

9X[Yk UhYf' < cffcf. 'K ca Ub '7\Uf[YX
5ZhYf'GYj Yb'DYhg': ci bX'8YUX']b' < ca Y

9X[Yk UhYf'fYg]XYbh'8Ub]Y''Y'A W]bb]gž') +ž'ZUW'g'ZY'cbm
W\Uf[Yg'UZhYf'gYj Yb'XYUX'dYhg'k YfY'Zci bX']b'\Yf
UVUbXcbYX'\ca Y"



' %\$ \$ 'V'cW_ 'cZ'D]bY'HfYY'8f]j Yž'9X[Yk UhYfž': @ž'! G5 '! 'b'U
\YUfh!k fYbW\]b[']bW]XYbh'h\Uh'\Ug'g\U_Yb'h\Y'9X[Yk UhYf
Wca a i b]hmž') +!mYUf!c'X'8Ub]Y''Y'A W]bb]g'ZUW'g'gYj Yb'Wci bhg'cZ
ZY'cbmUb]a U''Wfi Y'hmiUZhYf'Ui h\cf]h]Yg'X]gWcj YfYX'h\Y'fYa U]bg'cZ
gYj Yb'dYhg']b'U'\ca Y'g\Y'j UWUhYX'bYUf'miU'mYUf'U[c''Dc'jW
fYgdc bXYX'hc'U'fYdcfh'cZ'dchYbh]U''Ub]a U''UVi gY'Uh'h\Y'dfcdYfhm
'cWUhYX'cb'h\Y'' %\$ \$ 'V'cW_ 'cZ'D]bY'HfYY'8f]j Yž'fYj YU']b['U'gWbY
h\Uh'a Ubmik ci 'X'Z]bX'\UfX'hc'ghca UW''H\Y'cbW''j] Y'm\ca Y
k Ug'XYgWf]VYX'VmicZ]W'fg'Ug'j Ugh'mXYhYf]cfUhYX'UbX'Z]'YX'k]h
Ub]a U''ZYW'gž'fYbXYf]b[']hi b]b\UV]hUV'Y'' 'k Ugb h'† gh'h\Y
X]gUffUm'h\Uh'g\cW_YX']bj Ygh][Uhcfgž'Vi h'h\Y '[f]a 'X]gWcj YfmicZ
hk c'XYUX'Xc[gž'hk c'XYUX'WUhgž'UbX'h\fYY'XYW'UgYX'V]fXg U'']b
UXj UbW'X'ghU[Yg'cZXYWca dcg]h]cb'UbX'VY']Yj YX'hc'\Uj Y

dYf]g\YX'Zfca 'ghUfj Uh]cb'UbX'XY\mXfUH]cbž'Ug'h\YfY'k Ug'bc'ZccX
cf'k UhYf'YZh'VY\]bX'Zcf'h\Ya "

: c`ck]b['U'XYhU]'YX']bj Ygh][Uh]cbž'A W]bb]g'k Ug'UffYghYX']b
8UmhcbU'6YUW\YUf'mGUhi fXUm'a cfb]b['UbX']g'W ffYbh'mVY]b[
\Y'X'cb'U` (\$ž\$ \$ \$'VcbX"B Y)[\Vcfg'fYdcfhYX'bch\Uj]b['gYYb'\Yf
Zcf'UVci h'U'mYUfž'fU]g]b['ei Ygh]cbg'UVci h'h\Y'WUfY'[]j Yb'hc'h\Y
Ub]a U'g'YZh'VY\]bX"K \Yb'ei Ygh]cbYXž'A W]bb]g'WU]a YX'g\Y
\UX'Ug_YX'U'Zf]YbX'hc'cc_'UZhYf'h\Y'dYhg'Vi h'Wci 'X'bch'dfcj]XY
Ubm'WcbhUWh]bZcfa Uh]cb"G\Y'UXa]hYX'hc'bY['YWh]b['hc'WXYW_c b
h\Y'Ub]a U'g'\YfgY'Zž'U'hfci V']b['cj Yfg][\h'h\Uh\Ug'YZh'a Ubm]b
h\Y'Wca a i b]hmUddU`YX"

H\Y'6fcUXYf'D]Whi fY'cZ'5b]a U`K Y`ZUfY

H\]g'hfU[]WYj Ybh'g\]bYg'U'gdch][\h'cb'Uf[Yf']ggi Yg'gi ffc i bX]b[
Ub]a U`Wfi Y'hmž'k \]W\ 'fYa U]bg'U'g][b]Z]WUbh'WcbWfb"5WwcfX]b[
hc'K cf`X'5b]a U`: ci bXUh]cbž'Uddfc i]a UhY`m%\$'a]`]cb
Ub]a U'g'UfY'UVi gYX'hc'XYUh\YUW\mYUf']b'h\Y' i b]hYX'GhUhYg
U'cbY""8]ghi fV]b[`mž'fYdcfhg']bX]WUhY'h\Uh'† gh'U'ga U`
ZfUWh]cb `Ygg'h\Ub'\$"\$% cZgi W\]bW]XYbhg'[UfbYf'a YX]U
UhYbh]cb"5b]a U`UVi gY'YbWca dUggYg'U'k]XY'gdYWhfi a ž'fUb[]b[
Zfca 'ci hf][\h'hc fhi fY'hc'g]a d'Y'bY['YWhž'Ug']`i ghfUhYX'Vm
A W]bb]g g'WUgY"

