

A]Ua] g'F YU` < ci gYk]j Yg.'@cj Yž'8]j cfWŹ UbX'8 fUa U'l bj Y]`YX°

8]gWĉj Yf'h\Y`UhYgh'Vi nn'Zfca ' <c`mk ccX'Ug'GYUgcb'+icZ
H\Y'F YU`< ci gYk]j Yg'cZA]Ua]'dfYa]YfYg'Ua]X'dYfgcbU`
XfUa Ugž'fY`Uh]cbg\]dgžUbX'fYU`]hmiHJ/ , \$' - /g'ja dUWh'cb
gcW]YhU`j U'i Yg"



< c`mk ccXž'Ī G5'!`H\Y' [`Ua cfcī g'k cf'X'cZA]Ua] g'Y`]hY`]g'VUW
]b'h\Y'gdch][\h'Ug'GYUgcb'+icZ'H\Y'F YU`< ci gYk]j Yg'cZA]Ua]
_]W_YX'cZZ'cb' ħ bY'%%ž'Vf]b[]b['k]h\]h'U'k \]f'k]bX'cZ'XfUa U'UbX
dYfgcbU`fYj Y`Uh]cbg" H\Y'fYhi fb]b[`WUghž]bWi X]b['5`YI]U
BYdc`Už'@]gU'< cW ghY]bž' ħ `]U`@Ya] [cj Už; i YfXm'5VfU]fUž'UbX
@UfgU'D]ddYbž'gYhg'h\Y'ghU[Y'Zcf'Ub'Ya ch]cbU`fc`YfWĉUghYfž
dfca]g]b[]bhf][i Y'Ug'k Y`Ug'\YUfhZY`h'a ca Ybhg" 5g'h\Y
Ui X]YbW` [Yhg]bj c'j YX']b'h\Y]f'ghcf]Ygž'cbY`WU b h'\Y'd`Vi h
k cbXYf.`\ck'fYU`]g'fYU`]hmiHJ 3

5a cb['h\Y'V][[Ygh'\YUX`]bYg']g'5`YI]U'BYdc`U g'Z]bU`]nYX'X]j cfWŹ
Zfca 'HcXX'BYdc`U" 5ZhYf'bUj] [Uh]b['U'XfUa Uh]WfY`Uh]cbg\]d'h\Uh

]bWi XYX`U`Uj]g\`k YXX]b[`]b`5df]`&\$&žh\]b[g`hcc`_U`g\Ufd`hi`fb`
`=k Ug`YUfhVfc`_Ybž`5`YI]U`fYWU`gžfYZYWh]b[`cb`HcXX`g`gi`XXYb
XYdUfhi`fY`Zfca`h\Y]f`g\UfYX`\ca`Y`UZhYf`k` \Uh`gYYa`YX`hc`VY`U
fca`Ubh]WX]bbYf`H\Y`Wci`d`Y`g`gd`]hž`Z]bU`nYX`]b`A`UfW\`&\$&)`ž
a`UXY`k`Uj`Yg`Ug`h\Ym`k`YfY`U`hYf`gd`chYX`hc`[`Yh\Yfž`\]bh]b[`Uh`h\Y
Wca`d`]WUhYX`bUhi`fY`cZ`h\Y]f`VcbX`"B`chUV`mž`5`YI]U`gh]`YI`dfYggYg
gi`ddcfh`Zcf`HcXX`ž`Ya`d`Ug]n]b[`h\Uh`k`Y`k`]`U`k`Umg`gi`ddcfh`YUW
ch\Yfž`XYgd]hY`h\Y]f`Y[`U`gYdUfUh]cb`f**MU\cc`BYk`gŁ`**

: f]YbXg\]dg`UbX`Gi`ddcfh

5a]X`h\Y`hi`fa`c]ž`5`YI]U`\Ug`U`gc`X`U`m]b`A`Ufmgc`DUhcb`H\Y
Xi`c`g\UfYg`U`WcgY`Zf]YbXg\]dž`c`ZhYb`fYZYff]b[`hc`YUW\`ch\Yf`Ug
Vfc`UbX`G]Ua`YgY`hk`]bg`H\Y]f`fYW`bh`UhY!b][`h`W`Uhg`Vi`nnYX
k]h\`[`cgg]d`UbX`fYZYWh]cb`cb`h\Y`Ya`ch]cbU`h]XYg`cZ`dUgh
gYUgcbg`H\Ym`X]gW`ggYX`h\Y`g\ck`g`Yj`c`i`h]cb`UbX`h\Y]f`fc`Yg
k]h\]b`h\Y`j]Y`m`WUghž`g\ck`WUg]b[`ck`WcgY!_b]h`fY`Uh]cbg\]dg
Yj`c`j`Y`h\fc`i`[`h\Y`\][`g`UbX`ck`g`f**H\Y`8U]`m`6YUghŁ`**

