

K Y]a Uf`VY[Y]ghYfh. `?]bXYf!6Ug_YhVU`` Ui Z`XYa `J cfa UfgWk °

K Y]a Uf`ZY]Yfh`9fZc`[Y`]a `6Ug_YhVU``a]h! %(!A Y]ghYfgWk UZhž
bYi Yb`BUWk i Wk!7Ua dg`i bX`Y]bYf`dcg]hj Yb`9bhk]W_`i b[
]a `A`XWkYbVYfY]Wk "



K Y]a Ufž`8Yi hgWk`UbX`!`ϕ`K Y]a Uf`nY][h`g]Wkž`XUgg`6Ug_YhVU``
U``Yg`UbXYfY`U`g`Y]b`B]gWkYbgdcfh`]gh``5VhY`]i b[g`Y]hYf`A]WkUY`
GWk i`m`gdf]Wk`h`j`cb`Y]bYa `dcg]hj Yb`HfYbXž`XYf`X]Y
⋈ [YbXUVhY`]i b[`j`cb`7i`hi`fY`7]hm`K Y]a Uf`dfA[h``ϕ`gVYgcbXYfY
X]Y`a`Abb`]WkY`i`%(`XYg`<GJ`K Y]a Uf`\Uh`Y]bYb`; fi bX`ni`a
: Y]Yfb.`G]Y`\UVYb`X]Y`H\Øf]b[Yba`Y]ghYfgWk UZh[Yk`cbbYb`i`bX
]\fYb`H]hY`YfZc`[fY]Wk`j`YfhY]X][h``8]YgY`9fZc`[Y`nY][Ybž`k]Y`X]Y
GhUXh`]\fY`?]bXYf`ZØf`XYb`6Ug_YhVU``VY[Y]ghYfh`i`bX`bUWk`\U`h][
ZØfXYfh`

6YgcbXYfg`\Yfj`cfni` \VYb`]gh`X]Y`9bhk]W_`i`b[`XYg
⋈ [YbXVYfY]Wk`gž`X]Y`j`cf`g]YVYb`⋈]\fYb`]\fYb`5bZUb[`bU`a`"K]Y`
h`i`Yf]b[Yf!U``[Ya`Y]bY`"XY`VYf]Wk`hYhž`\Uh`7i`hi`fY`7]hm`K Y]a Uf

a]h`Yfk Y]`Y`nk Y]`HYUa g`]b`XYf`A]hY`XYi hgW`Yb`@[U`Ua`GhUfh"
8]Yg`gd]Y[Y`h`g]W`b]W`h`b`i`f`]b`XYf`6fY]hY`ž`gcbXYfb`Ui`W`]b`XYf`
E i`U`]h`h`XYg`Gd]Y`VYhf]YVg`k`]XYf`"

Dcg]h]j Yg`K UW`ghi a`]a`A`AXW`YbVYfY]W`

8cW`b]W`h`b`i`f`X]Y`a`Abb`]W`Yb`HYUa`g`nY][Yb`g]W`]Y]ghi`b[gghUf`_`
=a`j`Yf[Ub[YbYb`đ\`f`\Uh`g]W`]Ui`W`]XYf`A`AXW`YbVYfY]W`
YfZfYi`]W`]Yb`hk`]W`Y`h`"8Ug`N]Y`]gh`_`Uf.`K`Y]a`Uf`gc`""ni`Y]bYa`XYf`
Z0`fYbXYb`GhUbXcfhY`Z0f`A`AXW`YbVUg`YhVU`""b`H\0f]b[Yb`
Uj`UbW]YfYb`"8Ug`9b[U[Ya`Ybh]b`XYf`I`%(`i`bX`I`%*`YfZfYi`h`g]W`
[fc»Yf`6Y`]YVh\Y]hž`Ui`W`]k`Ybb`]a`]0b[YfYb`6YfY]W`ž`_`cb`_`fYh`VY`
XYb`I`%\$`ž`bcW`DchYbn]U`bUW`cVYb`VYghY`h`"5i`g`X]YgYa`]; fi`bX`
k`]fX`Ub[YghfYVhž`bcW`a`Y`\f`?]bXYf`Z0f`XYb`6Ug`YhVU`gd`cfh`ni`
VY[Y]ghYfb`"

=a`9fk`UW`gYbYbVYfY]W`]k`]fX`]bXYg`Y]b`bYi`Yf`HfU]bYf`Z0f`X]Y`
nk`Y]hY`A`AbbYfa`UbbgW`UZh]b`XYf`C`VYf`][U`[Ygi`W`h`"8]Y`
ni`_0bZh][Yb`<`YfUi`gZcfXYfi`b[Yb`g]bX`_`Uf`XYZ]b]Yfh`GhUV]`]h`h`]a`
đ`[YbXVYfY]W`]i`bX`X]Y`Zf0`nY]h][Y`6Y[Y]ghYfi`b[]Z0f`XYb`
6Ug`YhVU`""ni`Z0fXYfb`"

B UW`k`i`W`g!7Ua`dg`i`bX`9fZc`[Y`

đ`XYb`_`ca`a`YbXYb`Gca`a`YfZfY]Yb`X0fZYb`g]W`
6Ug`YhVU`VY[Y]ghYfhY`Ui`Z`nk`Y]gdUbbYbXY`7Ua`dg`ZfYi`Ybž`X]Y`
j`cb`7i`hi`fY`7]hm`K`Y]a`Uf`Ub[YVchYb`k`YfXYb`"J`ca`]+`"V]g`-`"đ`]
Z]bXYh`Y]b`]; Yf]YbdUgg!7Ua`d`Z0f`?]bXYf`nk`]gW`Yb`+`i`bX`%\$`đ\`fYb`
ghUhhž`k`cVY]X]Y`5ba`Y`Xi`b[]0VYf`X]Y`K`YVgY]hY`W`]hi`fYW]hm`XY`
a`0[]W`]gh`9]b`k`Y]hYfYg`Gca`a`YfWUa`dž`XUg`Z0f`U`_`h]j`Y`
Gd]Y`Yf]bbYb`i`bX`Gd]Y`Yf`j`cb`+`V]g`%*`đ\`fYb`_`cbn]d]Yfh`]ghž`Z]bXYh`
j`ca`("V]g`,`"5i`[i`gh`ghUhh`"

9]b`6`]W`]Ui`Z`X]Y`0b[ghYb`gd`cfh]W`Yb`9fZc`[Y`nY][hini`XYa`ž`XUgg`
X]Y`a`Abb`]W`Y`I`%*`6fcbnY`VY]a`];]bU`(!Hi`fb]Yf`]b`K`Y]a`Uf`
[Yk`cbbYb`\Uh`BUW`Y]bYf`B]YXYf`U[Y`[Y[Yb`6];`]; ch`U`]a`
<U`VZ]bU`Y`gYhnhYb`g]W`X]Y`đ`b[g]a`D`Uhn]Yfi`b[ggd]Y`[Y[Yb`I`GJ`
đ`bU`_`Uf`Xi`fW`"Ni`XYa`\UVYb`X]Y`I`%(`i`bX`I`%*`]a`GU]gcbj`Yf`Ui`Z`

ghc`n`Y]b][Y', VYfnU\`i b[Yb`ja `?UXYf`Ui Zk Y]gYb`_ÖbbYb"

B UWk i WgZÖfXYfi b[`]a `6Ug_YhVU`

8 Ug`H\Ya U`B UWk i WgZÖfXYfi b[`k]fX`ni bY\`a YbX`k]W]h][Yfž
b]W]h`bi f`]b`K Y]a Ufž`gcbXYfb`Ui W`Ui Z`bUh]cbU`Yf`9VYbY`"

VUg_YhVU`!Vi bX"XY`YVh`Yfj cfž`XUgg`XUg`gh]hi h`ZÖf

5b[Yk UbXhY`HfU]b]b[gk]ggYbgW UZh]b`@Y]dn][`Y]bY`i a ZUggYbXY

5i ZVYfY]hi b[`XYf`8UhYb`ni f`: ÖfXYfi b[`j cb

ž b]cfYbgdcfh`Yf]bbYb`]bg`@VYb`[Yfi ZYb`\Uh`8]Y`j cf[YghY`hYb

: UWhg\YYhg`gc`Yb`Y]bYb`_`UfYb`, VYfV`]W`ØVYf`X]Y

: ÖfXYfghfi `hi fYb`V]YhYb`i bX`nY][Ybž`k]Y

B UWk i Wggd]Y`Yf]bbYb`Ui Z`\fYa `K Y[`]b`X]Y`\Ö\YfYb`@[Yb

i bhYfghØhnh`k YfXYb"

8]Y`bYi Y`ghZcfa Uh]cbgVUg]g`gc f[h`XUZÖfž`XUgg`HfU]bYfž`5h\`YhYb

i bX`J YfY]bY`n]Y`[Yf]W]hYh`UfVY]hYb`_ÖbbYb`"5XUa `@[cW_]ž`XYf

Gdcfh]W]Y`@Y]hYf`XYg`8Yi hgW]Yb`6Ug_YhVU`6i bXYgž`i bhYfghfY]W]h

XYb`X]fY`_hYb`; Yk]bb`ZÖf`U`Y`5_hYi fY`]a `6Ug_YhVU`Xi fW`X]YgY

hfUbgdUfYbhYb`8UhYb"

gh`K Y]a Uf`Y[h`XYf`6U`XYZ]b]hj`[i hi bX`X]Y`5bnY]W]Yb`ghY\Yb

Ui Z`K UW]ghi a "`6Ug_YhVU`k]fX`\]Yf`b]W]h`bi f`[Ygd]Y`hž`gcbXYfb

Ui W`[Y`YVh`8]Y`K Y]a UfYf`g]bX`j c`Yf`HUhYbXfUb[`i bX`X]Y

Ni `i bZh`XYg`6Ug_YhVU`g`]b`XYf`GhUXh]g]Y\`hj]Y`j YfgdfYW]YbX`Ui g

`ni a]bXYgh`V]g`ni f`b`W]ghYb`A Y]ghYfgW UZh`

8YhU]`g	
C fh	K Y]a Ufž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\`i Yf]b[Yf!U`[Ya Y]bY"XY • k k k "W`hi fYW]hm"XY • k k k "VUg_YhVU`!Vi bX"XY

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