Ð'U'ghi Xm'WcbXi WhYX'Vm'DYh!5Vi gY"7ca ž'k \]W\ '\][\`][\hg'j]hU'
Ub]a U`UVi gY'XUhUž']hg'k cfh\ 'bch]b['h\Uh'h\Y'c'XYgh'XcW a YbhYX
WUgY'cZ'Ub]a U`Wfi Y'hm'XUhYg'VUW_c'h'%- (\$ž'Vi h'h\Y'a U'cf]hmicZ
]bW]XYbhg'\Uj Y'cWW ffYX'g]bW'h\Y'mYUf'&\$ \$ \$"K]h\ 'cb[c]b[
Wcj YfU[Y'UbX'Yj c`j]b['ghUh]gh]Wgž'h\]g'XUhUVUgY'fYZYWhg'Vch\
fYWbh'hfYbXg'UbX'\]ghcf]WU`dUhYfbg']b'Ub]a U`UVi gY'ž'Xf]j]b[
\ca Y'h\Y'dc]bh'h\Uh'bY['YWh'WU b'gca Yh]a Yg'YUX'hc'hfU[YXm'

7ca a i b]hm'F YgdcbgY'UbX'F YdYfW gg]cbg

5g'h\Y'9X[Yk UhYf']bW]XYbh'fYj YfVYfUhYg'h\fc i [\h\Y'Wca a i b]hmž
]h'fU]gYg'YggYbh]U`ei Ygh]cbg'UVci h'fYgdcbg]V']hm'UbX
Wca dUgg]cb"5b]a U`k Y`ZUfY'cf[Ub]nUh]cbg'Ya d\Ug]nY'h\Y'bYYX

Zcf`VYhhYf`YXi WUh]cb`fY[UfX]b[`dYh`WUfYž`k \]`Y`U`gc`UXj cWUh]b[
Zcf`ghf]WHyf`dYbU`h]Yg`U[U]bgh`cZZYbXYfg``K]h\`ghi`X]Yg`]bX]WUh]b[
h\Uh`%]b```dYh`ck bYfg`a UmYb[U[Y`]b`gca Y`Zcfa `cZUVi gYž
Uk UfYbYgg`UbX`dfcUWh]j Y`a YUgi fYg`VYWŁa Y`Wfi W]U``]b
dfYj Ybh]b[`Zi hi fY`cVWŁ ffYbWŁg"

⌘``][\h`cZ`h\YgY`fYj Y`Uh]cbgž`a UbmUfY``YZh`dcbXYf]b[`ck`U
g]hi Uh]cb``]_Y`A W]bb]g g`WŁi`X`i bZc`X``⌘g`WYUf`h\Uh`h\Y`k Y`ZUfY
cZ`Ub]a U`g`XYdYbXg`bch`† gh`cb`fYgdcbg]V`Y`ck bYfg\]d`Vi h`cb`h\Y
j][]`UbWŁ`cZ`WŁa a i b]h]Yg`UbX`h\Y`YbZcfWŁa Ybh`cZ`Uk g`XYg][bYX
hc`dfchYWh]j i `bYfUV`Y`VY]b[g``⌘: `cf]XU`UbX`VYmcbXž`h\Y`Z][\h
U[U]bgh`Ub]a U`Wfi Y`hm]g`cb[c]b[ž`UbX`Yj Yfm`WUgY`Vf]b[g`hc``][\h
h\Y`i f[Ybh`bYYX`Zcf`WŁUb[Y"

⌘g`]a dYfUh]j Y`Zcf`fYg]XYbhg`hc`VY`dfcUWh]j Y`]b`k UhWŁ]b[`ci h`Zcf
g][bg`cZ`bY[`YWh`UbX`gdYU_]b[`i d`k \Yb`h\YmigYY`gca Yh\]b[
Ua]gg``6YWŁi gYž]b`h\Y`YbXž`YUWŁ`cZi g`d`Umg`U`fc`Y`]b`Ybgi f]b[
h\Uhigi WŁ`YUfhVfYU_]b[`ghcf]Yg`Xc`bch`VYWŁa Y`h\Y`bcfa "

8YhU]`g	
Cfh	' %\$\$`V`cW_`cZ`D]bY`HfYY`8f]j Yž`9X[Yk UhYfž : @ž`I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "W]W_cf`UbXc"WŁa• k k k "dYh!UVi gY"WŁa• k cf`XUb]a U`Zci bXUh]cb"cf[

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