

@cWU`'BYk g'đ gh'U'7`]W_ '5k Um 'BYk g(>5L
x]bg'BYI hXccf'FYj c`i h]cb`

8]gWcj Yf`ck 'BYk g(>5L 'Yb\UbWg'Wca a i b]hmYb[U[Ya Ybh
]b'8i j U`7ci bhm'h\fc i [\`cWU`]nYX'i dXUhYg'cb'h\Y'BYI hXccf
Uddž`Ui bWXYX'đ`m%) ž&\$&) "



8i j U`7ci bhmž`I G5`!`đ`U'a cj Y'gYh'hc`Vf]b[``cWU`'bYk g'f][\h'hc
mci f`Z]b[Yfh]dgž`K đ H!('BYk g(>5L `Ug`Ui bWXYX`Ub`]b]h]Uhj Y'hc
g\UfY'Wca a i b]hm'ghcf]Yg'h\fc i [\h\Y'dcdi`Uf'gcWU`d`UhZcfa
BYI hXccf``H\]g'Wc`UVcfUh]cb`_]W_YX'cZZ'cb'đ`m%) ž&\$&) žUbX`]g
XYg][bYX'hc`XY`]j Yf'hU]`cfYX`bYk g'X]fYWh'mfY`UhYX'hc`i gYfg
bY][\Vcf\ccXg"FYg]XYbhg`WUb`bck`[Yh'fY`Yj Ub'h'ghcf]Yg`Zfca`
BYk g(>5L `]b'h\Y]f'BYI hXccf'ZYXgž`Ybgi f]b[`h\Ym'ghUm]bZcfa YX
UVci h`cWU`UddYb]b[g'h\Uh'a UhYf'hc'h\Ya "

B]fUj `Hc`]Už`79C`UbX`7c!: ci bXYf'cZ'BYI hXccfž`\][\`][\hYX'h\Y
d`UhZcfa`g`ZcW`g'cb`ZcghYf]b[`bY][\Vcf\ccX`WcbbYWh]cbg`` H\]g
dUfhbYfg\]d`U`ck g'fYg]XYbhg'hc`Wca Y'hc[Yh\Yf'hc`X]gW`gg'h\Y]f
`cWU`Ybj]fcb a Ybhž`Y`gU]X``BYI hXccf'gYfj Yg`Ug`U`X][]hU`i V`Zcf

cjYf%\$\$'a]`]cb`bY][\Vcfg[`cVU`m'g]bWV`]hg`Ui bWV`]b`&\$%ž
cZZf]b[`a cfY`h\Ub`† gh`bYk g bY][\Vcfg`WUb`YI W\Ub[Y`h]dg`cb
gYfj]Wgž`fYW`a a YbX`cWU`YUhYf]Ygž`cf`cf[Ub]nY`W`a a i b]hm
Yj Ybhg"

7cbbYWh]b[`k]h\`h\Y`7ca a i b]hm

BYI hXccf`]gb h† gh`U`d`UhZcfa `Zcf`cWU`bYk g/]hg`U
W`a dfY\Ybg]j Y`W`a a i b]hm`hcc`"l gYfg`WUb`Zc`ck `BYk g(>5L`Zcf
i dXUhYg`UbX`Yb[U[Y`]b`X]gW gg]cbg`UVci h`j Uf]ci g`hcd]Wgž`Zca
gUZYhm`U`Yfhg`hc`cWU`Yj Ybhg"H\Y`Udd`dfcj]XYg`U`k Y`!fci bXYX
YI dYf]YbW`Vm`U`ck]b[`X]gW gg]cbg`UVci h`W]hmid`Ubb]b[
]b]h]Uh]j Yg`_]Y`dYXYghf]Ub!Zf]YbX`m]a dfcj Ya Ybhgž`Ug`bchYX`]b`h\Y
`cWU`bYk g`ZYUhi fYž`k \]W\W`cj Yfg`Yj Yfmh\]b[`Zca `V_]Y`UbYg`hc
gW\cc`gdcfhg`hf]i a d\g"5g`XYhU]`YX`Vm`BYI hXccf`ž`h\Y`Udd
Ybgi fYg`h\Uh`bY][\Vcfg`UfY`k Y`!]bZcfa YX`UbX`WUb`UWh]j Y`m
W`bhf]Vi hY`hc`W`bj YfgUh]cbg`k]h\]b`h\Y]f`W`a a i b]hm"

