

9b hgWÅX][i b[Yb 'ZØf' [fØbYb 'Ghfca
g]b_Yb. 'K c 'V`Y]Vh'XYf'BYhnUi gVUi 3

6i bXYgfY[]Yfi b['gYb_h'9b hgWÅX][i b[gnU\`i b[Yb 'ZØf'b]WÅh
[Ybi hnhY`YfbYi YfVUFY`9bYf[]Yb`Ui Z[fi bX`j cb
BYhnYb[dÀggYb`i bX`A Uf_hdfY]gYb"



BcfXXYi hgW`UbXž'8Yi hgW`UbX`!`8Yf`6i bX`\Uh]a`'Ű\`f`&\$&
]bg[YgUa h))' ž- ('A]`cbYb`9i fc`Ub`9b hgWÅX][i b[Yb 'ZØf'b]WÅh
[Ybi hnhYb`Ghfca`Ui g`YfbYi YfVUFYb`9bYf[]Yb`Ui g[YnU\`h`'8]YgY
NU\`gW]`XYfh`X]Y`U_hi Y`Y`G]hi Uh]cb`]b`XYf`XYi hgW`Yb
9bYf[]Yj Yfgcf[i b[ž`X]Y`j cb`9b[dÀggYb`]a`Ghfca bYhn`[YdfÀ[h
]gh`K Ybb[`Y]WÅ`X]Y`9b hgWÅX][i b[gnU\`i b[Yb`]b`XYb`YhnhYb
Ű\`fYb`[Ygi b_Yb`g]bXž`V`Y]Vh`XUg`H\`Ya U`fY`Yj Ubhž`XU`XYf`5i gVUi
XYf`bZfUghfi`_hi`f`b]WÅ`h`a`]h\`À`hž`]bgVYgcbXYfY`VY]a`'5bhY]`j cb
K`]bX`_fUž`ž`XYf`Y]bY`GWÅ`ØggY`fc`Y`]b`XYf`9fnYi [i b[`YfbYi YfVUFYf
9bYf[]Yb`gd]Y`h`Gc`VYf]WÅ`hY`h`X]Y`**GÅW g]gW Yb**ž`XUgg`XYf`6i bX
&\$&%`bcW`', \$+ž%\$`A`]`cbYb`9i fc`Ui g`XYa`[`Y]WÅ`Yb`; fi bX
Ui gVYnU\`h`\Uh`'8cW`XYf`F`ØW`_Ub[`Ui`Z`%, *ž%('A]`cbYb`9i fc`]a
Ű\`f`&\$&&`k Uf`X]fY`_h`a`]h`XYb`\`c\`Yb`Ghfca`dfY]gYb`k`À\`fYb`X`XYf

9bYf[]Y_f]gY j YfVi bXYb"

⊖`XYb`Zc`[YbXYb`⋈\fYb`gh]Y[Yb`X]Y`9bhgWÅX][i b[Yb`YXcWÅ
k]YXYf`Ui Z) , \$ž &`A]`cbYb`9i fc`ja`⋈\f`&\$&`Ub`"8]YgY`NUÅ`
j YfXYi h]WÅhž`XUgg`XUg`GmgYhYa`XYf`9bhgWÅX][i b[Yb`k Y]hYf\`b
Y]b`VYXYi hYbXYg`9`Ya`Ybh`b`XYf` : ÖfXYfi b[`YfbYi YfVUfYf
9bYf[]Yb`V`Y]Vh`6YhfY]VYf`j`cb`K`]bXfÅXYfb`i`bX`Gc`UfUb`U[Yb
dfcZ]h]YfYb`j`cb`Y]bYa`ghUUh]WÅ`[UfUbh]YfhYb
A]bXYghUVbU\`a`YdfY]g`ZØf`]\fYb`Ghfca`"8Yf`6i`bX`ØVYfb]a`a`h`X]Y
8]ZYfYbnž`k`Ybb`XYf`A`Uf`hdYf]g`i`bhYf`X]YgYa`K`Yfh`Y[hž`k`Ug`XYb
9fnYi`[Yfb`Yfa`Ö[`]WÅhž`Ui`WÅ`VY]`5b`U[YbgWÅ`U`hi`b[Yb`Z]bUbn]Y`Y
G]WÅYf\Y]h`ni` \UVYb"

