



5]XU'7fi]gYg'n]Y\h'X]Y'F Y]»`Y]b Y.
; c`ZfY]gYb'UV[YgU[hž'bYi Y'F ci hYb°

5]XU'7fi]gYg'WUbWY'h'F Y]gYb']b'X]Y'; c`ZfY[]cbžk Á\ fYbX'Hi =
i bX'7cghU']\fY'Dfc[fUa a Y'UbdUggYb"5_hi Y``Y
9bhk]W_`i b[Yb']b'XYf'F Y]gYVfUbWY"



J YfY]b][hY'5fUV]gWY'9a]fUhY'!`8]Y'?fYi nZU\fhVfUbWY'Yf'YVh
XYfnY]h'Y]b][Y'gdUb bYbXY'J YfAbXYfi b[Ybž]bgVYgcbXYfY']b
6Yni ['Ui Z'XUg'F Y]gYdfc[fUa a ']b'XYf'; c`ZfY[]cb"K]Y'
UVci hhfUj Y'"WY'VYf]WYhYhž'\Uh'5]XU'7fi]gYg'Ui Z[fi bX'XYf
Ub[YgdUb bhYb '@U[Y']a 'B U\Yb'C ghYb'U``Y'[Yd'Ub hYb'F Y]gYb']b
X]YgYf'F Y[]cb '[Yghf]WYb" GhuhhXYggYb'k]fX'X]Y'5]XU'Df]a U'Xi fW
BcfXYi fcdU'i bX'Ui Z'X]Y'?UbUfYb'Wfi]gYbžk c'F Y]gYbXY'X]Y
gWØbYb '@UbXgWUZhYb'i bX'a]XYg'?`]a U'[Yb]Y»Yb'_ØbbYb"
9]b'6`]W_`Ui Z'X]Y'ØVf][Yb'F YYXYfY]Yb'nY][hž'XUgg'7cghUž'XUg
GWk YghYfi bhYfbY\ a Yb'j cb'5]XUžj cfYfgh'Ub'gY]bYa 'Cf]Ybh
Dfc[fUa a 'ZYgh\À`h'Hi =7fi]gYg'\]b[Y[Yb'd'Ub hž'XUg
K]bhYfdfc[fUa a 'k]Y'j cf[YgY\Yb'Xi fWni ZØ\fYb'i bX'gW]W_h'X]Y

A Y]b 'GWX]ZZ('i bX 'A Y]b 'GWX]ZZ) ']b 'X]Y 'J YfY]b][hYb '5fUV]gWX Yb
9a]fUhY 'i bX 'bUWX 'Ca Ub" 'A G7 'i bX '7cghU 'VYc VUWX hYb 'X]Y
G]hi Uh]cb 'k Y]hYf\]b 'Ui Za Yf_gUa 'i bX 'Yj U'i]YfYb ``Ui ZYbXž'i a 'X]Y
G]WX Yf\ Y]h\]\fYf'; ÀghY 'YYXYfnY]hni '[Yk À\ f'Y]ghYb"

F YYXYfY]Yb ']a 'J Yf[`Y]WX

6Y] 'XYf '5i gk U\ ``XYf 'f]WX h][Yb '?fYi nZU\ fh'fY]» h'X]Y : fU[Y 'Ui Z
K Y 'WX Y 'F YYXYfY] 'dUggh'ni 'a]f3 '&_fYi nZU\ fYf"XY 'V]YhYh'Y]bYb
Ub gWX Ui ']WX Yb 'J Yf[`Y]WX 'j cb 'F YYXYfY][fÒ» Yb 'i bX '!Ub[YVchYbž
ni 'XYbYb 'i bhYf 'Ub XYfYa '5=85 '7fi]gYgž'HI =7fi]gYgž'7C GH5
7fcWX]YfY 'i bX 'A G7 '7fi]gYg 'nÀ\ `Yb" '5=85ž'U'g 'HcWX hYf[YgY ``gWX Užh
XYf '7Ufb]j U\ ``7cfdcfUh]cbž'_Ubb'a]h'Y]bYf : 'chhY 'j cb '%% 'GWX]ZZYb
Ui žk UfhYbž'k À\ fYbX 'HI =7fi]gYg 'a]h'* 'GWX]ZZYb 'i bX 'Y]bYa
Y'Y[Ub hYbž'UVYf 'nk Ub[`cgYb '5a V]Yb hY 'di b_hYh'8Yf'Zc`[YbXY
, VYfV ']W_nY][h'X]Y : 'chhYb [fÒ» Yb 'XYf 'k]WX h][ghYb 'F YYXYfY]Yb.

