

A Umc f'8 Ya Ub Xg'5 WW gg'hc'5`][Uhc f
5`WUhfUn'5 a]X'8 YUh\g'Ub X'B Y[`YWh

A]Ua]!8 UXY'A Umc f'fYei Yghg'cj Yfg][\h'Zcf'5`][Uhc f'5`WUhfUn
XYhYbh]cb`ZUWj`]hm'Ua]X'WcbWfbg'cj Yf'XYUh\g'Ub X'hYff]V`Y
WcbX]h]cbg"



C W\cdYYž': `cf]XUž'i b]hYX'GhUhYg'!'b'U'a cj Y`\][\`][\h]b[
YgWU`Uh]b[`WcbWfbg'cj Yf'ja a][fUh]cb`XYhYbh]cb`WcbX]h]cbg'jb
: `cf]XUž'A]Ua]!8 UXY'7ci bhm'A Umc f'8 Ub]Y`U'@Yj]bY'7Uj U`\Ug
WU`YX'Zcf'cj Yfg][\h'Uh'h\Y'5`][Uhc f'5`WUhfUn'ZUWj`]hmž'U
fYdi fdcgYX'U]fdc fh`cWUhyX'k]h\]b'h\Y'fYa chY'9j Yf[`UXYg" `H\]g
ZUWj`]hmž'cZZ]WjU`m'bUa YX'cb'ž`m'&ž`Ug`VYYb'U'ZUg\dc]bh'cZ
Wf]h]Wjga `Ua]X'fYdcfhg'cZ'XUb[Yfci g'WcbX]h]cbg'UbX'fYWWbh
XYUh\g'jb`W ghcXm"

H\Y'a Umc f'g'fYei Ygh'jbWi XYg'fYa chY'j]XYc'a cb]hc]b[`cZ'h\Y
ZUWj`]hmž'k YY`m'WcbX]h]cb`fYdcfhgž'UbX'gW\YXi `YX'UWW gg'Zcf`cWU`
cZZ]WjU`gž'fYZYWh]b[`U`\Y][\hYbYX'i f[YbWm'Zcf'UW\ci bhUV']`]hm"
:]j Y'jbX]j]Xi U'g`\Uj Y`X]YX'jb`=79`W ghcXm]b': `cf]XU'h\]g'mYUfž

k]h\`h\`fY Y`XYUh\`g`cWw`ff]b[`Uh\`h`Y`? fca`Y`8YhYbh]cb`7YbhYfž
@Yj`]bY`7Uj`U`ghUhYXž`Ya`d\`Ug]n]b[`h\`Y`[fUj`Y`WjFW`a`ghUbWw`g
gi`ffci`bX]b[`XYhU]bYY`\`YU`h\`UbX`gUZYhm`5Ww`gg`hc`\`cgd]hU`g`UbX
`Y[U`Wci`bgY`fYa`U]bg`]a`]hYXž`k`\]W\`Ug`YI`UW`fVUhYX`k`c`ff]Yg`]b
h\`Y`Wca`a`i`b]hm`

5``][`Uhc`f`5`WUhfUn.`H\`Y`B`Yk`Ygh`8YhYbh]cb
7YbhYf`

:`cf]XU`g`UhYgh]a`a`][`fUh]cb`XYhYbh]cb`ZUW]`hmž`W\`Ufa`]b[`m
b]W_bUa`YX`5``][`Uhc`f`5`WUhfUnž`a`UXY`\`YUX`]bYg`bch`cb`m`Zcf`]hg
Wcb`hfcj`Yfg]U`cdYfUh]cbU`]nUh]cb`Vi`h`U`gc`Zcf`]hg`fUd]X
Wcb`ghfi`Wh]cb`Wca`d`YhYX`]b`†`gh`k`c`k`YY_g`5Ww`c`fX]b[`hc`I`G5
Hc`X`Umž`h\]g`fYdi`fdcgYX`U]fdcfhg`dch`k`Ug`]bhfcXi`Ww`X`Ug`U
dfUW]WU`gc`i`h]cbž`ZYUhi`f]b[`hYbhg`UbX`9A`5`hfU]`Yfg`Zcf`i`d`hc
`ž\$`\$`\$`XYhU]bYYg`<`ck`Yj`Yfž`Wf]h]Wg`\`Uj`Y`g\i`bbYX`h\`Y`ZUW]`]hm`g
b]W_bUa`Yž`gi`[`[`Ygh]b[`U`hYfbUh]j`Yg`]_Y`5``][`Uhc`f`5i`gWk`]hn`Xi`Y
hc`U`Ufa`]b[``]j`]b[`WcbX]h]cbg`UbX`]hg`c`WU]cb`cb`]bX][`Ybci`g`UbX`

