

A c b f c Y`7 c i b h m i 8 Y d i h m i 5 f f Y g h Y X`Z c f
: Y`c b m i A] g W c b X i W h`U b X`D Y f` fm

A c b f c Y`7 c i b h m i X Y d i h] Y g`Z U W`g Y f] c i g`a] g W c b X i W h
U`Y [U h] c b g`] b W i X] b [`Z Y`c b m i c Z] W] U`a] g W c b X i W h`U b X`d Y f` fm
U a] X g h`c b [c] b [`] b j Y g h] [U h] c b g`"



A c b f c Y`7 c i b h m ž i G 5`!`>`U b`Y g W U`U h] b [`g U [U`\\] [\\] [\\ h] b [U`Y [Y X`a] g W c b X i W h`k] h \\] b`h`Y`A c b f c Y`7 c i b h m i G`\\ Y f] Z Z`g`C Z] W`ž 8 Y h Y b h] c b`8 Y d i h m i 5 b h`c b m i D U b] U [i U`\\ U g`Z c i b X`\\] a`g`Y`Z`] b`\\ c h k U h Y f`ž Z U W] b [`g Y f] c i g`Z Y`c b m i W`U f [Y g`c Z`c Z] W] U`a] g W c b X i W h`U b X d Y f` fm`H`Y`A c b f c Y`7 c i b h m i G`\\ Y f] Z Z`g`C Z] W`\\ U g`d`U W X`D U b] U [i U c b`U X a] b] g h f U h] j Y`Y U j Y`k] h`c i h`d U m`ž`d Y b X] b [`U`d f Y`! h Y f a] b U h] c b \\ Y U f] b [``H`\\] g`\\ c d Y ž`\\`f Y g c`i h] c b`Z c`\\ c k g`U b`] b h Y f b U`] b j Y g h] [U h] c b W c b W`f b] b [`U`Y [U h] c b g`c`Z Z U`g Y`g h U h Y a Y b h g`U b X`] b U W W`f U h Y`f Y W c`f X Y b h f] Y g`f Y`U h Y X`h c`\\] g`h] a Y g`\\ Y Y h`D U b] U [i U`\\ U g`k`c f`_ Y X`Z c f`h`Y G`\\ Y f] Z Z`g`C Z] W`g] b W`>] b i U f m`&*`ž`&\$%)`ž`U b X`h`Y`W U g Y`\\ U g`] b X Y Y X g h] f f Y X`W c b W`f b`U a`c b [`f Y g] X Y b h g`" G`\\ Y f] Z Z`F] W`_`F U a`g U m i d`Y X [Y X`h c _ Y Y d`h`Y`d i V`] W] b Z c f a Y X`k`\\] Y`h`Y`] b j Y g h] [U h] c b`i b Z c`X g`" 5 g`] h g h U b X g`ž`D U b] U [i U`g`ž`h i f Y`] b`h`Y`X Y d U f h a Y b h`U d d Y U f g`i b W`f h U] b ž

fU]g]b['YmYVfck g'UVci h']bhYfbU`dfUWh]Wg"

H\Y'gWfi h]bm'XcYgb h'YbX'k]h\`DUb]U[i U``BchYk cfh\m']g'h\Y'WUgY
cZ'8ca]b]W8YbUfcž'Ubch\Yf'XYdi hm'k \c'k Ug'fYWb'h'm'UffU][bYX
Zcf'U'Yfh]b[']bWUfWfUhYX']bX]j]Xi U'g'VYZcfY'W`gYUfW\Ygž'U
VfYUW\h\Uh'Wca dfca]gYg'gUZYhm'UbX'gYW f]hm'8YbUfc'ZUWg
W\Uf[Yg'h\Uh']bWi XY'cZZ]W]U'a]gWcbXi Wh'UbX'cVghfi Wh]cb'cZ
[cj Yfba YbhU`UXa]b]ghfUh]cbž'Vch\`cZ'k \]W\`UfY'WUgg'5
a]gXYa YUbcfg"9j Yf'g]bW\`Y'k Ug'\]fYX']b'Ubi Ufm'&\$& (ž
8YbUfc g'UWh]cbg'\Uj Y'di h\]a ']b'U'h][\h'WcfbYfž'YUX]b['\]a 'hc
fYg][b'g\cfh'm'UZhYf'h\Y']bj Ygh][Uh]cb'VY[Ub"

: i fh\Yf'5`Y[Uh]cbg'k]h\]b'h\Y': cfW

H\Y'f]dd`Y'YZZYWhg'cZ'h\YgY']bj Ygh][Uh]cbg'ghfYhW\`Yj Yb'Z fh\Yfž
k]h\`8Ydi hm'8ca]b]W?i 'Uk U'U`gc'ZUW]b['gYf]ci g'gWfi h]bm'?i 'Uk U
]g'W\Uf[YX'k]h\`U]X]b['Ub']bWUfWfUhYX']bX]j]Xi U``b'Ub'UggUi `h
U[U]bgh'Ubch\Yf']ba UhY'UbX'ZU']b['hc']bhYfj YbY'Xi f]b['h\Y
]bW]XYbh"?i 'Uk U g'W\Uf[Yg']bWi XY'UggUi `h']b'h\Y'gWcbX'XY[fYY
UbX'cZZ]W]U'a]gWcbXi Wž'Vch\`WUgg'5'a]gXYa YUbcfg"<]g
Ya d`cma Ybh'VY[Ub']b'A Um'&\$&' ž'Vi h'h\Uh'g\cfh'hYbi fY'a Um'gccb
Wca Y'hc'Ub'YbX"H\Y'A cbfcY'7ci bhm'G\Yf]ZZ'g'CZZ]W']g'a cj]b[
hck UfXg'hYfa]bUh]cb']b'Wca d']UbW'k]h\`B MG'7]j]'GYfj]W'@Uk
+) ž'XYa cbghfUh]b['U'Z]fa 'ghUbW'U[U]bgh'a]gWcbXi Wh'k]h\]b']hg
fUb_g"

