<i ff]WUbYg˙<U`h˙%)!; Ua Y˙8fci [\h˙k]h\ Ghi bb]b[˙K]b˙Cj Yf˙DUbh\Yfg˚

H\Y˙7Ufc`]bU˙<i ff]WUbYg˙gbUddYX˙U˙%)![ Ua Y˙`cg]b[˙ghfYU_]b˙h\Y˙9UghYfb˙7cbZYfYbWˇ˙Z]bU`g˙k ]h\˙U˙¨ !$˙k ]b˙cj Yf˙h\Y ˙`cf]XU˙DUbh\Yfg"

F U`Y][ \ž'I b]hYX˙GhUhYg˙!˙H\Y˙7Ufc`]bU˙<i ff]WUbYg˙Wˇ`YVfUhYX˙U `cb[!cj YfXi Y˙j]Wˇcfm˙h]gk YY_ž˙YbX]b[˙U˙XUi bh]b[˙%)![Ua Y d`UmcZZ˙`cg]b[˙ghfYU_]b˙h\Y˙9UghYfb˙7cbZYfYbWˇ˙Z]bU`g"˙⊣b˙U hf]i a d\Ubh˙; Ua Y˙(ž˙h\Y˙<i ff]WUbYg˙gYWˇ fYX˙U˙Wˇcbj ]bWˇ]b[ ˙¨ !$ k ]b˙U[ U]bgh˙h\Y˙ `cf]XU˙DUbh\Yfg"˙H\]g˙j]Wˇcfm˙a Uf_ ˙h\Y]f˙Z]fgh k]b˙⊣b˙h\Y˙9Ugh˙Z]bU`g˙g]bWˇ ˙⊣bY˙%ž˙&$$*ž˙UbX˙]hg˙U˙fYZfYg\]b[ hk ]gh˙cZ˙ZUhY˙h\Uh˙h\Y˙f˙WUdhU]b˙VUW_ ˙h\Ybž˙F cX˙6f]bX 5a ci fž˙bck WcUW\Yg˙h\Y˙hYUa "˙MU\cc˙Gdcfhg˙fYdcfhg˙h\Uh˙@c[ Ub˙GhUb_cj Ybž k \c˙k Ug˙⊣ ˙ght˙h\fYY˙mYUfg˙c˙X˙Xi f]b[ ˙h\Y˙`Ugt˙9Ugh˙Z]bU`g˙k ]bž gWˇfYX˙h\Y˙U˙!m a dcfhUbh˙[ cU`ž˙UXX]b[˙U˙hci W\˙cZ˙bcgtU`[ ]U˙hc˙h\Y b][\h"

K]h\˙h\]g˙k]bž˙h\Y˙<i ff]WUbYg˙U]a ˙hc˙_YYd˙h\Y˙a ca Ybti a ˙[c]b[

Ug`h\Ym`dfYdUfY`Zcf`h\Y]f`bYl h`g\ck Xck b`]b`h\]g`Z]YfWW`m
WcbhYghYX`gYf]Yg"H\Y`hYUa g`fYg]`]YbWW`UZhYf`a U_]b[`h\Y`d`UmcZZg
Zcf`gYj Yb`WcbgYWi h]j Y`gYUgcbgžU`VY]h`k ]h\ci h`k]bb]b[`h\Y
Wtj YhYX`GhUb`Ym`7i d`cf`fYUW\]b[ `h\Y`: ]bU`g]b`h\]g`ghfYhWW`ž
g\ck WUgYg`h\Y]f`XYhYfa]bUh]cb`UbX`Z[\h]b[`gd]f]h"H\Y`ZfUbW\]gY
\Ug`U`f]WX`\]ghcfmž`\Uj]b[`d`UmYX`U`hchU``cZ`()`gYUgcbg`g]bWW`]hg
]bWWdh]cb`]b`%-, $žcf][ ]bU``m`Ug`h\Y`< UfhZcfX`K \U`Yfg`VYZcfY
a U_]b[`h\Y`a cj Y`hc`FU`Y][ \`]b`%-, "

