

F Um'7c_Yg'ni fØW_ 'ja 'F UX]c. '8]Y'G\ck XYf'A i g]_ 'YV\ UVYf']b '6Yf`]b °

F Um'7c_Yg'a cXYf]Yfh'X]Y / ei chF Um8]c'7c_Yg'G\ck / ei ch/
Ui Z'fUX]cY]bgž'X]Y 'YXYb'GUa ghU[UVYbX'A i g]_ 'i bX
=bHYFU_h]cb 'V]YhYh"



: fUb_Zi fh'fC XYfłž'8Yi hgW\`UbX '! F Um'7c_Yg']gh'ni fØW_ 'ja
F UX]c °'8Yf'VY`]YVhY 'Vf]h]gW\Y'A cXYfUhc fž'XYf'XYb'a Y]ghYb'k c\`
Ui g'XYb' - \$Yf'>\fYb'Xi fW\X]Y'gYbgUh]cbY`Y'G\ck ' A HJ g'A cgh
K UbhYX 'VY_Ubbh']ghž'\UhigY]bY'Y][YbY'GYbXi b[ž'X]Y' F Um8]c
7c_Yg'G\ck ž'a '6Yf`]bYf'F UX]cgYbXYf'fUX]cY]bg '[YghUfhYh''8]Y
YfghY'GYbXi b[']b['Ua ' & ' "A Åfn'&\$&('Ui Z'GYbXi b[ž'i bX
gY]hXYa 'k]fX'X]Y'G\ck 'YXYb'GUa ghU[UVYbX'j cb '&%V]g'& ' I \f
Ui g[YghfU\`h"

=b'gY]bYf'U_hi Y`Yb'G\ck 'dfÅgYbh]Yfh'F Um'7c_Yg'b]W\h'bi f'bYi Yž
gcbXYfb'Ui W\`U'hY '@]YV`]b[ggc b[gž'k Ug'A i g]_ 'YV\ UVYf
VY[Y]ghYfb'XØfžhY''8]Y '< ØfYf'\UVYb'X]Y'A Ø[`]W\ _Y]hž'g]W\`U_h]j
dYf'HY`YZcb'cXYf'ØVYf'gcn]U`Y'A YX]Yb'ni 'VYhY']][Ybž'k Ug'XYf

G\ck`Y]bY`dYfgÒb`]W\Y`BchY`j`Yf`Y]\h"5i`W`k`Ybb`X]Y`GYbXi`b[
Ui`Z`9b[`]gW`Ui`g[`YghfU\`h`k`]fXž`\Uh`F`Um`Ub[`Y`_`ØbX][`hž
8Yi`hgW`i`bhYff]W`h`ni`b`Y\`a`Ybž`i`a`X]fY`_`h`a`]h`gY]bYb`Ni`\`ÖfYfb
]bhYfU[`]YfYb`ni`_`_`ÖbbYb``N]Y`[`fi`ddY`g]bX`b]W`h`bi`f
9b[`]gW`gdF`UW`][`Yž`gc`bXYfb`Ui`W`U``Y`bYž`X]Y`X]Y`Gdf`UW`Y`Y`fbYb
a`ÖW`hYb`c`XYf`Y]bZUW`Y]bY`@Y]XYbgW`UZh`ZØf`A`i`g]_`\`UVYbž`k`]Y`
fVV&(`VYf]W`hYh"

