

6fYj UfX'7ci bhm'; fYYb`][\hg`~ %' A 'D`Ub
hc'7`YUb`l d'; fUbX'7UbU`A i W_°

6fYj UfX'7ci bhmWca a]gg]cbYfg'Uddfcj YX'U`~ %' 'a]`]cb
a i W_`XfYX[]b['d`Ub`Zcf'h`Y'; fUbX'7UbU`žYb\UbW]b['k UhYf
ei U`]hmVm'fYa cj]b['\Ufa Ži `gYX]a Ybhg"



GUhY``]hY'6YUW ž': `cf]XUž'i G5`!`C b'ž`m', ž'6fYj UfX'7ci bhm
a cj YX'Zcfk UfX'k]h\`U'i bUb]a ci g'XYW]g]cb'h\Uh'dUj Yg'h`Y'k Um
Zcf'h`Y`Wcb]bi Uh]cb'cZ'a i W_`XfYX[]b['j'b'h`Y'; fUbX'7UbU`bYUf
GUhY``]hY'6YUW ``7ci bhmWca a]gg]cbYfg'Uddfcj YX'U`d`Ub'h\Uh
ZYUhi fYg'U`gi VghUb]U``]bj Ygha Ybh'cZ'† gh'cj Yf`~ %' 'a]`]cbž
i h]`n]b['h`Y'fYa U]b]b[``) "%a]``]cb`]b'ghUhY`Ži bXg'h\UhZUW
Yl d]fUh]cb``H\]g`Wca dY``]b['j]b]h]Uh]j Y`U]a g'hc`Y`]a]bUhY
Uddfc]]a UhY`m*+ž \$ \$`W V]WmUfXg'cZ'a i W_`Zfca 'h`Y`WUbU`ž'k]h\
Ub`Yl dYW`YX`Wca d`Yh]cb`XUhY`gYh'Zcf`&\$&, "

H`Y'a i W_`]b`ei Ygh]cb`]g'df]a Uf]`mWca dcgYX'cZ'gc]`Zfca
Wcbghfi W]cb`g]hYgž`ZUfa gž`UbX'fYg]XYbh]U`UfYUgž`]bhYfa]b[`YX
k]h\`[fUgg`W]dd]b[gž`U`[UYž`ZYfh`]nYfž`UbX`Yj Yb`gYk U[Y``K]h\

UVci h(&*ž%%+`W V]WmUfXg`cZ'a i W_`U`fYUXm`WYUfYX`Zfca`h\Y
WUjU`ž`bYUf`m&`a`j`]cb`dci`bXg`cZ`b]hfc[`Yb`W`bhf]Vi`h]b[`hc
`Ufa`Z`U`[UY`V`cca`g`UbX`Z]g\`_`g`Uj`Y`VYYb`gi`W`ggZ`m
fYa`cj`YX`H\]g`cb[`c]b[`XfYX[`]b[`dfc`Y`Wh]g`dUfh`cZ`U`Uf[`Yf
fYj`]hU`]nUh]cb`Y`Zc`fh`Zc`f`h\Y`bX]Ub`F`j`Yf`@U[`ccbž`k`\]W\`Ug`VYYb
Z`bXYX`Vm`U`j`chYf!Uddfcj`YX`U`Z`W`bh`gU`Yg`hU`UbX`Ug`U`fYUXm
gYYb`cj`Yf`~`&(`a`j`]cb`gdYbh`h\fc[`\ci`h]hg`Xi`fUh]cb"

7\U`Yb[`Yg`UbX`:`i`hi`fY`7cbg]XYfUh]cbg

H\Y`XYW]g]cb`hc`W`b]bi`Y`XfYX[`]b[`k`Ug`bch`k`]h\ci`h]hg
W\U`Yb[`Yg`5`hYfbUh]j`Y`dfcdcgU`gž`]bWi`X]b[`U`W`gh`mid]dY`]bY`hc
hfUb`gd`cf`h`a`i`W`hc`U`DU`a`6Um`X]gd`cgU`g]hYž`k`YfY`hi`fbYX`Xck`b`
H\]g`fY`Y`WhYX`d`Ub`W`ci`X`Uj`Y`YcdUfX]nYX`h\Y`~`)"%`a`j`]cb`ghUhY
Z`bX]b[`ž`a`U_]b[`]h`UfX`Zc`f`h\Y`dfc`Y`Wh`hc`Z]b]g\`Vm`h\Y`dfc`Y`WhYX
XUhY`5g`]h`ghUbXgž`U`XYW]g]cb`fY[`UfX]b[`h\Y`X]gd`cgU`cZ`h\Y`a`i`W_
U`hYf`]hg`fYa`cj`U`fYa`U]bg`dYbX]b[`]7ci`bhm`W`a`a`]gg]cbYfg`UfY
U`ck]b[`]UbXck`bYfg`hc`V]X`Zc`f`h\Y`i`gY`cZ`h\Y]f`dfcdYfh]Yg`Zc`f
a`i`W`X]gd`cgU`ž`g\Uf]b[`]h\Y`fYgdcbg]V`]hm`UbX`]UV`]hm`VYhk`YYb
h\Y`dfcdYfhm`ck`bYfg`UbX`h\Y`W`ci`bhm`cj`Yf`h\Y`cb[`]hYfa
a`UbU[`Ya`Ybh`cZ`h\YgY`g]hYg"

