

F Y [[UY 'Gi a ZYgh'&\$&) . '5 'GdYWhUW 'Uf
7 'Ug\ 'cZ'HU'Ybh']b 'A cbhY [c '6Um°

F Y [[UY 'Gi a ZYgh'&\$&) 'b 'A cbhY [c '6Um'W'YVfUhYg'a i g]W
UbX'W 'hi fYž'g\ck WUg]b ['hcd'Ufh]ghgž'j]VfUbh'dYfZcfa UbW'gž
UbX'Wca a i b]hmigd]f]h"



A cbhY [c '6Umž'Ja U]WU'!F Y [[UY 'Gi a ZYgh'&\$&) 'Ug'hU_Yb'cj Yf
A cbhY [c '6Umž'Ja U]WUž'g\ck WUg]b ['h\Y'gd]f]h'cZ'fY [[UY 'a i g]W
'_Y'bYj Yf'VYZcfY" 'H\]g'Ubbi U'a i g]WZYgh]j U'ž'W'YVfUhYX'Ug'h\Y
[fYUhYgh'fY [[UY 'ZYgh]j U''b'h\Y'k cf'Xž'Ug'UhhfUWHYX'cWU'g'UbX
]bhYfbUh]cbU''j]g]hcf'g'U'_Yž'YU [Yf'hc'gcU_'b'h\Y'j]VfUbh'W 'hi fU'
YI dYf]YbW'g'j]h'cZZYfg": fca 'ž' 'm%('hc'&\$ž'h\Y'ZYgh]j U'
YbWUdgi 'UhYg'U'k YY_!'cb ['W'YVfUh]cb'cZ'a i g]Wž'XUbW'ž'UbX
Wca a i b]hmž'Z''b ['h\Y'U]f'k]h\ 'bZYWh]ci g'YbYf [m'UbX' [ccX'j]VYg"

H\Y'ZYgh]j]h]Yg'_]W_YX'cZZ'k]h\ 'Ub'Y'YWhf]Zm]b ['Yj Ybh'WU''YX'6']hmž
'\Y'X'cb'K YXbYgXUm'b][\hUh'h\Y'7Uh\Yf]bY'<U''GhUX]i a
[fci bXg''ž'k Ug'U'b][\h'hc'fYa Ya VYfž'a Uf_YX'Vm'Ub'U''!V'UW_
Uh]fY'h\Ya Y'h\Uh'UXXYX'U'hci W'cZY'Y [UbW'hc'h\Y'dfcWYX]b [g"

5a cb['h\Y'ghUbXci h'dYfZcfa UbW'g'k Ug'GhU`_`5g\`Ymž'k \c
XY`j] YfYX`U``j] Y`m'gc`c`gYhž`V`YbX]b['F/ 6žXUbW'\U`žUbX'gci ``hc
_YYd`h\Y`W'ck X`c b`h\Y]f`ZYh`H\Y`YI WjhYa Ybh`Y][\hYbYX`k \Yb
5g\`Ym'hYUa YX`i d`k]h\`J U`]Ubh'hc`dYfZcfa `h\Y]f`dcdi `Uf'hfUW_
B UfWjgg]gh]Wž `dfcdY``b['h\Y`Ui X]YbW'`]bhc`U`ZfYbnm"

Gci bX`7`Ug\`G\`ck Xck b

5XX]b['hc`h\Y`ZYgh]j]h]Yg'k Ug`h\Y`; `cVU``: YhY`Gci bX`7`Ug\`ž
ZYUhi f]b['U`Z]YfW'`W'ca dYh]h]cb`VYhk YYb`j YhYfUb`gY`YW'hc'fg`Hcbm
A UhhYf\`cfb`UbX`@]hh`Y`G\`UVVU``H\]g`WUg\`k Ug`bch\]b['g\`cfh'cZ
Y`YW'hf]Zm]b[ž`k]h\`A UhhYf\`cfb`gd]bb]b['\]hg`Zfca `A Uj UXc`UbX
J mVn`? UfhY`ž`k \]Y`G\`UVVU`W'ci bhYfYX`k]h\`]\g'ck b`g][bUhi fY
hfUW_gž]bWi X]b['U`gdYW]U`Xi Vd`UhY`Zfca `A UhhYf\`cfb`h\Uh'gYbh
WXYf'g`YW'c]b['h\`fci ['\`h\Y`j Ybi Y``I `h]a UhY`mž`G\`UVVU`Ya Yf[YX
j]W'hc]ci g`Zcf`h\Y`gYW'cbX`W'cbgYW'h]j Y`mYUfž`dYfZcfa]b['gc`c`Ug
\g`hfUX]h]cbU``dUfhbYf`k Ug`Uk Um"

