

G \ UbY '6YUa Yf/ , \$' - /g'6c`X'8ci V`Y G][b]b['GYbXg'G\cW_k Uj Yg'H\ fci [\ 'G97°

Gci h\ '7Ufc`)bU/ , \$' - /g'G\UbY'6YUa Yf'gYW fYg'hk]b
fYWfi]hgž'Yb\UbW]b['h\Y'; Ua YWcW_g/ , \$' - /ZcchVU`
dfcgdYWhg'Ua]Xgh'Z]YfW'G97'Wc'a dYh]h]cb"



C f`UbXc ži G5 '!`b`Ub`ja dfYgg]j Y`X]gd`UmicZ'ghfUhY [mž'G\UbY
6YUa Yf`\Ug'cbW'U[U]b'dfcj Yb`\]g'a Yh'Y`]b`Wc`Y[Y`ZcchVU`
fYWfi]h]b[" F YWb'h`mž`\Y'c'fW\YghfUhYX'U'g][b]Z]WUb'h'a c]j Y`Zc'f'h\Y
Gci h\ '7Ufc`)bU'; Ua YWcW_gž'gYW f]b['XmbUa]W'hk]b`Wc'a a]ha Yb'hg
h\Uh'\Uj Y'gYbh'g\cW_k Uj Yg'h\ fci [\ 'h\Y'fYWfi]h]b[``UbXgWUdY"
H\]g'XYW]g]cb`bch'cb`m`\][\][\ hg'h\Y' [fck]b['U`i fY'cZ'h\Y
; Ua YWcW_dfc[fUa `Vi hiU'gc'a Uf_g'U'bchUV`Y'gYhVUW`Zc'f'5i Vi fb
i bXYf'<i [\ : fYnYž'k \c'k Ug'\YUj]'m]bhYfYghYX`]b`UbX]b['h\Y
hk]bg''6YUa Yf'g'hU`Ybh'Zc'f'UhhfUWh]b['dfca]g]b['fYWfi]hg']g
fYW'j]b['UhhYbh]cbž'Zi fh\Yf'gc`X]Zm]b[\]g']a dUWh]b'h\Y'k c'f`X'cZ
Wc`Y[Y`ZcchVU`fYWfi]h]b[ž'Ug' **A c hc fWmWY 'Gd c fhg** fYdcfhg"

H\Y'hk]b`VcbX]b['hc'h\Y'; Ua YWcW_g'fYZYWhg'XYd'hfi gh]b

6YUa Yf g'j]g]cb'Zcf'h\Y'Zi hi fY'cZ'h\Y'dfc[fUa "'H\]g']g']bXYX'U
bchUV'Y'k]b'Ug'h'i]'i ghfUHYg'h\Y'Z]YfW'Wca dYh]h]cb'k]h\]b'h\Y
Gci h\YUghYfb'7cbZYfYbW'žk \YfY'hU'Ybh'UW'e i]g]h]cb']g'Wfi W]U'"
BchUV'mž'6YUa Yf g']bbcj Uh]j Y'Wca V]bUh]cb'cZ'hfUX]h]cbU'UbX
a cXYfb'fYWfi]ha Ybh'a Yh\cXg'UddYUfg'hc'VY'fYgcbUh]b['k Y''k]h
mci b['Uh\Y'hYg"

5'6f][\h': i hi fY

≠h\]g'YI W]h]b['d\UgYž'Gci h\ '7Ufc']bU'fYW'bh'mig][bYX'U'&) !a Ub
fYWfi]h]b['WUggž'a Uf_]b['Ubch\Yf'ghYd'Zcfk UfX'Zcf'h\Y'dfc[fUa "
6YUa Yfž'bck ']b '\]g'Zci fh\ 'mYUf'Ug'\YUX'WcUW'ž'\Ug'fYW'bh'm'VYYb
U'Z]bU']gh'Zcf'h\Y'dfYgh][]ci g'9XX]Y'F'cV]bgcb'BUh]cbU'7cUW'cZ
h\Y'M'Uf'Uk UfX'UbX'\Ug'U'fYUXm'VYYb'fYWc[b]nYX'Ug'G97'7cUW
cZ'h\Y'M'Uf'"<]g'ghfUHY[]W]bg][\h']g'VYWca]b[']bj U'i UV'Y'Ug'h\Y
; Ua YWcW_g'cc_hck UfXg'U'dfca]g]b['Zi hi fY"

K]h\ 'h\Y' B755'HfUbgZYf'DcfhU'bcck'cdYbž'h\Y'bYYX'Zcf'ei]W_
d'UmYf'Yj U'i Uh]cbg'\Ug'VYWca Y'a cfY'dfcbci bW'X'"5g'&(+gdcfhg
\[\][\hgž'WcUW'Yg'a i gh'gk]Zi'm'UggYgg'dchYbh]U'hfUbgZYfgž'U
bYW'gg]hmi bXYfgWc'fYX'Vm'h\Y'g][b]Z]WU'bh'cggYg'h\Y'hYUa 'ZUW'X
fYW'bh'm'6YUa Yf'YI dfYggYX'h\Y'i f[Ybh'bYYX'hc'Vc'ghYf'XYdh\Uh
U'dcg]h]cbg'Zc'ck]b['h\Y'XYdUfhi fY'cZ'_Ymid'UmYfg"

