

8 Uj]X`K U[bYf`ØVYfb]a a h`XUg`Fi XYf`]a
B UWk i Wg`VY]`F 6 `@Y]dn][°

8 Uj]X`K U[bYf`ØVYfb]a a h`X]Y`B UWk i WgUVhY]`i b[`j cb`F 6
@Y]dn][ž`i a `HU`YbhY`[Yn]Y`h`ni `ZØfXYfb`i bX`XYb` , VYf[Ub[
ni a `DfcZ]gdcfh`ni `j YfVYggYfb"



@Y]dn][ž`8Yi hgWk`UbX`!`8 Uj]X`K U[bYf`]gh`ni fØW`_]b
8Yi hgWk`UbX`i bX`ØVYfb]a a h`X]Y`@Y]hi b[`XYf
B UWk i WgUVhY]`i b[`VY]`F 6 `@Y]dn][("`8Yf`) `!`Å`\\f[`Y`hf]hh`X]Y
B UWk Zc`[`Y`j cb`A Ubi Y`6Ui a `Ubž`XYf`bUW`GU]gcbYbXY`Ui g
dYfgØb`]WYb` ; fØbXYb`ni fØW`_hf]hh" `8]Yg`VYf]Wk`hYh`8Yf`K`YghYb`"
K U[bYfž`XYf`gY]h`gY]bYf`9bh`Uggi b[`VY]`Bcfk`]Wk`7]hm]a `A U]`&\$&(
j YfY]bg`cg`]ghž`g]Y`h`gY]bY`bYi Y`Dcg]h]cb`U`g`7`UbWkž`X]Y
8i fWk`Àgg][`_Y]h`nk`]gWkYb`B UWk i Wg!`i bX`DfcZ]VYfY]Wk`ni
ghÅf`_Yb"

8Yf`?cbhU`_h`ni `šØf[`Yb`?`cddž`XYf`U`g` <YUX`cZ; `cVU`GcVWk`f`ZØf
XYb`FYX!6i ``!`?cbnYfb`UfVY]hYh`i bX`K U[bYf`bUWk`@Y]dn][`c`hYž
gWkY]bhY]b`Yb`hgWkY]XYbXYf` : U`_hc`f`ZØf`X]YgY`F ØW`_Y`f`ni `gY]b"

; Ya Y]bgUa 'fYZf]YfhYb'g]Y`_Øfn]W\`ØVYf`X]Y` , VYf[Åb[Y`]a
: i »VU``i bX`X]Y` : ØfXYfi b[`↑ b[Yf`HU`YbhYž`Y]b`H\Ya UžXUg
K U[bYf`VYgcbXYfg`Ua` <YfnYb``]Y[h"

K U[bYfg`N]Y`Y`]b`@Y]dn][

K U[bYf`Vf]b[h`b]W\h`bi f`Y]bY` : Ø`Y`Ub`HfU]bYfYfZU\fi b[`j`cb
7`i Vg`k`]Y` <i`XXYfgZ]Y`X`Hck bž`GW\U`_Y`\$(`i`bX`Mti b[`6cmg`6Yfb
a`]hž`gcbXYfb`Ui`W\`XYb`K`i`bgW\ž`X]Y`BUW\k`i`W\gUfVY]h`VY]`F`6
@Y]dn][`bYi`ni`[`YghU`hYb``GY]b`[`fØ»hYf`9fZc`[`k`Uf`XYf`5i`Zgh]Y[
a`]h`<i`XXYfgZ]Y`X`]b`X]Y`DfYa`]Yf`@YU[`i`Y`]a``&\f`&\$\$%+``6Y]
GW\U`_Y`YXcW\`j`Yf`]YZ`Yg`k`Yb][`Yf`fi`bX`BUW\`%`,`g]Y[`c`gYb
DUfh]Yb`a`i`gghY`K`U[`bYf`XYb`J`YfY]b`&\$\$&\$`j`Yf`UggYb"

