

K]bhYf' < Uj Yb / , \$' - /g'HYbb]g'GhUf
6fYU_g'&+!MYUf'8fci [\ h'k]h\ 'GhUHy
H]h'Yg°

8]gWcj Yf'Dc`_`7ci bhm' , \$' - /g'YI W]h]b['Vcmg'hYbb]g'gWbY
Ug'K]bhYf' < Uj Yb 'W]bWYg'fY[]cbU'h]h'Ygž'\ [\] [\ hg
d`UmYfg' , \$' - /UW\]Yj Ya Ybhgž'UbX'i bj Y]`g'Ya Yf[]b[
f]j U`f]Yg"



K]bhYf' < Uj Ybž'Dc`_`7ci bhmž: `cf]XUž'I G5'!'H\Y'hYbb]g
`UbXgWdY`]b'Dc`_`7ci bhm\Ug'VYYb'bc h\]b['g\cfh'cZ'h\ f]`b[ž
a Uf_YX'Vm'Z]YfW'f]j U`f]Yg'UbX'gd]f]hYX'Wč'a dYh]h]cbg" 'H\Y`Ugh'k c
mYUfg'\Uj Y'gYYb'; Ycf[Y'žb_]bg'UbX'K]bhYf' < Uj Yb' [c'\YUX!hc!
\YUX']b'U'VUhh'Y'Zcf'gi dfYa UWmicj Yf'X]ghf]Wh'UbX'fY[]cbU'h]h'Yg"
@Ugh'gYUgcbž; Ycf[Y'žb_]bg'Ya Yf[YX'j]Wcf]ci gž'Vi h'h\]g'mYUfž
h\Y'h]XYg'\Uj Y'Wfhu]b`mih fbYX"

K]bhYf' < Uj Yb \Ug'a UXY'g][b]Z]Wb'h'ghf]XYgž'VcUgh]b['U'hU'YbhYX
`]bYi d`YX'Vm'óYb'GU`ha Ubž'k \c'd`UmYX'Uh'bc""%g]b[`Yg" 'H\]g
mYUfž'h\Ym'bc'h'cb`mih]YX'; Ycf[Y'žb_]bg'Uh'h\Y'X]ghf]Wh

hci fbUa Ybh'Vi h'U`gc`k cb`h\Y`h]YVfYU_Yfž`U``ck]b[`h\Ya `hc
UXj UbW`" `H\Y]f`]a dfYgg]j Y`fi b`Wcbh]bi YX`Ug`h\Ym`WUdhi fYX`h\Y
fY[]cbU`Z]bU`gž`ei U`]Zm]b[`h\Ya `Zcf`h\Y`a i W\!Ubh]W]dUhYX`ghUhY
hci fbUa Ybh"

5`GhUhY`7`Ua d]cbg`]d`J`]Whcfm

≠hW`a]bUhYX`VYUi h]Zi`miUh`h\Y`ghUhY`hci fbUa Ybh`k` \Yb`6Yb
GU`ha Ub`gYW`fYX`h\Y`Vcmg`g]b[`Yg`h]h`Yž`a Uf_]b[`U`\]ghcf]Wk]b`Zcf
K]bhYf`<Uj Yb`"FYdcbhg`Zfca`@]j Y`6U``Gdcfhg`WcbZ]fa`h\Uh
GU`ha Ub`XYZUhYX`GhYZub`7cfffYU`Zfca`DU`a Yh`hc`k]h\`gWcfYg`cZ
!(ž`!`ž`YbX]b[`U`&+!mYUf`Xfci [\h`Zcf`U`Dc`_`7ci bhm]ghUhY
WUa d]cb`]b`Vcmg`hYbb]g`"H\]g`j]Whcfm]g`a`cbi`a`YbhU`ž`bch`†`gh`Zcf
GU`ha Ubž`Vi h`Zcf`h\Y`Ybh]fY`Wca`a`i`b]hmž`Ug`]h`Vf]b[g`fYWc[b]h]cb
hc`Dc`_`7ci bhm`\][\`gWcc`hYbb]g"

5`cb[g]XY`\]g`g]b[`Yg`hf]i a d\ž`GU`ha Ub`U`gc`hYUa YX`i`d`k]h\
ZY`ck`gYb]cf`K]Ym]G]a dgc`b`hc`W]bW`h\Y`ghUhY`Xci V`Yg`h]h`Yž
XYZUh]b[`7cfffYU`UbX`6YUi` ;]Vgcb`*!`ž`*!(`"GU`ha Ub`g`k]b
Wca`Yg`UZhYf`\Uj]b[`cgh`hc`7cfffYU`]b`h\Y]f`dfYj]ci`g`h`fYY
a`UhW`i`dg`"H\Y`ghfUhY[m`UX`†`gha`Ybhg`\Y`a`UXY`Xi`f]b[`h\Y`a`UhW
]`i`ghfUhY`\]g[fck`h\`UbX`XYhYfa`]bUh]cb`hc`UW`Yj`Y`h\]g
a`]YghcbY"

