

Ghfca Ui gZU``']b`@]YVgWk ØhnVYf[.
HYWk b]_Yf`UfVY]hYb`Ub`XYf`@Øgi b[°

Ghfca Ui gZÄ``Y`]b`@]YVgWk ØhnVYf[`Ua` `&*"\$*"\$&\$&).`HYWk b]_Yf`
VY\YVYb`GhØfi b[Yb`]a`ghUV]`Yb`XYi hgWk Yb`Ghfca bYhn`
`bZcfa`]YfYb`G]Y`g]Wk`Yhnh`



@]YVgWk ØhnVYf[ž`8Yi hgWk`UbX`!`đ`8Yi hgWk`UbX`Yf`YVYb`k`]f`
Y]bY`NY]hž`]b`XYf`XYf`Ghfca`bU\Yni`i`bi`bhYfvfcWk Yb`Z]Y»`h`
HUhgÄWk`]Wk`VYhfÄ[`h`X]Y`Xi`fWk`gWk b]h`]Wk Y`Ghfca Ui gZU``nY]h`
k`Yb][`Yf`U`g`Y]bY`J`]YfhY`ghi`bXY`dfc`đ\`f`"8YbbcWk`_ca`a`h`Yg`
a`UbWk`a`U`ni`GhØfi`b[`Yb`ž`gc`k`]Y`U`hi`Y``]b`@]YVgWk ØhnVYf[`ž`k`c`
X]Y`A`]hhY`XYi`hgWk Y`B`Yhn[`YgY``gWk`U`Zi`Ghfca`i`a`V<`8]U[`bcgYb`ghY``h`
i`bX`HYWk b]_Yf`]a`9]bgUhn`g]bXž`i`a`X]Y`DfcV`Ya`Y`ni`VY\YVYb`
BUWk`5b[`UVYb`j`cb`bYk`g`"XY`g]bX`X]Y`GhØfi`b[`Yb`Xcfh`Ua` `&*"'đ b]`
i`a`%\$.`(+`l` \`f`j`Yfa`Yf`_h`k`cfXYb`"

đ`XYf`J`Yf[`Ub[`Yb`Y]h`k`UfYb`Ghfca Ui gZÄ``Y`]b`8Yi hgWk`UbX`Y`Yf`
Y]bY`GY`hYb`Y]h`8`cWk`k`Ybb`Yg`XcWk`Y]ba`U`ni`Y]bYf`
l`bhYfvfYWk`i`b[`_ca`a`hž`gc``hYb`6YhfcZZYbY`k`]ggYb`ž`k`]Y`g]Y`

fYU[]YfYb'gc`hYb"9ggYbn]Y`']ghYgžFi \Y'ni 'VYk U\fyb'i bX
ni bÅWgh'XYb'G]WYfi b[g_UghYb'ni 'ØVYfdfØZYb"8]fY_h'X]Y
FYhi b[g'Y]hghY`Yb'j cb'Dc`nY]'cXYf': Yi Yfk Y\f'ni 'U'Ufa]YfYbž']gh
b]W'h'bØh]['XYf'f]W'h][Y'5bgdfYW'dUfhbYf']gh'\Yf'XYf'Y][YbY
9bYf[]Yj Yfgcf[Yf"

K]Y'_Ubb'a Ub'g]W'j cfVYfY]hYb3

Ghfca Ui gZÄ`Y'_ÖbbYb'Xi fW'nU\`fY]WY': U_hcfYb'j Yfi fgUW'h
k YfXYbž'gY]Yb'Yg'hYW'b]gWY'DfcV`Ya Yž, VYf'Ughi b[Yb'cXYf
gc[Uf'B Uhi f_UhUghfcd\Yb"Bi hnYf'g]bX'[i h'VYfUhYbž'g]W'Ui Z
gc`WY'G]hi Uh]cbYb'j cfni VYfY]hYb"8Ug'5b[YVch'j cb'
ghfca Ui gZU`"cf['V]YhYh'Y]bY']bhYfU_h]j Y'?UfhYž'Ui Z'XYf'U_hi Y`Y
Ghfca Ui gZÄ`Y']b'8Yi hgW'UbX'Ub[YnY][h'k YfXYb"<]Yf'_Ubb'a Ub
gW'bY`ZYghghY`Ybž'cV'a Ub'gY`Vgh'VYhfcZZYb']gh'cXYf'cV'Yg'Ui W
B UW VUfb'hf]Zh"

