

5ei]`]hm'GmghYa g`@Ui bWXYg`9I W]h]b['BYk
DcbX`UbX`@U_Y`7UfY`8]j]g]cb`°

5ei]`]hm'GmghYa g`Ui bWXYg`5E G'DcbX`UbX`@U_Y`Gc`i h]cbg`]b
5`UWxi U`7ci bhmž`cZyf]b['a U]bhYbUbW`UbX`a UbU[Ya Ybh
gYfj]W`g`Zcf`Uei Uh]WYW`gmghYa g`



5`UWxi U`7ci bhmž`I G5`!`H\Y`gYfYbY`k UhYfg`cZ`5`UWxi U`7ci bhm
UfY`gYh`hc`fYW`]j Y`U`g][b]Z]W]b]h`Vccgh]b`WUfY`UbX`a U]bhYbUbW`
k]h\`h\Y`fYW`b]h`Ui bW`cZ`5E G'DcbX`UbX`@U_Y`Gc`i h]cbg`Vm
5ei]`]hm'GmghYa gž`bW`H\]g`bYk`X]j]g]cb`]g`XYX]WUhYX`hc`dfcj]X]b[
W`a dfY\Ybg]j Y`dcbX`UbX`U_Y`a UbU[Ya Ybh`gYfj]W`gž`U`j]hU`
bYYX`W`bg]XYf]b['h\Y`Uei Uh]WYW`gmghYa g`h\Uh`XYZ]bY`ci f`cWU`
`UbXgWUdY`"H\Y`]b]h]Uh]j Y`]g`YgdYW]U`m]h]a Y`mž`Ug`a Ubmick bYfg
UfY`cc_]b['Zcf`fY`]UV`Y`k Umg`hc`a U]bhU]b`h\YgY`WXYf]g\YX
fYgci fW`g`

5E G'DcbX`UbX`@U_Y`Gc`i h]cbg`k]`cZyf`U`Z` ``gi]hY`cZ`gYfj]W`gž`
]bWi X]b['dcbX`WYUb]b[ž`di`a`d`UbX`Z]h`fUh]cb`a U]bhYbUbW`ž`]bYf
fYdU]fgž`UbX`d`Ub]h`a UbU[Ya Ybh`HfU]bYX`hYW`b]W]Ub]g`d`f]cf]h]nY

YŦgmghYa 'a U]bhYbUbWŹYbgi f]b['h\Y`\\YU`h\`cZUei Uh]W`]ZY
k \]`Y`Yb\UbW]b['k UhYf`ei U`]hm" Ck bYfg`WUb`U`gc`VYbYZ]hZfca
hU]`cfYX`a U]bhYbUbWŹ`d`Ubgi`XYg][bYX`hc`_YYd`h\Y]f`dcbXg`UbX
`U_Yg`]b`cdh]a U`WcbX]h]cb`mYUf!fci bX": cf`U`WcgYf`cc`_Uh`h\Y]f
gYfj]W`g`UbX`hc`hU_Y`UXj UbhU[Y`cZ`ZfYY`Ygh]a UhYgž]bhYfYghYX
dUfh]Yg`WUb`fYUW`ci h`hc`5ei]]hmGmghYa g`Uh") &! ' ' &!%) (- `cf`j]U
Ya U]`Uh]bZc4 Uei]]hmgmghYa g`Wca "A cfY`XYhU]`g`WUb`VY`Zci bX
cb`h\Y]f`k YVg]hY"

9b\UbW]b['K UhYf`9ŦgmghYa g

6i h`k \Uh`XcYg`dfcdYf`dcbX`UbX`U_Y`a UbU[Ya Ybh`hfi `m]bj c`j Y3
5WŦcfX]b[`hc`5ei Uh]W9ŦgmghYa g`A UbU[Ya Ybhž`bWž
gi WŴggZ `Uei Uh]Wa UbU[Ya Ybh`YbWca dUggYg`U`j Uf]YhmcZ
gYfj]W`g`H\YgY`]bWi XY`Yj Yfmh\]b[`Zfca `Wcbgi `h]b[`cb`XYg][b
UbX`]bghU`Uh]cb`hc`WcbXi Wh]b[`YWc`c[]WU`a cb]hcf]b["H\Y]f
YI dYf]YbW`X`hYUa `dfcj]XYg`YggYbh]U`gYfj]W`g`gi W`Ug`XfYX[Y
ZYUg]V`]hm`ghi X]Ygž`k UhYf`ei U`]hmhYgh]b[žYfcg]cb`Wcbhfc`žUbX
Yj Yb`gYUgcbU`a UbU[Ya Ybh`dfc[fUa g`hUf[Yh]b[`]bj Ug]j Y
gdYW]Yg"

5XX]h]cbU`mž`a UbU[Ya Ybh`d`Umg`U`Wfi W]U`fc`Y`]b`dfcV`Ya
dfYj Ybh]cb"K]h\ci h`UXYeI UhY`a U]bhYbUbWŹ`Uei Uh]W
Ybj]fcb`a Ybhg`WUb`YI dYf]YbW`g][b]Z]WUbh]ggi Yg`]_Y`U`[UY
Vi]`Xi džXYW]b]b[`Z]g\`dcdi `Uh]cbgž`UbX`dccc`k UhYf`WUf]hm"
5XXfYgg]b[`h\YgY`dfcV`Ya g`dfcUWh]j Y`m`WUb`gUj Y`ck bYfg`Zfca
Wcgh`m`fYghcfUh]cb`Y`Zc`fhg`Xck b`h\Y`]bY"

A UbU[]b[`@cWU`7\U`Yb[Yg

Gcž`k \Uh`Wca`a`cb`]ggi Yg`WUb`Uf]gY`]Z`dcbXg`UbX`U_Yg`UfYb`h
dfcdYf`mia UbU[YX3`597`@U_Yg`ci h`]bYg`gYj YfU`dfYj U`Ybh
W`U`Yb[Yg"5`[UY`Wcbhfc`]g`dUfUa`ci bh`W`fhU]b`hmdYg`cZ`U`[UY
WUb`\Ufa`bch`ŧ`gh`h\Y`Uei Uh]WYŦgmghYa`Vi`h`U`gc`dcgY`\YU`h\
f]g_g`hc`cWU`k`]X`]ZY`UbX`\i`a`Ubg`U`]_Y": i`fh\Yfa`cfYž`a`UbU[]b[
Z]g\`dcdi `Uh]cbg`]g`Wf]h]WU` fY[i`Uf`a`cb]hcf]b[`Y`dg`Ybgi`fY
cl`m[Yb`Yj Y`g`fYa`U]b`cdh]a U`UbX`h\Uh]Z]g\`h\f]j`Y"

K UhYf'ei U']hmU`gc`fYa U]bg`U`WŁbWf bž`dUfh]W`Uf`mUg`Yj Y`g`cZ
gi VghUbWg`gi WŁ`Ug`9" `WŁ`]'WU b`]bX]WU hY`g][b]Z]WU b h`YU`h`f]g_g
k \Yb`h\Ym`gd]_Y" `H\Y`VU`UbW`cZ`]ZY`]b`h\YgY`k UhYf`VcX]Yg
\]b[Yg`cb`WŁbg]ghYbh'a UbU[Ya Ybh`h\Uh`_YYdg`]bj Ug]j Y`d`Ubh
gdYW]Yg`UhVUmik \]Y`dfca`ch]b[`YU`h\mYWŁgmghYa`g"

5g`5E G`DcbX`UbX`@U_Y`Gc`i h]cbg`Ya VUf_g`cb`]hg`'č`i fbYm`]b
5`UWŁi U`7ci bhmž`]hg`WYUf`h\YfY`g`gca`Yh\]b[`hc`VY`gU]X`Zcf
a U]bhU]b]b[`h\Y`VYUi hmU bX`YWŁ`c[]WU`]bhY[f]hmicZ`ci f`dcbXg`UbX
`U_Yg" `K`]h\`h\Y`VUW_]b[`cZ`XYX]WU hYX`dfcZYgg]cbU`g`UbX`U`k YU`h\
cZ`_bck`YX[Y`Zfca`YghUV`]g\YX`Uei Uh]Wa UbU[Ya Ybh`dfUWh]Wf gž
`cWU`fYg]XYbhg`WU b`'cc`_Zcfk UfX`hc`Yb\UbWfX`fYWfYUh]cbU`
YI dYf]YbWf g`UbX`U`YU`h\]Yf`Ybj`]fcb a Ybh`cj YfU`""K`Yh\Yf`Zcf
`Y]gi fY`cf`YWŁ`c[]WU`ghYk UfXg\]džYZZWh]j Y`dcbX`UbX`U_Y
a UbU[Ya Ybh`]g`bch`† gh`U`[ccX`\UbX`]hg`Ub`YggYbh]U`ghYd
hck UfXg`dfYgYfj`]b[`ci`f`bUhi`fU`Yf]hU[Y"

8YhU]`g	
Cfh	5`UWŁi U`7ci bhmž`]G5
Ei Y`Yb	<ul style="list-style-type: none">• U`UWŁi UWŁfcb]WY"WŁa• Uei Uh]WfWŁgmghYa`ga UbU[Ya Ybh" WŁa• UYWU_Yg"WŁa

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