K]bb]b[`h\Y`X]ghf]Wh`h]h`Yg`]b`Vch`g]b[`Yg`UbX`Xci V`Ygž`GU`ha Ub
k Ug`bUa YX`D`UmYf`cZ`h\Y`M`Uf`UZhYf`Ub`i`bXYZUhYX`gYUgcb`" <]g
\YUX`Wc`UW`ž`DUh`A]`Yfž`\Ug`VYYb`ghYf]b[`h\Y`K]bhYf`<Uj Yb
hYUa`g]bW`&\$\$\$`UbX`k Ug`Uk UfYX`7cUW`cZ`h\Y`M`Uf`Zcf
cfW`YghfUh]b[`gi`W`Ub`]bWfYX]V`Y`gYUgcb"

B`chUV`Y`DYfZcfa`Yfg`cZ`h\Y`GYUgcb

H\Y`hU`Ybh`dcc`Uh`h\Y`\][\`gWcc`Yj`Y`]b`W`bhfU`:`cf]XU`]g
i`bXYb]UV`m`XYd`"H\Y`:`]fgh`HYUa`gY`YWh]cbg`]`i`ghfUhY`h\]gž
g\ck`WUg]b[`d`UmYfg`k`c`\Uj`Y`Y`Zh`h\Y]f`a`Uf`_`h\]g`gYUgcb.

D`UmYf`B`Ua`Y`	GW`cc`	GYUgcb`F`YWcfX`	5k`UfXg`
B]_c`Ug`?`i`a`f]U`	Ycf[`Y`>b_]bg`	+!%	7ci`bhm]h`h`Y`Uh`

			Bc"%g]b[`Yg
K]Ym[G]a dgcb	K]bhYf`<Uj Yb	+!%	8]ghf]Wh'h]h`Yg`Uh Bc"&'g]b[`Yg UbX`Bc"% Xci V`Ygž`ghUhY h]hY`Uh`Bc"% Xci V`Yg
8 Uj]b`Hk]gg	A W?YY`	, ! (8]ghf]Wh'h]h`Y
NUW?`cggYb	@U_Y`UbX	, ! &	8]ghf]Wh'h]h`Y

<cbc fUV`Y`a`Ybh]cbg`]bWi XY`YI W dh]cbU`d`UmYfg`Zfca`j`Uf]ci`g`
gW\cc`gž`g\c`k`WUg]b[`h\Y`f]W\`hUdYghfmc`Z`hU`Ybh`h\`Uh`XY`Z]bYg`Dc`_`
7ci`bhm`Uh\`Yh]Wg`"GW\cc`g`fYdfYgYbhYX`]bWi`XY`5``GU]bhgž`
5i`Vi`fbXU`Yž`UbX`<U]bYg`7]hmž`Ua`cb[`ch\Yfgž`X]gd`Um]b[`U`
fYa`Uf`UV`Y`XYdh\`]b`Wca`dYh]h]cb"

5g`h\Y`hYbb]g`gYUgcb`k`fUdg`i`dž`k`]bhYf`a`Um`VY`VY\]bX`i`gž`Vi`h`h\Y`
gd]f]h`c`Z`Wca`dYh]h]cb`WfhU]b`m]gb`h`Wca`""9UW\`c`Z`h\YgY`mci`b[`
Uh\`YhYg`Ya`VcX]Yg`h\Y`Xf]j`Y`UbX`k`]`hc`di`g\`Zcfk`UfXž`a`U_]b[`U`
bUa`Y`Zcf`h\Ya`gY`j`Yg`cb`UbX`c`ZZ`h\Y`Wca`fh":`cf`a`cfY`]bZcfa`Uh]cb`
cb`Uh\`Yh]Wdfc[`fUa`g`UbX`d`Ufh]W]dUh]cb`fYei`]fYa`Ybhgž`ghi`XYbhg`
UbX`d`UfYbhg`WUb`fYZYf`hc`[`i`]XY`]bYg`dfcj`]XYX`Vm`Dc`_`7ci`bhm`
GW\cc`g"

K` \Uh`g`b`YI`h`Zcf`h\YgY`ghUf`d`UmYfg`3`H\Y`Zi`hi`fY``cc`_g`YI`W]h]b[`ž`
UbX`Ug`b`Yk`h`U`Ybh`Ya`Yf[`Ygž`k`Y`WUb`YI`dYWh`Yj`Yb`a`cfY`
YI`\`]UfUh]b[`a`UhW\i`dg`]b`h\Y`mYUfg`hc`Wca`Y`

8YhU]`g	
Cfh	K]bhYf`<Uj Ybž`Dc`_`7ci`bhmž: `cf]XUž`I`G5
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "h\Y`YX[`Yf"Wca • k k k ""j`YVU``gd`c`fhg"Wca • k k k "dc`_gW\cc`gZ"Wca

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`a`Y]b`!k`]Yb`"bYh