

HfU[]W5ggUi `h`]b`A]Ua]!8UXY. `: Uh\Yf
6Uff]WUXYg`5ZhYf`<i fh]b[`Gcb

5`fYW`bh`]bW]XYbh`]b`A]Ua]!8UXY`7ci bhm`]bj`c`]b[`U`ZUh\Yf`g
UggUi `h`cb`\]g`gcb`fU]gYg`i`f[Ybh`W`bW`fbg`UVci`h`Xca`Ygh]W
j`j`c`YbW`UbX`W`ca`a`i`b]hmigUZYhm"



Gci h\k Ygh`%&&bX`5j Ybi Yž`A]Ua]ž: @ž`I G5`!`b`h\Y`\YUfh`cZ
A]Ua]!8UXY`7ci bhmž`U`X]ghi`fV]b[`]bW]XYbh`i`bZc`XYX`cb`GUhi`fXUm
UZhYfbccb`k`\Yb`U`a`Ub`VUff]WUXYX`\]a`gY`Z`]b`\]g`UdUfha`Ybh`UZhYf
UggUi`h`]b[`\]g`Z]Y!mYUf!c`X`gcb`"H\Y`Yj`Ybh`hc`_`d`UW`bYUf`h\Y
&\$\$\$`V`cW`cZ`Gci h\k Ygh`%&&bX`5j Ybi Yž`\][`\][\h]b[`h\Y`[f]a
fYU`]hmcZ`Xca`Ygh]Wj`j`c`YbW`h\Uh`W`bh]bi`Yg`hc`d`U[i`Y
W`ca`a`i`b]h]Yg`UWfcgg: `cf]XU`"5W`W`fX]b[`hc`7]VYf7i`VUž`h\Y
UhhUW`Yfž`k`\cgY`]XYbh]hm`\Ug`bch`VYYb`X]gWcgYXž`]b`↑`fYX`\]g`gcb
Vm`h`fck`]b[`\]a`U[U]bgh`U`k`U`""H\Y`W\]`X`b`YYXX`a`YX]WU`
UhhYbh]cb`UbX`k`Ug`hU`_Yb`hc`?YbXU`"FY[]cbU`<cgd]hU`Zcf
hfYUha`Ybh`Zc`ck`]b[`h\Y`]bW]XYbhž`k`\]Y`dc`]W`W`ca`a`YbW`X`Ub
]bj`Ygh][Uh]cb`]bhc`h\Y`a`UhhYf"

K \Yb`h\Y`A]Ua]!8UXY`dc`jW\`Uffj] YXž`h\Y`g]hi Uh]cb`YgWU`UhYX`Ug
h\Y`UggU]`Ubh`fYŽ gYX`hc`YUj Y`\]g`UdUfha Ybhž`YUX]b[`hc`U
WcbŽfcbhUh]cb`k]h\`g\Yf]ZZ`g`XYdi h]Yg`H\Y`bYYX`Zcf`ja a YX]UhY
]bhYfj Ybh]cb`]b`gi W\`WUgYg`WUbbch`VY`cj YfghUhYXž`YgdYW]U``m
Wcbg]XYf]b[`h\Y`U`Ufa]b[`ghUh]gh]Wg`gi ffc`i bX]b[`Xca Ygh]W
j]c`YbW\`]b`h\Y`UfYU```b`ZUWž`**A]Ua]!8UXY`7ci bhm**`fYdcfhYX
- ž) +`WUgYg`cZ`Xca Ygh]Wj]c`YbW\`]b`&\$%*ž`h\Y`\][\Ygh]b`h\Y
ghUhY`cZ: `cf]XU``5`Ufa]b[`mž`bYUf`m,) i `cZ`W\`XfYb`Yi dcgYX`hc
Xca Ygh]Wj]c`YbW\`k]hbYgg`h\Y`UVi gYž`k \]W\`WUbb`Uj Y`Ugh]b[
YZZYW`hg`cb`h\Y]f`XYj Y`cda Ybh`

H\Y`<]XXYb`7f]g]g`cZ`8ca Ygh]WJ]c`YbW\

ž gh`Ug`h\]g`]bW]XYbh`g\cW_g`h\Y`Wca a i b]hmž`U`gYdUfUhY`hfU[YXm
i bZc`XYX`]b`DYa Vfc`_Y`D]bYg`]bj c`j]b[`U`ZUh\Yf`WUf[YX`k]h\
a i fXYf]b[`]\]g`hk c!mYUf!c`X`XUi [\hYf``Xf`i b]a c`5bh\cbm`8i f1žU
' ' !mYUf!c`X`7i VUb!Vcfb`fYg]XYbhž`k Ug`UffYghYX`Zcf`h\Y`j]c`Ybh
XYUh\`cZA Y`cXm`5``F``8``H\Y`dc`jW\`fYdcfhghUhYX`h\Uh`h\Ym
fYgdc`bXYX`hc`U`Xca Ygh]W]bW]XYbh`Uh`(\$(`Gci h\k Ygh`%+`+h\
5j Ybi Y`UZhYf`8i f1ž g`[fUbXa ch\Yf`WU`YX`h\Ya `Xi f]b[`h\Y
UhhUW`_``H\]g`WUgY`Ž fh\Yf`i bXYfgWcfYg`h\Y`W\``]b[`dfYj U`YbW\`cZ
Xca Ygh]Wj]c`YbW\`]b`A]Ua]ž`W`a]bUh]b[`]b`j]c`YbW\`U[U]bgh`h\Y
a cgh]i `bYfUV`Y W\`XfYb`

