

6]V`]ch\Y_gVYgi W\Y`]b`GUW\gYb!5b\U`h
VfYW\Yb`F Y_c fXY` `NU\`Yb`ghY][Yb`°

6]V`]ch\Y_Yb`]b`GUW\gYb!5b\U`h`j YfnY]W\Yb`&\$&` `Y]bYb
5bgh]Y[`XYf`6Ygi W\Yf`i bX`5i g`Y]\Ybžk Å\fybX
BYi UbgW\UZZi b[Yb`g]b_Yb"



GUW\gYb!5b\U`hž`8Yi hgW\`UbX`!`8]Y`6]V`]ch\Y_Yb`]b`GUW\gYb!
5b\U`h`j YfnY]W\Yb`Y]bYb`YfZfYi `]W\Yb`5bgh]Y[`XYf
6Ygi W\YfnU\`Yb`"a` `]W\`&\$&` `VYgi W\hYb`ØVYf`%ž+, `A`j`]cbYb
A YbgW\Yb`X]Y`fi bX`%(\$`ÖZZYbh]W\Yb`6]V`]ch\Y_Yb`XYg
6i bXYg`UbXYgž`bUW\`Yhk U`%ž) - `A`j`]cbYb`]a` `]W\`&\$&`i bX`%ž(*
A`j`]cbYb`]a` `]W\`&\$&%ž`k]Y`ZUn"bYh`VYf]W\hYh"8]YgY`9bhk]W`i b[
nY][hž`XUgg`XUg` `hYfYggY`Ub`hYfUf]gW\Yb`i bX`a` YX]U`Yb
5b[YVchYb`i bj YfÅbXYfh`\cW\`]gh"

`h`XYf`[`Y]W\Yb`NY]hgh]Y[`X]Y`5bnU\`XYf`Ui g[Y[YVYbYb`A`YX]Yb
j`cb`_bUdd`(`ž` `A`j`]cbYb`]a` `]W\`&\$&`Ui`Z)`ž`&`A`j`]cbYb`]a` `]W\`
&\$&` " `6YgcbXYfg`?]bXYfVi W\`a`YX]Yb`YfZfYi Yb`g]W\`k`UW\gYbXYf
6Y`YVh\Y]h`Gc`k`i`fXYb`%)`*`"(`\$`\$`?)bXYfa`YX]Yb`Ui`g[Y`Y\Ybž`Y]b
5bgh]Y[`j`cb`a`Y\`f`U`g`&`"\$`\$\$`\$`[Y[YbØVYf`XYa` `J`cf`U\`f"

8]Y 'F c ``Y 'XYf': U\ fV]V`]c h\ Y _Yb

8]Y': U\ fV]V`]c h\ Y _Yb]b 'GUW\ gYb! 5b \U`hž`X]Y]b 'XYb 'Gh\XhYb
< U``Yž`A U[XYVi f['gck]Y]b 'XYb 'FY[]cbYb '5`ha Uf_`i bX`Xi fW\`X]Y
GhUXh`i bX`? fY]gV]V`]c h\ Y _Yb 'GU`nk YXY`i bX`C ghYfVi f['VYhf]YVYb
k YfXYbž`\UVYb 'YVYbZU`g`Ub '6YXYi hi b[' [Yk cbbYb" `G]Y
j YfnY]W\ bYhYb`ja 'ž\ f`&\$&' `ØVYf`&) - "+\$\$`9bh`Y\i b[Ybž`k Ug
Y]bYb '5bgh]Y [j cb`fi bX`&*") \$\$`ja 'J Yf[`Y]W\`ni `&\$&&`XUfghY`h"

