

6Y`cj YX`9Xi WUhc f`Ub X`J YhYfUb`>UW_ 6i YVm'DUggYg`5k Um`Uh`- (

8]gWĉj Yf`h\Y`"ZY`UbX`"Y [UWm'cZ`>UW_`5bXYfgcb`6i YVmž`U VY`cj YX`YXi WUhc f`Ub X`j YhYfUbž`k \c`dUggYX`Uk Um`j b`GUbhU FcgU`7ci bhmž`:`cf]XU"



GUbhU`FcgU`6YUWž`:`cf]XUž`I G5`!`ě`U`YUfhZY`h fYa Ya VfUbWž`h\Y`"ZY`cZ`>UW_`5bXYfgcb`6i YVmik]`"VY`W`YVfUhYX VmZJa]`m`UbX`Zf]YbXg`UZhYf`\]g`dUgg]b[`cb`A Um`%, ž&\$&) ž`Uh`h\Y fYa Uf_UV`Y`U[Y`cZ`- ("6cfb`cb`5df]`%ž`%-`'`%ž]b`:`]bhž`A]W][Ubž >UW_`k Ug`h\Y`df]XY`cZ`\]g`dUfYbhgž`>UW_`6U]b`6i YVm`UbX`BYhhU 5bXYfgcb`"<]g`a`ch\Yfž`U`XYX]WUhYX`hYUWXYf`]b`h\Y`:`]bh 7ca`a`i`b]hm`GWcc`g`Zcf`cj Yf`&) `mYUfgž`UbX`\]g`ZU`h\Yfž`k \c cdYfUHXY`U`cW`Wch\]b[`ghcfYž`ZcghYfYX`U`cj]b[`Ybj]fcb`a`Ybh Zfca`k \]W`h\Y`k`ci`X`[fck`UbX`YUfb"

>UW_`g`ĉ`ci`fbYm`VY[Ub`]b`6fck`b`7]hmž`A`ž`Vi`h`h`k`Ug`]b`:`]bh`k`h\YfY \Y`[fUXi`UhYX`Zfca`:`]bh`Bcfh\Yfb`<][\`GWcc`]b`%`-`(-`"`<]g UWUXYa]Wdfck`Ygg`YX`\]a`hc`h\Y`I`b]j`Yfg]hm`cZ`A]W][Ubž`k`h\YfY

\Y [fUXi UhYX'k]h\ 'U'6UW\Y`cf g'XY [fYY]b'D\mg]WU'; Yc [fUd\m
h\UhigUa Y'mYUf" '<Y'a Uff]YX'B UbWnF cVYfhg'cb'>Jbi Ufm' '%ž%-)' ž
Ya VUf_]b ['cb'U'+\$!mYUf'i b]cb'h\Uh'UghYX'i bh]' \Yf'dUgg]b ['jb
&\$&("'Hc [Yh\Yfž'h\Ym'WfYUhYX'U'j]VfUbh'ZJa]'mž'fU]g]b ['Zci f
W\]XfYb']b'8Uj]gcbž'A ž'k \YfY'>W_ k ci 'X' [c'cb'hc'hYUW\UbX
Yj Ybhi U`migYfj Y'Ug'U'df]bW]dU`]b'h\Y'cWU`'† b]cf'\ [\gW\cc"

5 '@]ZY`cb ['7ca a]ha Ybh'hc '9Xi WWh]cb

>W_`XYX]WWhYX'cj Yf'&) 'mYUfg'hc'g\Ud]b ['mci b ['a]bXg'Ug'U'GcW]U`
Ghi X]Yg'UbX'6]c`c [m'hYUW\Yfž'U'dcg]h]cb'h\Uh'\ [\] [\hYX'\]g
dUgg]cb'Zcf'YXi WWh]cb"'Dcgh'fYh]fYa Ybh']b'h\Y'UhY'%- , \$gž'\Y
fY'cWWhYX'hc'DYhcg_Ymž'A ž'UbX'UhYf'hc'GUbhU'FcgU'6YUW\ž
: `cf]XUž]b'&\$-\$- "'<Y'\UX'U'_bUW_`Zcf'UddfYW]Uh]b ['']ZY'g'g]a d'Y
d'YUgi fYgž'Yb'čm]b ['gi a a Yfg']b'6Um'J]Yk ž'A]W\ [Ubž'UbX'k]bhYfg
cb'>_m`'g'UbXž'; Ycf []U"'>\]g'Y]gi fY'h]a Yž'>W_ k Ug'Ub'Uj]X
fYUXYfž'U [c'Z'Ybh'i g]Ughž'UbX'U'X]Y!\UfX'ZUb'cZ' b]j Yfg]hmicZ
A]W\ [Ub'gdcfhg"

<]g'ZJa]'m`]ZY'k Ug'Ybf]W\YX'Vm'h\Y'c'j Y'cZ'\]g'W\]XfYb. 'č\ b
f? Y`mč'6i YVmž'8Uj]X'f? Umč'6i YVmž'A Uf_ f?]a č'6i YVmž'UbX'>mbY
Ga]h\ "'5g'cZ'&\$&) ž'>W_`YZh'VY\]bX'cj Yf' (\$ [fUbXW\]XfYb'UbX
 [fYUh [fUbXW\]XfYb'k \c'W\Yf]g\YX'\]g'gd]f]h'UbX'hYUW\]b [g UbX
]hg'h\ fci [\h\Ya 'h\Uh'\]g'Y [UWm'k]'i bXci VhYX'm'h\ f]j Y"

