

Gi a a Yf`A Wbhc g\`G\ UhhYfg`F YWŁfXg`Uh
7UbUX]Ub`Gk]a a]b[`Hf]U`g°

Gi a a Yf`A Wbhc g\`g\]bYg`Uh`h\Y`&\$&) `7UbUX]Ub`Gk]a a]b[
Hf]U`g`]b`J]Whcf]Už`bYUf`m`VfYU_]b[`fYWŁfXg`]b`a i`h]d`Y
Yj Ybhg"



J]Whcf]Už`6f]h]g\`7c`i a V]Už`7UbUXU`!`H\Y`gk]a a]b[`gWŁbY`]b
J]Whcf]Už`6f]h]g\`7c`i a V]Už`g`Vi nn]b[`k]h\`YI W]hYa Ybh`Ug`h\Y`6Y`
7UbUX]Ub`Gk]a a]b[`Hf]U`g`i bZc`X" `5`f]g]b[`ghUf`]b`7UbUXUž
%*!mYUf!c`X`Gi a a Yf`A Wbhc g\`ž`g`hU_]b[`h\Y`gdch][`h`UbX`bYUf`m
g\UhhYf]b[`fYWŁfXg`k]h\`Yf`Ughci bX]b[`dYfZcfa UbWŁg" `ħ gh
fYWŁbh`mž`A Wbhc g\`gk Ua `h\Y`&\$ \$!a YhYf`Vi hhYfZ`mž`Z]b]g\]b[`k]h\
U`h]a Y`cZ`&.`\$&`&*`ž`ŧ gh`U`V`]b_`Uk Um`Zfca `h\Y`k cf`X`fYWŁfX`cZ
&.`\$%, %gYh`Vm@]i `N][Y`VUW_]b`&\$ \$- "`H\]g`fYa Uf`UV`Y`YZZcfh`di hg
\Yf`Uh`\$`)(`gYWŁbXg`Uk Um`Zfca `h\Y`fYWŁfX`ž`UXX]b[`Ubch\Yf
ZYUh\Yf`hc`\Yf`U`fYUXm`]`i ghf]ci`g`WŁd"

A Wbhc g\`g`h]a Y`]b`h\Y`Vi hhYfZ`m]g`bch\]b[`g\cfh`cZ`gdYWŁUW`Ufž
VY]b[` \$" + *`gYWŁbXg`ZUghYf`h\Ub`\Yf`ck b`7UbUX]Ub`fYWŁfX`ž`UbX

a Uf_]b['h\Y'gYWŁbX'ZUghYgh]b'\]ghcfmZcf'h\Y'Yj Ybh'"H\Y'mci b[
gk]a a Yf'VY'Yj Yg'h\Uh'h\Y'k cf'X'fYWŁfX']g'k Y''k]h\]b'\Yf'fYUWŁ"
=_bck ']hg'h\YfYž 'g\Y'YI dfYggYX'WŁbZ]XYbh'mž'UZhYf'\Uj]b['gYh
bch'cbYž'Vi h'hk c'k cf'X'fYWŁfXg'UbX'Zci f'7UbUX]Ub'fYWŁfXg']b'† gh
Zci f'XUmg'cZ'WŁa dYh]h]cbž'Ug'fYdcfhYX'Vm'9``]ch'@U_Y'HcXUm"

GYhh]b['BYk 'GhUbXUfXg

5h'h\YgY'hf]U`gž'A WŁhcg\`X]Xb h'† gh'WŁa Y'WŁgY/g\Y'U`gc'W]bWŁYX
j]WŁcf]Yg'h\Uh'\[\`][\hYX'\Yf'YI hfUcfX]bUfm'hU'Ybh'"G\Y
hf]i a d\YX']b'h\Y'&\$!a YhYf']bX]j]Xi U`a YX'Ym'k]h\`U'h]a Y'cZ
&.\$) "+\$ž'k \]WŁ'Vfc_Y'?Uh]b_U<cggni g'fYWŁfX'cZ'&.\$*"%&'h\Uh
ghccX'Zcf'bYUf'm'U'XYWŁXY"'b'UXX]h]cbž'A WŁhcg\`Xca]bUhYX'h\Y
(\$!a YhYf'ZfYYghm'Y']b'') ("%, ž'cV']hYfUh]b['5f]UfbY'H]ha i g g
dfYj]ci g'fYWŁfX'cZ'')) "" , "': i fh\Yfa cfYž'g\Y'gYh'U'bYk
7UbUX]Ub'fYWŁfX']b'h\Y', \$!a YhYf'ZfYYghm'Y'Uh', .\$.) "\$+ž'k \]WŁ'jg
bchUV'm'cb'm'\$"-) 'gYWŁbXg'g\m'cZ'?Uh]Y '@XYWŁ_m'g'k cf'X'fYWŁfXž
Ug'dYf'XYhU]g'Zfca 'H\Y'BYk 'Mcf_'H]a Yg"

