

F YW hg fUX]_U`Y ; Yk U`h`[Y[Yb`GD8!
A]h[`]YXYf. `Dc`]nY]`V]hhYh`i a `<]bk Y]gY`

8]Y`Dc`]nY]`6Yf`b`gi W`h`NYi [Yb`Y]bYg`fYW hgYI hfYa]gh]gW
a ch]j]YfhYb`5b[f]Zg`Ui ZGD8!A]h[`]YXYf`b`@]W`hYfZY`XY`Ua
%("8YnYa VYf'&\$&("

5a`GUa ghU[žXYb`%("8YnYa VYf'&\$&(" žZØ\fhY`Y]b`j Yfa Y]bh]W
fYW hgYI hfYa]gh]gW`a ch]j]YfhYf`5b[f]Z`Ui Z`A]h[`]YXYf`XYf
Gcn]U`XYa c_fUh]gW`Yb`DUfhY]`8Yi hgW`UbXg`fGD8`Ł`ni`W`Uch]gW`Yb
GnYbYb`]b`@]W`hYfZY`XY`ž`k]Y`X]Y`Dc`]nY]`6Yf`b`a]hhY]`hY`5b`Y]bYf
6i`g`U`hYghY`Y`]b`XYf`@Ub_k]hYf`GhfU»Y`_Ua`Yg`ni`Y]bYa`J`cfZU`ž
VY]`XYa`X]Y`Dc`]nY]`bi`b`Xf]b[YbX`NYi [Yb`gi W`h`i`a
i`a`ZUggYbXYfY`9f`_Ybbhb]ggY`ni`[Yk]bbYb`8`Ug
@UbXYg_f]a]bU`Ua`h`\UhY]b`<]bk Y]gdcfhU`Y]b[Yf]W`hYh`i`a
ž`Zcfa`Uh]cbYb`ni`gUa`a`Y`b`i`bX`X]Y`<]bhYf[fØbXY`XYg`5b[f]Zg
Ui`Zni`_`ÄfYb`"

Ni`g`Äh`]W`ni`X]YgYa`J`cfZU`k`i`fXY`X]Y`Dc`]nY]`]b`XYf`B`UW`h
XUfUi`Z`]b`5`h`<c`Y`bgW`Øb`Ui`gYb`U`Ufa`]Yfh`8`cfh`U`hhY`Y]bY
(`\$!`Ä`f][`Y`:`fUi`gW`k`YfY`J`Yf`Yhni`b[Yb`Yf`]hhYb`i`bX`k`Uf`Ui`g`XYf
K`c`bi`b[`]`fYg`'`*!`Ä`f][`Yb`6Y`_UbbhYb`[`YZØW`hYh`8Yf`A`Ubb`gc`
g]Y`k`Ä`fYbX`Y]bYg`GhfY]hg`a`]hY]bYa`:`Y]gW`_`cdZYf`i`bX`Y]bYa
A`YggYf`Ub[Y[f]ZYb`UVYb`F`Yhhi`b[g_f`Ä`ZhY`VfUW`hYb`X]Y`j`Yf`YhnhY
:`fUi`i`a`[Y`YbX`]bg`?`fUb`_Yb`Ui`g`8Yf`HUh`YfX`ÄW`h][`Y`_`cbbhY
gW`]Y»`]W`ZYgh[Ybca`a`Yb`k`YfXYb`/`a`k`YfXYb`[`YZ`Ä`f`]W`Y
?`ØfdYfj`Yf`Yhni`b[`i`bX`:`fY`\Y]hgVYfUi`Vi`b[`j`cf[Yk`cfZYb`8]YgY
9fY][`b]ggY`i`bhYfghfY]W`Yb`X]Y`ni`bY`a`YbXY`Yk`U`hhUhYb`i`bX
GdUbbi`b[Yb`]bbYf`U`V`XYf`GhUXh`"

6Yf`bYf`K`c`b[YgW`]W`hYf`b`Ł

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "VYf`]b"XY• k k k "VYf`]bYf!nY]hi b["XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["XY