\$&) .`GhUi gž
6Ui ghY`Yb`i bX`H]ddg`ni a`DYbXY`b`i bX`ÖZYbh`]WYb
BU\j Yf_Y\f"



DchgXUa ž`8Yi hgW\`UbX`!`<Yi hYž`Ua`'&"'đ`]'&\$&) ž`nY][`hig]W\`X]Y
J Yf_Y\fg`U[Y`]b`DchgXUa`i bX`i`a`[YVi b[ž`k`]Y`[Yk`c`b`hž`j`cb`]\fYf
gdUbbYbXYb`GY]hY`"9]b`6`]W_]b`X]Y`U_hi Y`Yb`GhUi k Ufbi b[Yb`i bX
6Ui ghY`Yb`a`UW`h`XYi`h`]W`ž`XUgg`XYf`GhUXh] Yf_Y\f`b`]W`hgW\`UZYb
[Y\h`@Ui`h`A`5N`g]b`X`X]Y`_`Ugg]gWYb`GhUi ghY`Yb`k`]Y`X]Y
DchgXUa Yf`GhfU»Yž`X]Y`<i`a`Vc`X`hvfØW_Y`i bX`X]Y`@Ub[Y`6fØW_Y
VYgcbXYfg`UbZÄ`][`ZØf`J Yf_Y\fgVY\]bXYfi b[Yb`"5i W`Ui Z`XYf
BYX`]hnYf`GhfU»Yž`XYf`6fY]hYb`GhfU»Y`i bX`XYf`NYddY`]bghfU»Y`g]bX
J YfnÖ[Yfi b[Yb`ni`Yfk`UfhYb`"

8UVY]`V`Y]VYb`Ui W\`X]Y`5i hcVU\`bYb`5%\$ž5%%) `i bX`5-`gck`]Y`X]Y
6i bXYgghfU»Yb`6&+`ž`@`(\$ž6%i bX`6&`nYbhfU`Y`J Yf_Y\fgUXYfb`
K Yf`\]Yf`i bhYfk`Y[`g`]ghž`gc`hY`a`]hYbhgdFYWYbXYb

J YfnØ[Yfi b[Yb'fYWk.bYbž'X]Y'g]Wk'Ui Z[fi bX'j cb'6Ui ghY''Yb'cXYf
I bZÀ''Yb'gWk.bY''gi a a]YfYb'_ØbbYb''8Yf'A 5N!GhUi a Y'XYfž'XYf
U''Y'ZØbZ'A]bi hYb'U_hi U']g]Yfh'k]fX'i bX'Ui Z'8UhYb'j cb'Hca Hca
gck]Y'A]''cbYb'j cb'A cV]'Zi b_[YfÅhYb'i bX'GhfU» YbgYbgcfYb
ni fØW_[fY]Zhž'V]YhYh'U_hi Y''Y' ðZcfa Uh]cbYb'ni 'X]YgYb'DfcV`Ya Yb''

DchgXUa Yf'J Yf_Y\fg]bZfUghfi _hi f

8cWk'k]Y'g]Y\h'Yg'a]h'XYf' ðZfUghfi _hi f']b'DchgXUa ']bg[YgUa h
Ui g3'@Ui h'a cV]'!dchgXUa '\Y'ZYb'DUf'_Y]h'i bX
J Yf_Y\fggmghYa Y'XUVY]ž'ZfY]Y'DUf'_d'ÀhnY']b'XYf' ðbYbghUXh'ni
Z]bXYb'i bX'Yfa Ø[']WkYb'Y]bY'cdh]a U'Y'J Yf_bØdZi b[']a
ØZZb'h]WkYb'BU\j Yf_Y\f''J cb'XYf'F Y[]cbU'VU\ b'ØVYf'X]Y'G!6U\ b
V]g'\]b'ni 'GhfU» YbVU\ b'i bX'6i g' 'XYf'ØZZb'h]WkY'J Yf_Y\f']gh[i h
Ui Z[YghY''h'i bX'Yf'Y]Wk hYfh'XUg'J cfUb_ca a Yb'c\ bY'XUg'Y][YbY
5i hc''Ni XYa ''ÀXh'X]Y'k Yb]['\Ø[Y][Y'@UbXgWkUZh'ni 'gWkØbYb
: U\ffUXh'ci fYb'Y]bž'k Ug'Ui Wk'VY]'XYb'DYbX'Yfb']a a Yf'VY']YVhYf
k]fX''

