

8 YVUhY`9fi d hg`Cj Yf': `cf]XU`9I YW`h]cb 5a]X`A YbhU``< YU`h\`7cbWfbg

H\ca Ug'; i X]bUg/ ı \$' - /YI YW`h]cb`]g'gWXYXi`YX`Zcf`đ bY`&(
]b': `cf]XUž`Ua]X`Y[U`VUhYg`WcbWfbg]b[`\]g'a YbhU``\YU`h\
UbX`Wfi Y`di b]g\ a Ybh`WU]a g"



Cf`UbXcž': `cf]XUž`I G5`!`H\Y`a ci bh]b[`hYbg]cb`gi ffcı bX]b[`h\Y
gWXYXi`YX`YI YW`h]cb`cZ`H\ca Ug'; i X]bUg`]g`di`g]b[`h\fcı [`\`h\Y
`Y[U``UbXgWUdY`cZ': `cf]XU`K]h\`† ghXUmg`YZi`i bh]`\]g`YI YW`h]cb
cb`đ bY`&(`Uh`*.\$ \$`d"a "ž`h\Y`) \$!mYUf!c`X`a Ub`g`ZUhY`\Ub[g]b`U
XY`]WUhY`VU`UbW`"; i X]bUg`g`UhcfbYmg`XYgWf]VY`\]a`Ug` gYj YfY`m
a YbhU`m]`ž`Uf[i]b[`h\Uh`YI YW`h]b[`\]a`k ci`X`j]c`UhY`h\Y
Wcbgh]hi h]cbU`VUb`cb`Wfi Y`UbX`i bi gi U`di b]g\ a Ybhž`U
gYbh]a Ybh`YW`cYX`]b`h\Y`Y[U`Wca`a i b]hmUbX`Ua`d`]ZYX`Vm`h\Y
Wca`d`]WUhYX`XYhU]`g`cZ`\]g`jZY`UbX`a YbhU``\YU`h\`]ggi Yg"

H\Y': `cf]XU`Gi dfYa Y`7ci fh`]g`W ffYbh`m`VY]b[`dYh]h]cbYX`hc
]bhYfj YbY`UbX`\U`h`h\Y`YI YW`h]cbž`k]h\`; i X]bUg`g`XYZYbgY`hYUa
WU]a]b[`h\Uh`WUd]hU`di b]g\ a Ybh`k ci`X`gYfj Y`cb`m`Ug`Ub`UWh`cZ

j Yb[YUbW`"H\YmUggYfh\UhXi Y`hc` ; i X]bUg g'a YbhU`]'`bYggž\Y
[g']bWUdUV`Y`cZVY]b[`XYhYffYX`Vmih\Y`XYUh\`dYbU`hm"A cfYcj Yfž
h\Ym`fYZYfYbW`U`fYWb`h`Yj U`i Uh]cb`h\Uh`gi [[Yghg`\]g'a YbhU`
ghUhY`[g`U`g][b]Z]WUbh`ZUW`c`f`]b`h\]g`WUgYž`gi ddcfh]b[`h\Y]f
Uf[i a Ybhg`Zcf`Ub`Yj]XYbh]Ufm\`YUf]b[`cb`\]g'a YbhU`\`YU`h
[ggi Yg`"H\]g`Yj U`i Uh]cb`WUa Y`Zfca `bchYX`bYi fcdgmW`c`c[]gh`8f"
<ma Ub`9]gYbghY]bž`k`c`dc]bhYX`hc` ; i X]bUg g`hfc`i V`YX`W`]X`ccX
UbX`gYj YfY`Wc[b]hj Y`ja dU]fa Ybhg`Ug`dfccZ`h\Uh`\`Y`g`ci `X`VY
XYYa YX`]bY`][jV`Y`Zcf`YI YW`h]cb`"H\Y`X]U[bcg]g`]bX]WUhYg`U`cb[
\]ghcfm`cZ`hfUi a Už`dUfUbc]Už`UbX`g][b]Z]WUbh`VfU]b`ja dU]fa Ybhž
fU]g]b[`gYf]ci g`ei Ygh]cbg`UVci h`\]g`W`dUV`]`hm`Uh`h\Y`h]a Y`cZ`h\Y
Wf]a Y"