9b hk]W_`i b[`XYf`9fnYi [i b[`i bX`Bi hni b[
YfbYi YfVUfYf`9bYf[]Yb

9]bY`_f]h]gWÅY`F`c`Y`Y`b`X]YgYf`8`mbUa`_]`gd]Y`Yb`X]Y`Ub[gUa`Yb
: cfhgWÅf]hhY`ja`BYhmUi`gVUi`"8]Y`A`Yf`_i`f` \YVh`Yfj`cfž`XUgg`X]Y
9bhgWÅX][i b[gnU\`i`b[Yb`ZØf`b]WÅh`Y]b[YgdY]ghYb`Ghfca
F`Y`_c`f`X`Å`Y`b`Y`ff`Y]WÅYb`"&\$&%`Zc`f`XYfhYb`X]Y`6YhfY]VYf`j`cb
K`]bX`_f`U`Z`h`U`b`U[Yb`V]g`Ub[`i`b`V`Y`n`U`h`Y`9`f`g`h`U`h`i`b[Yb`ZØf`ØVYf
) , \$\$` ;] [Uk`Uhgh`i`b`XYb`b]WÅh`[Ybi`h`h`Y`b`Ghfca`ž`k`Å`f`Y`b`X`]b
X]YgYa`⋈\f`%`%`%)`\$\$` ;] [Uk`Uhgh`i`b`XYb`Ui`g`Y`fb`Yi`Y`f`V`U`f`Y`b
9bYf[]Yb`Y]b[YgdY]gh`k`i`f`XYb`"-`'`i`X]YgYf`9bhgWÅX][i b[Yb
[]b[Yb`Ub`K`]bX`_f`U`Z`h`V`Y`h`f`Y]VYf`ž`k`Ug`XYb`8`fi`W`_`Ui`Z`X]Y
B`Y`h`n]b`Z`f`U`gh`fi`_`hi`f`j`Y`f`X`Y`i`h]WÅh`8Yf`6i`b`X`Y`gh`U[gZfU`_h]c`b`g`WÅ`Y`Z`X`Y`f
@]b`_g`Z`f`U`_`h]c`b`ž`8]Y`ha`U`f`6`U`f`h`g`WÅ`ž`Å`U`h`V`Y`f`Y]hg`X]Y`6i`b`X`Y`g`f`Y`[]Y`fi`b[
_f]h]g]Y`fh`i`b`X`a`Y`f`9b[U[Ya`Yb`h`ZØf`X`Y`b`B`Y`h`m`U`i`g`V`U`i`[Y`Z`c`f`X`Y`f`h`"

GhUh]gh]_Yb`XYg`I`a`k`Y`h`Vi`b`XYg`Ua`hg`nY][Yb`Y]b`Xfi`W`_g]c`ž`k`Y
gWÅb`Y`g]WÅ`X]Y`@`Ub`X`g`WÅ`U`Z`h`X`Y`f`Y`fb`Yi`Y`f`V`U`f`Y`b`9bYf[]Yb`]b
8Yi`hgWÅ`Ub`X`j`Yf`Å`b`X`Y`f`h`"⊖`⋈\f`&\$&(`gh]Y[`XYf`5bhY]`
YfbYi`YfVUfYf`9bYf[]Yb`Ua`6fi`hnc`Yb`XYb`Yf[]Yj`YfVfUi`WÅ`Ui`Z
&&ž(`i`"K`]b`X`Y`b`Y`f[]Y`U`Y]b`a`U`WÅ`h`Y`&+i`XYf`Ghfca`YfnYi`[i b[`Ui`g
i`b`X`h`fi`[`%` , ž-`A`f`X`"_`K` \`ni`f` ; YgUa`hd`fc`Xi`_h]c`b`VY]"8]Yg
gd]Y[Y`h`X`Y`b`H`f`Y`b`X`k`]X`Y`f`ž`X`U`gg`X]Y`9bYf[]Yk`Yb`X`Y`]b`8Yi`hgWÅ`Ub`X
j`c`f`U`b`g`WÅ`f`Y]h`Y`hž`Ui`WÅ`k`Y`bb`X]Y`<`Y`f`Ui`g`Z`c`f`X`Y`fi`b[Yb`]a`6YfY]WÅ
X`Y`f`B`Y`h`n]b`Z`f`U`gh`fi`_`hi`f`V`Y]V`Y`b`"

Ni gUa a YbZUggYbX`Äggh'g]W`gU[Ybž'XUgg'X]Y
 9bhgW`ÄX][i b[gnU`i b[Yb'ZØf'b]W`hi[Ybi hnhYb'Ghfca`Ui g
 YfbYi YfVUFYb'9bYf[]Yb'gck c`Y]bY'<YfUi gZcfXYfi b['U`g'Ui W`
 Y]bY'A Ø[`]W`_Y]h'XUfghY`Yb"8Yf'6i bX'k]fX'Ui W`k Y]hYf`]b
 <i bXYfhY'A]`]cbYb'9i fc'Ui gnU`Ybž'k Ä\fybX'[`Y]W`nY]h][`XYf
 5i gVUi`i bX'X]Y'A cXYfb]g]Yfi b[`XYf'BYhngfhi`_hi fYb'Xf]b[YbXYf
 XYbb`Y`YfZcfXYf`]W`g]bX"5b[Yg]W`hg`XYf'N]Y`j cf[UVYb'ZØf'&\$' \$ž
 VY]`XYbYb'XYf'5bhY]`YfbYi YfVUFYf'9bYf[]Yb'Ua
 9bXYbYf[]Yj YfVfUi W`Ui Z'(%` ghY][Yb'gc`ž'V`Y]Vh'XYf'8fi W`_Ui Z
 X]Y'Dc`]h]_i bX'X]Y'BYhnVYhfY]VYf`cW`"

8YhU]`g	
J cfZU``	9bhgW`ÄX][i b[
I fgUW`Y	BYhnYb[dÄggYž`Ub[gUa Yf'BYhnUi gVUi
C fh	B cfXXYi hgW`UbXž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y"XY • k k k "a Yf_i f"XY • k k k "i a k Y`hVi bXYgUa h"XY

6Ygi W`Yb'G]Y`i bg'Ui Z.`b!U["bYh