

7`Um'7ci bhm'8Ydi hm'5ffYghYX`Zcf'5ggUi`h 5a]X`F]g]b[`GYI i U`7f]a Yg

7`Um'7ci bhm'8Ydi hm'F mJb`DYffmž' ' žk Ug`UffYghYX`Zcf
U`Y[YX`Ufa YX`gYI i U`VUhhYfm'k \]Y`cb`Xi hm`h\Y`WUgY
XfUk g`UhhYbh]cb`hc`f]g]b[`gYI i U`UggUi`h'fYdcfhg"



7`Um'7ci bhmž'i G5`!`b`U`h'f'c'i V`]b[`]bW]XYbh'h\Uh`Ug`f'cW_YX`7`Um
7ci bhmž`G\Yf]ZZg'8Ydi hm'F mJb`DYffmž' ' žk Ug`UffYghYX`UbX
]a a YX]UhY`m'hYfa]bUhYX`Zfca ` \]g`d'c'g]h]cb`Zc`ck]b[`U`Y[Uh]cb'g'c'Z
gYI i U`UggUi`h`H\]g`U`Ufa]b[`g]h' Uh]cb`i bZc`XYX`k \]Y`DYffm'k Ug
fYgdc'bX]b[`hc`U`h\YZh`WU`U`h`U`k`ca Ub g`ca Yž`W`a]bUh]b[`]b` \]g
UffYgh'cb`ž bY`&+`Zcf`Ufa YX`gYI i U`VUhhYfmi bXYf`h\Y`Wc`c'f'c'Z
`Uk ž`Ug`fYdcfhYX`Vm`>UW_gcbj]`Y`"Wc a "

H\Y`U`Y[YX`UggUi`h`h'c'c`_`d`UW`'c'b`ž bY`%, žk \Yb`DYffm]g
UWw`gYX`c'Z`Zc`ck]b[`h\Y`j]Wh]a`i`dghU]fg`k \]Y`Ubch\Yf`XYdi hm
fYa U]bYX`Xck bghU]fg`H\Y`G\Yf]ZZg`C`ZZ]W`U`i bW\YX`Ub
]bj Ygh[Uh]cb`]bhc`h\Y`]bW]XYbh'cb`ž bY`&%`UZhYf`fYW]j]b[`h\Y
fYdcfh`G\Yf]ZZ`A]W\Y`Y`7cc`_`YI`dfYggYX`\Yf`X]gUddc]bha Ybh`UbX

Ub[Yf'cj Yf'h\Y`Yj Ybhž'i bXYfgWčf]b['h\Y`]a dcfhUbW`cZ'fhi gh
VYhk YYb'h\Y`Wča a i b]hmiUbX`Uk`YbZcfW`a Ybh`G\Y`i f[YX
UbmcbY`k \c`a Um`\Uj Y`\UX`g]a]Uf`YI dYf]YbW`g`k]h\`DYffm`hc
Wča Y`Zcfk UfX"

5`F]g]b[`H]XY`cZ`GYI i U`5ggUi `h`7UgYg

H\]g'hfci V`]b[`Yj Ybh`Wča Yg`Uh`U`h]a Y`k \Yb`7`Um`7ci bhm]g
k]hbYgg]b[`U`X]ghfYgg]b[`gi f[Y`]b`gYI i U`UggUi `h`WUgYg" E i] [`Ym
< ci gYž`U`cWU`bc bdfcZ]h`XYX]WU`hYX`hc`Ugg]gh]b[`gi fj]j cfgž
fYdcfhYX`h\ Uh`h\Y`UfYU`\Ug`gY`b`&, `bYk`gYI i U`UggUi `h`WUgYg
g]bW`š`mž`U`g][b]Z]WU`bh]bWfYUgY`Zfca `h\Y`%, `hc`hU`WUgYg
fYWčfXYX`]b`h\Y`d`fYj]ci g`Z]gWU`mYUf" `GUfU\`<U`dYfhž`h\Y
cf[Ub]nUh]cb`g`gYI i U`UggUi `h`gYfj]W`g`WčcfX]bUhc`fž`bchYX`h\ Uh
h\Y`f]gY`a] [\h`VY`Uhhf]Vi hYX`hc`]bWfYUgYX`Uk UfYbYgg`cZ`h\Y]f
gYfj]W`g`UbX`U`[fck]b[`Wča Zcfh`k]h\]b`h\Y`Wča a i b]hmi`hc`gdYU_
ci h"

