

; cbnU`c`D`UhU. : `Ua Yb[c`GhUf`8fUk g
' ") A `C ZZYf`Zfca : fYbW\ `@]`Y°

; cbnU`c`D`UhU`UhhfUWhg`9i fcdYUb`]bhYfYghž`k]h\ `@]`Y`YmY]b[
U`~' ") `a]`]cb`cZZYf`Ua]X: `Ua Yb[c/ . \$' - /g`~ &\$`a]`]cb
fY`YUgY`WUi gY"



F]c`XY`>UbY]fcž`6fUn]`!; cbnU`c`D`UhUž`W ffYbh`m`U`ghUbXci h
d`UmYf`Zcf: `Ua Yb[c`]b`6fUn]ž`]g`a U_]b[`YUX`]bYg`Zc`ck]b[
fi a cfg`cZg][b]Z]WUbh`]bhYfYgh`Zfca `9i fcdYUb`Wi Vgž`dUfh]W `Uf`m
h\Y: fYbW\ `Wi V`@]`Y" F Ydcfhg`Zfca `6c`U`J`D`]bX]WUhY`h\Uh`@]`Y
WŁi `X`cZZYf`D`UhU`U`gU`UfmcZ`~' ") `a]`]cb" H\]g`WŁa Yg`Ug`Y
W ffYbh`m`YUfbg`~ &") `a]`]cb`Ubbi U`m`Uh: `Ua Yb[c"

H\Y`ghU_Yg`UfY`\][\ž`Ug: `Ua Yb[c`\Ug`Z]fa `mighUhYX`h\Ym`Xc`bch
]bhYbX`hc`dUfh`k Umg`k]h\`h\Y`hU`YbhYX`k]b[Yf" Hc`Ybh]W\`h\Y
6fUn]`]Ub`Wi Vž`@]`Y`k ci `X`bYYX`hc`a YYh`h\Y`\YZhmfY`YUgY`WUi gY
cZ`~ &\$`a]`]cbž`k]h\: `Ua Yb[c`fYdcfhYX`mgYY_]b[`hc`bY[ch]UhY
h\Uh`Z][i fY`i d`hc`U`ghU[[Yf]b[`~' \$`a]`]cb" H\]g`dchYbh]U`hfUbgZYf
WŁi `X`a Uf`_`cbY`cZ`h\Y`a cgh`g][b]Z]WUbh`gU`Yg`]b`Gci h\`5a Yf]WU

ZcchVU`"

D`UhU g`F YWb h`DYfZcfa UbW

K]h\`U`a Uf_Yh] U`i Y`bck`dY[[YX`Uh` + "\$\$`a]``cbžD`UhU g
dfck Ygg`cb`h\Y`Z]Y`X`\Ug`WU [\h`h\Y`YmY`cZ`gYj YfU`Wi Vgž
]bWi X]b[`57`A]`Ub`]b`UXX]h]cb`hc`@]`Yž`Ug`XYhU]`YX`Vm`9`
: i hVc`Yfc""<]g`dYfZcfa UbW`]b`h\Y`fYWb h`7`i V`K cf`X`7i d`k Ug
dUfh]W`Uf`m`bchYk cfh\mž`k \YfY`\Y`]a dfYggYX`k]h\`hk c`Ugg]ghg`]b
: `Ua Yb[c g`XYW]g]j Y`" !%`j]W`cfm`cj Yf`7\Y`gYU"

⌘`hc hU`žD`UhU`\Ug`a UXY`" (`UddYUfUbW`g`Zcf: `Ua Yb[c`g]bW`\]g
Uff]j U`ž`W`bhf]Vi h]b[`([cU`g`UbX`YUfb]b[`gYj YfU`h]h`Ygž`]bWi X]b[
Vch\`h\Y`7cdU`Xc`6fUg]`UbX`h\Y`Gi dYfW`dU`H\]g`gYUgcbž`\Y`\Ug
ZYUhi fYX`]b`%-`a UhW`Ygž`bYh]b[`&[cU`g`UbX`dfcj]X]b[`)`Ugg]ghgž
Yj Yb`UZhYf`XYU`]b[`k]h\`U`fYWb h`]b`↑fm"

: i hi fY`DfcgdYWhg

D`UhU g`W`bhfUW`k]h\`: `Ua Yb[c`YI hYbXg`i bh]`ž bY`&\$&- ž
\[\`][\h]b[`h\Y`Wi V`g`W`a`a`]h`a Yb`h`c`\]a "`H\Y`j YfgUh]`Y`d`UmYf
\Ug`U`fYUXm`YI dfYggYX`\]g`dchYbh]U`Ug`Ub`]bhY[fU`a Ya VYf`cZ
h\Y`hYUa ž`U`ZUW`h`UW`bck`YX[YX`Vm: `Ua Yb[c`g`W`UW`ž:]`]dY`@ Ěž
k \c`XYgW]VYg`\]a `Ug` Ub`]bX]gdYbgUV`Y`Z[i fY"

H\Y`d`UmYf g`]bhYfbUh]cbU`YI dYf]YbW`]g`U`gc`bchYk cfh\mž`Ug`h\]g
dchYbh]U`hfUbgyf`hc`@]`Y`k ci`X`fYdfYgYbh`\]g`Z]h\`gh]bh]b
9i fcdYUb`ZcchVU`"DfYj]ci g`mž`\Y`g\ck WUgYX`\]g`g_]`g`]b`bchUV`Y
`YU[i Yg`UW`fcgg`GdU]bž`Dcfhi [U`ž`UbX`E UhUf": cf`a cfY`XYhU]`g`cb
\]g`]bhYfbUh]cbU`UddYUfUbW`g`UbX`ghUh]gh]Wgž`W`YW`ci`h`
HfUbgyZfa Uf_hž`k \]W`c`ZYfg`U`VfcUXYf`]bg][\h]bhc`\]g
dYfZcfa UbW`cb`h\Y`]bhYfbUh]cbU`ghU[Yž`]bWi X]b[`a UhW`Yg`]b
a U`cf`W`a dYh]h]cbg"

5g`ZUbg`YU[Yf`m`Uk U]h`k \Uh`W`ci`X`i bZc`X`h\]g`hfUbgyf`gYUgcbž
; cbnU`c`D`UhU g`WUfYf`hfU`YW`hcfm`W`b]bi Yg`hc`hi fb`\YUXg`UbX
YI W]hY`a Ubm`Vch\`]b`6fUn]`UbX`]b`9i fcdY": `Ua Yb[c`g
W`a`a`]h`a Yb`h`c`_YYd]b[`gi W`U`hU`Ybh`fU]gYg`↑gh`Ug`a`Ubm

ei Ygh]cbg`UVci h'h\Y`X]fYWh]cb`cZ'h\Y`Wi V`Ug`jh`XcYg`UVci h'D`UhU g
ck b`Ugd]fUh]cbg`]b`U`Wca dYh]hj Y`ZcchVU````UbXgWUdY"

8YhU]`g	
Cfh	F]c`XY`ǻbY]fcŽ6fUn]`
E i Y``Yb	<ul style="list-style-type: none">• Vc`Uj]d"Wca• k k k "Y`Zi hVc`Yfc"Wca "YW• k k k "hfUbgZYfa Uf_h"Wca

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