

8]gWŁj Yf'DU bUa U'7]hm'6YUWŁ . ' - I b a]ggUV`Y`5 hhfUWŁ]c b g`5 k U]h°

8]gWŁj Yf'@mbb`<Uj Ybž'U`WŁUfa]b[`fYgcfh'hck b`bYUf'DU bUa U
7]hm'6YUWŁž'c ZYf]b[`ghi b b]b[`VYUWŁYgž'ci hXccf'UWŁ]j]h]Ygž
UbX'j]VfUbh'`cWŁ`W`hi fY"



Gh'5bXfYk g'GhUhY'DUf_ž'DU bUa U'7]hmž': `cf]XU`!`DU bUa U'7]hm
6YUWŁ`]g`VYWŁa]b[`U'ghUbXci h'XYgh]bUh]cbž'XfUk]b[`UhhYbh]cb`bch
↑ gh'Zcf']hg'd]Whi fYgei Y`UbXgWŁdYg'Vi h'Zcf'h\Y`fYU`YI dYf]YbWŁg']h
c ZYfg""Hci hYX'Ug'`F YU`": i b""6YUWŁž`h\]g'j]VfUbh'UfYU'dfcj]XYg
&+`a]`Yg'cZ'Uk UfX!k]bb]b[`gi [Uf!k \]hY'gUbX`VYUWŁYg'U`cb[`h\Y
; i`Z'7cUgh`BYgh'YX'↑ gh'&\$`a]bi hYg'Zfca`h\Y`Bcfh\k Ygh': `cf]XU
≠hYfbUh]cbU`5]fdc fhž'j]g]hcf g'Z]bX']h'fYa Uf_UV`m'UWŁWgg]V`Y""K]h\
Z][`h g'WŁbbYWŁ]b[`h\fc i [\`5hUbhU`cf'7\Uf`chhY`Zfca
]bhYfbUh]cbU``i Vg`_]Y`<YUh\ fck ž'A UbWŁYghYfž'9X]bVi f[\ž'UbX
8 i V`]bž[`Yhh]b[`hc`h\]g`VYUWŁ` \Uj Yb` \Ug`bYj Yf`VYYb`YUg]Yf""5g'
**HH;`A YX]U`fYdcfhgž'h\YfY`UfY`d`Ybhm'cZ'Ybh]WŁ]b[`UWŁ]j]h]Yg
k U]h]b[`Zcf'hfUj Y`Yfg'cbWŁ`h\Ym'Uff]j Y"**

:cf'h\cgY'j Ybhi f]b['j]bhc'h\Y'k UhYfž'h\Y'ĉmg'cZgbcf_Y']b[ž
Xc`d\]b'k UhW\]b[ž'UbX'YI d`cf]b['a Uf]bY''ZY'UVci bXž'YgdYW\U``m
Ufci bX'h\Y']Wĉb]WG\Y''ġ'UbX"H\]g'VYUi h]Z'`]g'UbX'WU'b'cb'm'VY
fYUW\YX'Vm'VcUhž'k]h\ 'h\Y'cZZ]W]U``G\Y''ġ'UbX': Yffm'cZZYf]b['U
Wĉbj Yb]Ybh'cdh]cb": `cf]XU'GhUhY'DUf_g'g\UfYg'h\Uh'hfUa'f]XYg
hc'h\Y'a Uf]bU'ghUfhUh'h\Y'D]Yf'GhcFYž'a U_]b['UWW'gg'hc'U''h\Uh
h\Y'UfYU'\Ug'hc'cZZYf'ghfU][\hZcfk UfX"

5Wh]j]h]Yg'; U`cfY

@Yhg'hU_Y'U``cc_'Uh'gca Y'cZ'h\Y'a i gh!Xc'UWh]j]h]Yg'h\Uh'a U_Y
DUbUa U'7]hm'6YUW\U'\ch'h]W_Yh

- DUb\UbX`Y'<Y']WĉdhYfg.'Dfcj]X]b['VfYUh\hU_]b['j]Yk g
cZ&('a]Yg'cZ'k UhYf'UbX'h\Y'<]ghcf]WGH"5bXfYk 'GhUhY
DUf_"
- ġ'UbX'H]a Y'7UhUa UfUb.'9b'ĉm'U'h\fYY!\ci f'gU]'Zcf
Xc`d\]b'k UhW\]b['UbX'gbcf_Y']b['UXj Ybhi fYg'Uh'G\Y''
ġ'UbX"
- GW\ccbYfg.'5``cWU`YUhYfmZUa ci g'Zcf']hg'VYUW\ZccX'UbX
'j]Y'a i g]WĉdUfh]W'Uf'm'Xi f]b['gi bgYh'W'YVfUh]cbg"
- Gh"5bXfYk g'GhUhY'DUf_.DYfZYWh'Zcf'gk]a a]b[ž
gbcf_Y']b[ž'UbX'gdch]b[``cWU'k]X`]ZY']b'U'ghi bb]b[
WĉUghU`YWĉgmghYa "
- D]Yf'DUf_.H\Y'\i V'cZ'g\cdd]b['UbX'YbhYfhU]ba Ybhž
ZYUhi f]b['U'a]I'cZ'bUh]cbU`fYhU]Yfg'UbX'i b]ei Y`cWU'
g\cdg"

:cf'h\cgY``cc_]b['Zcf'gca Yh\]b['gdYW\U'ž'Wĉbg]XYf'h\Y' GhUm]h
:cfk UfX'Jc'i bhci f]ga 'Dfc'YWh'k \YfY'j]g]hcf'g'WU'b'Wĉbhf]Vi hY'hc
WĉUghU`WĉbgYfj Uh]cb'YZZcfhg'Vm'd`Ubh]b['gYU'cUhg"6YmcbX
Yb'ĉm]b['h\Y'gi bž]hg'U'W\UbW'hc'[]j Y'VUW_ U'k]b!k]b'Zcf'gi fY°

5'I b]ei Y'C i hXccf'9I dYf]YbW

Gh"5bXfYk g'GhUhY'DUf_]g'bch'Ĥ gh'Ubch\Yf'VYUW\/]hg'U'hfYUgi fY
hfcj Y'cZ'ci hXccf'UWh]j]h]Yg"J]g]hcf'g'WU'b']bXi `[Y']b'Z]g\]b[ž
gbcf_Y']b[ž'cf'g]a d'm'gcU_]b['i d'h\Y'gi b'U'cb['X'hm'6YUW"

9I d`cf]b[`h\Y` ; i `Z`\[\`][\hg`h\Y`dUf_ g`j Uf]YX`UbXgWUdYgž
k \]W\`ZYUhi fY`h]XU`dcc`gž`VYUi h]Ži `gi bgYhgž`UbX`Yj Yb
cddcfhi b]h]Yg`Zcf`[\cgh`WfUVV]b[`i bXYf`h\Y`a ccb`][\h``: cf`U`hfi `m
i b]ei Y`YI dYf]YbWž`h\Y`dUf_ `Ug`]bhfcXi W\X`[`Ua d]b[`U`h\Y
Wċa Zcfhg`cZ`ca Y`]b`YWċ!hYbhg`k]h\`VYUi h]Ži `k UhYf`j]Yk g"
FYgYfj Uh]cbg`WUbb`VY`a UXY`cb`]bYž`Ybgi f]b[`U`a cXYfb`hk]gh`cb
WUa d]b["

FYUXmihc`a U_Y`mci f`hf]d`i bZcf[YhhUV`Y3`7cbg]XYf`ghUfh]b[`Uh`h\Y
>hmiGhc`fY`Zcf`ZccX`UbX`VYUW\`[YUfž`cf`\cd`cb`U`ZYffm`hc`G\Y`
=9`UbX`k \YfY`k \]hY`gUbX`VYUW\Yg`Uk U]h``8cb h`Zcf[Yh`hc`Vf]b[
mci f`gbcf_Y`]b[`[YUf`/`h\Y`a Uf]bY``]ZY`\YfY`]g`ghi bb]b[``: cf`ŧ gh
~, `dYf`j Y\]WY`cf`k]h\`U`GhUhY`DUf_g`DUggž`h\Y`d`Um[fci bX`cZ
bUhi fY`]g`ŧ gh`U`h]W_Yh`Uk Um"

Gcž`k \Yh\Yf`mci fY``ci b[]b[`cb`h\Y`VYUW\ž`YI d`cf]b[`h\Y`j]VfUbh
k]X`]ZYž`cf`gUj cf]b[``cWU`hfYUhg`Zfca `gdchg``]_Y`H\ca Ug`8cbi hg
cf`5bXmg`: `ci f`Dck Yfž`DUbUa U`7]hmi6YUW\`cZZYfg`U`g`]W\`cZ
dUfUX]gY`h\Uh[cYg`VYmcbX`h\Y`cfX]bUfm``h`g`h]a Y`hc`dUW`mci f
VU[g`UbX`X]gWċj Yf`U`h\Y`ċmg`h\]g`VYUi h]Ži ``XYgh]bUh]cb`cZZYfg`

8YhU]`g	
C fh	Gh`5bXfYk g`GhUhY`DUf_ž`DUbUa U`7]hmž`: `cf]XU
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hh[a YX]U"Wċa • k k k "Z`cf]XUghUhYdUf_g"cf[• YI d`cf]b[h\Y[i `Z"Wċa

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