

DUBh\Yfg/ ˆ \$' - /'GUa ˆ6YbbYhh'GYW'fYg
: i hi fY'5a]X'GhUb`Ym'7i d'Hf]i a d\

: `cf]XU'DUBh\Yfg/ ˆ \$' - /'GUa ˆ6YbbYhh'ZcW'gYg'cb'k]bb]b[
h\Y'GhUb`Ym'7i d'Ua]X'gdYW'`Uh]cb'UVci h'\]g'Zi hi fY'Ug'U`_Ym
ZfYY'U[Ybh"

Gi bf]gYž: `cf]XUž'I b]hYX'GhUhYg'!`H\Y': `cf]XU'DUBh\Yfg'UfY
f]X]b['\][\`Ug'h\Ym'ghUbX'h]YX'%!%']b'h\Y'h\f']`b[' &\$&) 'GhUb`Ym
7i d':]bU`U[U]bgh'h\Y'9Xa'cbhcb'C']Yfg'"H\]g'VYgh'cZ]gYj Yb
g\ckXck b'\Ug'XfUk b'Wcbg]XYfUV'Y'UhhYbh]cbž'YgdYW]U`m'k]h\`ghUf
Wb'hYf'GUa ˆ6YbbYhh'h\YUh]b['i d'"K]h\`%' '[cU'g'UbX'*'Ugg]ghg']b
%-`d`UmcZZ'[Ua Yg'h\]g'gYUgcbž'6YbbYhh'h\Ug'VYYb'U`']bWd]b'Zcf
h\Y'DUBh\Yfgž'a U_]b['\]g'dchYbh]U`ZfYY'U[YbW'h\cgY`']hh'Y
k \]gdYfg']b'h\Y`U`k Umg"

5g'h\Y'ZfUbW\]gY'[YUfg'i d'Zcf'U'd]j chU`cZZgYUgcbž'gdYW'`Uh]cb
UVci h'6YbbYhh'g'Zi hi fY`cca g`Uf[Y"B<@]bg]XYfg'UfY'Vi nn]b[
k]h\`hU`_cZ\]g']bhYfYgh']b'fY!g][b]b[ž'mYh'\i fX'Yg'a Um`]Y'U\YUX"
: c`ck]b['\]g'Z]fgh'WUfYYf'gYUgcb'k]h\`cj Yf') \$'dc]bhgž'h\YfY g'bc
XYbm]b['h\Uh'6YbbYhh'g'j U'i Y'\Ug'g_mfcW_YhYX'Xi f]b['h\Y
d'UmcZZgž'di hh]b['h\Y'gdch][\h'Z]fa `m'cb'\]a 'Ug'U'ZfYY'U[Ybh'"K]`
\Y'ghUm]b'h\Y'Gi bg\]bY'GhUhY3': Ub'g'UbX'UbU'mghg'U']_Y'UfY'cb
YX[Yž'YU[Yf'm'Uk U]h]b['XYj Y`cda Ybhg'UZhYf'h\Y'Z]bU`g'k fUd'i d"

6YbbYhh g'7ca a]ha Ybh'hc'h\Y'DUBh\Yfg

H\]b[g'hcc`_Ub'YI W]h]b['hi fb'k \Yb'6YbbYhh'di V`]Wm'Ubbci bW'X
\]g`cmU'h'm'hc'h\Y'DUBh\Yfg'Xi f]b['U'fYW'bh'Yj Ybh'Uh'7'i V%%" "<Y
YI dfYggYX'\]g']bhYbh]cb'hc'gh]W`_Ufci bX'h\Y'hYUa'Zcf'Y][\h'mYUfgž
U'[Yghi fY'\][\']b['\]g'XYXd'Wcb'YW]cb'k]h\`h\Y'ZfUbW\]gY"
H\Y'dfc'YW'hYX'XYU`]g'Ygh]a UhYX'Uh`* \$'a]`]cbž'Uj YfU[]b['U'j Yfm

hYUa !Zf]YbX`m~ +") 'a]``cb`dYf`mYUfž`VYbYZ]W]U``Zcf; YbYfU`
A UbU[Yf`6]``N]hcž`k \c`]g`U`gc`ť [[`]b[`ch\Yf`]a dcfhUbh`d`UmYf
WčbhfUWhg"

