

I G85`I bj Y]`g`~ &%`A]``]cb`D`Ub`hc`7ca VUh
@]j YghcW_`H\ fYUh`]b`HYI Ug

H\Y`I G85`]bj Yghg`~ &%`a]``]cb`]b`ghYf`]Y`ZmidfcXi Wh]cb
ZUW`]h]Yg`]b`h\Y`I "G"UbX`A YI]Wc`hc`Wca VUh`h\Y`BYk`K cf`X
GWfYk`K cfa žYbgi f]b[``]j YghcW_`\YU`h\`UbX`YWcbca]W
ghUV`]`hm"



A cc fY`5]fZ]Y`Xž`HYI Ugž`I G5`!`C b`> bY`&) ž`&\$&) ž`h\Y`I "G"
8YdUfha YbhicZ`5[f]W`hi fY`fI G85`Ubbci bWX`Ub`]a dcfhUbh
]b]h]Uh]j Y`U]a YX`UhigUZY[i UfX]b[``]j YghcW_`h\ fci [\`h\Y
YghUV`]g\`a YbhicZ`U`ghYf`]Y`ZmidfcXi Wh]cb`ZUW`]hm`XYX]WUhYX`hc
Wca VUh]b[`h\Y`BYk`K cf`X`GWfYk`K cfa`fBK`GŁ`H\]g`ZUW`]hmž
k \]W\`k]``VY`cWUhYX`Uh`A cc fY`5]fZ]Y`X`]b`HYI Ugž`a Uf_g`U
g][b]Z]WUbh`XYj Y`cda Ybh`]b`h\Y`cb[c]b[`Y`Zcfhg`hc`a UbU[Y`h\]g
dYghž`k \]W\`dcgYg`U`h\ fYUh`hc`Vch\``]j YghcW_`\YU`h\`UbX`fi fU`
YWcbca]Yg"

8i f]b[`U`j]g]h`k]h\`I G85`cZ]W]U`gž`9h\Ub`@UbYž`GYb]cf`J D`cZ
; cj Yfba Ybh`5ZU]fg`Uh`h\Y`BUh]cbU`7Uh`Ya Yb`g`6YYZ`5ggcW]Uh]cb

fB765ŁždfU]gYX`h\Y`]b]h]Uh]j`Y`"<Y`Ya`d\Ug]nYX`]hg`dchYbh]U`hc
Yb\UbW`Xca`Ygh]WdfcXi`Wh]cb`UbX`gi`ddcfhfY`UhYX`cdYfUh]cbg`]b
DUbUa`Už`k`\YfY`h\Y`I`G85`U`fYUXmicdYfUhYg`U`ZUW`]hm`dfcXi`W]b[
ghYf]`Y`Z]Yg`"H\Y`bYk`HYI`Ug`ZUW`]hm]g`YI`dYWhYX`hc`WfUb`_`ci`h
\i`bXfYXg`cZ`a`j`]cbg`cZ`ghYf]`Y`gWfYk`k`cfa`Z]Yg`YUW`k`YY`ž`U`_Ym
ghYd`hck`UfXg`dFYj`Ybh]b[`h\Y`dYghg`gdfYUX`UWf`cgg`h\Y
I`"G"!A`YI`]WŁ`VcfXYfž`Ug`h\Y`gWfYk`k`cfa`WŁb`\]hW`U`f]XY`cb
WWh`Yž`k`]X`]ZYž`UbX`Yj`Yb`\i`a`Ubg`"Gci`h\YUgh`5[`BYh`fYdcfhg
h\Uh`U`bYk`X]ghf]Vi`h]cb`ZUW`]hm]g`U`gc`i`bXYf`WŁbghfi`Wh]cbž`k`]h
d`Ubg`hc`a`U`Y`]h`cdYfUh]cbU`Vm`h\Y`YbX`cZ`&\$&)"`

