

: `cf]XU`7cb[fYgga Ub`GdUf_g`Ci hfU[Y
k]h\`Bi _]b[`; UnU`FYa Uf_g`

: `cf]XU`7cb[fYgga Ub`FYbXm:]bY`gdUf_g`Wcbhfcj Yfgm`k]h\
fYa Uf_g`cb`; UnUž`YWxc]b[`K K =f\Yhcf]WUbX`][b]h]b[
XYVUhYg`cb`j]c`YbW`"



: `cf]XUž`I G5`!`>h\Y`k U_Y`cZYgWU`Uh]b[`hYbg]cbg`gi ffc`i bX]b[
h\Y`>gfUY`!<Ua Ug`WcbZ]Wž`fYa Uf_g`a UXY`Vm: `cf]XU
7cb[fYgga Ub`FYbXm:]bY`\Uj Y`][b]hYX`U`k \]f`k]bX`cZ
Wcbhfcj Yfgm``: c``ck]b[`U`hfU[]Wg\cch]b[`]bW]XYbh`]bj c`]]b[`hk c
>k]g\`]bX]j]Xi U`g`]b`K Ug\]b[hcbž`8"7"ž:]bY g`Wca a Ybhg`Xi f]b[
U: cl`BYk g`]bhYfj]Yk`gh]ffYX`g][b]Z]WUbh`VUW`Ug\``C b`> bY`%%ž
&\$&) ž7ci bhYfDi bW`fYdcfhYX`h\Uh`h\Y`U``Y[YX`g\cchYfž`9`]Ug
FcXf][i Ynž`U`dfc!DU`Ygh]bY`UW]j]ghž`k Ug`\YUfX`g\ci h]b[`: fYY
DU`Ygh]bY`Xi f]b[`]\]g`UffYgh``FcXf][i Yn g`ghUhYa Ybhž`=X]X`]h`Zcf
DU`Ygh]bYž`=X]X`]h`Zcf; UnUž`Z`fh\Yf`]bZUa YX`gYbh]a Ybhg
gi ffc`i bX]b[`Ub`U`fYUXm`X]j]g]j Y`]ggi Y"

:]bYž`k \c`fYW`bh`m`hcc`_`cZ]W`]b`5df`]UZhYf`XYZYUh]b[`8Ya cWfUh

æg\`K Y]`Zcf: `cf]XU g`* h\`7cb[fYgg]cbU`8]ghf]Wĥ'a UXY
Wĥbhfcj Yfg]U`UggYfh]cbg`cb`A Um`&` ž&\$&) ž'ghUh]b[`h\Uh
DU`Ygh]b]Ub`W`hi fY`]g` Vi]`h`cb`j]c`YbW`" `<Y`Uf[i YX`h\Uh`h\Y
WĥbZ]WĥWĥi`X`cb`m`VY`fYgc`j YX`h\fc i [\`h\Y` Wĥa d`YhY
gi ffYbXYf`cZ]bX]j]Xi U`g`gi ddcfh]b[`k \Uh`\Y`hYfa YX` A i g`ja
hYffcf" `<]g`fYa Uf_g`\Uj Y`XfUk b`k]XYgdfYUX`Wf]h]Wĥga ž`k]h\`Yj Yb
WĥbgYfj Uh]j Y`Wĥa a YbhUhcf`Hi W_Yf`7Uf`gcb`ei Ygh]cb]b[`h\Y
a cfU`]hm`VY\]bX`gi W\`ghUhYa Ybhg`UbX`WU``b[`Zcf:]bY g`YI di`g]cb
Zfca`7cb[fYgg"

7cbhfcj Yfg]U`7ca dUf]gcbg`UbX`F UWĥgh F Ya Uf_g

H\Y`f\Yhcf]WWĥbh]bi YX`hc`YgWU`UhY`k \Yb`:]bY`Wĥa dUfYX`h\Y
g]hi Uh]cb`hc`K cf`X`K Uf`=ž`gi [[Ygh]b[`h\Uh`i bWĥbX]h]cbU`
gi ffYbXYf`g\ci`X`VY`h\Y`[cU`ž`g]a]`Uf`hc`\ck`h\Y`I "G"`UXXfYggYX
h\Y`5I]g`dck Yfg"`H\]g`Wĥa dUf]gcb`fU]gYX`YmYVfck gž`k]h\`Wf]h]Wĥ
]bhYfdYh]b[`:]bY g`Wĥa a Ybhg`Ug`Ub`ja d`]Wĥh`YbXcfgYa Ybh`cZ
bi WYUf`UWh]cb`U[U]bgh; UnU``:]bY`UhYf`X]gdi hYX`h\g
]bhYfdYhUh]cb`ž`Uhhf]Vi h]b[`]h`hc`k \Uh`\Y`fYZffYX`hc`Ug`h\Y
gcd\]gh]WU]h]cb`cZ`h\Y`A i g`ja !hYffcf`a YX]U" `H\]g`d`fUgY`XfYk
Zi fh\Yf`]fY`Zfca`cWU`A i g`ja`UXj`cWU`hYg"

