

8 YgdYfUhY`D`YU. `GUbZcfX`A ca `GY_Yg
ǵ gh]WV`5 ZhYf`HcXX`Yf/ ǵ \$' - /g<]h!UbX!
F i b

5`a ch\Yf`d`YUXg`Zcf`ǵ gh]WV`UZhYf`\Yf` !mYUf!c`X`XUi [\hYfž
<Ufa cb]Yž`k Ug`Wf]h]WU``m]b`ǵ fYX`]b`U`\]h!UbX!fi b`]b`GUbZcfXž
fU]g]b[`Wca a i b]hm`WcbWfbg`cj Yf`fcUX`gUZYhm"



DYfg]a a cb`5j Ybi Yž`GUbZcfXž: `cf]XUž`I G5`!`đ`U`\YUfh
k fYbW\]b[`]bW]XYbh`h\Uh`\Ug`YZh`h\Y`GUbZcfX`Wca a i b]hm]b
g\cW_ž` !mYUf!c`X`<Ufa cb]Y`FcgY`6fmUbh`k Ug`Wf]h]WU``m]b`ǵ fYX`]b
U`\]h!UbX!fi b`WfUg\`cb`đ bY`%&ž&\$&) "'<Yf`a ch\Yfž`@U_]g\U
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gYj YfY`]b`ǵ f]Ygž`]bWi X]b[`U`ZfUWi fYX`g_i ``UbX`gd]bY`]b`ǵ f]Yg`"H\Y
]bW]XYbh`cWV ffYX`k \]`Y`<Ufa cb]Y`k Ug`d`Um]b[`cb`h\Y`dcfW\`k]h\
\Yf`Vfch\Yf`cb`DYfg]a a cb`5j Ybi Y`k \Yb`U`Xf]j Yf`cgh`Wcbhfc`ž
ghfi W_`Yfž`Wc``]XYX`k]h\`U`VUff]WUXYž`UbX`ZYX`h\Y`gWbYž`YUj]b[
VY\]bX`h\Y]f`j Y\]WY"

8YVcgY`\\Ug`YI dfYggYX`\\YUfhZY`hZfi ghfUh]cb`cj Yf`h\\Y`dU]b`\\Yf
XUi [\\hYf`]g`YbXi f]b[`UbX`h\\Y`UW`cZ`UWwci bhUV]`]hm`Zfca`h\\Y
dYfgcb`fYgdcbg]V`Y`Zcf`h\\[g`hYff]V`Y`UWw]XYbh" K Y`bYYX`' gh]Ww`ž
g\\Y`d`YUXgž`i f[]b[`UbmcbY`k]h\\`]bZcfa Uh]cb`UVci h`h\\Y`Xf]j Yf`hc
Wca Y`Zcfk UfX" H\\Y`GUbZcfX`dc`]Ww`\\Uj Y`]XYbh]Z]YX`hk c`dYfgcbg`cZ
]bhYfYgh`Vi h`\\Uj Y`mYh`hc`a U`Y`UbmUffYghgž`YUj]b[`h\\Y`ZUa`]m
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5`7ca a i b]hm`]b`A ci fb]b[

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k \\Uh]g`bcfa U`m`U`Z b`[Ua Y`cZ` F YX`@[\\hž; fYyb`@[\\h`k \\Yb
X]gUghYf`ghfi W`"K]hbYggYg`fYdcfhYX`\\YUf]b[`U`ci X` Vcca ž`UbX
gYj YfU`gUk `U`a Ub`YI]h`h\\Y`j Y\\]WY`VYZcfY`ZYY]b["Dc`]Ww`\\Uj Y
g\\UfYX`- %`Ui X]cž`fYj YU`]b[`a i`h]d`Y`Ww`g`Zcf`\\Y`d`k \\YfY
k]hbYggYg`XYgWw]VYX`h\\Y`gi gdYWh`Ug`k YUf]b[`g`c`fhg`UbX`[`UggYg"
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j Y\\]WYg`cb`DYfg]a a cb`5j Ybi Y`\\Uj Y`f]gYb`g][b]Z]WUbh`m`@cWw`
fYg]XYbhgž`U`cb[`k]h\\`<Ufa cb]Y g`ZUa`]mž`UfY`UXj cWUh]b[`Zcf
gdYXX!Ww`a]b[`a YUgi fYg`hc`Yb\\UbWw`gUZYhm`]b`h\\Y`UfYU"

