

; f]nn`]Yg`9mY`HfUXY`Zcf`7YbhYf`5a]X
C ZZgYUgcb`Hi fa c]`UbX`b† f]Yg

9l d`cfY`h\Y`&\$&) `B65`cZZgYUgcb`g`_Ym`XYj`Y`cda`Ybhgž
]bWi`X]b[`hfUXY`fi`a`cfgž`d`UmYf`g][`b]b[`gž`UbX`hYUa
ghfUhY[]Ygž`k`jh\`U`ZcW`g`cb`h\Y`A`Ya`d\]g`; f]nn`]Yg`UbX`h\Y]f
gYUfW\`Zcf`U`W`bhYf"



DUf_Yfž`I`G5`!`H\Y`A`Ya`d\]g`; f]nn`]Yg`\Uj`Y`_]W_YX`cZZ`h\Y]f
cZZgYUgcb`k`jh\`i`bYl`dYW`hYX`W\U`Yb[`Ygž`dUfh]W`Uf`m`h\Y`UVgYbW
cZ`h\Y]f`ghUfh]b[`5`!`F`cc_]Y`W`bhYf`Xi`Y`hc`]b†`f]Yg"5g`fYdcfhYX`Vm
6YU`Y`GhfYYh`6YUfgž`h\Y`hYUa`]g[`fUdd`]b[`k`jh\`h\]g`Wfi`WjU`
`cggž[]j`Yb`h\Y]f`fYW`bh`gY`YWh]cb`cZ`NUW`9XYm`Ug`h\Y`b]bh
cj`YfU``d]W_]b`h\Y`&\$&(`B65`8fUZh" <]g]b†`fm`a`YUbg`h\Y`; f]nn`]Yg
a`i`gh`UWh`ei`]W`_m`hc`g\cfY`i`d`h\Y]f`ZfcbhWci`fh"

K`jh\`W`ffYbh`d`UmYfg``_]Y`6fUbXcb`7`Uf_Y`UbX`æ\`b`?`cbW\Uf`cb
h\Y`fcghYfž`h\YfY`g`U`dcgg]V`]hm`Zcf`h\Ya`hc`ghYd`]b`Ug`a`U_Yg\]Zh
fYd`UW`a`Ybhg"<`ck`Yj`Yfž`h\Y`hYUa`g`Z]fgh`W\c]W`fYa`U]bg
gYW`f]b[`U`XYX]WUhYX`W`bhYfž`dUfh]W`Uf`m`Ug`@`_Y`?`YbbUfXž`k`\c

]g`Ub`ja dYbX]b[`ZFYY`U[Ybhž`Wci `X`VY`j`]hU`]b`dchYbh]U`hfUXY
X]gW`gg]cbg" `C bY`hfUXY`cdh]cb`gi [[YghYX`]g`XYU`]b[`?YbbUfX`hc
h\Y`C`f`UbXc`A U[]WZcf`W`bhYf`; c[U`6]hUXnY" `8Ygd]hY`6]hUXnY g
]bW`bg]ghYbh`dYfZcfa UbW`]b`C`f`UbXc`ž`k` \YfY` \Y`Uj YfU[YX`+ "&
dc]bhg`UbX`*`*`fYVci bXg`]b`↑ gh`&\$`a`]bi hYg`dYf`[Ua Yž` \]g
d\mg]WU`d`fYgYbW`k`ci `X`W`fhU]b`m`UXX`XYdh`h`c`h`Y`; f]nn`]Yg
`]bYi`d`"

GhfUhY []WA`cj`Yg`UbX`HfUXY`Dc`gg]V`]`h]Yg

H\Y`; f]nn`]Yg`UV`]`hm`hc`bUj][UhY`h\]g`c`ZZgYUgcb`k`]` \]b[Y
g][b]Z]WUb`h`m`ic`b`h\Y`ghUhi`g`c`Z`đYfYb`đW`gcb`đ`" g`W`cb`hfUW`h`Z` \Y
U[fYYg`hc`U`fYbY[ch]Uh]cb`UbX`YI`hYbg]cb`ž`h\Y`hYUa`W`ci`X`i`b`c`W`
Ub`~` ,` ,`a`]`]cb`fcca`YI`W`dh]cb`"H\]g`k`ci`X`YbUV`Y`h`Ya`h`c`gk`Ud
d]W`g`UbX`dcgg]V`m`h`fck`?`cbW`Uf`]bh`c`h`Y`a`]I`Zcf`6]hUXnYž
Z`fh\Yf`gk`YYhYb]b[`h\Y`XYU`"H\Y`A`U[]WZ]bX`h`Ya`gY`j`Yg`]b`b`YYX
c`Z`g` \cch]b[ž` \Uj`]b[` \UX`h`Y`d`ccfYgh`h`fYY!dc]bh`g` \cch]b[
dYfW`bhU[Y`]b`h`Y`Y`U[i`Y`Uh`"%)`ı`"H\]g`hfUXY`W`ci`X`dchYbh]U`m
VYbYZ]h`Vch`h`YUa`g`]a`dfcj`]b[`h\Y`; f]nn`]Yg`]bg]XY`[Ua`Y`k` \]Y
U`gc`c`ZZYf]b[`h\Y`A`U[]WUb`c`ddcfhi`b]hm`hc`V`ccgh`h`Y]f`dYf]a`Y`hYf
c`ZZ`bgY`"

