

F c mU`7Uf]VVYUb/ , \$' - /g'6c`X
@YUXYfg\]d`G\]Zh. `K \Uh g`B YI h`Zc f
7 fi]g]b[3

F c mU`7Uf]VVYUb`hfUbg]h]cbg`YUXYfg\]d`]b`A]Ua]`Ug`>Ugcb
@]VYfhm`gi VVWYXg`F]WUfX` : U]bž`U]a]b[`Zcf`]bbc] Uh]cb`UbX
gi ghU]bUV`]`hm"



A]Ua]ž: `cf]XUž`I G5`!`H\Y`k]bXg`cZWXUb[Y`UfY`V`ck]b[
h\fc] [\`h\Y`F c mU`7Uf]VVYUb`; fci d`Ug`h\Y`W`a dUbm`dFYdUfYg`Zcf
U`g][b]Z]Wb`h`YUXYfg\]d`hfUbg]h]cb`UhYf`h\]g`mYUf``F]WUfX` : U]bž
h\Y`7\U]fa Ub`cZ`h\Y`6cUfX`g]bW`%- , , ž`k]`ghYd`Xck b`]b`E (
&\$&) `UZhYf`U`a cgh`Zci f`XYWUXYg`Uh`h\Y`\Y`a ``K]h\`a]`YUj]b[ž
>Ugcb`@]VYfhmž`k \c`\Ug`gYfj YX`Ug`dFYg]XYb`h`UbX`79C`g]bW`YUf`m
&\$&&ž`g`gYh`hc`gi VVWYX` : U]b`Ug`Vch\`7\U]fa Ub`UbX`79C``H\]g
g\]Zh]g`VY]b[`W`YVfUhYX`Ug`U`j]hU`ghYd`hck UfX`Yb\UbW]b[
[c] YfbUbW`UbX`Ybgi f]b[`ghfcb[``YUXYfg\]d`a c]]b[`Zcfk UfX`
@]VYfhm`]g`YI dYWYX`hc`]bZi gY`U`gYbgY`cZ`]bbc] Uh]cbž`ZcW`g]b[`cb
]a dfc]]b[`h\Y`c] YfU``[i Ygh`YI dYf]YbW`k \`]Y`gdYUf\YUX]b[

gi ghU]bUV]`]hm]b]h]Uh]j Yg"

⊖`U`fYWWbh'ghUhYa Ybhž`@]VYfhm`YI dfYggYX`\"`g`\"c bcf`Uh`VY]b[
Y`YWhYX`hc`h\YgY`g][b]Z]WUbh'fc`Ygž`i bXYf`]b]b[`h\Y`Wċa dUbm g
Wċa a]ha Ybh'hc`Yb\UbW]b[` [i Ygh`YI dfY]YbWg`UbX`Vccgh]b[
g\UfY\"c`XYf`j U`i Y`"A YUbK \"`Yž`æ\"b`6fcW\"`\"Ug`VYYb`Uddc]bhYX`Ug
⊖XYdYbXYbh`@YUX`8]fYWċfž`U`fc`Y`a YUbh'hc`Vc`ghYf`h\Y`VcUfX g
]bXYdYbXYbW`UbX`cj Yfg][`h`WUdUV]`]h]Yg" H\]g`ghfUhY []W
dcg]h]cb]b[`]g`Ubh]W]dUhYX`hc`Wċbhf]Vi hY`hc`U`ga cch\Yf
[cj YfbUbW`ghfi Whi fY`Uh`U`h]a Y`k`\"Yb`h\Y`Wfi]gY`]bXi ghfm]g
fYWċj Yf]b[`Zfca`h\Y`dU]bg`cZ`h\Y`dUbXYa]W`⊖g`U`gYbg]V`Y`a cj Y
Zcf`U`Wċa dUbm`bUj][Uh]b[`gi W\`hi`a`i`hi`ci`g`k`UhYfg"

5`@Y[UWm'cZ`HfUbgZcfa Uh]cb

: U]b g`hYbi fY`\"Ug`VYYb`bch\]b[`g\"cfh'cZ`fYa Uf_UV`Yž`Xf]j]b[
FcmU`7Uf]VYYUb`]bhc`U`[`cVU`dck Yf\"ci gY`h\Uh`]bWi XYg`dcdi`Uf
VfUbXg`\"_Y`7Y`YVf]hm`7fi]gYg`UbX`G]`j YfgYU`7fi]gYg" I bXYf`\"g
`YUXYfg\"]dž`h\Y`Wċa dUbm`\"Ug`]bh'fcXi W\X`]bbcj Uh]j Y`WċbWdHgž
`\"_Y`h\Y`C Ug]g`7`Ugg`g\"]dgž`UbX`WUd]hU`]nYX`cb`i`b]ei Y`XYgh]bUh]cb
cZYf]b[`g`gi W\`Ug`DYfZYWh`8Um`Uh`7cWċ`7Um`<]g`XYdUfhi fY`a Uf_g
h\Y`YbX`cZ`Ub`YfUž`Vi h: U]b`\"ja gY`Z]g`WċbZ]XYbh`]b`@]VYfhm g
UV]`]h]Yg`hc`Wċbh]bi Y`h\]g`\"Y[UWm'cZ`]bbcj Uh]cb\"<Y`ghUhYXž`⊖i]g
h]a Y`Zcf`h\Y`bYI h[YbYfUh]cb`cZ`YUXYfg\"]dž`\"[\`][\h]b[`h\Y
a cj Ya Ybh'hck UfX`ZfYg\"dYfgdYWh]j Yg]b[i]X]b[`h\Y`Wċa dUbm`