7i ffYbh`GYUgcb`<][\`][\hg

H\]g`gYUgcbžh\Y`<i ff]WUbYg`\Uj Y`XYa cbghfUhYX`]a dfYgg]j Y
dYfZcfa UbWž`Z]b]g\]b[ `k]h\ U`fYWcfX`cZ`(+`k]bgž` $`cggYgžUbX`)
cj Yfh]a Y``cggYg"H\Y]f`dYfZcfa UbWW`\Ug`d`UWWX`h\Ya `Ua cb[`h\Y
hcd`]b`h\Y``YU[ i Yžk ]h\ U`[ cU`g!Zcf`hchU``cZ`&* * `UbX`U`[cU`g!
U[U]bgh`hU``mcZ`&` $`Xi f]b[ `h\Y`fY[ i `Uf`gYUgcb"H\Y`7\Ua dg`cf
7\i a dg`g]hY`dfcj]XYg`XYhU]`g`cb`\ck `h\Y`hYUa g`d`UmcZZ`ghfYU_
]g`WffYbh`m`h\Y`Zci fh\``cb[Ygh`]b`h\Y`B<@žU`ghfcb[`hYghUa Ybh`hc
h\Y]f`Wca dYh]h]j YbYgg"

+b`h\Y]f`dcghgYUgcb`̂ci fbYmž`7Ufc`]bU`Z]fgh`ZUWWX`cZZ`U[ U]bgh`h\Y
BYk `̂YfgYm`8Yj]`g`UbX`h\Yb`hcc_`cb`h\Y`Zcfa `]XUV`Y`K Ug\]b[hcb
7Ud]hU`gžk ]bb]b[  `Vch\`gYf]Yg`hc`[ Yh`hc`h\Y`7cbZYfYbWW`: ]bU`g"
<ck Yj Yfžh\Y]f`̀i W_`hi fbYX`]b`h\Y`gYf]Yg`U[U]bgh`h\Y`DUbh\Yfgž
k \YfY`h\Ym`\Uj Y`ghfi [ [ `YXžgi ZZYf]b[`U`gYf]Yg`cZ`XYZYUhg`VYZcfY
Z]bU``m`VfYU_]b[ `h\Y`ghfYU_"

7ca dUfUh]j Y`GhUbX]b[g

H\Y`: `cf]XU`DUbh\Yfgžh\Y]f`f]j U`gžU`gc`Z]b]g\YX`h\Y`fY[ i `Uf
gYUgcb`ghfcb[ `m`k ]h\ U`fYWcfX`cZ`(+`k ]bgž` %`cggYgžUbX`(
cj Yfh]a Y`cggYždi hh]b[ `h\Ya `]b`U`j Yfm`Wca dYh]h]j Y`dcg]h]cb"
H\Ym`\Y`X`Ub`UXj UbhU[Y`]b`fY[i `Uf`gYUgcb`ghUhgžgWcf]b[ `&(*
[cU`g`k \]`Y`U``ck]b[`&&' "5WWcfX]b[ `hc`<cW_Ym`FYZYfYbWWžh\Y]f
ghUfh]b[`[ cU`]Yž Gff[Y]`6cVfcj g_mž\Ug`VYYb`]b`Z]bY`Zcfa ž
VcUgh]b[`U`"- ')`gUj Y`dYfWbhU[Y`h\fci [ \ci h`h\Y`d`UmcZZg"

5g`h\Y`gYf]Yg`Wcbh]bi Ygž`U`dU`dUV`Y`gYbgY`cZ`\cdY`Z]`g`h\Y`Uf]b

7Ufc`]bU" H\Y <i ff]WUbYg \Uj Y h\Y Yl dYf]YbWY UbX g_]`` hc WcbhYbX k]h\ h\Y DUbh\Yfgž UbX ZUbg UfY YU[Yf hc gYY \ck h\]g a Uf_g U hi fb]b[ dc]bh Zcf U gei UX h\Uh h\Ug g\ck b h\Ym UfY a cfY h\Ub WUdUV`Y cZ f]g]b[ hc h\Y cWWUg]cb" K]`` h\Ym a U]bhU]b h\Y]f bYk Zci bX Z]fY Ug h\Ym \YUX]bhc h\Y bYl h VUhh`Y3 Cb`m h]a Y k]`` hY``"

8 YhU]`g	
C fh	F U`Y][\ž I b]hYX GhUhYg
E i Y``Yb	• gdcfhg"mU\cc"Wca • WX Ua dgcfWX i a dg"i g • k k k "\cW_Ym!fYZYfYbWY"Wca