

C f`UbXc/ ˆ \$' - /g'< c hY` `HUI '8]dg'hc`~`' ' A
5a]Xgh'F]g]b['G\c fh!HYfa 'F YbhU`g

C fUb[Y`7ci bhmˆ ˆ \$' - /g'\chY` `hUI 'fYj Ybi Y`gYYg`U`~`' '
a]`]cb`Xfcd`]b`5df]`&\$&) žXYgd]hY`[fck]b['hci f]ga 'Ug`9d]W
I b]j YfgY`bYUfg`cdYb]b["



C fUb[Y`7ci bhmž`I G5`!`5df]`k Ug`U`fc`YfWcUghYf`Zcf`C fUb[Y
7ci bhmg`chY` `hUI 'fYj Ybi YžfU_]b[']b`~`' ' 'a]`]cb`"5`h\ci [\`h\Uh
a][\`h'gci bX`_]Y`U`\YZhmgia ž]hg`UW`hi U`mU`- i` `X]d`Zfca`'5df]`
&\$&(žk \]W\`Ug`gca Y`Zc`_g`gWfUhW]b['h\Y]f`\YUXg`"9j Yb`a cfY
gi fdf]g]b[ž`h\]g`bi a VYf`ZU`g`g\cfh`cZ5df]`&\$&' g`Wc`YWh]cbg`Vm
~) %- ž \$žXYgd]hY`Vch`a cbh`g`cgh]b['9UghYf`Wf`YVfUh]cbg`"Gcž
k \Uh`[]j Yg3

A UfW\`&\$&) žcb`h\Y`ch\Yf`\UbXžk Ug`ei]hY`h\Y`cddcg]hY`k]h\
Uddfci]a UhY`m` (\$"*`a]`]cb`Wc`YWhYX]b`hci f]gh`XYj Y`cda Ybh`hUI
fH8HŁ`<chY`cVWf`dUbWm]b`C f`UbXc`fcgY`UVci h`&dYfWf`bhU[Y
dc]bhg`mYUf!cj Yf!mYUfžfYUW]b['U`fYgdYWhUV`Y`+' i` "A YUb`k \]Yž
g\cfh!hYfa`fYbhU`g`gUk`Ub`]a dfYgg]j Y`&, i`]bWfYUgY`Wc`a dUfYX`hc

h\Y`dFYj]ci g`mYUfž\`]bh]b[`h\Uh'a Ubmij]g]hcfg`UfY`cdh]b[`Zcf
dfjj UhY`UWŁca a cXUh]cbg"

6cc_]b[`HfYbXg`UbX`l dŁca]b[`5hhfUWh]cbg

5g`k Y`cc_`UhVcc_]b[g`Zfca `A Umih\fc i [\`ž`m`&\$&) ž\`chY`
fYgYfj Uh]cbg`UfY`W`ffYbh`m`fi bb]b[`%'`VY\`]bX`Ugh`mYUf g`Z[i fYg"
<ck Yj Yfž`h\Y`d]Whi fY`g\]Zhg`XfUa Uh]WU`m`k \Yb`]h`Łca Yg`hc`g\cfh!
hYfa `fYbhU`g`ž`k \]WŁ`UfY`U`YUX`cZ`Ugh`mYUf g`Vcc_]b[g`Vm`U
bchUV`Y`%) i " "h g`WYUf`h\Uh`k \]Y`hfUX]h]cbU`chY`g`a][\h`VY
ghfi [[`]b[ž`h\Y`U`i fY`cZ`g\cfh!hYfa `fYbhU`g`]g`di ``]b[`hci f]ghg`]b"

9l W]hYa Ybh`]g`Vi]`X]b[`Zcf`h\Y`cb[!Uk U]hYX`9d]Wl b]j YfgYž
l b]j YfgU`C`f`UbXc g`i dŁca]b[`h\Ya Y`dUf_`H\Y`hfi Y`]a dUWh`cZ]hg
[fUbX`cdYb]b[`cb`\chY`hUl `fYj Ybi Y`k]``VY`UbU`mYX`]b`YUf`m
ž`mž`k \Yb`h\Y`Z[i fYg`Zcf`A Um`UfY`fY`YUgYX``9l dYWhYX`hc`VY
`UXYb`k]h\`UhhfUWh]cbg`h\Ya YX`Ufci bX`j Uf]ci g`ZfUbWŁ]gYgž`9d]W
l b]j YfgY`]g[YbYfUh]b[`Vi nn`h\Uh`Łci `X`VfYUh\Y`bYk ``]ZY`]bhc`h\Y
`cWU`hci f]ga `YŁbca m"

Cb`m]h]a Y`k]``hY``\ck`h\YgY`ZUWhcfg`d`Umici hž`YgdYW]U`m`k]h\
`Y[YbXUfmih\Ya Y`dUf_g`]b`C`fUb[Y`7ci bhm[YUf]b[`i d`Zcf`U
gi a a Yf`Zi ``cZ`gdYW]U`Yj Ybhg``: cf`]bghUbWŁž`GYUK cf`X`C`f`UbXc
\Ug`Ui bWŁYX`U`a Yga Yf]n]b[`bYk`XfcbY`g\ck`U`cb[g]XY`U
gi a a Yf`ŁcbWŁfh`gYf]Yg``Bch`hc`VY`ci hXcbYž`8]gbYm`K cf`X`g`A U[]W
?]b[Xca`]g`dFYdUf]b[`hc`XYVi h`U`WUdh]j Uh]b[`b][\h]a Y`dUfUXY`cb
ž`m`&\$ž`k \]Y`@Y[c`UbX`: `cf]XU`\Ug`cdYbYX`]hg`bYk`GYU`@]Z
5ei Uf]i a `Uh`h\Y`K]bhYf`<Uj Yb`dUf_`"