H\Y`=bj`Ygha`Ybh`]b`A`YI`]WŁ

H\Y`I`G85`g`VUhY`U[`U]bgh`h\Y`BK`G`]g`bch`]a`]hYX`hc`h\Y`I`b]hYX
GhUhYg`"5`~`&%`a`j`]cb`]bj`Ygha`Ybh`]g`VY]b[`a`UXY`]b`U`ghYf]`Y`]bgYWh
dfcXi`Wh]cb`ZUW`]hm]b`A`YhUdUž`A`YI`]WŁ`"H\]g`k`Ug`Ubbci`bW`X
Xi`f]b[`U`V`]UhYfU`WŁ`VYhk`YYb`I`"G`"5[`f]W`hi`fY`GYWfYhUfm`6fcc`_Y
Fc`]bg`UbX`A`YI`]WŁb`GYWfYhUfm`ž`j`c`6YfXY[`i`Ā`GUWf]gh`b`"H\Y
i`d[`fUXYX`ZUW`]hm]g`dfc`YWhYX`hc`dfcXi`W`Ub`UXX]h]cbU`*`\$`hc`%\$\$
a`j`]cb`ghYf]`Y`Z]Yg`dYf`k`YY`ž`YZZYWh]j`Y`m`Xci`V`]b[`h\Y`I`G85`g
fYUW`j]b`h\Y`Z[`\h`U[`U]bgh`h\]g`dUfUg]h]W]bgYWhž`k`\]W`WŁb
h\fYUhYb`ZccX`gYW`f]hm`UbX`]j`YghcW`_\`YU`h`"5;`8U`]m`\][`\][`hg
h\Uh`h\]g`YI`dUbg]cb`]g`U`_YmidUfh`cZ`U`WŁcdYfUh]j`Y`YZcfh`VYhk`YYb
I`G85`g`5b]a`U`UbX`D`Ubh`<YU`h`\`žgdYWh]cb`GYfj`]W`fB`D<`ŁU`bX
A`YI`]WŁb`Ui`h\cf]h]Yg`"

<Uj`]b[`dFYj`]ci`g`m`YfUX]WWhYX`h\Y`gWfYk`k`cfa`]b`h\Y`I`"G`"Xi`f]b[
h\Y`%-`,`\$gž`h\Y`I`G85`\Ug`VYYb`UWh]j`Y`m`k`cf_]b[`hc`_YYd`h\Y`dYgh
Uh`VUm`Vi`h`fYWŁ[`b]nYg`h\Uh]h`gh`]`fYa`U]bg`U`h\fYUh]b`dUfhg`cZ
A`YI`]WŁ`UbX`7Ybh`fU`5a`Yf]WŁ`"H\Y`fYbcj`UhYX`ZUW`]hm]b`A`YhUdU
fYdfYgYbhg`U`WŁbW`fhYX`YZcfh`hc`di`g`\`BK`G`dcdi`Uh]cbg`Z`fh\Yf
gci`h\`UbX`dFYj`Ybh`h\Y]f`]bW`fg]cb`]bh`h\Y`I`b]hYX`GhUhYg`"Gi`WŁ
YZcfhg]bWi`XY`ghf]b[`Ybh`fY[`i`Uh]cbg`UbX`cb[`c]b[`gi`fj`Y`]UbW`hc
a`cb]hc`f`]j`Y`Ub]a`U`a`cj`Ya`Ybhg`Zfca`A`YI`]WŁ`ž`k`]h\`Z]fa`m
YbZcfW`X`fYghf]Wh]cbg`gh`]b`d`UW`UbX`fY[`i`Uf`m`fYj`]Yk`YX`"I`G85
Ya`d\Ug]nYg`h\Uh`h\YgY`ghfUhY[`]Yg`fYZYWh`U`cb[`]hYfa
WŁa`a`]ha`Ybh`hc`Ub]a`U`\YU`h\`UbX`YWŁbca`]WghUV`]hm]b`fi`fU`
5a`Yf]WŁ`"