:`cf]XU`5h`c`fbYm`YbYfU`đJa`Yg`I`h\`a`Y]Yf`\`Ug`di`V`]Wm`gi`ddcfhYX
h\`Y`ZUW]`]hmž`UggYfh]b[`]h`UXXfYggYg`Ub`]a`a`YX]UhY`bY`YX`Zcf
a`][`fUbh`\`ci`g]b[`Ua`]Xgh`VfcUXYf`]a`a`][`fUh]cb`W\`U`Yb[`Yg`
BYj`Yfh\`Y`Yggž`Wcb`Wfbg`UfY`a`ci`bh]b[`Ua`cb[`UW]j`]ghg`UbX`c`WU`
]bX][`Ybci`g`[`fci`dgž`k`\`c`\`Uj`Y`fU]gYX`U`Ufa`g`UVci`h`]bUXYeI`UhY
gUb]hUh]cb`UbX`YI`hfYa`Y`k`YUh\`Yf`h\`fYUhg`ZUW]b[`XYhU]bYYg`

C`dYfUh]cbU`7`c`b`hYI`h`UbX`A`Ugg`8Y`d`c`f`hUh]cbg`

7ca`d`Ya`Ybh]b[`h\`YgY`XYj`Y`cda`Ybhgž`:`cf]XU`g`bYk`]a`a`][`fUh]cb
`Uk`ž`G6`%+%,`ž`\`Ug`h][`hYbYX`fY[i`Uh]cbg`gi`ffci`bX]b[
i`bXcW`a`YbhYX`]a`a`][`fUbhg`UbX`h\`Y]f`Ya`d`cmYfg`5g`d`Ufh`c`Z
VfcUXYf`Yb`ZcfWw`a`Ybh`ghfUhY[`]Ygž`U`fYWw`bh`]b]hUh]j`Y`WU`YX
C`dYfUh]cb`H]XU`K`Uj`Y`h\`Ug`U`fYUXm`YX`hc`c`j`Yf`%ž\$`\$`\$`XYhYbh]cbg
ghUhYk`]XYž`g\`ck`WUg]b[`:`cf]XU`g`gYf]ci`g`UddfcUW\`hc`]a`a`][`fUh]cb
a`UhhYfg`7f]h]Wgž`\`ck`Yj`Yfž`Uf[i`Y`h\`YgY`hUW]Wg`a`Um]bZf]b[`Y`cb
Xi`Y`dfcWw`gg`f][`h`g`UbX`j`]c`UhY`ZYXYfU`[i`]XY`]bYgž`Ug`YI`d`cfYX`Vm
>UW_gc`bj`]``Y`Wca`"

H\Y`5`][Uhc f`5`WUhfUn`ZUW`]hm`VcUghg`\`][\!gYW f]hm`a`YUgi`fYgž
]bWi`X]b[`cj`Yf`&\$`\$`WUa`YfUg`UbX`(`\$`\$`gYW f]hmidYfgcbbY``Ua`]Xgh`U
VUW_Xfcd`cZ`dc`h]WU`X]ggYbh``5`fYdcfhg][bYX`Vm`&(`a`Ya`VYfg`cZ
7cb[fYgg`\Ug`fU]gYX`fYX`ZU[g`fY[UfX]b[`XYhU]bYYg`VUg]WbYYXg
UbX`gUZYhmidfcj`]g]cbg``5g`ja`a`][fUh]cb`YbZcfW`a`Ybh`W`b]bi`Yg`hc
hU_Y`W`bhYf`ghU[Y`k`h\]b`h\Y`ghUhYž`h\Y`VU`UbW`VYhk`YYb`gYW f]hm
UbX`\i`a`UbY`hfYUha`Ybh`fYa`U]bg`d`fYWUf]ci`g"

5g`h\Y`W`a`a`i`b]hmik`UhW`Yg`WcgY`mž`@Yj`]bY`7Uj`U`g`d`YU`Zcf
cj`Yfg][\h`f]b[g`Yj`Yf`a`cfY`i`f[Ybh``H\Y`W`U``Yb[Yg`U\YUX`fYei`]fY
U`XY`]WUhy`UddfcUW`ž`Ya`d\Ug]n]b[`Vch`h\Y`f][\hg`cZ`XYhU]bYYg
UbX`h\Y`bYW`gg]hm`cZ`Y`ZY`Wh]j`Y`ja`a`][fUh]cb`YbZcfW`a`Ybh``b`h\YgY
hi`fVi`Y`bh`h]a`Ygž`h\YfY`g`W`fhU]b`m`gca`Yh\]b[`hc`VY`gU]X`Zcf
Ybgi`f]b[`h\Uh`\i`a`Ub]hmidfYj`U]`g`cj`Yf`\Ufg`\d`fchcW`g`]b`ci`f
W`a`a`i`b]h]Yg"

: cf`cb[c]b[`XYj`Y`cda`Ybhgž`gYY`76G`B`Yk`g`Zcf`i`dXUhYg`cb
A`Umcf`7Uj`U`g`]b]h]Uh]j`Yg`UbX`fYgdcbgYg`Zfca`bUh]cbU`
ja`a`][fUh]cb`Ui`h\cf]h]Yg"

8YhU]`g	
Cfh	CW`cdYYž: `cf]XUž`I`b]hYX`GhUhYg
Ei`Y``Yb	<ul style="list-style-type: none">• k k k "W`gbYk`g"W`a• k k k "i`gUhcXUm"W`a• k k k "^UW`gc`bj`J``Y"W`a

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