J]Wh]a `UbX`7f]a Y`8YhU]`g

; i X]bUg g`Wc`bj]Wh]cb`ghYa g`Zfca `U`\Uffck]b[`]bW]XYbh`]b`A Um
%- - (ž`k` \YfY`\Y`k Ug`Zci bX`[i]`hmicZ`a i fXYf]b[`A]W`Y`Y`A W`fUh\ž
U`mci b[`k`ca Ub`k` \cgY`VcXm`k Ug`X]gWc`j YfYX`g`ck]b[`g][bg`cZ
gYj YfY`j]c`YbW`UbX`gYI i U`UggUi `h`"H\Y`h]a Y`]bY`cZYj Ybhg
fYj YU`g`h\Uh`A W`fUh`k Ug`Ugh`gY`Yb`U`]j Y`bYUf`Ub`C`f`UbXc
b][\hWi Vž`UbX`\Yf`VcXm`k Ug`Zci bX`U`a YfY`ZYk` \ci fg`UhYfž
][b]h]b[`U`a YX]U`Z]fYghcf`a `h\Uh`fYgi `hYX`]b` ; i X]bUg g`Yj Ybhi U`
UffYgh`UbX`Wc`bj]Wh]cb`"; cj Yfbc`f`Fcb`8YGUbh]g`g][bYX`U`XYUh\
k UffUbh`Zcf` ; i X]bUg`cb`A Um`&` ž`a Uf_]b[`]\]a `Ug`h\Y`gYj Ybh\
]ba UhY`gY`h`hc`ZUW`YI YW`h]cb`]b` : `cf]XU`↑ gh`h\]g`mYUf"

<ck Yj Yfž`h\Y`Y[U`Uf[i a Ybhg`gi ffc`i bX]b[` ; i X]bUg g'a YbhU`
\`YU`h\`UfY`fcVi gh`<]g`Uh`hcfbYmg`bch`c`b`mYa d\Ug]nY`\]g`]ZY!`cb[
ghfi [[`Yg`k]h\`a YbhU`]'`bYggž`k` \]W`h\Ym`Uh`hf]Vi hY`hc`dchYbh]U`
[YbYh]WZUW`hcf`g`UbX`dUfYbhU`gi VghUbW`UVi gYž`Vi h`h\Ym`U`gc
ei Ygh]cb`h\Y`Uddfcdf]UhYbYgg`cZ`WUd]hU`di b]g\`a Ybh]b`h\]g
dUfh]W`Uf`gW`bUf]c`"; i X]bUg`\Ug`Z]YX`U`a ch]cb`Zcf
dcghWc`bj]Wh]cb`fY`]YZ`UbX`U`ghUm`cZ`YI YW`h]cbž`Um]b[`VUfY
Uf[i a Ybhg`h\Uh`W`U`Yb[Y`h\Y`cj YfUfW`]b[`Y[U`ZfUa Yk`cf`_`cZ
: `cf]XU`g`WUd]hU`gYbhYbW]b[`dfcW`Xi fYg`"H\Y`5h`hcfbYm` ; YbYfU`g
CZ]W`ž`cb`h\Y`ch\Yf`\UbXž`]bg]ghg`h\Uh`h\YgY`a YbhU`\`YU`h\`WU]a g
\Uj Y`VYYb`UXXfYggYX`g]bW`h\Y`cbgY`h`cZ`\]g`hf]U`UbX`dcg]hg`h\Uh
h\Y`ck Yf`Wci fhg`XYb]U`cZ`Ub`Yj]XYbh]Ufm\`YUf]b[`k Ug`↑ gh]Z]YX"

