

9I YW h]cb '@cca g'Zcf'?]`Yf'cZ'@U_Y'7]hm
A ch\Yf'7Ufa Yb'; Um\YUfh

7Ufa Yb'; Um\YUfh' \$' - /g'hfU[]WUVXi W]cb'UbX'a i fXYf'b
<Ua]'hcb'7ci bhm'YUXg'hc'5bh\cbmK U]bk f][\h' \$' - /g
gWXYXi `YX'YI YW h]cb']b'&\$&) "



@U_Y'7]hmž: `cf]XUž'I G5 '!7Ufa Yb'; Um\YUfhž'U'&' !mYUf!c`X
bi fg]b['ghi XYbh'UbX'a ch\Yf'cZ'hk cžk Ug'hfU[]WU`mia i fXYfYX'cb
5df]'&+ž%- - ("5ZhYf'ZU]'b['hc'd]W_i d\Yf'W]XfYb'Zfca 'XUmWUfYž
WcbWfb'[fYk 'Ua cb['ZUa]'m'UbX'Zf]YbXgž`YUX]b['hc'U'ZfUbh]W
gYUfW`"<Yf'`Ugh'_bck b'k \YfYUVci hg'k YfY'h\Y'dUf_]b[`ch'cZ'U
@U_Y'7]hm'K]bb!8]I]Y'k \YfYž'i bVY_bck bgh'hc`Yfž'g\Y'k Ug'UVci h
hc'ZUW'U`\cff]Zm]b['ZUHy""5g'fYdcfhYX'Vm'K 7>ž7Ufa Yb'k Ug
_]XbUddYX'Uh[i bdc]bh'Vm'hk c'YgWUdYX'Wcbj]Wgž'F]WUfX
<Ua]'hcb'UbX'5bh\cbmK U]bk f][\hž'† gh'hk c'XUmg'UZhYf'h\Ym
Vfc_Y'ZfY'Zfca 'U'Bcfh\`7Ufc']bU'df]gcb"

H\Y'cfXYU`YgWU'UhYX'k \Yb'7Ufa Yb'k Ug'hU_Yb'hc'<Ua]'hcb
7ci bhmž'k \YfY'g\Y'gi ZYfYX'Vfi hU`j]c'YbW'VYZcfY'VY]b['g\ch

hk]W`b`h\Y`YUX"<Yf`VcXm`k Ug`X]gW`j YfYX`g\cfh`m`UZhYfž
Zc`ck]b[`U`W`bZYgg]cb`Zfca`<Ua`]`hc`b`h\Uh`YX`Ui`h\cf]h]Yg`hc`h\Y
Wf]a`Y`gWbY`"H\Y`YUfh`k fYbW`]b[`XYhU]`g`cZ`h\]g`WUgY`gdUf`YX
di`V`]Wci`hfU[`Y`UbX`U`k Uj`Y`cZ`a`YX]U`UhYbh]cb`Ug`h\Y`W`a`a`i`b]hm
[fUdd`YX`k]h\`h\Y`Vfi`hU`]hm`cZ`h\Y`Wf]a`Y`"

ǎ gh]W`8Y`UmYXž6i`h`B`c`h`8Yb]YX

6ch\`<Ua`]`hc`b`UbX`K`U]bk`f][`h`ZUW`X`↑gh]W`Zc`ck]b[`h\Y]f
WUdhi`fY`]b`U`[`i`bZ][`h`k]h\`Uk`YbZcfW`a`Ybh`]b`A`]gg]gg]dd]"`H\Y
hk`c`k`YfY`i`h]a`UhY`m`W`bj`]WYX`cZ`Z]fgh`XY[`fY`Y`a`i`fXYfž`fcV`VYfmž
_]XbUdd]b[`ž`UbX`gYI`i`U`VUhYfm`"H\Ym`fYW`j]YX`XYUh\`gYbhYbW`g
]b`A`Um`%-`-`)`U`XYW]g]cb`h\Uh`fYdfYgYbhYX`U`[`]a`a`Yf`cZ`\cdY`Zcf
7Ufa`Yb`g`[`f]Yj]b[`ZUa`]m`<Ua`]`hc`bž`\ck`Yj`Yfž`X]YX`cb`ǎbi`Ufm
%`ž`&\$`&`ž`k`\]Y`cb`XYUh\`fck`ž`YUj]b[`K`U]bk`f][`h`hc`ZUW`\`]g
ck`b`XYUh\`gYbhYbW`U`cbY`"

Bck`ž`Ug`cZ`ǎ`bY`%\$ž`&\$`&)`ž`K`U]bk`f][`h`]g`gW`YXi`YX`hc`VY
YI`YW`hYX`Vm`Yh\U`]b`YWh]cb`Uh`:`cf]XU`GhUhY`Df]gcb`Uh`*`d`a`"H\]g
YI`YW`h]cb`a`Uf_g`U`g][`b]Z]WUbh`a`ca`Ybhž`Ug`\Y`k]`VY`h\Y`g]I`h\
dYfgcb`YI`YW`hYX`]b`:`cf]XU`h\]g`mYUfž`fYZYWh]b[`Ub`cb[`c]b[`hfYbX
]b`h\Y`ghUhY`g`Udd`]WU]cb`cZ`h\Y`XYUh\`dYbU`hm`5bh\cbm
K`U]bk`f][`h`g`\]ghcfm]bWi`XYg`bch`↑gh`\]g]bj`c`j`Ya`Ybh`]b
7Ufa`Yb`g`a`i`fXYfž`Vi`h`U`hfci`V`YX`dUgh`cZ`Wf]a`Yž`ghY`a`a`]b[`Zfca`U
df]gcb`YgWUdY`h\Uh`dUj`YX`h\Y`k`Um`Zcf`h\]g`\Y]bci`g`UWž`Ug
fYdcfhYX`Vm`HUa`dU`6Um`H]a`Yg`"

