

Dc`n]gh`Ui g` ; fY]Zgk U`X. `8Y[fUX]Yfi b[
bUW`8UhYba]ggVfUi W` °

9]b`)' !`Ä`f][Yf`Dc`n]gh`Ui g` ; fY]Zgk U`X`k i fXY`bUW`
i bVYfYW`h][hYf`8UhYbUVZfU[Y`YfUV[Yghi Zh`l fhY]`.
&+"`\$* "`&\$&) "



; fY]Zgk U`X`ž`8Yi hgW`UbX`!`#`Y]bYf`9bhgW`Y]Xi b[`XYg
JYfk U`hi b[g[Yf]W`hg` ; fY]Zgk U`X`U`h`Y]b`)' !`Ä`f][Yf`Dc`n]gh`Ui g`
; fY]Zgk U`X`Ua`&+"`đ b]`&\$&) `Y]bY`8]gn]d`]bUfghfUZ`Yf`U`h`Yb``8Yf
6YUa`hY`k`i`fXY`VYgW`i`X][hž`i`bVYfYW`h][h`d`Y`f`g`c`b`Y`b`V`Y`n`c`[`Y`b`Y`
8UhYb`Ui`g`Dc`n]Y]XUhYbVUb`_Yb`UV[Yfi ZYb`ni`U`V`Y`b`H`f`c`h`X`Y`g`
8]Ybghj`Yf[Y`Y`b`g`X`U`f`Z`Y`f`Y`X`c`W`k`Y]hYf`b`]b`g`Y]bYf`i`b`_h]cb
UfVY]hYb``8]Y`F`]W`hYf`Y`b`hgW`]Y`X`Y`b`ž`X`U`gg`X`Y`f`Dc`n]ghj`ca`F`Ub[
Y]bYg`Dc`n]Y]cVYfa`Y]ghYfg`ni`a`Dc`n]Y]a`Y]ghYf`Y`f`UV[Yghi Zh`k`]fX`
Ni`XYa`Z]bXYh`Y]b`K`Y`W`g`Y`g`Y]bYf`6Ygc`Xi`b[`j`cb`XYf`;`fi`ddY`5`;
]b`X]Y`;`fi`ddY`5`+`ghUhh`5i`W`Y]b`XfY]`Ä`f][Yg
6YZÖfXYfi`b[gj`YfVch`k`i`fXY`j`Yf`Ä`b[hž`k`Ug`X]Y`F`Ø`W`_ghi`Z`b[`ni`f`
nk`Y]hgW`Ä`f`ZghYb`8]gn]d`]bUfa`U`»`b`U`a`Y`b`U`W`X`Y`a`
@UbXYgX]gn]d`]bUf[YgYhn`a`U`W`h``8]Yg`VYf]W`hYh`**B8F** "

8 Ug' l fhY' \YVh'X]Y'K]W h][_Y]h'XYf' ðhY[f]hÀhi bX'XYf
J YfUbhk cfh]W_X]h'XYf'Dc`nY]VYUa hYb'\Yfj cf"
8]gn]d`]bUfj YfZU\ fYb'k YfXYb'Y]b[Y`Y]hYhž'k Ybb'Y]b'6YUa hYf'Y]b
8]Ybghj Yf[Y\Yb'VY[Y`h"@Ui h'Ub k U`h"XY'a ØggYb'6YUa hY
VYgcbXYfg'\c\Y'5bZcfXYfi b[Yb'YfZØ`Ybž'XU']\f'J Yf\U'hYb'XUg
J YfhfUi Yb'XYf'^2 ZZbh]W_X]h]b'X]Y'Dc`nY]k YgYbh]W_VYY]bZi ggh"
Gc`WY'J YfZU\ fYb'VYfØW_g]W h][Yb'gck c`\`: Y\`Yf'ja '8]Ybgh'U`g
Ui W'ja 'df]j UhYb'6YfY]W ž'k Ybb'X]Yg'XUg'J YfhfUi Yb']b'XUg'5a h
VYY]bhfÀW h][h' ð'X]YgYa ' : U`k Uf'X]Y' : Y\`j Yf\U'hYb']b'6Yni ['Ui Z
X]Y'8 UhYbg]W Yf\Y]h'YbhgW Y]XYbX"

