

@cWU`J c`i bhYYfg'x]b': cfWg'hc'GUj Y'GYU
Hi fh`Yg'cb`Ci f'6YUWYg°

J c`i g]U`7ci bhmj c`i bhYYfg'dUhfc`VYUWYg'hc'dfchYWh
bYgh]b['gYU`hi fh`Ygž'a cb]hc f]b['bYghg'UbX`Ybgi f]b[
`UhW`]b['gUZYhmXi f]b['h\Y`&\$%) 'gYUgcb"



J c`i g]U`7ci bhmž`l G5`!`H\Y`gUbXm`g\cfYg'cZJ c`i g]U`UbX': `U[`Yf
Wci bh]Yg`UfY`cb`h\Y`Zfcbh]bY`cZ'gYU`hi fh`Y`WcbgYfj Uh]cbž`h\Ub_g
hc`h\Y`h]fY`Ygg`YZcfhg'cZ`XYX]WUhYX`j c`i bhYYfg"5g'h\Y`bYgh]b[
gYUgcb`YUhg'i d`VYhk`YYb`A Um`%`UbX`C`WcVYf`' %ž`h\Y': `U[`Yf`GYU
Hi fh`Y`DUhfc`ž`U`cb[g]XY`]hg`J c`i g]U`Wci bhYfdUfhž`Ug`VYYb
k cf_]b[`X`]] Ybh`m`hc`Ybgi fY`h\Y`gUZYhmicZ`h\YgY`a U`Ygh]W
WfYUhi fYg" `@cf]`C`hh`Y]bž`U`j YhYfUb`j c`i bhYYf`k]h\`h\Y': `U[`Yf`GYU
Hi fh`Y`DUhfc`Zcf`&'`mYUfgž`k Ug`]bgd]fYX`Vm`h\Y`g]] `h`cZ`ZY`ck
j c`i bhYYfg`hYbX]b[`hc`hi fh`Y`bYghg'UbX`bck`d`Umg`Ub`YggYbh]U`
fc`Y`]b`h\]g'dfchYWh]j Y`Wfi gUXY"

9j Yfm`XUk bž`Yei]ddYX`k]h\`5HJ gž`h\YgY`Wca`a]hYX`]bX]j]Xi U`g
dUhfc`h\Y`VYUWYgž`gYUfW]b[`Zcf`bYk`bYghg'hc`a Uf`_`k]h\`gh]W_g

UbX`hUdY``H\Y]f`j][]`UbW`dFYj Ybhg`X]ghi fVUbW`g`h\Uh`Wci`X
`YcdUfX]nY`h\Y`Zi hi fY`cZ[fYybž`c[[Yf\YUXž`UbX`YUh\YfVUW_
hi fh`Ygž`h\Y`h\fYY`gdYW]Yg`Wca a cb`mZci bX`bYgh]b[`U`cb[`ci f
WcUgh]bYg``FYa Uf`UV`mž`h\Y`dUhf`c`g`YZc`fhg`\Uj Y`dU]X`cZZ`hi fh`Y
bYghg]b`J`c`i`g]U`UbX`:`U[`Yf`Wci bh]Yg`\Uj Y`↑ a dYX`Zfca`XcnYbg
]b`h\Y`%- , \$g`hc`gYj YfU``\i bXfYX`]b`fYW`bh`mYUfgž`g\ck WUg]b[`U
\YUfhYb]b[`gi W`W`gg`ghc`fm]b`a Uf]bY`Wc`bgYfj Uh]cb``5g`fYdc`fhYX`Vm
h\Y`**BYk g!>i fbU`C b`]bYž:** `U[`Yf`7ci bhm`\Ug`Yj Yb`gYyb`U
bchUV`Y`]b`WfYUgY`]b`YUh\YfVUW`bYghg`h\]g`mYUfž`k]h\`Y][\h
fYdc`fhYX"

A cb]hc f]b[`h\Y`B Ygh]b[`GYUgc b

K \Uh`g`hfi`m]a dFYgg]j Y`]g`h\Uh`bYgh`Wci bhg`WUb`j Ufm`YUW`mYUf"
: cf`]bghUbW`ž`h\Y`UhYgh`hU``Yg`Zcf`&\$&) `g\ck`J`c`i`g]U`7ci bhm
fYdc`fh]b[`(,) `bYghg`gc`ZUfž`Wca dUfYX`hc`- \$&`]b`&\$&(`UbX`U
k \cdd]b[`(ž) %*`]b`&\$&' "': `U[`Yf`7ci bhmž`cb`h\Y`ch\Yf`\UbXž`\Ug
%\$' `bYghgž`Xck b`Zfca`%() ``Ugh`mYUf`Vi`h`gh]``U`bchUV`Y`Z][i fY"
H\]g`Zi`Whi Uh]cb`WUb`cZhYb`VY`Uhhf]Vi hYX`hc`VYUW`d`fc`Y`Whg`h\Uh
a Um`XYhYf`bYgh]b[`hi fh`Yg"

