7c``]Yf'7ci bhm'l bj Y]`g'<][\!HYW\'-%% GmghYa Zcf: UghYf'9a Yf[YbWm'FYgdcbgY

91 d`cfY`@Ycb`7cibhm⁄, \$'-/g`YaYf[YbWm`fYgdcbgY Yjc`ih]cb`Ug`Yb\UbWYX`-%%`gmghYag`UbX`Wc``UVcfUh]cbg fYg\UdY`diV`]WgUZYhm`Zcf`fYg]XYbhg"



@Ycb'7cibhmž:`cf]XUžIG5'!'7c``]Yf'7cibhmž:`cf]XUž']g ghYdd]b[']bhc'h\Y'ZihifY'cZYaYf[YbWngYfj]WYg'k]h\'U'Wihh]b[! YX[Y'-%%'Wcaaib]WUh]cbg'WYbhYf'h\Uh'dfca]gYg'hc'Yb\UbWY'h\Y kUmfYg]XYbhg'WcbbYWh'k]h\'\Y'd']b'h]aYg'cZ'Wf]g]g"'K]h\'h\Y UXcdh]cb'cZ'BYIh'; YbYfUh]cb'-%%'fB; -%%Ł'hYW\bc`c[mž'WU``Yfg WUb'bck'bch'cb`m'jc]WY'h\Y]f'YaYf[YbW]Yg'Vih'U`gc'gYbX'hYIh aYggU[Yg'UbX'YjYb'j]XYc'hc'X]gdUhW\Yfg"'H\]g'fYjc`ih]cbUfm'g\]Zh \Ug'VYYb']b'h\Y'kcf_g'Zcf'U`acgh'U'XYWUXY'ibXYf'h\Y'YUXYfg\]d cZ'G\Yf]ZZ'?Yj]b'FUaVcg_'UbX'6cV':]bbYmž'h\Y'Wcibhm g'X]fYWhcf cZ'Wcaaib]WUh]cbž'U]a]b['hc'g][b]Z]WUbh`m'Vccgh'h\Y'YZ]W]YbWn UbX'UVWYfUWmcZ'YaYf[YbWmfYgdcbgYgžYgdYW]U``m']b'U'fY[]cb dfcbY'hc'bUhifU`X]gUghYfg" H\Y'Z]fgh!YjYf'- %%'WU```a UXY`]b'h\Y'I "G"`XUhYg'VUW_'hc': YVfiUfm %*ž%-*, ž`]b'<U`Ymj]``Yž'5`UVUa Už'Vi h'Ug'hYW\bc`c[m'UbX Wca a i b]WUh]cb'gmghYa g'Yj c`jYž'gc'XcYg'h\Y'XYa UbX'Zcf]a dfcjYX'Ya Yf[YbWn'fYgdcbgY'ghfi WhifYg"'Bck UXUmgž'a cgh'- %% WU``g'UfY'a UXY'Zfca 'WY``d\cbYgž'dfca dh]b['X]gdUhW\Yfg'hc'i h]`]nY [Yc!hfUW_]b['hc'd]bdc]bh'U'WU``Yfg'YI UWh``cWUh]cb"'H\]g'a Yh\cX']g Wf]h]WU``]b'Ybgi f]b['Ugg]ghUbWY'fYUV\Yg'h\cgY']b'bYYX'k]h\ci h i bbYWYggUfm'XY`Umg"'I bZcfhi bUhY`mž'h\YfY g'U'dUhW\k cf_'cZ gmghYa g'UWfcgg'h\Y'I b]hYX'GhUhYg/a Ubm'UfYUg'gh]``fY`m'cb ci hXUhYX'dfchcWc`g'h\Uh'WUb'\]bXYf'h]a Y`m'Ya Yf[YbWn'fYgdcbgY"' Dc`]WY %'fYdcfhg'h\Uh'\]bXž'i bXYfgWcf]b['h\Y'i f[Ybh'bYYX'Zcf bUh]cbk]XY'ghUbXUfX]nUh]cb"

