

B Yk 'V]_Y'dUh\ 'hc`'c c d. 'gUZY 'Wc b b YWh]c b
Zc f '@]Yg_Ui 'W]h]nYb g°

@]Yg_Ui 'fYWW]j YX'U'gYW fY'V]_Y'dUh\ 'hc`'c c d']b'&\$&) ž
]a d f c j Yg'UWWgg]V]'hm'UbX'dfca chYg'gi ghU]bUV`Y'a cV]'hm"



GW\`Y]ZYž'8Yi hgW\`UbX`!`H\Y'a i b]W]dU`]hmicZ'@]Yg_Ui 'WUb`VY
\Uddm`U`bYk 'V]_Y'dUh\]g'VY]b['Vi]`h'h\Uh`WfYUhYg`U'gYW fY
Wc b b YWh]c b`UZhYf`'c c d"`H\]g']g'dUfh]W`Uf`m]a d c f h U b h`VYWUi gY
@]Yg_Ui ž`Ug'h\Y`ZUfYgh'dUfh'cZGdFYa VYf[ž]'g'UVci h' ('_)`ca YhYfg
Zfca`'c c d"`G]Y[Y']hgY`Z]'g'U'ga U`'cUg]g'h\Uh\Ug']bZfUghfi W`hi fY
gi W\`Ug'gW\cc`gž'a YX]WU`dfUWh]Wg'UbX'[Ughfcbca mž'k \]W\`UfY`cZ
[fYUh]a d c f h U b W`Zc f`h\Y`@]Yg_Ui Yf"°6i h'gc`ZUf'h\Y`UWWgg]V]'hm
\Ug`VYYb`fYghf]W`hYX"°H\Y`dFYj]ci g`mi gYX`cWU`Wc b b YWh]b['fcUX
XcYg'bch'cZYZf`U'gUZYhm'ghf]d`Zc f`dYXYghf]Ub g'UbX`WmW]ghgž'k \]W\
\Ug`U'[fYUh`XYU`cZ'gYW f]hmicb`h\]g'k Um'hc`gW\cc`"°H\Y`UWW]XYbh
dchYbh]U`k Ug'h\YfYZcfY`Wf hU]b`m[]j Yb`]b`j]Yk`cZ'h\Y`XU]m
ghi XYbh'a c j Ya Ybhg"

·H\Ub_g'hc'U'č]bh'dfc'YWh'VYhk'YYb'h\Y'W]h'm'cZ'Gd'fYa'VYf['UbX'h\Y
a i b]W]dU']h'm'cZ'GW\`Y]ZYž'h\]g['fUj]h'm]g'b'ck'VY]b['fYa'YX]YX""H\Y
bYk'Wm'WY'dUh\`VY[']bg'Uh'h\Y'j']`U['Y'Wč'a'a i b]h'm'Wb'hYf'`]b
@]Yg_Ui'UbX'k]bXg'i'd'hc'h\Y'gW\cc`Wč'a'd`YI'`]b`cc'dž'k\YfY'`]h
Z]bU`m'Zck'g]bhc'h\Y'@]Yg_Ui'Yf'K'Y["'H\]g']g'b'ch'cb`m'U'd'fcZ]h'Zcf
ghi'XYbhg/5Xi'hg'U'gc'`Yh'U'gUZ'k'Um'hc'UW\]Yj'Y'h\Y'Ua'Yb]h]Yg'cZ
h\Y'bY][\Vcf]b['Wč'a'a i b]h'm'k]h\ci'h'U'WUf""

·]a'dfcj'Ya'Yb'h'cZ'Wm'W]b[']bZfUghfi'Whi'fY'

·H\]g']b]h]Uh]j'Y'Z]hg'dYfZYWh'm]bhc'h\Y'W'ffYbh'hfYbX'cZ'Wm'W]b[
Zf]YbX`]bYgg']b'GUI'cbm'"5Wč'fX]b['hc'h\Y'`UhYgh'XUhU'Zfca'h\Y
:fYY'GhUhYž'U'hc'hU`cZ'`*`Udd`]WU]cbg'Zcf'Wm'W]b['Zi'bX]b['k']`VY
[fUb'hYX']b'&\$&('ž'k\]W\]bWi'XYg'U'hc'hU`j'c'i'a'Y'cZ'%&,"'a']`cb
Yi'fcg""@Ugi'j'QfYdcfhg'cb'h\Y'Uddfcj'U`Vm'h\Y'GhUhY'cZ]W\Zcf
FcUX'7cbghfi'Wh]cb'UbX'HfUbgdcfhž'k\YfYVm'h\Y'Zi'bXg'Wč'a'Y'Zfca
Vch\`ghUhY'Zi'bXg'UbX'Zfca'ZYXYfU`Z]bUbW]U`U]Xg""H\Y'fYU`]nYX
dfc'YWh'g'U]a'h'c']a'dfcj'Y'h\Y'UhhfUWh]j'YbYgg'UbX'gUZ'Yh'm'cZ'Wm'W]b["'
5a'cb['ch\Yf'h\]b[gž'%*""')`_]`ca'YhYfg'UfY'WfYUhYX'bYk'Wm'WY
dUh\g'hc'dfca'chY'gi'ghU]bUV`Y'a'cV`]h'm'UbX'W]a'UhY'dfchYWh]cb']b
GUI'cbm'"H\YgY'a'YUgi'fYg'b'ch'cb`mia'U_Y'Wm'W]b['gUZ'fž'Vi'h'U'gc
a'cfY'Ybj]fcb'a'YbhU`m'Zf]YbX`m"