K]h\`gi WŁ'dYfZcfa UbWŁgž'A WŁhcg\`Ug'gc`X]Z]YX'\Yf'ghUhi g'Ug
h\Y'Z]fghZYa U'Y'gk]a a Yf'hc'WŁa d'YhY'h\Y'&\$!a YhYf']bX]j]Xi U`
a YX'Ym']b'i bXYf'&.\$*ž'g\ck WŁg]b['\Yf'j YfgUh']]hm'UbX'g_]``UWŁcgg
j Uf]ci g'gk]a a]b['X]gWŁd`]bYg"'5g'g\Y'[YUfg'i d'Zcf'h\Y'K cf'X
7\Ua d]cbg\]dg']b'G]b[UdcfY'cb'ž`m'&+ž'k \YfY'g\Y']g'gYh'hc
WŁa dYhY'U[U]bg'h]hUbg`]_Y'?Uh]Y '@XYWŁ_m]b'h\Y' (\$!ZfYYghm'Yž
\Yf'ZUbg'UfY'Vi nn]b['k]h\`Ubh]WŁdUh]cb"

5'7ca dYh]h]j Y'Dcc`

H\Y'hf]U`g'\Uj Y'U`gc'VYYb'U'd`UhZcfa 'Zcf'ch\Yf'gk]a a Yfg'hc
g\]bY"'mU'?\Ufi b'Xca]bUhYX'h\Y'a Yb g'&\$!a YhYf'Vi hYfZm'k]h\
U'gk]Zh'h]a Y'cZ'%) ' "(%ž'a Uf_]b['\]g'gYWŁbX'j]WŁcfm'Uh'h\Y'hf]U`g"
BchUV'mž'\Y'YUfbYX'U'VfcbnY'a YXU`']b'h\Y'gUa Y'WŁhY[cfm'Uh'h\Y
DUf]g'&\$&('C`mā d]WŁ"A YUb'k \]Yž'Fi g'Ub'; Un]Yj 'WU]a YX'j]WŁcfm
]b'h\Y'a Yb g'&\$!a YhYf'ZfYYghm'Y'k]h\`U'h]a Y'cZ'(, "" +gYWŁbXgž
a U_]b['\YUX`]bYg'Ug'\Y'fYhi fbYX'Zfca 'Ub'%, !a cbh\`gi gdYbg]cb
Xi Y'hc'Ub'Ubh]!Xcd]b['fi'Y'j]c'Uh]cb"'H\Y'WŁa dYh]h]cb']b'h\Y
a Yb g'WŁhY[cfm'k Ug'Z]YfWŁž'k]h\`5bhc]bY'GUi j Y'UbX'xg\`@YbXc

Z]b]g\]b['WcgY`VY\]bX`]b`(`, "(&`UbX`(`, "*" &`gYWŁbXgž`fYgdYWh]j Y`m"
DYbbm`C`Y_g]U_ž`U`k Y`!_bck b`bUa Y`]b`7UbUX]Ub`gk]a a]b[ž`U`gc
`YZh`\Yf`a Uf_`Vm`k]bb]b[`h\Y`k ca Yb g`%\$\$!a YhYf`ZfYghm`Y`]b
) ("\$` `gYWŁbXgž`gYW f]b[`Yf`gdch`Zcf`h\Y`K cf`X`5ei Uh]Wg
7\Ua d]cbg\]dg" `HUm`cf`Fi W_`UbX`6fcc_`mb`8ci h\k f][`h`Zc`ck YX
WcgY`mž`k]h\`h]a Yg`cZ) ("(%UbX`) ("+(`gYWŁbXg`fYgdYWh]j Y`m"
: i fh\Yfa cfYž`dUfU`gk]a a Yfg`a UXY`U`g][b]Z]WUbh]a dUWhž`gYhh]b[
a i `h]d`Y`7UbUX]Ub`fYWŁfXg`Xi f]b[`h\Y`hf]U`gž`Ug`fYdcfhYX`Vm`
Gk]a Gk Ua "

H\Y`hf]U`gž`k \]W\`Uj Y`Uh`fUWhYX`cj Yf`+\$\$`gk]a a Yfgž`bck `gYfj Y
Ug`U`fYa]bXYf`cZ`h\Y`YI W`dh]cbU`hU`Ybh`V`cggca]b[`]b`7UbUXU"
5g`h\Y`Yj Ybhg`WŁbh]bi Y`h\fc i [`H\i fgXUmž`h\Y`Ubh]W`dUh]cb`Zcf
a cfY`fYWŁfXg`VY]b[`Vfc_`Yb`cb`m[fck g``Gi a a Yf`A WŁhcg\`]g
i bXci VhYX`ma U_]b[`k Uj Ygž`UbX`\Yf`ci fbYmh\fc i [`h\YgY`hf]U`g
\Ug`YZh`Yj YfmbY`k cbXYf]b[`↑ gh`\ck `a i W\`a cfY`g\Y`WUb
UW\]Yj Y"

8YhU]`g	
Cfh	J]WŁcf]Už`6f]h]g\`7c`i a V]Už`7UbUXU
E i Y``Yb	<ul style="list-style-type: none">• k k k "Y``]ch`U_`YhcXUm`"WŁa• k k k "bmh]a Yg"WŁa• gk]a gk Ua "WŁa

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