

: 7`6UmYfb`gWXY]hYfh`Ub` ;]hhYbg!HfUbgZYf.
7\Y`gYU`ØVYf\c`h]b`YhnhYf`A]bi hY`

6UmYfb`gWXY]hYfhY`a` Ø[`]WXYfk`Y]gY`Ub` ;]hhYbg!HfUbgZYf"
8YUX`]bY`j`YfdUgghž`7\Y`gYU`_ØbbhY`XYb`Gd]Y`Yf`bi`b`
j`YfdZ]WXYhYb`"



6UmYfbž`8Yi`hgWXY`UbX`!`8]Y` ; YfØWXY`_ØWXY`i`a`XYb`HfUbgZYf`
j`cb`!Ja`]Y` ;]hhYbg`VfcXY`h`k`Y]hYf`i`bX`\Uhj`cf`U`Ya`VY]`XYb` : Ubg`
XYg` : 7`6UmYfb`A`ØbWXYb`ZØf`5i`ZFY[`i`b`[`Ygcf[`h`9][`Ybh]WXY`k`c`h`
XYf` : 7`6UmYfb`XYb`&\$!`Å\f][`Yb` : Ø[`Y`ghØfa`Yf`j`cb`6cfi`gg]U`
8cfha`i`bX`j`YfdZ]WXYhYbž`XcW`bi`b`gWXY]bh`XYf`8YU`[`Yd`Uhh`ni`
gY]b`"@Ui`h`6]`X`\Uh`g]WXY`Gdcfhj`cfghUbX`A`Ul`9VYf`ni`gd`Åh`VY]`6J`6!`
GdcfhX]fY`_hcf`GYVUgh]Ub`?`Y`\`[`Ya`Y`XYhž`k`Ug`k`c`\`XUg`5i`g`ZØf`X]Y`
6UmYfb`VYXYi`hYh`"

5a`GUa`ghU[`ž`bi`f`Y]bYb`HU[`b`UWXYa`9VYf`XYb`?`cbHU`_h`ni`?`Y`\`
Ui`ZbU`a`ž`VYZUbX`g]WXY` ;]hhYbg`VYfY]hg]b`@cbXcbž`i`a`Y]bYb`
A`YX]n]bWXYW`_VY]`7\Y`gYU`Xi`fWXY`ni`ZØ\`fYb`"8Yf`Yb[`]gWXY`J`YfY]b`
\Uh`Ub[`YV]`WXY`Y]b`VYggYfYg`5b[`YVch`ZØf`XYb`hU`Ybh]YfYhYb`Gd]Y`Yf`

UV[Y[YVYbž'XUg'V]g'ni '*) 'A]''cbYb'9i fc']b_i gj Y'6cb] VYhfÅ[h'
6UmYfb'\UhhY'YXcW'Ui W' b]W'hgW'YW'h'Ui Z[YghY''hž'XYbb'9VYf'
k Uf'VYfY]hž'V]g'ni ')) 'A]''cbYb'9i fc'ni 'nU\`Yb"

5`hYfbUh]j Yb`i bX`D`ÀbY`XYf`6UmYfb

8]Y'6UmYfb`a i gghYb`bUW`XYa`a]gg`i b[YbYb`HfUbgZYf`j cb
;]hhYbg`gW`bY``k]YXYf`i a gW`k Yb_Yb``GhUhhXYggYb`k]fX`bi b`ØVYf`
5`hYfbUh]j Yb`bUW`[YXUW`h`i fgd fØb[`]W`U[`XYf` : c_i g`Ui Z`B]W`
K]``Ua`gž`XYf`U`YfX]b[g`VYfY]hg`]b` ; Ygd fÅW`Yb`a]h`XYa` : 7
6UfW`cbU`ghY`W`h` : Øf` ;]hhYbg`UhhY`6UmYfb`\c\Y`<cZZbi b[Ybž`XU
Yf`]b`XYf`YhhYb`GU]gcb`%+`HcfY`Yfn]Y`hY`i bX`U`g`Ub[Z`f]gh][Y
J Yfgh`Å`f_i b[`[YgY\Yb`k i fXY``8]Y`i bg]W`Yf\Y]h`ØVYf`gY]bY
b`ÅW`ghY`GhUh]cb`V`Y]Vh`YXcW`VYghY\Yb`i bX` ;]hhYbg`gi W`h`Y]bYb
?`i Vž`XYf`\a`X]Y`A`Ò[`]W`_Y]h`V]YhYhž`]b`XYf`YfghYb`9`Z`ni`gd]Y`Yb
i bX`i a`H]hY`ni`_`Åa`dZYbž`k]Y`Ui W`H\Y`<`UfX`H`UW`_Y`Uba`Yf`h"