H\Y`XfYX[`]b[`dfc`Y`Wh`Ug`VYYb`WcgY`m`ia`cb]hcfYX`h\fc[`\`U
gYf]Yg`cZ`W`a`dfY\Ybg]j`Y`ghi`X]Yg`W`bXi`W`hYX`Vm:``cf]XU`HYW\`g
9bj]fcb`a`YbhU`A`UbU[`Ya`Ybh`8YdUfha`Ybh`H\Y`Z]bU`fYgYUfW\`
fYdcfhg`di`V`]g\YX`]b`&\$%*`\][\][`h`h\Y`V]c`c[`]WU`]a`dUW`hg`cZ
a`i`W`XfYX[`]b[`ž`ZcW`g]b[`]cb`UgdYW`hg`gi`W\`Ug`k`UhYf`ei`U`]hm`UbX
fYgdcbgYg`cZ`gYU[`fUgg`UbX`Z]g\`dcdi`Uh]cbg"H\]g`dYYf!fYj`Yk`YX
fYgYUfW\`d`Umg`U`Wfi`W]U`fc`Y`]b`i`bXYfghUbX]b[`]h\Y`XfYX[`]b[`g
YZZYWh]j`YbYgg`UbX`Ybj]fcb`a`YbhU`]a`d`]WUh]cbgž`XYhU`]b[`]Z]bX]b[`g
k\]W\`Uj`Y`Ya`Yf[`YX`cj`Yf`h\YfY`mYUfg`cZ`ghi`Xm`cb`a`i`W_
a`UbU[`Ya`Ybh`Y`Zc`fhg`]b`h\Y`U[`ccb"

9bj]fcb`a`YbhU``a`dUW`h

H\Y`a`i`W`g`XYhf]a`YbhU`Y`ZZYWh`cb`h\Y`U[`ccb`g`Y`W`gmghYa`]g
g][`b]Z]WUbh`h`Wci`Xg`gi`b`]h\h`X]gfi`dh]b[`]h\Y`XY`]WUhY`VU`UbW\`
YggYbh]U`Zc`f`gYU[`fUggž`k`\]W\`gYfj`Yg`Ug`j`]hU`\UV]hUh`Zc`f`j`Uf]ci`g

a Uf]bY`]ZYž]bWi X]b[`Z]g\`UbX`a UbUhYYg"H\Y`XfYX[]b[`bch`cb`m
U]Xg`]b`ja dfcj]b[`k UhYf`ei U`]hm`Vi h`U`gc`gi ddcfhg`h\Y`fYghcfUh]cb
cZ`h\]g`YggYbh]U``\UV]hUh``5WŁcfX]b[`hc`fYgYUfWŁž`\UV]hUhg`h\Uh
a U]bhU]b`\YU`h\m`gYU[fUgg`dcdi`Uh]cbg`UfY`Wfi W]U``Zcf`gi ghU]b]b[
X]j YfgY`a Uf]bY`YWŁgmghYa g"

5g`h\]g`dfc`YWh[Yhg`i bXYfk Umž`h\Y`WŁa a i b]hm g`\cdY`]g
dU`dUV`Y"K]``h\Y`YZcfhg`hc`WYUb`h\Y`; fUbX`7UbU`WŁbhf]Vi hY`hc
h\Y`cb[!hYfa` \YU`h\`cZ`h\Y`⌘X]Ub`F]j Yf`@U[ccb3`5WŁ]Yj]b[`U
WYUbYfž`a cfY`]jVfUbh`U[ccb`WŁi`X`fYghcfY`h\Y`bUhi fU`VYUi hm
: `cf]X]Ub g`WŁYf]g\ž`k \]`Y`U`gc`Vc`ghYf]b[`h\Y`cWU`YWŁbca m
h\fc i [\`hci f]ga`UbX`a Uf]bY`UWh]j]h]Yg"⌘gYYa g`h\YfY g`a i WŁ`hc
VY`gU]X`Zcf`h\Y`VYbYZ]hg`h\Uh`U`fYj]hU`]nYX`U[ccb`WU b`dfcj]XY"

K]h\`h\Y`XfYX[]b[`]b]h]Uh]j Y`a cj]b[`Zcfk UfXž`U``YmYg`k]``VY`cb
\ck`h\Y`dfc`YWh`i bZc`Xgž]hg`WŁU``Yb[Ygž`UbX`]hg`gi WWŁggYg"H\Y
fcUX`hck UfX`U`WYUbYf`UbX`\YU`h\]Yf`⌘X]Ub`F]j Yf`@U[ccb`]g`U
`ci fbYmik cfh\`Zc`ck]b[`Zcf`U``cZ6fYj UfX`7ci bhm"

8YhU]`g	
Cfh	GUhY``]hY`6YUWŁž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "dU`a VYUWŁdcgh"WŁa• k k k "Z]h"YXi

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