

<]`gVcfc`7YbhYf`5Wx]Yj Yg`- \$l
C Ww dUbWm`5a]X`A U`cf`-bZfUghfi Whi fY
6ccgh

; fcj Yf`7cf`Yk`g][bg`a U`cf`YUgYg`Uh`<]`gVcfc`7YbhYf`]b
8YYfZ]Y`X`6YUWx ž`Yb`UbW]b[`cWU`]bZfUghfi Whi fY`UbX
Vccgh]b[`YWcbca]W[fck h`"



* \$\$`<]`gVcfcž`8YYfZ]Y`X`6YUWx ž: @ž`l G5`!`-b`U`g][b]Z]W]bh
Vccgh`Zcf`8YYfZ]Y`X`6YUWx ž; fcj Yf`7cf`Yk` `Ug`a UXY`YUX`]bYg`Vm
g][b]b[`hk`c`a U`cf`YUgYg`Uh`h`Y`<]`gVcfc`7YbhYf`cWU`h`X`Uh`* \$\$
<]`gVcfc`H\]g`XYj Y`cda Ybh`hU`Yg`h`Y`dfcdYf`hm`g`cWw dUbWm`fUhY
hc`U`Wca a YbXUV`Y`- \$l ``5a`cb[`h`Y`bYk`m`gYW`fYX`h`YbUbhg`]g
H\Y`7cffUX]bc`; fci dž`k` \]Wx`k`]`cWw dm`&+ž\$`%`gei UfY`ZYh`Ug
h`Y`Wca a UbX`Ww`bhYf`Zcf`h`Y`Ua V]h]ci g`GK``%\$h`GhfY`Yh
7cbbY`Wcf`Dfc`Y`Wž`j]hU`Zcf`cWU`]bZfUghfi Whi fY``-b`UXX]h]cbž
K Ya`cž`U`Z]bhYWx`gi Vg]X]Uf`micZF`9#A`5L`<c`X]b[gž`k`]`hU`Y`cb
' ž%\$`&`gei UfY`ZYh`Zcf`]hg`a cfh[U[Y`cUb`dfcWw`gg]b[`Vi`g]bYgg"
H\]g`UffUb[Ya Ybh`bch`cb`m`\][\`][\hg`h`Y`[fck h`cZ`<]`gVcfc

7YbhYf'Vi h'U`gc'h\Y`cb[c]b['Yj c'i h]cb`]b`8YYfZ]Y`X`6YUW\ g
W`a a YfW]U``UbXgWUdY"07]hm6]nQfYdcfhg'h\Uh'h\Y`fYWWbh'W\Ub[Yg
Uh<]`gVcfc'7YbhYf'U`gc`]bWi XY`hYbUbh'fYbYk U`g`UbX`YI dUbg]cbgž
d]bdc]bh]b['h\Y`UhhfUWh]j YbYgg'cZ'h\Y`cWUh]cb"

H\Y`GK`%\$h\`GhfYYh'7cbbYWhcf'Dfc'YWh]g`bc`ga U``YbXYUj cf""H\]g
`c]bh]j Ybhi fYž`k \]W\`]bWi XYg'Df]bW`7cbhfUWh]b[ž`C<@5`I G5ž`UbX
5fW\Yf`K YghYfbž`]g`U`~%"`V]``cb`]bZfUghfi Whi fY`]b]h]Uh]j Y
XYg][bYX`hc`W`bbYWh'h\Y`GUk [fUgg`9I dfYggk Um`hc`+-)`""H\Y
dfc'YWh`k]``bch`† ghYb\UbW`hfUZZ]WZck`Vi h]g`dfc'YWhYX`hc
WfYUhY`h\ci gUbXg`cZ`cVg`UbX`m]Y`X`Ub`]a dfYgg]j Y`~)`")`V]``cb`]b
YW`bca]WfYhi fb`Zcf`ci f`fY[]cb""H\Y`]a dfcj Ya Ybhg`UfY`YggYbh]U`ž
W`bg]XYf]b['h\Uh'hfUZZ]Wj c`i a Yg`cb`GK`%\$h\`GhfYYh`Uj Y`gYYb`U
ghYUXm]f]gY`cj Yf'h\Y`dUgh`%)`mYUfg"5g`U`df]bW]dU`UfhYf]U`fci hY
`]b_]b[`_Ym`\][\k Umg`]b`:`cf]XU g`GhfUhY[]W`bYfa cXU`GmghYa ž
GK`%\$h\`]g]XYbh]Z]YX`Ug`U`a]gg]b[``]b_]b`h\Y`fY[]cbU`YI dfYgg
`UbYg`bYhk cf_"

