

8Yb[i Y '8Ub[Yfg'F]gY. '7U`]Zcfb]U'6fUW'g
Zcf'DYU_ 'A cgei]hc 'GYUgcb

5g'dYU_ 'a cgei]hc 'gYUgcb 'UddfcUW'Yg']b 'ž 'm'&\$&) ž'\YU'h
cZZ]W]U'g'VfUW'Zcf']bWfYUgYX'XYb[i Y'f]g_g'UW'cgg'Bcfh
5a Yf]WUž'Xf]j Yb'Vm'W]a UhY'W'Ub[Y'UbX'i fVUb]nUh]cb"

7U`]Zcfb]Už'I G5 '! '5g'k Y'Z]bX'ci fgY'j Yg'XYYd']b'h\Y'h\fcYg'cZ
gi a a Yfž']hgYYa g'h\Uh'a cgei]hc 'gYUgcb']g'\]hh]b[']'hg'dYU_ž'UbX
k]h\ ']h'W'a Yg'U'k Uj Y'cZ'W'cbW'fb'UVci h'XYb[i Y'Z]j Yf'g'f]g]b[
h]XY"'<YU'h\ 'cZZ]W]U'g'UfY'gci bX]b['h\Y'U'Ufa 'Ug'fYdcfhg']bX]WUhY
g][b]Z]W]b'h'f]gYg']b'XYb[i Y']bZYW]cbg'UW'cgg'h\Y'I b]hYX'GhUhYgž
dUfh]W 'Uf'm]b'k Ufa Yf'fY[]cbg'_Y': 'cf]XU"'H\Y'**BYk g'Hf]Vi bY**
fYj YU'g'h\Uh'Uddfc]]a UhY'm' ž+\$ \$'bYk 'XYb[i Y']bZYW]cbg'k YfY
XcW'a YbhYX']b'h\Y'W'cbh][i ci g'I "G"'Ugh'mYUfž'U'a Uf_YX']bWfYUgY
Zfca 'UVci h'&ž\$) \$'WUgYg']b'&\$&' "A cgh'cZ'h\YgY'WUgYg'k YfY
W'cbhfUW'hYX'UVfcUXž'Vi h'k]h\ '%\$) ']'bW]XYbhg'Ya Yf[]b[']'b
7U`]Zcfb]Už': 'cf]XUž'UbX'HYI Ugž']hg'WYUf'h\Y'g\UXck g'cZ'h\]g
X]gYUgY'UfY''Yb[h\Yb]b['f][\h'Uh'ci f'XccfghYd"

H\Y'k cff]Yg'Xcb h'† gh'ghcd'Uh'f]g]b['bi a VYfg"'9I dYfhg'UfY'bck
gdYW'Uh]b['h\Uh'XYb[i Y'a Um'VYW'a Y'YbXYa]W]b''Uf[Yf'gk Uh\Yg
cZ'Bcfh\ '5a Yf]WUž'Z Y''YX'Vm'W]a UhY'W'Ub[Yž'h\Y'UVgYbW'cZ'Ub
YZZYW]j Y'j UWW]bYž'UbX'U'fYW'bh'fYXi W]cb']b'ZYXYfU''Z bX]b['Zcf
fY'UhYX'fYgYUfW"'H\Y'7YbhYfg'Zcf'8]gYUgY'7cbhfc''UbX
DfYj Ybh]cb'f787Ł'\Ug']ggi YX'U'Yfhg'UVci h'h\Y'cb[c]b['f]g_g
dcgYX'Vm'XYb[i Yž'dUfh]W 'Uf'm'Ug']hgdYUXg'h\fc] [\h\Y'V]hYg'cZ
h\Y'5YXYg'a cgei]hcYgž'k \]W'h\f]j Y']b'ci f']bWfYUg]b['mik Ufa Yf
i fVUb'Ybj]fcba Ybhg"

8Yb[i Y g'; `cVU`': cchdf]bh

8Yb[i Y`ZYj Yf`]g`bch`ť gh`U`cWU`]ggi Y`/`h`\\Ug`VYW`a Y`U`[`cVU`
Yd]XYa]W`č`&\$`' ž`Uddfc[]a UhY`m[g]l`'a]`]cb`WUgYg`k YfY
fYdcfhYX`k cf`Xk]XY`"6m`&\$`&(`ž`h`Y`Z][i fY`\\Ug`gi f[YX`hc`c`j Yf`%&
a]`]cb`ž`UW`c`fX]b[`hc`Z]bX]b[g`\\][`\\][\\hYX`Vm`B`D`F`"H`\\g`i`dh]W`_`]g
U`Ufa]b[ž`UbX`ghi X]Yg`gi [[Ygh`h`Uh`W]a UhY`W`U`b[Y`\\Ug`d`UmYX`U
g][b]Z]WU`bh`fc`Y`ž`d`chY`bh]U`m`]bW`fYUg]b[`WUgYg`Vm`fci [`m`&\$`i
UW`cgg`&%`W`ci`bh`f]Yg`VY`hk`YY`b`%-`-`)`UbX`&\$`%(ž`d`Ufh]W`U`f`m
]a`d`UW`h]b[`fY[]cbg`]b`@`Uh]b`5a`Yf]WU`ž`č`X]U`ž`UbX`G`ci`h`Y`Ugh`5g]U"

H`Y`j]XYU`W`c`bX]h]cbg`Z`c`f`5YXYg`a`cgei`]hc`Yg`'`h`Ya`d`Y`f`U`h`i`fYg
U`fci`bX`+-`...`Z`c`f`5YXYg`U`V`cd]W`h`i`g`U`bX`,`(`...`Z`c`f`5YXYg`U`Y[`mdh]`
U`fY`VY`W`c`a`]b[`a`c`fY`W`c`a`a`c`b`X`i`Y`h`c`W]a`UhY`W`U`b[`Y`"
I`b`Z`c`f`h`i`b`UhY`m`ž`h`Y`g`Y`d`Y`ghg`a`U`m`h`\\f]j`Y`]b`d`U`W`g`h`\\U`h`k`Y`fY`c`b`W`
h`c`c`W`c`X`Z`c`f`h`Y`a`ž`X`ci`V`]b[`XYb[i Y`g`]bW]XY`b`W`]b`j`i`b`Y`f`U`V`Y
fY[]cbg`]Z`k`Ufa`]b[`W`c`bh]bi`Yg`"K`]h`\\i`f`V`U`b]n`U`h]cb`U`bX`[`c`V`U`
h`f`U`j`Y`W`c`bh`f]Vi`h]b[`hc`h`\\]g`g`d`fYU`X`ž`V`ch`**787**`U`bX`B`D`F`\\][`\\][\\h
h`Y`b`Y`W`gg]h`m`Z`c`f`c`Vi`gh`di`V`]W`\\Y`U`h`\\]b`h`Y`f`j`Y`bh]cbg`hc`W`c`a`V`U`h
h`Y`g`Y`ci`h`V`fYU`_`g"

@cWU`F`Ygd`c`bgYg`U`bX`7`\\U`Yb[`Yg`

6UW`_`]b`gi`bb`m`7`U`]Z`c`fb]U`ž`h`Y`gh`U`hY`]g`Z`U`W]b[`]h`g`c`k`b`X`Y`b[i Y
X]`Ya`a`U`":`fca`'`&\$`%`*`hc`'`&\$`&`&ž`7`U`]Z`c`fb]U`fY`W`c`f`X`Y`X`U`b`U`j`Y`f`U[`Y`c`Z
%`*`b`Y`k`X`Y`b[i Y`WUgYg`U`bbi`U`m`ž`a`c`gh`m`]b`_`Y`X`hc`h`f`U`j`Y`"
<`c`k`Y`j`Y`f`ž`U`gh`m`Y`U`f`g`bi`a`V`Y`f`g`gi`f[`Y`X`k`]h`\\U`V`ci`h`i`&)`\$`b`Y`k`WUgYgž
]b`Wi`X]b[`h`k`c`h`\\U`h`k`Y`fY`c`WU`m`U`W`e`i`]fY`X`"H`\\]g`h`fY`bX`W`c`bh]bi`Y`X
]b`hc`'`&\$`&(`ž`k`\\Y`fY`U`V`ci`h`i`+`&)`b`Y`k`WUgYg`gi`f`Z`U`W`X`ž`%,`c`Z`k`\\]W`
k`Y`fY`U`W`e`i`]fY`X`k`]h`\\]b`h`Y`gh`U`hY`]h`gY`Z`'7`]a`UhY`W`U`b[`Y`U`dd`Y`U`fg`hc
VY`U`_`Y`m`d`U`m`Y`f`]b`h`Y`g`Y`f`]g]b[`Z][i fYgž`W`c`a`d`]WU]b[`W`c`bh`fc`
Y`Z`c`fhgž`Y`gd`Y`W]U`m`k`]h`\\k`]X`Z]fYg`]b`@`c`g`5`b[`Y`Y`g`]a`d`UW`h]b[
a`cgei`]hc`a`U`b`U[`Ya`Y`bh`"C`Z]W]U`g`\\U`j`Y`\\U`X`hc`h`fY`U`h`c`j`Y`f`%ž`(\$`\$
i`ba`U]b`h`U]b`Y`X`g`k`]a`a`]b[`d`cc`g`U`g`d`U`fh`c`Z`h`Y`]f`j`Y`W`h`c`f`W`c`bh`fc`
gh`f`U`hY[]Yg"

8Ygd]hY`j`U`f]Y`X`d`fY`j`Y`bh]cb`h`U`W`h]W`gž`]b`Wi`X]b[`h`Y`Y`I`d`c`f`U`h]cb`c`Z
ghY`f`]n`Y`X`5YXYg`a`cgei`]hc`fY`Y`U`g`Y`gž`\\Y`U`h`c`Z]W]U`g`U`fY`Z`U`W]b[
Z]b`U`b`W]U`\\i`f`X`Y`g`"A`c`gh`j`Y`W`h`c`f`W`c`bh`fc`U[`Y`b`W]Y`g`]b`7`U`]Z`c`fb]U
X`Y`d`Y`b`X`c`b`c`WU`h`U`I`Y`g`U`b`X`d`f`cd`Y`f`h`m`i`c`k`b`Y`f`Z`Y`Y`g`Z`c`f`Z`b`X]b[`"

A YUb k \]Yž'h\Y'ZYXYfU`[c j Yfba Ybh g'W' hg'hc'W]a UhY'fYgYUfW\ Z bX]b['a Um'YcdUfX]nY'cb[c]b['fYgYUfW\']bh'c'XYb[i Y g dfYj Ybh]cbž`YUj]b['Wc a a i b]h]Yg']bWfYUg]b[`mj i `bYfUV`Y"

Æ'U'ei U[a]fY'cZ'f]g]b['hYa dYfUhi fYg'UbX']bgi ZZ]W]Ybh'Z bX]b[ž h\Y'W\U`Yb[Yg'UfY'a ci bh]b["5g'YI dYfhg'YmY'h\Y'a cgei]hc gYUgcb'k]h\ 'hfYd]XUh]cbž'h\YfY g'bc'XYbm]b['h\Uh'a i W\k cf_`]Yg U\YUX']Zk Y'UfY'hc'[Yh'U'\UbX'Y'cb'h\]g'Vi f[Ycb]b['di V']W\YU'h\ h\fYUh"9b\UbW\X'gi fj Y]'UbW\ž'a cfY'YZZYWh]j Y'di V']W\YU'h\ WJa dU][bgž'UbX'fcVi ghj YW'hc'f'Wc'bhfc`a YUgi fYg'k]``VY'Wf]h]WU`Ug k Y'bUj][UhY'h\Y'\Unm'k UhYfg'cZ'XYb[i Y'ZYj Yf g'fYgi f[YbW"

8YhU]`g	
Cfh	7U`]Zcfb]UžI G5
Ei Y``Yb	<ul style="list-style-type: none">• k k k "bYk ghf]Vi bY"Wc a• k k k "bdf"cf[• k k k "W\W[c j

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