

? fcUh]Yb`]b`XYf`? f]gY. `I f`Ui VYf`V`Y]VYb
ZYfb` `DfY]gY`YI d`cX]YfYb`

? fcUh]Yb`_Äa dZh`&\$&) `a]h`ghY][YbXYb`DfY]gYb`i bX
g]b_YbXYb`Hci f]ghYbnU`Ybž`k Ug`K]fhgWUZh`i bX`Hci f]ga i g
[YZÄ`fXYh"



? fcUh]Yb`!`? fcUh]Ybž`XUg`VY`]YVhY`I f`Ui Vgn]Y`ZØf`j]Y`Y`8Yi hgWYž
ghY`h`j c f`Y]bYf`Yfbgh`UZhYb`< YfUi gZcfXYfi b[.`8]Y`DfY]gY`ghY][Yb
i bX`X]Y`I f`Ui VYfnU`Yb`gW`k Ub_Yb`"J]Y`Y`9]b`Y]a]gWY`_ÖbbYb
g]W`a]h`Yfk Y]`Y`_Y]bYb`I f`Ui V`a Y`f`]a `Y][YbYb`@UbX`Y]ghYbž`gc
X]Y`U`Ufa]YfYbXYb`6Yf]W`hY`ØVYf`X]Y`U`_hi Y`Y`G]hi Uh]cb`"8Yf
Y`Y`a U`][Y`K]fhgWUZhga]b]ghYf`@1 Vc`ž fé]ā`U`h`X]Y
Hci f]ga i gdc`]h]_`XYf`Y`h`hYb`" \$`ž`U`fY`gW`UfZ`_f]h]g]Yfh`i bX`k Ufbhž
XUgg`? fcUh]Yb`gY]bYb`Hci f]ga i g` nYfghØfh`U`h`5`g`Y]bYb`XYf
<Ui dh[fØbXY`ZØ`fh`Yf`X]Y`9]bZØ`fi b[`XYg`9i fcg`]a `ž`bi Uf`&\$&'
Ubž`X]Y`XYb`DfY]gXfi W`_j YfghÄ`f`h`U`h`"

K]Y`X]Y`A Yf`_i f`k Y]hYf`VYf]W`hYhž`]gh`XYf`5bhY]`XYf`< chY`g`]b
? fcUh]Yb`]b`XYb`Y`h`hYb`nk Y]`ž`U`fnY`bhYb`[Ygi b_Ybž`k Ä`fYbX

df]j UhY`J Yfa`JYhi`b[Yb`ni`[Ybca`a Yb`\UVYb``8]YgY`9bhk`jW`i`b[
_ÒbbhY``Ub[Zf]gh[`X]Y`E`i`U`]hÀh`i`bX`6YghÀbX][`_Y]h`XYg
Hci`f]ga`i`ggY`_hcf`g[`YZÀ\`fXYb``C`_hcVYfž`XYf`U`g`A`c`bUh`ZØf`Yf\`Ò\`hY
6i`W`i`b[gnU\`Yb`[`]hž`b]YXf][`Y`:`i`_hi`Uh]cb`VY]`XYi`hgW`Yb
Hci`f]ghYb`i`bX`ghU[`b]YfYbXY`9]bbU\`a`Yb`Ui`g`8Yi`hgW`U`bX`g]bX
YVYbZU``g`5`Ufa`nY]W`Ybž`X]Y`ž`fé]ā`Ui`ZhY][`h``

DfY]gUbgh]Y[`ZØ\fh`ni`DfcV`Ya`Yb

8]Y`@U[`Y`k`]fX`Xi`fW`X]Y`ghY][`YbXYb`DfY]gY`k`Y]hYf`j`YfgW`ÀfZh"
@Ui`h`XYf`_fcUh]gW`Yb`B`Uh]cbU`V`Ub`_`g]bX`X]Y`DfY]gY`]b`?`fcUh]Yb`]b
XYb``Y`hhYb`XfY]`ž\`fYb`XcddY`h`gc`ghUf`_`[`Ygh]Y[`Yb`k`]Y`VY]`XYf
?`cb`_i`ffYbn`]a`A`]hhY`a`YYffUi`a`"`,`VYfhf]YVYbY`DfY]gYf\`Ò\`i`b[`Yb
a`UW`Yb`g]W`gdØfVUf`VYa`Yf`_VUf.`9]b`?`UZZY`_Ubb`bi`b`V]g`ni`*
9i`fc`_cghYbž`XYf`DfY]g`ZØf`Y]bY`HUI`]ZU\`fh`\`Uh]g]W`j`cb`*`\$`9i`fc`Ui`Z
%&\$`9i`fc`j`YfXcddY`h``8]YgY`DfY]ggW`fUi`VY`ZØ\`fh`ni`Y]bYa
a`Yf`_]W`Yb`F`ØW`_`Ub[`X`Yf`6Ygi`W`YfnU\`Ybž`XU`]a`a`Yf`a`Y`\f
dchYbn]Y``Y`;`ÀghY`Ui`gV`Y]VYb``