5`7ca a i b]hm!: cW`gYX`5ddfcUW\

K]h\`h\Y`XYa UbX`Zcf`]a dfcj YX`W`bbYWh]j]hm[fck]b[ž`cWU`
]bZfUghfi Whi fY`dfc'YWhg``]_Y`h\Y`GK`%\$h\`GhfYYh'7cbbYWhcf`UfY
]bWfYUg]b[`m'fYW`[b]nYX`Zcf'h\Y]f`fY[]cbU`g][b]Z]WUbW`""H\]g
dfc'YWhž`W`j YfYX`YI hYbg]j Y`mVm`Q 8C HČ`]g`W`cfX]bUhYX`k]h\
ch\Yf`UX`UW`bh'ghi X]Yg`hc`Ybgi fY`W`a dUh]V]`]hmž`a U_]b[]h`U`hfi`m
W`c`UVcfUh]j Y`YZZcfh": i fh\Yfa cfYž`Ug`hfUZZ]W`Yj Y`g`W`bh]bi Y`hc
YI WfYX`fcUXk Um`WUdUW]h]Yg`Xi f]b[`dYU`_h]a Ygž`h\]g`i bXYfhU_]b[
U]a g`hc`U`Yj]UhY`XY`Umg`UbX`gUZYhm`W`bWfbg'h\Uh`Uj Y`VYW`a Y`U
[fck]b[`]ggi Y`Zcf`W`a a i hYfg"

; fcj Yf`7cf`Yk g`W`a a]ha Ybh`hc`<]`gVcfc'7YbhYf`YI Ya d`]Z]Yg`U
_YYb`i bXYfghUbX]b[`cZ'h\Y`a Uf_Yhž`\Uj]b[`UW`ei]fYX`h\Y`dfcdYfhm
]b`&\$%-`Zcf`~`'("&)`a]``cb`UbX`]bj YghYX`cj Yf`~`%%`a]``cb`]b
fYbcj Uh]cbg`g]bW`""a dfcj Ya Ybhg``]_Y`U`fYXYg][bYX`cVVmž
i d[fUXYX`fYghfcc a`ZUW]`h]Ygž`UbX`Yj Yb`U`hYbUbh`ci b[Y`gdYU`_hc
a U_]b[<]`gVcfc'7YbhYf`bch`† gh`U`j Ybi Y`Zcf`Vi g]bYgg`Vi h`U
W`a a i b]hm!cf]YbhYX`gdUW`h\Uh`UhhfUWhg`\][\!ei U`]hm`hYbUbhg"

6i]`X]b[`F Yg]]YbW`]b`≡bZfUghfi Whi fY

5g`k Y`cc_`hck UfXg`h\Y`Zi hi fYž`h]g`Wfi W]U`hc`Wc`bg]XYf`h\Y
fYg]]YbW`cZ`ci f`]bZfUghfi Whi fY""5W`c`fX]b[`hc`OBY`c]hhYQ
]bZfUghfi Whi fY`gmghYa g`UfY`ZUW]b[`a ci bh]b[`W`U`Yb[Yg`d`cgYX`Vm
YI hfYa Y`k YUh\Yf`Yj Ybhgž`k \]W` \Uj Y`VYW`a Y`a cfY`W`a a cb"
≡g`j]hU`Zcf`d`UbbYfg`hc`UXcdhfYg]]Ybh`XYg][b`d`f]bW]d`Yg`h\Uh
]bW`c`d`c`f`UhY`U`W`W`f`UhY`k YUh\Yf`X`U`hU`]b`Zi hi fY`d`f`c`Y`W`hg""≡]h]Uh]j Yg
`_]Y`h\Y`GK`%\$h\`GhfY`Y`h`7`c`b`b`Y`W`h`c`f`a i gh`b`c`h`c`b`m`Z`c`W`g`c`b
]a a YX]UhY`b`Y`Y`X`g`Vi h`U`gc`U`b`h]W]d`UhY`Y`b`j]f`c`b`a Y`b`h`U`f`]g`_`g`c`j Y`f`
h]a Y"

