

6cfi gg]U`8cfha i bX/ , \$' - /g';]hhYbg
A]ggYg`7`i V`K cf`X`7i d`5a]X`7\Y`gYU
=bhYfYgh

⤵a]Y';]hhYbg`cZ6cfi gg]U`8cfha i bX`]g`]b': `cf]XU`Xi Y`hc
]`bYggž`]a dUW]b[`\"g`dchYbh]U`hfUbgZYf`hc`7\Y`gYU`Ua]X
7`i V`K cf`X`7i d`dfYggi fYg"



: cfh`@Ui XYfXU`Yž: `cf]XUž`I G5`!`H\YfY`\"Ug`VYYb`ei]hY`U`gh]f`]b
h\Y`ZcchVU``k cf`X`gi ffc i bX]b[`⤵a]Y';]hhYbgž`h\Y`&\$!mYUf!c`X
k]b[Yf`Zcf`6cfi gg]U`8cfha i bX``5g`fYdcfhYX`Vm`A Nž;]hhYbg`X]X
bch`hfUj Y`k]h\`\"g`hYUa a UhYg`hc`7]bW]bbUh]`Zcf`h\Y]f`Z]bU``[fci d
a UhW`cZ`h\Y`7`i V`K cf`X`7i dž`fYa U]b]b[`]bghYUX`]b': cfh
@Ui XYfXU`Yž: `cf]XUž`Xi Y`hc`]`bYgg``8cfha i bX g`WcUW`B]_c`?cj UW
Wc bZ]fa YX`h\Y`bYk gž`UXX]b[`hc`h\Y`hYUa g`W`U``Yb[Yg`Ug`h\Ym
dfYdUfY`hc`gYW`fY`h\Y]f`d`UW`]b`h\Y`_bcW_ci`hghU[Y"

H\Y`YI W]hYa Ybh`Ufci bX';]hhYbg`]gb h`]a]hYX`hc`\"g`\"YU`h\`/\"Y g
VYYb`U`\"ch`hcd]W]b`hfUbgZYf`X]gW`gg]cbg``6ch\`7\Y`gYU`UbX

6UmYfb`A i b]W\`Uj`Y`Yl`dfYggYX`]bhYfYgh"7\Y`gYU`]b]h]U``mia`UXY
Ub`cZZYf`cZ` `) a`flv&-")a`ŁZcf`\]a`žk`\\W\`k`Ug`dfca`dh`mih`fbYX
Xck`b`Vm`8cfha`i`bXž`k`\\c`UfY`XYa`UbX]b[`VYhk`YYb` `) \$!*`\$a
flv`(&!)`\$a`ŁZcf`h\Y`hU`YbhYX`mci`b[`Zcfk`UfX"``H\Y`Z` ``ghcfm`cb
7\Y`gYU`g`di`fgi`]h`WUb`VY`Zci`bX`cb`G_m`Gd`c`fhgž`k`\\YfY`]hg`bchYX
;`]hYbg`]g`_YYb`hc`ċ]b`h\Y`@cbXcb`g]XY`UbX`dchYbh]U``m
dUfh]W]dUhY`]b`h\Y`cb[`c]b[`hci`fbUa`Ybh`

7i`ffYbh`7`i`V`DYfZcfa`UbW\`UbX`9I`dYWhUh]cbg

8cfha`i`bX`]g`ZUW]b[`dfYggi`fY`]b`h\Y]f`i`dWŁa`]b[`a`UhW\`U[`U]bgh
l`gUbž`bYXX]b[`Uh`YUgh`cbY`dc]bh`hc`UXj`UbW\`"?cj`UW\`Ug`ghUhYX
h\Uh`k`\\]Y`[`fci`d`j`]WŁcfm]gb`h`U`df]cf]hmž`h\Y`ghU`Yg`UfY`\\[`\\`k`]h\
ghfcb[`f]j`U`g`dchYbh]U``mik`U]h]b[`]b`h\Y`_bcW_c`i`h`ghU[`Y""`Z
8cfha`i`bX`a`UbU[`Yg`hc`Z]b]g\`Z]fgh`]b`h\Y]f`[`fci`dž`h\YmX`d`Um`h\Y
F`ci`bX`cZ`%*`]b`5h`UbhU`cb`Hi`YgXUm`Uh`&%.\$\$`cWU`h]a`Yž`Vi`h`]Z
h\Ym`YbX`i`d`gYWŁbXž`h\Ym` ``\YUX`hc`7\Uf`c`hhY`Zcf`U`A`cbXUm`WUg\`
Uh`%)`.\$ \$"`

