

Nk]W_Ui ']a ' 6Ui Z]YVYf. 'GUb]Yfi b['XYf
Gdcfh\ U`Y 'Gc ħ g'ghUfhYh'VU`X°

² ZYbh]WXY:]bUbnUi ggWxi ggg]hni b[']b'Nk]W_Ui 'Ua
' '\$"\$*"&\$&) . '6Ui j cf\UVYbž'@?K !?Ui Zi bX'k Y]hYfY'H\Ya Yb
Ui ZXYf'HU[YgcfXbi b["



Gdcfh\U`Y]a 'GdcfhZcfi a 'Gc ħ gž'K cghc_k Y[' ' %ž'\$, \$* *
Nk]W_Ui ž'8Yi hgW\`UbX'! '†'Nk]W_Ui 'ghY\Yb'gdUbbYbXY
9bhk]W_i b[Yb'Ub'5a ' _ca a YbXYb'8]YbghU[ž'XYa ' ' \$" ' † b]
&\$&) ž'hU[h]a ' 6Øf[YfgUU`XYf'GhUXh'XYf'ÒZZYbh]WXY
:]bUbnUi ggWxi gg"5V`%* 'l \f'k YfXYb'X]Y'A]h[']YXYf' ['Y]W\UW h
k]W h[Y 'HU[YgcfXbi b[gdi b_hY`X]g_i h]YfYbž'X]Y'i bhYf'UbXYfYa
X]Y'GUb]Yfi b['XYf'Gdcfh\U`Y]a 'GdcfhZcfi a ' Gc ħ g 'VYhfYZZYb"
8]Yg'VYf]W hYh'X]Y'GhUXh] Yfk U`hi b['Nk]W_Ui ']b'Y]bYf'U_hi Y`Yb
DfYggYa]hY]i b['Nk]W_Ui "XY"

Ni 'XYb'GWk Yfdi b_hYb'XYf'G]hni b[' [Y\Øfh'XYf
J cf\UVYbgVYgW`i gg'ZØf'XYb'?Ui ZY]bYg'bYi Yb'@?K 'a]h
@UXY_fUbž'i a 'X]Y; Yk ÅggYfi bhYf\U`hi b['i bX'XYb

<cWk UggYfgWxi hm]b'XYf'FY[]cb'ni '[Yk Å\`Y]ghYb"8]Y`GhUXh
d`Ubhž`Y]b`%'`đ\`fY`U`hYg': U\`fnYi [`Xi fW`X]YgYg`bYi Y`YZZ[n]YbhY
A cXY`ni`YfgYhnYb"5VYf`XUg`]gh`bcW`b]W`h`U`Yg`9g`k`]fX`Ui`W`
i`a`X]Y`5i`gghUhi`b[`XYf`5fVY]hgd`ÅhnY`ja`Y`Ya`U`][Yb`?Ui`Z`Ui`g
GW`c`W`Yb`gck`]Y`i`a`X]Y`6YgW`UZZ`b[`k`]W`h][Yf`Gc`Zk`UfY!
@]nYbnYb`[Y`Yb"

GUb]Yfi b[`XYf`Gdcfh\U`Y`]a`8YhU`

6YgcbXYfg]a`i`c`_i`g`ghY\Yb`X]Y`j`]Yf`6YgW`i`ggj`c`f`U[Yb`ØVYf`X]Y
YfZcfXYf`]W`Yb`6Ui`Y]ghi`b[Yb`ZØf`X]Y`Ub[Y`_ØbX][hY`GUb]Yfi b[`XYf`
Gdcfh\U`Y`]a`i`Gc`↑`g`"8]YgY`A`U»`bU\`a`Yb`g]bX`Xf]b[YbX
YfZcfXYf`]W`ž`i`a`X]Y`GdcfhY]b]W`hi`b[`ZØf`X]Y`ni`_Øb`Z][Yb
5bZcfXYfi b[Yb`Z]h`ni`a`UW`Yb"8]Y`GUb]Yfi b[`i`a`ZUggh`a`Y`fYfY
@cgYž`k`cVY]`X]Y`k`]W`h][ghYb`5fVY]hYb`k`]Y`Zc`[h`i`bhYfhY]`h`g]bX.

- @cg`(`\$.`<Y]ni`b[
- @cg`(`%`@ØZhi`b[
- @cg`(`&`GUb]hÅf
- @cg`(`(`9`Y`_hfc]bghU`Uh]cb
- @cg`(`+`.`DfcZ][`Ug

B UW`5i`ggW`fY]Vi`b[Yb`8Yi`hgW`UbX`VY[]bbh`X]Y`6Ui`nY]hi`Ua
&-`GYdhYa`VYf`&\$&)`i`bX`k`]fX`j`c`f`Ui`gg]W`h`]W`V]g`ni`a`&+"
B`c`j`Ya`VYf`&\$&)`U`b`X`Ui`Y`fb"đ`X`Y`f`GUb]Yfi`b[`g]bX`_f]h]gW`Y
hYW`b]gW`Y`5b`ZcfXYfi`b[Yb`Yb`h`U`h`Y`b`ž`]b`g`V`Y`g`c`b`X`Y`f`Y`ZØf`X]Y
<Y]ni`b[g]bghU`Uh]cbž`X]Y`i`bhYf`UbX`Y`f`Ya`X]Y`B`Y`i`j`Y`f`Y[i`b[`j`c`b
: i`»`V`c`X`Y`b`\`Y]ni`b[Yb`i`bX`<Y]n_ØfdYfb`i`a`ZUggh"

2 ZZYbh`]W`Y`J`Yf[UVY`i`b`X` HY]`b`U`a`Y`V`Y`X]b[i`b[Yb`

: Øf`c`_U`Y`i`bX`fY[]cb`U`Y`6Ui`i`bhYfbY`a`Yb`k`]fX`Yg`X]Y
A`Ø[`]W`_Y]h[YVYbž`5b[YVchY`ZØf`X]Y`j`YfgW`]YXYbYb`@cgY
Y]bni`fY]W`Yb"8]Y`GhUXhj`Yfk`U`hi`b[`U`h`X]Y`5i`ggW`fY]Vi`b[`U`g
c`ZZYbYg`J`YfZU`fYb`Ui`g[YgW`f]YVYb"6]g`ni`a`i`"đ`b]`&\$&)`a`ØggYb
X]Y`5b[YVchY`Y]b[YfY]W`h`k`YfXYbž`k`cVY]`Y]bY`a`Ui`ja`U`Y`5bnU`a`

j cb`nk Y]`@cgYb`Ub`Y]bYb`6]YhYf`j Yf[YVYb`k YfXYb`_Ubb`"8]Yg
 VYXYi hYhž`XUgg`Yg`ZØf` :]fa Yb`Xi fWU i g`i _fUhj`gY]b`_Ubbž`g]W
 ni `VYhY]`][Yb`i bX`Y]b`[i hYg` ; YgWÅZh`ni `a UW`Yb`"

8]Y`GhUXhj Yfk U`hi b[``Y[h`K Yfh`Ui Z`HfUbgdUfYbn`i bX` : U]fbYgg`
 ðZcfa Uh]cbYb`ni `XYb`5i ggW`fY]Vi b[Yb`g]bX`Ui Z]VUi "XY
 Yf\`À`h`i]W`ž`k c`i bhYfbY`a Yb`U`Y`bc`hk YbX][Yb`8YhU]`g`ni `XYb
 5bZcfXYfi b[Yb`i bX` : f]ghYb`bUW`YgYb`_ØbbYb`"Gc`k]fX
 g]W`Yf[YghY`hž`XUgg`XYf`[YgUa hY`Dfc`nYgg`XYb`Jcf[UVYb`XYg
 ÖZZYbh]W`Yb`6YgW`UZZi b[gk YgYbg`Ybhgd]W`hi bX`U`Y
]bhYfYgg]YfhYb` :]fa Yb`X]Y`7\UbW` \UVYbž`i a `X]Y`5i ZhfÀ[Y`ni
 _cb_i ff]YfYb`"

8]Y`HU[YgcfXbi b[`XYf` :]bUbnUi ggW`i ggg]hni b[`]gh]a
 F Uhg]bZcfa Uh]cbggmghYa `XYf`GhUXh`Y]bgY`VUfž`gc`XUgg
 6Øf[Yf]bbYb`i bX`6Øf[Yf`ghYhg`]bZcfa]Yfh`g]bX`ØVYf`X]Y`U`hi Y`Yb
 9bhk]W`i b[Yb`]b`]\fYf`GhUXh`"

8 YhU]`g	
C fh	Gdcfh\U`Y`]a `GdcfhZcfi a `Gc`↑ gž`K cghc_k Y[`%ž`\$, \$*`*`Nk]W_Ui ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nk]W_Ui "XY • Ui ggW`fY]Vi b[Yb! XYi hgW`UbX"XY • k k k "]VUi "XY

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