⊕`@Y]dn][`d`Ubh`K`U[`bYfž`gY]bY`]bhYfbUh]cbU`Y`9fZU\fi b[
Y]bni`Vf]b[`Ybž`i`a`X]Y`9b`hk`]W`_i`b[`gUfVY]h`XYg`J`YfY]bg`ni
j`YfVYggYfb``K`]f`k`c``Yb`↑`b[`Y`HU`YbhY`[`Yn]Y`h`ZØfXYfb`ž`Yf`_`Åfh
Yf``8]Y`<`YfUi`gZc`fXYfi`b[`Yb`]b`XYf`HU`YbhYb`hk`]W`_i`b[`g]bX
nU\`fY]W\ž`k`]Y`Ui`W\`Y]bY`F`YW\YfW\Y`XYf`5F`8`nY][`h`J`cb`ØVYf
)`\$\$\$\$`Y\Ya`U`][`Yb`i`%-`!Gd]Y`Yfb`gW\UZZYb`Yg`bi`f``ž`i`i`]b`X]Y
DfcZ]_UXYfž`k`Ug`X]Y`[`Yf]b[`Yf`k`YfXYbXY`G]W\Yf\Y]hYb`]b`XYf
BUW\k`i`W\gUfVY]h`j`YfUbgW\Ui`]W\h"

: U_hc`fYb`ZØf`YfZc`[`fY]W\Y
HU`Yb`hYb`hk`]W`_i`b[

8]Y`gdcfh]W\Y`@Y]ghi`b[`gZÅ\][`_Y]h`j`cb`BUW\k`i`W\ggd]Y`Yfb`k`]fX
Xi`fW\`Y]b`Ni`gUa`a`Ybgd]Y`Ui`g`d`m]g]gW\Ybž`gc]U`Yb`i`bX
dgmW\c`c`[`]gW\Yb` : U_hc`fYb`VY]bZi`ggh``;`Ya`Å»`Y]bYf`5bU`mgY`j`cb`
8]Y`GdcfhdgmW\c`c`[`Yb`g]bX`]bgVYgcbXYfY`gc]U`Y`5gdY`_hY
YbhgW\Y]XYbX``8Uni`[`Y\`ØfYb`X]Y`Y`hYf`]W\Y`i`bhYfghØhni`b[`ž`X]Y
6Yn]Y\i`b[`nk`]gW\Yb`HfU]bYf`i`bX`Gd]Y`Yf`gck`]Y`XYf`i`a`[`Ub[`a`]h
?f]h]_``K`U[`bYf`]gh`g]W\`VYk`i`gghž`XUgg`Y]b`[`i`hYf`HfU]bYf`XYf
GW\`ØggY`ni`a`9fZc`[`]ghž`i`bX`a`ØW\hY`XU\Yf`Ui`Z`C`ZYb\Y]hž
G]W\Yf\Y]h`i`bX`J`Yf`Ågg`]W\`_Y]h`]a`HfU]b]b[`gYhnYb"

Ni`gÅhn`]W\`gd]Y`h`X]Y`F`c``Y`XYf`9`hYfb`Y]bY`nYbhfU`Y`F`c``Y`]b`XYf

? Uff]YfYYbhk]W_`i b[`↑ b[Yf`HU`YbhY"@Ui h`U_hi Y`Yb
 9f_Ybbhb]ggYb`ZcfXYfb`g]Y`fYU`]gh]gWXY`9]bgW`Àhni b[Yb`XYf
 9fZc`[gW`UbW`b`]\`fYf`?]bXYf"8U\Yf`d`Ubh`K U[bYfž`Ui W`XYb
 5i ghUi gW`a]h`XYb`Ua]]Yb`XYf`BUW`k i W`ggd]Y`Yf`ni
]bhYbg]j]YfYb"

GY]b`N]Y`]gh`_`Uf.`9]bY`Xi fW`XUW`hY`i bX`n]Y`[Yf]W`hYhY
 HU`YbhZØfXYfi b[`]b`@Y]dn][ž`X]Y`XYb`6YXØfZb]ggYb`XYf`Gd]Y`Yf
 [YfYW`h`k]fX`i bX`g]Y`cdh]a U`Ui ZY]bY`a Ò[`]W`Y`? Uff]YfY`]a
 DfcZ]Z » VU``j cfVYfY]hYh"

8YhU]`g	
Cfh	@Y]dn][ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • gdcfhg"mU\cc"Wca • k k k "X]Y!gdcfhdgmW`c`c[Yb"XY

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