Gi Ww`hfU[]W]bW]XYbhg`UfY`bch]gc`UhYX" F Ydcfhg`gi [[Ygh`h\\Uh`fcUX
hfUZZ]W]b`f`f]Yg`fYa U]b`U`YUX]b[`Ww] gY`cZ`XYUh\\`UbX`X]gUV]`]hm
Ua cb[`Ww]`XfYb`[`cVU`m`"bXYYXž`Ww]`XfYb`U[YX`\$`hc`%+`UfY
]bWfYX]V`mj i`bYfUV`Y`Ug`dYXYghf]Ub gž`WmW]ghgž`UbX`j Y\\]WY
cWw`dUbhg" b`&\$\$(`U`cbYž`Uddfc]]a UhY`m`&*&\$\$\$`Ww]`X`XYUh\\g
k YfY`Uhfh]Vi hYX`hc`fcUX`hfUZZ]W]b`f`f]Ygž`k]h\\`U`ghU[[Yf]b[`-' i
cWw`ff]b[`]b`ck`!`UbX`a]XX`Y!]bWca Y`Wci bhf]Ygž`Ug`\\][\\`][\\hYX`Vm
h\\Y`BUh]cbU`7YbhYf`Zcf`6]chYWwbc`c[m`bZcfa Uh]cb"

7U`g`Zcf`5Wh]cb

5g`<Ufa cb]Y g`fYWcj Yfmi bZc`Xgž`\\Yf`ZUa`]m`Wcbh]bi Yg`hc`Ug`Zcf
dfUmYfg`UbX`gi ddcfh`Zfca`h\\Y`Wca a i b]hm" H\\Ym`UfY`bch`cb`m
gYY_]b[`f`gh]Ww`Vi h`U`gc`fU]g]b[`Uk UfYbYgg`UVci h`h\\Y`Wcbg]ghYbh
f]g_g`ZUWwX`Vm`Ww]`XfYb`]b`h\\Y`bY][\\Vcf`ccX" H\\Y`gWw`bY`cZ`h\\Y
UWw]XYbh`bYUf`GK`FcUX`UbX`DYfg]a a cb`5j Ybi Yž`WcgY`hc`7fcc a g
5WUXYa m`cZ`bZcfa Uh]cb`UbX`HYWwbc`c[m`UbX`k]h\\]b`U`a`]Y`cZ`h\\Y

GUbZcfX'dc`]WV`ghUh]cbž'i bXYfgWcfYg'h\Y'i f[Ybh'bYYX'Zcf
Wca dFY\Ybg]j Y'gUZYhm'ghfUhY[]Yg"

H\Y'g]hi Uh]cb'UddYU'g'hc'U``cZi g.'UfY'k Y'Xc]b['Ybci [\`hc
dfchYWh'ci f'W\]XfYb3'7ca a i b]h]Yg'Yj Yfmk \YfY'a i gh'hU_Y'h\Y
'YUX'jb'ja d`Ya Ybh]b['YZZYWh]j Y'a YUgi fYg'gi W\Ug'gdYYX
fYXi Wh]cb'ghfUhY[]Ygž'XYg][bUhYX'gUZY'fci hYg'hc'gW\cc'gž'UbX
dYXYghf]Ub!Zf]YbX'm'XYg][bg"H\Y'Wcbj YfgUh]cb'gdUf_YX'Vm'h\]g
]bW]XYbh'Wci `X`YUX'hc'jbWfYUgYX'gUZYhm'Zcf'W\]XfYb'jb'GUbZcfX
UbX'VYmcbX"5g'k Y'_YYd'<Ufa cb]Y'UbX'\Yf'ZUa]m]b'ci f
h\ci [\hgž`Yhg'U'gc'fYa Ya VYf'ci f'g\UfYX'fYgdcbg]V]`hmihc'WfYUhY
gUZYf'fcUXg'Zcf'Yj Yfmcby"

: cf'h\cgY'k]h\`Ubm]bZcfa Uh]cb'fY`UhYX'hc'h\]g`\]h!UbX!fi bž`Uk
YbZcfW\ a Ybh'YbWci fU[Yg'X]fYWh'WcbhUWh'k]h\`h\Y'GUbZcfX'dc`]WV
cf'h\Y'cdh]cb'hc'fYdcfh'Ubcbmā ci g'mj]U'7f]a Y`]bY"9j Yfm'V]h'cZ
]bZcfa Uh]cb'\Y'dgž'UbX'h\YfY g'bc'Xci Vh'h\Uh'† gh]WV'Zcf
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a cfY'cb'7]W_`Cf'UbXc'\YfY": cf'Zi fh\Yf'Wca a i b]hm]bg][\hg'UbX
i dXUhYgž'W\YW_`ci h'MU\cc'BYk g'\YfY"5bX'hc'i bXYfghUbX'h\Y
VfcUXYf'ja d`]WUh]cbg'cZ'fcUX'gUZYhm'Zcf'W\]XfYbž'YI d`cfY'h\Y
BUh]cbU`7YbhYf'Zcf'6]chYW\bc`c[m'ᄇZcfa Uh]cb'\YfY"

8YhU]`g	
Cfh	DYfg]a a cb'5j Ybi Yž'GUbZcfXž':`cf]XUž'I G5
Ei Y`Yb	<ul style="list-style-type: none">• k k k "W]W_cf`UbXc"Wca• k k k "mU\cc"Wca• k k k "bW]"b`a "b]\"[cj

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