

F Umg`8 ca]bUhY`H][Yfg`%(!, .`MUbXm`8 Ěn G\]bYg`k]h\`Hk c`< ca Yfg`

H\Y`HUa dU`6Um`F Umg`hf]i a d\YX`cj Yf`h\Y`8Yhfc]h`H][Yfg
%(!, `cb`đ bY`&%ž`&\$&) ž`k]h\`ghUbXci h`dYfZcfa UbWg`Zfca
MUbXm`8 Ěn`UbX`A Uhh`H\U]gg"



; Ycf[Y`A ``GhY]bVfYbbYf`:]Y`Xž`HUa dUž`:@ž`I G5`!`đ`U
h\f`]b[`a UhW`i d`Uh; Ycf[Y`A ``GhY]bVfYbbYf`:]Y`Xž`h\Y`HUa dU
6Um`F Umg`WUg\YX`k]h\`h\Y`8Yhfc]h`H][Yfgž`h\Y`hYUa `k]h\`h\Y`VYgh
fYWcfX`]b`A U`cf`@YU[i Y`6UgYVU``H\Y`Z]bU`hU`m3`5`fYgci bX]b[
%(!, `j]Whcfm`Zcf`h\Y`F Umgž`\][\`][\hYX`Vm`U`ghY`Uf`dYfZcfa UbW
Zfca `MUbXm`8 Ěnž`k \c`k Ybh` `Zcf`) `k]h\`hk c`\ca Y`fi bgž`a Uf_]b[
h\Y`gYWcfbX`a i `h\ca Yf`[Ua Y`cZ`\]g`WUfYYf``H\]g`j]Whcfm`\Ug
Z fh\Yf`W`a YbhYX`h\Y`F Umg`dcg]h]cb`]b`h\Y`5a Yf]WUb`@YU[i Y
9Ughž`Ug`h\Y`m`fY`a U]b`†`gh`%) `[Ua Yg`VY\]bX`h\Y`BYk`Mcf_
MUb`YYg"

H\Y`YI W]hYa Ybh`X]Xb`h`ghcd`k]h\`8 Ěn``A Uhh`H\U]gg`a UXY`U
g][b]Z]WUbh]a dUW`hž`Xf]j]b[`]b`Zci f`fi bg``7i fh]g`A YUX`U`gc`g\cbYž

[c]b[' & 'Zcf & 'k]h\ 'h\ fYY 'k U`_g'UbX'gWcf]b['h\ fYY 'fi bg"' ð 'ZUWhž
Yj Yfmid`UmYf']b' h\ Y`F Umg ``]bYi d`gYW fYX`Uh`YUghicbY`\]hž`U`ZYUh
UW\]Yj YX`Zcf`h\ Y`Z]Zh\`h]a` Y`h\]g`gYUgcb"'`H\]g`g\ck`c`ZX`Ydh\` []j Yg
ZUbg`d`Ybhm`hc`VY`YI W]hYX`UVci`h`Ug`h\ Y`F Umg`Wcbh]bi`Y`h\ Y`f`di`g\
hck`UfX`h\ Y`d`cghgYUgcb"

MJbXm'8ÉUn`g`F`YWcfX!6fYU_]b[`'B][` \`h`

8ÉUn`g`Wcbhf]Vi`h]cbg`k`YfY`Wfi`W]U`hc`h\ Y`[`Ua`Y`"<`]g`hk`c`\`ca`Y
fi`bg`bchicb`m`\`Y`dYX`dfcdY`h\ Y`gWcfY`Vi`h`U`gc`gYh`U`ZfUbW\]gY
fYWcfX`k`h\` \`]g`%-`h\`W]fYf`Y`UXc`ZZ`\`ca`Yf`"H\]g`dYfZcfa`UbW\` \`Ug
_Ydh\`]a`gWcfW\]b[` \`ch`Uh`h\ Y`d`UhYž`fU]g]b[` \`]g`VUh]b[`Uj`YfU[`Y
Zfca` "'&'" -`hc`"'&++`UWfcgg`Ub`%`%![`Ua`Y`\`]hh]b[`ghfYU_`"'Gc`X
Wcbhf]Vi`h]cbg`Zfca`h\ Y`ck`Yf`dUfhicZh\ Y`]bYi`d`k`YfY`_Ym`hc`ci`f
c`ZYbg]j`Y`gi`W\]ggž`A`UbU[`Yf`?`Yj`]b`7Ug\`bchYXž`d`fU]g]b[`h\ Y
hYUa`g`Wc`Y`W]j`Y`Y`Zc`fh"

H\ Y`F Umg`di`h`cb`U`gdYWUW`Uf`c`ZYbg]j`Y`X]gd`Umž`hU`m]b[`'%(
fi`bgž`h\ Y`f`h\]fX!\`] [\`Ygh`hc`hU`h\]g`gYUgcb"'`H\ Ym`\`Uj`Y`a`UbU[`YX`hc
gWcfY`Xci`V`Y`X][`]h`fi`bg`]b`gYj`Yb`c`Zh\ Y`f`Ugh`&)` [`Ua`Ygž`U
g][`b]Z]W]b`h`UW\]Yj`Ya`Yb`h`Zcf`U`hYUa`h\ Uh`gYYa`g`hc`VY`\`]hh]b[`']hg
ghf]XY`Ug`h\ Y`gYUgcb`d`fc[`fYggYg"

