

7 Uh`HfU[]WU``m?]`YX`]b`K Ygh`DUf_`< ci gY
:]fYž`F Yg]XYbhg`9gWUdY`GUZY`m

5`\\ci gY`Z]fY`]b`K Ygh`DUf_ž`6fck UfX`7ci bhmž`ZcfW`X`gYj Yb
fYg]XYbhg`hc`Yj UW UhYž`hfU[]WU``m`fYgi`h]b[`]b`h\\Y`XYUh\\`cZ`U
ZUa]`m`WUh"



) &%%`GK`&(`GhfYYhž`K Ygh`DUf_ž`:`cf]XUž`I G5`!`5`hfU[]W
\\ci gY`Z]fY`i bZc`XYX`YUf`m]b`h\\Y`a`cfb]b[`]cZ`đ bY`*ž`&\$&) ž`]b`K Ygh
DUf_ž`:`cf]XUž`YUj]b[`]gYj Yb`fYg]XYbhg`\\ca`Y`Ygg`UbX`WU]a]b[`]h\\Y
`]ZY`cZ`U`VY`cj YX`ZUa]`m`WUh``H\\Y`]bW]XYbhž`fYdcfhYX`Uh&.`\$`U"a`"
Uh`) &%%`GK`&(`GhfYYhž`dfca`dhYX`U`gk]Zh`fYgdcbgY`Zfca`6fck UfX
G\\Yf]Z]:]fY`FYgW`Y`UZhYf`U`k`ca`Ub`a`UXY`h\\Y`Ya`Yf[YbWm`WU``
fYdcfh]b[`]ZUa`Yg"

I`dcb`Uff]j`U`ž`Z]fYZ[\\hYfg`YbW`ci`bhYfYX`\\YUj`miga`c_Y`V]`ck]b[
Zfca`h\\Y`fYUf`cZ`h\\Y`g]b[`]Y!ghcfmighfi`Whi`fY``:cfhi`bUhY`mž`U``gYj Yb
fYg]XYbhg`a`UbU[YX`hc`YgWUdY`k]h\\ci`h]b`†f]Ygž`Vi`h`h\\Y`ZUa]`m`WUh
gi`W`a`VYX`hc`ga`c_Y`]b\\U`Uh]cbž`\\[\\`][\\h]b[`]h\\Y`cZhYb
XYj`UghUh]b[`]ja`dUWh`cZ`\\ci`gY\\c`X`Z]fYg``H\\Y`V`UnYž`k`\\]W`k`Ug

WċbĥU]bYX`hc`h\Y`i`h`]hmfcċa`k` \YfY`]h`c`f`[]bUhYXž`]g`W`ffYbĥm`
i`bXYf`]bj`Ygh`[Uh]cb`Vmĥ\Y`:`c`f`XU`GhUhY`:`]fY`A`Ufg\U`g`C`Z]Wž
U]a`]b[`hc`XYĥYfa`]bY`]hg`WUi`gY"

5`:` `]a`dgY`]bhc`:`]fY`GUZYhm`GhUh]gh]Wg

H\]g`]bW]XYbĥi]g`bĥi`Ub`]gc`UhYX`Yj`Ybĥ"ċ`b`ZUWž`h\Y`i`b]hYX`GhUhYg`
[fUdd`Yg`k`]h\`U`d`fYgg]b[`Z]fY`gUZYhm`W]g]g"5WċfX]b[`hc`XUhU`
Zfċa`h\Y`i`"G":`]fY`5Xa`]b]ghfUh]c`b`ž`U`ghU[[Yf]b[`%ž`,-`ž\$`\$`\$`
Z]fYg`k`YfY`fYWċfXYX`]b`&\$`&`U`c`b`Yž`UWċi`bĥ]b[`Zc`f`"ž`+`\$`
ZUhU`]h]Yg`Ub`]bWfYUgY`c`Z`%)`"-`i`g]bW`&\$`%(`"H\Y`Y`YUX]b[`WUi`gY`
c`Z`fYg]XYbĥ]U`Z]fYg`]g`Wċc`_]b[`ž`k`\]W\`fYd`fYgYbĥg`b`YUf`m`\U`Z`
f(`,`"+`i`ċ`c`Z`U`"]bW]XYbĥg"

5XX]h]cbU`mž`h\Y`B`Uh]c`b`U`:`]fY`DfċhYWh]c`b`5ggc`W]Uh]c`b`
\[`\`]\[`\hg`h\Uh`U`g\c`W_]b[`'-`i`c`Z`Z]fY!fY`UhYX`XYUh\g`c`Wċ`f`U`ZhYf`
h\Y`Z]fY`\Ug`d`fċ[fYggYX`VYmċb`X`]hg`YUf`m`ghU[Yg" H\Y`Uj`YfU[Y`
5a`Yf]W]b`\c`a`Y`Wċi`X`VYb`Y`Z]h`Zfċa`fY]b`Zc`f`W`X`gUZYhm`a`YUgi`fYgž`
Ug`+`&i`c`Z`Z]fY`XYUh\g`\Udd`Yb`]b`\c`a`Yg" BĥhUV`mž`U`ghfi`Whi`fY`Z]fY`
c`Wċ`fg`Yj`Yfm`*`\$`g`Y`Wċb`Xg`]b`h\Y`i`"G"ž`i`b`XYfg`Wċf]b[`h\Y`i`f[Ybĥ`
b`YYX`Zc`f`]bWfYUgYX`Uk`UfYb`Ygg`Ub`X`d`fYd`UfYX`b`Ygg"

