

6fYj UfX`GW\cc`g`G\]bY`k]h\`5`F Uh]b[`Zcf
GYW\cbX`MYUf`F i bb]b[`

8]gW\j Yf`\ck`6fYj UfX`7ci bhm`GW\cc`g`UW\]Yj YX`Ub`5`fUh]b[
Zcf`&\$&(!&\$&) ž\][\`][\h]b[`YXi WWh]cbU``[fck h\`UbX`Ž hi fY
[cU`g"



6fYj UfX`7ci bhmž: `cf]XUž`I G5`!`6fYj UfX`7ci bhm`Ug`[ccX
fYUgcb`hc`W`YVfUhYž`Ug`h\Y: `cf]XU`8YdUfha Ybh`cZ`9Xi WWh]cb
fYW`bh`miUbbci bWX`h\Uh`h\Y`W\ci bhm`Ug`a U]bhU]bYX`]hg`5`fUhYX
ghUhi g`Zcf`h\Y`gYW\cbX`mYUf`]b`U`fck ``H\]g`UW\]Yj Ya Ybhž`fYdcf`hYX
Vm: `cf]XU`HcXUmž`i bXYfgW\cfYg`U`g][b]Z]WUbhihi fbUfci bX`Zcf`h\Y
X]ghf]Wž`k \]W\`k Ug`fUhYX`U`6`↑ gh`hk c`mYUfg`U[c`Xi f]b[`h\Y
&\$&%!&\$&&`gW\cc`mYUf`UZhYf`bch`fYW\]j]b[`U`[fUXY`h\Y`dfYj]ci g
mYUf`Xi Y`hc`7CJ`-8!%-`fY`UhYX`W\U`Yb[Yg"

H\]g`U`hYgh`fUh]b[`]g`U`hYghUa Ybh`hc`h\Y`\UfX`k cf`cZ`ghi XYbhg
UbX`ghUZZ`U`_Yž`Ug`bchYX`Vm`Gi dYf]bhYbXYbh`A Uf`F YbXY``"<Y
Ya d\Ug]nYX`h\Y`f`W\`YWh]j Y`YZZcfhg`]b`UW\]Yj]b[`h\]g`bchUV`Y
ghUhi g`UbX`YI dfYggYX`U`Zcfk UfX!`cc_]b[`[cU`hc`fUb`_Ua`cb[`h\Y

hcd`%\$`gW\cc`X]ghf]Whg`]b`:`cf]XU`Vm`&\$`\$`"GW\cc`6cUfX`7\U]f
; YbY`HfYbh`YW\cYX`h\]g`gYbh]a`Ybhž`dc]bh]b[`ci`h`h\Uh`hk`c
W\cbgYW`h]j`Y`5`fUh]b[`g`YI`\\V]h`Ub`i`dk`UfX`hfYbX`Zcf`6fYj`UfX`Di`V`]W
GW\cc`gž`dUfh]W`Uf`m`\][`\\][`h]b[`]bbcj`Uh]j`Y`hYUW\]b[`a`Yh\cXg`]b
a`]XX`Y`gW\cc`g"

GW\cc`DYfZcfa`UbW\`=bg][`hg

H\Y`fYW\bh`Ubbci`bW\`a`Ybh`fYj`YU`YX`h\Uh`%`gW\cc`g`]b`h\Y
X]ghf]Wh`]a`dfcj`YX`h\Y]f`[`fUXYgž`k`\\Y`%\$`YI`dYf]YbW\X`XYW]bYg"
BchUV`mž`hk`c`gW\cc`g`gUk`U`Xfcd`Zfca`7g`hc`8g":`cfhi`bUhY`mž`h\Y
a`U`cf]hm`\Y`X`ghYUXmž`g\ck`]b[`fYg]`YbW\`Ua`]Xgh`h\Y`Zi`Whi`Uh]cbg"
H\Y`[`fUX]b[`gmghYa`Zfca`h\Y`GdUW`7cUgh`8U]`m]bX]WUhYg`h\Uh
bc`gW\cc`g`]b`h\Y`X]ghf]Wh`fYW\]j`YX`U`8`cf`:`ž`U`dcg]h]j`Y
XYj`Y`cda`Ybh`Ug`6fYj`UfX`7ci`bhm`bck`fUb`_g`%-`h\`ci`hcZ`*`+`gW\cc`
X]ghf]Whg`ghUhYk`]XY"

