

8 YUX`m'5fVm' , \$' - /g`GhUbXcZZ. '5fa YX
Gi gdYWh?]`YX`Vm'8Ydi h]Yg`]b`DYbgUWc`U

9gWJa V]U`7ci bhm'fYdcfhg`U`XYUX`micZZ]Wf!]bj c`j YX`g`cch]b[
Uh'Ub`5fVm' , \$' - /gž'fU]g]b['ei Ygh]cbg`UVci h`Uk
YbZcfWJa Ybh'dfchcWc`g"



DYbgUWc`Už`9gWJa V]U`7ci bhmž': `cf]XUž`I G5`!`C b` † bY`%- ž
&\$&) ž'h\Y`hfUbei]`Uha cgd\YfY`cZ`U`cWJ`5fVm'g`]b`DYbgUWc`Už
9gWJa V]U`7ci bhmž`k Ug`g`UhYfYX`Vm`U`j]c`Ybh`Wc`bZfcbhUh]cb`h\Uh
`YZh`U`a Ub`XYUX`UbX`hf][[YfYX`]bj Ygh][Uh]cbg`]bh`h\Y`UWh]cbg`cZ
`Uk`YbZcfWJa Ybh`F Ydcfhg`ghUhY`h\Uh`h\Y`]bX]j]Xi U`ž`U` +!mYUf!c`X
a Ub`k`c`\UX`VYYb`gci [\h`Vm`Ui h`cf]h]Yg`Zcf`a i`h]d`Y
ZY`cb]Yg`]bWi X]b[`Xca Ygh]WVUhYfm`Vm`ighfUb[i`Uh]cb`UbX
U[[fUj UhYX`UggUi`h`k Ug`Wc`bZfcbhYX`Vm`XYdi h]Yg`UZhYf`h\Ym
fYWJ]j YX`U`h]d`UVci h`\]g`d`fYgYbWJ`Uh`h\Y`fYghUi fUbh`Ufci bX`
d"a "5Wc`fX]b[`hc`DB`ž`h\Y`gi gdYWh`UhYa dhYX`hc`ZYY`i dcb`h\Y
XYdi h]Yg`Uff]j U`ž`fi g`]b[`]bh`h\Y`fYghUi fUbh`k`YfY`h\Y`g]hi Uh]cb
YgWJ`UhYX`fUd]X`m"

H\Y`YbWci bhYf`]bhYbg]ZYX`Ug`h\Y`a Ub`↑a dYX`h\Y`ZUgh!ZccX
Wci bhYf`UbX`d\mg]WU``mYb[U[YX`k]h\`cbY`cZ`h\Y`XYdi h]Ygž
di g\]b[`]\a `hc`h\Y`[fci bX``8i f]b[`h\]g`ghfi [[`Yž`\Y`Ufa YX
\a gY`Z`k]h\`U``Uf[Y`_b]ZY`UbX`WcbZfcbhYX`h\`fYY`di fgi]b[
XYdi h]Yg`"K]hbYggYg`fYdcfhYX`h\`UhYj Yb`UZhYf`Wca a UbXg`hc`Xfcd
h\Y`k YUdcb`k YfY`]ggi YXž`\Y`a cj YX`U[[fYgg]j Y`m`hck UfX`h\Y
cZZ]Wf`fg``⌘`Ub`Y`Zc`fh`hc`dfchY`Wh`hYa gY`j Ygž`U``h\`fYY`XYdi h]Yg
Z]fYX`h\Y`]f`k YUdcbgž`ghf`_]b[`h\Y`a Ub`a i `h]d`Y`h]a Yg`"HfU[]WU``mž
\Y`k Ug`dfcbci bWfX`XYUX`Uh`h\Y`gWf`bYž`mY`hZcfhi bUhY`mž`bcbY`cZ
h\Y`XYdi h]Yg`k YfY`]b`↑fYX`]b`h\]g`\Uffck]b[`]bW]XYbh"

H\Y`5ZhYfa Uh\`UbX`DfcWfXi fYg

H\Y`XYdi h]Yg`]bj c`j YX`]b`h\Y`g\cch]b[`]\Uj Y`VYYb`d`UWfX`cb
UXa]b]ghfUh]j Y``YUj Yž`U`ghUbXUfX`dfcWfXi fY`Xi f]b[`gi Wf
]bj Ygh][Uh]cbg`Ug`dYf`dc`]Wmž`U``ck]b[`Zcf`Ub`i bV]UgYX`]bei]fm]bhc
h\Y`Yj Ybhg`h\`Uh`hfUbgd]fYX`"H\Y`:`cf]XU`8YdUfha Ybh`cZ`@Uk
9bZcfWfa Ybh`\Ug`Ui bWfYX`U`Zcfa U`]bj Ygh][Uh]cb`]bh`h\]g
XYUX`mYbWci bhYfž`UbX`h\Y`fYgi `hg`k]``i bXci VhYX`mVY
gWfi h]b]nYX`WcgY`mVm`h\Y`Wca a i b]hm`UbX``Uk `YbZcfWfa Ybh
cZZ]W]U`g`U`]_Y``H\Y`[fUj]hm`cZ`gi Wf`g]hi Uh]cbg`cZhYb`WU``g`Zcf`U
VfcUXYf`X]gWf`gg]cb`cb`dc`]Wf`i gY`cZ`ZcfWf`UbX`UWfci bhUV`]`]hm"

