

6fck UfX`7ci bhmZUWw g'gWfi h]bmiUZhYf`U'a i fXYf`W\Uf[Y`]b`U
gdU'g\cch]b[`UbX`Ub`cZZ]Wf/ . \$' - /g`j]c`YbhUffYgh`Wli [\h
cb`j`]XYc"



C b`đ`m`%+ž`&\$&) ž`h\Y`hfU[]WX]gWcj Yfm`cZ') (!mYUf!c`X`7i]mi b`i: i ž
Zci bX`XYUX`]b`U`gdU`]b`6fck UfX`7ci bhmž`\Ug`YX`hc`gYf]ci g
VXUf[Yg`U[U]bgh`*- !mYUf!c`X`7\ f]g`@ VXYbVi f["5i h\cf]h]Yg`fYdcfh
h\Uh`@ VXYbVi f[`k Ug`UddfY\YbXYX`Ug`h\Y`df]a Y`gi gdYWh`UbX`]g
ZUW]b[`U`Z]fgh!XY[fYY`a i fXYf`VXUf[Y`UZhYf`Yj]XYbVW`gi fZUWX
]bX]WU]b[\Y`\UX`ZUHu`m`q\ch: i "fiUddYUfg`h\Uh`@ VXYbVi f[`UbX

: i`k YfY`UWēi U]bhYX`df]cf`hc`h\]g` \c ff]Z]W]bW]XYbhž`k` \]W
fYdcfhYX`m`cWw ffYX`cb`h\Y`a`cfb]b[`cZ`ž`m`%*`"Dc`]W` \Uj`Y
XYb]YX`@`W\YbVi`f[`VcbX`]b`h\Y`k`U`_Y`cZ`h\Y`W\Uf[`Ygž`gYfj`]b[`Ug
U`ghYfb`fYa`]bXYf`cZ`h\Y`XYj`UghUh]b[`ci`hWēa`Yg`h\Uh`WU`b`Uf]gY
Zfca`dYfgcbU`WēbZ]Whg"5g`cZ`bck`ž`h\YfY`]g`bc`]bZcfa`Uh]cb
fY[`UfX]b[`@`W\YbVi`f[`g`Y[`U`fYdfYgYbhUh]cbž`YUj`]b[`gca`Y
ei`Ygh]cbg` \Ub[`]b[`]b`h\Y`U]f`Ug`h\Y`Y[`U`dfcW`YX]b[`g`UXj`UbW`"
I G5`HcXUm`fYd`cfhg`h\Uh`h\]g`Yj`Ybh` \Ug`YZh`h\Y`cW
Wēa`a`i`b]hm[`fUdd`]b[`k`]h\`h\Y`k`Y][` \h`cZ`gi`W`j`]c`YbW`"

HfUZZ]WGhcd`=bW]XYbh

A`YUb`k` \]Yž`žW_gcbj`]`Y`]g`W`ffYbh`m`Ya`Vfc`]YX`]b`Wēbhfcj`Yfgm
Zc`ck`]b[`U`hfUZZ]Wghcd`]bj`c`j`]b[`&(!mYUf!c`X`@Y`?Y]Ub`K`ccXg"
7Udhi`fYX`cb`j`]XYcž`K`ccXg`k`Ug`gYYb` \UbXW`ZZYX`k`]h\`j`]g]V`m
gk`c`Yb`YmYg`UbX`U`V`ccXm`ZUW`ž`fU]g]b[`U`Ufa`g`UVci`h`dc`]W`
dfUWh]W`g`]b`h\Y`UfYU`"H\Y`žW_gcbj`]`Y`G\Yf]ZZ`g`C`ZZ]W`f`GC`Ł
UW_bck`YX[`YX`h\Y`i`gY`cZ`ZcfW`Xi`f]b[`K`ccXg`UffYghž`gdUf_]b[
Ub`]bhYfbU`fYj`]Yk`hc`UXXfYgg`dchYbh]U`dc`]Wm]j`]c`Uh]cbg`"H\Y
ZcchU[`Yž`k` \]W`fYj`YU`g`a`i`h]d`Y`cZZ]W`fg` \c`X]b[`K`ccXg`Xck`b`cb
h\Y`[`fci`bXž` \Ug`]bW]hYX`Wf]h]WU`Wēbj`YfgUh]cbg`UVci`h`h\Y
XYdUfha`Ybh`g`dfUWh]W`gž`dUfh]W`Uf`m]b`][` \h`cZ`fYW`bh`Yj`Ybhg`]b
h\Y`W]hm`k` \YfY`fUW]U`hYbg]cbg`ZUfYX`UZhf`U`fUW]U`m`ia`ch]j`UhYX
g\cch]b[`WU]a`YX`h`fYY`]j`Yg"

