

: c f h ' D] Y f W ' > c V g Y Y _ Y f g ' @ Y Z h ' K U] h] b [' U g
B Y k ' 7 U f Y Y f ' 7 Y b h Y f ' 8 Y ` U m Y X

⌘ X] U b ' F] j Y f ' 7 c i b h m i Z U W g ' X Y ` U m g '] b ' b Y k ' 7 U f Y Y f G c i f W
W b h Y f ' c d Y b] b [g ' U g ' c V g Y Y _ Y f ' f Y g c i f W g ' W c b g c `] X U h Y ' U a] X g h
Z i b X] b [' W U ` Y b [Y g "



& % \$ & ' 5 j Y " ' E ž : c f h ' D] Y f W ž : @ ' (-) \$ ž i G 5 ' ! ⌘ : c f h ' D] Y f W ž
: ` c f] X U ž ' h \ Y ' c d Y b] b [` c Z ' U ' b Y k ' f Y g c i f W ' W b h Y f ' U] a Y X ' U h ' U g g] g h] b [
c V ' g Y Y _ Y f g ' \ U g ' \] h ' U ' g b U [" ⌘] h] U ` m i g Y h ' c ' k Y ` W c a Y ' W] Y b h g ' c b ' > ` m
% ž ' h \ Y ' Z U W]] h m f Y a U] b g ' i b X Y f ' W c b g h f i W h] c b ' U g ' c Z > ` m i & ž ' Y U j] b [
a U b m i ' c ' k c b X Y f ' k \ Y b ' h \ Y m i k] ` Z] b U ` m \ U j Y ' U W W g g ' h c ' h \ Y g Y
Y g g Y b h] U ` g Y f j] W g " 5 W c f X] b [' h c ' K D H J ž ' h \ Y ' X Y ` U m i] g ' U f [Y ` m
U h f] V i h Y X ' h c ' Y i h Y b X Y X ' d Y f a] h h] b [' d f c W g g Y g ž ' k \] W \ U j Y ' _ Y d h
h \ Y ' W b h Y f g] h i U h Y X '] b ' h \ Y ' F Y b U] g g U b W ' 6 i g] b Y g g ' D U f _ ' c b
C _ Y Y W c V Y Y ' F c U X ' ` c W _ Y X ' U b X '] b U W W g g] V ` Y ' h c ' h \ Y ' d i V `] W

6 f] U b ' 6 U i Y f ž ' h \ Y ' 7 9 C ' c Z ' 7 U f Y Y f G c i f W ' F Y g Y U f W ' 7 c U g h ž ' f Y W b h m
g \ U f Y X ' h \ U h ' h \ Y ' W b h Y f g ' W f h] Z] W h Y ' c Z ' c W W d U b W m k U g ' c b ` m
[f U b h Y X ' c b ' A c b X U m ž ' a Y U b] b [' W c b g h f i W h] c b ' \ U g ' V Y Y b ' U `] h h Y

VY\]bX'gWXYXi`Y"Di V`JWfYWcfXg'g\ck`U'gYf]Yg'cZ']bgdYWh]cbg'h\Uh
\Uj Y`bck`VYYb`fYWbhmWcbWi XYXžUbX`YI dYWhUh]cbg`UfY`h\Uh
h\Y`fY`cWUh]cb`k`j`k fUd`i d`Vm`UhY`ž`m`I bh]`h\Ybž']bX]j]Xi U`g
gYY_]b[`Ya d`cma Ybh'a i gh'fY`micb`h\Y`YI]gh]b[žU`VY]h'ci hXUhYXž
ZUWj]hm`cWUhYX`]b`Ub`c`X`gW\cc`Vi`]X]b[`cb`5j Ybi Y`E`"

H\Y`=a dUWh`cb`xV`GY_Yfg

I bZcfhi bUhY`mž'h\Y`XY`Umg`Wca Y`Uh`U`h]a Y`k`Yb`cVgYY_Yfg`UfY
U`fYUXm`ZY`]b[`h\Y`ghfU]b`"9Uf`]Yfž'h\Y`:`cf]XU`8YdUfha Ybh'cZ
7ca`a`YfW`UX`X]fYW`YX`cVgYY_Yfg`hc`bYUfVm`7UfYYfGci fW
WbhYfg`]b`JYfc`6YUW`UbX`Ghi Ufhž`k`X]W`UX`VYYb`WcgYX`Zcf
gYj YfU`a`cbh`g`H\]g`YZh'a UbmigWfUa`V`]b[`Zcf`Ugg]ghUbW`UbX
fYgci fW`g`Xi f]b[`U`Wfi W]U`h]a Y`cZ`cV`i bh]b["