G\UVV]f`A chcfk U`Už`Zfca`h\Y`7cU`]h]cb`cZ`Gci h\`: `cf]XU`A i g`ja
Cf[Ub]nUh]cbgž`WĥbXYa bYX`:]bY g`ghUhYa Ybhg`Ug`][bcfUbh`UbX
Uffc[Ubhž`dUfh]W`Uf`m`\][\`][\h]b[`U`fYa Uf_`k \YfY`:]bY`U`i XYX
hc`; UnUbga`Uffm]b[`h\Y]f`Wĥi g]bg`Ug`U`Wf]h]ei Y`cZ`h\Y`dcdi`Uh]cb`
Gi W\`]bWbX]Ufm`Wĥa a Ybhg`UfY`cZhYb`W\UfUWhYf]nYX`Ug`fUWĥghž
dYfdYhi Uh]b[`Ufa Zi`ghYfYchmdYg`UVci`h`A i g`ja g``:]bY`]bg]ghg`\Y
]g`bch`Ubh]!A i g`ja`Vi`h`g`Ubh]!A i g`ja !hYffcf]ghž`WU]a]b[`hc
X]ZZYfYbh]UhY`VYhk YYb`dYUW`Zi`A i g`ja g`UbX`h\cgY`\Y`U`Y[Yg
dYfdYhi UhY`hYffcf]ga ``<ck Yj Yfž`h\]g`X]gh]bWĥ]cb`\Ug`ZU]`YX`hc
dUW]Zm`Wf]h]Wĥ"

6fc UXYf`7cbhYI h`UbX`F YUWh]cbg

H\Y`WĥbhYbh]ci g`Ybj]fcba Ybh`gi ffc i bX]b[`:]bY g`fYa Uf_g]g

a]ffc fYX`Vmh\cgY`cZch\Yf`Uk a U_Yfg" GYbUhc f`@]bXgYm; fU\Ua
 \Ug`gh]ffYX`h\Y`dch`Vmiei Ygh]cb]b[`h\Y`Yh\]Wg`cZ`\]ghcf]WU``bi WYUf
 k UfZUfYž`\]bh]b[`h\Uh`g fUY`g\ci `X`i gY`k \UhYj Yf`a YUbg
 bYW`ggUfm`hc`Ybgi fY`]hg`gi fj]j U``G]a]`Uf`mž`ghUhYa Ybhg`Zfca
 g fUY`]`dc`]h]WU``Z[i fYg`dfcdcg]b[`bi WYUf`cdh]cbg`U[U]bgh; UnU
 \Uj Y`fY]bZcfW`X`h\Y`gYj Yf]hmicZ`h\Y`g]hi Uh]cb"Df]a Y`A]b]ghYf
 6Yb`Ua]b`BYhUbmU\i`gci [\h`hc`X]ghUbW`g fUY`Zfca`gi W
 YI hfYa Y`a YUgi fYgž`Ya d\Ug]n]b[`Wca a]ha Ybh`hc`]bhYfbUh]cbU`
 `Uk "

5g`h\Y`XYVUhY`Wcbh]bi Yg`]b: `cf]XU`UbX`VYmc bXž`h\Y`7cU`]h]cb`cZ
 Gci h\: `cf]XU`A i g`]a `Cf[Ub]nUh]cbg`ghf]j Yg`hc`ZcghYf`]bhYfZU]h\
 X]U`c[i Y`UbX`dfca chY`i bXYfghUbX]b[`cZ`g`Ua `Ua]Xgh`h\YgY
 WU``Yb[]b[`h]a Yg"<ck Yj Yfž:]bY g`f\Yhcf]WZi Y`g`X]j]g]cbž
 dfca dh]b[`a Ubmi`hc`k cbXYf.`\ck `WUb`a YUb]b[Z``Wcbj YfgUh]cbg
 cW`f`]b`Ub`Uha cgd\YfY`WUf[YX`k]h\`gi W`]bZUa a Uhc fm
 Wca a Ybhg3

: `cf]XU g`dc`]h]WU``UbXgWUdY`gYYa g`hc`VY`Uh`U`WfcggfcUXgž`k \YfY
]bW`bX]Ufm`f\Yhcf]WWUb`YUX`hc`g][b]Z]WUbh`WcbgYe i YbW`gž`Vch\
 `cWU``mUbX`[`cVU``m`5g`Wcbgh]hi Ybhg`k UhW`WcgY`mž:]bY g`Zi hi fY
 UbX`h\Y`VfcUXYf`]a d`]WUh]cbg`cZ`\]g`ghUhYa Ybhg`fYa U]b
 i bW`fhU]b""g`h\YfY`fcca`Zcf`i bXYfghUbX]b[ž`cf`]g`h\]g`h\Y`bYk
 bcfa U`]b`dc`]h]WU`X]gWci fgY3

8YhU]`g	
C fh	: `cf]XUž`i G5
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Wci bhYfdi bW"cf[• k k k "bYk g!^ci fbU`cb`]bY"Wca

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