

6cUh'9I d`cg]cb`Uh'HUV`Y`F cW_`@U_Y
@YUj Yg`C bY`GYf]ci g`m`b`f`fYX

5`VcUh`YI d`cg]cb`Uh'HUV`Y`F cW_`@U_Y`]b`f`fYg`U`+(!mYUf!c`X
k ca Ub" `b`j Ygh][Uh]cbg`UfY`cb[c]b[`]bhc`h`Y`WUi gY`cZ`h`Y
]bWjXYbh"

bX]Ub`Dc]bh`A Uf]bUž`HUV`Y`F cW_`@U_Yž`@UXm`@U_Yž
A]ggci f]ž`I G5`!`5`h`fci V`]b[`]bWjXYbh`i bZc`XYX`Uh'HUV`Y`F cW_
@U_Y g`bX]Ub`Dc]bh`A Uf]bU`cb`GUhi fXUma`cfb]b[ž`ž`bY` , ž`&\$&) ž
k`Yb`U`VcUh`YI d`cg]cb`WUi gYX`gYf]ci g`]b`f`fYg`hc`U`+(!mYUf!c`X
k ca Ub" `H`][g`U`Ufa]b[`Yj Ybh`hc`_`d`UW`Ufci bX`-`.' \$`U`a "ž
g`cfh`m`UZhYf`h`Y`k ca Ub`UhhYa dhYX`hc`ghUfh`U`VcUh`h`Uh`UX`'f`gh
VYYb`fYž`Y`YX" `H`Y`YI d`cg]cb`k Ug`dck Yfž` `Ybci [`h`c`gYbX`Yf
hc`U`Gdf]b[ž]Y`X`X`cgd]hU`Vm`]ZY!Z][`h`ž`i bXYfgWcf]b[`h`Y`dchYbh]U`
XUb[Yfg`UggcWjUhYX`k]h`VcUh]b[`UWh]j]h]Yg"

5b`%, !mYUf!c`X`k ca Ub`dfYgYbh`Xi f]b[`h`Y`]bWjXYbh`gi ghU]bYX
a]bcf`]b`f`fYgž`Vi h`h`Y`ZcW`g`fYa U]bg`cb`h`Y`a cfY`gYj YfY
WcbgYei YbWg`Zcf`h`Y`c`XYf`j]Wh]a " `H`Y`A]ggci f]':]fY`A Ufg`U`g
C ž]W`X`Ug`hU`Yb`W`Uf[Y`cZ`h`Y`]bj Ygh][Uh]cbž`U]a]b[`hc`i bWcj Yf
h`Y`XYhU]`g`gi ffc`i bX]b[`h`Y`YI d`cg]cb`UbX`]hg`WUi gYgž`k`X]W`X`Uj Y
bch`m`Y`h`VYYb`X]gWcgYX"

F YW`bh`HfYbXg`UbX`5XX]h]cbU` `bWjXYbhg

H`][g`]bWjXYbh]g`bch`Ub`]gc`UhYX`WUgY" `ž`gh`k YY_g`YUf`]Yfž`cb`ž`m
%`ž`Ubch`Yf`YI d`cg]cb`g`cc`_`h`Y`k UhYfg`Uh`?]b[g`F`j Yf`A Uf]bUž
`cWWhYX`UVci h`(\$`a`]Yg`k Ygh`cZ`6fUbgcb" `b`h`][g`YUf`]Yf`Yj Ybhž
k`X]W`gUk`U`VcUh`ck bYf`ghfi [[`]b[`hc`ghUfh`h`Y]f`j YggY`UZhYf
fYž`Y`]b[ž`h`Y`YI d`cg]cb`fYgi`h`YX`]b`h`Y`XYghfi Wh]cb`cZ`h`Y`VcUhž
XUa U[Y`Uh`h`Y`a Uf]bU`XcW_ž`UbX`]b`f`fYg`hc`Zci`f`dUggYb[Yfg"

5a cb['h\Ya 'k YfY'YbbYh\UbX'J]f[]b]U'N]Y`]bg_]ž'U`cb[g]XY
Bcfa Ub'UbX': Y`]W]U'Hi Xcf""H\Ub_Zi ``mž'cbY'dUggYb[Yf'k Ug
hfUbgdcfhYX'Vm'\Y`]WcdhYfž'hk c'a cFY'k Ybh'Vm'Ua Vi 'UbWž'UbX
cbY'fYŽi gYX'a YX]WU`Ugg]ghUbW'Uh'h\Y'gWbY""H\Y`cWU`Z]fY
XYdUfha Ybh'Wca a YbXYX'Vch\ 'a Uf]bU'ghUZZ'UbX'VmghUbXYfg'Zcf
h\Y]f'ei]W_ 'UWh]cb'i g]b['Z]fY'Yi h]b[i]g\Yfg'UbX'UWh]j Uh]b['Zi Y`
g\i h!cZg'hc'a]h[UhY'Zi fh\Yf'XUa U[Y"