<Uffm`8Ub]Y`gž`K`ccXg`UhhcfbYmž`Yl`dfYggYX`[`fUj`Y`WēbW`fb`Zcf` \]g
W]Ybh`g`gUZYhmž`bch]b[`h\Uh`K`ccXg`k`Ug` \cgd]hU`]nYX`Zcf`U`gYj`YfY
WēbW`gg]cb`Zc`ck`]b[`h\Y`]bW]XYbh`" <Y`g`i`W_m`hc`VY`U`]j`Yž
8Ub]Y`g`ghUhYXž`i`bXYfgWēf]b[`h\Y`d` \mg]WU`hc`cZ`h\Y`YbWēi`bhYf`
H\]g`]bW]XYbhž`cWw`ff]b[`t`gh`k`YY_g`UZhf`h\Y`fUW]U`m`ia`ch]j`UhYX
g\cch]b[`ž`UXXg`Ubch\Yf`U`mYf`cZ`Wēa`d`Yl`]hm`hc`h\Y`cb[`c]b[
X]U`c[`i`Y`gi`ffci`bX]b[`dc`]W`WēbXi`Wh]b`žW_gcbj`]`Y`":**cI`")**
C`f`UbXc` \][` \`hg`h\Y`i`f[`YbWm`Zcf`h\Y`žGC`hc`UXXfYgg`h\Y`gY
]ggi`Yg` \YUX!cb`Ug`Wēa`a`i`b]hm`ia`Ya`VYfg`gY`_`UWēi`bhUV`]j`hm`UbX
↑gh]W`"

6fcUXYf`7cbhYl`h`UbX`7ca`a`i`b]hm`F`Ygd`cbgY

H\Y`cb[c]b[`gWfi h]bmiZUWfX`Vm`cWU`Uk`YbZcfWfa`YbhXcj`YhU]`g
k]h\`]bg][\hg`g\UfYX`VmH\Y`Dc`]Wf`GWcfYWfXž`k` \]Wf`Yj`U`i`UhYg
dc`]Wfb[`dfUWh]Wf`g`bUh]cbk`]XY`H\Y]f`Yj`U`i`Uh]cb`g\YXg`][\h`cb
j`Uf]ci`g`Wf]h]WU`]ggi`Ygž`dUfh]Wf`Uf`m`h\Y`bYYX`Zcf`]a`dfcj`YX
UWfci`bhUV]`]hm`a`YWfU`b]ga`g`k`]h\]b`dc`]Wf`XYdUfha`Ybhg`H\Y
GWcfYWfX`g`Z]bX]b[`g`bchY`h\Uh`W]h]Yg`ghfi`[[`]b[`k]h\`][\`fUhYg`cZ
`ck`!`Yj`Y`UffYghg`a`][\h`Wcbg]XYf`U`hYfbUh]j`Yg`hc`]bWfWfUfU]cbž
k` \]Y`h\cgY`Yi`dYf]YbWfb[`Yi`Wf`gg]j`Y`i`gY`cZ`ZcfWf`a`i`gh`UXcdh
UWfci`bhUV]`]hm`dc`]WfYg`H\]g`Wfa`dfY\Ybg]j`Y`Ub`U`mg]g`dfcj`]XYg`Ub
YggYbh]U`VUW`Xfcdž`[]j`]b[`W]h]nYbg`U`WYUfYf`i`bXYfghUbX]b[`cZ
h\Y`gmghYa`]W]ggi`Yg`Uh`d`Um`**H\Y`Dc`]Wf`GWcfYWfX`cVgYfj`Yg**
h\Uh`UXXfYgg]b[`h\YgY`WcbWf`fbg`fYei`]fYg`Wc`YWh]j`Y`UXj`cWUWm`UbX
Wc`UVcfUh]cb`Zfca`U`ghU`Y`c`XYfg]b`h\Y`Wfa`a`i`b]hmž]bWi`X]b[
fYgYUfWfYfgž`UWh]j`]ghgž`UbX`dc`]Wfa`U`Yfg`

5g`h\YgY`]bW]XYbhg`i`bZc`Xž`h\Y`Wfa`a`i`b]hm`ghUbXg`Uh`U
WfcggfcUXg``g`WYUf`h\Uh`dfYgg]b[`]ggi`Yg`fY`UhYX`hc`gUZYhmž
↑gh]Wf`ž`UbX`UWfci`bhUV]`]hm`UfY`k`cj`Yb`]bhc`h\Y`ZUVf]WcZ`Yj`YfmXUm
`]ZY`]b`:`cf]XU`H\Y`X]gW`gg]cbg`][b]hYX`Vm`h\YgY`Yj`Ybhg`UfY
]a`dYfUh]j`Y`h\Ym`gYfj`Y`Ug`U`hYghUa`Ybh`hc`h\Y`Wfa`a`i`b]hm`g
fYg]`]YbWf`UbX`i`f[Ybh`bYYX`Zcf`WfU`b[Y`K`Yh\Yf`h\fc`i`[\`Y[U`
UWh]cbgž`Wfa`a`i`b]hm`ci`hfYUWf`ž`cf`dc`]Wm`fY`Zcfa`ž`h\Y`dUh`Zcfk`UfX
VY[]bg`k]h\`Uk`UfYbYgg`UbX`fYgdcbg]V]`]hm`

8YhU]`g	
Cfh	6fck UfX`7ci`bhmž:`cf]XUž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "i`gUhcXUm`Wfa • k k k "Zcl`'`)cf`UbXc`Wfa • dc`]Wf`gWcfYWfX`cf[

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