8Uni '[Y\Öfh'Ui Wž'Y]bY'BchZU`Ui gghUhi b['VYfY]hni \U'hYb"Ni a
6Y]gd]Y`g]bX'HUgWYb`Ua dYbž'K UggYf'i bX'\U'hVUFY'@YVYbga]hY`
j cb'Bi hnYb"9_Y_hf]gWY'; YfÄhY'gc`hYb'k Å\fybX'Y]bYg
Ghfca Ui gZU`g'UV[YgW'U'hYh'k YfXYbž'i a'g]Y'j cf', VYfgdUbbi b[
ni'gW'ØhnYb"K Yf'b]W'h'Ui ZdUgghž'_Ubb']a'8i b_Y'b'ghY\Yb ž
gU[h'a Ub']b^2 ghYffY]W' [YfbY"

9]b'6`]W'_Ui Z'XUg'[fc» Y'; UbnY

CVk c\`Ghfca Ui gZÄ`Y']b'8Yi hgW'UbXž'XUb'_Y]bYg'[i h
Zi b_h]cb]YfYbXYb'BYhnYgž'Y\Yf'X]Y'5i gbU\ a Y'g]bXž']gh'X]Y
8]g_i gg]cb'i a'X]Y'9bYf[]Yj Yfgcf[i b['j cb['fc» Yf'6YXYi hi b["
@Ui h'XYf'6i bXYgfY[]Yfi b['gh'X]Y'9bYf[]Yj Yfgcf[i b['ZØf'XYb
K c\`ghUbX'i bgYfYg'@UbXYg'nYbhfU"K Å\fybX'_Y]bYfY
Ghfca Ui gZÄ`Y'cZi'bi f'A]bi hYb'cXYf'Ghi bXYb'XUi Yfbž'_ÖbbYb
[fc» ZÄW][Y'6`UW_ci hg'Xi fW'Yi hfYa'gW'YW'hY
K YhhYfVYX]b[i b[Yb'cXYf', VYf'Ughi b[Yb'XYg'Ghfca bYhnYg
Yf\YV']WYb'9]bZi gg'Ui Z'XUg'hÄ['WY'@YVYb'\UVYb"8Uni '[]Vh'Yg
i a ZUggYbXY'↯Zcfa Uh]cbYb'i bhYf'**Vi bXYgfY[]Yfi b["XY"**

8]Y'J cfcgf[Y'j ca'GhUUh'gcf[h'XUZØfž'XUgg'XUg'XYi hgW'Y

Ghfca bYhn`U`g`Y]bYg`XYf`g]WXYfghYb`k`Y`hk`Y]h[]`h" `a `>\f`&\$&(`U[Yb`U`Y`<Ui`g\U`hY`]a`8i`fW`gW`b]h`h`YX][`W`%`A`]bi`hYb`c`bY`Ghfca`" `A`U>`bU`a`Yb`k`]Y`XUg`b`!`%`Df]bn]d`[`UfUbh]YfYbž`XUgg`Ui`W`VY]`5i`gZ`Yb`XYf`J`Yfgcf[`i`b[`Y]bY[`Yk`]ggY`;`fi`bXg]WXYf\Y]h`[`Yk`Å`f`Y]ghYh`V`Y]Vh`8]Y`Ni`_i`bZi`XYf`9bYf[`]Yj`Yfgcf[`i`b[`k`]fX`g]W`ni`bY`a`YbX`Ui`Z`YfbYi`YfVUfY`9bYf[`]Yb`ghØhYbž`X]Y`VYfY]hg`&\$&(`a`]h)`-`i`XYf`YfnYi`[`hYb`9bYf[`]Y`Y]bYb`Yf\YV`]WXYb`5bhY]`Ui`ga`UW`hYb`"

5VgW`Y]Y»YbX`V`Y]Vh`bi`f`ni`gU[`Yb.`9]b`Ghfca`Ui`gZU``_Ubb`YXYb`hfYZZYbž`UVYf`a`]h`Y]b`k`Yb][`J`cfVYfY]hi`b[`i`bX`Y]bYa`_Ø`Yb`?`cdZ`_Ubb`a`Ub`X]Y`G]hi`Uh]cb`XYi`h`]W`VYggYf`ØVYfghY`Yb`"K`Yf`g]WXYfghY`Yb`a`ØW`hYž`XUgg`Yf`]a`9fbghZU``[`i`h[`YfØghYh`]ghž`gc``hY`g]W`b]W`higW`Yi`Ybž`g]W`ni`]bZcfa`]YfYb`i`bX`j`cfni`VYfY]hYb`"

8YhU]`g	
Cfh	@]YVgW`ØhnVYf[`ž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "bYk`g"XY • ghfca`Ui`gZU``cf[• k k k "Vi`bXYgfY[`]Yfi`b[`"XY

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