

5h`Ubh]W7]hm: UWg`8fck b]b[.`Cj Yf`&\$ı
7ci `X`6Y`l bXYfk UhYf`Vm`&\$' \$°

9l d`cfY`h\Y`g]b_]b[`h\fYUh`ZUW]b[`Gh`DYhYfgVi f[ž: `cf]XUž`Ug
f]g]b[`gYU`Yj Y`g`dfca dh'i f[Ybh`WU`g`Zcf`ZccX`dfchYWh]cb`Vm
&\$' \$"



5h`Ubh]W7]hmž`BYk `>YfgYmž`l G5`!`Gi`a`a`Yf`XUmg`UfY`\YUh]b[`i`d
Uh`h\Y`>YfgYmG\cfYž`Vi`h`h\YfY`g`a`cfY`h\Ub`↑`gh`gi`bg\]bY`XfUk`]b[
Uh`h\Yb]cb`hc`5h`Ubh]W7]hm`@cWUhYX`]b`BYk `>YfgYmž`h\]g`fYbck`bYX
fYgc`fh`XYgh]bUh]cb`]g`ZUW]b[`U`XUi`bh]b[`WU`Yb[Y.`f]g]b[`gYU
`Yj`Y`g`UbX`UbX`gi`Vg]XYbW`h\fYUhYb`hc`di`h`dUfhg`cZ`h\Y`W]hm
i`bXYfk`UhYf`k`]h\]b`h\Y`bYl`h`Zj`Y`mYUfg`5`fYW`bh`fYdc`fh`fYj`YU`YX
h\Uh`cj`Yf`&\$ı`cZ`5h`Ubh]W7]hm`Wc`i`X`VY`fY[i`Uf`migi`Va`Yf[YX`Vm
&\$' \$ž`fU]g]b[`Wc`bWfbg`UVci`h`bch`↑`gh`h\Y`ZUa`YX`VcUfXk`U`_`Vi`h
U`gc`h\Y`WUg]bcg`h\Uh`XfUk`Wfck`Xg`Zfca`ZUf`UbX`k`]XY`5g
VYUW[cYfg`Yb`cmYX`h\Y`\ch`XUmg`]b`Gci`h\`GYUg]XY`DUf`ž`h\Y
fYU`]hmicZ`W]a`UhY!fY`UhYX`f]g_g`cca`YX`Uf[Yž`a`U_]b[`cbY`dcbXYfž
k`h\Uh]g`\UddYb]b[`hc`ci`f`WcUghU`W]h]Yg3`5DD`Wc`a`fYdc`fhg`h\Uh
dUfhg`cZ`5h`Ubh]W7]hm`UfY`U`fYUXm`Yl`dYf]YbW]b[`ZccX]b[`Xi`f]b[

\][\`h]XYgž`U`hfc i V`]b[`g][b`cZ`k \Uh'a Um`Wč'a Y"

H\Y`fYWb h`UbU`mg]g`\[\`][\hg`5h`Ubh]W7]hm`Ug`bi a VYf`%` `cb`U
`]gh`cZ`%) `I "G" `W]h]Yg`Uh]a a]bYbh`f]g_`Xi Y`hc`ZUW`hcf g`_]Y`UbX
gi Vg]XYbW`UbX`f]g]b[`gYU`Yj Y`g" `H\]g`]g`U`WU` `hc`UW]cbž`Ug
fYgYUfW\Yfg`bck `Ya d\Ug]nY`h\Y`bYXX`Zcf`ZccX`VUff]Yfg`hc`g\]Y`X
h\Y`W]hm`Zfca `dchYbh]U`gi Va Yf[YbW`" `č`][\h`cZ`h\YgY`Z]bX]b[gž
cbY`WU]b h`Y`d`Vi h`k cbXYf`]Z`k Y fY`dfYdUfYX`hc`dfchYWh`ci f
WčUghU`[Ya gž`]bWi X]b[`h\Y`j]VfUbh`b][\h]ZY`UbX`YbhYfhU]ba Ybh
h\Uh'a U_Y`5h`Ubh]W7]hm`U`VY`cj YX`[YhUk Um"

