

hU`]Yb]gWx Y`A cXYyI d`cg]cb.`A UfY`U  
YfÖZZbYh`YfghYb`GhcfY`]b`A ØbWxYb`°

8]Y`]hU`]Yb]gWx Y`A cXY\_YhhY`A UfY`U`YfÖZZbYh`Ua`%\*"\$\*"&\$&)  
]\fYb`YfghYb`GhcfY`]b`A ØbWxYb`i`bX`d`Ubh`k`Y]hYfY  
9l`dUbg]cbYb`"



A ØbWxYb`ž`8Yi`hgWx`UbX`!`h`A`ØbWxYb`k`]fX`\Yi`hY`Y]b`bYi`Yf  
5\_nYbh]b`XYf`A`cXYk`Y`h`[`YgYhnh`'8]Y`]hU`]Yb]gWxY`8Ua`Yba`cXY!  
A`Uf\_Y`A`UfY`U`YfÖZZbYh`]\fYb`YfghYb`Y][`YbYb`GhcfY`]b  
8Yi`hgWx`UbX`]b`XYf`dfca`]bYb`hYb`H\YUh]bYfghfU»Y`"A`]hY]bYf  
[`fc»nØ][`Yb`J`Yf\_Ui`ZgZÄWxY`j`cb`%'`-`E`i`UXfUha`YhYfb`Ui`Znk`Y]  
9hU[`Yb`a`ÖWx`hY`A`UfY`U`X]Y`<`YfnYb`a`cXYVYk`i`gghYf`:`fUi`Yb  
YfcVYfb`"8]Y`A`Uf\_Y`[`Y\`Öfhini`f`A`Ul`A`UfU`:`fci`d`i`bX`]gh`VYfY]hg`]b  
8Yi`hgWx`UbX`VY]`6fYi`b]b[`Yf`]b`A`ØbWxYb`i`bX`Ghi`hh[`Ufh]j`YfhfYhYb`  
K`Y`hk`Y]h`[`]Vh`Yg`ØVYf`&\$`\$`A`cbcVfUbX!GhcfYg`j`cb`A`UfY`Už`X]Y  
g]Wx`]b`%(`\$\$`A`i`h]VfUbX!GhcfYg`YfZc`[`fY]Wx`YhUV`]Yfh`\Uh`"8]YgY  
9l`dUbg]cb`i`bhYfghfY]Wx`h`X]Y`5a`V]h]cbYb`XYf`A`Uf\_Yž`X]Y`Yhnh`Ui`Wx  
@cbXcbž`F]UX`i`bX`?U]fc`]bg`J`g]Yf`[`Ybca`a`Yb`\Uhž`k`]Y`A`Yf\_i`f  
VYf]Wx`hYh`"

9]b`k Yb][ `ni fØW\_V`]W\_YbX`nY][ h'g]Wł`ž`XUgg`X]Y`A cXYVfUbWł`Y`]b  
8Yi hgWł`UbX`XYfnY]h`U`Yg`UbXYfY`U`g`fcg][ `]gh`HfUX]h]cbga Uf\_Yb  
k ]Y` ; Yffm`K YVYf`\\UVYb`a` ]h`GWł`k ]Yf][ \_Y]hYb`ni` \_`Āa` dZYb`i` bX  
gWł`]Y» Yb`U`Y` ; YgWł`ĀZhY`"8 ]Y`gdUb]gWł`Y`A cXYZ]fa` U`J`]Wł]i`k` ]fX  
X]Y`A Uf\_Y` ; Yffm`K YVYf`ØVYfbY`a` Yb`ž`X]Y`bcWł` ( \$`G`\\cdg`]b  
8Yi hgWł`UbX`VYhfY]Vh`"8 ]Y``đgc`j` Ybnk`Y`Y`]b`XYf`A cXYVfUbWł`Y  
\\Uh`Ui` Wł`b`Ua` \\UZhY`5`\_hYi` fY`k` ]Y` ; U`Yf]Už`9gdf]h`i` bX`G]bb`YfZUgghž  
X]Y`]b`XYf`Y`hnhYb`NY]h`đgc`j` Ybn`Uba` Y`XYb`a` i` gghYb`"K` Ug`g]bX  
X]Y`i` fgUWł`Yb`ZØf`X]YgY`A` ]gYfY`3`9]bY`gWł`k` UWł`Y`?`cb`↑`b`\_hi` fž  
ghY][ YbXY`?`cghYb`ZØf`9bYf[ ]Yž`A` ]YhY`i` bX` ; Y`Ā`hYf`gYhnYb`XYb  
l`bhYfbY`a` Yb`Uf[ `ni`ž`k` ]Y`HYI`h]`k` ]fhgWł`UZh`\\Yfj`cf`\\YVh`

