

GUUF! I b]j Yfg]hÀh'gWÅ Y]hYfh'VY]
9I nY``YbnWi ghYf' `Ni _i bZh'XYf
K]f_ghc ZZZc fgWÅ i b[3

8]Y`I b]j Yfg]hÀh'XYg'GUUF`UbXYg'gWÅ Y]hYfh']b`XYf
9I nY``YbnghfUhY[]Yž`VYhc bh`YXcWÅ `XYb`k Y]hYfYb`5i gVUi `XYf
K]f_ghc ZZZc fgWÅ i b["



< ca Vi f[ž`8Yi hgWÅ`UbX`!`8]Y`I b]j Yfg]hÀh'XYg'GUUF`UbXYg`\Uh
]a`F U`a Yb`XYf`9I nY``Ybn]b]h]Uh]j Y`j cb`6i bX`i bX`@`ÀbXYfb`Y]bY
k]WÅh][Y`7`UbW`Ui Z: ÒfXYfi b[] YfhUb``8Yf`5bhfU[`ZØf`XUg
9I nY``YbnWi ghYf`k i fXY`]b`XYf`YhnhYb`Fi bXY`UV[Y`Y`b`h``8Yb`bcWÅ
gY`Yb`X]Y`J YfUbhk cfh]WÅYb`X]Y`I a gYhni b[`XYf`≠YYb`Ui g`XYf
7`i ghYf]b]h]Uh]j Y` bYi h5-8` `U`g`ni _i bZh`gk Y]gYbX`"
I b]j Yfg]hÀhgd fÀg]XYbh`@ X[Yf`GUbhYb`VYhc bh`XUgg`XYf`5i gVUi
XYf`≠ZfUghfi _hi f`ZØf`X]Y`K]f_ghc ZZZc fgWÅ i b[]a`GUUF`UbX`k Y]hYf
j cfUb[Yhf]YVYb`k]fXž`Ui WÅ`c`bY`X]Y`9I nY``YbnZØfXYfi b[``8]YgY
≠]h]Uh]j Y`\Uh`XUg`N]Y`ž`X]Y`9b`hk]W`_i b[`bYi Yf`A YX]_Ua YbhY`ni
VYgWÅ`Yi b][Ybž`XU`X]Y`U`_hi Y``Y`A Uf`_hY]bZØ`fi b[`Yhk U`nY`b`≠Y`fY

]b`5bgdfi Wk`b]a a hi bX`V]g`ni`nk Y]`A]``UfXYb`9i fc`_cghYh`

8 Yf`ghY][YbXY`6YXUFZ`Ub`bYi Yb`K]f_ghcZZYb`k]fX`VYgcbXYfg
Xi fWk`[`cVU`Y`<YfUi gZc fXYfi b[Yb`k]Y`≠ZY`_h]cbg`_fUb`_Y]hYb`i bX
5bh]V]c h]_UfYg]ghYbnYb`j Yfgh`Åf`_h`>Å`f`]Wk`Yf`_fUb`_Yb`]b
8 Yi hgWk`UbX`ØVYf`) "\$\$\$\$`A YbgWk`Yb`Ub`Ubh]V]c h]_UfYg]ghYb`hYb
9ffY[Yfb`ž`i bX`X]Y`K <C`k Ufbh`ž`XUgg`V]g`ni a` `đ\`f`&\$) \$`Å`f`]Wk
nY`b`A]``]cbYb`A YbgWk`Yb`Ub`X]YgYb`fYg]ghYb`hYb`?Y]a Yb`ghYfVYb
_Øbb`hYb``8]YgY`U`Ufa]YfYbXYb`GhUh]gh]_Yb`i bhYfghfY]Wk`Yb`X]Y
8f]b[`]Wk`_Y]h`XYf`:`c fgWk`i b[`]b`X]YgYa`6YfY]Wk`