- 5=85 '7fi]gYg '%% 'GWX]ZZY
- HI =7fi]gYg '* 'GWX]ZZY
- 7C GH5 '7fcWX]YfY ' - 'GWX]ZZY
- A G7 '7fi]gYg '&&! 'GWX]ZZY
- F cmU\ ``7Uf]VVYUb 'bhYfbUh]cbU ' & ('GWX]ZZY
- B cfk Y[]Ub '7fi]gY '@]bY '%%- 'GWX]ZZY

8]Y '<][\`][\hg 'ZØf 'F Y]gYbXY 'j Uf]]YfYb 'YVYbZU ``g 'Yf\ YV ']WX " '5=85
V]YhYh' _cghYb 'cgY 'H]gWX [YhfÀb _Y 'k À\ fYbX 'XYf ' <Ui dha U\ `nY]hYb
]b 'XYb '6i ZZYhYghUi fUb hgž'k À\ fYbX 'VY] 'Ub XYfYb '5bV]YhYfb 'k]Y
7C GH5 'i bX 'A G7 '_Y]bY ; YhfÀb _Y 'a 'F Y]gYdfY]g 'Yb h\ U\ hYb 'g]bX
I b hYf\ U\ hi b['Ub '6cfX 'V 'Y]Vh 'YVYbZU ``g 'Y]b 'k]WX h][Yg '?f]hYf]i a .
5=85 '\Uh 'XUg 'H\ YUhf]i a 'U'g 'nYb h\ U\ Yb '5b 'Ui Zd i b_hYhUV ']Yfhž
k À\ fYbX 'HI =a]h'Yb hgdUb bYbXYb 'HU[Ygdfc[fUa a Yb 'i bX
_`Ugg]gWX Ya 'H\ YUhf 'Ui žk UfhYh'

HfYbXg ']b 'XYf '? fYi nZU\ fh]bXi ghf]Y

9]b 'U_hi Y ``Yf '6Yf]WX h'XYf '7fi]gY '@]bYg 'bhYfbUh]cbU '
5 ggcWX]Uhf]cb 'f7 @=5 Ł 'VY 'Yi WX hYh'X]Y 'YfZfYi ']WX Yb 'HfYbXg ']b 'XYf
? fYi nZU\ fh]bXi ghf]Y 'ZØf '&&! & ('B UWX 'Y]bYa 'DUggU[]YfUi Z_ca a Yb

j cb `` %ž+`A]``]cbYb `]a `]U\f`&\$&` ž\k Ug`Y]bYa `5bgh]Y[`j cb`*ž` `i
]a `]Yf[`Y]W\ `ni `&\$%-`Ybhgd\]W\ hž\`d`UbYb` , &i `XYf
 ?fYi nZU\fh\hY]`bY\`a Yfž`YfbYi h\`ni `_fYi nYb" `8]Y`Dfc[bcgYb`g]bX
 cdh]a]gh]gW\ ž\`a]h`Y]bYf[YgW\Àhn\hYb `5b\`YVi b[`XYf
 ?fYi nZU\fh\hU\hUn]h\hhi a `%\$`i `nk]gW\Yb`&\$&(`i bX`&\$&, "

6YgcbXYfg`VY\`a Yf_Ybgk Yfh\`g]bX`X]Y `j Yfgh\`f_hYb `6Ya Ø\`i b[Yb`i a
 B U\`U\`h][_Y]h" `7@=5!A]h[`]YXYf`ghfYVYb `V]g`&) \$`B Yhhc!B i ``!
 9a]gg]cbYb `Ub`i bX`]bj Ygh]YfYb`]b`i a k Y`h\`fYi bX`]W\`Y
 HYW\bc`c[]Yb" `8]Y`k]fhgW\UZh]W\`Y `6YXYi h\`b[`XYf
 ?fYi nZU\fh]bXi ghf]Y`]gh`YVYbZU`g`b]W\`h\`i b\`YfgW\ÀhnYb. `a `]U\f
 &\$&&`[YbYf]Yfh\`g]Y`%` , `A]``]UfXYb`I G!8c`Uf`i bX`i b\`Yfg\`hnh\`Y
 ØVYf`%ž&`A]``]cbYb`5fVY]hgd\ÀhnYž\`k cVY]`+) `i `X]YgYf`>Vg`X]fY_h
 Ub`@UbX`]b`<\`Z\`b`[YgW\UZZYb`k`i fXYb"

Ni gUa a Yb\ZUggYbX`\`Aggh\`g]W\`gU[Ybž`XUgg`hfc\`h`XYf
 <YfUi gZcfXYfi b[Yb`]b`VYgh]a a hYb`F Y[]cbYb`X]Y
 ?fYi nZU\fh\`fU\`bW\`Y`a]h`]bbcj Uh\`j Yb`XYYb`i bX`Y]bYa`ghUf`Yb
 : c_i g`Ui Z`G]W\`Yf\`Y]h`i bX`B U\`U\`h][_Y]h`]b`X]Y`Ni _i bZh\`ghYi Yfh"
 : Øf`F Y]gYbXY`[]Vh`Yg`nU\`fY]W\`Y`Uh\`fU\`h\`j Y`A Ø[`]W\`Y]hYbž`X]Y
 Y][YbY`HfUi a fY]gY`ni `d`UbYbž`Y`[U`cV`]b`BcfXYi fcduž`XYb
 ?UbUfYb`cXYf`]b`XYb`hfxU]h]cbY`VY]YVhYb`6U\`bYb`XYf`?Uf]V]_
 i bX`XYg`A]h\`Y`a YYfg"

8YhU]`g	
Cfh	J YfY]b][hY`5fUV]gW\`Y`9a]fUhY
E i Y`Yb	<ul style="list-style-type: none"> • UVci hhfUj Y`"W\` • &_fYi nZU\`fYf"XY • k k k "W\`i]g]b[`ci fbU`"W\`a

6Ygi W\`Yb`G]Y`i bg`Ui Z`i bgYfY!\chY`g"XY