H\Y`: i hi fY`@cc_g`6f][\h

FYZYWh]b[`cb`h\Y`VfcUXYf`hci f]ga `gWŁbYž`Ugh`Z]gWU`mYUf`gUk
hci f]ghg`]b`7YbhfU``: `cf]XU[YbYfUh]b[`cj Yf``) - `a]``]cb`]b`hci f]gh
XYj Y`cda Ybh`hUl Yg``H\]g`bi a VYf`]g`Yl dYWhYX`hc`[Yh`U`Y`U`h`m
Vccgh`]b`h\Y`bYl h`Z]gWU`mYUfž`h\Ub_g`]b`Uf[Y`dUfh`hc`h\Y
Ubh]W]dUhYX`cdYb]b[`cZ`9d]Wl b]j YfgY``H\Y` VYX`hUl ž`k \]WŁ`]g`U
*i ``Yj micb`\chY`ghUmg`cZ`Ygg`h\Ub`g]l `a cbh\gž`Zi bXg`bi a Yfci g
`cWU`dfc`YWhg`h\Uh`UfY`U`fYUXmia U_]b[`k Uj Ygž`gi WŁ`Ug`h\Y

cb[c]b['~ - \$'a]``cb`WŁbghfi W]cb`cZ`U`bYk`Zci`f!`Yj`Y`ZUW`]hmiZcf
h\Y`I`b]j`Yfg]hmicZ`7YbhfU``: `cf]XU`g`ghUX]i`a`UbX`U`~ (\$\$'a]``cb
YI`dUbg]cb`cZ`7Ua`d]b[`K`cf`X`GhUX]i`a`"

A`Umcf`>ffm`8Ya`]b[`gž`k`\\c`\\YUXg`h\Y`Hci`f]gh`8Yj`Y`cda`Ybh
7ci`bW]ž`fYa`U]bg`cdh]a`]gh]WUVci`h`h\Y`]bZi`I`cZ`hci`f]ghg`UbX`h\Y
fYj`Ybi`Y`[`fck`h`h\Uh`k`]``gi`ddcfh`h\YgY`hfUbgZcfa`Uh]j`Y
]b]h]Uh]j`Yg``K`]h`h\Y`bYI`h`WŁi`bW]`a`YYh]b[`cb`h\Y`\\cf]ncbž
gV\YXi`YX`Zcf`:`f]XUmž`A`UfV\`+`Uh`-`.'`\$`U"a`"ž`a`cfY`X]gW`gg]cbg`cb
h\Y`YI`dYW\YX`hci`f]ga`Vcca`UfY``]_Y`mhc`gh]f`i`d`fYbYk`YX
YI`W]hYa`Ybh`Zcf`h\Y`fY[`]cb`g`Zi`hi`fY"

⊖`h\Y`YbXž`k`\\j`Y`C`fUb[`Y`7ci`bhm`g`\\chY`hUI`fYj`Ybi`Y`a`Um`\\Uj`Y
hU`_Yb`U`ghYd`VUW`_h\]g`5df]ž`h\YfY`fYa`U]bg`U`g]j`Yf``]b]b[``H\Y
WŁa`V]bYX`YZZYW`hg`cZ`f]g]b[`g`\\cfh`hYfa`fYbhU`gž`i`dWŁa`]b[
UhhfUW]cbgž`UbX`]bZfUghfi`Whi`fY`]bj`Ygha`Ybhg`dU]bh`U`dfca`]g]b[
d]Whi`fY`Zcf`h\Y`a`cbh\g`U\\YUX""⊖XYXž`h\YfY`g`gca`Yh\]b[`hc`VY
gU]X`Zcf`h\Y`fYg]j`YbW`UbX`UXUdhUV]j]hmicZ`h\Y`cWU`hci`f]ga
]bXi`ghfm"

:`cf`Zi`fh\Yf`XYhU]g`cb`5df]`g`\\chY`hUI`fYj`Ybi`Yž`:`cf]XU`Dc`h]Wg
fYdcfhg`h\Uh`h\Y`g`\\cfh`hYfa`fYbhU`a`Uf`_Yh]g`Vcca`]b[`ž`k`\\j`Y`
7`]W`_Cf`UbXc`\\[`\`][`\\hg`A`Umcf`8Ya`]b[`g`cdh]a`]ga`UVci`h`h\Y
Zi`hi`fY`cZ`hci`f]ga`]b`C`fUb[`Y`7ci`bhm"

8YhU]`g	
Cfh	CfUb[`Y`7ci`bhmž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none">• Zcf]XUdc`h]Wg"WŁa• k`k`k`"W]W_cf`UbXc"WŁa

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