

GhYZUb '@i]hn. 'G_]ghUf'VYYbXYh'? Uff]YfY
i bX'V`]W_h'Ui Z'gWk YfY'NY]hYb'ni fØW_

GhYZUb '@i]hn'VYYbXYh'gY]bY'%) !Å\ f][Y'? Uff]YfY'ja 'G_]!
K Y'hW d'i bX'fYZY_h]Yfh'ØVYf'X]Y'< YfUi gZc fXYfi b[Yb'XYg
@Y]ghi b[ggdcfhg"



GWk UVYbž'8Yi hgW`UbX'!'GhYZUb '@i]hn'VYYbXYh'bUW'%)
Å\ fYb'gY]bY'? Uff]YfY'ja 'G_]!K Y'hW d''8Yf'' ' !Å\ f][Y
G_]fYbbZU\ fYfž'XYf'Ui g'GWk UVYb'ghUa a hž[UV'gY]bY
9bhgWY]Xi b['_Øfn`]W'ØVYf' bghU[fUa 'VY_Ubbh" ' b'gY]bYa
Ya ch]cbU'Yb'Dcgh'fYZY_h]YfhY '@i]hn'ØVYf'X]Y'dfÅ[YbXY'F c''Yž'X]Y
XYf'@Y]ghi b[ggdcfh]b'gY]bYa '@YVYb'[Ygd]Y'h'Uh''9f'\YVh'gY]bY
9fZc'[Y'\Yfj c fž'XUfi bhYf'nY\ b'DcXYghd'ÅhnY'ja 'K Y'hW d'i bX
Y]bYb'G]Y[ž'gck]Y'A YXU]'Yb'VY]'HYUa !K Y'ha Y]ghYfgWUZhYb'i bX
gY]bY'HY]'bU\ a Y'Ub'XYb'C`ma d]gWYb'Gd]Y'Yb'&\$%("

8]Y'9bhgWY]Xi b[ž'X]Y'? Uff]YfY'ni 'VYYbXYbž'ZÅ`h'@i]hn'b]W h
'Y]W h''9f'VYhc b hž'XUgg']\ b'XYf'K Y['Xi fW'XYb'@Y]ghi b[ggdcfh
b]W h'bi f'U'g'5h\ 'Yhž'gcbXYfb'Ui W'U'g'A YbgW'[YZcfa h'\Uh''8]Y

<YfUi gZcfXYfi b[Yb'fY]Wk hYb'j cb'gWk YfYb'J Yf'Yhni b[Yb'V]g'\b
ni 'dgmW]gWYb'6Y'Ughi b[Yb'"9bh[Y[Yb'XYa 'cZh
['Ua cf]g]YfYbXYb'6]'X'XYg'@Y]ghi b[ggdcfhg'VYgWfY]Vh'@]hn'X]Y
XUa]hj YfVi bXYbYb'F ØW_gW'À[Y' i bX'XYb'ghAbX][Yb'8fi W_ž'XYf
Ui Z5h\`YhYb'`UghYh'"8]Yg']gh'Y]b'H\Ya Už'XUg'Ui W']b'XYf'U_hi Y`Yb
8]g_i gg]cb'ØVYf'X]Y'a YbhU'Y'; Ygi bX\Y]hj cb'GdcfhYfb
ni bY\ a YbX'6YUWkhi b['Z]bXYh"

8]Y 'GW UhhY b gY]hY b 'XY g '@Y]ghi b [ggdc fhg

K]Y '@]hn'gY'VghYfZU\ fYb'\Uhž'_Àa dZYb'j]Y'Y '@]ghi b[ggdcfhYf
a]h'Y]bYf'J]Y'nU\`j cb'_ØfdYf'Wk Yb' i bX'dgmW]gWYb'DfcV'Ya Yb"
K À\ fYbX'gY]bYf'? Uff]YfY'a i gghY '@]hn'k]YXYf'c'h'J Yf'Yhni b[Yb
ØVYfghY\Ybž'XUfi bhYf'a Y\ fYfY' ?fYi nVUbXf]ggYž' i bX'Y]bY
gWk Yfk]Y[YbXY'6UbXgWY]VYbcdYfUh]cbž'X]Y'\a 'X]Y'HY]'bU\ a Y
Ub'XYb'C`ma d]gWYb'Gd]Y'Yb'&\$&'j Yfk Y\fhY'"Gc`WY
J Yf'Yhni b[Yb' i bX'X]Y'XUa]hj YfVi bXYbYb'F ØW_gW'À[Y' ghY`Yb
b]Wk h'bi f'X]Y'gdcfh]WY' ? Uff]YfY'Ui ZX]Y'DfcVYž'gcbXYfb'_ØbbYb
Ui W'X]Y'×Ybh]h'Ah'XYf'5h\`YhYb']b': fU[Y'ghY`Yb"