H\Y`ZYgh]j U``\Ug`gYYb`a Ubm'hU`YbhYX`Ufh]ghg`hU_Y`h\Y`ghU[Yž
]bWi X]b[`; \UbU]Ub`ghUf`A c`]mž'k \c`a UXY`\Yf`Gi a ZYgh`XYVi h
k]h\`Yf`YbYf[Yh]W\]h` G\U_Y`H`Hc`H\Y`A UI ž`UW'W'ca dUb]YX`Vm
Ub`Ybh\i g]Ugh]WXUbW'`W'fYk ``M b['6fYXXU`U`gc`a UXY`k Uj Yg'k]h\
\]g`Ubh\Ya `H\Y`; fYUhYgh`6YbX`Cj Už`g\`ck WUg]b['U`Z]g]cb`cZ
gcWU`j]VYg`h\Uh`fYgc bUhYX`k Y``k]h\`h\Y`UhYbXYYg``H\Y`gi W'W'gg
cZA cbXUm`g`ghfYh`XUbW'`UbX`Hi YgXUm`g`U``k \]hY`dUfhm`Uh`D]Yf
CbY`Z]fh\Yf`dfcj Yg`h\Uh`h\YgY`Yj Ybhg`UfY`hUdd]b[`]bhc`h\Y`di`gY
cZ`h\Y`Ui X]YbW'ž`k]h\`ZYXVUW`k]XY`m`dcg]h]j Y"

K \Uh g`B YI h`Zcf`h\Y`: Ygh]j U`3

5g`h\Y`ZYgh]j U`W'cbh]bi Ygž`Ubh]W]dUh]cb`Vi]Xg`Zcf`hcb][\hg
YI W]h]b[``]bYi d`cb`: Ygh]j U`B][\h`CbYž`ZYUhi f]b[`V][`bUa Yg``_Y
J mVn`? UfhY`ž`G_Yb[ž`@UXYbž`; cj UbUž`šJa U`žUbX`Hca a m`@YY
GdUfhU``H\Y`[fUbX`Z]bU`Y`cb`GUhi fXUm`b][\h`dfca]gYg
i bZcf[YhhUV`Y`dYfZcfa UbW'g`Zfca `UW'WU]a YX`Ufh]ghg`gi W\`Ug`Hcb]
6fUI hcbž`Dfchc`Yž`@]U`_`Åž`UbX`HUffi g`F]Ymž'k \c`k]``dUmihf]Vi hY
hc`\]g`UhY`ZUh\Yfž`šJa a m`F]Ym``5XX]h]cbU``mž`hf]Vi hYg`hc`fY[[UY
`Y[YbXg`8Ybb]g`6fck b`UbX`; fY[cfm`gUUW'g`k]``VY`XY`j] YfYX`Vm

7\YghYf'A]`Yf`UbX`HYfYbW`K U`Ybž'fYgdYWhj Y`m"

H\Y`W`hi`fU`ja`dUWh`cZ`FY[[UY`Gi`a`ZYgh`WUbbch`VY`cj`YfghU`hYX`"5g
\\[\\][\\hYX`Vm`J`a`UX]cž`J`a`U]WU`\\cghg`cj`Yf`%)`fY[[UY`a`i`g]W
ZYgh]j`U`g`Ubbi`U`mž`UhhfUWh]b[`a`cfY`h\\Ub`)`\$\$\$`j`bhYfbUh]cbU`
hci`f]ghg`UbX`W`bhf]Vi`h]b[`Ufci`bX`" ` \$`a`j`cb`hc`h\\Y`W`ci`bhfm`g
hci`f]ga`j]bXi`ghfm`YUW`mYUf`"H\\]g`W`YVfUh]cb`bch`cb`mi`\\][\\][\\hg
YghUV`]g\\YX`Ufh]ghg`Vi`h`U`gc`dfcj`]XYg`U`d`UhZcfa`Zcf`Ya`Yf[]b[
hU`Ybh`hc`g\\]bY`"@WU`j`YbXc`fg`VYbYZ]h]a`a`YbgY`m`hccž`k`]h\\
Uddfc]ja`UhY`m`*\$`\$i`dUfh]W]dUh]b[`VY]b[`cWU`Vi`g]bYggYgž`cZYf]b[
a`i`W\\!bYYXX`Y`W`bca`]WVccgh]b`U`W`ca`a`i`b]hm`\\YUj`]m`fY`]Ubh`cb
hci`f]ga`"

⊖`YggYbW`ž`FY[[UY`Gi`a`ZYgh]g`a`i`W`a`cfY`h\\Ub`↑gh`U`a`i`g]W
ZYgh]j`U`"⊖`gYfj`Yg`Ug`U`j`]VfUbh`]bhYfgYWh]cb`k`\\YfY`W`hi`fYž
W`ca`a`i`b]hmž`UbX`W`YVfUh]cb`W`ca`Y`hc[Yh\\Yfž`YbWUdgi`Uh]b[
Yj`Yfm\\]b[`h\\Uh`fY[[UY`ghUbXg`Zcf`dYUW`ž`cj`Yž`UbX`i`b]hm`":`cf
a`cfY`XYhU]`g`UVci`h`h\\Y`ZYgh]j`U`ž`j`]g]h`h\\Y`c`ZZ]W]U`F`Y`[[UY
Gi`a`ZYgh`g]hY`hc`YI`d`cfY`Yj`Yfm\\]b[`h\\]g`j`]VfUbh`Yj`Ybh`\\Ug`hc
cZYfž`UbX`W`YW`ci`h`7Uf]VVYUb`B`Uh]cbU`K`YY`_`m`Zcf`a`cfY
ZYgh]j`U`\\][\\][\\hg`UbX`]bg][\\hg"

8YhU]`g	
Cfh	AcbhY[c`6Umž`J`a`U]WU
EiY`Yb	<ul style="list-style-type: none">• k k k "WUf]VVYUb`bUh]cbU`k`YY`_`m"W`ca• fY[[UYgi`a`ZYgh"W`ca• ^Ua`UX]c"W`c

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