

# Nj YfYj `cdh]a ]gh]gW\ .`K ]a V`YXcb!G]Y[ 3 K Ufi a `b]W\ h°

5`YI UbXYf`Nj YfYj `V`]W\_h`cdh]a ]gh]gW\ `Ui Z`K ]a V`YXcb`&\$&) ž  
hfchn`B]YXYf`U[ Y`]b`Ghi hh[ Ufh`"GY]bY`J cfVYfY]hi b[ Yb`]b`< U`Y  
ghUfhYb`VU`X"



K ØfnVi f[ ž`8 Yi hgW\ `UbX`!`-b`XYb`"YmhYb`HU[ Yb`k Uf`5`YI UbXYf  
Nj YfYj `k ]YXYf`]b`U`Yf`A i bXYž`i bX`XUg`b]W\h`bi`f`k Y[ Yb`gY]bYg  
Yb[ U[ ]YfhYb`Gd]Y`g" `8Yf`[ YVØfh][ Y`< Ua Vi f[ Yf`hfUh]a  
HYbb]gZ]bU`Y`j cb`Ghi hh[ Ufh`Ub`i bX`hfchn`XYf`:]bU`!B]YXYf`U[ Y  
[ Y[ Yb`XYb`i G!5a Yf]\_UbYf`HUm`cf`:]f]hn`a ]h` . \* ž`\* . +`f\$. +Ł`nY][ hY  
XYf`&) !`Ä`f][ Y`DfcZ][ fc»Y`Ni j Yfg]W\h`"GY]bY`Y][ YbY`5i ggU[ Y  
k Ä`fYbX`XYf`G]Y[ YfY`fi b[ ` ` =W`[ Yk ]bbY`gW\cb`K ]a V`YXcbž  
\_Y]bY`Gcf[ Y` `gcf[ hY`ZØf`Y]b][ Yg`5i ZgY`Yb`"5i ZX]Y`BUW`ZfU[ Yž  
k ]Y`Yfbgh`X]YgY`5bgU[ Y`k ]f`\_]W\`[ Yk YgYb`gY]ž`Ubhk`cfhYhY`Nj YfYj  
a ]h`Y]bYa`"Ägg][ Yb` K Ufi a `b]W\h3 `A U]bdcgh`VYf]W\hYh"

8Yf`↑ b[ Y`5h`Yh`VYhcbhYž`XUgg`Yf`X]Y`K cW\Y`]b`Ghi hh[ Ufh`U`g  
gY`f`dcg]hj] `Ya`dZUbX`"9f`ZØ`hYž`XUgg`Yf`U`Yg`Ui`g`X]YgYa

Hi fb]Yf\YfUi g[ Y\c`h\Uhžk Ug`bÒh][ `k Ufž`i a `g]W`cdh]a U`Ui Z  
XUg`bÀW`ghY`9j Ybh`]b`<U`Y`j cfnì VYfY]hYb`"8cfh`k ]fX`Yf`gY]b  
YfghYg`Gd]Y`[ Y[ Yb`XYb`l G!5a Yf`\_UbYf`A UfWłg`; ]fcb`VYghfY]hYb`"  
Nj YfYj `]gh`Ui W`XYf` , VYfnYi [ i b[ ž`XUgg`Yf`g]W`]b`<U`Y`bcW`  
k Y]hYf`ghY][ Yfb`\_Ubbž`i a `X]Y`VYj c fghY\YbXYb  
<YfUi gZcfXYfi b[ Yb`VYggYf`ni `a Y]ghYfb`"

## 9]b`6`]W`\_ni fØW`\_Ui Z`X]Y`? Uff]YfY

8]Y`?Uff]YfY`j cb`Nj YfYj ž`X]Y`]a `5`hYf`j cb`%` `đ\`fYb`VY[ Ubbž`]gh  
a ]h`nU\`fY]W`Yb`<Ò\Yb`i bX`H]YZb`[ Ygd]W`\_h`Ni `gY]bYb`[ fÒ» hYb  
9fZc`[ Yb`[ Y\`Òfh`X]Y`c`ma`d]gW`Y` ; c`Xa`YXU]`Y`]b`Hc`\_]c`&\$&\$  
gck`]Y`Y]bY`V]g`Ub[ ` \`ÒW`ghY`K`Y`hfUb[ `]ghYbd`Uhm]Yfi b[ `Ui`Z`D`Uhm`&  
]a `đ`b]`&\$&\$`"5`\_hi`Y`""Y[ h`Yf`Ui`Z`XYa``%&`"D`Uhmž`k`Ug`Ub[ Yg]W`hg  
gY]bYf`ZfØ\YfYb`9fZc`[ Y`Yhk`Ug`\]bhYf`XYb`9fk`Ufhi b[ Yb  
ni fØW`\_V`Y]Vh`GY]bY`GhUh]gh]\_Yb`gd]Y[ Y`b`Y]bY`J]Y`nU\`j`cb  
Ui`ZfY[ YbXYb`A`UW`Yg`i bX`Hi`fb]YfYfZc`[ Yb`k`]XYfž`X]Y`\b`]b`X]Y  
\c\Y`Gd\`ĀfYb`XYg`HYbb]g`VY`ZØfXYfh`\UVYb`"Gc`VYf]W`hYh`X]Y`  
**K`\_]dYX]U!GY]hY`ØVYf`nU\`fY]W`Y`k`Y]hYfY`Hi`fb]YfYž`]b`XYbYb`  
Nj`YfYj`]ghUf`\_Y`@Y]ghi`b[ Yb`nY][ Yb`\_cbbhY`"**