K]f_ghc ZZZc fgWk`i b[`]a`GUUf`Ub`X

8]Y`7`i ghYf]b]h]Uh]j Y`U`h`X`Uni`VY][YhfU[Yb`ž`XYb`V]ca YX]n]b]gWk`Yb
: c fgWk`i b[ggWk`k Yfdi b`_h]b`<ca Vi f[`i bX`GUUfVfØW`_Yb
]bhYfbUh]cbU`g]Wk`hVUf`ni`a UWk`Yb``: Øf`X]Y`l a gYhni b[`XYf
7`i ghYf]XYb`UfVY]hYb`*` `K]ggYbgWk`UZh`Yf]bbYb`i bX
K]ggYbgWk`UZh`Yf`Ui g`B`Uhi fk]ggYbgWk`UZh`Yb`ž`≠Zcfa Uh]_`i bX
A YX]n]b`ni gUa`a Yb`ž`i bhYfghØhnhj`cb`XYf`gUUf`ÅbX]gWk`Yb
@UbXYgfY[]Yfi b[`gck]Y`Xi fWk`ni gÅ`hn`]Wk`Y`:]bUbna]hhY``8Yf
D\Ufa UGW]YbW`<i V`ž`XYf`j`cb`XYf`l b]j Yfg]hÅ`h`XYg`GUUf`Ub`XYg`i bX
XYa`<Y`a` \c`hn!`≠gh]hi`h`<`≠G`[Y[fØbXYh`k`i fXY`ž`gd]Y`h`Y]bY
nYbhfU`Y`F`c``Y`]b`XYf`K]f_ghc ZZZc fgWk`i b[`ž`a`]h`ØVYf`+)
: c fgWk`i b[g[fi ddYb`ž`X]Y`a`]hY]bUbXYf`_ccdYf]YfYb`ž`i a
K]f_ghc ZZ`Ub`X]XUhYb`ni`Yb`hk]W`_Y`b`

l b]j Yfg]hÅ`hgd`fÅg]XYb`h`GUb`hYb`d`Ub`h`ž`X]Y`]a`F`U`a`Yb`XYf
7`i ghYf]b]h]Uh]j Y`Yb`hk]W`_Y`h`Yb`≠XYb`a`]h`9][Yba`]hhY`b`i bX
UbXYfYb`:`ØfXYfdfc[fUa`a Yb`k`Y]hYfni`j YfZc`[Yb``6YgcbXYfg
k]Wk`h][`g]bX`XUVY]`X]Y`:`c fhgWk`f]hhY`]b`XYf`K]f_ghc ZZZc fgWk`i b[`ž`X]Y
]a`?cU`h]cbgj YhfU[`XYg`6i bXYg`Yfk`Å`b`h`k`YfXYb``8Ug
6i bXYga]b]ghYf]i a`ZØf`6]Xi b[`i bX`:`c fgWk`i b[`f6A`6: Ł`U`h
:`ØfXYfa`Ø[`]Wk`_Y]hYb`[YgWk`UZZYb`ž`i a`XYb`9]bgUhn`j`cb`?Øbgh`]Wk`Yf
≠hY``][Ybn`]b`XYf`K]f_ghc ZZZc fgWk`i b[`j`cfUbni`hfY]VYb`

? Øbgh`]Wk`Y`≠hY``][Ybn`[Y[Yb
5bh]V]c h]_UfYg]ghYbnYb

I a 'XYb' < YfUi gZcfXYfi b [Yb 'XYf' 5bh]V]ch]_UfYg]ghYbnYb'ni
VY [Y [bYbž'k]fX '? Øbgh]WXY ' ðhY'' [Ybn'ni bY\ a YbX'U'g'bØhn']W
YfUW hYh''8 Yf'9]bgUhn'j cb'a UgW]bY''Ya '@YfbYb'Xi fW ': cfgWYfž
k]Y'DfcZYggcf'8f''5'YI UbXYf'; cYga Ubb'j cb'XYf' ð ghi g!@YV][!
I b]j Yfg]hÀh;]Y» Ybž'Yfa Ò [']W h'Y]bY'gW bY''YfY '»XYbh]Z]_Uh]cb'j cb
FYg]ghYbnYb''8 Ug'6A 6: 'i bhYfghØhnh'X]YgYg'Dfc'Y_h'a]hifi bX'Y]bYf
A]''cb'9i fc''<]YfVY]k YfXYb' [fc» Y'8 UhYbgÀhnY'UbU'mg]Yfhž'i a
Ni gUa a Yb\Àb [Y'nk]gWYb'; YbYb'i bX'FYg]ghYbnYb'ni 'Yf_YbbYb''
8 Yf'N]Y'']gh'Ygž'Y]bYb'gW bY''Yb'i bX'Y]bZUWYb'HYgh'Ui Z
FYg]ghYbnYb'ni 'Ybhk]W_Y'bž'i a 'VY\UbXY'bXY'ÿfnhY'YZZY_h]j 'ØVYf
j YfZØ [VUFY'5bh]V]ch]_U'ni ']bZcfa]YfYb''

