

DUGWŁ 7ci bhm: UWg HfYY!7`YUf]b[7f]g]g.
BYk C fX]bUbWŁ]b`h\Y`K cf_g°

8]gW gg]cbg`]b`DUGWŁ 7ci bhmZcW g`cb`Yb\UbW]b[`hfYY
dfYgYfj Uh]cb`cfX]bUbWŁg`Ua]X`fUd]X`XYj Y`cda Ybh`UbX
Ybj]fcb a YbhU`WŁbWŁfbg"



DUGWŁ 7ci bhmž: @ž! G5`!5g`XYj Y`cda Ybh`WŁbh]bi Yg`hc`fYg\UdY
h\Y`UbXgWUdYg`cZ`DUGWŁ 7ci bhmž`U`[fck]b[`WŁcfi g`]g`WU`]b[`Zcf`U
fYbYk YX`ZcW g`cb`dfYgYfj]b[`h\Y`fY[]cb g`hfYYg`GUg\U`6Ufhi bY_ž
h\Y`WŁbgYfj Uh]cb`WŁU]f`k]h\`h\Y`Gi bWŁUgh`G]YffU`7`i Vž\][\] [\hg
h\Y`WŁ]h]WU`fc`Y`hfYYg`d`Um]b`a U]bhU]b]b[`cWU`YWŁgmghYa gž
YgdYW]U`mUg`DUGWŁ`Ug`gYYb`Ub`YI d`cg]cb`cZ[fck h\`cj Yf`h\Y
dUgh`XYWUXY`H\]g`fUd]X`YI dUbg]cb`cZ`Yb`fYgi `hg]b`h\Y`WYUf!
W`hh]b[`cZj Ugh`UfYUg`Zcf`bYk ` \ci g]b[`UbX`WŁa a YfW]U`
XYj Y`cda Ybhgž`k \]WŁ`Ybj]fcb a YbhU`]ghg`UfY`f][\hž `mWŁbWŁfbYX
UVci h`Xi Y`hc`h\Y`X]gfi dh]cb`cZ`YWŁgmghYa g`h\Uh`WU]b`hU`Y
WŁbhi f]Yg`hc`YghUV`]g\ž`Ug`fYdcfhYX`Vm`567`5W]cb`BYk`g"

H\Y`d`Ubb]b[`WŁa a]gg]cb`]b`DUGWŁ 7ci bhm]g`bck `WŁbg]XYf]b[

i dXUhYg'hc'Ub'cfX]bUbWV'XYg][bYX'hc'dfchYWh'hfYYgž'k \]WV']g
bYUf'mhk c'XYWUXYg'c'X''7i ffYbh'fY[i 'Uh]cbg'dYfa]h'XYj Y'cdYfg
hc'W h'Xck b'hfYYg'UZhYf'dUm]b['U'ZYŽ'Vi h'a Ubm'fYg]XYbhg'VY']Yj Y
h\Uh'h\]g]g'bch'Ybci [\ 'hc'X]gWč'i fU[Y'h\Y'dfUWh]WV''F Yg]XYbh
B UbWm'<UnY'k ccX'j c]WVX'\Yf'i bYUgY'UVci h'cg]b['h\Y'Wč'i bhmg
fi fU'W Ufa 'hc'fY'Ybh'Ygg'XYj Y'cda Ybh''6Ufhi bY_'W]h]W]nYX'gca Y
cZ'h\Y'bYk'XYj Y'cda Ybhg'Ug'i bUddYU']b['UbX'\Ufa Ži 'hc'h\Y
Ybj]fcb a Ybhž'gUm]b[ž' H\YfY g'gca Yh\]b['hc'VY'gU]X'Zcf
a U]bhU]b]b['ci f'bUhi fU'VYUi hm''

HfYY'7UfY'UbX'7ca a i b]hm'7cbWVfbg

K]h\ 'h\Y'ZcW g'cb'dfYgYfj]b['YI]gh]b['hfYYgž']hg'YggYbh]U'hc'U'gc
UW_bck 'YX[Y'h\Y'fc'Y'cZhfYY'fYa c] U'gYfj]WVg''A cff]g'HfYY
GYfj]WVž'U'ZJa]'m'fi b'Vi]g]bYgg']b'DUgWč'ž'i bXYfgWč'fYg'h\Y
]a dcfhUbWV'cZ'hfYY'WVfY'Zcf'gUZyhmi'Ug'k Y''Ug'dfcdYfhm'dfchYWh]cb''
K \]Y'hfYYg'WUb'VYUi h]Zmici f'gi f'fci bX]b[g'UbX']a d'fcj Y
Ybj]fcb a YbhU''ei U']hmž'h\Ym'U'gc'gca Yh]a Yg'dcgY'gUZyhmi'f]g_g''
F YUgcbg'Zcf'hfYY'fYa c] U'']bWi XY'XYUX'c'f'X]gYUgYX'hfYYgž'k \]WV
WUb'Wč''UdgY'Xi f]b[']bWYa Ybh'k YU'h\Y'f'c'f'UZZYWh'gi f'fci bX]b[
ZcfUž'Ug'a Ybh]cbYX'Vm'A cff]g'HfYY'GYfj]WV''

