

@]VYfU`Yf`Gca a YfYa dZUb[`]b
9VYfgk U`XY. `6]`Xi b[`ZØf`X]Y`Ni _i bZh
g]W\ Yfb °

@]VYfU`Yf`Gca a YfYa dZUb[`]b`9VYfgk U`XY`Ua `%, " ' ě `]' & \$ &) .
8]g_i gg]cb`ØVYf`6]`Xi b[gdc`h]_i bX`fY[]cbU`Y
<YfUi gZcfXYfi b[Yb"5ba Y`Xi b[`cZYZb"



5a `5`hYb`K U`nk Yf_`%ž`%* &&) `9VYfgk U`XYž`8Yi hgW\`UbX`!
9]b`gdUbbYbXYg`9j Yb`hghY`h]b`9VYfgk U`XY`VYj cf. `5a `%, " ' ě `]'
&\$&) ž`UV`%+" \$ `I \fž`UXYb`X]Y` : 8D`6Ufb]a `i bX`X]Y` : 8D
I W_Yfa Uf_`ni a `[Ya Y]bgUa Yb`@]VYfU`Yb`Gca a YfYa dZUb[`]bg
Hci f]ga i gnYbhfi a ` : Ua `]Yb[UfhYbž`5a `5`hYb`K U`nk Yf_`%ž`Y]b"
8]YgYf`5VYbX`]gh`b]W\`h`bi f`Y]b`[YgY`][Yf`5b`Uggž`gcbXYfb`Ui W\
Y]bY`Yfj cffU[YbXY` ; Y`Y[Yb`Y]hž`g]W\`ØVYf`X]Y`dc`h]gW\Yb
<YfUi gZcfXYfi b[Yb`ZØf`X]Y`fY[]cbž`6fUbXYbVi f[`i bX
8Yi hgW\`UbX`Ui gni hUi gW\Yb"8Yf`I W_Yfa Uf_Yf` : 8D!
?fY]gj cfg]hnYbXY`ž`c`Ga c`U_`i bX`6Ufb]a Yfg`A Ufh]b`<cYW`ZfYi Yb
g]W\`Ui ZnU`\fY]W\Y` ; ÅghY"

9]b`nYbhfU`Yg`H\Ya U`XYg`5VYbXg`k`jFX`X]Y`6]`Xi b[`gdc`h]_`gY]b"
6]`Xi b[`[`]h`U`g`GW`ØggY`ni`7\UbW`b[`]Y]W\`Y]hž
[`YgY`gW`UZh`]W`Yf`HY`]`UVY`gck`jY`k`fhgW`UZh`]W`Ya`9fZc`["`#`XYf
8]g_i`gg]cb`ni`a`H\Ya U`6]`Xi b[`]g]W`Yfb`"Ni`_i`bZh[`]YghU`hYb`"
E`i`U`]h`h`VfUi`W`h`_i`[`]Y`?`ØdZY`i`b]W`h`?`Øfni`b[`]Yb`k`YfXYb`i`bhYf
UbXYfYa`XYf`8D!6]`Xi b[`]gdc`h]_`Yf`F`U`ZH]YXYa`Ubbž`X]Y
J`c`fg]hnYbXY`XYg`@UbXYgY`hYfbVY]fUhYg`i`f]_`Y`A`Ui`YfgVYf[`]Yf`gck`jY
XYf`9VYfgk`U`XYf`GD8!@UbXhU[`]gUV[`]YcfXbYhY`?`i`fh`:]gW`Yf`ni`K`c`fh
`ca`a`Yb`"8Ug`N]Y`]gh``Uf`8]Y`HY]`bY`a`YbXYb`a`ØW`hYb`ØVYf`X]Y
<`YfUi`gZcfXYfi`b[`]Yb`gdfYW`Ybž`X]Y`XUg`6]`Xi b[`]ggmghYa`U`_hi`Y`
dfÄ[`]Ybž`i`bX`K`Y[`]Y`Z]bXYbž`i`a`Y]bYb`BY[`]Uh]j`hfYbX`i`a`ni`_`Y`fYb`"

