

5`dYb`ja`Hci f]ga i gZ]YVYf. : Ua]`Yb`j cf
XYa`5VYbhYi Yf`BUhi f°

9bhXYW_Yb`G]Y`XYb`5`dYbhci f]ga i g. 9bhk]W`i b[Yb`gY]h`XYb
%-) \$Yfbž< YfUi gZcfXYfi b[Yb`ZØf`6Yhf]YVY`i bX`bUW\`U`h][Y
Ni`_i bZhgdyfgdY`_hj] Yb"



5`dYbž`² ghYffY]W\`!`5V`XYb`%-) \$Yf`đ\`fYb`Ybhk]W_Y`hY`g]W\`XYf
5`dYbhci f]ga i g`ni`Y]bYa`nYbhfU`Yb`6YghUbXhY]`XYg
I`f`Ui VgYf`YVb]ggYg`]b`9i`fcdU`" `đ`XYb`BUW`_f]Y[g`U\`fYb
j`YfgdØfhYb`j]Y`Y`A`YbgWYb`Y]b`ghUf`_Yg: Yfbk`Y\`i`bX`_cbbhYb
g]W\`Yfgha`U`g`VYgWY]XYbYb`I`f`Ui V`Y]ghYb`"8Yf`U`d]bY`F`Ui`a`V`ch
BUhi`fž`9f\`c`i`b[`i`bX`5VYbhYi`Yfž`i`bX`XUg`c\`bY`[`fc»Y
GdfUW`VUff]YfYb`": Øf`j]Y`Y: Ua]`Ybž`X]Y`Yfgha`U`g`]b`X]Y`5`dYb
fY]ghYbž`VYXYi`hYhYb`X]Y`6Yf[`Y`Y]bY`A`]gW\`i`b[`Ui`g`ni`<`Ui`gY
i`bX`k`Y]h`k`Y[`"K`À\`fYbX`g]Y`XYb`a`ÀW\`h][`Yb`;`fc»[`c`W`bYf`j`cf
g]W\`YfV`]W`_hYbž`V`]YV`XYf`5`hU[`\`b]hYf`]\`bYb`"Ni`Zf]YXYb\`Y]h`a`]h
[`Yf]b[`Ya`?`ca`Zcfh`k`Uf`X`Ua`U`g`U`_nYdh]Yfhž`k`c`VY]`XYf`":`c`_i`g`Ui`Z
9f`YVb]ggYb`U[`"8]Yg`k`]fX`]b`XYf`8`c`_i`a`YbhUh]cb`j`cb`5`F`8
A`YX]Uh\`Y`_Y]bXfi`W`_gj`c`Z`Ygh[`Y\`U`hYb"

<Yi hY`jgh`XYf`5`dYbhci f]ga i g`Y]bY`VYXYi hYbXY`9]bbU\`a Yei Y``Y
ZØf`X]Y`FY[]cbž`a]h`À\`f`]W\`fi bX`%&\$`A]``]cbYb`l`f`Ui VYfb``@Ui h
XYa`Hci f]ga i gZc`fgW`Yf`A]_Y`DYhYfg`V]YhYb`B UW\`U`h][]_Y]h`i bX
j`Yf`Àb[YfhY`GU]gcbYb`bYi Y`7\`UbW`b`ZØf`X]Y`Hci f]ga i gk]fhgW`UZn`
8Yf`5`dYbhci f]ga i g`\`Uh`g]W\`YXcW`j`cb`Y]bYa`YI`_`i`g]j`Yb`N]Y`
ZØf`K`c`\`\`UVYbXY`ni`Y]bYa`A`UggYbhci f]ga i g`Yb`hk]W`Y`h```
X]YgYa`Ni`gUa`a`Yb\`Ub[]`[YbYf]Yfh`XYf`Hci f]ga i g`Y]bY`X]fY`_`hY
K`YfhgW`ØdZ`b[]`j`cb`&\$`A]``]UfXYb`9i`fc`À\`f`]W`ž`k`Ug`]b`FY[]cbYb
k]Y`H]fc`ni`%+i`XYg`6`Ð`i`bX`]b` ; YgUa`h`ØghY`ffY]W\`ni`+i
VY]hf`À[h`

5`_`hi`Y``Y`<`YfUi`gZc`fXYfi`b[`Yb`]a 5`dYbhci`f]ga`i`g`

CVk`c`\`X]Y`Hci f]ga i g]bXi`ghf]Y`]b`XYf`5`dYbFY[]cb`ZUgh`k]YXYf
XUg`B`j`YUi`j`cf`XYf`7`cfc`bU!DUbXYa`]Y`YffY]W`h`\`Uh`i`&\$&&`k`i`fXYb
fi`bX`)`(*`A`j``]cbYb`B`ÀW`h][]b[Yb`j`YfnY]W`bYh`i`ghY\`Yb`j`]Y`Y
:`Ua`j`]YbVYhf]YVY`j`cf`Yf\`YV`]W`Yb`<`YfUi`gZc`fXYfi`b[`Yb``-`\$i
X]YgYf`6Yhf]YVY`\`UVYb`bi`f`k`Yb][]Y`A`]hUfVY]hYf`i`bX`_`Àa`dZYb`a`]h
\`c\`Yb`DfcXi`_`h]cbg!`i`bX`
ZfUghfi`_`hi`f`_`cghYb``Ni`XYa`[]Vh`Yg`V]g
9bXY`XYg`
U\`fnY\`bhg`Yhk`U` , "\$\$\$`i`bhYfbY\`a`YbgØVYf[UVYb`]a
;`Ugh`i`bX`6Y\`YfVYf[]b[g[Yk`YfVY`]b`^2`ghYffY]W`ž`k`cVY]`j`]Y`Y
B`UW`Zc`[Yf`_`Y]b`
hYfYggY`Ub`X]YgYb`6Yhf]YVYb`nY][]Yb``8]Yg`ZØ\`fh
b]W`h`gY`hYb`ni`GW`Y]Y»`i`b[Yb`ž`k`À\`fYb`X`Y]bY`\`c\`Y`GW`i`XYb`Ugh
i`bX`GUb]Yfi`b[gVYXUfZ`X]Y` , VYf[UVY`k`Y]hYf`YfgW`k`YfYb`"