- H\Y'; Ua YWcW_g'ccgh'h\Y]f'hc'd'Zci f'XYZYbg]j Y'hUW_Ygž
W'bhYfž'UbX'Vch\ ' [i UfXg"
- 7i ffYbh'mž'Gci h\ '7Ufc']bU'VcUghg'h\Y'% h\!fUb_YX
hfUbgZYf'WUgg'cZ'h\Y'WmWYž'k]h\ '%* 'd'UmYfg'hfUbgZYff]b[
ci h'UbX'% 'Wca]b[']b"
- H\]g']bWi XYg'Y][\h'hfUbgZYf'd'UmYfg'Zfca 'dck Yf
Wc'ZYfYbW'g"

6YUa Yf g'gi W'W'ggZi 'bUj] [Uh]cb'cZ'h\Y'hfUbgZYf'dcfhU'di hg'h\Y
; Ua YWcW_g']b'U'ghfcb['dcg]h]cb'hc'Yb\UbW'h\Y]f'dYfZcfa UbW']b
h\Y'i dWca]b['&\$&)'gYUgcb"'H\Y'YI W]hYa Ybh'gi ffcibX]b['h\Y
bYk'fYWfi]hg']g'dU'dUV'Yž'Xf]j Yb'Vm'h\Y]f'dchYbh]U'UbX
XYa cbghfUHYX'dUgg]cb'Zcf'ZcchVU''H\Y'fYhi fbg'cZ'_Ym'XYZYbg]j Y
d'UmYfg'U'gc'd'Um'U'fc'Y']b'Vccgh]b['h\Y'dfc[fUa g'fYWfi]h]b[

dfck Ygg"

5 XUdh]b ['hc '7\ U`Yb [Yg

H\Y'WcUW\X]gW ggYX'WU`Yb [Yg'UbX']bg][\hg'Xi f]b ['fYWb'h'dfYgg
]bhYfUWh]cbg"<Y'bc'hYX'h\Y']a dUWh'cZVck`'[Ua Y'dfYdUfUh]cbg
U'cb[g]XY'a UbU[]b['h\Y'hfUbgZYf'dfcWggžYgdYWU`m'Xi f]b [
8YW'a VYf"A cfYcj Yfž'6YUa Yf'dc]bhYX'ci h'h\Uh'h\Y']bW'dh]cb'cZ
YUf'mG][b]b['8Um'\Ug'YUgYX'gca Y'cZ'h\Y'WUcg'hmd]WU`m
UggcW]UhYX'k]h\ 'fYWfi]h]b["

5bch\Yf'bc'hUV`Y'WU'Ub [Y']b'h\Y'dfc [fUa ']bj c'j Yg'\ck'k U`!cbg
UfY'VY]b ['UddfcUW\YX";]j Yb'fcghYf'WUdgž'h\Y'hYUa ']g'bck
ZcW'g]b ['cb'cb'm'h\Y'a cgh'ei U']Z]YX'WU'bx]XUhYgž'XYWfYUg]b ['h\Y
bi a VYf'cZ'k U`!cbg'Wc'bg]XYfYX'Zfca "%\$!%) ']b'dfYj]ci g'mYUfg'hc
↑gh&!) 'bck "<YbW'ž'YUW\X'YW]g]cb'a UX'Y'dcggYggYg'Yj Yb
[fYUhYf'k Y][\hž'Wc'bhf]Vi h]b ['hc'U'a cfY'Wc'a dYh]h]j Y'hYUa
Ybj]fcba Ybh"

⊖'gi a a Ufmž'6YUa Yf'g'fYWfi]ha Yb'h'ghfUHy [m]g'g\Ud]b ['U'Vf][\h
Zi hi fY'Zc'f'h\Y'Gci h\ '7Ufc']bU'; Ua YWc'W_g"K]h\ 'Vch\ 'bYk 'hU'Ybh
UbX'U'fcVi gh'WcUW]b ['ghfUHy [mž'h\Y'i dWc'a]b ['gYUgcbg'\c'X
Wc'bg]XYfUV`Y'dfca]gY""5g'h\Y'dfc [fUa 'Wc'bh]bi Yg'hc'Yj c'j Y']b
fYgdcbgY'hc']hg'WU`Yb [Ygž'h\YfY'g'W'fhU]b`m'U`ch'hc`cc_'Zc'fk UfX
hc'Zc'f'; Ua YWc'W_'ZUbg"

C b' 'gi W]bWh'm'WUdhi fYg'h\Y'gd]f]h'cZ'6YUa Yf'g'Ua V]h]cbg'UbX
XYX]WU]cbž'gi [[Ygh]b ['h\Uh'\]g'Zci bXUh]cbU`ghfUHy []Yg'a Umij Yfm
k Y`'g\]h'h\Y'dfc [fUa 'g'hfU'YW'c'fm]b'h\Y']bWfYUg]b [`m
Wc'a dYh]h]j Y`UbXgWUdY'cZ'Wc`Y [Y'Zc'chVU`"

8YhU]`g	
C fh	C f`UbXcž! G5
E i Y`Yb	<ul style="list-style-type: none"> • a c hc fWhWYgd c fhg"b Yh • &(+gd c fhg"Wc a • k k k "cb' "Wc a

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