: cf'fYg]XYbhg'a Uf_]b['h\Y]f'hYff]hc'fm'k]h\ 'd]bY'hfYYg'UbX'cU_gž
i bXYfghUbX]b['k \Yb'U'hfYY'bYYXg'hc'VY'fYa c] YX']g'Wfi W]U''
I bWVYW_YX' [fck h\ 'WUb''YUX'hc'hfYYg']bZf]b[]b['i d'cb'ghfi Whi fYg
cf'dck Yf'']bYgž']bhfcXi W]b['f]g_g'Zcf'Y'YWhfcW h]cbž'dUfh]W'Uf'm
Xi f]b['ghcfa g''A cff]g'HfYY'GYfj]WV'dfcj]XYg'Ya Yf[YbWm'hfYY
fYa c] U'UbX']g'k Y''!_bck b'Zcf']hg'gUZyž'UZZcfXUV'Y'gYfj]WVgž
WWhYf]b['YgdYW]U''m'hc'gYb]c'fg'UbX'j YhYfUbg''<ck Yj Yfž'k \Uh'g
cZhYb'c] Yf'cc_YX']g'h\Y'Wč'a a i b]hm'g'Ya ch]cbU'Wč'bbYWh]cb'hc
h\YgY'hfYYg' Ub'UgdYWh'h\Uh'di g\Yg'di V']Wgi ddcfh'Zcf
dfYgYfj Uh]cb'a YUgi fYg''

7fYUh]b['9ZZYWh]j Y'CfX]bUbWVg

7ca a i b]h]Yg'UW'fcgg'h\Y'I b]hYX'GhUhYg'cZhYb'fU''m'Zcf'hfYY
dfYgYfj Uh]cb'cfX]bUbWVgž'YgdYW]U''m'UZhYf'k]hbYgg]b['hfYY
XUa U[Y'Xi f]b['XYj Y'cda Ybhg''F YgYUfWV'Zfca 'DYbb'GhUHy

9I hYbg]cb \[\][\hg'h\Uh'k Y''!WfUZhYX'cfX]bUbW'g'WUbb
g][b]Z]WUbbh'm'Vccgh'dfcdYfhmij U'i Yg'UbX'ja d'fcj Y'W'ca a i b]hm
\YU'h\ 'Vm'Ybgi f]b['h\Uh'hfYYg'dfcj]XY'h\Y]f'a mf]UX'YW'cgmghYa
gYfj]W'g''Gi W'fY[i 'Uh]cbg'WUbb'fYgi 'h]b'\][\Yf!ei U'hm
XYj Y'cda Ybhg'UbX'gi ghU]bUV'Y' [fck h\ž'VYbYZ]h]b['Vch\ 'h\Y
Ybj]fcb a Ybh'UbX'dfcdYfhmick bYfg"

H\ci [\ 'a Ubm'ia i b]W]dU'h]Yg'UW'dfcdYf'dc']W]Yg'hc'dfchYWh'h\Y]f
bUh]j Y'hfYYgž'DUgW'c'g'd'Ubb]b['W'ca a]gg]cb'UddYUfg'fYUXm'hc'hU_Y
ghf]XYg'Z'cfk UfX''Di V']Wgi ddcf'h'hd]WU''m'd'Umg'U'j]hU'fc'Y']b
h\YgY']b]h]Uh]j Ygž'fY]bZ'cfW]b['h\Y'bY'YX'Z'cf'W'ca a i b]hm
]bj c'j Ya Ybh']b'h\Y'dfYgYfj Uh]cb'dfcW'gg''A c j]b['Z'cfk UfXž'Ug
DUgW'c'7ci bhm'W'cb]bi Yg'hc' [fck ž'YghUV']g\]b['W'ca dfY\Ybg]j Y
hfYY'dfYgYfj Uh]cb'cfX]bUbW'g'k]''VY'YggYbh]U'' 'h'g'UVci h'Z]bX]b[
h\Y'f][\h'VU'UbW'VYhk YYb'XYj Y'cda Ybh'UbX'h\Y'dfchYWh]cb'cZ
bUhi fU'fYgci fW'g'h\Uh'fYg]XYbhg'W'Yf]g\ "

5g'X]gW'gg]cbg'W'cb]bi Yž'cbY'h\]b['gYYa g'WYUf. 'h\Y'hfYYg'cZ
DUgW'c'7ci bhm'UfY'Uh'U'W'cggfcUXg''K]''k Y'dfchYWh'h\Y]f''Y[UWm
Z'cf'Zi hi fY' [YbYfUh]cbgž'cf'k]''h\Ym'ZU''j]Wh]a 'hc' i bW'YW_YX
XYj Y'cda Ybh3'H\Y'W'c]W'fYghg']b'ci f'\UbXg"

8YhU]`g	
Cfh	DUgW'c'7ci bhmž: @ž! G5
Ei Y''Yb	<ul style="list-style-type: none"> • k k k "UVWUWh]cbbYk g"W'ca • a cff]ghfYYgZ"W'ca • YI hYbg]cb"dgi "YXi

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