

: Gl ' : cchVU`"/ ă \$' - /g'FYWfi]h]b['Gi f[Y.
A YYh'h\Y'GhUfg'cZ'Hca cffck °

: Gl 'ZcchVU`ž'i bXYf'WcUW\A]_Y'Bcfj Y`ž']g'hUf[Yh]b['hcd
fYWfi]hg'Zcf'&\$&*ž']bWi X]b['ghUbXci h'dfcgdYWhg`']_Y'HfYbhc b
<YbXYfgcb"



7`YUfk UhYfž': `cf]XUž'I G5 '!H\Y`*h\`cZ'đ bYž'&\$&) 'a Uf_g
Ubch\Yf'YI W]h]b['XUm]b'h\Y'k cf'X'cZ': `cf]XU'GhUhY'I b]j Yfg]hm
fl Gl Ł'ZcchVU``Ug\YUX'WcUW\A]_Y'Bcfj Y``g\UfYX'\']g'h\ci [\hg'cb
h\Y'fYWbh'gdf]b['dfUWh]Wg'UbX'h\Y'cb[c]b['fYWfi]h]b['YZcfhg'Zcf
h\Y'&\$&*`WUgg"7i ffYbh'mfUb_YX'&*h\`Vm'&(+Gdcfhgž': Gl ']g
U[[fYgg]j Y`m di fgi]b['dfca]g]b['hU`Ybhg'hc'fY]bj][cfUhY'h\Y]f
fcghYf"

5a cb['h\Y`_YmidfcgdYWhg'UfY`ei UfhYfVUW_@UbXcb`8i W_k cfh\
Zfca `đW_gcbž'5`UVUa Už'UbX'gUZYhm'8UmYb'; fYYb'Zfca `; UXgXYb
7ci bhmž': `cf]XU"8i W_k cfh\ž'fUb_YX'Bc"*`bUh]cbU`mUh'\]g
d cg]h]cbž'\Ug'cZ]W]U`migW\YXi `YX'U'j]g]h'hc': Gl 'cb'đ bY'% "'<Y g
U`gc`UhhfUWh]b[']bhYfYgh'Zfca 'hcd!h]Yf'dfc[fUa g`']_Y'C`Y'A]gg'UbX

5`UVUa U"A YUbK \]Yž`cWJ`ghUbXci h; fYYbž`k \c`fYWcfXYX`%%%
hUW`Yg`j]b`\]g`† b]cf`gYUgcbž`k]``U`gc`j]g]h`cb`h\Y`gUa Y`XUhYž`k]h\
cZZYfg`Zfca`gW\cc`g`gi W\`Ug`8i _Y`UbX`5f_UbgUg`U`fYUXm`cb`h\Y
hUV`Y"

Hcd`DfcgdYWhg`c b`h\Y`F UXUf

C h\Yf`bchUV`Y`fYWfi]hg`j]b` : Gl`g`g][`hg`j]bWi XY`WcfbYfVUW`GUa Uf]
A Uh\Yk g`UbX`cZZYbg]j Y``]bYa Ub`8U Fcb`DUF_gž`Vch`a U_]b[
h\Y]f`cZ]W]U`j]g]hg`cb`ž bY`*`UbX`ž bY`%`fYgdYWh]j Y`m"A Uh\Yk g
]g`bch`cb`m`fUb_YX`Ug`h\Y`Bc""+`WcfbYf`bUh]cbU`m`Vi h`U`gc
]a`dfYggYX`k]h\` \]g`UV`]h]Yg`g\ck WUgYX`Uh`U`a Y[U`WUa`d`YUf`Yf"
DUF_gž`U` :`cf]XU`bUh]j Y`fUb_YX`Bc""(%`j]b`h\Y`I G5`HC85M: `cf]XU
BYhk cf_g`Hcd`%\$ž`g]U`gc`VY]b[`Wci fhYX`Vm`V][`bUa Yg``_Y`C\]c
GhUhY`UbX`C`_`U\ca U"

7i ffYbh`mž: Gl`VcUghg`b]bY`j YfVU`Wca`a]ha Ybhgž`k]h\`h\Y
a U`cf]hm`VY]b[`h\fYY!ghUf`d`UmYfg""<ck Yj Yfž`h\Y`ghUfg`Xcb`hghcd
h\YfY"" : ci f!ghUf`k]XY`fYW`j Yf`9ZfYa`K` \]hY`UbX`U`\cgh`cZ`h\fYY!
ghUf`fYWfi]hgž`j]bWi X]b[`GYUb`x`bgcbž`HYXUf]i g`<i [`Ygž`UbX
5a Uf]`H\ca Ugž`UfY`U``gYh`hc`UXX`gd]W`hc`h\Y`Z`hi fY`GYa`]bc`Yg
`]bYi`d"

