

DUbh\Yfg'7`]bW\`GhUb`Ym'7i d'5[U]b.
6cVfcj g_m'GhUbXg'HU``]b'; Ua Y`*

H\Y':`cf]XU'DUbh\Yfg'gYW fYX'h\Y]f'gYWcbX`WcbgYW h]j Y
GhUb`Ym'7i d'ž'XYZYUh]b['h\Y'9Xa cbhcb'C]'Yfgž'k]h\`GYf[Y]
6cVfcj g_m' . \$' - /g'ghY`Uf'[cU`Y'dYfZcfa UbW\`)[\`][\hYX"



9Xa cbhcbž'7UbUXU'!H\Y':`cf]XU'DUbh\Yfg`\Uj Y`cbW\`U[U]b
f]gYb`hc'h\Y`hcdž'W]bW\]b['h\Y]f'gYWcbX`WcbgYW h]j Y`GhUb`Ym'7i d
W\Ua d]cbg\]d`UZhYf`U`XYW]g]j Y') !%j]W\cfm`U[U]bgh'h\Y'9Xa cbhcb
C]'Yfg']b'; Ua Y`*'cZh\Y`Z]bU`g"H\]g'hf]i a d\`bchcb`m`W\`a Ybhg'h\Y
DUbh\Yfg`ghUhi g']b`B<@`]\ghcfm`Vi h`U`gc`g\ck WUgYg'h\Y`ghY`Uf
dYfZcfa UbW\`cZh\Y]f'[cU`hYbXYfž'GYf[Y]'6cVfcj g_mž'k \c'a UXY
&, 'gUj Ygž'U`ck]b['† ghcbY'[cU`h\fc i [\ci h'h\Y'a UhW\`"H\Y`cb`m
V`Ya]g\`cb`\]g`ch\Yfk]gY`ghY`Uf`b][\h`WUa Y`Zfca `J Ug]`m
DcX_c`n]bž'k \c'a UbU[YX`hc`gWcfY`k]h\`† gh(. (&'fYa U]b]b[`]b`h\Y
h\]fX`dYf]cX"

6Ug_]b[`]b`h\Y'[`ck`cZ']W\cfmž'6cVfcj g_m`YI dfYggYX`\]g
[fU]hi XYž'ghUh]b[ž' =Wci `Xb h`XfYUa `Ubm'a cfYž'Ubm`V][[Yf" '<]g

fYgJ]YbWŴ`UbX`hU`Ybh`Uj`Y`VYYb`j`]hU`hc`h`Y`DUbh`Yfg`gi`WŴgg
h`]g`gYUgcbž`YgdYWŴU`mXi`f]b[`h`Y`d`UmċZZgž`k`YfY`Y`d`UmYX`U`
&`[`Ua`Yg`UbX`VcUghYX`U`fYWċfX`cZ`%*!+ž`k`]h`Ub`ja`dFYgg]j`Y
[`cU`g!U[`U]bgh`Uj`YfU[`Y`fi`55ċ`cZ`&`&\$`UbX`U`gUj`Y`dYfWŴbhU[`Y`cZ
"-`%(`"BchUv`mž`6cVfcj`g_m`U`gc`fYWċfXYX`h`fYY`g`i`hci`hg
h`fci`[`ċi`h`h`Y`d`UmċZZgž`dfcj`]b[`hc`VY`U`Zcfa`]XUV`Y`k`U`U[`U]bgh
cddcg]b[`hYUa`g":`ċf]XU`XYZYbgYa`Ub`GYh`ċbYg`UX`[`ċk`]b[
k`cfXg`Zcf`h`Y`bYha`]bXYfž`WŴ`]b[`\`ja`U`ghcbY`k`U`ž`U`gYbh]a`Ybh
h`Uh`fYgcbUhYg`k`]h`ZUb`g`UbX`d`UmYfg`U`_Y"

6cVfcj`g_m`g`D`UmċZZ`ċi`fbYm

Hc`di`h`6cVfcj`g_m`g`dYfZcfa`UbWŴ`]bhc`WċbhYI`hž`\`]g`ghUh]gh]WŴ`
dfck`Ygg`Xi`f]b[`h`Y`GhUb`Ym7i`d`:`]bU`g`g`ċk`WŴgYg`Vch`\`\`[`\g
UbX`ċk`g`K`]h`U`(!&fYWċfX`]b`h`Y`Z]bU`gž`6cVfcj`g_m`\UX`U`;`55
cZ`&`(`)`UbX`U`gUj`Y`dYfWŴbhU[`Y`cZ`"-`%`-`žYa`d`Ug]n]b[`\`]g`Wf]h]WŴ`
fc`Y`cb`h`Y`hYUa`"ċ`h`h`Y`dFYj`]ci`g`Z]bU`g`U[`U]bgh`h`Y`JY[`Ug`;`c`XYb
?b][`\hgž`\Y`ZUWŴX`WŴU`Yb[`Ygž`cZhYb`VUh]b[`cb`a`i`h]d`Y`Zfcbhg"
:`cf`]bghUbWŴž`]b`;`Ua`Y`%`cZh`Y`&\$&&!&`:`]bU`gž`\Y`ghfi`[`[`YX`k`]h`
U`",`+-`gUj`Y`dYfWŴbhU[`Y`UZhYf`U`ċk`]b[`Zci`fi`[`cU`gž`]i`ghfUh]b[`h`Y
fc`YfWċUghYf`bUhi`fY`cZ`d`UmċZZ`\cW_Ym"