: Øf'X]Y'Yb][Ybž'X]Y''YVYf'ni 'i »'i bhYfk Y[g'g]bXž'g]bX'X]Y'_i fnYb
K Y[Y']b'XYf' ðbYbghUXh'VYgcbXYfg'Y]b'UXYbX''8]Y
: i »[Åb[YfncbY'6fUbXYbVi f[Yf'GhfU» Y''ÀXh'ni a '9f'_i bXYb'Y]b
i bX'V]YhYh'Y]bY']XYU'Y'A Ø[']Wk_Y]hž'X]Y'GhUXh'c\ bY'GhfYgg'ni
[Yb]Y» Yb''; 'Y]Wk nY]h]['g]bX': U\f[Ya Y]bgWkUZhYb'ØVYf
DYbX'YfbYhn'Y]bY'g]bbj c''Y'A Ø[']Wk_Y]hž'i a 'XYb'J Yf_Y\f'ni
fYXi n]YfYb'i bX'?cghYb'ni 'gdUfYb''

J Yf_Y\fgg]Wk Yf\Y]h'i bX'!ghUh]gh]_

9]bYb'k Y]hYfYb'k]Wk h][Yb'Di b_highY''h'X]Y'J Yf_Y\fgg]Wk Yf\Y]h'XUfž
X]Y'Xi fWk'Y]bY'[i hY'GhfU» YbVY'Yi Wk hi b[']b'DchgXUa '[YZØfXYfh
k]fX''J cf'U''Ya 'X]Y'A Ø[']Wk_Y]hž'GhØfi b[Yb'k]Y'XYZY_hY'5a dY'b
cXYf'DUf_gWkY]bUi hca UhYb'ni 'a Y'XYbž'hfÅ[h'ni f'G]WkYf\Y]h'U''Yf
J Yf_Y\fg]bY\ a Yf'VY]''K Yf'g]Wk'ZØf'i a ZUggYbXYfY'8UhYb'ni f
J Yf_Y\fg]bZfUghfi _hi f']bhYfYgg]Yfhž'_Ubb'Ui Z'X]Y'i a ZUggYbXY
J Yf'ØZZb'h]Wk i b[' J Yf_Y\f']b'NU\`Yb'ni fØW_[fY]ZYbž'X]Y'g]h
ØVYf') \$'»\fYb'U_hi Y''Y'NU\`Yb'i bX'NY]hfY]\Yb'ni f'A cV]']hÅh']b
8Yi hgWk'UbX'V]YhYh''A Y\f'XUni 'Z]bXYh'g]Wk'VY]'6A J''

ðg[YgUa h'nY][h'g]W ž'XUgg'DchgXUa 'Y]b'XmbUa]gWYf'C fh:ZØf
 J Yf_Y\ f'i bX'A cV]'hÀh]gh"CV'VY]a '9]bgUhn'XYf'bYi ghYb
 HYW bc`c[]Ybž'VY]'XYf': ÒfXYfi b['XYg'F UXj Yf_Y\fg'cXYf'VY]'XYf
 9btk]W_i b['XYg'ÒZYbh]WYb'BU\j Yf_Y\fg' '\]Yf'k]fX
 _cbh]bi]Yf'W'Ua 'Di`g'XYf'NY]h[YUfVY]hYhž'i a 'XYb
 <YfUi gZcfXYfi b[Yb'XYg'GhfU»Ybj Yf_Y\fg'ni 'VY[Y[bYb"9]b' [i hYg
 <ÀbXWYb']b'XYf'J Yf_Y\fgd`Ubi b[3'8 Ug'\UVYb'g]Y'\]Yf°
 6YgcbXYfg'k Ybb'a Ub'X]Y'U_hi Y`Yb'GhUi g']b'DchgXUa 'i bX
 l a [YVi b['ja '<]bhYf_cdZ'VY\À'hž'k]fX'gWbY``_Ufž'XUgg'Yg']b'XYf
 GhUXh'ghYhg'Yhk Ug'ni 'hi b' []Vh"

8YhU]`g	
C fh	DchgXUa ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "a cV]!dchgXUa "XY • k k k "Va j "XY

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh