

DUbUa U`7]hm'6YUW\`7fck bYX
: `cf]XU/ ˆ \$' - /g'Hcd'Gi a a Yf'Gdch'Zcf
&\$&) °

8]gWcj Yf'k \m'DUbUa U`7]hm'6YUW\`7g'Wfck bYX
: `cf]XU/ ˆ \$' - /g'hcd'gi a a Yf'XYgh]bUh]cb'Zcf'&\$&) žZYUhi f]b[
ghi bb]b['VYUW\Ygž'YI W]h]b['UW]j]h]Ygž'UbX'j]VfUbh'Yj Ybhg"



DUbUa U`7]hm'6YUW\ ž: `cf]XUž'I b]hYX'GhUhYg'!`DUbUa U`7]hm
6YUW\`7g'VUg_]b['b'h\Y'gdch][\h'Ug']hg'bUa YX: `cf]XU g'hcd
gi a a Yf'XYgh]bUh]cb'Zcf'&\$&) žci hg\]b]b['k Y`!_bck b'gdchg`']_Y
?Ym'K Ygh'UbX'7`YUfk UhYf'"5WwcfX]b['hc'HfUj Y`'UbX'Hci f'K cf`X
žh\]g'Wcj YhYX'fUb_]b['Wca Yg'Zfca 'Ub'Ubbi U`gi a a Yf'hfUj Y`
]bXYI 'h\Uh'hfUW_g'i gYf']bhYfYghž'Vcc_]b[gž'UbX'hfYbX]b['gYUfW\Yg"
=a dfYgg]j Y`mžDUbUa U`7]hm'6YUW\`7g]hg'Uh'Bc"'+'cb'h\Y'bUh]cbU`
'Yj Y`ž'k \]Y'?Ym'K Ygh'UbX'7`YUfk UhYf'Zc`ck 'WcgY`mUg'h\Y'Y][\h\
UbX'b]bh'gdchgž'fYgdYWh]j Y`m"

H\Y'fYU`W\Ufa ``]Yg']b']hg'+`a]Yg'cZ[cf[Yci g'k \]hY'gUbXm

VYUWYg'h\Uh`]bY'h\Y'; i`ZcZA Yl JwC"K \Yh\Yf'mci`ZUbWm
gk]a a]b[ž'gi bVUh\]b[ž'gbcf_Y`]b[ž'cf'X]j]b[`Uh'a cFY'h\Ub`) \$
i bXYfk UhYf'g]hYgž'h\YfY g'gca Yh\]b[`Zcf'Yj Yfmc bY"D'i gž'Xcb h
a]gg'ci h'cb'Xc`d\]b`YbWci bhYfg'UbX`bUhi fY'hci fgž'k \]W\`UfY
YgdYW]U`midcdi `Uf`]b`h\]g`VYUi h]Zi ``fY[]cb"5`g\c fhiZYffm'f]XY`WUb
k \]g_`mci`Uk Um'hc`G\Y``g`UbXž`U`bUhi fY`dfYgYfj Y`_bck b`Zcf`]hg
gYWi XYX`VYUWYg"

9bX`Ygg`5Wh]j]h]Yg`5k U]h

K \Uhg'cb'h\Y`U[YbXU`Zcf'gi a a Yf`Zi b3`K Y`ž`DUbUa U`7]hm'6YUW
XcYgb h'\c`X`VUW_``H\Y`UfYU`\cghg`U`fUb[Y`cZ`Yl W]h]b[`gi a a Yf
Yj Ybhgž`Zfca `U`gdYW`UW`Uf`Z]fYk cf_g`g\ck `cb`bXYdYbXYbW`8Um
hc`U`ZFY`Y``j] Y`WcbW`fh'gYf]Yg"H\YfY g`Yj Yb`U`i b]ei Y`d]fUhY`X]bbYf
g\ck `ZYUhi f]b[`h\f`]b[`UW`cVUh]Wg`UbX`h\YUhf]WU`dYfZcfa UbW`g"
H\]g'a]l`cZ`YbhYfhU]ba Ybh`]g`ť gh'h\Y`h]d`cZ`h\Y`]W`VYf["

: cf'h\cgY``cc_]b[`Zcf`U`V]h'cZ`UXj Ybhi fYž`Gh"5bXfYk g`GhUhY`DUf_
]g`ť gh`YUgh'cZ`DUbUa U`7]hm'6YUW`UbX`VcUghg`&") `a]`Yg`cZ
UXX]h]cbU`VYUWYg`UbX`UW]j]h]Yg``_Y`WUa d]b[ž`VcUh]b[ž`UbX
V]fX]b[ž`Ug`bchYX`Vm'5`k Umg`cb`h\Y`G`c fY``: fUb_`6fck b`DUf_
UXXg`hc`h\Y`a]l`ž`Wcj Yf]b[`cj Yf`&\$`\$`UW`fYg`k]h\`gdcfhg`Z]Y`Xgž
d`Um[fci bXgž`UbX`Yj Yb`Ub`Uei Uh]WWWbhYfž`a U_]b[`]h'dYfZYW`h`Zcf
ZUa]`Yg`UbX`gdcfhg``cj Yfg`U`]Y``K]h\`Yj Ybhg`gi W\`Ug`fcba Ub
: `cf]XU`UbX`h\Y`H\i bXYf`6YUW`A`chcfW`mWY`F`U``m`Vf]b[]b[`]b
h\ci gUbXgž'h\]g`Wca a i b]hm`_bck g`\ck `hc`_YYd`h\Y`Yl W]hYa Ybh
fc``]b["

