

Ghi fa k Ufbi b[`]b`B]YXYfgUWł gYb.
; Yk]hhYf`i bX`< U[Y`Xfc\Yb` \Yi hY`

GhUf_fY[Yb`i bX` ; Yk]hhYf`Xfc\Yb`]b`B]YXYfgUWł gYb`Ua` `&*"
đ b]`&\$&) ""9fZU\fyb`G]Y`a Y\f`ØVYf`X]Y`K YhhYfk Ufbi b[Yb
i bX`HYa dYfUhi fyb"



I Y`nYbž`8Yi hgWł`UbX`!`5a` `8cbbYfghU[ž`XYa` `&*""đ b]`&\$&) ž
ghY`h`B]YXYfgUWł gYb`i bX`6fYa Yb`Y]b`k YWł gY`\UZhYg`K YhhYf`]bg
<Ui g" GhUf_Y` ; Yk]hhYf`i bX`FY[Yb`gcf[Yb`XUZØfž`XUgg`X]Y
Ub[Y_ØbX][hY`GcbbY`k c`\`bi f`Y]b`ZYfbYf`HfUi a`V`Y]Vh`8Yf
8Yi hgWłY`K YhhYfX]Ybgh`fBK 8Ł`k Ufbhj cf`< U[Y`i bX`Ghi fa VØYbž
X]Y`K]bX[YgWłk]bX][_Y]hYb`nk]gWłYb`))`i bX`+\$`_a`#`YffY]WłYb
_ØbbYb""#`Y]b][Yb`FY[]cbYb`VYghY`h`gc[Uf`l bk YhhYf[YZU\fž`k]Y`
Un!cb`]bY`XY`VYf]WłhYh`

8Ub`_Y]bYg`_Y]bf`Ai a`][Yb`H]YZgž`XUg`g]Wł`Ui g`XYb`B]YXYf`UbXYb
ØVYf`X]Y`FY[]cb`gWł]YVhž`_Ubb`XYf`HU[`b]Włhi bVYgWłk Yfh
VY[]bbYb""K`À\fybX`Yg`Ua`A cf[Yb`]b`F]Włhi b[`9`VY`j`YfY]bnY`h
Ui ZcW`Yfž`V`Y]Vh`XYf`<]a`a`Y`]b`j`]Y`Yb`HY]Yb`ghUf`_VYk`Ø`_h`5V

XYa 'GØXk YghYb'n]Y\Yb'XUbb'_fÅZh][Y'; Yk]hhYf'a]h'FY[Yb'ØVYf
B]YXYfgUWÅgYb'\]bk Y["'Jcf'U''Ya 'bUWÅa]hU[g'i bX'UVYbXg
Xfc\Yb']b'XYb'gØX'WYb'i bX'Øgh'WYb'@UbXYghY]'Yb'k]f'_]WÅ
i b[Ya Øh]WY'6YX]b[i b[Yb"

HYa dYfUhi fYb'i bX'Jcf\YfgU[Y

8]Y'<ØWghhYa dYfUhi fYb'YffY]WYb']b'XYb'gØXØgh]WYb'FY[]cbYb
V]g'ni '&,'; fUXž'k Å\fybX'Ub'XYf'?ØghY''YX][']WÅ'i a 'X]Y'&%; fUX
YffY]WÅ'h'k YfXYb"'&XYf'B UWÅ'h'k]fX'XUbb']a 'K YghYb'FY[Yb
Yfk UfhYhž'i bX'X]Y'HYa dYfUhi fYb'g]b_Yb'Ui Z'%'('V]g'%'+'; fUX''5a
: fY]hU['gYhnYb'X]Y'B]YXYfgWÅ'Å[Y'Zcfhž'cW_Yfb'YXcWÅ]a '@Ui ZY
XYg'HU[Yg'Ui Z'8]Y'HYa dYfUhi fYb'dYbXY'b'g]WÅ'nk]gWÅYb'&%i bX
&(; fUX'Y]b''5i WÅ'bUWÅhg'V'Y]Vh'X]Y'A Ø[']WÅ_Y]h'ZØf'Y]b][Y
FY[YbZÅ''Y']a 'BcfXYb'VYghY\Yb"