5`6fc UXYf`DYfgdYWh]j Y

6i h`5h`Ubh]W7]hm]gb h`U`cbY`]b`h\]g`ghfi [[`Y" `H\Y`]ggi Y`cZ`WčUghU`
W]h]Yg`g]b_]b[`]g`U`k]XYgdfYUX`X]`Ya a U`UZZYWh]b[`bi a Yfci g
d`UW`g`UW`cgg`h\Y`bUh]cb" `5W`čfX]b[`hc`Zi fh\Yf`]bg][\hg`Zfca
J]f[]b]U`HYW\ž`fYgYUfW\Yfg`Uj Y`VYYb`i h`]n]b[`UXj UbW`X`gdUW`!
VUgYX`fUXUf`gUhY`hYg`hc`dfcXi W`XYhU]`YX`a Ud g`g\ck WUg]b[
g][b]Z]WU]bh`gi Vg]XYbW`" `č`h\Y]f`ghi XmicZ` &`WčUghU`W]h]Ygž`h\Ym
X]gWčj YfYX`h\Uh'a Ubm`UfY`g]b_]b[ž`k]h\`&(`cZ`h\Ya `gi Vg]X]b[`Uh
fUhYg`Yi WYXX]b[`&a `]`ja YhYfg`dYf`mYUf" `H\]g`U`Ufa]b[`hfYbX
g\ck WUgYg`† gh`\ck `j i `bYfUV`Y`ci f`WčUghU`UfYUg`\Uj Y`VYWč'a Y"
H\]g`]g`bch`† gh`U`a UhYf`cZ[Yc[fUd`m']hg`U`gcW]c!YWčbca]W
]ggi Y`Ug`k Y`"

5`h\ci [\`W]hm`d`UbbYfg`a][\h`\cdY`hc`fY`micb`]bZfUghfi Whi fYž`cb`m
U`\UbXZi ``cZ`5h`Ubh]WWčUgh`W]h]Yg`dcggYgg`UXYe i UhY`ZccX`Wčbhfc`
a YUgi fYg" **J]f[]b]U`HYW** `fYj YU`g`h\Uh'a Ubm`W]h]Yg`UfY`gYj YfY`m
i bXYf!dfYdUfYXž`k]h\`† gh`h\fYY`ci h`cZ`Y`Yj Yb`ghi X]YX`dcggYgg]b[
ZccXk U`g`cf`Yj YYg`dfchYWh]b[`Yj Yb`U`ZfUWh]cb`cZ`h\Y]f`UbX" `H\]g
`UW_`cZ`dfchYWh]cb`di hg`Wč'a a i b]h]Ygž`dUfh]W`Uf`m`h\cgY`]b\UV]hYX
Vm`YWčbca]WU`m`X]gUXj UbhU[YX`dcdi `Uh]cbgž`Uh`U`\Y][\hYbYX`f]g_
cZ`ZccX]b[`Yj Ybhg" `K \Uh`Xc`k Y`Xc`k \Yb`h\Y`\ca Yg`k Y`W\Yf]g\
UfY`Uh`gi W\`U`f]g_3

9W\cYg`cZ`čbYe i]hm

7`ja UhY`W\Ub[Y`XcYgb h`UZZYWhi g`U`Yei U`m" `Ghi X]Yg`g\ck `h\Uh

h\Y`ja dUWh`cZ`ZccX]b[`X]gdfcdcfh]cbUhY`m`UZZYWhg`fUW]U`a]bcf]h]Yg
 UbX`YW`bca]WU``m`X]gUXj UbhU[YX`W`a a i b]h]Yg" `HU_Y`BYk
 Cf`YUbgž`Zcf`YI Ua d`Y/j Ugh`gY[a Ybhg`cZ`]hg`dcdi `Uh]cb`ZUW`
 gYj YfY`ZccX]b[`f]g_ž`cZhYb`]b`UfYUg`cZ`U`fYUXm`ck Yf`dfcdYfhm
 j U`i Yg" `H\Y`X]gdUf]h]Yg`k]h\]b`ci f`gmghYa g`UfY`[`Uf]b[ž`fYZYWh]b[
 U`gcW]YhU`]ggi Y`h\Uh`XYa UbXg`i f[Ybh`UhhYbh]cb" `K]h`fYgdYWh`hc
 `UbX`gi Vg]XYbW`ž`]h`UddYUfg`]bYei U`]hm`fi bg`XYYdYf`h\Ub`↑ gh
 YW`bca]Wa YUgi fYg/h\YfY g`U`W`bW`fb]b[`W`bbYWh]cb`hc`fUW`Ug
 k Y`"

