

: `cf]XU`Gci h\Yfb`7c`Y[Y`K Y`Wca Yg`BYk
8YUb`Zcf`ðbcj Uh]j Y`5fW\jhYWhi fY`GW\cc`

: `cf]XU`Gci h\Yfb`7c`Y[Y`Uddc]bhg`5bXfYk`D\]`d`DUmbY`Ug
Zci bX]b[`XYUb`cZ]hg`bYk`GW\cc`cZ`5fW\jhYWhi fYž`Ui bW\]b[
]b': U``&\$&) "



: `cf]XU`Gci h\Yfb`7c`Y[Yž`@U_Y`UbXž: `cf]XUž`I G5`!': `cf]XU
Gci h\Yfb`7c`Y[Y`]g'a U_]b[`YUX`]bYg`k]h\`h\Y`fYWbh
Uddc]bha Ybh`cZ`5bXfYk`D\]`d`DUmbY`Ug`h\Y`Zci bX]b[`XYUb`UbX
dfcZYggcf`cZ]hg`bYk`GW\cc`cZ`5fW\jhYWhi fY``H\]g`UbXa Uf_
XYW]g]cb`dUj Yg`h\Y`k Um`Zcf`Ub`UfW\jhYWhi fY`dfc[fUa`h\Uh]g`gYh`hc
]W`cZ]b`h\Y`ZU``cZ`&\$&) "': cfa Yf`DfYg]XYbh`5bbY`6"?Yff`U]X
h\Y`[fci bXk cf_`Zcf`h\]g`]b]h]Uh]j Y`df]cf`hc`Yf`fYh]fYa Ybh`]b`&\$&(`ž
i bXYfgWcf]b[`h\Y`Wc`Y[Y`g`Wca`a`]ha Ybh`hc`YI`dUbX]b[`]hg
UWUXYa`]WcZYf]b[`g"

DUmbY`Wca Yg`hc': `cf]XU`Gci h\Yfb`k]h\`U`k YU`h\`cZ`YI`dYf]YbWž
\Uj]b[`gYf]YX`Ug`h\Y`XYUb`UbX`dfcZYggcf`Uh?YbbYgUk`GhUhY
I`b]j Yfg]hmiXi`f]b[`U`d]j`chU`dYf]cX`Zfca``&\$&\$`hc`&\$&) "'<]g

dFYj]ci g'fc`Yg`U`gc`]bWi XY`W\U]f`UbX`dfcZYggcf`Uh`bX]UbU`GHUHy g
8YdUfha Ybh'cZ'6i`]h'9bj`]fcb a Ybhž[]j]b[`\\a`'U`f]W\`VUW_[fci bX
]b`XYg][b`UbX`UWUXYa`]WUXa`]b]ghfUh]cb""?bck b`Zcf`\\g`]bbcj`Uh]j`Y
hYUW\]b[`a`Yh\cXgž`DUmbY`YI`dFYggYX`\\g`YI`W]hYa`Ybh`Zcf`h\]g`bYk
fc`Yž`ghUh]b[`h\Uh`\\Y`cc`_g`Zcfk`UfX`hc`\\UfbYgg]b[`h\Y`i`b]ei`Y
W\UfUW\Yf`cZ`h\Y`:`fUb`_`@cmX`K`f][`\\h!XYg][`bYX`W\ a`di`g`Ug`U
d`UhZcfa`Zcf`WfYUh]j`Y`YUfb]b["

J]g]cb`Zcf`h\Y`GW\cc`cZ`5fW\]hYWhi`fY

I`bXYf`DUmbY`g`YUXYfg\]dž`h\Y`GW\cc`cZ`5fW\]hYWhi`fY`U]a`g`hc
ZcghYf`Ub`Ybj`]fcb a Ybh'h\Uh'a`Yf[`Yg`UWUXYa`]Wf][`cf`k`]h\`dfUWh]WU`
YI`dYf]YbW""H\Y`W`ff]W`i`a`]g`XYg][`bYX`hc`]bgd]fY`ghi`XYbhg`hc
VYW\ a`Y`Z`hi`fY`YUXYfg`]b`h\Y`Z]Y`X`cZ`UfW\]hYWhi`fYž`U`k`\\Y`
\\cbcf]b[`h\Y`Y[`UWmicZ:`fUb`_`@cmX`K`f][`\\h'h\fc i`[`\\Ub`]bbcj`Uh]j`Y
UbX`UW\gg]V`Y`UddfcUW\`DUmbY`g`W\ a`a`]ha`Ybh`hc`UW\gg]V`]hm
W\ a`Yg`Zfca`\\g`hYbi`fY`Uh`h\Y`7YbhYf`Zcf`I`b]j`YfgU`8Yg][`b`Uh
Bcfh\`7Ufc`]bU`GHUHy`I`b]j`Yfg]hm`UbX`\\g`W\ bgi`hUbWm`k`cf`_
h\fc i`[`\\`g`Z]fa`ž`Ghi`X]c`:`5D"