7c`UVcfUh]j Y`GhfUhY[]Yg`Zcf`Gi WWWgg

I G85`GYWfYhUfm'6fcc_Y'@`F c``]bg`\ Ug`fY]hYfUhYX`h\Y`ja`dcfhUbW`
cZ`k cf_]b[`WcgY`m'k]h\`A YI]WU b`W`ci bhYfdUfhg`hc`YZZYWh]j Y`m
YfUX]WU hY`h\Y`B K`G`H\]g`W`c`UVcfUh]cb`]bWi`XYg`bch`cb`m
]bj`Ygha`Ybh`]b`dfcXi`Wh]cb`ZUW`]h]Yg`Vi`hU`gc`U`W`cbW`fhYX`YZZcfh`hc
Yb\UbW`gi`fj`Y]`UbW`UbX`ghfYUa``]bY`fY[i`Uhcfm'dfcW`ggYg```b
ZUW`h`U`I`"G`hYW`b]WU`hYUa``]g[`YUf]b[`i`d`Zcf`U`j`]g]h`hc`A`YI`]W`c`hc
Yj`U`i`UhY`W`ffYbh`W`cbX]h]cbg`UbX`Ugg]gh`k`]h\`cb[c]b[`gi`fj`Y]`UbW`
]a`dfcj`Ya`Ybhg"

H\Y`I`G85`g`W`ca`a`]ha`Ybh`hc`i`g]b[`ghYf]`Y`]bgYWh`hYW`b]ei`Yg`fG`Hk
]g`U`hYghUa`Ybh`hc`]hg`W`ca`dfY\Ybg]j`Y`UddfcUW`h`Z`UbX`h\Y
UXX]h]cbU`Z]Yg`dfcXi`W`X`k`]`gi`ddcfh`h\Y`U`fYUXm`UWh]j`Y
cdYfUh]cbg`h\Uh`UfY`W`ffYbh`m`fY`YUg]b[`UddfcI`]a`UhY`m`%\$\$
a`]`cb`ghYf]`Y`Z]Yg`YUW`k`YY`_`Zfca`h\Y`7CD9;`ZUW`]hm]b
DUbUa`U`K`]h\`YZZcfhg`fUa`d]b[`i`d`hc`W`cbgc`]XUhY`h\Y`Z[`\h`U[`U]bgh
h\Y`gW`fYk`k`cfa`h`h\Y`W`c`UVcfUh]cb`VYhk`YYb`h\Y`I`"G`UbX`A`YI`]W`c`
gYYa`g`hc`VY`h\Y`f][`h`fYW]dY`Zcf`gi`WWWgg"

5g`k`Y`cc`_`hc`h\Y`Z`hi`fY`h\Y`YghUV`]g`a`Ybh`c`Z`h\Y`ZUW`]h]Yg`]b
Vch\`HYI`Ug`UbX`A`YI`]W`c`W`ci`X`g][`bU`U`hi`fb]b[`dc]bh]b`h\Y`W`cbhfc`
cZ`h\Y`BYk`K`cf`X`GW`fYk`K`cfa`"@Yhg`_YYd`Ub`YmY`cb`h\YgY
XYj`Y`cda`Ybhg`Z`Ug`h\YfY`g`gca`Yh\]b[`hc`VY`gU]X`Zcf`U`dfcUWh]j`Y
ghUbW`]b`a`U]bhU]b]b[`ci`f`]j`YghcW`_g`\YU`h\`UbX`gYW`f]b[`ci`f`
fi`fU`Y`W`bca`]Yg"

8YhU]`g	
Cfh	A cc fY`5]fZ]Y`X`Z`HYI`Ug`Z`I`G5
E i`Y`Yb	<ul style="list-style-type: none">• gci`h\YUghU[`bYh`W`ca• k`k`k`"U[`XU]`m`W`ca• k`k`k`"i`gXU"[`cj

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