K]Y'nY]h"XY'VYf]WÅ'hYhž'nY][h'g]WÅ'bUWÅ'Y]bYa 'i bVYghÅbX][Yb
K cWÅYbYbXY'Y]bY'6YggYfi b['Ubž'XYbb'UV'8]YbghU['k]fX'Y]b
ZfYi bX']WÅYf'K]hhYfi b[gUVgWÅb]hh'Yfk UfhYh''6YfY]hg']b'XYf
_ca a YbXYb'K cWÅY'_ØbbhY'Y]bY'<]hnYk Y''Y'9]bni ['\U'hYbž'a]h
HYa dYfUhi fYb'V]g'ni ' ') ; fUX']b'B]YXYfgUWÅgYb"

K Ufbi b[Yb'i bX'A U» bU\ a Yb

8]Y'I bk YhhYfk Ufbi b[Yb'_ØbbYb'Y'bUWÅ'K YhhYf'U[Y']b'j]Yf
Ghi ZYb'i bhYfhY]'h'k YfXYb''6Y]'GhUf_fY[Yb'i bX'; Yk]hhYfb'[Y'hYb
i bhYfgWÅ]YX']WÅY'K Ufbghi ZYbž'X]Y'j cb'%V]g'('fY]WÅYbž'k cVY]
Ghi ZY'&'VYfY]hg'j cf'[YZÅ\f']WÅYa 'K YhhYf'k]Y'GhUf_fY[Yb'i bX
\Yzh][Yb'K]bXVØYb'k Ufbh''8]Yg'k]fX'VYgcbXYfg']b'XYf'U_hi Y''Yb
@U[Y']b'B]YXYfgUWÅgYb'Yfbgh'[Ybca a Ybž'k]Y'k YhhYf"WÅa
_`UfghY''h"

K Ybb'; Yk]hhYf'Ui Zh]Y\Ybž'g]bX'Yf\YV']WÅY'B]YXYfgWÅ'U[ga Yb[Yb
ni 'Yfk UfhYbž'c_U']gc[Uf'V]g'ni ' &) '@]hYf'dfc'E i UXfUha YhYf']b
Y]bYf'Ghi bXY''5i WÅ'<U[Y'i bX'[fc»Y'K]bXVØYb'_ØbbYb'b]WÅh
Ui g[YgWÅ'cggYb'k YfXYb''8]Y'k UfbYbXYb'Gh]a a Yb'a U\ bYb'ni f
Jcf]g]WÅ'h'i bX'Ya dZY\Ybž'g]WÅ'ØVYf'X]Y'U_hi Y''Yb'K YhhYf'U[Y'Ui Z
XYa '@Ui ZYbXYb'ni '\U'hYb"

ðg[YgUa h'Yfk UfhYhi bg'U`gc`Y]b`gdUbbYbXYf`K YhhYfhU[ž'Ub`XYa
 XYf`; f]````YVYf'a U`_U`h`V`Y]Vh'i bX`j`Y``Y]W`h`X]Y`[i hY`U`hY
 Gd]Y`YUVYbXY`a]h': fYi bXYb`Ub[YgU[h'g]bX``6`Y]VYb`G]Y`g]W`Yf`
 i bX`_`i [ž'XYbb`XU``Y[h'Yhk Ug]b`XYf`@ Zh`

8YhU]`g	
C fh	I Y`nYbž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Un!cb`]bY"XY • k k k "nY]h"XY • k k k "k YhhYf"WŁa

6Ygi W`Yb`G]Y`i bg`Ui Z.`X]Y!bUW`f]W`hYb"WŁa