H\YgY'hfci V']b[']bW]XYbhg'Wca Y'Ua]X'U'VfcUXYf']bj Ygh][Uh]cb
]b]h]UhYX'cb'8YW\ a VYf'&\$ž'&\$& (ž'h\Uh'\Ug'g\U_Yb'h\Y'A cbfcY
7ci bhm'U]`hc']hg'WcfY"5`Y[Uh]cbg'cZ'cZZ]W]U'a]gWcbXi Wh'UbX
d\mg]WU`U'hYfWUh]cbg'`YX'hc'Ub']bhYfbU`]bj Ygh][Uh]cbž'k]h\`h\Y
A 7GC'7f]a]bU`žj Ygh][Uh]cb'GYW]cb'gdYUf\YUX]b['h\]g'h\cfci [\
]bei]fm'H\Ym'UfY'Wc`UVcfUh]b['k]h\`h\Y'B MG'7ca a]gg]cb'cZ
7cffYWh]cbg'UbX'h\Y'B MG'5hcfbYm'; YbYfU`g'CZZ]W'ž'i bXYf']b]b[
h\Y'gYf]ci gbYgg'cZ'h\Y'g]hi Uh]cb"K \Uh'\UddYbg'bYI h'k]`
Wfhu]b`m'VY'cZ']bhYfYgh'hc'U`ghU_Y\c`XYfg"

I bXYfghUbX]b['h\Y'6][[Yf'D]Whi fY

H\YgY`WUgYg'gdch)[\hU'dfYgg]b[`]ggi Y. `h\Y`fYgdcbg]V`)]h]Yg`cZ`Uk
YbZcfW`a Ybh'cZZ]W`fg`UbX`h\Y`gYf]ci gbYgg`cZ`UW`ci bhUV`)]hm"
5W`cfX]b[`hc`h\Y`8YdUfha Ybh'cZ`đ gh]W`ž`Uk `YbZcfW`a Ybh
a]gW`cbXi W`hWU`b`a Ub]ZYgh]b`j Uf]ci g`Zcfa gž]bWi X]b[`Yi W`gg]j Y
ZcfW`U`bX`ZU`gY`UffYgh`H\Y]f`]bj Ygh][Uh]cbg`W`cj Yf`U`VfcUX
gdYW`fi a `cZ`U`Y[Uh]cbg`UbX`\][\`][\h`h\Y`bYW`gg]hmicZi d\c`X]b[
W`cbgh]hi h]cbU`ghUbXUfXg`]b`Uk `YbZcfW`a Ybh'fc`Yg"

H\]g`W`cbW`gg]cb`hc`UW`ci bhUV`)]hm]g`W`fi WU`VYWUi gY`j]c`Uh]cbg
WU`b`YUX`hc`gYj YfY`W`cbgYei YbW`gž]bWi X]b[`ZYXYfU`W`Uf[Yg"
I bXYf`%, `I "G"7`z`&(&žk]`Z `XYdf]j Uh]cb`cZ`f][\hg`i bXYf`W`c`f`cZ
`Uk `]g`U`gYf]ci g`cZZYbgYž`dUfh]W`Uf`m`k \Yb`]h`fYgi `hg]b`VcX]`m
]b`↑fmicf`cgg`cZ`]ZY`H\Y`[cj Yfba Ybh'a i gh`XYa cbghfUhY`]bhYbh'hc
YghUV`]g\`U`j]c`Uh]cbž`]i ghfUh]b[`↑gh`\ck `W`ca d`]WUhYX`h\YgY
]bj Ygh][Uh]cbg`WU`b`VYW`ca Y"

H\Y`i bZc`X]b[`Yj Ybhg`k]h\]b`h\Y`A cbfcY`7ci bhmG\Yf]ZZ g`C ZZ]W`
gYfj Y`Ug`U`fYa]bXYf`h\Uh]bhY[f]hmiUa cb[`Uk `YbZcfW`a Ybh
dYfgcbbY`]g`bch`↑gh`XYg]fUV`Y`Vi h`YggYbh]U`Zcf`di V`]Whfi gh`5g
h\Y`]bj Ygh][Uh]cbg`dfcW`YXž]h`k]`VY`]bhYfYgh]b[`hc`gYY`\ck `h\Y
XYdUfha Ybh`UXXfYggYg`h\YgY`g][b]Z]WU`bh`W`U`Yb[Yg`UbX`k \Uh
a YUgi fYg`h\Ym]a d`Ya Ybh'hc`dfYj Ybh`Zi hi fY`a]gW`cbXi W`h"

8YhU]`g	
Cfh	AcbfcY`7ci bhmž`I G5
EiY`Yb	<ul style="list-style-type: none">• k k k "hUa dUZd"W`ca• a cbfcYW`ci bhmg\Yf]ZZ!bm"[cj• k k k "↑gh]W`"[cj

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