

@Ycb`7ci bhm8Ydi hmi5ffYghYX`Zcf
Ga i [[`]b[`HcVUWw`]bhc`>U]`

5`@Ycb`7ci bhmXYdi hmi\Ug`VYYb`W\Uf[YX`k]h\`]bhfcXi W]b[
WcbhfUVUbX`]bhc`U]`ž`YUX]b[`hc`Ub`cb[c]b[`]bhYfbU`
]bj Ygh][Uh]cb"



@Ycb`7ci bhmž: `cf]XUž`I G5`!`b`U`hfc i V`]b[`XYj Y`cda Ybh`Zcf
h\Y`@Ycb`7ci bhmG\Yf]ZZg`C ZZ]W`ž8Ydi hmi7\Ui bWm`F][[gVm`\Ug
VYYb`W\Uf[YX`k]h\`U`a]gXYa YUbcf`Zcf`Vf]b[]b[`WcbhfUVUbX`]bhc
h\Y`@Ycb`7ci bhm8YhYbh]cb`: UW`]hm`H\Y`]bW]XYbhi bZc`XYX`cb`>`m
- `Xi f]b[`U`fci h]bY`gUZYhmi]bgdYWh]cbž`k \Yb`U`gYUfW\`cZ`F][[gVm
fYj YU`YX`i bUi h\cf]nYX`hcVUWw`d`fcXi Wgh`]b`\]g`dcggYgg]cb"
: c`ck]b[`h\]g`fYj Y`Uh]cbž`F][[gVmik Ug`hU_Yb`]bhc`W`ghcXmž`UbX
\Y`bck`ZUW`g`gYf]ci g`ja`d`JWh]cbg`Zcf`\]g`UWh]cbg"

F][[gVmž`U`&(!mYUf!c`X`k \c`\Ug`VYYb`k]h\`h\Y`@Ycb`7ci bhm
G\Yf]ZZg`C ZZ]W`g]bW`&\$&%ž`\Ug`VYYb`d`UWX`cb`UXa]b]ghfUh]j Y
`YUj Y`k \]Y`Ub`]bhYfbU`UZZU]fg]bj Ygh][Uh]cb`]g`WcbXi WYX`H\Y
fci h]bY`]bgdYWh]cbž`WcbXi WYX`Uh`UddfcI]a UhY`mi*.%)`d`a`ž`U]a YX

hc`i d\c`X`gUZYhmighUbXUfXg`k]h\]b`h\Y`ZUW`]hm`i bZcfhi bUhY`mž`]h
\\[`\\[`\\hYX`U`g][b]Z]WUbh`UdgY`]b`↑ X[a YbhVm`U`a Ya VYf`cZ`h\Y
ZcfW`"H\Y`]bhfcXi W]cb`cZ`WcbhfUVUbXž`YgdYW]U`m`]hYa g`_]Y
hcVUW`Wcž`fYZYWhg`U`VfcUXYf`WcbWf`b`fY[UfX]b[`gUZYhmdfc`hcWc`g`]b
Wc`ffYWh]cbU`]bgh]hi h]cbgž`Ug`bchYX`Vm`HU`U\ UggY`"Wc`a`"

H\Y`6fcUXYf`=ggi Y`cZ`7c`bhfUVUbX`]b
7c`ffYWh]cbU`:`UW`]h]Yg

7c`bhfUVUbX`]ggi Yg`UfY`bch]gc`UhYX`hc`↑ gh`cbY`ZUW`]hm`cf
]bW]XYbh`5W`cgg`h\Y`bUh]cbž`Wc`ffYWh]cbU`ZUW`]h]Yg`UfY`[fUdd`]b[
k]h\`h\Y`[fck]b[`h\`fYUh`cZ`WcbhfUVUbX`YbhYf]b[`h\Y`f`k U`g"
5W`c`fX]b[`hc`h\Y`BUh]cbU``bgh]hi hY`cZ`ž gh]W`ž`h\YgY`ZUW`]h]Yg`UfY
Uh`f]g_`cZ`fYW`]j]b[`XUb[Yfci`g`]hYa g`gi W`Ug`k YUdcbgž`Xfi [gž
UbX`Yj Yb`W`"d\cbYgž`cZhYb`XY`]j YfYX`Vm`XfcbYg`"H\Y`]bWfYUg]b[
i gY`cZ`hYW`bc`c[m]b`ga i [[`]b[`cdYfUh]cbg`dcgYg`bYk`W`U`Yb[Yg
Zcf`Uk`YbZcfW`a Ybh`UbX`Wc`ffYWh]cbU`ghUZZ`ghf]j]b[`hc`a`U]b`hU]b
gUZYhm`