9]b`[fUj`]YfYbXYg`DfcV`Ya`ghY``h`Ui`W`XYf`5fVY]hg_f`ÀZ`hYa`Ub[Y`
XUf``

`
6UmYfb`ZY`\`hYb`]a`
U\`f`&\$&`fi`bX`(`)`\$`\$`\$`5fVY]hg_f`ÀZ`hY`]a
Hci f]ga i gž`]b`XYf`GW`k`Y]n`Yhk`U`*`(`)`\$`\$``8]Y`6fUbW`Y`\`Uh`a`]h
Y]bYa`gW`YW`hYb`F`i`Z`U`g`5fVY]h[YVYf`ni`_`Àa`dZYbž`XYf`Xi`fW`X]Y
DUbXYa`]Y`j`YfgW`ÀfZ`h`k`i`fXY``
À\`f`]W`j`Yf`UggYb`V]g`ni`Y]bYa
J`]YfhY``U``Yf`6YgW`ÀZ`h][]hYb`X]Y`6fUbW`Yž`k`Ug`X]Y`GU]gcbU`]h`Àh
ni`g`À`h`n`]W`j`Yfgh`À`f`_`hi`bX`Y]b`l`b[`Y]W`[Yk`]W`h`]a`5fVY]hgUb[YVch
gW`UZZ`h`"

J`Yf`Àb`XYfhY`9fk`Ufhi`b[`Yb`XYf` ;`ÀghY`

8]Y'9fk Ufhi b[Yb'XYf'i f'Ui VYf'\UVYb'g]W\]bnk]gWYb'YVYbZU`g
 [Yk UbXY'h"; ÀghY'j Yf'Ub[Yb'a Y\ f'XYbb'Y'bUW\ZYI]V'Yb
 GbcfbcVYX]b[i b[Yb'i bX'bUW\U'h][Yb'5b[YVchYb"8Yf'HfYbX
 [Y\h'ni XYa '\]b'ni '5dUfha Ybhg'i bX'7\U'Yhgž'k Ug'X]Y
 6Y\YfVYf[i b[g'UbXgW\UZh'bUW\U'h]['j YfÀbXYfh"5i g'G]W\h'XYg
 ?`ja Uk UbXY'g' []Vh'Yg'<]bk Y]gY'XUfUi Z'XUgg'g]W\X]Y
 Hci f]ga i gghfÒa Y'VYY]bZi ggYb'i bX'GU]gcbYb'j Yf'Àb[Yfb
 _ÒbbhYb"

I a 'X]Y'Ni _i bZh'XYg'5`dYbhci f]ga i g'ni 'g]W\Yfbž'g]bX'i a ZUggYbXY
 A U» bU\ a Yb'YfZcfXYf'W\ "Bchk YbX]['g]bX'i bhYf'UbXYfYa .

- 5hfU_h]j]hÀh'ZØf'5fVY]hg_fÀZhY'i bX
 I bhYfbY\ a YbgbUW\Zc`[Yb'Yf\Ò\Yb
- 5i gV]'Xi b['i bX'?Uff]YfYdYfgdY_h]j Yb'j YfVYggYfb
- 9bhk]W_`i b['[Ubn'À\ f][Yf'hci f]gh]gW\Yf'5b[YVchY
- FYj]hU'g]Yfi b['j cb'; Ugh\Ài gYfb'U`g
 ?ca a i b]_Uh]cbgnYbhfYb
- @Ub[Zf]gh][Y'FY[]cbU'Ybhk]W_`i b[g_cbnYdhY'ni f'6U`UbW
 nk]gW\Yb'Hci f]ga i g'i bX'@YVYbgei U'hÀh
- BUW\U'h][_Y]hg_cbnYdhY'ni f'G]W\Yfi b['XYg'Hci f]ga i g

÷g[YgUa highY\h'XYf'5`dYbhci f]ga i g'Ub'Y]bYa '_f]h]gW\Yb'Di b_h"
 A]h'XYa 'K]ggYb'i a 'j Yf[Ub[YbY'9fZc`[Y'i bX'XYb
 <YfUi gZcfXYfi b[Yb'XYf'; Y[Ybk Ufh']gh'Yg'YbhgW\Y]XYbXž'Y]bY
 [fc»Y'J]g]cb'ni 'Ybhk]W_Y'bž'i a 'Ui W\]b'Ni _i bZh'j cb'XYb'5`dYb
 U`g'l f'Ui VgfY[]cb'dfcZ]h]YfYb'ni '_ÒbbYb"K Y]hYfY'÷Zcfa Uh]cbYb
 XUni 'V]YhYh'8Yf'DfU[a Uh]W'g"

8YhU]`g	
C fh	5`dYbž'2 ghYffY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k k k "UfXa YX]Uh\Y_"XY • k k k "XYfdFU[a Uh]W'g"Ŧca

6Ygi W\Yb'G]Y'i bg'Ui Z.'Y]bY!fY]gY"XY