GUZYhm]g`Ubch\Yf`Wf]h]WU`W`a dcbYbh`cZ`k \Uh`BYI hXccf`cZZfg"
l gYfg`fYW]j Y`fYU`!h]a Y`U`Yfhg`W`bWfb]b[`Ya Yf[YbW]Ygž
bY][\Vcf\ccX`gUZYhm`i dXUhYgž`UbX`Yj Yb`gYj YfY`k YUh\Yf
bch]Z]WUh]cbgž`U``VUW_YX`Vm`hfi ghYX`dUf`bYfg`_]Y`K YUh\Yf"W`a
UbX`cWU`U[YbW]Yg"H\Y`d`UhZcfa `YbW`i fU[Yg`W`bj YfgUh]cb`cb
i f[Ybh]ggi Ygž`YZZYWh]j Y`m`a U_]b[`]h`U`[c!hc`Zcf`W`a a i b]hm
Yb[U[Ya Ybh"

5`GUZY`BY][\Vcf\ccXž`5`7cbbYWhYX
7ca a i b]hm

K \Yb`]h`W`a Yg`hc`W`a a i b]hm`gUZYhmž`BYI hXccf`ghUbXg`ci h`Ug`cbY
cZh\Y`hcd`Uddg`Uj U]`UV`Y"†hcZZYfg`U`j U`i UV`Y`a]l`cZfYU`!h]a Y
i dXUhYg`UbX`W`a a i b]hm`W`bbYWh]cbž`YbUV`]b[`i gYfg`hc`g`UfY
i f[Ybh`U`Yfhg`UbX`UXj]W`k]h\`h\Y]f`bY][\Vcfg"5W`cfX]b[`hc`
5`k Umg`F`YUXm`<E ž`h\Y`Udd`]g`fYW`[b]nYX`Ua`cb[`h\Y`VYgh
gUZYhmid`UhZcfa g`Xi Y`hc`]hg`fY`]UV`]jhm`UbX`i gYf!Zf]YbX`m]bhYfZUW"

BYI hXccf`U`ck g`i gYfg`hc`fYdcfh`cWU`]bW]XYbhgž`ZcghYf]b[`U`gYbgY

cZ'gUZyhmiUbX'Uk UfYbYgg'Ua cb['fYg]XYbhg"K]h\ 'ZYUhi fYg'h\Uh
]bWi XY'U'Yfhg'UVci h'Wf]a Ygž'hfUZZ]Wi dXUhYgž'UbX'bY][\Vcf\ccX
k UhW\ 'bch]Z]WU]cbgž'h\Y'Udd'Ybgi fYg'i gYfg'UfY'bYj Yf'YZh']b'h\Y
XUf_ 'UVci h'h\Y]f'cWU'Ybj]fcb a Ybh"

6YmcbX'gUZyhmiUbX'bYk gž'BYI hXccf'Vf]b[g'U'j]VfUbh'a Uf_Yhd`UW
UbX'gcW]U`gdUW'Zcf'Wċa a i b]hmia Ya VYfg'hc'Vi mž'gY`ž'cf'[]j Y
Uk Um[ccXgž'i bXYfgWcf]b['h\Y'bch]cb'h\Uh'Wċa a i b]hmicZhYb
VY[]bg'Uh\ca Y"K \Yh\Yf'mci 'UfY']b'gYUfW\cZ'U'bYk 'V]_Y'cf
\cd]b['hc'WċbbYWh'k]h\ `cWU'g'k \c'g\UfY'mci f']bhYfYghgž'h\YfY g
a i W\ 'hc'X]gWċj Yf"

H\]g'ZfYg\ 'UddfcUW\ 'hc'Wċa a i b]hm'fYdcfh]b['bch'cb'm'Yb\UbW'g
'cWU'Yb[U[Ya Ybh'Vi h'U'gc'Ya dck Yfg'fYg]XYbhg'hc'hU_Y'Ub'UWh]j Y
dUfh']b'g\Ud]b['h\Y]f'bY][\Vcf\ccXg"K]h\ 'Yj Yfm'ghcfm'g\UfYXž
X]gW'gg]cb'gdUf_YXž'UbX'U'Yfh']ggi YXž'BYI hXccf']g'dfcj]b['h\Uh
k \Yb']h'Wċa Yg'hc'ZcghYf]b['Wċa a i b]hm'gd]f]hž'h\YfY g'gca Yh\]b[
hc'VY'gU]X'Zcf'WċbbYWh]b['X][]hU`m'UbX'Vi]'X]b['fY'Uh]cbg\]dg
f][\h'k \YfY'k Y`j] Y"

8YhU]`g	
Cfh	8i j U`7ci bhmž'I G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "bYk g('U' "Wċa• UVci h"bYI hXccf"Wċa• k k k "U`k UmgfYUXm\ e"Wċa

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