H\ Y`7ca`dYh]h]j`Y`@UbXgWUdY`

ð`hYfYgh]b[`mž`h\]g`[`Ua`Y`a`Uf`_YX`h\ Y`g]l`h\`gYf]Yg`Zcf`h\ Y`F Umg
U[`U]bgh`U`X]j`]g]cb`Y`UXYfž`\`Uj`]b[`gi`W\]ggZ`m`hU`Yb`cb`f]j`U`g
gi`W\`Ug`h\ Y`DUXfYgž`MJb`_YYgž`UbX`A`Yhg`]b`d`fYj`]ci`g`ci`h]b[`g`"H\ Y
hYUa`]g`b`ck` \`c`X]b[`U`(`&!'`(`fYWcfXž`k`h\`Ub`]a`d`fYgg]j`Y`&%!,`fi`b
g]bW`A`Um`&\$ž`UbX`U`Ž` ,`%`fi`b`X]ZYfYbh]U`"H\ Y]f`gi`W\]gg`U[`U]bgh
hYUa`g`k`h\`k`]bb]b[`fYWcfXg`Vccghg`h\ Y]f`WcbZ]XYbW`Ug`h\ Ym`U]a
Zcf`U`d`Umc`Z`gd`ch"

A`YUb`k` \`]Yž`h\ Y`H][`Yfgž`k` \`]Y`Vc`Ugh]b[`U`ghY`Uf`fYWcfXž`ZUW\ X
W\ U`Yb[`Yg`cb`h\ Y`a`ci`bX`"GhUfh]b[`d]hW\ Yf`UW_`:`U\`Yfhm
ghfi` [[`YXž`U`ck`]b[`'%)`fi`bg`cj`Yf`\`]g`Ugh`hk`c`ghUfhg`UbX`gY`Y]b[
\`]g`9F`5`f]gY`XfUa`Uh]WU`m`K`h\`U`)`!,`fYWcfX`bck`fYgh]b[`cb`\`]g
g\`ci`X`Yfgž`h\ Y`H][`Yfg`k`]b`bY`YX`hc`fY[`fci`d`ei`]W_`m`F`]Ym;`fYYbY`

k Ug`U`g)]j Yf`b)b[`Zcf`8Yhfc]hž[c]b[`` `Zcf` `k]h\`hk c`\ca Yfg`UbX
Zci f`F 6-gž`g\ck WUg]b[`k \m`\Y`\Ug`VYYb`gi WX`U`j U`i UV`Y`d`UmYf
`UhY`m"

@cc_]b[`U\YUXž`h\Y`F Umg`UfY`gYh`hc`ZUW`h\Y`H][Yfg`U[U]bž`k]h\
GUk mYf`;]dgc b!@cb[`gWXYXi`YX`hc`d]hW`Zcf`8Yhfc]h`U[U]bgh`F mUb
DYd]ch`cZ`h\Y`F Umg`DYd]ch`Vf]b[g`U`(!*`fYWcfX`UbX`U`"%%`9F`5`hc
h\Y`a`ci`bXž`UbX`ZUbg`UfY`YU[Yf`m`Ubh]W]dUh]b[`k \Uh`k]`W`fhU]b`m
VY`Ubch\Yf`Yb[U[]b[`WX`UdhYf`]b`h\]g`Yj`c`j]b[`VUgYVU``gU[U"

K]h\`YUWX`[Ua`Yž`h\Y`ghU`Yg[Yh`][\Yfž`UbX`Vch\`hYUa`g`_bck
Yj`Yfm`fi`b`Wci`bhg`K`Yh\Yf`mci`fY`U`X]Y!\`UfX`F Umg`ZUb`cf
WXYf]b[`Zcf`h\Y`H][Yfgž`h\YfY`g`gca`Yh\]b[`hc`VY`gU]X`Zcf`h\Y
YI W]hYa`Ybh`cZ`gi`a`a`Yf`VUgYVU``

: cf`a`cfY`XYhU]`YX`ghUhg`UbX`UbU`mg]gž`WX`YW`ci`h`6UgYVU``
GUj`Ubh"

7UhW`h\Y`Z```fYWUd`cZ`h\Y`[Ua`Y`cb`:`cI`&`8Yhfc]h`UbX`a`cfY
]bg][\hg`Zfca`A`@6`Wca`"

8YhU]`g	
Cfh	; Ycf[Y`A`"GhY]bVfYbbYf`;]Y`Xž`HUa`dUž`; @ž I`G5
Ei`Y``Yb	<ul style="list-style-type: none">• k k k "ZcI`&XYhfc]h"Wca• k k k "a`V"Wca• VUgYVU``gUj`Ubh"a`V"Wca

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