< cbcf]b ['A]'hUfm'GYfj]W

č'g'k cfh\ 'bch]b ['h\Uh'>W_ g'Yi hYbg]j Y'YXi WWh]cbU`VUW_ [fci bX
k Ug'Wč'a d'Ya YbhYX'Vm'ibchUV'Y'gYfj]W`"K \]Y'gdYW]Z]WXYhU]`g
UVci h'\]g'a]'hUfm'fYWč'fXg'UfY'Ygg'_bck bž']bZcfa Uh]cb'cb
UW\gg]b ['gi W\]'hU'XcW a Ybhg'WUb'VY'Zci bX'h\ fci [\h\Y
B Uh]cbU`5fW\]j Ygž'k \]W\ 'gYfj Yg'Ug'h\Y'cZZ]W]U`fYdcg]hc'fmi'Zcf
a]'hUfm'fYWč'fXg'UW'cgg'VfUbW\Yg']_Y'h\Y'5fa mž'BUj mž'UbX'5]f
: cfW`"H\YgY'fYWč'fXg'\c'X']bj U'i UV'Y']bg] [\h'Zcf'dYfgcbU`UbX
 [YbYU'c []WU'fYgYUfW\UbX']bWi XY'XcW a Ybhg'h\Uh'Wč'bZ]fa
gYfj]W'\]ghc'fmi'UbX'Y' []V']hm'Zcf'VYbYZ]hgž'a YX]WU`bY'YXgž'UbX
fYh]fYa Ybh'WU]a g"5W\č'fX]b ['hc'h\Y'B Uh]cbU`5fW\]j Ygž'a]'hUfm
fYWč'fXg'UfY' bch'Ybh]fY'm'Uj U]UV'Y'cb']bYž'Vi h'YggYbh]U`

XcW`a Ybhg`_]_Y`h\Y`88`&%(`WUb`VY`fYeI`YghYX`Vmij`YhYfUbg`UbX`
h\Y]f`ZUa`j`]Yg`h\fcI`[\`g]a`d`Y`cb`]bY`Zcfa`g`fUfW`j]`Yg"[`cj`Ł"

A`cfYcj`Yfz`h\Y`B`Uh]cbU`5`fW`j]`Yg`a`U]bhU]bg`U`i`gYf!Zf]YbX`m`
XUHuVUgY`YbUV`]b[`]bX]j`]Xi`U`g`hc`gYUfW`a`a`]hUfm`fYW`fXgž`k` \]W`
W`ci`X`g`YX`]`[\`h`cb`Z`W`_`g`h]a`Y`c`Z`g`Y`f]`]W`" `H`]\`g`d`f`c`W`g`g`]g`W`fi`W]U`
b`ch`cb`m`Z`c`f`h`f`U`W`_]b[`]a`a`]hUfm`\`g`h`c`f`m`Vi`h`U`g`c`Z`c`f`\`c`b`c`f]b[`]h`c`g`Y`
k` \`c`\`U`j`Y`g`Y`f]`Y`X`":`Ua`a`]Uf]n]b[`]c`b`Y`g`Y`Z`k`]h`h`h`Y`g`Y`f`Y`g`c`i`f`W`g`W`Ub`
U]X`]b`V`Y`h`Y`f`i`b`X`Y`f`g`h`U`b`X]b[`]a`a`]hUfm`W`c`b`h`f]Vi`h]c`b`g`U`W`f`c`g`g`
[`Y`b`Y`f`U`h]c`b`g`f`c`d`Y`f`U`h]c`b`a`a`]`h`U`f`m`_]`X`g`"c`f[`Ł"

W`_`5`b`X`Y`f`g`c`b`6`i`Y`V`m`g`]Z`Y`g`h`c`f`m`k`Y`U`j`Y`g`U`f]W`h`U`d`Y`g`h`f`m`c`Z`
Y`X`i`W`U`h]c`b`z`Z`Ua`a`]m`z`U`b`X`W`c`a`a`]h`a`Y`b`h`<`]g`a`Y`a`c`f`m`k`j`"]`j`Y`c`b`
h`h`f`c`i`[\`h`h`Y`\`Y`U`f`h`g`\`Y`h`c`i`W`X`Y`X`U`b`X`h`h`Y`_`b`c`k`Y`X`[`Y`\`Y`]a`d`U`f`h`Y`X`
D`U`b`g`Z`c`f`U`a`Y`a`c`f]U`g`Y`f]`]W`U`f`Y`g`h`]`h`c`V`Y`X`Y`h`Y`f`a`]b`Y`X`z`Vi`h`
W`c`b`X`c`Y`b`W`g`W`Ub`V`Y`g`\`U`f`Y`X`U`h`k`k`k`"X`U`j`]g`k`U`h_]b`g`W`c`a`z`Y`b`g`i`f]b[`
h`U`h`W`_`g`c`i`f`b`Y`m`W`c`b`h]b`i`Y`g`h`c`f`Y`g`c`b`U`h`Y`k`]h`U`k` \`c`_`b`Y`k`U`b`X`
`c`j`Y`X`\]a`"

8YhU]`g	
C`f`h	G`U`b`h`U`F`c`g`U`6`Y`U`W`ž`:`c`f]X`U`ž`I`G`5
E`i`Y`Y`b	<ul style="list-style-type: none">• Z`i`g`\]b[`]j`]Y`k`"a`a`]c`a`Y`d`U`d`Y`f`"W`c`a`• k`k`k`"U`f`W`j]`Y`g`"[`cj`• k`k`k`"c`d`Y`f`U`h]c`b`a`a`]`h`U`f`m`_]`X`g`"c`f[`

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z`a`Y]b`!`k`]Y`b`"b`Y`h`