9]b`Vi`bhYf`A` ]l`Ub`BYi` [ fØbXi`b[ Yb`i`bX  
?`cb`\_i`fgYb`

K`Ā`\\fYbX`A`UfY`U`]b`A`ØbWł`Yb`Ui`ZVf]Wł`hž`[ Y`Yb`UbXYfY`@UVY`g  
UbXYfY`K`Y`[ Y`"8`Ug`l`G!@UVY`F`U`[ /`6`cbY`YfØZZbYh`YVYb`ZU`g  
gY]bYb`YfghYb`GhcfY`]b`8`ØggY`XcfZ`"8`Ug`&\$&\$&`]b`BYk`Mcf`\_  
[ Y`[ fØbXYhY`l`bhYfbY`a` Yb`\\Uh`Yg`V]g`Y`hnh`Ui`Z`-`Y`[ YbY`GhcfYg`]b  
XYb`l`G5`ž` ; fc»Vf]hUbb]Yb`ž`5i`ghfU`]Yb`i`bX`d`Ud`Ub`[ YVfUWł`h`5i`Wł`]b  
6Yf`]b`hi`h'g]Wł`Yhk`Ug`8`Ug`K`\\]hY`@UVY`Dfc`Y`\_h`fK`@DŁ`\\Uh`gY]bYb  
YfghYb`GhcfY`YfØZZbYhž`i`a`ZfUi`Yb[ YZØ`fhYb`l`bhYfbY`a` Yb`Ui`g  
j`YfgWł`]YXYbYb`@ĀbXYfb`Y]bY`D`UhZcfa`ni`V]YhYb`"<`]Yf`\_ØbX][ h  
g]Wł`Y]b`9fbYi`Yfi`b[ gdfcnYgg`Ub`

8]Y`<`YfUi`gZcfXYfi`b[ Yb`XYf`6fUbWł`Y`g]bX`YXcWł`b]Wł`hni  
][ bcf]YfYb`"ā`ā`\\f`&\$&(`ā`Y`XYhYb`nU`\\fY]Wł`Y`A`cXY`\_YhYb  
đgc`j` Ybn`Ub`ž`XUfi`bhYf`X]Y`hfUX]h]cbgfY]Wł`Y`G][ bU` ; fci`dž`X]Y`\\fY  
 ; YgWł`ĀZhgnU`\\Yb`XfUgh]gWł`fYXi`n]YfYb`a`i`gghY`"8`Yf`8`fi`W`\_`Ui`ZX]Y  
l`bhYfbY`a` Yb`k`]fX`]a`a`Yf`[ fØ»`Yf`"Gc`VYf]Wł`hYhYb`X]Y  
đgc`j` YbnnU`\\Yb`j`ca`5i`[ i`gh`&\$&(`j`cb`Y]bYa`XYi`h]Wł`Yb  
FØW`\_`[ Ub`[ `]a`HYI`h]`gY`\_hc`fž`UVYf`Y]bYf`ghY][ YbXYb`NU`\\`Ub  
?`cb`\_i`fgYb`]b`XYf`A`cXYVfUbWł`Y`ž`k`Ā`\\fYbX`G][ bU!HØWł`hYf`X]Y  
đgc`j` YbnghUh]gh]\_`Xca`]b]YfYb`

J`YfĀbXYfhYg`A`Uf`\_hi`a`ZY`X`

=a`GhU\_\_Uhc`XYf`A cXYa`Y`Xi b[ Yb`k`]fX`XYi`h`]Wł`ż`XUgg`X]Y`6fUbWłY  
 ]b`Y]bYa`gh`AbX][ Yb`K`UbXY`VY[ f]ZZYb`]gh"J`cb`#bgc`j`YbnYb`ØVYf  
 ,`VYfbU`a`Yb`V]g`\]b`ni`BYi`[ fØbXi`b[ Yb`df`À[ h`X]YgYf`DfcnYgg`X]Y  
 U\_hi`Y`Y`A`Uf`hg]hi`Uh]cb" `A`UfY`U`ž`X]Y`gY]h`&\$&` `ni`f`A`U!`A`UfU!  
 HcWł`hYf[ YgY`gWł`UZh`8`YX]a`U!`[ Y`Öfh`ž`nY][ h`ž`XUgg`Yg`Ui`Wł  
 @]Wł`hV`]W\_Y`[ ]Vh" `8]Y`A`Uf`\_Y`\Uh`Y]b`[ i`hYg`<`Àb`XWł`Yb`ZØf  
 A`cXY`hfY`bXg`i`bX`df`ÀgY`bh]Y`fh]b`A`ØbWł`Yb`X]Y`bYi`YghYb`Ghm`Ygž`X]Y  
 XUg`DchYbn]U`\UVYbž]a`HfYbX`\cWł`]a`?`i`fg`ni`ghY`Yb"

8]Y`9b`hk`]W`i`b[ Yb`]b`XYf`A`cXYVfUbWłY`g]bX`\_ca`d`YI`i`bX  
 j`]Y`gWł`]Wł`h][ " `K`c\]b`X]Y`FY]gY`ZØf`X]Y`BUa`Yb`Ui`Z`XYb`K`]YbYf`i`bX  
 A`ØbWł`YbYf`@Ui`ZghY[ Yb`[ Y`h`ž`V`Y]Vh`gdUbbYbX`UVni`k`UfhYb" `K`Ug  
 g]Wł`Yf`]gh`X]Y`A`Uf`\_Ybž`X]Y`g]Wł`UbdUggYb`i`bX`]bbc]`Uh]j`V`Y]VYbž  
 \UVYb`X]Y`VYghYb`7`UbWł`bž]b`X]YgYf`XmbUa`]gWł`Yb`i`bX  
 \YfUi`gZc`fXYfbXYb`NY]h`ni`VYghY`Yb"

8YhU]`g	
C`fh	A`ØbWł`Ybž`8Yi`hgWł`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> <li>• k`k`k`"a`Yf`_i`f"XY</li> <li>• k`k`k`"hYI`h]`k`]fhgWł`UZh"XY</li> </ul>

6Ygi`Wł`Yb`G]Y`i`bg`Ui`Z.`bU[!`VUmYfb"XY