DYfg]ghYbh`m`f]g]b[`gYU`Yj Y`gž`W`a V]bYX`k]h\`gi Vg]XYbW`
 df]a Uf]`m`Xf]j Yb`Vm[fci bXk UhYf`YI hfUWh]cb`UbX`ch\Yf`ZUWh`fgž
 dcgY`Ub`]bW`fYUg]b[`m`W`f]h]WU`h\fYUh`hc`bch`cb`m`5h`Ubh]W7]hm`Vi h
 hc`W]h]Yg`UW`fcgg`5a Yf]WU" `5`di V`]WU]h]cb`]b`BUhi`fY`UXXg`hc`h\]g
 X]gW`ci fgY`Vmidfcj]X]b[`W`a dfY`Ybg]j Y`XUhU`UVci hij Yfh]WU``UbX
 a`ch]cb`U`cb[`ci f`W`Ughgž`g`YXX]b[``][`h`cb`gdUh]U`j Uf]UV`]hm`b
 h\YgY`gi Vg]XYbW`fUhYg" `H\Y`]bhYfUWh]j Y`UmYfg`cZ`ZccX]b[`f]g_g
 UbX`gcW]c!YW`bca]W`bYh]h`g`h\][`][`h`Ub`i f[Ybh`bY`X`Zcf`dc`]Wm
]bhYfj Ybh]cb`Ug`k Y`ZUW`h\Y`dfcgdYWh`cZ`W`UghU`W]h]Yg`VYW`a]b[
]bW`fYUg]b[`m]b`cgd]hUV`Y`Xi Y`hc`k UhYfž`Vch`Zfca`UVcj Y`UbX
 VY`ck " `B Uhi fY`Ya d\Ug]nYg`h\Uh`UXXfYgg]b[`h\YgY`W`U`Yb[Yg
 a Umibch`↑ ghYbgi fY`h\Y`gUZ`hmicZ`ci f`W`UghU`hck bg`Vi h`U`gc
 dUj Y`h\Y`k UmZcf`Yei]hUV`Y`fYW`j YfmighfUhY[]Yg`]b`h\Y`ZUW`cZ
 W]a UhY`UXj Yfg]h]Yg"

5g`ci f`VY`cj YX`W`UghU`W]h]Yg`[fUdd`Y`k]h\`h\YgY`W`U`Yb[Ygž`k Y
 a i ghYb[U[Y`]b`W`bj YfgUh]cbg`UVci hidfYj Ybh]j Y`a YUgi fYg`UbX
 dfchYWh]cbg" `5h`Ubh]W7]hmg`Zi hi fYž`U`cb[`k]h\`ch\Yf`Uh]f]g_`UfYUgž
 \]b[Yg`cb`ci f`W`YWh]j Y`fYgdcbgY`hc`h\YgY`a ci bh]b[`dfYggi fYg"
 K \Uhg`h\Y`bYI highYd3`h`g`h]a Y`hc`UW`ž`hc`fY!Yj U`i UhY`ci f
 df]cf]h]Ygž`UbX`hc`W`Ufh`U`dUh\`h\Uh`bch`cb`midfchYWh`gi f`\ca Yg
 Vi h`U`gc`i d`]Zh`gi f`W`a a i b]h]Yg"

8YhU]`g	
C fh	5hUbh]W7]hmž`BYk`XfgYmž`I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Udd`W`a • bYk`g"j h`YXi

8YhU]`g	
	• k k k "bUhi fY"WŁa

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh