

Hi g_`ZcfXYfh`J YfhfUi Yb`]a `GY`a .
GW`]W_gU`gghi bXY`ZØf`X]Y`? cU`]h]cb`°

8cbU`X`Hi g_`ZcfXYfh`Ua`"%%" ħ b]`&\$&) `]a`dc`b]gW`Yb
DUf`Ua`Ybh`Y]b`J YfhfUi Ybgj`chi`a`ZØf`gY]bY`FY[]Yfi`b[ži`a
XYa`c_fUh]gW`Y`?cbhfc`Yb`ni`gh`f_Yb"



K UfgW`Ui`ž`Dc`Yb`!`5a`"%%" ħ b]`&\$&) `Uh`8cbU`X`Hi g_`Y]bY
J YfhfUi YbgUVgh]a`a`i`b[`]a`dc`b]gW`Yb`DUf`Ua`Ybh`fGY`a`Ł
[YZcfXYfhž`X]Y`i`a`%*`I`f`VY[cbbYb`Uh"i`fgdfØb[`]W`k`Uf`X]Y
5Vgh]a`a`i`b[`ZØf`%(`I`f`Ub[YgYhnhž`k`i`fXY`YXcW`Ui`Z[fi`bX
i`a`ZUb[fY]W`Yf`fU[Yb`gY]hYbg`XYf`5V[YcfXbYhYb`j`YfgW`cVYb"
Hi g_`nY][h`g]W`cdh]a`]gh]gW`ØVYf`XYb`5i`g[Ub[`XYg`J`chi`a`gž`XUg
ZØf`b`Y]bYb`k`]W`h[Yb`GW`f]h`XUfghY`hž`i`a`X]Y`GhUV`]h`h`gY]bYf
FY[]Yfi`b[`ni`XYa`cbghf]YfYb`"8]Y`dc`h]gW`Y`G]hi`Uh]cb`Uh`g]W
VYgcbXYfg`bUW`XYb`Øb[ghYb`Df`g]XYbhgW`UZh`gk`U`Yb
XfUa`Uh]gW`j`Yf`b`XYfhž`]b`XYbYb`?Ufc`BUk`fcW_]j`cb`XYf
bUh]cbU`_cb`gYfj`Uh]j`Yb`D]G!DUfhY`X]Y`K`U`[Yk`cbbYb`Uh`"8]Yg
Uh`Hi`g_`j`YfUb`Ugghž`X]Y`J`YfhfUi`YbgZfU[Y`ni`ghY`Yb`ž`i`a`gY]bY
bYi`Zcfa`]YfhY`?cU`]h]cb`ni`ZYgh][Ybž`X]Y`Ui`g`dfc`!Yi`fcd`gW`Yb

DUfhY]Yb`VYghY\h"

: Øf`X]Y`5Vgh]a a i b[`]gh`Y]bY`A]bXYghUbnU\`j cb`&' \$
5V[YcfXbYhYb`YfZcfXYf`]Włżk Ug`Yhk U`XYf`<`À`ZnY`XYf
5V[YcfXbYhYb`Yb hgd f]Włh"6Y]`XYf`G]hni b[`k UfYb`a]h`&* +
5bk YgYbXYb`Y]b`FY`cfX`j cb`5V[YcfXbYhYb`]a`GY`a`ni
j YfnY]WłbYb" `>XcWł`V`]YV`X]Y`D]G!DUfhY]ž[`Y`Y]hYh`j cb`>f`cg Uk
?UWłm g_]ž`XYf`8YVUhhY`ZYfbž`k Ug`\YZh][`Y`?f]h]_`bUWł`g]Wł`nc["
Hi g_`VYb`Øh][`h`ni f`6Ygh`Åh][`i b[`gY]bYf`FY[`]Yfi b[`a Y`f`U`g)` \$
DfcnYbh`XYf`Gh]a a Ybž`i a`XUg`J YfhfUi Ybgj chi a`ni`VYghY`Yb`"
8YfnY]h`\`À`h`Hi g_`&(`&`XYf`]bg[YgUa h`(*`\$`G]hY`]a`i bhYf`U`i gž
k Ug`Y]bYa`5bhY]`j cb`i) &ž*`DfcnYbh`Yb hgd f]Włh"

8]Y`<`YfUi`gZcfXYfi`b[`Yb`XYf`bYi`Yb`?`cU`]h]cb

8]Y`dc`]h]gWłY`@UbXgWłUZh]b`Dc`Yb`\`Uh]g]Wł`bUWł`XYb
DUf`Ua`Ybhgk`U`\`Yb`]a`C`_hc`VYf`&\$&'`Yf`\YV`]Wł`[`Yk`UbXY`h`
C`V`k`c`\`X]Y`FYWł`h`i`b`X`i`YfYWł`h][`_Y]h`DUfhY]`fD]Gł`a`]h`Yhk`U`i`) ž(
DfcnYbh`XYf`Gh]a a Yb`gh`Åf`_ghY`?`fUZh`k`i`fXYž[`Y`Ub[`Yg`]`f`b]Wł`hž
X]Y`UVgc`i`hY`A`Y`f`\`Y]h`ni`Yfn]Y`Yb"8]Y`6Øf[`Yf`_cU`]h]cb`fP`C`łž`X]Y
a`]h`_bUdd`i`%`DfcnYbh`X]Y`nk`Y]hgh`Åf`_ghY`DUfhY]`ghY`hYž`ni`gUa`a`Yb
a`]h`k`Y]hYfYb`dfc!`Yi`fcd`Å]gWłYb`DUfhY]Ybž`V]`XYhY`gWł`]Y»`]Wł`Y]bY
bYi`Y`?`cU`]h]cbž`X]Y`XYb`5VVUi`XYa`c`_fUh]gWłYf
?`cb`hf`c`a`YWł`Ub]ga`Yb`fØW_]`Å`b[`][`a`UWłYb`a`ØWł`hY"J`cf`X]YgYa
<]bhYf[`fi`b`X`ghY`h`X]Y`?`cU`]h]cb`Y]bY`Yfbgh`UZhY`<`YfUi`gZcfXYfi`b[
ZØf`X]Y`D]G`XUfž`X]Y`i`bhYf`XYa`gWłY]XYbXYb`Df`Åg]XYbh`5bXfnY`^
8i`XU`]`fY`A`UWł`h`dcg]h]cb]Yfh`\`UhhY"