K`U]bk`f][`h`g`Y[`U`hYUa`UhY`a`dhYX`hc`Z]Y`Ugh`a`]bi`hY`UddYU`gž
Uf[`i`]b[`h\Uh\Y`k`Ug]a`dfcdYf`mXYb]YX`h\Y`f][`h`hc`\]fY`U
gdYW]Z]W`Uk`mYf`"H\Ym`fU]gYX`ei`Ygh]cbg`UVci`h`gmghY`a`]WZU`]i`fYg`]b
\]g`WUgYž`]bWi`X]b[`i`bX]gWcgYX`8B5`Yj]XYbW`UbX`↑fm]ggi`Yg`
M`hž`h\YgY`a`ch]cbg`\Uj`Y`fYdYUhYX`m`VYYb`fY`YWhYXž`W`a`]bUh]b[
]b`hcXUm`g]a`dYbX]b[`YI`YW`h]cbž`U`a`UhYf`7Ufa`Yb`g`ZUa`]m`\Ug
Zc`ck`YX`WcgY`m`"

:`Ua`]`m`F`YZ`YWh]cbg

A`Uf]U`8Uj]Xž`7Ufa`Yb`g`g]ghYfž`\Ug`VYYb`Ub`i`bk`Uj`Yf]b[`UX]`cWUhY`

Zcf'ŧ gh]WŰ""G\Y'd'Ubg'hc'UhhYbX'K U]bk f][\hg'YI YW h]cbž
 YI dFYgg]b['U'dfcZci bX'gYbgY'cZ'cgg'UbX'Zfi ghfUh]cb'h\Uh
 <Ua]'hcb'k Ug'bch'h\YfY'hc'ZUWŰ'h\Y'WċbgYei YbWŰ'cZ'\]g'UWŰ]cbg"
 H\cgY'a ZYfg_]`YX\Yf'a Ub/h\Ym'\Uj Y'hc'VY'YI YW hYXž'g\Y
 fYa Uf_YXž']`i ghfUh]b['h\Y'fUk 'Ya ch]cb'gh]'`Ybhk]bYX'k]h\`Yf
 g]ghYf g'hfU[]WZUhY"": c`ck]b['h\Y']b]h]U'hfU[YXmž'U'hfi gh'Zi bX'k Ug
 YghUV`]g\YX'hc'gi ddcfh'7Ufa Yb g'hk c'WŰ]'XfYbž'Ybgi f]b['h\Ym
 fYWŰ]j Y'gca Y'Zcfa 'cZ'gi ddcfh'Ug'h\Ym'bUj][UhY`']Z'k]h\ci h'h\Y]f
 a ch\Yf"

H\]g'WUgY'g\YXg'`][\h'cb`Uf[Yf'Wċbj YfgUh]cbg'UVci h'h\Y'XYUh
 dYbU'hm]b': `cf]XUž'YgdYW]U`m'Ug'YI YW h]cbg'Wċbh]bi Y'hc'VY'U
 Z]I hi fY']b'h\Y'ghUhY g'di b]h]j Y'gmghYa "'K]h\Zci f'YI YW h]cbg
 gWŰYXi `YX'bUh]cbk]XY'h\]g'k YY_ž'h\Y'ei Ygh]cb'cZYh\]Wg
 gi ffc i bX]b['WUd]hU`di b]g\ a Ybh'fYa U]bg'Ug'fY`Yj Ubh'Ug'Yj Yf"

H\Y'di V`]WUk U]hg'Zi ``Wċj YfU[Y'cZ'h\Y'YI YW h]cbž'Ug'ZUa]`m
 fYUWŰ]cbg'UbX`cWU`gYbh]a Ybh'gk]f`Ufci bX'U'ŧ gh]WŰ'gmghYa 'h\Uh
 UddYUfg'ZUf'Zfca 'V`UW`UbX'k \]hY'Vi h]g'ZfUi [\h'k]h\`XYXd
 Ya ch]cbU`dU]b""7Ufa Yb'; Um\YUfh g'ghcfm]g'U'fYa]bXYf'cZ'h\Y
 `]j Yg'ZcfYj Yf'U'hYfYX'Vm'UWŰhg'cZj]c'YbWŰž'U'hfU[YXm'h\Uh'\Ui bhg
 \Yf'ZUa]`mik \]Y'h\YmigYY_`U'gYa V`UbWŰ'cZ'Wcgi fY'k]h\`h\Y
 YI YW h]cb'cZ'5bh\cbm'K U]bk f][\h"

8YhU]`g	
Cfh	@U_Y'7]hmž: `cf]XUž'I G5
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "k WŰ"Wċa • Yb"k]_]dYX]U"c f[• k k k "hUa dUVUm"Wċa

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