Hfchn`XYg`5bgh]Y [g`]b 'XYf`Bi hni b[' []Vh`Yg`YXcW\`Ui W\
< YfUi gZcfXYfi b[Yb" `8]Y`NU\`XYf`BYi UbgW\ UZi b[Yb`]b 'XYb
6]V`]c h\ Y _Yb]gh[Ygi b_Ybž`j cb`ØVYf`%*") \$\$`A YX]Yb`ja 'ž\ f
&\$&&`Ui Zfi bX`%) "%`\$\$`]b`&\$&' " `8]Yg`k]fX`j cf`U``Ya `Xi fW\`X]Y
DfY]gghY[]Yfi b[Yb`VY]`6ØW\Yfbž`X]Y]b 'XYb`YhnhYb`j]Yf`V]g`ZØbZ
ž\ fYb`i a `Yhk U`&\$i `ni [Ybca a Yb`\UVYbž`gck]Y`Xi fW\`Y]bY
ghU[b]YfYbXY: ØfXYfi b[`Xi fW\`XUg`@UbX`VYX]b[h" `8]Y`?ca a i bYb
ghY\Yb`Z]bUb]Y``i bhYf`8 fi W_`i bX`_ØbbYb`\Äi Z[` _Y]bY
ni gÄh`]W\Yb`A]hY`VYfY]hghY`Yb"

: ØfXYfi b[`XYf`@YgY`_ca dYhYbn`i bX`X][]hU`Y
Bi hni b[

8]Y`6]V`]c h\ Y _Yb]b 'GUW\ gYb! 5b \U`h\ UVYb`g]W\`ni a `N]Y` [YgYhnhž
X]Y`@YgY`_ca dYhYbn`]bgVYgcbXYfY`VY]`?]bXYfb`i bX`: Ua]]Yb`ni
ZØfXYfb" `Dcg]hj ` \Yfj cfn ` \YVYb`]ghž`XUgg`UV`XYa 'ž\ f`&\$&' `X]Y
Bi hni b[`XYf`6]V`]c h\ Y _Yb`ZØf`U``Y`V]g`%, !ž\ f[]Yb`]b`A U[XYVi f[
_cgYb`cg`]ghž`k Ug`ni `Y]bYa `5bgh]Y [`XYf`5ba Y`Xi b[Yb`j cb
ž [YbX`]W\Yb [YZØ\ fh`\Uh" `8]Yg`gd]Y [Y`h`g]W\`Ui W\]b`XYf
ghY[]YbXYb`Bi hni b[j cb`X][]hU`Yb`A YX]Yb`k]XYfž`k c`ØVYf`%(" +\$\$
Bi hnyf`ja 'ž\ f`&\$&' `fY[]ghf]Yfh`k i fXYbž`ja 'J Yf[`Y]W\`ni `_bUdd
%(" %\$\$`ja 'ž\ f`&\$&&"

8]Y`BUW\ZfU[Y`bUW\`X][]hU`Yb`: cfa UhYb`\Uh`g]W\`YVYbZU`g
Yf\Ø\hž`a]h`_bUdd`* &\$`&\$`\$`5i g`Y]\Yb`ja 'ž\ f`&\$&' ž`X]Y
[Y[YbØVYf`Yhk U`) * (" +\$\$`ja 'ž\ f`&\$&&[Yk cbbYb`\UVYb" `8 Yf
[YgUa hY`6YghUbX`Ub`X][]hU`Yb`A YX]Yb`i a ZUggh`fi bX`%&&"+\$\$
H]hY`ž`XUfi bhYf`9! 6cc_gž`< ØfVØW\Yf`i bX`X][]hU`Y`A U[Un]bY" `8]Yg

ghY\h]a`9]b`Ub[`a`h]XYb`U_hi`Y`Yb`HfYbXgž`VY]`XYbYb`Bi`hnYf`
 ni`bY\`a`YbX`X][`]hU`Y`đZcfa`Uh]cbgei`Y`Yb`VYj`cfni`[`Ybž`YXcW\`X]Y`
 ghfi`_hi`f]YfhY`:`cfa`j`cb`6ØW\Yfb`YVYbZU`g`k`YfhgW\`ÀhnYb`"