8]Y`dc`]h]gWłYb`GdUbbi`b[`Yb`\`UVYb`g]Wł`]b`XYb`Y`hnhYb`A`cbUhYb
j`YfgWł`Åf`Zhž`]bgVYgcbXYfY`Xi`fWł`?`cbZ]_hY`ØVYf`ghUUh]WłY`A`YX]Yb
i`b`X`X]Y`9bh`Uggi`b[`j`cb`ZØ`fYbXYb`DYfg`Øb`]Wł`_Y]hYb`]b
5i`Zg]Wł`hg[`fYa`]Yb`Xi`fWł`X]Y`FY[`]Yfi`b[`""8]YgY`G]hi`Uh]cb`\`Uh`ni
DfchYghYb`i`b`X`ÖZZ`b`h]WłYb`8Ya`cbghfUh]cbYb`[`Y[`Yb`X]Y`bYi`Y
FY[`]Yfi`b[`j`cb`Hi`g_`[`YZØ`f`h"8Ug`J`YfhfUi`Yb`]b`X]Y`9ZZ]n]Ybn`XYf
FY[`]Yfi`b[`]gh`Ub[`Yg]Wł`hg`XYf`\`c`Yb`&Z`Uh]cb`i`b`X`Ub`\`U`hYbXYf
<`YfUi`gZcfXYfi`b[`Yb`VY]`XYf`š`gh]nfYZcfa`i[`Ygi`b`_Ybž`k`Ug`XYb
8fi`W_`Ui`Z`Hi`g_`k`Y]hYf`Yf`\`Ø`h"

8]Y `Ni _i b Zh`XYf`dc`b]gW\ Yb `Dc`h]_

8]Y `bÅW ghYb `GW f]hhY `]b `XYf`dc`b]gW\ Yb `Dc`h]_`_ÖbbhYb
 YbhgW\ Y]XYbX`ZØf`X]Y`GhUV`]hÅh`XYf`FY []Yfi b[`Hi g_g`gY]b""9]b
 GW\ Y]hYfb `XYf`J YfhfUi YbgUVgh]a a i b[`_ÖbbhY`X]Y`D]G`XUni
 Yfa i h][Ybžj Yfgi W\ YbžA]h[`]YXYf`Hi g_g`?cU`]h]cb`UVni k YfVYb
 i bX`XYfYb`GhUV`]hÅh`ni `i bhYf[fUVYb"@YmhYbX`]W\ `]gh`X]Y
 G]hi Uh]cb`Ui W\ `Y]b`bX]_Uhc f`ZØf`X]Y`Gh]a a i b[`]b`XYf
 6Yj Ö`_Yfi b[žX]Y`[YfUXY`]b`5bVYhfUW\ h`XYf`Ub`U`hYbXYb
 k]fhgW\ UZh]W\ Yb`DfcV`Ya Y`i bX`XYf`i bni Zf]YXYbghY`YbXYb
 FY []Yfi b[g\UbX`i b[Yb`nk]Y[YgdU`hYb`]gh`Hi g_g]Y\`h`X]Y`\Yi h][Y
 5Vgh]a a i b[`U`g`Y]bY`A Ö[`]W\ _Y]hž`b]W\ h`bi f`gY]bY`Y][YbY`Dc`h]_
 ni `VY`U`i dhYbž`gcbXYfb`Ui W\ `X]Y`dfc!Yi fcdÅ]gW\ Yb`K YfhY`]b
 Dc`Yb`ni `VYk U`fYb"

8]Y `dc`h]gW\ Yb`9bhk]W`_i b[Yb`]b`Dc`Yb`gd]Y[Y`b`b]W\ h`bi f
 bUh]cbU`Y`HfYbXg`k]XYfž`gcbXYfb`g]bX`Ui W\ `HY`]Y]bYg`[fÖ» YfYb
 Yi fcdÅ]gW\ Yb`?cbhYi hYgž`]b`XYa `XUg`@UbX`k Y]hYf\]b`Y]bY
 \YfUi gfU[YbXY`F c`Y`gd]Y`h`8]Y`_cbh]bi]Yf`]W\ Yb
 <YfUi gZcfXYfi b[Yb`]a `6YfY]W\ `XYf`FYW\ hgghUUh]W\ _Y]hi bX`XYf
 A YX]YbZfY`\Y]h`k YfXYb`j cb`XYf`9i `_f]h]gW\ `j YfZc`[h`i bX`XØfZhYb
 Ui W\ `]b`XYb`_ca a YbXYb`A cbUhYb`Y]bY`nYbhfU`Y`F c`Y`]b`XYf
 dc`h]gW\ Yb`8]g_i gg]cb`]b`Dc`Yb`Y]bbY`a Yb"

8 YhU]`g	
J c fZU`	K U`Yb
C fh	K UfgW\Ui ž`Dc`Yb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • hUn"XY • cghYi fcdU``dV!V k "XY

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