

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

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



<c`mk ccXž'! G5'! H\Y' [`Ua cfci g'k cf'X'cZA]Ua] g'Y`]hY`]g'VUW_
]b'h\Y'gdch][\h'Ug'GYUgcb'+ 'cZ'H\Y'F YU`<ci gYk]j Yg'cZA]Ua]
_]W_YX'cZZ'cb'đ bY'%ž'Vf]b[]b['k]h\]h'U'k \]f'k]bX'cZ'XfUa U'UbX
dYfgcbU`fYj Y`Uh]cbg" H\Y'fYh' fb]b['WUghž']bWi X]b['5`YI]U
BYdc`Už'@]gU'<cW\ghY]bž'đ `]U'@Ya] [cj Už; i YfXm'5VfU]fUž'UbX
@UfgU'D]ddYbž'gYhg'h\Y'ghU[Y'Zcf'Ub'Ya ch]cbU`fc`YfWcUghYfž
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`]hm'HJ 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`]hžZ]bU`]nYX`]b`A UfW\`&\$&) ž
a UXY`k Uj Yg`Ug`h\Ym`k YfY`UhYf`gdc`hYX`hc[Yh\Yfž`\]bh]b[`Uh`h\Y
Wca d`]WUhYX`bUhi fY`cZ`h\Y]f`VcbX``BchUV`mž`5`YI]U`ghj``YI dfYggYg
gi ddcfh`Zcf`HcXXž`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``DUhhcb``H\Y
Xi c`g\UfYg`U`WcgY`Zf]YbXg\]dž`cZhYb`fYZYff]b[`hc`YUW\`ch\Yf`Ug
`Vfc `UbX` G]Ua YgY`hk]bg``H\Y]f`fYWbh`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`m6YUghŁ**

5XX]h]cbU``mž`@]gU`<cW\ghY]bž`k \c`fYWbh`m`Z]bU`]nYX`\Yf`ck b
X]j cfW`Zfca `@Ybbm`<cW\ghY]b`]b`Bcj 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`ž`]U`@Ya][cj U`\Ug`ghUmYX`ghfcb[`k]h\`hYbb]g
]Wcb`A Ufh]bU`B Uj fUh]`cj U`Ug`h\Ym`Ya VfUW`ZUa]`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 Ugc i X`G\c`UY`Y`g]bW`h\Ym`a Yh`Uh`U`A]Ua]
<YUh[Ua Y``H\Y`X]j YfgY`ci fbYmg`cZ`h\YgY`k ca Yb`XYYdYb`h\Y
fY`UhUV`Y`h\Ya Yg`d`Um]b[`ci h`cb`gWfYYb"

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
YbhYfhu]ba Ybh`]h`cZhYb`a]ffcfg`gcW]YhU`j U`i Yg`UbX`dYfgcbU`
fY`Uh]cbg\]dg``5g`X]gW gg]cbg`WcbWfb]b[`dYfgcbU`Ui h\Ybh]W]hm
j Yfgi g`dYfZcf`a UbW`Wcbh]bi Yž`Ui X]YbWg`UfY`dfca dhYX`hc`fYZYWh
cb`h\Y]f`j U`i Yg`UbX`dYfWdh]cbg``F`YU`]hm`g\ck gž``_Y`F`YU`
<ci gYk]j Ygž`WUdh]j UhY`a]``cbg`VmdcfhfUm]b[`fYU``i a Ub

Ya ch]cbg Yj Yfmh\]b[`Zfca `VYhfUmU`hc`h\Y`VcbXg`cZ`Zf]YbXg\]d"
5g`bchYX`Vm`DgmW\c`c[mHcXUmž`h\YgY`bUffUh]j Yg`YbWci fU[Y
j]Yk Yfg`hc`WcbhYa d`UhY`h\Y]f`ck b`W\c]Wg`UbX`fY`Uh]cbg\]dg
k \Yb`ZUW\X`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`bUf]cg
UW\ fUhY`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]VfUbh`a]I`cZ
Ui h\Ybh]WYI dYf]YbWg`UbX`W fUhYX`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`mh]a Y`k]``hY``\ck`YUW\`WUgh
a Ya VYf`i bZc`Xg`h\Y]f`ghcfm`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`dcdWcfb`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`jZY"

8YhU]`g	
Cfh	<c`mk ccXžI G5
EiY`Yb	<ul style="list-style-type: none">• i _"bYk g"mU\cc"Wca• k k k "h\YXU]`mVYUgh"Wca• k k k "dgmW\c`c[mhcXUm"Wca

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