7UfYYfGci fW`F`YgYUfW`7cUgh`Ug`U`gc`ZUW`X`g][b]Z]Wb`h`W`Ub[Yg
]b`fYWb`h'a`cbh`g`5g`cZ`GYdhYa VYf`&+ž`\$&(`ž'h\Y`cf[Ub]nUh]cb
WcgYX`]hg`7UfYYf`7YbhYfg`]b`A`Ufh]b`UbX`bX]Ub`F`j Yf`7ci bh]Yg
Xi Y`hc`Z`bX]b[`fYU`cWUh]cbg`UbX`cdYfUh]cbU`UX`↑gha Ybhg`H\]g
g]hi Uh]cb`a`U[b]Z]YX`h\Y`ja`dcfhUbW`cZ`YghUV`]g\]b[`h\Y`bYk
WbhYf`]b`:`cfh`D]YfW`ž`Ug`]h`gYfj Yg`Ug`U`]ZY`]bY`Zcf`h\cgY`gYY_]b[
Ya d`cma Ybh`UbX`hfU]b]b[`]b`h\Y`UfYU"

K`X]Y`h\Y`bYk`:`cfh`D]YfW`7UfYYf`7YbhYf`]g`gYh`hc`fYa`U]b`cdYb
i bh]`h\Y`YbX`cZ`h\Y`mYUfž`h\Y`fYgci fW`g`k`j`gh]`VY`]a`]hYX`i bh]
h\Y`7ca`dfY`Ybg]j Y`7UfYYf`7YbhYf`cZ]W]U`micdYbg`]b`Ubi Ufm
&\$&) žUg`XYhU]YX`Vm`7UfYYfGci fW`F`YgYUfW`7cUgh`H\YgY
g\]Zh]b`gYfj]W`Uj`U`]UV`]hm`UfY`XYg][bYX`hc`Yb`UbW`WfYfYf
XYj Y`cda Ybh`cddcfhi b]h]Yg`Zcf`h\cgY`]b`bYXX"

6fcUXYf`7cbhYI h`]b`7UfYYf`8Yj Y`cda Ybh

: cf`a`Ubmž'h\Y`fc`Y`cZ`7UfYYfGci fW`:`cf]XU`YI hYbXg`k`Y`VYmcbX
↑gh`U`cV`gYUfW`"H\]g`cf[Ub]nUh]cb`Wcb`bYW`g`]bX]j]Xi U`g`k`]h`h\Y
hcc`g`h\Ymib`YXX`hc`Z]bX`WfYfYfg`UW`cgg`U`k`]XY`fUb[Y`cZ`]bXi`ghf]Yg"
5g`fYdcfhYX`Vm`7UfYYfGci fW`:`cf]XU`ž'h\Y]f`gYfj]W`g`]bWi XY
cV`gYUfW`Ugg]ghUbW`ž`hfU]b]b[`UbX`YXi`WUh]cbž`k`cf`g`cdgž`UbX
Yj Yb`WfYfYf`ZU]fg`bcbY`cZ`k`X]W`Wca Y`k`]h`U`df]W`hU[`Zcf`h\Y

čV`gYY_Yf" ħg`WYUf`h\Uh`cWU`WUfYYf`WbhfYfg`d`UmU`Wfi WJU`fc`Y
]b`h\]g`gi ddcfh'gmghYa ž\Y`d]b[`]bX]j]Xi U`g`cVhU]b`h\Y`g_]`g
bYWf`ggUfmihc`Wča dYhY`]b`hcXUmg`čV`a Uf_Yh"

5g`h\Y`Wča a i b]hmiUk U]hg`h\Y`Wča d`Yh]cb`cZ`h\Y`bYk`WbhfYfž
h\YfY`g`U`Wč`YWh]j Y`\cdY`h\Uh`h\YgY`XYj Y`cda Ybhg`k`j`i`h]a UhY`m
XY`j] Yf`h\Y`fcVi gh'gi ddcfh'gYfj]Wf`g`h\Uh'gc`a Ubm]b` : cfh'D]YfWfž
A Ufh]bž`UbX`đX]Ub`F`j] Yf`7ci bh]Yg`XYgdYfUhY`m`bYYX"i bh]`h\Ybž
Wčbgh]hi Ybhg`UfY`i f[YX`hc`ghUm]bZcfa YX`UVci hi dWča]b[
fYgci fWf`g`UbX`hfUbg]h]cbU`k cf_g\cdg`Uj U]`UV`Y`Uh`h\Y`Yi]gh]b[
 : cfh'D]YfWf`cWUh]cb"

8YhU]`g	
Cfh	&%\$&'5j Y``E ž: cfh'D]YfWfž: @' (-) \$žI G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "k dhj "Wča• WUfYYfgci fWfWfWča• WUfYYfgci fWfZ`cf]XU"Wča

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