

NU\ `i b[gZf]gh`ZØf`5VZU``[YVØ\ fYb`bU\ h.
Gc`nU\`Yb`G]Y`f]W\ h][°

5a`%) "' ě `]'&\$&) `g]bX`X]Y`5VZU``Ybhgc f[i b[g[YVØ\ fYb`ZÄ``["
ěZcg`ni f`NU\`i b[`i bX`YbXYfi b[Yb`VYnØ[`]W\`G9D5!
A UbXUhYb`\]Yf"



DZUZZYb\cZYb`Ub`XYf`≐a`ž`8Yi hgW\`UbX`!`8]Y
5VZU``Ybhgc f[i b[g[YVØ\ fYb`gc f[Yb`]a` `@UbX_fY]g`DZUZZYb\cZYb
ZØf`?`Uf\Y]h"5a`%) "' ě `]'&\$&) `k`]fX`X]Y`nk`Y]hY`F`UhY`ZÄ``[ž`i`bX`XYf`
5VZU``!K`]fhgW\UZhg!6Yhf]YV`fB`K`DŁ`fi`Zi`U`Y` ; YVØ\ fYbnU\`Yf`X`Uni
Ui`Z`X]Y`YfZcfXYf`]W\Yb`GW`f]hhY`fYW\hnY]h][`ni`i`bhYfbY\`a`Yb`"K`Yf`
XYf`G9D5!@UghgW`f]Zi`ni`[`Ygh]a`a`h`\Uhž`VfUi`W`h`g]W\`i`a`k`Yb][`ni`
_Øa`a`Yfbž`XU`XYf`6YhfU[`Ui`hca`Uh]gW\`UV[YVi`W`h`k`]fX`"6Øf[Yfž`
X]Y`_Y]b`G9D5!A UbXUh`YfhY]`h`\UVYbž`a`ØggYb`YXcW\`Y][Ybgh`AbX][
ZØf`X]Y` , VYfk`Y]gi`b[`gc f[Ybž`i`a`Y]bYb`fY]Vi`b[g`cgYb`5V`Ui`Z`ni`
[Yk`Ä\`f`Y]ghYb`" **DZUZZYb\cZYb`HcXUm**]bZcfa`]Yfhž`XUgg`A UbXUhY`
V]g`ni`a` *"' ě `]'gW`f]Zi]W\`VY]a`5K`D`Y]b[Yfy]W`h`k`YfXYb`_ÖbbYbž`
XUa`]h`X]Y`gY`ZØf`X]Y`ZÄ``[Y`F`UhY`VYfØW_g]W\h][h`k`YfXYb"

K Ug'hi b`VY]`YbXYfi b[Yb3'Gc`hY`X]Y`Y][YbY`6Ub_j YfV]bXi b[
[YÅbXYfh'k YfXYb`a ØggYbž`_ØbbYb`5bdUggi b[Yb`XYg`G9D5!
A UbXUhg`V]g`ni a`&`'`&\$&`)'b`XYf`C`b`bY!J Yfk U`hi b[
j cf[Ybca`a`Yb`k`YfXYb`"8UbUW`_`Ubb`a`Ub`Y`bXYfi b[Yb`Yfgh
k`JYXYf`UV`XYa`%)`" `&\$&`)'ZØf`ni`_ØbZh][Y`NU`i`b[Yb
j`cfbY`a`Yb`":`Øf`_`VYfk`Y]gi b[Yb`[]`h`8]Y`?i`bXYb!Bi`a`a`Yfž`X]Y
]a`i`;`YVØ`fYb!6YgW`Y]X`j`Yfa`Yf`_h]ghž`gc`hY`VYUW`hY`h'k`YfXYb`"

K]W`h][Y`≠Zcfa`Uh]cbYb`ni`f`NU`i`b[

:`Øf`U`Y`ž`X]Y`X]Y`VUf[Y`X`cgY`NU`i`b[`VY]`cfni`[Ybž`]gh`Yf`X]Y
fY`Y]`UbhY`6Ub_j`YfV]bXi`b[.