<]bhYf[fi bX'XYg': U`g

9g']gh'b]W h'XUg'YfghY'A U`ž'XUgg'gc`WY'J cfZÀ`Y'gck c`\`]b'XYf
Dc`nY]UfVY]h'U`g'Ui W']b'XYf'ž gh]n'5i Za Yf_gUa _Y]h'YffY[Yb'"K]Y
VYfY]hg']b'Y]bYa 'UbXYfYb': U`Z'gh[Y\U'hYbž'k i fXY'Y]b
8]gn]d`]bUfj YfZU\ fYb'Ua '%("': YVfi Uf'&\$%, 'bUW
gWk Yfk]Y[YbXYb'A Àb[Y'b']b'XYf'6YUfVY]hi b['j cb
Dc`nY]j cf[Àb[Yb'Y]b[Y`Y]hYh"8 Yf'?`À[Yfž'XYf'gY]h'%- , &]a '8]Ybgh
ghY\hž'\UhhY'ei Ubh]hUhj Y'8YZ]n]hY']b'XYf'6YUfVY]hi b['j cb`*'`
J cf[Àb[Ybž'k Ug'X]Y'6Y\ØfXYb'U'Ufa]YfhY"i bhYfgi W i b[Yb
Yf[UVYb'YXcW ž'XUgg'X]Y'i bhYfghY`hYb'J cfk ØfZY'b]W h'ØVYf'XUg
bcfa U'Y'J YfgU[Yb'Y]bYg'Xi fW gW b]h]W Yb'6YUa hYb
\]bUi g[]b[Ybž'k cXi fW 'XUg'8]gn]d`]bUfj YfZU\ fYb'`YmhYbX']W
YfbYi h'Y]b[YghY`h'k i fXYž'k]Y'cdYb'ŕ f"XY'VYf]W hYh"

8]Y'9bhgW Y]Xi b['ni f'< YfUVghi Ži b['XYg'; fY]Zgk U'XYf'Dc`n]ghYb
nY][hž'XUgg'8]gn]d`]bUfj YfZU\ fYb' [fØbX`]W ' [YdfØž'k YfXYb
a ØggYb'"6YUa hY'ja 'J c`ni [gX]Ybgh'hfU[Yb'Y]bY'ja a YbgY
J YfUbhk cfhi b[ž'i bX'X]Y'J Yfk U'hi b['k]fX'Ui W']b'Ni _i bZi'Ui Z'X]Y
f]W h][Y'< UbX\UVi b['j cb'gc`WYb': À`Yb'UW hYb'a ØggYb"

? f]hYf]Yb'ZØf'8]gn]d`]bUfj YfZU\ fYb

8]gn]d`]bUfa U» bU\ a Yb'_ØbbYb'Y'bUW'GWk YfY'XYg'J Yf[Y\Ybg
j Uf]]YfYb'"8 Ug'6i bXYgX]gn]d`]bUf[YgYh'f68; ĸ'fY[Y'h'X]Y
j YfgW]YXYbYb'5fhYb'j cb'A U» bU\ a Ybž'X]Y'j cb'Y]bYa 'Y]bZUW Yb
J Yfk Y]g'V]g'\]b'ni f'9bhZYfbi b['Ui g'XYa '6YUa hYbj Yf\À'hb]g

fY]W\Yb"K]Y]b'XYb'6Ygh]a a i b[Yb'Ui Z[YZØ\fhž'_ÖbbYb
 8]gn]d`]bUfj YfZU\fyb'Ui W\ [Y[Yb'Fi \YghUbXgVYUa hY'cXYf
 ZfØ\YfY'6YUa hY'Y]b[Y'Y]hYh'k YfXYbž'gc`hY'Y]b'8]Ybghj Yf[Y\Yb
 ZYgh[YghY`h'k YfXYb"

Ni gUa a YbZUggYbX'V'Y]Vh'ZYghni \U'hYbž'XUgg'gc k c\`ZØf'XYb
 9]bnY`bYb'U`g'Ui W`ZØf'X]Y`bgh]hi h]cb'fYW\hgghUUh]W\Y'Df]bn]d]Yb
 Ub[Yk UbXh'k YfXYb'a ØggYb"6YUa hY'a ØggYb'g]W\']\fYf'GhY`i b[
 VYk i ggh'gY]b'i bX'Ybhgd'fYW\YbX'\UbXY'bž'i a'XUg'J YfhfUi Yb]b
 X]Y'Dc`]nY]Ui ZfYW\hni Yf\U'hYb"8]Y'9bhgW\Y]Xi b[Yb'XYg; Yf]W\hg
 j YfXYi h]W\Ybž'XUgg`]b'XYf'8]gn]d`]bUffYW\hgdfYW\i b['6YXYb_Yb
 gc k c\`]a'G]bbY'XYf'; YfYW\h][_Y]h'U`g'Ui W`XYf'^2 ZZb'h]W_]h
 UV[Yk c[Yb'k YfXYb'a ØggYb"

8YhU]`g	
C fh	; fY]Zgk U`Xž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • cdYb'f'f"XY • k k k "Ub k U`h"XY

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