MYUf!F ci bX`5hhfUW]cbg

DUbUa U`7]hm'6YUW`]gb h'ť gh`U`gi a a Yf`\chgdch`/j]g]hcf'g`ZcW_
\YfY`U``mYUf`fci bX`Zcf`]hg`X]j YfgY`Uh'fUW]cbg``: Ua]`m`Zf]YbX`m
cdh]cbg`UVci bX`°`6f]b[`h\Y`_]Xg`hc`7cVfU`5Xj Ybhi fY`DUf_`Zcf`U
fc``Yf`WcUghYf`f]XY`gdYW]Z]WU``m`XYg][bYX`Zcf`mci b[Yf`[i Yghg`cf
j]g]h'7cWcbi h'7fYY_``: Ua]`m: i b`DUf_ž`k \]W\`cZZYfg'a]b]![c`Z`UbX`U
[]Ubh`UVmf]bh\``ž`YbhYfhU]ba Ybh`]g`k \Uh'mci`gYY_ž`h\Y`D]fUhYg
JcmU[Y`8]bbYf`/`G\ck`]g`U`a i gh!gYYž`Wca d`YhY`k]h\
gk Ug\Vi W_]b[`VUh`hYg`UbX`U`d]fUhY!h\Ya YX`ZYUghž`[i UfUbhY`YX`hc

h\ f] ``h\ Y`k \ c`Y`ZUa]`m"

ƧZ`h\Y`Uei U`j]VY`WU`gž`Xcb`h`g_]d`h\Y`DUbUa U`7]hm`6YUW\`GYU
GWfYUa YfžZYUhi f]b[`hk`c!`ci`f`bUffUhYX`Wfi`jgYg`k`YfY`[`i`Yghg`WU
gdch`cWU`k`]X`]ZYž`]bWi`X]b[`Xc`d\]bg`]b`h\Y]f`bUhi`fU``\UV]hUh":`cf
h\cgY`gYY_]b[`U`V]h`a`cfY`YI`W]hYa`Ybhž`G\]dk`fYW`_`g`UbX
K`UhYfdUf`_`VcUghg`%)`UWfYg`cZ`g`]XYgž`d`c`c`gž`UbX`Uh`fUW]cbg`_]Y
H\Y`;`fYUh`G\]dk`fYW`_`n]d`]bY""Mci` ``Yj`Yb`Z]bX`h\Y`G`mK` \YY`ž`U
W]a`UhY!Wcbhfc``YX`:`Yff]g`k` \YY` `[`]j`]b[`ghi`bb]b[`j`]Yk`g`cZ`h\Y`;`i`Z
WcUghž`cdYb`mYUf!fci`bX"

9j`Yfm`Wc`fbYf`cZ`DUbUa U`7]hm`6YUW\` \Ug`gca`Yh\]b[`gdYW]U`hc
cZZYf""K`]h\`W`hi`fU``Uh`fUW]cbgž`g\`c`d`d]b[`c`d`d`c`f`hi`b]h]Ygž`UbX
UW]j`]h]Yg`gi`]hUV`Y`Zcf`U``U[`Ygž`]h`g`bc`k`cbXYf`h\]g`XYgh]bUh]cb
g\]bYg`Vf][` \h`micb`h\Y`hfUj`Y`W\Ufhg""5g`k`Y`j`Y`gYYbž`h\Y`hfYbX`]g
g\]Zh]b[`hck`UfXg`k`Ufa`!k`YUh\Yf`[`YhUk`Umg`UbX`Y`gg
Wca`a`YfW]U`]nYX`c`WU`Ygž`d`c`g]h]cb]b[`DUbUa U`7]hm`6YUW\`Ug`U
VY`c`j`YX`fYhfYUh`Zcf`hfUj`Y`Yfg`gYY_]b[`gi`b`UbX`Zi`b""Gc`[`fUV`mci`f
VYUW\`[`YUfž`UbX`[`Yh`fYUXm`Zcf`i`bZcf[`Yh`UV`Y`gi`a`a`Yf`a`Ya`cf]Yg`

8YhU]`g	
Cfh	DUbUa U`7]hm`6YUW\`ž: `cf]XUž!`b]hYX`GhUhYg
Ei`Y``Yb	<ul style="list-style-type: none">• k`k`k`"hfUj`Y`UbXh`ci`fk`cf`X"Wca• U`k`Umg`cb`h\Yg\`cfY"Wca• k`k`k`"j`]g]hdUbUa`UW]hmVYUW\`"Wca

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