FYW\bh`Yj Ybhg`fU]gY`ei Ygh]cbg`UVci h\`ck`k Y``ci f`Wca a i b]hm
WUbb`fYWc[b]nY`h\Y`g][bg`cZ`gi W\`j]c`YbW\``5g`X]ghi fV]b[`Ug`]h`a Um
gYYa ž**GUZY`GdUW\`: ci bXUh]cb**`bchYg`h\Uh`Xca Ygh]Wj]c`YbW\
UZZYW`hg`]bX]j]Xi U`g`UWf`cgg`U``XYa c[fUd\]Wgž`]ffYgdYW]h]j Y`cZ`FUWž
U[Yž`cf`YWcbca]WghUhi g``H\Y`cf[Ub]nUh]cb`ghfYggYg`h\Uh`UVi gY
WUbb`a Ub]ZYgh]b`j Uf]ci g`Zcfa g`d\mg]WU`ž`Ya ch]cbU`ž`Z]bUbW]U`ž
UbX`a cfY``8YhYWh]b[`h\YgY`VY\Uj]cfg`YUf`micb`]g`Wf`i W]U`Zcf
dfchYWh]cbž`k]h\`Ui h\cf]h]Yg`i f[]b[`W]h]nYbg`hc`fYdcfh`gi gd]W]cbg
cZ`W\`X`UVi gY`cf`Xca Ygh]Wj]c`YbW\`k]h\ci h`XY`Um`

K]h\`h\Y`gcVYf]b[`ZUWh`h\Uh`%]b```k ca Yb`UbX`%]b`(`a Yb`\Uj Y
Yi dYf]YbW\X`d\mg]WU`j]c`YbW\`Zfca `Ub`]bh]a UhY`dUfhbYf`]b`h\Y]f
`j] Ygž`h\YfY g`U`g][b]Z]WUbbh`f]g`_ZUW`hcf`Zcf`h\cgY`]b`\Ufa Ž`
fY`Uh]cbg\]dg``H\Y`gcW]YhU``ja d`]WUh]cbg`UfY`X]fY`/a Ubm]j]Wh]a g

ZUW`bchicb`mid\mg]WU`Vi h`U`gc`dgmW\c`c[]WU`W`bgyei YbW`g" `b
ZUW`z`]hg`Ygh]a UhYX`h\Uh" "" `a]`]cb`W\]`XfYb`k]hbYgg`dUfhbYf
UVi gY`Ubbi U`m`za U_]b[`h\Ya ` ,) i `a cfY`_]Y`m`hc`Yl dYf]YbW`
UVi gY`h\Ya gY`j Yg`]b`Ybj]fcb`a Ybhg`f]ZY`k]h\`Xca Ygh]Wj]c`YbW`"

; Yhh]b[`< Y`d

H\Y`ghUh]gh]Wg`UfY`ghU[[Yf]b[ž`Vi h`h\YfY`]g`\Y`d`Uj U]`UV`Y"" : cf
h\cgY`UZZYW`YX`ž`fYgci fW`g`_]Y`\ch]bYg`UbX`g\Y`hYfg`WUb`cZZYf
j]hU`gi ddcfh"J]Wh]a g`WUb`UW`W`gg`U`&(!\ci f`Xca Ygh]Wj]c`YbW`
\ch]bY`Uh`%, \$\$!) \$\$!%%%- ž`Uj U]`UV`Y`]b`a i `h]d`Y`Ub[i U[Ygž
]bWi X]b[`9b[`]g\ž`GdUb]g\ž`UbX`7fYc`Y""ž gh`_bck]b[`k \YfY`hc
hi fb`WUb`VY`U`_]ZY`]bY`]b`h]a Yg`cZ`X]ghfYgg"

CW`cVYf`]g`XYg][bUhYX`Ug`8ca Ygh]Wj]c`YbW`5k UfYbYgg`A cbh\`]b
A]Ua]!8UXY`7ci bhmž`U`fYa]bXYf`h\Uh`Yj Yfmc`bY`WUb`Xc`h\Y]f`dUfh
]b`fYW`c[b]n]b[`h\Y`g][bg`UbX`ghUbX]b[`i`d`U[U]bgh`UVi gY""K Y
a i gh`fYa U]b`j][]`Ubh`UbX`dfcUWh]j Y`]b`UXXfYgg]b[`h\]g][ggi Y`Ygh
k Y`gYY`a cfY`hfU[]W]bW]XYbhg`_]Y`h\Y`fYW`bh`UggUi `hg`h\Uh`\Uj Y
fcW`_YX`ci f`W`a a i b]hm"6mi b]h]b[`UbX`WfYUh]b[`U`W``hi fY`cZ
Uk UfYbYggž`k Y`WUb`ghf]j Y`hc`a]h][UhY`h\Y`Yd]XYa]WcZ`Xca Ygh]W
j]c`YbW`h\Uh`UZZYW`hg`gc`a Ubm"

8YhU]`g	
Cfh	Gci h\k Ygh`%&&bX`5j Ybi Yž`A]Ua]ž: @ž`l G5
E i Y`Yb	<ul style="list-style-type: none">• Yb"W]VYfW`VU"W`a• k k k "a]Ua]XUXY"[cj• k k k "gUZYgdUW`Zci bXUh]cb`cf[

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