

F]j]YfU`6YUW\`@Ui bW\Yg`6c`X`=b]h]Uh]j Y
Zcf`5ZZcfXUV`Y`K cf_ZcfW\`<ci g]b[

6U_Yf`7ci bhm`\][`\\][`hg`Wca a i b]hm`Wc``UVcfUh]cb`]b
UZZcfXUV`Y`\ci g]b[`]b]h]Uh]j Yg`Uh`h\Y`F]j]YfU`6YUW\`7ci bW`
a YYh]b[`]cb`đ`m`%*ž&\$&) "



&\$`\$`V`cW`cZ`K Ygh`%%h\`GhfYYhž`F]j]YfU`6YUW\`ž`DU`a`6YUW\`
7ci bhmž`:`cf]XUž`I G5`!`C b`đ`m`%*ž&\$&) ž`h\Y`F]j]YfU`6YUW\`
7]hm`7ci bW`Wcbj YbYX`k]h\`U`ZcW`g`cb`hUW`_]b[`]cbY`cZ`h\Y`
Wca a i b]hm`g`a cgh`dfYgg]b[`]ggi Yg.`k cf_ZcfW\`UZZcfXUV`Y`
\ci g]b[`]8i f]b[`]h\Y`a YYh]b[`]ž`U`fYh]f]b[`]Wci bW`a Ya VYf`
YI dfYggYX`\YUfhZY`h[`]fUh]hi XY`Zcf`h\Y`Wc``UVcfUh]j Y`YZcfhg`Ua`cb[`]cW`
YUXYfgž`Ya d\Ug]n]b[`]h\Uh`h\YgY`dUfhbYfg\]dg`UfY`Wfi W]U`Zcf`
UXXfYgg]b[`]cb[`]c]b[`]ci g]b[`]WU`Yb[`]Yg``H\Y`X]gW`gg]cb`
i bXYfgWcfYX`h\Y`bYYX`Zcf`Wcb]bi YX`WcdYfUh]cb`k]h\`h\Y`
7ca a i b]hm`FXYj Y`cda Ybh`5[`]YbWmf7F5L`hc`UXj UbW`\ci g]b[`]b]h]Uh]j
Ygž`Ub`YZcfh`A Umc`f`6U_Yf`k`c`Y\YUfhYX`mgi ddcfhYXž`
bch]b[`]h\Y`W]hm`g`YUXYfg\]d`UbX`gd]f]h`cZ`Wc``UVcfUh]cb`]b`hUW`_]b[`]h\YgY`
WcbW`fbg`"

H\Y`a YYh]b[`U`gc`]bWi XYX`Y[]g`Uh]j Y`i dXUhYgž`dUfh]W`Uf`mih\Y
]a d`]WUh]cbg`cZU`gi dYfa U`cf]hm]b`h\Y`:`cf]XU`<ci gY`cZ
FYdfYgYbhUh]j Yg`"6i X[Yh`U`cWUh]cbg`Zcf`_Ym`gYfj]W`g``_Y
\\YU`h\WUfY`UbX`"Uk`YbZcfW`a Ybh`k YfY`cb`h\Y`U[YbXUž`k]h\`bYk
hUl`dc`]W]Yg`]bhfcXi W`X`hc`fY`]Yj Y`gca Y`Z]bUbW]U`Vi fXYbg`Zcf
fYg]XYbhg`UbX`Vi g]bYggYg`"BchUV`mž`h\Y`Y`]a]bUh]cb`cZ`h\Y
Vi g]bYgg`fYbh`hUl`k Ug`\][\`][\hYX`Ug`U`dchYbh]U`Vccb`Zcf
W`a a YfW]U`dfcdYfhmick bYfg`]b`h\Y`UfYU`"<ck Yj Yfž`gca Y
W`bWfbg`]b[YfYX`UVci h`ck`h\YgY`W`Ub[Yg`a][\h`UZZYWhghUhY
fYj Ybi Y`]b`][\h`cZ`h\Y`W`ffYbh`YW`bca]WW]a UhY"

≠bhfcXi W]b[`B Yk`<ci g]b[`≠]h]Uh]j Yg

≠`Ub`UXX]h]cbU`di g\`Zcf`UZZcfXUV`Y`"]j]b[`cdh]cbgž`F]j]YfU`6YUW
]g`Ui bW]b[`U`bYk`]b]h]Uh]j Y`h\Uh`ZcW`gYg`gdYW]Z]WU`m`cb
k cf`_ZcfW`\\ci g]b[`Ub`i f[Ybh`bYYX`]b`h\Y`W`a a i b]hm`H\]g
]bWi XYg`U`d`UbbYX`%(\$!i b]h`k cf`_ZcfW`\\ci g]b[`XYj Y`cda Ybhž
k \]W`]g`gYh`hc`VY`cWUhYX`bYUf`h\Y`A Uf]bU`UbX`h\Y`Dcfh`cZ`DU`a
6YUW`"5`ZFYX`:]Y`Xg`ž`"cZ`h\Y`5`d\U`9Xi WUh]cbU`:`ci bXUh]cb`UbX
7ci bW]a Ub`8ci [`Ug`@Uk gcb`k YfY`_Ym`Z[i fYg`]b`Ubbci bW]b[`h\]g
YbXYUj cfž`]i ghfUh]b[`U`W`bWfYhYX`Y`Zcfh`hc`a Yf[Y`\\ci g]b[
UW`W`gg`k]h\`W`a a i b]hm`VYh`Yfa Ybh`@Uk gcb`bchYX`h\Y`W]hm`g`ck
a YX]Ub`]bW`a Yž`\][\`][\h]b[`h\Y`bYYX`Zcf`UZZcfXUV`Y`gc`i h]cbg
h\Uh`X]fYWh`m]a dUWh`fYg]XYbhg"

H\Y`]b]h]Uh]j Y`U`gc`fYj c`] Yg`Ufci bX`h\Y`fYXYj Y`cda Ybh`cZ`h\Y
ž X[Y`F`cX[Yfg`7YbhYfž`U`\i V`Zcf`bcbdfcZ]h`cf[Ub]nUh]cbg
]bWi X]b[`U`ZccX`dUbhfm`h\Uh`cdYfUhYg`hk]W`k YY`_m`:`]Y`Xg
Ya d\Ug]nYX`h\Uh`h\]g`W`bhYf`]g`XYX]WUhYX`hc`gi ddcfh]b[`Yj Yfmc`bY
]b`bYYXž`fY[UfX`Ygg`cZ`h\Y]f`VUW_[fci bXž`UbX`]g`U`W`h]WU`dUfh`cZ
h\Y`W`a a i b]hm`g`ZUVf]W`H\Y`5`d\U`:`ci bXUh]cb`g`cb[ghUbX]b[
A Yb`cZ`Hca cffck`dfc[fUa`ž`k \]W`\\Ug`VYYb`a Ybhcf]b[`\\][\
gW`cc`gh`i XYbhg`Zcf`c] Yf`")`mYUfgž`Z`fh\Yf`XYa`cbghfUhYg`h\Y
:`ci bXUh]cb`g`W`a a]h`a Ybh`hc`i d`]Zh]b[`cWU`mci h\`UbX`ZUa`]Yg"

7\U`Yb[Yg`]b`5ZZcfXUV`Y`<ci g]b[

8Yj Y`cda Ybh

8Ygd]hY`h\Y`d cg]h]j Y`bYk gž`h\Y`fcUX`hc`XYj Y`cd]b[`UZZcfXUV`Y
 \ci g]b[`]b`:`cf]XU`]g`ghfYk b`k]h\`cVghUWYg" H\Y`ghUhY`]g
 [fUdd`]b[`k]h\`U`Wf]h]WU`g\cfhU[Y`cZ`UZZcfXUV`Y`cdh]cbg`Zcf
 k cf_ZcfW`a Ya VYfgž`gYb]cf gž`dYfgcbg`k]h\`X]gUV`]`h]Ygž`UbX
 ZUa `]]Yg`k]h\`YI hfYa Y`m`ck `]bW`a Yg" H\Y`:`cf]XU`<ci g]b[
 7cU`]h]cb`ghfYggYg`h\Uh`WfYUh]b[`UZZcfXUV`Y`\ci g]b[`]g`bc`g]a d`Y
 hUg_`UbX`cZhYb`fYei]fYg`Zcfa]b[`ghfcb[`dUfhbYfg\]dg`Ua cb[
 j Uf]ci g`ghU_Y\`c`XYfgž`]bWi X]b[`bcbdfcZ]h`cf[Ub]nUh]cbgž`\ci g]b[
 XYj Y`cdYfgž`UbX`cWU`[cj Yfba Ybhg" H\Y`7cU`]h]cb`U]Xg`h\YgY
 YZcfhg`Vmidfcj]X]b[`hYW`b]WU`_bck`YX[Y`UbX`fYgci fW`g`hc`h\cgY
]bj c`j YX`]b`\ci g]b[`XYj Y`cda Ybh`dfc`YW`g"

H\Y`fYW`bh]b]h]Uh]j Yg`Vm`F]j]YfU`6YUW` `]]i ghfUhY`U`dfcUW`h]j Y
 UddfcUW`hc`W`bZfcbh]b[`h\YgY`W`U`Yb[Yg`\YUX!cb" 5g`7ci bW`
 a Ya VYfg`WU``Zcf`[fYUhYf`W`a a i b]hm`Yb[U[Ya Ybh`UbX
 dUfh]W]dUh]cb`]b`ghUhY`dfc[fUa g gi W`Ug`h\Y`A m`GUZY`:`cf]XU
 <ca Y`]b]h]Uh]j Yž`k \]W`c`ZZYfg`[fUbhg`Zcf`\ca Y
]a dfcj Ya Ybhg` h\Y`a YggU[Y`]g`WYUf. 7c``UVcfUh]cb`UbX
 W`a a]ha Ybh`hc`UZZcfXUV`Y`\ci g]b[`UfY`a cfY`Wf]h]WU`h\Ub`Yj Yf
 Zcf`h\Y`dfcgdYfci g`Zi hi fY`cZF]j]YfU`6YUW`"

5g`h\Y`W]hm`W`bh]bi Yg`hc`bUj][UhY`h\fc i [\`h\YgY`XYj Y`cda Ybhgž
 cbY`WU`b`cb`m`\cdY`h\]g`ZYfj Ybh`gd]f]h`cZi b]hm`UbX`XYhYfa]bUh]cb
 WUff]Yg`Zcfk UfXž`Ybgi f]b[`h\Uh`Yj Yfm`fYg]XYbh`\Ug`UW`W`gg`hc`h\Y
 UZZcfXUV`Y`\ci g]b[`h\Ym`XYgYfj Y"

8YhU]`g	
Cfh	&\$`\$`V`cW`_cZ`K Ygh`%%h\`GhfYYhž`F]j]YfU 6YUW`ž`DU`a `6YUW`7ci bhmž`:`cf]XUž`I G5
Ei Y`Yb	<ul style="list-style-type: none"> • W]h]nYbdcfhU`"U] • h\Yk Yghg]XY[UnYhhY"W`a • Z`\ci g]b["cf[

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