

F Yj]j]b['U`@Y[YbX. .; fcgg]b[Yf g
DfcdYfhm'GYh'Zcf'@i I i fm'A U_Ycj Yf

DD; '8Yj Y`cda Ybh'UWēi]fYg']Wēb]W; fcgg]b[Yf g'FYgcfhž
U]a]b['hc'fYj]hU`]nY'h\Y'\]ghcf]Wg]hY'k]h\ '[c`ZUbX`i I i fm
fYg]XYbh]U`dfc'YWhg"



@]VYfhmž'B Mž'I G5`!`H\Y'cbW![`cf]ci g'; fcgg]b[Yf g'FYgcfhž`U
\U``a Uf_`cZ'h\Y'7Uhg_]`g'hci f]ga `gWbYž'\Ug'hU_Yb`U`bYk `hi fb`Ug
]h'\Ug'fYWb'h'm'VYYb`di fW\UgYX`VmDD; '8Yj Y`cda Ybh'U`cb[g]XY
]bj Yghcf'5bXfk `GdcXY_``H\]g'UWēi]g]h]cb`Ya VfUWg'bch`↑ gh'h\Y
]Wēb]WfYgcfh]hgY`Zž`Vi h'U`gc`YbWēa dUggYg`Ub`ja dfYgg]j Y`%ž%\$ \$
UWfYg`cZ`UX`UWb'h`UbX``DD; '8Yj Y`cda Ybh']g`gYhh]b[`]hg`g][\hg`cb
\[\!YbX'[c`ZUbX`i I i fm`]Zghm`Y`fYg]XYbh]U`XYj Y`cda Ybhž
a Uf_]b[`U`g][b]Z]WUbh`g\]Zh'Zcf'h\]g`ghcf]YX`dfcdYfhm"

5f]`DYUf`ž`79C`UbX`Zci bXYf`cZ`DD; '8Yj Y`cda Ybhž`YI dfYggYX`\]g
YI W]hYa Ybh'UVci h'VYWēa]b[`ghYk UfXg`cZ'h\Y'; fcgg]b[Yf g
dfcdYfhm"↵`]\]g`k cfXgž]h]g`Ub`\cbcf`hc`YUX`U`h\ci [\hž `fYj]j U`
h\Uh'dUmg`\ca U[Y`hc`h\Y`fYgcfhg`f]W\`Y[UWm`H\Y`fYgcfhž`cbW`U

j]VfUbh\Uj Yb`UhhfUWh]b[`cj Yf`%\$ž\$ \$j]g]hcfg`Ubbi U`mž`k Ug`U
ghUd`Y`cZ`h`Y`gc!WU`YX` 6cfgW`h`6Y`h`Zfca `h`Y`%- (\$g`i`bh)`]hg
XYW]bY`]b`h`Y`%- , \$g``h`VYWJa Y`fYbck bYX`Zcf`]hg`Ua Yb]h]Yg`UbX
W`YVf]hm[i Yghgž`k Y`Wca]b[``Y[YbXg``]_Y`@ W``Y`6U``UbX
9`]nUVYh`HUm`cfž`UbX`Yj Yb`[U]bYX`ZUa Y`]b`%-) &`Zcf`VY]b[`h`Y
Z]fgh`g_]`fYgc`fh`hc`i`gY`Ufh]Z]W]U``gbck "M`hž`Vm`%- , *ž`Vi`g]bYgg
Xk]bX`YXž`UbX`h`Y`dfcdYf`m`ZY``]bhc`X]gfYdU]f`i`bh)`]hg`XYa`c`]h]cb
]b`&\$%, ž`UZhYf`m`YUfg`cZ`UVUbXcba Yb`hž`k`YfY`i`fVUb`Yi`d`cfYfg
WUdhi`fYX`h`Y`XYWU]b[`[fUbXYi`f`h`fci [\`d`c`hc[fUd`g`UbX
j]XYcgž`\][\`][\h]b[`h`Y`\Ui`bh]b[`VYUi`hmicZ`k`U`h`cbW`k`Ug`
E`%\$) +`fYdcfhg"

5`B`Yk`7`\UdhYf`6Y[]bg

DD; `8Yj`Y`cda`Ybh`Wca`Yg`k`j`h`U`dcfhZc`c`h`Uh`g`ck`WUgYg`j`Uf]ci`g
cb[c]b[`dfc`Y`Wghž`gi`W`Ug`h`Y`G`Y``6Um`XYj`Y`cda`Ybh]b
<U``UbXU`Y`6YUW`ž`k`\]W`ZYUhi`fYg`Ub`i`d`Wca`]b[`5i`VYf[Y`\`chY`
UbX`fYg]XYbW`gž`UbX`bi`a`Yfci`g[c`Z`UbX`Wci`bhfm`Wi`Vg`]b
<c``mk`ccX`UbX`DU`a`6YUW`"H\]g`Ua`V]h]ci`g`j`]g]cb`gi`[[Yghg`h`Uh
h`Y`bYk`ck`bYfg`UfY`bch`f`gh`cc_]b[`hc`fYghc`fY`U`fY`]WVi`h`UfY
U]a`]b[`hc`WfYU`h`U`a`cXYfb`!XUm`cUg]g`h`Uh`a`Um`cbW`U[U]b
UhhfUWh`j`]g]hcfg`gY`Y_]b[``i`i`i`fm`UbX`fYWfYUh]cb"