8]Y'a YbhU'Y'; Ygi bX\Y]h'ja 'DfcZ]!Gdcfh'k]fX'cZh'gh]Y Za ØhhYf'Wk
VY\UbXY'h'"9]bY'Ghi X]Y'nY][hž'XUgg%' !&\$i 'XYf'@Y]ghi b[ggdcfhYf
]a '@Ui ZY'\ fYg'@VYbg'Ub'8YdfYgg]cbYb''Y]XYbž' i bX'X]Y
8i b_Y'n]ZZYf'_ØbbhY'bcWk'\Ø\Yf'gY]b"'@]hn'gdf]Wk h'cZZYb'ØVYf'X]Y
Ya ch]cbU'Yb'<YfUi gZcfXYfi b[Ybž'X]Y'Yf'k À\ fYbX'gY]bYf'? Uff]YfY
Yf'YVh'\Uh'"9f'k Ufbhj cf'XYa '8fi W_ž' i bhYf'XYa '5h\`YhYb'ghY\Yb
i bX'Yfa i h][h'XUni ž'ØVYf'a YbhU'Y'GWk]Yf][_Y]hYb'ni 'gdFYWYb"
8Yf'5i ghUi gW'ØVYf'gc`WY'H\Ya Yb'_ØbbhY'XUni 'VY]hfU[Ybž'XUg
cZh'hUVi]g]YfhY': Y'X'XYf'a YbhU'Yb'; Ygi bX\Y]h'ja 'Gdcfh'ni
Ybhgh][a Uh]g]YfYb"

9]b' bYi Yg'? Ud]hY`'c\ bY' GhUfhbi a a Yf

A]h'XYa '9bXY'gY]bYf'K Yh_Ua dZ_Uff]YfY'_ØbX][h'@]hn'Ubž'Y]b
bYi Yg'? Ud]hY`']b'gY]bYa '@VYb'ni 'VY[]bbYb'"9f'n]Y\hY]bY
d cg]hj Y'6]'Ubn' i bX'k]fX'X]Y'nU\`fY]Wk Yb'9f]bbYfi b[Yb' i bX
9fZU\fi b[Ybž'X]Y'Yf'[Ya UWk h'\Uhž'a]hbY\ a Yb'"GY]bY'; YgWk]Wk hY
]gh'Ui W'Y]b'5i Zfi Z'Ub'X]Y'; YgY`gW UZž'g]Wk'ghAf_Yf'a]h'XYb

a YbhU`Yb'; Ygi bX\Y]hgZfU[Yb`ja `@Y]ghi b[ggdcfh
 Ui gY]bUbXYfni gYhnYb""8Yf'€7` \Uh`VYfY]hg`* (\$`GhfYggcFYb
]XYbh]Zn]Yfhž`X]Y`5h\`YhYb`[YZ\`fXYb`_ÖbbYbž`i bX`Yg`[]Vh`Y]bYb
 _`UfYb`6YXUfZ`Ub`VYggYfYf`i bhYfghØhni b[`i bX`: fØ\Yf`_Ybbi b[
 j`c b`dgmW]gWYb`9f`_fUb`_i b[Yb"

8]Y`<YfUi gZcfXYfi b[Ybž`X]Y`@]m`YfZU\ fYb` \Uhž`g]bX`X]Y`F`YU`]hÅh
 j]Y`Yf`5h\`YhYb`i bX`i bhYfghfY]WYb`X]Y`8f]b[`]W`_Y]hž`Y]bYb
]bhYfX]gn]d`]bÅfYb`5bgUhn`]b`XYf`Gdcfha`YX]n]b`ni`ZØfXYfb""8]Y
 JYfV]bXi b[`nk]gWYb`d`mg]gWYf`i bX`dgmW]gWYf`; Ygi bX\Y]h`]gh
 i bhfYbbVUf`i bX`gc``hY`]b`XYf`gdcfh`]WYb`5i`gV`Xi b[`i bX
 6YhfYi i b[`ghÅf`_Yf`VYfØW_g]W h][h`k`YfXYb""@]m`9bhgWY]Xi b[ž
 gY]bY`?Uff]YfY`ni`VYYbXYbž`ZØ\fh`XUni`ž`XUgg`Yf`g]W`bi`b`Ui`Z`X]Y
 6YXYi hi b[`XYf`a`YbhU`Yb'; Ygi bX\Y]h`ZØf`5h\`YhYb`_cbnYbhf]Yfhž
 k]Y`Ui`W`UbXYfY`GdcfhYfž`X]Y`Å`b`]WY`<YfUi`gZcfXYfi b[Yb
 [Ya`Y]ghYfh`\UVYb"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
I`f`g`U`W`Y	GWk`YfY`J`Yf`Yhni`b[`Ybž`F`ØW_gW`Å[`Yž` Nk`Y]ZY`ž`GhÅbX][`Yf`8`fi`W`_
C`f`h	GWk`UVYbž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "Vf"XY • gdcfhUYfnhYnY]hi b["Wĉa

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