8]Y`9bhk`]W`\_i`b[ `gY]bYg`J`Yfa`Ò[ Ybg`]gh`YVYbgc`VYa`Yf`\_Ybgk`Yfh  
&\$&(`k`]fX`gY]b`J`Yfa`Ò[ Yb`Ui`Z` )`A`j`]cbYb`l`G!8c`"Uf`[ YgW`Āhnh`  
A`cbUh]W`\_Vf]b[ h`Nj`YfYj`ØVYf`&\$`\$`\$`\$`l`G!8c`"Uf`bUW`\_<Ui`gYž  
k`Ug`]b`]b`XYf`HYbb]gk`Y`h`ni`Y]bYa`XYf`[ i`hj`YfX]YbYbXYb`Gd]Y`Yf  
a`UW`h`"8]YgY`9f`ÒgY`\_ca`a`Yb`b]W`h`bi`f`j`cb`XYb`Hi`fb]Yfg]Y[ Ybž  
gcbXYfb`Ui`W`\_Xi`fW`\_5i`Zhf]hhY`i`bX`A`Uf`\_YbdUfhbYfgW`UZhYb`":`Øf`gc  
Y]bYb`↑`b[ Yb`?Yf`]gh`XUg`Y]bY`[ Ub`n`gW`ÒbY`Gi`a`a`Y`"Gc`nY][ h`X]Y  
GY]hY`**J`Yfa`Ò[ Yb`A`U[ Un]bY`ž`k`]Y`gW`bY`"?"Uff]YfY`i`bX`9fZc`[ `]b  
XYf`\Yi`h][ Yb`NY]h[ Y\Yb`\_ÒbbYb`"**

## 8Yf`K`Y[ `ni`a`K`]a`V`YXcb!Hf]i`a`d\

5dfcdcg`K`]a`V`YXcb.`Nj`YfYj``\Uh`]b`gY]bYf`V]g\Yf][ Yb`?Uff]YfY  
Xcfh]b`XYb`YhnhYb`đ\`fYb`b]W`h`X]Y`[ Yk`ØbgW`hYb`9fZc`[ Y  
YffY]W`Yb`\_ÒbbYb`"9f`\Uh`bcW`\_b]Y`XUg`5W`hY`Z]bU`Y`ØVYfghUbXYb`"  
8Ybbcw`\_V`Y]Vh`Yf`cdh]a`]gh]gW`ž`XUgg`]a`]b`X]YgYa`đ\`f`XYf  
[ fc»Y`K`i`fZ`[ Y`]b[ Yb`\_ÒbbhY`"8]Y`\_ca`a`YbXYb`K`cW`Yb`\_ÒbbhYb`"

YbhgWXY]XYbX'gY]bži a 'ZØf'XUg'Hi fb]Yf'fl '\$"'đ b]' '%' "'đ `]L'XYb  
 f]W'h][ Yb'GWk i b[ 'ni 'VY\_ca a Yb"'6YgcbXYfg'VYY]bXfi W\_YbX']gh  
 X]Y'?ca V]bUh]cb'Ui g'Nj YfYj g'Uh\`Yh]gWXYb': Å\][ \_Y]hYb'i bX'XYa  
 9]bZi gg'gY]bYf': Ua ]]Y/'gY]bY'9'hYfb'k UfYb'VY]XY'DfcZ]gd]Y`Yfž  
 i bX'Ui W'gY]b'Å'hYfYf'6fi XYf'A ]gWU'\Uh'g]W' ]b'XYf'HYbb]gk Y'h  
 Y]bYb'BUa Yb'[ Ya UW'h"

GY]b [ fc» Yg'N]Y`V`Y]Vh'XYbbcW' \_Uf.'Nj YfYj '\Uh'Y]bYb'K Yh`Ui Z  
 a ]h'XYf'NY]hi bX'XYb'VYghYb'Gd]Y`Yfb'XYf'K Y'hž'k cVY]'Yf'ghYhg'Y]b  
 [ i hYg'< ÅbXWXYb'XUZØf'\UhhYž'g]W'Ui ZXYf'[ fc» Yb'6Ø\ bY'ni  
 dfÅgYbh]YfYb"'9g'V`Y]Vh'gdUbbYbX'ni 'gY\Ybž'cV'Yf'VY]'K ]a V`YXcb  
 YbX']W'XYb'Gdfi b[ 'i bhYf'X]Y'VYghYb'Gd]Y`Yf'gWUZYb'\_Ubb'i bXž  
 k Ybb[ `Y]W'a ]h'Y]bYa '5i [ Ybnk ]b\_Yfb'[ YgU[ hž'hUhgÅW']W'XYb  
 H]hY``\c`h'Bi f'X]Y'\_ca a YbXYb'K cWYb'k YfXYb'nY][ Ybž'cV  
 Nj YfYj 'Ui g'X]YgYf'D\UgY' [ YghÅf\_h`Yfj cf[ Y`h"

8YhU]`g	
Cfh	K ØfnVi f[ ž'8Yi hgW'UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a U]bdcgh"XY</li> <li>• Yb"k ]_]dYX]U"cf[</li> <li>• j Yfa c[ Yba U[ "XY</li> </ul>

6Ygi WXYb'G]Y'i bg'Ui Z.'bU[ !VUmYfb"XY