6]`Xi b[`]U`g`GW`ØggY`ni`f`Ni`_i`bZh

9]b`6`]W`_`Ui`ZX]Y`V]`Xi b[`]gdc`h]gW`Yb`Dcg]h]cbYb`XYf`fY]Yb
8Ya`c`_fUhYb`VYgh`h][`hž`XUgg`X]Y`6]`Xi b[`]i`bX`:]c`fgW`i`b[`]ni`XYb
k`Yfhj`c`ghYb`F`Yggci`fW`b`8Yi`hgW`UbXg`n`Ä`\`Yb`"#`XYb`Y`hnhYb
`X\`fYb`\`Uh]g]W`Y]b`BY[`]Uh]j`hfYbX`]a`6]`Xi b[`]ggmghYa`[`]YnY][`hž`XYb
Yg`i`bVYX]b[`]h`ni`k`YbXYb`[`]h`6]`Xi b[`]a`i`gg`YXYb`A`YbgW`Yb
i`bUV`\`Äb`][`]j`cb`gcn]U`Yf`<`Yf`_i`bZhž`YgW`YW`h`c`XYf`K`c`\`bc`fh
Yfa`Ø[`]W`Ybž`gY]b`j`c`Yg`DchYbn]U`ni`Yb`hZU`hYb`";`YbUi`X]YgY
I`bUV`\`Äb`][`]Y]hi`bX`7\UbW`b[`]YfYW`h][`]Y]h]g]bX`nYbhfU`Y
5b`Y[`]Yb`XYf`8Dž`k`jY`g]Y`b`j\`fYf`Dcg]h]cbgVYgW`fY]Vi`b[`]ni`f
6]`Xi b[`]ZYgh`U`hYb`"

8]Y`J`YfUbghU`hi`b[`]gh`ØZYb`h]W`i`bX`_`cghYb`ZfY]"`#`hYfYgg]YfhY
;`ÄghY`g]bX`\`Yfn`]W`Y]b[`]Y`UXYbž`g]W`U`_hj`i]b`X]Y`8]g_i`gg]cb
Y]bni`Vf]b[`]Yb`"9]bY`5ba`Y`Xi b[`]gh`a`Ø[`]W`i`bhYf`]bZc`4`ZXd!
VUfb]a`"XY`c`XYf`hY`YZc]gW`i`bhYf`\$%*`&!`+%`*`%-`,`,"`"

K`Yf`g]W`VYfY]hg`Y`hnh`Ui`ZX]Y`b`ÄW`ghYb`HYfa`]bY`ZfYi`hž`XUfZ`g]W
ni`XYa`Ui`ZY]bYb`k`Y]hYfYb`@]VYfU`Yb`Gca`a`YfYa`dZUb[`]Ua`" "`
GYdhYa`VYf`&\$`&(`ZfYi`Ybž`VY]`XYa`6]`Ub`8`!GUfU]ž`XYf`8D!
;`YbYfU`gY`_fYh`Äfž`U`g`<`Ui`dhfYXbYf`Ui`ZhfYhYb`k`jFX`"5i`W`X]YgYf
9a`dZUb[`]k`jFX]a`Hci`f]ga`i`gnYbhf`i`a`:]Ua`]Yb[`]UfhYb`ghUhhZ]bXYbž
i`bX`N]Y`k`jFX`gY]bž`U`_hi`Y`Y`<`YfUi`gZcfXYfi`b[`]Yb`ZØf`X]Y`F`Y[`]cb
[`]Ya`Y]bgUa`ni`Yf`ØfhYfb`<`]Yfni`g]bX`YVYbZU`g`U`Y`6`Øf[`]Yf]bbYb
i`bX`6`Øf[`]Yf`\`Yfn`]W`Y]b[`]Y`UXYb`"

J YfdUggYb`G]Y`b]W\h`X]Y`7\UbWž`U_hi Y``Y`H\Ya Yb`XYf
 6]`Xi b[gdc`h]_`]b`9VYfgk U`XY`\Ui hbU\`a]hni Yf`YVYb```≠f
 9b[U[Ya Ybhi bX`≠fY`Gh]a a Y`g]bX`[YZfU[h` `_ca a Yb`G]Y`j cfVY]
 i bX`Vf]b[Yb`G]Y`≠fY`≠Yb`a]h`

8YhU]`g	
C fh	5a `5`hYb`K U`nk Yf`_%ž`%* &&) `9VYfgk U`XYž 8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • VUfb]a !U_hi Y``"XY • ZXd!VfUbXYbVi f["XY • k k k "ZXd"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!VfUbXYbVi f["XY