9mY`c b`h\Y`9`]hY

C bY`fYWfi]h`hc`_YYd`mci f`YmYg`c b`]g`HfYb`hcb`<YbXYfgcbž`U`Zci f!
ghUf`XYZYbg]j Y`YbX`k \c`\Ug`fYW`b`h`m`WUi [`h`h\Y`UhYbh]cb`cZ
7cUW\`Bcfj Y``"<YbXYfgcbž`W`YVfUhYX`Ug`h\Y`Bc""%&`cj YfU``
dfcgdYWh]b`h\Y`&\$&`WUggž`VcUghg`]a`dfYgg]j Y`ghUh]gh]Wg`Zfca` \]g
† b]cf`mYUfž`]bWi X]b[`)`\$`hUW`Yg`UbX`hYb`gUW`g""<]g`j]g]h`hc` : Gl
U`][`bg`dYfZYWh`m`k]h\` \]g`YU[YfbYgg`hc`Vi`]X`fY`Uh]cbg\]dg`k]h\`h\Y
bYk`WcUW\]b[`ghUZZ`gdYW]Z]WU``m`XYZYbg]j Y``]bY`WcUW`HYffUbW
?b][`h`cb`UbX`XYZYbg]j Y`Wc`fX]bUhcf`Hcbm`K` \]hY"

<YbXYfgcb g`ghUbXci h`[Ua Y`dYfZcfa UbW`U[U]bgh`Gh""x`b`DUi` ``=
7Uh\c`]W<][` \`GW\cc`g\ck WUgYg`\]g`dchYbh]U`. `gYj Yb`hUW`Ygž
h\fYY`hUW`Yg`Zcf`cgž`UbX`hk`c`gUW`g`XYa`cbghfUhY`h\Uh`h\Y`\Ug`U``
]h`hU`Yg`hc`Vc`ghYf` : Gl`g`XYZYbg]j Y``]bY""<YbXYfgcb`]g`bch`† gh`U

ghUbXci h'Uh\`YhY/\`Y`U`gc`XUVV`Yg`]b`VUg_YhVU``ž`g\`ck`]b[
j`YfgUh]`]hm`VYmcbX`h\Y`[`f]X]fcb"

6i`]`X]b[`A`ca`Ybhi`a

8Ygd]hY`Z]b]g\`]b[``Ugh`gYUgcb`k`]h\`X]gUddc]bha`Ybh`Uh`U`&!%\$
fYWcfXž`h\Y`bYk`fYWfi`]h]b[``ghfUH`Y`[`Yg`Wci`X`VfYUh\Y`bYk``]ZY`]bhc
h\Y`GYa`]bc`Yg``K`]h\`g]l`j`YfVU``Wca`a`]ha`Ybhg`U`fYUXm]b`h\Y`&\$&`*
WUggž`fUb_]b[``:`Gl`U`h`B`c",`bUh]cbU``mž`h\YfY`g`U`WYUf`a`ca`Ybhi`a
Vi`]`X]b[``<`ck`Yj`Yfž`h\Ym`fYa`U]b`cb`h\Y`\i`bh`Zcf`h\Y]f`Z]fgh`Z]j`Y!
ghUf`fYWfi`]h`UbX`UfY`YmY]b[``gYj`YfU`ghUbXci`h`dfc`gdYWhg`h\Uh`Wci`X
g][`b]Z]Wb`h`m`Y`Yj`UhY`h\Y`hYUa`"

?Ym`hUf[`Yhg`]bWi`XY`Z]j`Y!ghUf`hU`Ybhg``]_Y`XYZYbg]j`Y`hUW`_Y`@Ua`Uf
6fck`b`UbX`c`ZYbg]j`Y`hUW`_Y`XW`gcb`7Ubhk`Y``ž`Vch\`fUb`_YX`Uh`h\Y
hcd`c`Z`h\Y]f`d`cg]h]cbg``H\Y`i`d`Wca`]b[``j`]g]h`XUhYg`cb`ž`bY`*`UbX`%'
k`j``VY`Wfi`W]U`Ug`:`Gl`[`Uh\Yfg`dfca`]g]b[``fYWfi`]hg`i`bXYf`]hg`k`]b[``g"

5g`fYWfi`]h]b[``\YUhg`i`dž`h\Y`Wca`a`]ha`Ybh`c`Z`ZUbg`UbX`h\Y
Wca`a`i`b]hm`k`j``d`Um`U`j`]hU`fc`Y`]b`gi`ddcfh]b[``h\Y`GYa`]bc`Yg`Ug
h\Ym`k`cf`_`hc`fYWU]a`h\Y]f`Zcfa`Yf`[``cfm`icb`h\Y`ZcchVU``Z]Y`X``K`]h\`
7cUW`Bcfj`Y``Uh`h\Y`\Y`a`ž`]hg`WYUf`h\Uh`:`Gl`[`g`cb`Ub`Yl`W]h]b[``
č`i`fbYm`U\YUX"

:`cf`U`XY`YdYf`X]j`Y`]bhc`h\]g`fYWfi`]h]b[``ZfYbnmž`WXYW`_ci`h`h\Y
XYhU]`YX`fYdcfhg`Zfca`**HU``U\UggYY"Wca`ž`G="Wca`ž`UbX`**
Gdcfhg_YYXU"

8YhU]`g	
Cfh	7`YUfk`UhYfž`:`cf]XUž`l`G5
Ei`Y``Yb	<ul style="list-style-type: none">• k k k "hU``U\UggYY"Wca• k k k "g]"Wca• k k k "gdcfhg_YYXU"Wca

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