6fcUXYf`7cbhYI h'cZ': `cf]XU g`8YUh\ `DYbU`hm

⌘`h\Y`VfcUXYf`Wc`bhYI h'cZ': `cf]XU g`g\]Zh]b[`XYUh\ `dYbU`hm
`UbXgWUdYž`fYW`bh`Y[]g`Uh]j Y`W`Ub[Yg`\Uj Y`U`ck YX`Zcf`bYk
YI YW`h]cb`a Yh\cXg`VYmc`bX`hfUX]h]cbU`Yh\U`]b`YWh]cb`UbX
Y`YW`hf`cW`h]cb`"H\]g`g\]Zh]g`]bZi YbW`X`Vm`Ub`Ya Yf[]b[`hfYbX`]b
WUd]hU`di b]g\`a Ybh`Ufci bX`h\Y`bUh]cbž`dUfh]W`Uf`mi]b`][\h'cZ
X]Z]W`h]Yg`cVhU]b]b[`Yh\U`]b`YWh]cb`Xfi [g`⌘`ZUW`ž; cj Yfbcf`F`cb
8YGUbh]g`fYW`bh`m]g][bYX`U`V]`YbUV]b[`bch`† gh`b]hfc[Yb[Ug`Vi h
U`gc`Z]f]b[`gei UXg`Ug`YI YW`h]cb`a Yh\cXg`Gi W`a YUgi fYg`\Uj Y
gdUf`_YX`X]gW`gg]cbg`UVci h`h\Y`a`cfU`]hm`UbX`Yh\]Wg`cZ`WUd]hU`
di b]g\`a Ybhž`YgdYW]U`m`k \Yb`ZUW`X`k]h\`WUgYg`_]Y; i X]bUg g
h\Uh`VY[`h\Y`ei Ygh]cb`cZ`a YbhU`WUdUW]hm`UbX`W`dUV`]`hm"

5g`h\Y`Y[U`Wc`a`a`i b]hm`k UhW`Xg`WcgY`mž`h\Y`]a`d`]WU]cbg`cZ
; i X]bUg g`WUgY`UfY`_]Y`m`hc`YW`c`ZUf`VYmc`bX`\]g`gW`YXi`YX
YI YW`h]cb`"Gi ddcfhYfg`UbX`cddcbYbhg`U`]Y[fUdd`Y`k]h\
Zi bXUa YbhU`ei Ygh]cbg`cZ`† gh]W`ž`a YbhU`\YU`h\ž`UbX`h\Y
]a`d`Ya YbhUh]cb`cZ`h\Y`XYUh\ `dYbU`hm]b': `cf]XU`"H\Y`ci hWc`a`Y`cZ
h\Y': `cf]XU`Gi dFYa`Y`7ci fhg`XYW]g]cb`k]`i bXci VhYX`m`\][\`][\h
h\Y`Zf]W]cb`VYhk`YYb`Uk`UbX`Yh\]Wgž`UbX`h\Y`dchYbh]U`dUh\g
Zcfk`UfX`]b`fYZcfa`]b[`h\Y`ghUhY`g`UddfcUW`hc`WUd]hU`di b]g\`a Ybh`

⌘`U`ghUhY`h\Uh`\Ug`YI YW`hYX`%%`%]bX]j]Xi U`g`g]bW`%-`+`*`ž`k]h\
&+`%]ba UhYg`W`ffYbh`m`cb`XYUh\`fck`ž`h\Y`f]dd`Yg`cZ'; i X]bUg g
i dWc`a`]b[`YI YW`h]cb`a`Um]j Yfm`k`Y`]bgd]fY`Zi fh\Yf`XYVUhY`UVci h
h\Y`Zi hi fY`cZ`h\Y`XYUh\ `dYbU`hm]b': `cf]XU`"K` \UhYj Yf`\UddYbg
bYI hž`h\Y`hYbg]cb`]g`dU`dUV`Yž`UbX`U`Wf]h]WU`Wc`bj YfgUh]cb`UVci h
† gh]W`ž`a YbhU`]`bYggž`UbX`di b]g\`a Ybh`bY`YXg`hc`Wc`bh]bi`Y"

: cf`a`cfY`XYhU]`YX`]bZcfa`Uh]cbž`mci`WU`b`fYUX`Zi fh\Yf`cb`K I G: ž
: `cf]XU`8YUh\ `DYbU`hmž`UbX`DU`a`6YUW`Dcgh"

8YhU]`g	
C fh	C f`UbXcž': `cf]XUž`I G5
E i Y`Yb	• k k k "k i gZ"cf[

8YhU]`g	
	<ul style="list-style-type: none">• Z`UXYUh\ dYbU`hm"gi VghUW_ "WŁa• k k k "dU`a VYUW\dcgh"WŁa

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