Ni gÀhn']W 'UfVY]hYb': cfgWYf'XYg'A UI !D'UbW! ðbgh]hi hg'ZØf
hYffYghf]gWY'A]_fcV]c`c []Y'Ub'Y]bYa 'bYi Yb'5bgUhn'ni f'Gi WXY
bUW'5bh]V]ch]_U''i bhYf'XYf'@Y]hi b ['j cb'DfcZ''HcV]Ug'9fV'k]fX
8YYd '@YUfb]b ['Y]b [YgYhnhž'i a 'bYi Y'V]cU_h]j Y'DYdh]XY'ni
YbhXYW_Yb''8]YgY'DYdh]XY'\UVYb'XUg'DchYbn]Už'Y]b'VfY]hYg
K]f_i b [ggdY_hfi a ' [Y [Yb'a i 'h]fYg]ghYbhY'9ffY [Yf'ni 'nY][Ybž
c\ bY'XUgg'FYg]ghYbnYbhk]W_i b [Yb'VYcVUW hYh'k i fXYb''8 i fW
X]Y'9bhk]W_i b ['Y]bYf'nY''ZFY]Yb'DfchY]bgmbh\YgY'_ØbbYb'X]YgY
DYdh]XY'gW bY''i bX'_cgYb [Øbgh]['Yf [YghY''h'k YfXYbž'k Ug'Y]bYb
VYXYi hYbXYb': cfhgWf]h]j]b'XYf'6Y_Àa dZi b ['j cb
5bh]V]ch]_UfYg]ghYbnYb'XUfghY''Yb'_ØbbhY''

8]Y': cfgW i b ['j b'X]YgYa '6YfY]W'V]YhYh'j]Y'j YfgdfYWYbXY
5bgÀhnYž'X]Y'nk Uf'bcW'j U']X]Yfh'k YfXYb'a ØggYbž'YXcW'XUg
DchYbn]U'\UVYbž'X]Y'9bhk]W_i b ['bYi Yf'5bh]V]ch]_U
j cfUbni hfY]VYb'i bX'gca]h'ni f'?cbhfc''Y'j cb'ðZY_h]cbYb'Xi fW
fYg]ghYbhY'6U_hYf]Yb'VY]ni hfU [Yb''9g'V'Y]Vh'ni '\cZZYbž'XUgg'X]Y
[Yk cbbYbYb'9f_Ybbhb]ggY'ni 'Y]bYf'g][b]Z]_UbhYb'J YfVYggYfi b [X
XYf'U_hi Y''Yb'H\YfUd]YghfUHY []Yb'ZØ\ fYb''

8]Y'8f]b [']W_Y]h'X]YgYf'9bhk]W_i b [Yb']gh'Xi fW'X]Y'ghYh][
ghY][YbXYb'FYg]ghYbnYb'i bX'X]Y'XUa]h'j YfVi bXYbYb
'; Ygi bX\Y]hgf]g]_Yb'a Y\ f'U'g'Yj]XYbh''8]Y'Ni gUa a YbUfVY]h
nk]gWYb'i b]j Yfg]hÀhYbž': cfgW i b [g]bgh]hi hYb'i bX'XYf'ðXi ghf]Y
k]fX'ni bY\ a YbX'YbhgWY]XYbXž'i a 'X]Y' < YfUi gZcfXYfi b [Yb']a
6YfY]W'XYf'5bh]V]ch]_UfYg]ghYbnYb'YfZc` [fY]W'ni 'VYk À'h][Yb''8]Y

VfY]hY`i bhYfghØhni b[`j cb`GY]hYb`XYf`Dc`]h]_ž`k]Y`Ui W`Xi fW
 : ØfXYfdfc[fUa a Yž]gh`i bYf`Àgg`]Wž`i a `X]YgY`k]W]h][Yb
 : cfgW`i b[g]b]h]Uh]j Yb`bUW`U`h][`ni `ZØfXYfb"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ni `XYb`9bhk]W`i b[Yb`b`XYf
 K]f_ghcZZc fgW`i b[``YgYb`G]Y`V]hY`X]Y`6Yf]W]hY`j cb`XYf
 I b]j Yfg]h`h`XYg`GUUf`UbXYgž`XYa `6A 6: `i bX`@UVcfDfUI]g.
 I b]j Yfg]h`h`XYg`GUUf`UbXYgž`6A 6: ž`@UVcfDfUI]g"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	< ca Vi f[ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i b]!gUUf`UbX"XY • k k k "[Ygi bX`Y]hgZc fgW`i b[! Va VZ"XY • k k k "`UVcfdUI]g"j c[Y`"XY

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