5g`FcmU`7Uf]VYYUb`[YUfg`i d`Zcf`h\]g`bYk`W\UdhYfž`@]VYfhm g
j]g]cb`]bWi XYg`YI dUbX]b[`h\Y]f`Zcchdf]bh`]b`Vch\`Wfi]gY`hfUj Y`
UbX`\"UbX!VUgYX`YI dfY]YbWg`\"H\Y`U]a 3`Hc`Xf]j Y`W`ghca Yf
gUh]gZUWh]cb`UbX`WċfdcfUhY`fYgdcbg]V]`]hm]bhc`h\Y`Z`hi fY`\"@]VYfhm g
`YUXYfg\"]d`\"Ug`U`fYUXmig\"ck b`dfca]g]b[`g][bgž`VcUgh]b[`U`++\") ı
Ubbi U`ghcW`fYhi fb`UbX`U`W`ffYbh'a Uf_Yh`WUd`cZ`~ +&\"%(`V]`\"cb
Ug`cZ`‡ bY`&\$&) "

GhfUhY[]W; fck h\`5`YUX

H\Y`i dWċa]b[`hfUbg]h]cb`]g`bch`† gh`U`W\Ub[Y`]b`dYfgcbbY`/]h
fYdfYgYbhg`U`VfcUXYf`ghfUhY[]W[Ua`V]h`FcmU`7Uf]VYYUb`g

Z]bUbWjU`\\YU`h\\`fYa U]bg`fcVi ghž`k]h\\`U`fYWbhi d[fUXY`Zfca
 AccXmg`hc`6UU` `UbX`U`WUg\\`VU`UbW`cZ`) "(`V]`]cb`Ug`cZ`h\\Y`Z]fgh
 ei UfhYf`cZ`&\$&) "K]h\\`d`Ubgh`hc`UXX`g]l `bYk`g\\]dg`Vm`&\$&+ž
]bWi`X]b[`h\\Y`Z]fgh`@B; !dck YfYX`j YggY`gž`h\\Y`Wca dUbm`]g`U`gc
 _YYb`cb`Yb\\UbW]b[`]hg`gi ghU]bUV]`]hmdfcZ]Y`"@VYfhmg`ZcfYg][\\h
]bhc`fYXi W]b[`fY]UbW`cb`a Uf]h]a Y`cdYfUh]cbg`UbX`X]j Yfg]Zm]b[
 fYj Ybi Y`h\\fci [\\`UbX!VUgYX`hci f]ga `j Ybhi fYg`]g`U`ga Ufh
 UddfcUW\\`[]j Yb`W ffYbh`a Uf_Yh`XmbUa]Wg"

5bU`mghg`gYYa `hc`g\\UfY`U`dcg]h]j Y`ci h`cc_`cb`h\\Y`Wca dUbm`g
 dfcgdYWhg/FcmU`7Uf]VVYUb`W ffYbh`m`Yb`cmg`U`WcbgYbgi g`6i m
 fUh]b[ž`k]h\\`U`df]W`hUf[Yh`gi [[Ygh]b[`U`%) i `i dg]XY`Zfca `]hg`ž bY
 &\$&) `ghcW_`Yj Y`g"H\\Y`YUXYfg\\]d`hfUb]g]h]cbž`Wca V]bYX`k]h\\`h\\Y
 Z]bUbWjU`ghfYb[h\\`cZ`h\\Y`Wca dUbmž`dcg]h]cbg`]h`Ug`U`df]a Y
 WUbX]XUhY`Zcf`]bj Yghc`fg`cc_]b[`Uh`cb[!hYfa `[U]bg"

K \\]Y` : U]b`k]`fYa U]b`cb`h\\Y`VcUfXž`dfcj]X]b[`Wcbh]bi]hm`UbX
 a Ybhc`fg\\]d`Zcf`@VYfhmž`\\]g`XYdUfhi fY`gma Vc`]nYg`U`d]j`chU`
 a`ca Ybh`Zcf`FcmU`7Uf]VVYUb`"5g`h\\Y`Wfi]gY`]bXi ghfm`Wcbh]bi Yg`hc
 fYVci bX`UbX`Yj`c`j Yž`U`YmYg`k]`i bXci VhYX`m`VY`cb`@VYfhm`UbX
 h\\Y`bYk`ghfUhY[]Yg`\\Y`k]`]a d`Ya Ybh`Ug`h\\Y`Wca dUbm`gYhg`gU`
]bhc`i bW\\UfhYX`k UhYfg"

8YhU]`g	
Cfh	A]Ua]ž: `cf]XUž`I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hfUj Y`UbXhci fk cf`X"Wca • k k k "hfUj Y`di `gY"Wca • k k k "U]bj Ygh"Wca

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