≠`UXX]h]cbž`<U`dYfh`\] [\`][\hYX`gcW]YhU`]]ggi Yg`h\ Uh`cZ`hYb`g]`YbW`
j]W]a gž`YbWči fU[]b[`gi ddcfh`Zcf`gi fj]j cfg`hc`Ybgi fY`h\Ym`ZY`
VY`]Yj YX`UbX`gi ddcfhYX" `H\]g`Wča a i b]hmi`VUW`Xfcd`UXXg`U
XY`d`m`WčbW`fb]b[`UmYf`hc`DYffm`g`U`Y [YX`UW]cbg"

E i] [`Ym`< ci gY`]g`UW]j Y`m`k cf_]b[`hc`dfcj]XY`fYgci fW`g`Zcf
gi fj]j cfgž]bWi X]b[`U`& (!\ci f`\ch]bY`Zcf`h\cgY`i bgi fY`UVci h
fYdcfh]b[`]bW]XYb`hg`cf`gY`Y_]b[`Y`d`"5df]`\Ug`VYYb`XYg][bUhYX`Ug
GYI i U`5ggUi `h`5k UfYbYgg`A cbh\ž`UbX`j Uf]ci g`UW]j]h]Yg`UfY
d`UbbYX`hc`YXi WU`hY`h\Y`Wča a i b]hmi`UbX`\cbcf`j]W]a g" `I dWča]b[
Yj Yb`hg]bWi XY`U`D]W`YVU`Hci fbUa Ybh`cb`5df]`) `UbX`7c`cf`h\Y
G]YbW`UW]j]h]Yg`Uh`cWU`]VfUf]Yg`h\ fci [\ci h`h\Y`a cbh`"

: i fh\Yfa cfYž[Ua Yg`gi W`Ug`Gd]f]h`B][\h`Uh`cWU`YUhYf]Yg`UbX
8Yb]a `8Umž`YbWči fU[]b[`]bX]j]Xi U`g`hc`k YUf`XYb]a `]b`gc`]XUf]hm
k]h\`gi fj]j cfgž`U]a `hc`ZcghYf`Uk UfYbYgg`UbX`gi ddcfh"

Gi ddcfh`UbX`F`Ygci fW`g`Zcf`Gi fj]j cfg

: cf`h\cgY`bY`YX]b[`Ugg]ghUbW`ž`\Y`d`]g`Uj U]UV`Y`Uh`h\Y`B`Uh]cbU`

GYI i U`5ggUi `h<ch]bY`f%a, \$\$!*) *(* +' Ł'UbX`h\Y`K ca Yb g
 7YbhYf`cZ`UW_gc b j]`Y g`fUdY`Wf]g]g`h`ch]bY`f \$ (!+&%!+&+' Ł`H\YgY
 fYgci fWg`d`Um`U`Wfi W]U`fc`Y`]b`Ybgi f]b[`h\Uhj]Wh]a g`fYW]j Y`h\Y
 WfY`UbX`gi ddcfh`h\Ym`bY`X`Xi f]b[`X]ZZ]W`h`h]a Yg"

5g`h\Y`Wca a i b]hmi[fUdd`Yg`k]h\`h\Y`]a d`]WWh]cbg`cZ8Ydi hm
 DYffmg`UWh]cbg`Ua]Xghi`Ub`Ybj]fcb a Ybh`U`fYUXmiZUW]b[`gWfi h]bm
 Xi Y`hc`f]g]b[`UggUi `h`WUgYgž]h]g`WYUf`h\Uh`a cfY`a i gh`VY`XcbY`hc
 dfchYWh`UbX`i d`]Zhigi fj]j cfg" G\Yf]ZZ`7cc_ g`ghUhYa Ybh`fYZYWhg`U
 gYbh]a Ybh`h\Uh`fYgcbUhYg`k]h\`a Ubm`h\Y`Wca a]ha Ybh`hc
 a U]bhU]b]b[`Wca a i b]hmi`hfi gh`UbX`dfcj]X]b[`dfchYWh]cb`\Ug`bYj Yf
 VYYb`a cfY`Wfi W]U`"

H\]g`]bW]XYbh]g`U`ghUf`_fYa]bXYf`cZ`h\Y`]a dcfhUbW`cZ`UXXfYgg]b[
 gYI i U`j]c`YbW`UbX`h\Y`gmghYa]W]ggi Yg`gi ffc i bX]b[`]h`K` \]Y
 h\YfY`a Um`VY`a Ubm`W`U`Yb[Yg`U`YUXž`Wca a i b]hmi`fYg]`]YbW`UbX
 i b]Z]YX`UWh]cb`WUb`\Y`d`WfYUhY`U`a cfY`gi ddcfh]j Y`Ybj]fcb a Ybh
 Zcf`gi fj]j cfg"

8YhU]`g	
Cfh	7`Um`7ci bhmž`l G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "UW_gc b j]`Y"Wca • k k k "bYk g(`U "Wca • k k k "bgj fWcf[

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