H\Y`<][\!HYW\`5ddfcUW\

7 c``]Yf'7 ci bhm g'ZUW]`]hm'Ya d`cmg`*%'Zi ``!h]a Y'UbX'h\fYY'dUfh!h]a Y ghUZZz'cdYfUh]b['Ufci bX'h\Y'WcW_"'H\Y]f'\][\!hYW\'Ya Yf[YbWm cdYfUh]cbg'WYbhYf']g'bch'f gh'UVci h'Ubgk Yf]b['WU``g/']h']bhY[fUhYg XUhU'Zfca 'j Uf]ci g'WcbbYWhYX'gci fWYgž'gi W\'Ug'ga Ufh'Vi]`X]b[g UbX'dYfgcbU``XYj]WYgž'hc'[]j Y'Z]fgh'fYgdcbXYfg'U'WYUfYf'd]Whi fY cZ'Ya Yf[YbWm'gWYbYg"'H\Y'XUhU'dfcj]XYX']g'Zci bXUh]cbU`ž'k]h\ Wca dUb]Yg``]_Y'FUd]XGCG'Ybgi f]b['h\Uh'VUgY`]bY']bZcfa Uh]cb']g gi dd`]YX'Uh'bc'Wcgh'hc'U``- %%'WYbhYfg"'H\]g'Wc``UVcfUh]cb YI Ya d`]Z]Yg'\ck'hYW\bc`c[m'WUb'XfUa Uh]WU``m'Yb\UbWY'di V`]W gUZYhm'UbX'fYgdcbgY'h]a Ygž'gca Yh\]b['h\Uh']g'dUfh]W'`Uf`m'j]hU` Zcf'Wca a i b]h]Yg'g]hi UhYX']b'X]gUghYf!dfcbY'UfYUg"

8i f]b[`fYWfbhYa Yf[YbW]Ygžigi W. Ug`<i ff]WUbY`<Y`YbYžih\Y Wć``UVcfUh]j Y`YZZcfhg`VYhk YYb`Wći bh]Yg`g\ck WUgYX`fYg]`]YbWf" K \Yb`h\Y`gmghYa g`cZ`bY][\Vcf]b[`@Ycb`7ci bhm`ZU`hYfYXž`7c``]Yf 7ci bhm`i gYX`h\Y]f`UXj UbWfX`hYWXbc`c[m`hc`a UbU[Y`Ya Yf[YbWn WU``gž`ghYdd]b[`]b`hc`i d\c`X`gUZYhm`Zcf`U```fYg]XYbhg"`=h g`WYUf`h\Uh h\YgY`UXj UbWfa Ybhg`bch`cb`m`]a dfcj Y`fYgdcbgY`h]a Yg`Vi h`U`gc fY]bZcfWf`U`gYbgY`cZ'gYWff]hm`k]h\]b`h\Y`Wca a i b]hmž`gca Yh\]b[h\Y``YUXYfg`UbX`fYg]XYbhg`cZ`DU`a `7cUghž': `cf]XUž`_bck `U```hcc k Y```Ug`h\Ym`hfUbg]h]cb`hc`h\Y]f`ck b`B; - %%`gmghYa g`k]h\`h\Y Ugg]ghUbWf`cZ`]bbcj Uh]j Y`dUfhbYfg``]_Y`A chcfc`U`Gc`i h]cbgž`Ug