- GdUf`_UggY`DZUZYb`cZYb`Ub`XYf`≠a
- 6=7.`6M@589A`%D5:
- =65B.`89`-`+&%`)*`\$`\$\$\$`,'`\$%&&`'+\$

9]b`6`]W`_ØVYf`X]Y`;`fYbnYb`nY][hž`XUgg`XYf`@UbX`_fY]g`8UW`Ui
Å`b`]W`Y`J`cf[Y`Y`b`g`k`Y]gYb`V]YhYh`B`UW`≠Zcfa`Uh]cbYb`j`cb`
@UbXfUhgUa`h`8UW`Ui``g]bX`Ui`W`_`Yf`G9D5!@UghgW`f]ZhYb`X]Y
VY]`cfni`[hY`NU`i`b[gUfh`ZØf`X]Y`5VZU`Yb`hgcf[i`b[g[YVØ`fYb`"K`]Y
Ui`W`]a`_@UbX`_fY]g`DZUZYb`cZYb`ž`k`YfXYb`I`a`ghY`i`b[Yb`Ui`Z`XUg
G9D5!J`YfZU`fYb`_Åi`Z][`Ya`dZc`_Yb`"8]Y`A`Ò[`]W`_Y]hž
9]bni`[gYfa`ÅW`h][i`b[Yb`ni`YfhY]`Ybž`V]YhYhY]bY`VYe`i`Ya`Y`C`dh]cb
ni`f`NU`i`b[`XYf`;`YVØ`fYb`"

9]bY`k`Y]hYfY`]b`hYfYggUb`hY`DYfgdY`_h]j`Y`_ca`a`h`Ui`g`XYa`_@UbX`_fY]g
<Y`a`ghYXhž`XYf`YVYbZU`g`**@UbX`_fY]g`<Y`a`ghYXh`**Y`b`]W`Yg
VYf]W`hYh`<]Yf`k`]fX`VYhc`b`hž`XUgg`Y]bY`Y]ba`U`YfhY`]hY
9]bni`[gYfa`ÅW`h][i`b[`gc`_Ub[Y`[Ø]h][`V`Y]Vhž`V]g`g]Y`k`]XYffi`ZYb
k`]fX`"6Y]`A`Y`fZUW`[fi`bXVYg]m`]gh`Yg`YXcW`b`Øh][ž`ZØf`YXYg
C`V`Y`_h`Y]bY`gYdUfU`hY`9fa`ÅW`h][i`b[`ni`YfhY]`Yb`"8]YgY`F`Y[Y`i`b[
i`bhYfghfY]W`hž`k`]Y`k`]W`h][`Yg`]ghž`X]Y`Y][YbYb`;`Y[YVYb`Y]hYb`]a
5i`[Y`ni`VY`U`hYb`"

≠g[YgUa`h`nY][h]g]W`ž`XUgg`X]Y`_cffY`_hY`<UbX`UVi`b[`XYf
5VZU`Yb`hgcf[i`b[g[YVØ`fYb`b]W`h`bi`f`]a`_@UbX`_fY]g`DZUZYb`cZYbž
gcbXYfb`Ui`W`]b`XYb`Ub[fYbnYbXYb`F`Y[]cbYb`Yb`hgW`Y]XYbX`]gh`"

C V`Xi fW`G9D5!A UbXUhY`cXYf` , VYfk Y]gi b[Yb` `Y]b`[i hYg
 <ÀbXWYb`VY]`XYf`Z]bUbn]Y``Yb`D`Ubi b[`j Yfa Y]XYh`i bb`Òh][Y
 ?ca d`_Uh]cbYb`i bX`gcf[h`ZØf`Y]bYb`fY]Vi b[g`cgYb`5V`Ui ZVY]`XYf
 5VZU``Ybhgc f[i b["

8YhU]`g	
C fh	DZUZZYb`cZYb`Ub`XYf` ða ž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • dZUZZYb`cZYb`hcXUm"XY • k k k "`UbXfUhgUa h!XUW`Ui "XY • k k k "`UbX_fY]g!\Y`a ghYXh"XY

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