6YbbYhh]gb h`ť ghUbch\Yf`d`UmYf/`Y`hcc_`ca Y`h\Y`7cbb
Ga mh\Y`Hfcd\mZcf`h\Y`&\$&) `GhUb`Ym7i d`d`UmcZZgž`Uj]b[`gWčfYX
Ub`]a dYfgg]j Y`%) `[cU`g`UbX`Ua UggYX`&&dc]bhg`h`fci [\ci h`h\Y
dcghgYUgcb``<]g`Z]j Y`[cU`g`Xi f]b[`h\Y`Z]bU`g`k YfY`]bghfi a YbhU``]b
`YUX]b[`\\]g`hYUa `hc`]Wčfmž`a Uf_]b[`U`g][b]Z]WUbh`WUdYf`]b
DUbh\Yfg`\]ghcfmUZhYf`h\Ym`XYZYUhYX`h\Y`C`]Yfg`hc`gYW fY`h\Y]f
gYWčbX`WčbgYW h]j Y`h]hY``7cUW\`DUi ``A Ui f]W\`Ug`VYb`j cWU``]b
dfU]g]b[`6YbbYhhg`a cbi a YbhU``]a dUWč`Ya d\Ug]n]b[`ť gh\ck
Wfi W]U``\Y`g`VYb`cb`h\Y`fcUX`hc`gi W\ggž`a U_]b[`h\Y`WUdhU]bWm
a UbhY``cc_`[ccX`cb`\]a "

6YbbYhhg`Wča a]ha Ybh`Wča Yg`Uh`U`h]a Y`k \Yb`c`mU`hm]b`gdcfhg
WUb`VY`ZYh]b[`žYgdYW]U``m`Wčbg]XYf]b[`h\Y`]bhYbgY`]bhYfYgh`Zfca
ch\Yf`B<@Wi Vg``K]h\`\\]g`YmYg`gYh`cb`k]bb]b[`UbX`gc`X]Zm]b[`U
`Y[UWm`k]h\`h\Y`DUbh\Yfgž`\]g`XYW]g]cb`fYZYWhg`U`h`ci [\hZ`
dYfgdYW]j Y`cb`h\Y`hYUa `gdchYbh]U``a cj]b[`Zcfk UfX"

H\Y`DfYgh][Y`cZ`h\Y`GhUb`Ym7i d

@Yhg`bchZcf[Yh`h\Y`g][b]Z]WUbW\`cZ`h\Y`GhUb`Ym7i d`]hgY`Z`h\Y
c`XYgh`hcd\m]b`Bcfh`5a Yf]WUb`dfcZYgg]cbU``gdcfhg" `h`g`Uk UfXYX
YUW\`mYUf`h`fci [\`U`Z]YfW\`d`UmcZZ`VUh`Yž`W`a]bUh]b[`]b`h\Y
GhUb`Ym7i d`:]bU``H\]g]g`k \YfY`W\Ua d]cbg`UfY`a UXYž`UbX`k]h\
h\Y`DUbh\Yfg`fYW\`bh`hf]j]a d\ž`h\Ym`\Uj Y`YhW\YX`h\Y]f`bUa Yg
XYYdYf`]bh`h\Y`@YU[i Y`g`f]W\`hUdYghfm"

<]ghcf]WU``ZUWhg`UVci h`h\Y`7i d`Vf]b[`]bhf][i]b[`]bg][\hg``: cf
]bghUbW\ž`X]X`mci `_bck`h\Y`A c`bhYU``7UbUX]Ybg`\Uj Y`a UXY`h\Y
a cgh`UddYUfUbW\g`]b`h\Y`:]bU`ž`hc`hU``]b[``3`5bX`h\Y]f[fUgd`cb
&`h]hYg`]g`U`VYbW\`a Uf_`Zcf`UbmiUgd]f]b[`hYUa ``H\Y`&\$&) `gYf]Yg
UXXYX`Ubch\Yf`UmYf`hc`h\Y`DUbh\Yfg`ghcfmž`fYZYW]b[`h\Y]f
[fck h\`g]bW\`6YbbYhh`č]bYX`h\Y`gei UX`]b`&\$&\$``H\Y`dUh`hc`h\`g
gi W\gg`]g`dUj YX`k]h\`[f]hž`XYhYfa]bUh]cbž`UbX`U`dU`dUV`Y`gYbgY
cZWJa UfUXYf]Y"

5g'h\Y'DUbh\Yfg'bUj][UhY'h\Y'Z]bU`W\UdhYfg'cZ'h\Y'W ffYbh
gYUgcbž'U``YmYg'k]``VY'cb'Vch\ 'h\Y]f'dYfZcfa UbW\UbX'6YbbYhhg
Ži hi fY": Ubg'WUb'cb'm\cdY'h\Uh'h\]g'd]j chU`d`UmYf'k]``Wcbh]bi Y
hc'g\]bY']b'h\Y]f'cfUb[Y'UbX'V'i Yž'Ug'h\Ym'Ugd]fY'Zcf'U'Vf][\hYf
Ži hi fY']b': `cf]XU g'\cW_Ym`UbXgWUdY"

: cf'Ži fh\Yf'XYhU]`gž'YI d`cfY'**MU\cc'Gdcfhgž'9Ugm'Gdcfhnž'UbX'
9GDB"**

8YhU]`g	
Cfh	Gi bf]gYž': `cf]XUž'I b]hYX'GhUhYg
E i Y``Yb	<ul style="list-style-type: none">• gdcfhg"mU\cc"Wca• YUgmgdcfhn"Wca• k k k "Ygdb"Wca

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