

7UbW b`6YUWYg`Ghfi [[`Y`Ug`GUf[Uggi a
7f]g]g`<]hg`Hci f]ga `< UfX

7UbW b`ZUWYg`U`gUf[Uggi a `Wf]g]g`b`gi a a Yf`&\$&) ž
]a dUWh]b[`VYUWYg`UbX`hci f]ga "7`YUbi d`YZZcfhg`UfY
i bXYfk UmUg`gYUk YYX`]bZi l `gcUfg"



7UbW bž`E i]bhUbU`F ccž`A Yl]Wc`!`H\Y`d]Whi fYgei Y`VYUWYg`cZ
7UbW bž`cWUhYX`]b`h\Y`E i]bhUbU`F cc`ghUhY`cZ`A Yl]Wc`ž`UfY`ZUW]b[
Ub`i bdfYWXYbhYX`W\U`Yb[Y`Ug`Ub`]bZi l `cZ`gUf[Uggi a ž`U`hmdY`cZ
Vfck b`gYUk YYXž`gk YYdg`]b``5g`fYdcfhYX`Vm`L]b\i Už`ghUZZ
a Ya VYfg`UfY`k cf_]b[`h]fY`Ygg`m`hc`WYUf`h\]g`gYUk YYX`Zfca `h\Y
g\cfY`]bYg``<ck Yj Yfž`h\]g`gi a a Yfž`h\Y`g]hi Uh]cb`]g`dUfh]W`Uf`m
X]fY`Yl dYWhUh]cbg`UfY`h\Uh`h\Y`&\$&) `gUf[Uggi a `gYUgcb`k]`
VYWc`a Y`h\Y`k cfgh`cb`fYWc`fX"

FYWYbh`mž`h\Y`l b]j Yfg]hmicZ`Gci h\`:`cf]XU`XYhYWhYX`U`ghU[[Yf]b[
' +`) `a]`]cb`a Yhf]Whcbg`cZ`gUf[Uggi a `]b`h\Y`5h`Ubh]Wž`a Uf_]b[
h\Y`\][\Ygh`Yj Y`g]bWY`a`cb]hc`f]b[`VY[Ub`]b`&\$%%"`H\Y
dfYX]Wh]cbg`]bX]WhY`h\Uh`c`j Yf`) &&ž\$\$\$`a Yhf]Whcbg`cZ`h\]g

]bj Ug]j Y`gYUk YYX`k]``\]h'E i]bhUbU`F ccžg\UhhYf]b[`dFYj]ci g
fYWŁfXg`gYhVUW_`]b`&\$%, ``H\]g`bYk g`WŁa Yg`Ug`cWU``Ui h\cf]h]Yg
UfY`U`fYUXm`fYdcfh]b[`g][b]Z]WUbh`UWW`a i `Uh]cb`cZ`gUf[Uggi a
UWŁcgg`dcdi `Uf`gdchg`]bWi X]b[`D`UmU`XY``7Ufa YbžDi Yfhc
A cfY`cgž`Hi `i a ž`UbX`7cni a Y`ž`h\fYUhYb]b[`h\Y`h\f]j]b[`hci f]ga
gYWŁcf`h\Uh`h\Y`fY[]cb`YUj]m`fY`Yg`cb"

7`YUbi d`9ZZcfhg`I bXYfk Um

H\Y`A YI]WUb`[cj Yfba Ybh]g`Zi ``mUk UfY`cZ`h\Y`gYf]ci gbYgg`cZ`h\]g
g]hi Uh]cb``5g`dUfh`cZ`U`dfcUW]j Y`fYgdcbgYž`D`UmU`XY``7Ufa Yb g
Ui h\cf]h]Yg``Ui bW\YX`U`WYUbi d`WŁa dU][b`]b`a]X!5df]ž`XYd`cm]b[
U`WŁa V]bUh]cb`cZ`- ž) \$\$`a YhYfg`cZ`cZZg\cfY`VUff]Yfg`UbX`U`ZYYh`cZ
bUj U`j YggY`g``8Ygd]hY`h\YgY`YZZcfhgž`WYUbi]b[`WfYk g`UfY
ghfi [[`]b[`U[U]bgh`h\Y`fY`YbhYgg`h]XY`cZ`gYUk YYX```b`A Um`&\$&'
U`cbYž`cj Yf`%ž(*) `hcbg`cZ`gUf[Uggi a `k YfY`fYa cj YX`Zfca `h\Y
F]j]YfU`A UmU`WŁUghž`Vi h`h\Y`k Uj Yg`_YYd`WŁa]b["

CbY`cZ`h\Y`a U`cf`WŁbWfbg`fY[UfX]b[`h\Y`gUf[Uggi a `]bj Ug]cb`]g
h\Y`UnUfXci g`XYWŁa dcg]h]cb`dfcWŁggž`k \]W\`[YbYfUhYg
\mXfc[Yb`gi `Z]XY`[Ug``H\]g`bch`cb`m`WU] gYg`fYgd]fUhc`fm`UbX`g_]b
]ff]hUh]cb`Zcf`h\cgY`bYUfVmž`Vi h`]h`U`gc`UWW`YfUhYg`h\Y`Yfcg]cb`cZ
gUbXm`VYUW\Ygž`Zi fh\Yf`h\YUhYb]b[`h\Y`UfYU g`U`i fY`Zcf`hci f]ghg"