:`UW\hcf]bZi`YbW]b[`h\YgY`fUh]b[`g`]bWi`XY`ghi`XYbh`UW\]Yj`Ya`Ybhž
`YUfb]b[`[`U]bgž`UbX`[`fUXi`Uh]cb`fUhYg`I`bXYf`h\Y`bYk`m`fYj`]gYX
[`fUX]b[`gWU`Y`]a`d`Ya`YbhYX`Vm`h\Y`GhUhY`6cUfX`cZ`9Xi`WUh]cb`]b
ž`mž`gYW\cbXUfm`gW\cc`g`UfY`fYei`]fYX`hc`UW\]Yj`Y`U`gW\cfY`cZ`*(`i
cf`\][`Yf`hc`YUfb`Ub`5`"H\]g`]bWfYUgYX`h\YfYg\c`X`\Ugb`h\]bXYfYX
6fYj`UfX`g`d`fc[`fYggž`Ug`h\Y`X]ghf]Wh`gi`W\ggZ`m`hfUb]h]cbYX`Zfca
U`6`fUh]b[`hc`Ub`5ž`a`Uf_]b[`]hg`d`UW\`Ug`cbY`cZ`h\Y`gi`W\ggZ`
X]ghf]Whg`a`cj`]b[`Zcfk`UfX"

5`GbUdg\ch`cZ`GW\cc`g

H\Y`VfYU`Xck`b`cZ`gW\cc`fUh]b[`g`d`fYgYbhg`U`WYUfYf`d]Whi`fY`cZ
h\Y`UWUXYa`]W`UbXgWUdY`]b`6fYj`UfX`7ci`bhm

;`fUXY	GW\cc`g
5`GW\cc`g	7UdY`J`]Yk`9`Ya`YbhUfmž 7\U`Yb[`Yf`+`9`Ya`YbhUfmž 7cei`]bU`9`Ya`YbhUfmž 9Xi`WUh]cbU`<cf]ncbg`7\UfhYfž 9bhYfdf]gY`9`Ya`YbhUfmž ;`fYYXca`+`9`Ya`YbhUfmž;`Ya`]b]

	9`Ya YbhUfmž`a U[]bY`GWcc`g Uh`K Ygh`A Y`Vci fbYž`bX]U`Ubh]W 9`Ya YbhUfm
6`GWcc`g	5h`Ubh]g`9`Ya YbhUfmž`5i Xi Vcb 9`Ya YbhUfmž`6fYj UfX`J]fhi U` GWcc`
7`GWcc`g	5dc``c`9`Ya YbhUfmž`7fchcb 9`Ya YbhUfmž`8]gWčj Yfm 9`Ya YbhUfm
8`GWcc`g	9bXYUj ci f`9`Ya YbhUfmž ; c`ž]Yk`9`Ya YbhUfm

H\YgY`fUh]b[g`bch`cb`m`fYZYW`idYfZcfa UbW`Vi h`U`gc`]bX]WUhY`U
[fck]b[`hfYbX`UWfcgg: `cf]XU" b`&\$&(ž`cj Yf`\U`ZcZU``gWcc`g
YUfbYX`Ub`5`cf`6ž`U`bchUV`Y`]bWfYUgY`Zfca`) +i`h`Y`dfYj]ci g
mYUf"5g`a cfY`gWcc`g`]a dfcj Y`h`Y]f[fUXYgž`h`Y`cj YfU``
YXi WUh]cbU`Ybj]fcb`a Ybh`]b: `cf]XU`]g`cb`h`Y`f]gYž`k]h`Y`gg`h`Ub
(i`c`Z`gWcc`g`YUfb]b[`8`cf: `fUh]b[g`]b`&\$&(ž`Xck b`Zfca`*i`]b
&\$&`ž`Ug`\][`\\][`h`YX`]b: `cf]XU`g`UWwči`b`hUV`]`hm`fY`d`c`fhg"

5g`6fYj UfX`7ci bhm`Wčbh]bi Yg`hc`di g`Zcfk UfXž`]hg`YXi WUhcfgž
ghi XYbhgž`UbX`Wča`a`i`b]hm`WUb`hU`_Y`df]XY`]b`h`]g`UWUXYa`]W
dfc[fYggž`ZcghYf]b[`\\cdY`Zcf`Ub`Yj Yb`Vf][`h`Yf`YXi WUh]cbU`
`UbXgWUdY`]b`h`Y`mYUfg`hc`Wča`Y"

8YhU]`g	
Cfh	6fYj UfX`7ci bhmž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Z`cf]XUhcXUm"Wča • gdUW`WčUghXU`]m"Wča • k k k "Z`XcY"cf[

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