

@Unm; f]ZZ/ ı \$' - /g'8YfVm'< YUfhVfYU_. '5
GYWŁbX'D`UWŦ'hc '@Ua Vci fb'5[U]b°

@Unm; f]ZZ]b]g\Yg'gYWŁbX']b'h\Y'8YfVm'Uh'9dgca ž
\][\'][\h]b['hfU]bYf'A Uf_ 'ŕ\bgħcb/ ı \$' - /g'gi fd f]gY'Uh'h\Y
cXXg'UbX'Zi hi fY'fUWŦ'dfcgdYWŦg"



@Unm@U_Yž'I b]hYX'?']b[Xca '!'b'h\Y'h\ f]`]]b['k cf'X'cZ'\cf gY
fUW]b[ž'h\Y'fYWŦbh'8YfVm'Uh'9dgca 'g\ck WUgYX'h\Y'Yi Wdh]cbU`
hU'Ybh'UbX'ghfUŦ[m'h\Uh'XYZ]bYg'h\]g'WŁa dYh]h]j Y'gdcfh''H\Y
gdch][\h'k Ug'cb '@Ua Vci fbž'U'\cf gY'hfU]bYX'Vm'h\Y'fYbck bYX
5]XUb'C 6f]Ybž'k \c'gYW fYX'\]g'%%h\ '8YfVmij]WŁcfmž'WŁa Ybh]b[
\]g'ghUhi g'Ug'cbY'cZ'h\Y' [fYUŦgh'hfU]bYfg']b'\]ghcfm''@Ua Vci fb g
dYfZcfa UbWŦ'k Ug'bch\]b['g\cfh'cZ'fYa Uf_UV'Y/'\Y'Xca]bUhYX'h\Y
fUWŦž'W]bWŁ]b['j]WŁcfm'Vm'Ub'ja dYfgg]j Y'h\fYY'UbX'h\fYY!ei UfhYf
'Yb[h\gž'UbX'k Ug'f]XXYb'Vmij YhYfUb'čW_Ym'K UmbY'@cfXUbž'k \c
a UXY'U'ghi bb]b['fYhi fb'hc'h\Y'fUW]b['gWŦbY'Zc`ck]b['U'dYf]cX'cZ
fYWŁj Yfm'Zfca 'j]b† fm"

@Unm; f]ZZ'ck bYX'Vm'A]XX'Y\Ua 'DUf_'F UW]b[ž'Z]b]g\YX'gYWŁbXž

a Uf_]b['h\Y'gYWŁbX'h]a Y'h\]g'mYUf'\Y'\Ug'VYYb'ci hdUWXX'Vm
@Ja Vci fb""H\]g'Xi c'U'gc'Zci bX'h\Ya gY'j Yg']b'h\Y'gUa Y'dcg[h]cbg
Xi f]b['h\Y'7\YghYf'J UgY'Ugh'a cbh\ž'k \]W\cb'm'UXXg'a cfY
k Y][\h'hc'h\Y]f'f]j U'fm"@Unm; f]ZZ'Ub'ci hg]XYf'Uh') \$!%ž'k Ug
YI dYfh'm'\UbX'YX'Vm'7\]ghcd\Y'Gci a]'cbž'k \c'bchYX'h\Uh
XYgd]hY'WŁbWfbg'UVci h'h\Y'hfUW_g'[fci bX'WŁbX]h]cbgž'h\Y'\cfgY
dYfZcfa YX'UXa]fUV'm" =ZY'h'WŁbZ]XYbh'Xi f]b['h\Y'fUW\ž'Vi h'=
a][\h\Uj Y'a UXY'U'hUWh]WU'a]ghU_Yž 'Gci a]'cb'fYZYWhYX'UZhYf
h\Y'fUW\ž'fYj YU']b['h\Y'WŁa dYh]h]j Y'bUhi fY'cZ'h\Y'Yj Ybh"