A`YUb`k`\\]Yž;`]hYbg`UVgYbW\`]g`ZY`h`a`cfY`h\Ub`f`gh`]b`hYfa`g`cZ`\]g
hU`Ybh`cb`h\Y`d]hW\`"<]g`XmbUa`]WgdYYX`WcW_]b[`]b`Uh`U`h\f`]b[
'`)"`-`*`_a`#`f&&"`(`a`d`Ł`Ugh`gYUgcb`d`UW`g`\\]a`Ua`cb[`h\Y
ZUghYgh`d`UmYfg`]b`h\Y`6i`bXYg`[`U""`<Y`Wfhu]b`m`\\Ug`h\Y`dchYbh]U`
hc`Yb`\\UbW\`7\Y`gYU`g`UhhUW_]b[`dfck`Yggž`U`bYXX`h\Uh`\\Ug`[`fck`b
g]bW\`h\Y`Wi`V`XYW]XYX`U[`U]bgh`dYfa`UbYbh`mig`[`b]b[`>UXcb
GUbWŁcž`Ubch`Yf`Zcfa`Yf`8cfha`i`bX`ghUf"``H\Y`]a`d`]WUh]cbg`cZ
;`]hYbg`dYfZcfa`UbW\`ž`g\ci`X`U`hfUbgZYf`[`c`h\fci`[`\ž`UfY
g][`b]Z]WUbh`Zcf`7\Y`gYU`g`Ua`V]h]cbg`h\]g`gYUgcb`

@cb[`!HYfa`J`]g]cb`]b`FYWfi`]ha`Ybh

:`cchVU``Wi`Vg`UfY`\\cb]b[`h\Y]f`fYWfi`]ha`Ybh`ghfUhY[`]Ygž`k`]h\`U
_YYb`ZcW`g`cb`mci`h\`hU`Ybh`5b`UbU`mg]g`Zfca`Hc`hU``:`c`c`hVU``
5b`U`mg]g`]bX]WUhYg`h\Uh`Wi`Vg``]Y`6cfi`gg]U`8cfha`i`bX`UfY
df]cf]h]h]b[`h\Y`XYj`Y`cda`Ybh`cZmci`b[`d`UmYfg"``H\]g`WŁbhfUghg
gca`Yk`\\Uh`k`]h\`hYUa`g`h\Uh`cdh`Zcf`Yl`dYf]YbW\X`d`UmYfg`hc
UW\]Yj`Y`]a`a`YX]UhY`gi`W\gg"8cfha`i`bX`g`d\`]cgc`d`\\m]g`W\bhYfYX
cb`bi`fhi`f]b[`hU`Ybhž`k`\\W\`Yl`d`U]bg`h\Y]f`fYg]ghUbW\`hc`Y`hh]b[`]c`

cZ`U`d`UmYf``]_Y` ;]hhYbg`hcc`YUg]`mik]h\ci h`h\Y`f][\h`Z]bUbW]U`
WŁa dYbgUh]cb"

⌘`h\YgY`hi fVi `YbhihfUbgZYf`h]a Ygž`h\Y`VU`UbWŁ`VYhk YYb
XYj Y`cd]b[`mci b[`ghUfg`UbX`gY]n]b[`]a a YX]UhY`cddcfhi b]h]Yg`k]``
U`k Umg`gh]f`XYVUhYg`Ua cb[`ZUbg`UbX`YI dYfhg`U`]_Y``5g` ;]hhYbg
bUj][UhYg`\]g`W ffYbh`\YU`h\`]ggi Y`UbX`dchYbh]U``hfUbgZYfž`h\Y
gdch][\h`fYa U]bg`Vf][\h`m`Z]l YX`cb`\]g`Z hi fY`Vch\`Uh`8cfha i bX
UbX`VYmcbX``⌘g`U`ZUgW]bUh]b[`gU[U`h\Uh`WUdh]j UhYg`h\Y`ZcchVU`!
`cj]b[`di V`]W

8YhU]`g	
Cfh	:cfh@Ui XYfXU`Yž: `cf]XUž]l G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "a n"XY• k k k "g_mgdcfhg"WŁa• hc hU`ZcchVU``UbU`mg]g"gi VghUW_ "Wca

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