≡Y`a V`f`U`W]b[`U`W`c`U`V`c`f`Uh]j Y`U`d`d`f`c`U`W`h`c`]bZfUghfi Whi fY
XYj Y`c`d`a Y`b`h`ž`f`Y[]c`b`U`gh`U`_`Y`c`X`Y`f`g`U`f`Y`Y`b`W`c`i f`U[Y`X`h`c`Y`b[U[Y
]b`d`U`f`h]W]d`U`h`c`f`m`d`U`b`b]b[`hc`Y`b`gi fY`W`c`a a i b]hm`b`Y`Y`X`g`U`f`Y`a Y`h"
Gi W`h`Y`Z`c`f`hg`a Um`Y`b`U`b`W`h`f`U`b`g`d`U`f`Y`b`W`h`U`b`X`U`][b`d`f`c`Y`W`hg`k]h\
h\Y`]]j Y`X`f`Y`U`]h]Y`g`c`Z`f`Y`g]X`Y`b`hg""H\]g`]g`d`U`f`h]W`U`f`m`d`Y`f`h]b`Y`b`h]b`U`b
Y`f`U`k \Y`b`W]a UhY`a c`X`Y`g`d`f`Y`X]W]h]b`W`f`Y`U`g]b[`Y`b`j]f`c`b`a Y`b`h`U`
h\Y`U`hg`ž`a U_]b[`]h`U`h\Y`a c`f`Y`]a d`c`f`h`U`b`h`Z`c`f`]bZfUghfi Whi fY
d`f`c`Y`W`hg`hc`V`Y`Z`c`f`k U`f`X`h\]b_]b[`U`b`X`U`X`U`d`h`U`V`Y"

5g`8Y`Y`f`Z]Y`X`6Y`U`W`h`c`b`h]bi Y`g`h`c`[f`c`k`ž`k]h\`XYj Y`c`d`a Y`b`h`g`gi W`h`
U`g`i f`c`j Y`f`7`c`f`Y`k g`]b`j Y`g`h`a Y`b`h`g`]b`<`]g`V`c`f`c`7Y`b`h`Y`f`U`b`X`h\Y`j]hU`
GK`%\$h\`GhfY`Y`h`7`c`b`b`Y`W`h`c`f`D`f`c`Y`W`h`ž`h\Y`W`c`a a i b]hm`gh`U`b`X`g`U`h`h\Y`
d`f`Y`W]d]W`h`c`Z`YI W]h]b[`W`h`U`b[Y`g`"K]h\`U`[c`c`X`\`U`b`X`]b`a U`b`U[]b[
h\Y`g`Y`X`Y`j Y`c`d`a Y`b`h`g`k \]Y`_`Y`Y`d]b[`U`b`Y`m`Y`c`b`f`Y`g]]Y`b`W`U`b`X`
g`i gh`U]b`U`V]]]hmž`k Y`W`U`b`cc_`Z`c`f`k U`f`X`h`c`U`a c`f`Y`W`c`b`b`Y`W`h`Y`X`U`b`X`
d`f`c`g`d`Y`f`c`i g`Zi hi fY`Z`c`f`U`f`Y`g]X`Y`b`hg"

8YhU]`g	
C fh	* \$ \$ <]`gVcfcž8Y`Y`f`Z]Y`X`6Y`U`W`h`c`Z: @ž`I G5
E i Y`Y`b	<ul style="list-style-type: none">• k k k "W]hmV]n"W`c`• k k k "ZXch"[cj• k k k "XY`c]hhY"W`c`a

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