H\Y`BYYX`Zcf`7cbh]bi ci g`8Yj Y`cda Ybh

5gʻh\Y`- %%gmghYa 'Yj c`j YgʻZfca 'Uʻj c]WY!cb`m'gYfj]WY hc'Uʻa cfY fcVi ghžXUhU!Xf]j YbʻbYhk cf_ž']h`]gʻYggYbh]U``Zcf'Wca a i b]h]Ygʻhc dfYdUfY`UXYei UhY`m"`DU`a '7cUgh`]gʻU`gc`]a d`Ya Ybh]b[`UʻgmghYa k \YfY`]a dfcj YX``cWUh]cb`UVWY fUWm`UbX`a i `h]a YX]U`WUdUV]`]h]Yg k]```U``ck 'hYI hgž'd\chcgž'UbX`j]XYcgʻhc`VY`gYbh'X]fYWh`m'hc X]gdUhWXYfg Ub`i d[fUXY`h\Uh'U`][bg`k]h\`7c``]Yf`7ci bhmg cV'YWh]j Yg"`Gi WX`]bbcj Uh]cbgʻdfca]gY`Yb\UbWYX`g]hi Uh]cbU` Uk UfYbYggʻUbX`ei]W_Yf`X]gdUhWXžYbgi f]b[`h\Uh'Ya Yf[YbWm fYgdcbXYfg`\Uj Y`h\Y`bYWYggUfm`hcc`gʻhc`UXXfYggʻUbm`g]hi Uh]cb YZZYWh]j Ym"

<ck Yj YfžXYgd]hY'h\YgY'UXj UbWYa Ybhgž'W\U`Yb[Yg'fYa U]b" H\YfY']g'W ffYbh`m`bc'ZYXYfU``cj Yfg][\h`cf'Zi bX]b['hc'ghfYb[h\Yb - %%'gmghYa g'i b]j YfgU``m"'H\]g'[Ud'Wci `X'\]bXYf'dfc[fYgg'Ug fY[]cbg'ghf]j Y'hc'a cXYfb]nY'h\Y]f'Ya Yf[YbWn`fYgdcbgY]bZfUghfi Whi fY"'=b'h\Y'k U_Y'cZ'fYWYbh'Yj Ybhgž']bWi X]b['gYj YfY k YUh\Yf']b'HYI Ugž'h\Y']a dcfhUbWY'cZ'k Y``!gi ddcfhYX'- %%'gYfj]WYg]g'i bXYfgWcfYXž'Ug'\][\`][\hYX'Vm'A]WXUY``A Ufh]bž'79C'cZ F Ud]XGCG"'%&' B 9H'Ya d\Ug]nYg'h\Uh'h\Y'hfUbg]h]cb'hc'B; - %% Wci `X'ghfYUa `]bY'dfcWYggYg'g][b]Z]WUbh`mž'U``ck]b['fUd]X'WU`` fci h]b['UbX']a dfcj YX'fY`]UV]`]hm'UWfcgg'j Uf]ci g'bYhk cf_gž'U bYWYgg]hm'h\Uh'g\ci `X'bch'VY'cj Yf`cc_YX"

5g'7c``]Yf'7ci bhm'dfci X`m`YUXg'h\Y'W\Uf[Y'Zcf'a cXYfb Ya Yf[YbWn'fYgdcbgYgž'cbY'WUb'cb`m'\cdY'h\Uh'ch\Yf'UfYUg'k]`` Zc``ck 'gi]hž'fYWc[b]n]b['h\Y']a dcfhUbWY'cZ']bj Ygh]b[']b'U'gmghYa h\Uh'Zi bXUa YbhU``m'YI]ghg'hc'gUj Y'`]j Yg"'=h'gYYa g'h\YfY g gca Yh\]b['hc'VY'gU]X'Zcf'U'Zi hi fY'k \YfY'Yj Yfm'WU``Zcf'\Y`d']g Ubgk YfYX'gk]Zh`m'UbX'YZZYWh]j Y`mž'hfUbgZcfa]b['h\Y``UbXgWUdY'cZ di V`]WgUZYhm'UWfcgg'h\Y'bUh]cb"

Cfh	@Ycb'7cibhmž':`cf]XUž'IG5
EiY``Yb	• k k k "dc`]WY%"Wca
	● k k k "UfW\mXY"Wca
	• k k k "%&' "bYh

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