9]b`6`]W_`Ui`Z`F`Umg`?`Uff]YfY

F`Um`i`7c`_`Ygž[`YVcfYb`Ua`i`&(`":`YVfi`Uf`%-`),`Ui`Z`XYf`_`g`Y`c`Z`K`][`\`hž
\`Uh`Y]bY`V`Y`Y]bXfi`W_`YbXY`?`Uff]YfY`\]bhYf`g]W`"9f`VY[`Ubb`9bXY
XYf`%-`,`\$Yf`_`U`fY`VY]`A`HJ`9i`fcd`U`i`bX`a`cXYf]YfY`j`YfgW`]YXYbY
:`cfa`UhYž`XUfi`bhYf`X]Y`VY]YVhY`G\ck`i`F`Umg`F`Ye`i`Ygh`ž`X]Y`ZØf
]\`fY`i`b[`Yd`Ub`h`Y]h`i`bX`XYb`a`YbgW`]W`Yb`5gdY`_`h[`YZ]Yfh
k`i`fXY`"8Yf`<`Ö\`Ydi`b`_`h`gY]bYf`?`Uff]YfY`k`Uf`X]Y`@j`Y!G\ck`i`A`HJ`g
A`cgh`K`Ub`h`Y`X`ž`X]Y`j`cb`%-`-`&`V]g`%-`-`)`Ui`g[`YghfU\`h`k`i`fXY`i`bX
a`h`i`V]g`ni`*`\$`A`j``cbYb`Ni`gW`Ui`Yfb`]b``,`@`AbXYfb`ni`XYb
YfZc`[`fY]W`ghYb`:`YfbgY\`gYbXi`b[`Yb`9i`fcd`Ug`n`A`\`hYž`VYf]W`hYh`X]Y`
K`_]`dYX]U"

B`UW`gY]bYa`i`5i`ggW`Y]XYb`VY]`A`HJ`ž`VYX]b[`h`Xi`fW`Z]b`Ub`n]Y``Y
Dfc`V`Ya`Y`i`bX`Y]bYb`i`a`ghf]hhYbYb`J`cfZU``k`Ä`fYb`X`Y]bYf`@j`Y!
VYfhfU[`]i`b[`]b`<`Ua`Vi`f[`ž`k`YW`gY`hY`F`Um`ni`j`YfgW`]YXYbYb
XYi`hgW`Yb`i`bX`]bhYfbUh]cbU`Yb`GYbXYfb`i`bX`Zcfa`]YfhY`g]W`U`g
j`]Y`gY]h[`Yf`A`cXYfUhc`f`i`bX`A`i`g]_`YV\`UVYf``GY]bY`5i`hcV]c[`fUZ]Y
A`m`A`cgh`K`Ub`h`Y`X`@]ZY`YfgW`]Yb`&\$%(`i`bX`V]YhYhY]bYb
gdUbbYbXYb`9]bV`]W_`]b`gY]b`VYk`Y[`hYg`@YVYb"

8]Y`Ni`_`i`bZh`VY]`fUX]cY]bg

8]Y`F`Um8]c`7c`_`Yg`G\ck`i`k`]fX`_`ØbZh[`]Xi`fW`X`Ug`fUX]cY]bg!
A`i`g]_`gdYW]U``?`U`Y]Xcg`_`cd`Yf[`Äbnhž`XUg`]a`5bgW`i`gg`j`cb`&`"\$`\$
V]g`%`"\$`\$`i`\`f`Ui`g[`YghfU\`h`k`]fX`"8Yf`A`cXYfUhc`f`nY][`h`g]W`
[`]ØW_`]W`ØVYf`gY]b`7ca`YVUW_`]a`F`UX]c`i`bX`V`]W`h`ic`dh]a`]gh]gW`]b
X]Y`Ni`_`i`bZh`GY]bY`U`fY`Ub[`Y`9fZU\`fi`b[`]i`bX`gY]bY`UbghYW`YbXY
6Y[`Y]ghYfi`b[`]ZØf`A`i`g]_`k`YfXYb`g]W`Yf`]W`X`Uni`VY]hfU[`Ybž`XUgg
X]YgY`GYbXi`b[`]Y]b`9fZc`[`]k`]fX"

K Yf'U`gc '[YfbY'j]b`XjY`K Y`hXYf`A i g]_`Y]bhUi WXYb`i bX`g]W`a]h
 Y]bYa `YfZU\`fYbYb`A cXYfUhc`f`ni gUa a YbgW`U`hYb`a ÒW`hYž`gc``hY
 Ua `GUa ghU[UVYbX`i bVYX]b[h`Y]bgW`U`hYb``F Um`7c`_Yg`Yfk UfhYh
 gY]bY`Ni \ÒfYf`a]h`cZZYbYb`5fa Yb` `i bX`Y]bYf`hc``Yb`D`Um]gh`

8YhU]`g	
C fh	: fUb`_Zi fh`fCXYfłž`8Yi hgW`U`bX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fUX]cY]bg"XY • k k k "fVV&("XY • XY"k]_]dYX]U"c f[

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["bYh