H\Y`W\ a`di`g`]hgY`Z]g`Ub`UfW\]hYWhi`fU`[`Ya`ž`VcUgh]b[`h\Y`Uf[`Ygh
g]b[`Y!g]hY`W\`YWh]cb`cZ`ghfi`Whi`fYg`XYg][`bYX`Vm`K`f][`\\hž`dfcj`]X]b[
Ub`i`bdUfU`Y`YX`VUW`Xfcd`Zcf`ghi`XYbhg`ghi`X]Yg""5W\cfX]b[`hc`
H\Y`@YX[`Yfž`h\]g`i`b]ei`Y`Ybj`]fcb a Ybh`]g`YI`dYW\YX`hc`gYfj`Y`Ug`U
`hYUW\]b[``UVcfUhc`fmž`i`h]`n]b[`ghUhY!cZ`h\Y!Ufh`XYg][`b`ghi`X]cgž
ZUVf]W]h]cb``UVgž`UbX`U`fYgYUfW\`W\bhYf`hU]`cfYX`Zcf`h\Y`ghi`XYbhg
bYYXg"

5`6fcUXYf`a`dUWh

:`cf]XU`Gci`h\Yfb`7c`Y[`Y`\\Ug`U`f]W\`\\ghcfmž`YghUV`]g\YX`]b`%,`,`'`ž
UbX`]g`fYW\`[`b]nYX`Zcf`]hg`j`]VfUbh`YUfb]b[`Ybj`]fcb a Ybh`H\Y
]bhfcXi`Wh]cb`cZ`h\Y`GW\cc`cZ`5fW\]hYWhi`fY`]g`bch`4`gh`U`bYk
dfc[`fUa`/`]h`fYZYWhg`h\Y`]bgh]hi`h]cb`g`Ua`V]h]cb`hc`W`h]j`UhY`g_]`YX
UfW\]hYWhg`k`\\c`k`]`W\ bhf]Vi`hY`dcg]h]j`Y`m`hc`h\Y`W\ a`a`i`b]hm
h\fc i`[`\\UfW\]hYWhi`fU`dfYgYfj`Uh]cb`UbX`]bbcj`Uh]cb""8f""HfUW\m
HYXXYfž`dfcj`cgh`UbX`j`]W\`dfYg]XYbh'cZ`UWUXYa`]WUZZU]fg`Uh:`cf]XU
Gci`h\Yfbž`Ya`d\\Ug]nYX`DUmbY`g`YUXYfg\]d`ei`U`]h]Yg`UbX`

XYX]WUh]cb`hc`WfYUh]b[`U`ghi XYbh!Wb`hYfYX`YXi WUh]cb`h\Uh`U`][bg
k]h\`h\Y`XYa UbXg`cZ`a cXYfb`UfW\]hYWhi fU``dfUWh]Wg"

5XX]h]cbU`mž`Ug`bchYX`]b`**H\]fX`B Yk g**ž`h\Y`gW\cc`d`Ubg`hc
[fUXi U`m`]bhfcXi W`U`[fUXi UhY`Wċa dcbYbh`hc`h\Y`dfc[fUa`Vm
&\$&, ž`Z`fh\Yf`YI dUbX]b[`]hg`fYUW\`UbX`]bZi YbW`"Ghi XYbhg`WUb
Ubh]W]dUhY`U`YUfb]b[`YI dYf]YbW`ghYdYX`]b`Vch\`hfUX]h]cb`UbX
]bbcj Uh]cbž`a]ffc]b[`h\Y`U]a g`cZ`ch\Yf`YghYYa YX`dfc[fUa`g`]_Y
h\Y`cbY`Uh`**H\Y`GW\cc`cZ`5fW\]hYWhi fY`fHGC 5**Łž`k` \]W\`]g
fYbck bYX`Zcf`]hg`ZcW`g`cb`YUfb]b[`h\fcI [\`YI dYf]a YbhUh]cb`UbX
gi ghU]bUV`]`]hm"

5g`:`cf]XU`Gci h\Yfb`7c`Y[Y`Ya VUf_g`cb`h\]g`YI W]h]b[`ċi fbYmž
h\Y`Uddc]bha Ybh`cZ`5bXfYk`D\`]`d`DUmbY`g][b]Z]Yg`U`Vc`X`ghYd
hck UfXg`U`Zi hi fY`k` \YfY`UfW\]hYWhi fY`YXi WUh]cb`a Y`Xg`k`]h\
]bbcj Uh]j Y`dfUWh]Wg`UbX`Wċa a i b]hmYb[U[Ya Ybh`K`]h\`gi W\`U
ghfc]b[`Zci bXUh]cb`UbX`j]g]cbUfm`YUXYfg\]dž`h\Y`bYk`GW\cc`cZ
5fW\]hYWhi fY`Vf]b[g`k`]h\`]h`h\Y`dfca]gY`cZ`W`h]j Uh]b[`h\Y`bYI h
[YbYfUh]cb`cZ`UfW\]hYWhg`f][\h]b`h\Y` \YUfh`cZ: `cf]XU`g
YXi WUh]cbU`UbXgWUdY"

8YhU]`g	
Cfh	: `cf]XU`Gci h\Yfb`7c`Y[Yž`@U_Y`UbXž: `cf]XUž I G5
Ei Y`Yb	<ul style="list-style-type: none">• k k k "h\Y`YX[Yf"Wċa• h\]fX!bYk`g"Wċa• k k k "hgcU"YXi

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