:`]fY`DfYj`Ybĥ]c`b`GĥfUhY[]Yg

DfYj`Ybĥ]b[`gi`W\`hfU[YX]Yg`]bj`c`]Yg`d`fċ`UWh]j`Y`a`YUgi`fYg`
5WċfX]b[`hc`:`9A`5`ž`a`Ubmi`Z]fYg`UfY`d`fYj`YbĥUV`Yž`k`]h\`\i`a`Ub`
Yffċf`VY]b[`U`g][`b]Z]W]bĥi`Wċbĥf]Vi`hc`f""9j`Ybĥg`VYĥk`YYb`&\$`%+`Ub`X`
&\$`%-`g\ċk`YX`h\Uh`d`c`fhUV`Y`\YUhYf`Z]fYgž`Zc`f`Yi`Ua`d`Yž`UWċi`bĥYX`
Zc`f`U`a`YfY`"i`c`Z`U`"\YUh]b[`Z]fYgž`mY`h`h\Y`m`k`YfY`fYgd`c`bg]V`Y`Zc`f`
(`%i`c`Z`ZUhU`"\YUh]b[`]bW]XYbĥg" H\]g`d`c]bĥg`hc`h\Y`]a`d`c`fh`Ub`W`c`Z`
j][`]Ub`W`Ub`X`Y`Xi`W]h]c`b`fY[UfX]b[`Z]fY`gUZYhm"

A`c`fYc`j`Yfž`h\Y`UmYfYX`gUZYhm`Udd`fċ`UW\`fYWċa`a`Yb`XYX`Vm`gUZYhm`
Yi`d`Yfĥg`]g`gċa`Yh\]b[`Yj`Yfm`\ċi`gY\c`X`g\ċi`X`Wċbg]XYf`"ĥ`
Ybgi`fYg`h\Uh`gUZYhm`a`YUgi`fYg`UfY`bĥi`fY`]Ub`ĥi`c`b`U`g]b[`Y`
gUZY[i`UfX`Vi`h`UfY`fċ`Vi`gh`Ybċi[`\`hc`k`]h\gh`Ub`X`d`c`h`Ybĥ]U`Z]fY`
f]g_g""`:]fY`XYd`Ufĥa`Ybĥg`UWfċgg`h\Y`b`Uh]c`b`fYgd`c`b`X`hc`]bW]XYbĥg`
Yj`Yfm`&%`g`Y`Wċb`Xgž`k`]h\`h\Y`fYU`]hm`h\Uh`\c`a`Yg`W]b`ei`]W_m`

VYŦa Y`g]hYg`cZ`XYj UghUh]cb`]Z`gUZYhm`dfcŦcŦc`g`UfY`bY[`YŦhYX"

H\]g`U`hYgh`Z]fY`]b`K`Ygh`DUf_`]g`U`gcVYf]b[`fYa`]bXYf""K`\\]Y`h\Y`fYg]XYbhg`YgWUdYX`\Ufa`ž`h\Y`cgg`cZ`h\Y]f`WUh]g`U`g][`b]Z]WUbh`Ya`ch]cbU`V`c`k`"9b[U[]b[`]b`Z]fY`gUZYhm`YXi`WUh]cb`UbX`a`U]bhU]b]b[`U`fYUXmighUbW`U[U]bgh`dchYbh]U`Z]fYg`WU`gUj`Y`j`Yg`UbX`dfYW]ci`g`ZUa`j`m`a`Ya`VYfgž`Vch\`\\i`a`Ub`UbX`Ub]a`U`U`_Y""K`Y`a`i`gh`U``hU`_Y`U`ZYk`a`ca`Ybhg`Ŧc`fYj`jYk`ci`f`Z]fY`gUZYhm`d`Ub`gž`Ybgi`f]b[`h\Uh`k`Y`fY`bch`†`gh`dfYdUfYX`Vi`hj`][`j`Ubh`]b`ci`f`XUm`Ŧc`!XUm``j`j`Yg"

8YhU]`g	
Cfh) &%%`GK`&(`GhfYYhž`K`Ygh`DUf_ž`: `cf]XUž`I`G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "W`gbYk`g"Ŧa• k k k "i`gZU"ZYa`U"[`cj• ZYa`U`]ZYgUZYhm"cf[

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