=a dUW`h`cb`@cWU``9WŁbca]Yg

H\Y`YWŁbca]WfUa]Z]WU]cbg`cZ`h\]g`Wf]g]g`WUbbch`VY`cj YfghUhYX"
<chY``cdYfUhc`fg`]b`Di Yfhc`A cfY`cg`UfY`U`fYUXm`fYdcfh]b[``cggYgž
k \]Y`Z]g\Yfa Yb`]b`A U\U\i U``\Uj Y`\UX`hc`\U`h`h\Y]f`cdYfUh]cbg
Xi Y`hc`h\Y`cj Yfk \Y`a]b[`dFYgYbWŁ`cZ`gUf[Uggi a ``5g`h\Y`hci f]ga
gYWŁcf`fY`g`Zfca `h\]g`gYhVUW_ž`h\YfY g`[Ybi]bY`k cffm`UVci h`h\Y
`cb[!hYfa `YZZYWŁg`cb`h\Y``]j Y`\ccXg`XYdYbXYbh`cb`gYUgcbU`
j]g]hcfg"

9bj]fcb`a YbhU`]ghg`UfY`U`gc`gci bX]b[`U`Ufa g`cj Yf`h\Y`dchYbh]U`
]ffYgdcbg]V`Y`X]gdcgU``cZ`h\]g`WŁ``YWHYX`gUf[Uggi a ``Gi W\`UW]cbg
f]g_`\Ufa]b[``cWU``[fci bXk UhYf`UbX`ZfU[]Y`YWŁgmghYa gž`Zi fh\Yf
WŁa d`]WU]b[`Ub`U`fYUXm`hfci V`]b[`g]hi Uh]cb``5XX]h]cbU``mž

gUf[Uggi a `ZcfYWUghg`k]``d`Um`U`Wfi W]U`fc`Y`]b`[i]X]b[`hfUj Y`Yfg
gYY_]b[`i bUZZYWHYX`VYUWXYg"J UWU]cbYfg`UfY`UXj]gYX`hc`c`c`_`Zcf
fYgc fhg`h`Uh`c ZYf`gUf[Uggi a !ZfYY`gk]a a]b[`cdh]cbg`UbX`hc
WXYW_`ZcfYWUghg`VYZcfY`a U_]b[`d`Ubg"

H\Y`I bWfhu]b`i hi fY

5g`k Y`a cj Y`XYYdYf`]bhc`h\Y`&\$&) `gUf[Uggi a `gYUgcbž`k \]W
cZZ]W]U`mVY[Ub`]b`5df`]`UbX`fi bg`h\fc i [\`5i [i ghž`fYgYUfWXYfg
Wcbh]bi Y`hc`]bj Ygh][UhY`h\Y`]bhf]WUHY`a cj Ya Ybhg`cZ`h\]g`gYUk YYX
i g]b[`gdYW]U`nYX`g]a i `Uh]cbg"K]h\`Ub`Ygh]a UhYX`) `a]``cb`hc`bg
cZ`gUf[Uggi a `ZcUh]b[`hck UfXg`h\Y`7Uf]VYU`Ub`UbX`; i `Z`cZ`A`YI]Wcž
h\Y`a U]b`V`cca`]g`YI dYWHYX`hc`Xf]Zh`k Yghk UfX`Ug`k Ufa Yf`k UhYf
hYa dYfUhi fYg`dfca`chY`Zi fh\Yf`[fck`h\"

H\]g`mYUfž`gUf[Uggi a ``UbX]b[g`Wci `X`dYfg]gh`UhY`]bhc`h\Y`mYUfž
dcgg]V`mYI hYbX]b[`]bhc`B`cj Ya VYfž`XYdYbX]b[`cb`cW`Ub`W`ffYbhg
UbX`k]bX`dUhYfbg";]j Yb`h\Y`X]ghfYgg]b[`XU`U`UbX`h\Y`g][b]Z]WUbh
]a dUWghž`h\]g`]g`U`a`ca Ybh`Zcf`hfUj Y`Yfgž`cWU`[cj Yfba Ybhgž`UbX
Ybj]fcb`a YbhU`]ghg`hc`Wc`a Y`hc[Yh\Yf`UbX`Wcb`Zfcbh`h\Y`W`U`Yb[Yg
dcgYX`VmigUf[Uggi a "

5g`7UbW`b`UbX`h\Y`gi ffc i bX]b[`UfYUg`VfUW`h\Ya gY`j Ygž`]h
fYa U]bg`hc`VY`gYYb`\ck`YZZYWh]j Y`m`a]h][Uh]cb`YZZcfhg`k]``dfchYWh
h\Y`fY[]cb`g`df]nYX`VYUWXYg`UbX`VmYI hYbg]cbž`]hg`YWcbca`m`UbX
YWcgmghYa`g"

8YhU]`g	
Cfh	7UbW`bž`E`i]bhUbU`F`ccž`A`YI]Wc
E`i`Y``Yb	<ul style="list-style-type: none">• Yb[`]g\`"bYk`g"Wb• k`k`k`"hfUj`Y`]b[`]ZYghm`Y`"bYh• ^UbgdU[Ub"dU[Yg"XYj

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