≠`XYb` ; Ygd fÅW`Yb`\Uh`6UmYfb`Ui W`UbXYfY`A`Ò[`]W`_Y]hYb`]bg
5i [Y`[YZUggh`B`YVYb`F`UZUY`@Y`c`j`ca`57`A`U]`UbX`i bX`@`]g`8`Ēn
j`cb`@]j`Yfdcc`ghY\Yb`Ui W`7`cXm` ; U_dc`fYVYbZU`g`@]j`Yfdcc`Ē`i bX
; UVf]Y`A`Ufh]bY``]j`cb`5fgYbU`Ui Z`XYf`@]ghY``9]b`k`Y]hYfYf`B`Ua`Y
]gh`B]W`_K`c`h`Ya`UXY`j`ca`J`Z6`Ghi`hh[Ufhž`XYf`nk`Uf`_Y]b`hmd]gW`Yf`
: `Ø[Y`gd]Y`Yf`]ghž`YXcW`XUg`≠`hYfYggY`XYf`6UmYfb`[Yk`YW`h`\Uh"

8Yf`š [YbXk U\ b`]b`XYf`6i bXYg`][U

6UmYfb`A`ØbW`Yb`]gh`b]W`h`U`Y`b`]b`gY]bYa`GhfYVYbž`↑`b[Y
HU`Yb`hY`ni`j`YfdZ]W`hYb``8]Y`6i bXYg`][U`\Uh`g]W`]a`Yi`fcd`Å]gW`Yb
: i » VU``Y]bYb`B`Ua`Yb`[Ya`UW`hž`]bXYa`g]Y`[Yn]Y`h`Ui`Z`↑`b[Y
Gd]Y`Yf`gY`h`h`@Ui`h`Y]bYf`GhUh]gh]_`XYg`≠`hYfbUh]cbU`Yb`NYb`hfi`a`g
ZØf`Gdcf`h`ghi`X]Yb`U`VYb`XYi`hgW`Y`?`i`Vg`Y]bY`F`Y]\Y`h`U`Y`bh]Y`fhYf`
š`b[d`fc`Z]g`Yb`hk`]W`_Y`hž`c`b`Y`XYb`5`bgW`i`gg`Ui`Z`]b`hYfbUh]cbU`Y
K`Y`hhVYk`YfV`g`Z`Å\][`_Y]h`ni`j`Yf`]YfYb``: ØbZ`6i bXYg`][U!`HY`Ua`g`g]bX
i`bhYf`XYb`nY\`b`J`YfY]bYb`a`]h`XYa`b`]YXf][`ghYb`8i`fW`gW`b]h`hgU`hYf`
VY]`B`Yi`j`YfdZ]W`h`i`b[Ybž`i`bX`6UmYfb`gY`V`gh``Y[h`a`]h`Y]bYa
8i`fW`gW`b]h`hgU`hYf`j`cb`&(`ž`*`š`J`fYb`Xi`fW`Ui`g`]b`Y]bYa
_cb_i`ffYbn`Z`Å\][Yb`6YfY]W`ž`k]Y`Ui W` : i » VU``HfUbgZYf`g
VYf]W`hYh"

ðg[YgUa h'nY][h'g]Wł ž'XUgg'X]Y'Gi Wł Y' bUWł 'HU`Yb hYb'k]Y' ðJa]Y
 ;]hYbg'Y]b'k]Wł h][Yf'6YghUbXhY]'`XYf'GhfUHY[]Y'j]Y`Yf
 6i bXYg`][]ghYb']gh"8]Y' < cZbi b['XUVY]'ghž'b]Wł h'bi f'X]Y'Y][YbY
 A UbbgWł UZh'ni 'ghÅf_Ybž'gcbXYfb'Ui Wł 'ja ']bhYfbUh]cbU`Yb
 K YhhVYk YfV'a]hni \U`hYb"9g'V`Y]Vh'UVni k UfhYbž'k c\]b'XYf'K Y[
 ZØf';]hYbg'ZØ\ fYb'k]fXž'i bX'k]f'g]bX'[YgdUbbhž'k]Y'g]Wł 'X]Y
 6UmYfb'i bX'j\ fY'5`hYfbUh]j Yb']b'XYb' _ca a YbXYb'K cWł Yb
 Ybhk]W_Y`b"

8YhU]`g	
C fh	6UmYfbž'8Yi hgWł `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • h\ Y\ UfXhUW_`Y"Wł a • k k k "Zi ggVU`hfUb gZYfg"Wł a

6Ygi Wł Yb'G]Y' i bg'Ui Z. 'b!U["XY