5g`h`Y`7Uhg_]`g`fY[]cb`UXUdhg`UbX`[fck`gž`]h`\Ug`gY`b`U
Zci`f]g\]b[`fYgi`f[YbW`]b`Vci`h]ei`Y`\`chY`g`UbX`i`b]ei`Y
UW`Wca`a`cXUh]cbg`h`Uh`fYZYW`h`Vch`\`]\ghc`fm`UbX`a`cXYfb]hm`
h`hYfYgh]b[`mž`g]hYg`Ufci`bX`h`Y`7Uhg_]`g`UfY`UddYUf]b[`]b`h`Y
A`]W`Y`]b`;`i`]XY`g`gY`YWh]cbž`g`ck`WUg]b[`h`Y`fY[]cb`g`YWYWh]Wa`]l
cZ`\`chY`g`h`Uh`cZZYf`Vch`W`Ufa`UbX`W`cbhYa`dcfUfm`ZU]f`"H`Y`UfYU
]g`VY[]bb]b[`hc`YW`c`hfYbXg`Zfca`i`fVUb`gY`h]b[g`]_Y`B`Yk`Mcf_
7]hmž`a`U_]b[`]h`U`ZUgW]bUh]b[`XYgh]bUh]cb`Zcf`h`cgY``cc_]b[`hc
YgWUdY`h`Y`\i`ghY`UbX`Vi`ghY`":`fca`h`Y`Ub]h]ei`Y`g`cdg`]b
7U``]W`cb`hc`h`Y`W`Ufa`]b[`]bbg`UbX`cX[Yg`h`Uh`h`f]j`Y`h`fci [\`ci`h
h`Y`fY[]cbž`h`YfY`hfi`m]g`gca`Yh\]b[`hc`VY`gU]X`Zcf`h`Y
fYj`]hU`]nUh]cb`cZ`h`g`VYUi`h]Zi``UbXgWUdY`A`]W`Y`]b`;`i`]XY
\][\`][\hg"

@cc_]b[`: cfk`UfX

H\Y`fYj`j U`cZ; fcgg]b[Yf g`]g'a cfY`h\Ub`' gh`U`fYU`YghUhY
hfUbgUWh]cb/`]hg`U`dc][bUbhfYZYWh]cb`cZ`U`W`hi fY`UbX`YfU`h\Uh
a UbmifYa Ya VYf`ZcbX`m`H\Y`Wca a i b]hm`]g`YU[Yf`hc`gYY`ck`DD;
8Yj`Y`cda Ybh`UbX`5bXfk`GdcXY`_`c bcf`h\Y`g]hY`g`Y[UWm`k`]\Y
U`gc`fYg\Ud]b[`]hg`Z`hi fY"; c`Z`Wci fgYgZ`i l i fm`fYg]XYbW`gZ`UbX
fYW`fYUh]cb`gdchg`UfY`h\Y`bYk`c`dYg`Zcf`k`h\h\]g`UbX`WUb`c`ZYfZ
dchYbh]U`m`fYd`]WUh]b[`]h\Y`j`jVfUbWm`cZ`]hg`dUgh"

5g`d`Ubg`i bZc`XZ`cbY`WUb`h\Y`d`Vi`h`k`cbXYf`k`h\h`bYk`ghcf]Yg`h\Y
; fcgg]b[Yf g`Y[UWm`k`]`]bgd]fY`"K`j`h`U`bYk`j`j]g]cb`]b`d`UW`Z`h\Y
fYj`j`hU`]nUh]cb`Wci`X`k`Y`gYfj`Y`Ug`U`Vf]X[Y`h\Uh`Wc`bbY`Whg`\]ghcfm
k`j`h`a`cXYfb`Ugd]fUh]cbg`"H\Y`bYl`h`W`UdhYf`cZ`h\]g`YbW`Ubh]b[
dfcdYfhm`]g`' gh`VY[`]bb]b[`Z`UbX`Zcf`h\cgY`k`j`h`ZcbX`a`Ya`cf]Yg`cZ
]hg`\YmXUmZ`h\YfY`]g`a`i`W`fYUgcb`hc`c`dY`Zcf`U`cmci`g`fYhi`fb`hc
dfca`]bYbW`"

8YhU]`g	
Cfh	@]VYfhmZ`B MZ`I`G5
E i`Y`Yb	<ul style="list-style-type: none">• a`]X`i`Xgc`bbYk`g`Wca• e%\$)`+`Wca• [i`]XY`a`]W`Y`]b`Wca

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