5XX]h]cbU`mž`@]gU`<cW\ghY]bž`k`c`fYW`bh`m]Z]bU`nYX`\Yf`ck`b
X]j`cfW`Zfca`@Ybbm`<cW\ghY]b]b`B`cj`Ya`VYf`&\$&(ž]g`bck`\Udd]m
XUh]b[`æXm;`]XXYb`U`fY`Uh]cbg\]d`g\Y`VY[`Ub]b]:`YVfi`Ufm`&\$&'`"
A`YUbk`\]Yž;`i`YfXm`5VfU]fU`Wcbh]bi`Yg`hc`h\f]j`Y]b`\Yf`a`Uff]U[`Y
k]h\`Fi`ggY`ž`UbX`š`]U`@Ya`][`cj`U`\Ug`ghUmYX`ghfc]b[`k]h\`hYbb]g
]Wcb`A`Ufh]bU`B`Uj`fUh]`cj`U`Ug`h\Ym`Ya`VfUW`ZJa`]m`]ZY`k]h\`hk`c
UXcdhYX`gcbg`BYk`Wca`Yf`GhYd`Ub]Y`G\c`UY`Y]g`U`gc`a`U_]b[`Yf
a`Uf_ž`a`Uff]YX`hc`A`Ugci`X`G\c`UY`Y]g]bW`h\Ym`ia`Yh`Uh`U`A`]Ua`]
<YUh[`Ua`Y`H\Y`X]j`YfgY`ci`fbYmg`cZ`h\YgY`k`ca`Yb`XY`dYb`h\Y
fY`UhUV`Y`h\Ya`Yg`d`Um]b[`ci`h`cb`gWfY`Yb`"

H\Y`F`YU`]h]Yg`cZ`F`YU`]hm`HJ

H\Y`gWcdY`cZ`fYU`]hm`hY`Yj`]g]cb`YI`hYbXg`VYmcbX`a`YfY
Yb`hY`fH]ba`Yb`h/]h`c`ZhYb`a`]ffc`fg`gc`W]YhU`]j`U`i`Yg`UbX`dYfgcbU`
fY`Uh]cbg\]dg`5g`X]gW`gg]cbg`WcbW`fb]b[`dYfgcbU`Ui`h\Ybh]W]hm
j`Yf`gi`g`dYfZ`fa`UbW`Wcbh]bi`Yž`Ui`X]YbW`g`UfY`dfca`dhYX`hc`fYZYWh
cb`h\Y]f`j`U`i`Yg`UbX`dYfW`dh]cbg`F`YU`]hm`g\ck`gž`]Y`F`YU`
<ci`gYk`j]Ygž`WUdh]j`UhY`a`]j]cbg`Vm`dc`fhfUm]b[`fYU`\i`a`Ub

Ya ch]cbg Yj Yfmh\]b['Zfca 'VYhfUmU'hc 'h\Y 'VcbXg'cZ'Zf]YbXg\]d"
 5g'bc hYX'Vm'DgmWX c`c [mHcXUmž'h\YgY 'bUffUH]j Yg'YbWci fU[Y
 j]Yk Yfg'hc 'WcbhYa d`UhY 'h\Y]f'ck b'WXc]Wg'UbX'fY'Uh]cbg\]dg
 k \Yb'ZUWX'k]h\ 'g]a]'Uf'X]Ya a Ug"

K \]Y 'h\YgY'g\ck g'a Umibch'U'k Umg'XYd]Wh'fYU'!']ZY'gW'bfU]cg
 UWW' fUH'Y`mž'h\Ym'gYfj Y'Ug'Yb[U[]b['Wcbj YfgUh]cb'ghUfhYfg"
 H\YfY g'gca Yh\]b['hc'VY'gU]X'Zcf'h\Y'Ya ch]cbg'h\Uhi bZc`Xž
 XfUk]b['j]Yk Yfg'Zfca 'h\Y]f'Wci W\Yg]bhc'h\Y'UWh]cb""H\Y'WUgh'cZ
 H\Y'FYU'`<ci gYk]j Yg'cZA]Ua]YI Ya d`]Z]Yg'U'j]VfUb'h'a]l'cZ
 Ui h\Ybh]WYI dYf]YbW'g'UbX'W fUH'YX'XfUa Už'WfYUh]b['Ub
]a a Yfg]j Y'j]Yk]b['YI dYf]YbW'h\Uh'cZhYb`YUXg'h\Y'Ui X]YbW'hc
]bhfcgdYWh'h\Y]f'ck b`j] Yg"

5g'h\Y'gYUgcb'dfc[fYggYgž'cb`m]h]a Y'k]`hY`ck 'YUWX'WUgh
 a Ya VYf'i bZc`Xg'h\Y]f'ghc'fm"K]h\ 'Wca d`YI 'fY'Uh]cbg\]dg'UbX
 Yj c'j]b['XmbUa]Wgž'H\Y'FYU'`<ci gYk]j Yg'cZA]Ua]Wcbh]bi Yg'hc
 cZZYf'U'hUghY'cZA]Ua]g'Y'hY 'Vch\ZUgW]bUh]b['UbX'fY'UhUV'Y""Gc
 [fUV'mci f'dcdWcb'fb'UbX'gYhh'Y']b/h\]g'gYUgcb'dfca]gYg'hc'VY'U
 WUdh]j Uh]b['V'YbX'cZ`Ui [\hYfž'hYUfgž'UbX'a UmVY'a cfY'h\Ub'U
 `]hh'Y'fYZYWh]cb'cb`]ZY"

8 YhU]`g	
C fh	<c`mk ccXž'I G5
E i Y`Yb	<ul style="list-style-type: none"> • i _"bYk g"mU\cc"Wca • k k k "h\YXU]`mVYUgh"Wca • k k k "dgmWX c`c [mhcXUm"Wca

6Ygi WX Yb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh