

5 ffY gh'A UXY`]b`7mVYfghU`_]b[`H\ fYUhg
5 [U]b gh'@c WU`'5 hhc fbYm' . \$' - /g`C ZZ]W

8]gWcj Yf'h\Y`fYWb h'WmVYfghU`_]b[`WUgY`]b`A cbfcY`7ci bhmž
 \][\`][\h]b[`h\ fYUhg`hc`ghU hY`Uh hc fbYm'ghUZZ`UbX`]hg
]a`d`]WU h]cbg"



A cbfcY`7ci bhmž`I G5`!`b`U`h fci V`]b[`hi fb`cZYj Ybhgž`U`cWU`
fYg]XYbh`Ug`VYYb`UffYghYX`Zcf`WmVYfghU`_]b[`UZhYf`U`Y[YX`m
gYbX]b[`U`ghf]b[`cZ`h\ fYU hYb]b[`a`YggU[Yg`hc`ghUZZ`a`Ya`VYfg`Uh
h\Y`GhU hY`5 hhc fbYm`g`C ZZ]W`"H\]g`]bW]XYbh`g\]bYg`U[`Uf]b[``][\h
cb`h\Y`]bWfYUg]b[`dfYj U`YbW`cZ`WmVYfghU`_]b[`]b`ci`f`X][]hU`U[Yž
k`YfY`dYfgcbU`Vci bXUf]Yg`UfY`cZhYb`hfUa`d`YXž`UbX`UfUgga`Ybh
WU b`VYW`a`Y`fY`Ybh`Ygg"

5W`cfX]b[`hc`? Ymg`B Yk`gž`h\Y`]bX]j]Xi U`k Ug`UddfY`YbXYX`UZhYf
h\Y`Ui`h\cf]h]Yg`hfUW`X`a`i`h]d`Y`a`YggU[Yg`h\Uh`UfVcfYX`U`Ufa`]b[
h\ fYUhg`U]a`YX`gei`UfY`m`Uh`h\Y`cZZ]W`g`dYfgcbbY`"K`]h`h\Y
]bj`Ygh][Uh]cb`cb[c]b[ž]h`fU]gYg`gYf]ci`g`ei`Ygh]cbg`UVci`h`h\Y
YZZYWh]j`YbYgg`cZ`W`ffYbh`a`YUgi`fYg`hc`dfchYWh`]bX]j]Xi U`g`Zfca

cb`]bY`\\UfUgga Ybh"

H\\Y`GWŁdY`cZ`h\\Y`DfcV`Ya

7mVYfghU`_]b[`]gb`h'a`YfY`m`Ub`]gc`UhYX`]ggi`Y""5`fYW`b`h`ghi`Xm`Vm`
GUZY\\ca`Y`fYj`YU`YX`h\\Uh`VYhk`YYb`&\$\$`UbX`&\$&\$`ž`(`%&`ZYXYfU`
WmVYfghU`_]b[`WUgYg`k`YfY`fYdcfhYX`]b`l`"G""X]ghf]Wh`WŁi`fhg""`h`g`U`
ghUh]gh]Wh\\Uh`fYZYWh`g`U`[`fck`]b[`WŁbW`fb.`X][`]hU`\\UfUgga`Ybh`]g`
VYWŁa`]b[`ZUf`hcc`WŁa`a`cb""H\\Y`hUWh]WŁ`Ya`d`cmYX`Vm`ghU`_Yfg`UfY`
dUfh]W`Uf`m`]bj`Ug]]`Yž`i`h`]n]b[`hYWŁbc`c[`mZcf`\\UfUgga`Ybh`]b`k`Umg`
h\\Uh`k`ci`X`\\Uj`Y`VYYb`i`b]a`U[`]bUV`Y`↑`gh`U`ZYk`XYWUXYg`U[`c"

5a`cb[`h\\Y`dcdi`Uf`a`Yh\\cXg`cZ`\\UfUgga`Ybh`ž`GUZY\\ca`Y`bchYg`
h\\Uh`*`%`i`cZ`ghU`_Yfg`fYgcfh`hc`hYl`h'a`YggU[`]b[`ž`Ya`U`]gž`cf`d`cbY`
WU`g""GcW]U`a`YX]U`d`UhZcfa`g`Zc`ck`WcgY`m`VY\\]bXž`k`]h\\(``i`
i`h`]n]b[`h\\Ya`hc`WŁffmici`h`h\\Y]f`i`bk`UffUbhYX`]bj`Ug]cbg`cZ`
df]j`UWm""`h`gYYa`g`bc`WŁfbYf`cZ`h\\Y`]bhYfbYh`]g`]a`a`i`bY`hc`h\\]g`
VY\\Uj`]cfž`UbX`U`i`gYfg`bYYX`hc`VY`j`][`]Ubh"

K`\\Uh`7Ub`6Y`8cbY3

H\\Y`g]hi`Uh]cb`gi`ffci`bX]b[`h\\Y`WmVYfghU`_]b[`]bW]XYb`h`Uh`h\\Y`GhUhY`
5h`hcfbYmg`C`ZZ]WŁ`i`bXYfgWŁfYg`U`Wf]h]WU`b`YXX`Zcf`]a`dfcj`YX`
dfchYWh]j`Y`a`YUgi`fYg`U[`]bgh`cb`]bY`\\UfUgga`Ybh""7i`ffYbh`
hYWŁbc`c[`mž`k`\\]Y`]a`a`YbgY`m`VYbYZ]W]U`ž`WŁb`U`gc`ZUW]`]hUhY`gi`WŁ`
VY\\Uj`]cf""`cf`]bghUbWŁž`WŁbW`fbg`UVci`h`gYW`f]hmic`ZhYb`gi`ffci`bX`
XYj`]WŁg`_]Y`5]fHU[`]g`UbX`g]a`]Uf`]hYa`c`WUhc`fgž`k`\\]WŁ`WŁb`VY`
Yl`d`c]hYX`Zcf`ghU`_]b[`di`fdcgYg""5`Uk`gi`]h`U[`]bgh`5dd`Y`U`Y[`]Yg`
bY[`]YbWŁ`]b`h\\Y`XYg][`b`cZ`5]fHU[`]g`h\\Uh`U`ck`g`Zcf`h\\Y]f`a`]gi`gY`
k`]h`ci`h`YZZYWh]j`Y`gUZY[`]i`UfXg`]b`d`UWŁ"

7ca`a`i`b]h]Yg`a`i`gh`fU`m`hc[`Yh\\Yf`hc`WfYUhY`Uk`UfYbYgg`UbX`
YXi`WUhY`]bX]]`]Xi`U`g`cb`h\\Y`g][`bg`cZ`WmVYfghU`_]b[`]l`bZcfhi`bUhY`mž`
a`Ubm`j`]Wh]a`g`gi`ZZYf`]b`g`]YbWŁ`Xi`Y`hc`gcW]U`gh][`a`U`cf`ZYUf`cZ`
fYhU`]Uh]cb""5g`A`]WŁ][`Ub`GhUhY`l`b]j`Yfg]hm`@]VfUf]Yg`\\][`\\][`hž`
fYgci`fWŁg`UbX`j`Ugh`XUhUVUgYg`UfY`Uj`Uj`UV`Y`h\\Uh`ci`h`]bY`ghUh]gh]WŁ`
UbX`c`ZZYf`]bZcfa`Uh]cb`h\\Uh`WŁb`U]X`]b`h\\Y`Z][`h`U[`]bgh`h\\]g`
a`cXYfb`a`YbUWŁ""`h`g`Wfi`W]U`h\\Uh`ci`f`gcW]Yhm`hU`_Yg`dfcUWŁ]]`Y`

ghYdg'hc`UXXfYgg`U`d\Ybca Ybcb`h\Uh`UZZYWhg'gc`a Ubm"

⌘`h\Y`X][`hU``U[Yž`h\YfY g'gc`a Yh\]b[`hc`VY`gU]X`Zcf`h\Y`c`X
UXU[Y.` 5b`ci bW`cZ`dfYj Ybh]cb`]g`k cfh\`U`dci bX`cZ`W fY" `H\Y
fYW`bh]bW]XYbh`UW`hg`Ug`U`gcVYf]b[`fYa `]bXYf`cZ`h\Y`]a dcfhUbW`cZ
gUZ[`i UfX]b[`ci f`cb`]bY`]bhYfUW`h]cbg`UbX`VY]b[`Uk UfY`cZ`h\Y
dchYbh]U`h\fYUhg`i f_]b[`VY\]bX`h\Y`gWfYYbg" `@Yhg`dfchYWh`ci f
W`a a i b]hm`Vm`YbW`ci fU[]b[`X]U`c[`i Y`UVci h`WmVYf`gUZ`hm`UbX
\c`X]b[`h\cgY`k \c`Yb[U[Y`]b`\UfUgga Ybh`UW`W`ci bhUV`Y"

8YhU]`g	
Cfh	AcbfcY`7ci bhmž`l G5
EiY``Yb	<ul style="list-style-type: none">• k k k "_YmgbYk g"W`a• `]V[`i]XYg"`]V"a gi "YXi• k k k "gUZ\`ca Y"cf[

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