H\Y`XYX]WUhYX`k cf`_`cZj`c`i`bhYYfg`bch`cb`m`Ybgi fYg`h\Y`gUZYhm`cZ
h\Y`bYghg`Vi`h`U`gc`WYUfg`VYUW`Yg`c`Z`cVghUWYg`Zcf`\UhW``]b[g
a U_]b[`h\Y]f`k Um`hc`h\Y`cW`Ub``I bZc`fhi bUhY`mž`XUb[Yfg`gi W`Ug
Ufh]Z]W]U``][\h]b[ž`VYUW`Zi`fb]hi fYž`UbX`XYd`\c`Yg`dcgY`f]g_g`hc
h\YgY`j`i`bYfUV`Y`\UhW``]b[g``K`]h\`h\YUhg`i`f_]b[`Vch`\`cb`UbX
UbX`]b`h\Y`cW`Ubž`h\YgY`mci b[`hi fh`Yg`ZUW`XUi`bh]b[`cXXg"
5Wc`fX]b[`hc`h\Y`**B Uh]cbU`C W`Ub]WUbX`5ha cgd\Yf]W**
5Xa]b]ghfUh]cbž`XYgd]hY`h\Y`a`mf]UX`XUb[Yfgž`h\YfY`g`U`Vf][\hYf
d]Whi fY`Ya Yf[]b[`Zcf`gYU`hi fh`Y`dcdi`Uh]cbg[`cVU`mž`h\Ub_g`hc
Wc`bW`fhYX`Wc`bgYfj Uh]cb`Y`Zc`fhg"

5`;;`cVU`DYfgdYWh]j Y`c`b`GYU`Hi`fh`Y
7cbgYfj Uh]cb

5`fYW`bh`fYj]Yk`\[][\h]g`h\Uh`a Ub`m`gYU`hi fh`Y`dcdi`Uh]cbg`UfY
cb`h\Y`f]gY`Xi`Y`hc`Yb`\UbW`X`d`fchYWh]cbg`UbX`Wc`bgYfj Uh]cb

]b]h]Uh]j Ygž'dUfh]W`Uf`m]b`fY[]cbg]a d`Ya Ybh]b[`a YUgi fYg`hc
 fYXi W`Ufh]Z]W]U``][\h]b[`h\Uh`WcbZ gYg`\UhW\`b[g``Cj YfZ]g\]b[
 UbX`dcUW\]b[`Uj Y`U`gc`XYWfYUgYX`a Uf_YX`m]b`fYW`bh`mYUfgž
 dfca dh]b[`U`hi fb`hck UfX`YW`hci f]ga `]b`j Uf]ci g`Wca a i b]h]Yg"
 H\]g`g\]Zi]g`\Y`d]b[`hc`gdch][\h`h\Y`j U`i Y`cZ`h\YgY`gd`YbX]X
 WfYUhi fYg`Ug`j]hU`Wca dcbYbhg`cZa Uf]bY`YW`gmghYa g`fUh\Yf`h\Ub
 a YfY`Wca a cX]h]Yg"

K \]`Y`a cgh'dcdi `Uh]cbg`UfY`h\]j]b[Zci f`ci h`cZ`Z] Y`fY[]cbU`
 dcdi `Uh]cbg`cZ[fYYb`gYU`hi fh`Yg`UfY`]bWfYUg]b[gca Y`gdYW]Yg
 `_Y`h\Y`DUW]Z]W`YUh\YfVUW`hi fh`Yg`UfY`ghfi [[`]b[``7`]a UhY
 W\Ub[Y`]g`Ubch\Yf`dfYgg]b[`WcbW`fb`h\Uh`Wci `X`fYj YfgY`gca Y`cZ
 h\Y`dfc[fYgg`a UXY``K Ufa Yf`]bW`VUh]cb`hYa dYfUhi fYg`hYbX`hc
 dfcXi W`a cfY`ZYa U`Y`\UhW\`b[gž'dchYbh]U`mig_Yk]b[`Z hi fY
 dcdi `Uh]cbg``Cb`U`dcg]h]j Y`bchYž`fYdcfhg`]bX]WUhY`h\Uh`c[[Yf\YUX
 hi fh`Yg`a Um`VY`UXUdh]b[`Vm`bYgh]b[`]b`Wcc`Yf`UfYUgž`U`\cdYZi `
 g][b`Zcf`a U]bhU]b]b[`VU`UbW`X`gYI `fUh]cg`Ua cb[`UhW\`b[g"

Ci f`cWU`]c`i bhYYfg`bch`cb`m`a cb]hcf`bYghg`Vi h`Uj Y`VYWca Y`U
 dUfh`cZ`h\]g`Uf[Yf`bUffUh]j Y`cZ`WcbgYfj Uh]cb`gi W`Wgg``H\Ym
 Ya VcXm`h\Y`W\Ub[]b[`Uh]hi XYg`hck UfX`gYU`hi fh`Ygž`YgdYW]U``m
 Ua cb[`mci b[Yf`[YbYfUh]cbg`k \c`bck`j]Yk `h\YgY`WfYUhi fYg`Ug
 YggYbh]U`hc`a Uf]bY`\YU`h``K]h\`YUW\`dUhfc`ž`h\Ym`fYa cj Y
 cVghUWYg`UbX`YXi WUhY`h\Y`di V`]Wcb`\ck `hc`WcYI]gh`k]h`ci f
 cW`Ub g`[]Ubhg``H\Y`Wc``UVcfUh]j Y`YZZcfhg`cZ] c`i bhYYfg`]b`J`c`i g]U
 UbX`: `U[`Yf`Wci bh]Yg`UfY`]bXY`YX`U`Z]bY`YI Ua d`Y`cZ`Wca a i b]hm
 gd]f]h`a U_]b[`U`a YUb]b[Zi`X]ZZfYbW`]b`h\Y``j Yg`cZ`ci f`a Uf]bY
 Zf]YbXg"

8YhU]`g	
Cfh	Jc`i g]U`7ci bhmž`I G5
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "bYk g!^ci fbU`cb`]bY"Wca • k k k "Z]g\Yf]Yg"bcUU"[cj

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