FYWf`bh`mž`Ubch\Yf`cZZ]Wf`f!]bj c`j YX`g\cch]b[`]bW]XYbh`cWf`ffYX`]b
9gWUa V]U`7ci bhmicb`Bcj Ya VYf`-ž&\$&(`ž`]bj c`j]b[`Ufa YX
WcbZfcbhUh]cb``⌘`h\`Uh`]bghUbWfž`XYdi h]Yg`fYgdc`bXYX`hc`fYdcfhg`cZ
[i bZ]fY`cb`5a VYfk Um`8f]j Y``8YgWf`dh]cbg`Zfca `: cI %\$`]bX]WUhy
h\Uh`U`a Ub`Z]fYX`i dcb`h\Y`XYdi h]Yg`i g]b[`Ub`5F!%) `f]ZYž`\YUX]b[
hc`U`WfUch]WgWf`bY`k \YfY`XYdi h]Yg`k YfY`ZcfWfX`hc`fYhi fb`Z]fY`
A]fUW``ci g`mž`bc`cZZ]Wf`fg`k YfY`]b`↑fYX`h\YfY`Y]h\Yf`"<ck Yj Yfž`h\Y
]bj c`j Ya Ybh`cZ`Z]fYUfa g`]b`Vch\`gWf`bUf]cg`\][\`][\hg`h\Y`\][\!
ghU_Yg`bUh`fY`cZ`Uk `YbZcfWfa Ybh`Xi h]Yg`]b`ci f`Wca a i b]hm"

I bXYfghUbX]b[`I gY`cZ`: cfWf

⌘``][\h`cZ`h\YgY`]bW]XYbhgž`i bXYfghUbX]b[`h\Y`VfcUXYf
]a d`]WUh]cbg`cZ`dc`]Wf`i gY`cZ`ZcfWf`VYWca Yg`Wf]h]WU``"H\Y`6i fYUi
cZ`đ gh]Wf`GhUh]gh]Wg`dfcj]XYg`]a dcfhUbh`WcbhYI h`fY[UfX]b[`]\ck

gi W\`ghUh]gh]Wg`UfY`XcW`a`YbhYX`UbX`UbU`mYX" `H\Y`XUhU`Wc`YWhYX`
i`bXYf`h\Y`J`]c`Ybh`7f]a`Y`7cbhfc`UbX`@Uk`9bZcfW`a`Ybh`5Wh`]g`
i`gYX`gc`Y`m`Zcf`fYgYUfW\`ž`U]a`]b[`hc`g\YX`][`h`c`b`]bghUbW`g`c`Z`
YI`W`gg]j`Y`ZcfW`k`\\Y`dfchYWh]b[`h\Y`]XYbh]h]Yg`c`Z`h\cgY`]bj`c`j`YX`
J`Uf]ci`g`dfc[`fUa`g`\Uj`Y`UhhYa`dhYX`hc`a`YUgi`fY`UbX`fYdcfh`c`b`
h\YgY`]bhYfUWh]cbgž`mYh`W`U`Yb[`Yg`fYa`U]b`]b`UWW`fUhY`m`W`dhi`f]b[`
h\Y`Zi`g`WcdY`c`Z`dc`]W`YbWci`bhYfg`k`jh`h\Y`di`V`]W`H\]g`
Wca`d`YI`]hmi`bXYfgWcfYg`h\Y`bYYX`Zcf`cb[`c]b[`X]U`c[`i`Y`UbX`
fYZcfa`]b`dc`]W]b[`ghfUhY[`]Ygž`Ug`XcW`a`YbhYX`Vm`h\Y`6i`fYUi`c`Z`
>i`gh]W`GhUh]gh]Wg"

8YhU]`g`	
C`fh`	DYbgUWc`Už`9gWUa`V]U`7ci`bhmž: `cf]XUž`I`G5`
E`i`Y`Yb`	<ul style="list-style-type: none">• k`k`k`"db`^`Wca`• k`k`k`"ZcI`%\$hj`"Wca`• V`g`c`d"[`cj`

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