Gi W\']bW]XYbHg'Vf]b['hc`][\h]a dcfhUbh'ei Ygh]cbg'UVci h'gUZYhm
dfchcWc'g'Xi f]b['VcUh]b['UWh]j]h]Yg""5Wc'fX]b['hc'h\Y'I "G""7cUgh
; i UfXž'VcUh]b['gUZYhm'ighUh]gh]Wg'\][\][\h'h\Y'f]g_g']bj c`j YX']b
fYWfYUh]cbU`'VcUh]b['UW'cgg'h\Y'I b]hYX'GhUhYg""F Ydcfhg']bX]WUhY
h\Uh'gYj YfU`ZUWh'c'fg'Wc'bf]Vi hY'hc'h\YgY'UWW]XYbHgž']bWi X]b[
X]Z]W'h]Yg'k]h\Yei]da Ybh'UbX'\i a Ub'Yffc'f'Xi f]b['fYŽi Y`]b['UbX
cdYfUh]cb"

GhUh]gh]WU`'b g][\hg'c b'6cUh]b['GUZYhm

H\Y'I "G""7cUgh; i UfX'hfUW_g'j Uf]ci g'ghUh]gh]Wg'cb'fYWfYUh]cbU`
VcUh]b['gUZYhmž'\ci g]b['YggYbh]U`XUhU'h\Uh'Wub'\Y'd[i]XY'Ži hi fY
gUZYhm'a YUgi fYg""H\Y]f'Z]bX]b[g'UfY'Wfi W]U`Zcf'i bXYfghUbX]b['h\Y
gWcdY'cZ'VcUh]b['UWW]XYbHgž'k]h\Yfgci fW'g'Uj U]UV'Y'Zcf'U'a cFY
]b!XYdh\`cc_'Uh'UWW]XYbh'ghUh]gh]Wg'Vm'ighUhY""9I d'cf]b['hfYbXg
Zfca 'h\Y'BUh]cbU`F YWfYUh]cbU`6cUh]b['GUZYhm'Gi fj Ymž'k \]W\
]bWi XYg'bYUf'm*&ž\$\$\$'VcUh'cdYfUh'c'fgž'fYj YU'g']a dcfhUbh
dUhYfbg']b'cdYfUh'c'fVY\Uj]cf""5XX]h]cbU`mž'h\Y']a dUWh'cZ'U'Wc'\c`
Wc'bgi a dh]cb'cb'VcUh]b['bW]XYbHg']g'U'ZUWh'c'f'h\Uh'Wub'bc'h'VY
cj Yf'cc_YX"

5g'h\Y']bj Ygh][Uh]cb']bh'h\Y`bX]Ub'Dc]bh'A Uf]bU'VcUh'YI d'cg]cb
Wc'bh]bi Ygž'h\Y`cWU`Wca a i b]hm]g'fYa]bXYX'cZ'h\Y']a dcfhUbW'cZ
gUZYhm'dfYWUi h]cbg'k \Yb'Yb[U[]b['b'VcUh]b['UWh]j]h]Yg""K]h\
gi a a Yf']b'Ži ``gk]b[ž'Ug'h\Y'k UhYfg'VYWca Y'Vi g]Yfž']h'g'j]hU`hc
ghUm]bZcfa YX'UbX'j][]Ub'h'hc'Ybgi fY'U'gUZY'UbX'Yb'cmUV'Y
YI dYf]YbW'cb'HUV'Y'F'cW_@U_Y""6cUh]b['XcYg'U[ccX'XYU`Zcf
gi a a Yf'fYWfYUh]cbž'Vi h]h'U'gc'fYei]fYg'U[ccX'\UbX'UbX'U`_YYb
Uk UfYbYgg'cZ'gUZYhm'a YUgi fYg""@Yhg'\cdY'h\Uh]bW]XYbHg`']_Y
h\YgY'dfca dh[fYUhYf'Uk UfYbYgg'UbX`YUX'hc']a d'fcj YX'gUZYhm

dfchcWċ`g`]b`ci f`VY`cj YX`k UhYfZfcbh`Y]gi fY`UWh]j]h]Yg"

: cf`a cfY`XYhU]`YX`ghUh]gh]Wg`cb`VcUh]b[`UWw]XYbhgž`mci `WUb`WXYW_
ci h`h\Y`I "G"7cUgh; i UfX g`fYgci fWg" `@WU`ghcf]Yg`_]Y`h\YgY
gYfj Y`Ug`U`fYa]bXYf`h\Uh`k \]`Y`VcUh]b[`]g`U`WXYf]g\YX`dUgh]a Yž
gUZYhmig\ci `X`U`k Umg`VY`h\Y`hcd`df]cf]hm" `A cfY`]bZcfa Uh]cb`UVci h
h\Y`UhYgh]bW]XYbh]g`Uj U]`UV`Y`Uh? M `UbX`Gdf]b[Z]Y`X
6i g]bYgg`ȣi fbU`"

8YhU]`g	
C fh	⌘X]Ub`Dc]bh`A Uf]bUž`HUV`Y`F cW_`@U_Yž`@UXm @U_Yž`A]ggci f]ž`I G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "_m' "Wċa• gV ^`bYh• i gW_ VcUh]b["cf[

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