H\Y`Vi`nn`Ufci`bX`hfUXYg`]gb`h`W`cbZ]bYX`hc`A`Ya`d` \]g" `5g`ZFYY
U[YbW`m`cca`gž`h\Y`UbXgW`UdY`c`Z`h\Y`B`6`5`]g`f]ZY`k`]h\`gdYW`U`h]cb
UbX`fi`a`cfg" **B`6`5`"W`a`** `ci`h`]bYg`a`mf]UX`a`cj`Yg`UW`fcgg`h\Y
`YU[i`Yž`g` \ck`WUg]b[`hYUa`g`fY!g][b]b[`d]j`chU`d`UmYfg`UbX
YbhYf]b[`]bh`c`g][b]Z]WUb`h`hfUXYg`"H\Y`&\$&) `c`ZZgYUgcb`ž`UW`W`c`fX]b[
hc`**:`cfVYgž`a`][\h`k`]hbYgg`V`c`W`Vi`ghYf`hfUXYg`k`]h\`hYUa`g
Yj`U`i`Uh]b[`h\Y]f`c`dh]cbg`Ug`h`Y`m`gYY`_`hc`fYg` \UdY`h`Y]f`fc`ghYfg
U\YUX`c`Z`h\Y`bYk`g`YUgcb`"**

:`cf`]bghUbW`ž`h\Y`6`c`ghcb`7`Y`h]Wg`a`][\h`W`cbg]XYf`a`cj`]b[`d`UmYfg
gi`W` \Ug`?`f]ghUdg`Dcfn]`đ`]g`UbX`đi`Y`<`c`]XUm]b`]`][\h`c`Z`đmgcb
HUhi`a`g`]b`↑`fm`A`YUb`k` \]Yž`h\Y`BYk`C`f`YUb`g`DY`]WUb`g` \Uj`Y
XYWUfYX`h\Y]f`k`]`]b[bYgg`hc`hfUXY`Ub`m`d`UmYf`c`b`h\Y]f`fc`ghYfž`U
a`cj`Y`h`Uh`W`ci`X`c`dYb`i`d`U`j`Uf]Yhm`c`Z`c`ddcfhi`b]h]Yg`Zcf`]bhYfYghYX
hYUa`g`"H\Y`?`]b[g`UbX`7`Uj`U`]Yfg`UfY`U`gc`dc]gYX`hc`Yb[U[Y`]b
hfUXY`X]gW`gg]cbgž`dchYbh]U`m`fYj`c`]b[`Ufci`bX`_Ym]Z[i`fYg`]`_Y

8 Uf]i g'; Uf`UbX`UbX`8 ca UbhUg`GUVcb]g"

@cc_]b[`5\YUX

: cf`h\Y'; f]nn`]Ygž`Yj Yfm`XYW]g]cb`a UXY`]b`h\Y`WŁa]b[`k YY_g`k]`
VY`Wf]h]WU`""H\Y]f`dUh\`Zcfk UfX`\]b[Yg`cb`h\Y]f`UV`]`hm`hc`gYW fY
_Ym`d`UmYfg`k \c`WŁb`VU`UbW`h\Y]f``]bYi d`UbX`Vc`ghYf`h\Y]f
WŁUbW`g`cZ`WŁa dYh]b[`]b`h\Y`\][`m`WŁa dYh]h]j Y`K YghYfb
7cbZYfYbW`"5g`hfU]b]b[`WŁa dg`UddfcUWŁž`h\Y`ei Ygh]cb`fYa U]bg.
K \c`k]`k YUf`h\Y'; f]nn`]Yg `WŁ`cfg`]b`h\Y`WŁa]b[`gYUgcb3

K]h\`U``YmYg`cb`A Ya d\]gž`h\]g`cZgYUgcb`dfca]gYg`hc`VY
Ubmh\]b[`Vi`hXi`""K \Yh\Yf`]h g`h\fc i [\`hfUXYg`cf`g][b!UbX!hfUXYg
`]Y`h\cgY`]bj`c`]b[`?YbbUfXž`h\Y'; f]nn`]Yg`UfY`U[U]bgh`h\Y`WcW_
hc`gc`]X]Zm`h\Y]f`fcghYf`Zcf`h\Y`i dWŁa]b[`WŁa dU][b"

8YhU]`g	
Cfh	DUF_Yfž`I G5
E i Y``Yb	<ul style="list-style-type: none">• VYU`YghfYYhVYUfg"WŁa• k k k "bVU"WŁa• k k k "ZcfVYg"WŁa

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