·H\Y'bYk'Wm'WY'dUh\`]b'@]Yg_Ui'k']`UXX]h]cbU`m'i'd[fUXY'h\Y
h'ci'f]gh'Wm'WY'dUh\`]bZfUghfi'Whi'fY']b'h\Y'fY[']cb""H\Y'Wč'b'YWh]cb'h'c
h\Y'dcdi'Uf'Wm'WY'dUh\g'gi'W\`Ug'h\Y':Øfgh!DØW_Yf'Wm'WY'dUh\ž'h\Y
[Yc'c[m'h'ci'f'UbX'h\Y'Zfc['Wm'WY'dUh\`a'U_Yg'h\Y'UfYU'dUfh]W'Uf'm
UhhfUWh]j'Y'Zcf'Wm'W]ghg""H\]g'Wč'i'X'\Uj'Y'dcg]h]j'Y'YZYWh'g'cb`cWU`
h'ci'f]ga""

·bUhi'fY'UbX'Ybj]fcb'a'YbhU`d'fchYWh]cb'`]b
ZcW'g'

·K'\Yb'd'Ubb]b['h\Y'Wm'WY'dUh\ž'bUhi'fY'Wč'bgYfj'Uh]cb'k'Ug'U'gc
Wč'bg]XYfYX""A'YUgi'fYg'k'YfY'hU_Yb'h'c'a'U]bHU]b'Ub'YI]gh]b['fck'cZ
hfYYg'UbX'h\Y'V]_Y'dUh\`k']`YUX'dUgh]h""H\]g'g\c'k'g'h\U
Ybj]fcb'a'YbhU`m'Wč'bgW]ci'g'UWh]cb'UbX'h\Y'YI'dUbg]cb'cZ'h\Y

k \YY`']bZfUghfi Whi fY`WUb`[c`\UbX`]b`\UbX`!`Ub`UddfcUW\`h\Uh]g
a cFY`ja dcfhUbh'h\Ub`Yj Yf`]b`h]a Yg`cZ`W]a UhY`W\Ub[Y`"

`H\Y`Wc bghfi Wh]cb`]g`d`Ub bYX`Zcf`&\$&) žUbX`h\Y`W]hm`Wci bWj`
XYW]XYX`hc`d`Ub`UbX`]a d`Ya Ybh'h\Y`dfYZffYX`j Uf]Ubh`]b`5df]`"
H\Y`Ubh]W]dUh]cb`cZ`h\Y`bYk`V]_Y`dUh\`]g`[fYUhž`Vch\`Ua cb[`h\Y
`YUj Yg`UbX`h\Y`g`cdYgž`UbX`Wci`X`h\YfYZcfY`bch`cb`m`]bWfYUgY`h\Y
ei U`]hm`cZ`]ZY`]b`h\Y`fY[]cbž`Vi h`U`gc`fYdfYgYbh`Ub`]a dcfhUbh`ghYd
hck UfXg`a cFY`gi ghU]bUV`Y`a cV`]`]hm`7mW]b[`]g`]bWfYUg]b[`m`VY]b[
Ya d\Ug]nYX`Vm`h\Y`\YUfh`cZ`Ub`Ybj]fcba YbhU``m`Zf]YbX`m`UbX
fYgci fW`!gUj]b[`a cV`]`]hmž`Ug`CGUI cbmfg`V]_Y`hfUZZ]W`

8YhU]`g	
Cfh	GW\`Y]ZYž8Yi hgW\`UbX
EiY``Yb	<ul style="list-style-type: none">• k k k "k cW\Yb_i f]Yf"]bZc• k k k "`Ugi j "gUW\gYb"XY• k k k "fUXj Yf_Y\f"gUW\gYb"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!VfUbXYbVi f["XY