H\Y`B⇒Ya d\Ug]nYg`h\Uh`W`ffYbh`a Yh\cXg`Zcf`XYhYWh]b[
WcbhfUVUbX`j Ufmik]XY`m`K`\\Y`dcfhUV`Y`\\UbX`Y`X`XYj]W`g`WU
]XYbh]Zm`WcbhfUVUbX`cb`]bX]j]Xi U`gž`h\Ym`cZhYb`dfcj Y`h]a`Y!
Wcbgi`a]b["`b`WcbhfUghž`a cfY`UXj UbW`X`k U`!h\fc i [`gWUbbYfg
UfY`ZUghYf`Vi h`Wc`a`Y`k]h\`U`\\[\\Yf`df]W`hU["H\Y`fYW`bh]bW]XYbh
]bj`c`j]b[`F][[gVmi`bXYfgWcfYg`h\Y`bYYX`Zcf`j][`]UbW`UbX
]a`dfcj YX`a Yh\cXg`Uh`ZUW`]h]Yg`_]Y`@Ycb`7ci bhm`8YhYbh]cbž
YgdYW]U`m`Ug`hYW`bc`c[]Yg`Zcf`ga i [[`]b[`Yj`c`j`Y"

: cW`g]b[`gdYW]Z]WU`m`cb`hcVUW`Wcž`k`\\W`fYa`U]bg`U`Wc`a`a`cb
WcbhfUVUbX`]hYa ž`\\[`\\[`\\hg`\\ck`Yj Yb`h\Y`ga U`Ygh]bZfUWh]cbg
WUbb`YUX`hc`Uf[Yf`]ggi Yg`k]h\]b`h\Y`U`]`gmghYa`"F][[gVm`g`UWh]cbg
fU]gY`U`Ufa`]b[`ei`Ygh]cbg`UVci`h`h\Y`cj`Yfg][`h`UbX`YZZYWh]j YbYgg
cZ`WcbhfUVUbX`XYhYWh]cb`Uh`Wc`ffYWh]cbU`ZUW`]h]Ygž`k`\\W`a`i gh`VY
Zcfh]Z]YX`U[U]bgh`U`a`i`h]hi XY`cZ`h\`fYUhgž`]bWi`X]b[`XfcbYg`h\Uh
XY`]j Yf`WcbhfUVUbX`k`]h\`]bWfYUg]b[`gcd`\\gh]WUh]cb"

5g`@Ycb`7ci bhm`bUj][UhYg`h\]g`W`U`Yb[Yž`h\Y`bYYX`Zcf
Wc`a`dfY`Ybg]j Y`ghfUhY[]Yg`UbX`hYW`bc`c[]Yg`hc`Wc`a`VUh

WċbhŧUVUbX`Wċbh]bi Yg`hc`[fċk ``H\Y`[cU`]g`WYUf.`a U_]b[
WċffYWh]cbU`ZUW`]h]Yg`gUZYf`Zċf`Vch\`ghUZZ`UbX`]ba UhYg`k`\\`Y
X]ga Ubh`]b[`h\Y`bYhk cŧ_`cZ`]bX]j]Xi U`g`k`]`b[`hc`Wċa dfca]gY`h\Y
]bhY[f]hmċZ`h\Y`gmghYa "

Ĥ`h\]g`WUgYž`8Ydi hmĤF][[gVm g`W\Uf[Y`gYfj Yg`Ug`U`ghUf_`fYa]bXYf
cZ`h\Y`j i `bYfUV`]h]Yg`h\Uh`WUb`YI]gh`]b`Ubmi]bgh]hi h]cb``K`\\`Y`h\Y
]bhYfbU`]bj Ygh][Uh]cb`i bZċ`Xgž]h`Wċi `X`YUX`hc`VfcUXYf
X]gW gg]cbg`cb`h\Y`dc`]W]Yg`UbX`ZfUa Yk cŧ_g`]b`d`UW`[c] Yfb]b[
h\Y`WċbXi WhċZ`Uk`YbZċfW`a Ybh dYfgcbbY`k]h\]b`U`]g"

: cŧ`Zi fh\Yf`]bg][\hg`cb`UXXfYgg]b[`WċbhŧUVUbX`h\ŧYUhgž`W\YW_`ci h
h\Y`]b!XYdh\`Ufh]WYg`dfcj]XYX`VmĤB =>"

8YhU]`g	
Cfh	@Ycb`7ci bhmž: `cŧ]XUž`I G5
E i Y`Yb	<ul style="list-style-type: none">• bYk g`k Zgi ``cŧ[• k k k ``hU``U\ UggyY`Wċa• b]^`c`d``[c]`

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