5]XUb'C 6f]Yb.'5 '@Y[UWm'cZ'Gi WWWgg

5]XUb'C 6f]Yb g'fYa Uf_UV'Y'č'ci fbYm'Ug'U'hfU]bYf'g'k Y''
XcW'a YbhYX"G]bW'VYWŁa]b['h\Y'df]j UhY'hfU]bYf'Uh'6U'mXcmY
GhUV'Yg']b'%- *ž'C 6f]Yb'\Ug'bch'cb'm\cbYX'\]g'g_]`g'Vi h'U'gc
WŁbh]bi ci g'm'fU]gYX'h\Y'VUf'Zcf'YI W'YbW']b'\cfgY'fUW]b["'5g\Y
UXXYX'mYh'Ubch\Yf'8YfVm'k]b'hc'\]g'UWŁ'UXYgž'\]g'\cfgYg'\Uj Y
WŁbg]ghYbh'midYfZcfa YX'Uh'h\Y'\][\Ygh'Yj Y'UW'cgg'j Uf]ci g
dfYgh][]ci g'fUW'g"C 6f]Yb'\Ug'hfU]bYX'bchUV'Y'ghUfg'[_Y'; U']Yc
UbX'7Ua Y'chž'UbX'\]g'UV']hm'hc'bi fhi fY'hU'Ybh]g'i bdUfU'Y'YX"
H\]g'fYW'bh'k]b'a Uf_g'C 6f]Yb g'h\]fX'WŁbgYW'h]j Y'8YfVm'j]W'cfmž
Zc'ck]b['i d'cb'\]g'C U_g'hf]i a d\k]h\A]bb]Y'<Ui _"

C 6f]Yb g'Ufh]ghfm]b'hfU]b]b['\Ug'bch'WŁa Y'k]h\ci h'WŁU'Yb[Yg"
<Uj]b['ZUW'X'gW'f]h]bm'c'j Yf'fUW'!Z]]b['U'Y[Uh]cbg']bj c'j]b[
Zcfa Yf'ghUV'Y'č'W_Ym'?]YfYb': U'cbž'C 6f]Yb g'WUfYf'\Ug'VYYb'U
hYghUa Ybh'hc'fYg']YbW'""BYj Yfh\Y'Yggž'\]g'UW\]Yj Ya Ybhgž
]bWi X]b['%%'f]g\ '%ž\$'\$'; i]bYUg'UbX'U'k cf'X'fYWŁcfX'&*'; fci d'cf
; fUXY'%k]bbYfg']b'U'g]b['Y'mYUfž'\][\][\h'\]g'dfck Ygg""9dgca
\Ug'VYWŁa Y'U'ZUa]]Uf'[fci bX'cZ'hf]i a d\Zcf'\]a ž'YghUV'g\]b[
\]a 'Ug'h\Y'a cgh'gi WWWggZ' 8YfVm'hfU]bYf']b'\]ghcfm"

H\Y'7ca dYh]h]j Y':]Y'X

5g'h\Y'8YfVm'i bZc'XYXž'h\Y'Z]Y'X'k Ug'Z'YX'k]h\Ugd]fUh]cbg'UbX
X]gUddc]bha Ybhg""5a cb['h\Y'% '\cfgYg'h\Uh'YbhYfYX'h\Y
WŁa dYh]h]cbž'h\Y'ZUj cf]hYž'8Y'UW'f]i]ž'X]gUddc]bhYX'Vm]Z]b]g\]b[
b]bhž'UbX'H\Y'@]cb'đ'K]bhYf'WUa Y']b%(h\""H\Y'ghU_Yg'k YfY

\][\`Zc`ck]b[`h\Y`k]h\XfUk U`cZ&ž\$\$\$` ; i]bYUg`k]bbYf`Fi `]b[
7ci fh`Xi Y`hc`WcbWfbg`cj Yf`h\Y`gcZhYbYX`[fci bX`WcbX]h]cbgž`k]h\
d`Ubg`bck `hi fb]b[`hck UfXg`h\Y`Gh`Ja Yg g`DU`UW`GhU_Yg`Uh`F`cmU`
5gWch"