K`]fhgW`UZhga`]b]ghYf`5bhY`Gi`gb`Uf`\`Uh`XU\`Yf`X]Y`6fUbW`Y
Ui`Z[`Y`ZcfXYfhž`X]Y`DfY]gY`ni`ØVYfXYb`_Ybž`i`a`k`Y]hYfYb
F`ØW`_`Àb[`Yb`Yb`h[`Y[`Ybni`k`]f`_Yb``Ni`XYa`VYf]W`hYb`Hci`f]ghYb`j`cb
hY]`k`Y]gY[`Øbgh][`YfYb`8]YbghY]ghi`b[`Yb`ZØf`A`Ub]_ØfYb`U`g`]b`]YfYb
<Y]a`Uh`ÀbXYfbž`k`Ug`X]Y`DfY]gi`bhYfgW`]YXY`]bbYf\`U`V`?`fcUh]Ybg
i`bhYfghfY]W`h``8]Y`?`cga`c`VYf]W`hYhž`XUgg`Ui`W`6cchghci`f]ghYb`]b
Gd`]h`k`Yb][`Yf`@Y[`Yd`ÀhnY`Vi`W`Yb`i`bX`j`Yfa`Y\`fh`gY`Vgh`_cW`Yb"
8]YgY`HfYbXg`gc`f[`Yb`XU`ZØfž`XUgg`X]Y`;`Ughfcbca`]YVfUbW`Y
ni`bY\`a`YbX`i`bhYf`8fi`W`_ghY\`hi`bX`j`]Y`Y`;`Ughfcbca`Yb`X]Y
DfY]gYf\`Ò\`i`b[`Yb`a`]h[`Ygh]Y[`YbYb`F`c\`ghc`Z]i`bX`BYVYb`_cghYb
fYW`hZ`Yfh][`Yb``

K`]fhgW`UZh`]W`Y`:`c`[`Yb`i`bX

A`Uf`_hhfUb`gdUfYbn

8]Y`F`Y[`]Yfi`b[`]gh`g]W`X`Yf`XfUa`Uh]gW`Yb`G]hi`Uh]cb`VYk`i`ggh``I`a
a`Y\`f`HfUb`gdUfYbn`ni`gW`UZZYbž`k`i`fXYb`]a`A`U]`&\$&)`bYi`Y
J`c`fgW`f]ZhYb`Y]b[`YZØ\`fhž`X]Y`9]bnY`\`ÀbX`Yf`XUni`j`YfdZ]W`hYbž

U_hi U`g]YfhY`DfY]g`ghYb`hÀ[`]W\`ja `bHyfbYh`ni `j YfÒZZYbh`]W\Yb"
8]YgY`A U»bU\`a Y`gc``XUg`J YfhfUi Yb`XYf`J YfVfUi W\Yf
ni fØW_[Yk `]bbYb`i bX`X]Y`DfY]ggYhni b[`ZU]fYf`[YghU`hYb"

5i W\`X]Y`k `fhgW\UZh`]W\Yb`5i gk `]f_i b[Yb`g]bX`b]W\h`ni
i bhYfgW\ÀhYb``@Ui h`XYa ` _fcUh]gW\Yb`GhUh]gh]_VØfc`gh]Y[Yb`X]Y
?cbgi a YbhYbdfY]gY`ja `đ`]i a `(ž%DfcnYbh`ja `J Yf[`Y]W\`ni a
J cf`U\`f""8]Y`8]g_fYdUb`n`nk `]gW\Yb`XYa `DfY]gUbgh]Y[`j cb`) \$i `i bX
XYf`?Ui Z_fUZhghY][Yfi b[`j cb`XYX][`]W\`%) i ` _ØbbhY`g]W\`ni `Y]bYa
k Y]hYfYb`DfcV`Ya `Ybhk `]W_Y`b""Hci f]ga i gYI dYfhY`A `UXYb`J YXf]g
k Ufbh`Zc`[`]W\ž`XUgg`X]YgY`J YfgW\]YVi b[Yb`Yf\YV`]W\Y`bY[Uh]j Y
5i gk `]f_i b[Yb`Ui Z`X]Y`6fUbW\Y`\UVYb`_ØbbYb"

?fcUh]Yb`\Uh]b`XYb`YhnhYb`đ\fyb`ghUf`_Ui Z`XYb`Hci f]ga i g
[YgYhnh``@Ui h`8UhYb`XYf`@AbXYf`8UhYb`\UhhY`XYf`Hci f]ga i g`j cf
XYf`7cfcbU_f]gY`Y]bYb`5bhY`]j cb`%- ž(, i `Ua
6fi h`cbUh]cbU`dfcXi `h`XYg`@UbXYg``a `đ\`f`%- -) ``U[Yb`X]Y
9]bbU\`a Yb`VY]- , , `A `]]cbYb`9i fcž`k À\fybX`g]Y`&\$&&`Ui Z`ØVYf
%\$`A `]]UfXYb`9i fc`Ubgh]Y[Yb""8Yf`Xi fW\gW\`b]h`]W\Y`5i ZYbh`U`h
i bX`X]Y`5i g[UVYb`j cb`Hci f]ghYb`g]bX`gca `]h`k `]W\h][Y`đX]_Uhc fYbž
X]Y`X]Y`5V\Ab[`][_Y]h`XYg`@UbXYg`j ca `Hci f]ga i ggY`hcf
Ui ZhY][Yb"

: Øf`&\$&) `cZh`X]Y`_fcUh]gW\Y`Hci f]ga i gVfUbW\Y`Ui Z`Y]bY`ghUf`_Y
<YfVgh`i bX`BYVYbgU]gcb`gck `]Y`X]Y`GW\UZZi b[`bYi Yf`5b[YVchYž
i a `X]Y`6Ygi W\Yf`ni fØW`ni [Yk `]bbYb""8cW\`cV`XUg`]b`5bVYhfUW\h
XYf`ghY][YbXYb`DfY]gY[`Y`]b[hž`V`Y]Vh`UVni k UfhYb"

8YhU]`g	
C fh	?fcUh]Yb
E i Y``Yb	<ul style="list-style-type: none">• k k k "a Yf_i f"XY• k k k "_cga c"Uh• k k k ""UYbXYfXUhYb"]bZc

6Ygi W\Yb`G]Y`i bg`Ui Z.`i bgYfY!\`chY`g"XY