H\]g`mYUfž`\ċk`Yj`Yfž`k`Ug`a`Uf_YX`mX]ZZYfYbh"ċ`h`Y`UhYgh`Z]bU`g
gYf]Yg`U[`U]bgh`h`Y`C`]Yfgž`6cVfcj`g_m`ghċcX`ci`h`k`]h`a`ca`Ybhg`cZ
Vf`]UbWŴž`]bWi`X]b[`Wċa`dUfUh]j`Y`k`]bg`UbX`ċcgYg.`Y`gd`i`ffYX`h`Y
DUbh`Yfg`hc`Wfi`WŴU`j`]Wċf]Ygž`k`]h`\`]g`hc`hU`gUj`Yg`Zfca`h`Y`gYf]Yg
hU`m]b[`i`d`hc`)`%`ċj`Yf`%\$`+`a`]bi`hYg`cZ`d`Um"ċ`<]g`c`j`YfU`gUj`Y
dYfWŴbhU[`Y`h`fci`[`\`U`U`[`Ua`Yg`\ċj`YfYX`Uh",`-`ž`UbX`k`\`]Y`h`YfY
k`YfY`WŴU`Yb[`Ygž`\]g`dYfZcfa`UbWŴ`k`Ug`U`Zci`bXUh]cb`Zcf`Vi`]X]b[
h\]g`WŴUa`d]cbg\]d`fi`b"H`Y`DUbh`Yfg`fcUX`hc`h`Y`Z]bU`g`\Ug`VYYb
dUj`YX`bch`cb`mVm`6cVfcj`g_m`g`ghċdg`Vi`h`U`gc`hYUa`[`f]h`UbX
fYgc`j`Y"

H\]g`ċi`fbYm`W`a`]bUhYX`]b`U`Z]bU`[`Ua`Y`k`\YfY`6cVfcj`g_m`g
YZZcfhg`g\]bYX`\Y`ZUWŴX`&`,`g\`chgž`hi`fb]b[`Uk`Um`&+ž`k`\]WŴ`k`Ug
↑gh`Ybci`[`\`hc`gYW`fY`h`Y`k`]b`UbX`W`a`]bUhY`U`fYa`Uf_UV`Y
gYUgcb"ċ`h`g`h\]g`hYbUW]hm`h`Uh`Z`]g`h`Y`ZUb`g`\YUfhg`k`]h`\`ċdY`UbX
ċm`UbX`gYW`fYg`6cVfcj`g_m`g`d`UWŴ`Ug`U`Y[`YbX`]b`:`ċf]XU`g

\cW_YmibUffUh]j Y" H\Y`C]YfgžXYgd]hY`h\Y]f`UhhYa dhg`UbX`j Uf]ci g
ghfUHY[]Yg`]bj c`j]b[`hk c`[cU`Ygž`Ghi Ufh`G_]bbYf`UbX`7U`j]b
D]W_UfXž`g]a d`m`Wci `Xb h`Z]bX`h\Y`Ubgk Yf`hc`6cVfcj g_mg
i bm]Y`X]b[`XYZYbgY"

H\Y`6][[Yf`D]Whi fY

H\Y`DUbh\Yfg`j]Whcfmig][b]Z]Yg`a cfY`h\Ub`↑ gh`Ubch\Yf`hcd`m`]h
]`i ghfUHYg`U`dck YfZi `Wcbh]bi]hm`k]h\]b`h\Y`hYUa ž`dUj]b[`h\Y`k Um
Zcf`Zi hi fY`Ugd]fUh]cbg" `ž gh`U`mYUf`df]cfž`h\Y`DUbh\Yfg`ZUW`X`h\Y
C`Yfg`]b`U`\UfX!Zci [\h`gYf]Ygž`k \]W`h\YmibUffck`m`k cb`]b`gYj Yb
[Ua Yg`H\]g`UV`]hm`hc`f]gY`U[U]b`U[U]bgh`h\Y`gUa Y`cddcbYbh`cb`m
ghfYb[h\Ybg`h\Y]f`fYdi hUh]cb`k]h\]b`h\Y`YU[i Y"

6cVfcj g_mg`[fck h\`Ug`U`d`UmcZZdYfZcfa Yf`\Ug`VYYb`dUfUa ci bhž
UbX`k \]Y`\Y`ZUW`X`hf]U`g`]b`YUf`]Yf`gYUgcbgž`\Y`\Ug`Vci bW`X`VUW_
ghfcb[Yf" `h`g`U`hYghUa Ybh`hc`\]g`Wca a]ha Ybh`UbX`dUgg]cb`Zcf`h\Y
[Ua Yž`UbX`Zcf`h\Y`ZUbgž]hg`U`h\f`]b[`gU[U`cbY`h\Uh`a][\h`↑ gh
VY`h\Y`VY[]bb]b[`cZ`a cfY`[ccX`h\]b[g`hc`Wca Y`Zcf`h\Y`:`cf]XU
DUbh\Yfg"

5g`k Y`W`Y`VfUHY`h\]g`]a dfcVUV`Y`UbX`W`Yf]g\YX`j]Whcfmž`k Y`WU
cb`m`cc_`Zcfk UfX`hc`k \Uh`]Yg`U\YUX": `cf]XU`\c`Xg`]hg`VfYUh\ž
\cd]b[`Zcf`a cfY`gi W`YI \]UfUh]b[`a ca Ybhgž`UbX`]Z`UbmcbY`WU
XY`]j Yfž`]hg`h\Y` ghcbY`k U` ` \]a gY`Ž`GYf[Y`]6cVfcj g_m`

8YhU]`g	
Cfh	9Xa cbhcbž`7UbUXU
EiY`Yb	<ul style="list-style-type: none">• k k k "b\`"Wca• k k k "ghUha i gY"Wca

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