- @Ua Vci fb.`K]bbYf`cZ`h\Y`8YfVmž`hfU]bYX`Vm5]XUb`C 6f]Yb
- @Unm; f]ZZ` :]b]g\YX`gYWcbXž`dfYj]ci g`m`k cb`U` ; fci d
H\fYY
- HYbbYggYY`Ghi X.`7`U]a YX`h\]fX`i bXYf`ægYd`\`C 6f]Yb g
k UhWZi ``YmY
- 8Y`UWf`c]l .`H\Y`YUf`mZUj c f]hY`Z]b]g\YX`b]bh\

H\]g`mYUf g`8YfVm`U`gc`gUk `U`\YUfhk Ufa]b[`a`ca Ybh`Ug`ægYd\
C 6f]Yb`k UhWYX`Zfca `h\Y`g]XY`]bYgž`dfci X`cZ`\]g`\cfgY
HYbbYggYY`Ghi Xž`k \]W\`Z]b]g\YX`]b`h\]fX`d`UW`"H\Y`Wca dYh]h] Y
gd]f]h`cZ`\cfgY`fUW]b[`WfYUhYg`gi W\`bUffUh]j Ygž`Wca V]b]b[`dUgg]cb
k]h\`U`hci W\`cZ`dYfgcbU`ghc f]Yg`cZ`hf]i a d\`UbX`X]gUddc]bha Ybh"

: cf`@Unm; f]ZZ`UbX`hfU]bYf`A Uf_`æ\bg hcbž`h\Y`dUh\`Zcfk UfX
fYa U]bg`cdYbž`k]h\`dchYbh]U``]bj]hUh]cbg`Uk U]h]b[`]b`h\Y`#]g\
8YfVm`cf`h\Y` ; fUbX`Df]l `XY`DUf]g`"H\Y`Ubh]W]dUh]cb`cZ`h\Y`bYl h
ci h]b[`]g`dUfh`cZ`k \Uh`a U_Yg`\cfgY`fUW]b[`gc`Y`YWf]W`A Uf_Yh
Zi W`hi Uh]cbg`]b`VYh]b[`cXXg`WUi [\h`æ\bg hcb`Vmigi fdf]gYž
fYj YU`]b[``UmYfg`cZi bdfYX]W`hUV`]hmi`h\Uh`WUfUW`hYf]nY`h\]g`gdcfh"
5g`ZUbg`cc_`U\YUXž`h\Y`dfca]gY`cZ`a cfY`h\f`]b[`fUW`g`XfUk g
h\Ya `cbž`k U]h]b[`hc`gYY`]Z`@Unm; f]ZZ`WUb`Z]bU`m[U]b`h\Y`i ddYf
\ccZU[U]bgh`@Ua Vci fb"

5g`h\Y`gi b`gYhg`cb`Ubch\Yf`Yl W]h]b[`8YfVm`XUmž`cbY`h\]b[`]g
WYUf.`h\Y`k cf`X`cZ`\cfgY`fUW]b[`Wcbh]bi Yg`hc`YbWUbh`k]h\`]hg
V`YbX`cZ`g_]`ž`ghfUhY[mž`UbX`h\Y`Yj Yf!dfYgYbh`h\f`]`cZ
Wca dYh]h]cb"

: cf`Zi fh\Yf`XYhU]`g`cb`h\Y`8YfVm`fYgi `hgž`j]g]h`K Ygha cf`UbX
; UnYhhY`cf`fYUX`a cfY`cb`MJ\cc`Gdcfhg`"Hc`XY`j Y`XYYdYf`]bhc
h\Y`]ZY`UbX`UW\]Yj Ya Ybhg`cZ`5]XUb`C 6f]Ybž`WYW\`ci h`h\]g`
K]_]dYX]U`dU[Y"

8YhU]`g	
Cfh	@Unm@U_YŽ'l b]hYX`?]b[Xca
E i Y``Yb	<ul style="list-style-type: none">• k k k "h\Yk Ygha cf`UbX[UnYhhY"WŁ• "i _• gdcfhg"mU\cc"WŁa• Yb"a "k]_]dYX]U"cf[

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