GhUh]gh]gW\Y`9f\YVi`b[`Yb`i`bX`XYfYb` 6YXYi`hi`b[`

8]Y`@UbXYgghUh]gh]_`ZØf`XUg`6Yf]W\hg`U\`f`&\$&`k`i`fXY`
 ØVYfUfVY]hYhž`i`a`X]Y`5b[`YVchY`i`bX`X]Y`J`Yfgcf[`i`b[`XYf`
 6]V`]ch\Y`_Yb`]b`GUW\gYb!5b\U`h`hfUbgdUfYb`hYf`XUghY\Yb`ni`
 `UggYb`"8]YgY`đZcfa`Uh]cbYb`VUg]YfYb`Ui`Z`XYa`ghUh]gh]gW\Yb`
 6Yf]W\h`ni`f`6Yj`Ø`_Yfi`b[`gVYk`Y[`i`b[`i`bX`k`YfXYb`[`Ybi`hnhž`i`a`X]Y`
 Ni`[`Ub[`ga`Ø[`]W\`_Y]hYb`XYf`6]V`]ch\Y`_Yb`]b`XYb`j`YfgW\]YXYbYb`
 @UbX_fY]gYb`ni`j`YfXYi`h]W\Yb`"8]Y`**8Yi`hgW\Y`**
**6]V`]ch\Y`_gghUh]gh]_`V]YhYh`ni`XYa`i`a`ZUggYbXY`5i`gk`Yfhi`b[`Yb`
 ni`f`@Y]ghi`b[`gUbU`mgY`XYf`ØZYb`h]W\Yb`6]V`]ch\Y`_Yb`"**

A`h]X]YgYb`GhUh]gh]_Yb`k`]fX`Yg`a`Ø[`]W\`ž`V]V`]ch\Y`_Uf]gW\Y`
 @Y]ghi`b[`Yb`ni`j`Yf[`]Y]W\Yb`i`bX`XYfYb`9b`hk`]W`i`b[`]a`NY]hj`Yf`Ui`Z`
 ni`VYcVUW\hYb`"8]Y`,`VYfg]W\h`i`bX`X]Y`5i`gk`Yfhi`b[`]XYf`
 ?YbbnU\`Yb`XYf`6]V`]ch\Y`_Yb`bUW\`@UbX_fY]gYb`ghY`Yb`g]W\Yfž`
 XUgg`X]Y`6YXØfZb]ggY`XYf`6Yj`Ø`_Yfi`b[`]k`Y]hYf\]b`]b`XYb`:`c`_i`g`
 fØW`_Yb`i`bX`X]Y`5b[`YVchY`Yb`hgdYfW\YbX`Ub[`YdUggh`k`YfXYb`
 _ØbbYb`"

8]Y`6]V`]ch\Y`_Yb`]b`GUW\gYb!5b\U`h`ghY\Yb`U`gc`j`cf`XYf`
 <YfUi`gZc`fXYfi`b[`]ž`X]Y`ghY][`YbXY`B`UW\ZfU[`Y`a`]h`VY[`fYb`nhYb`
 F`Yggci`fW\`b`ni`VYk`À`h][`Yb`"8Yb`bcW\`nY][`Yb`X]Y`bYi`YghYb`
 GhUh]gh]_Ybž`XUgg`X]Y`@YgYfnU\`Yb`i`bX`XUg`đ`hYfYggY`Ub`@]hYfUhi`f`
 i`bX`6]Xi`b[`]ghYh][`k`UW\gYb`"

8YhU]`g	
J`c`f`ZU`	G`c`b`g`h][`Y`g
C`f`h`	GUW\gYb!5b\U`h`ž`8Yi`hgW\`UbX`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"ZUn"bYh` • `j`k`U`"gUW\gYb!Ub\U`h`XY`

8YhU]`g

- k k k "cYV]V"XY

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