

I f[Ybh'GYUfW\ 'Zcf'A]gg]b['Gdf]b['<]`
HYYb 'A U``cfm'7UfbYU``9I dUbXg°

<YfbUbXc'7ci bhm'Ui h\cf]h]Yg'gYY_`di V`]W\Y`d`]b'Z]bX]b[
a]gg]b['%(!mYUf!c`X`A U``cfm'7UfbYU`ž`Ugh'gYYb'ž bY`&-`]b
Gdf]b['<]`"



DUXX`Y`Dc]bhž'Gdf]b['<]`ž: `cf]XUž'I G5`!`H\Y`gYUfW\`]g`cb`Zcf
%(!mYUf!c`X`A U``cfm'7UfbYU`ž`k \c`\Ug`VYYb'a]gg]b[`g]bW\`ž bY
&- ž&\$&) "`H\Y`<YfbUbXc'7ci bhm'G\Yf]ZZg`C ZZ]W`fk'7GC`l]g
fYUW\]b[`ci h'hc'h\Y`Wca`a`i`b]hm'Zcf`\Y`d`]b`cWUh]b[`h\]g`mci`b[
[]f`ž`Ugh'gYYb`YUj]b[`Yf`\ca`Y`cb`DUXX`Y`Dc]bh`]b`Gdf]b['<]`ž
: `cf]XU``H\]g`WcbWf]b[`g]hi`Uh]cb`]g`a`UXY`a`cfY`i`f[Ybh`Vm'h\Y
ZUWh'h\Uh`A U``cfmigi`ZYfg`Zfca`U`Wc[`b]hj`Y`X]gcfXYfž`Y`Yj`Uh]b[
ZYUfg`UVci`h\Yf`gUYZhm`Xi`f]b[`Yf`h]a`Y`Uk`Um`Zfca` `ca`Y"

A U``cfm]g`XYgWf]VYX`Ug`ghUbX]b[`('ZYh',`]bW\Yg`hU``UbX
k`Y][`]\]b[`Uddfc]`ja`UhY`m`%\$)`dci`bXgž`k`j\`V`UW`_`\U]f`UbX`Vfck`b
YmYg``I`bZcfhi`bUhY`mž`Ui`h\cf]h]Yg`\Uj`Y`bch`X]gWcgYX`h\Y`Wch\]b[
g\Y`k`Ug`k`YUf]b[`Uh`h\Y`h]a`Y`cZ`\Yf`X]gUddYUfUbW`"5bmc`bY`k`j\

]bZcfa Uh]cb`UVci h`Yf`k`YfYUVci hg`]g`ghfcb[`mYbWci fU[YX`hc
WcbhUWh`h`Y`<YfbUbXc`7ci bhmG`Yf]ZZg`CZZ]W`Uh') &!+) (!* , ' \$ž
Ug`h`Y]f`Ugg]ghUbW`]g`Wf]h]WU`]b`h`]g`WUgY"

7ca a i b]hm`a dUWh`UbX`Ci hfYUW

H`Y`i f[YbWm`cZ`h`Y`g]hi Uh]cb`Ug`fYgcbUhYX`h`fci [`ci h`h`Y
Wca a i b]hm`7ca a i b]hm`a Ya VYfg`UfY`fYa]bXYX`h`Uh`Yj Yfm`gYh
cZ`YmYg`WUb`Y`d`]b`cWUh]b[`A U`c`fm`H`YfY`g`gca Yh`]b[`hc`VY
gU]X`Zcf`k`cf_]b[`hc[Yh`Yfž`YgdYW]U`m]b`WUgYg`]bj`c`j]b[`mci`b[
dYcd`Y`Uh`f]g_`H`Y`<7GC`Wcbh]bi Yg`hc`d`fYgg`i`dcb`cWU`fYg]XYbhg
h`Y`ja`dcfhUbW`cZj][]`UbW`UbX`Wca a i b]WUh]cbž`cd]b[`h`Uh
gca YcbY`a][`h`c`X`U`d]YW`cZ]bZcfa Uh]cb`j]hU`hc`h`Y`gYUfW"

A]gg]b[`dYfgcbg`]bW]XYbhg`UfY`bchi`bWca a cb`]b`h`Y`i`b]hYX
GhUhYg/XUhU`Zfca`h`Y`CZZ]W`cZ`gh]W`Dfc[fUa`g`]`i`ghfUhYg
↑gh`ck`d`fYj U`Yb`h`h`YgY`WUgYg`UfY`K`Y`a`Ubm`a]gg]b[`W`XfYb
UfY`cWUhYX`ei]W_`mž`h`cgY`]Y`A U`c`fmž`k`c`a`Um`ZUW`UXX]h]cbU`
j`i`bYfUV`]h]Ygž`WUb`d`cgY`[fYUhYf`WU`Yb[Yg`H`Y`ghUh]gh]Wg
]bX]WUhY`U`g][b]Z]WUb`h`bi`a`VYf`cZ`W`]XfYb`fYdcfhYX`a]gg]b[`YUW
mYUfž`g`ck`WUg]b[`ck`YggYbh]U`Wca a i b]hm]bj`c`j Ya Ybh`WUb`VY"

K`Uhg`Uh`GhU_Y3

H`Y`<7GC`g`UddYU`Zcf`Y`d`fYZYWg`h`Y`gYf]ci`g`b`Uhi`fY`cZ
A U`c`fm`g`g]hi Uh]cbž`d`Ufh]W`Uf`m[]j Yb`h`Y`WU`Yb[Yg`UggcW]UhYX
k]h`Y`f`Wc[b]h] Y`X]gc`fXYf`H`]g`i`bXYfgWc`fYg`k`m`h]a`Y`m
Wca a i b]hm`fYgdc`bgY`]g`Wfi`W]U`9j Ybhg`]Y`h`]g`h`ci`W`ZUa`]Yg
XYYd`m`bc`d`UfYbh`g`ci`X`YbXi`fY`h`Y`U[cbm`cZ`bch`_bck]b[
k`YfY`h`Y]f`W`]X`]g"

5g`X]gW`gg]cbg`Yj`c`j`Y`Ufci`bX`W`]X`ccX`gUZ`Yhm`UbX`Uk`UfYbYgg`cZ
a]gg]b[`dYfgcbg`]bW]XYbhgž`cbY`a`i`gh`Wcbg]XYf`h`Y`Uf[Yf
]a`d`]WUh]cbgž`bchi`↑gh`Zcf`h`Y`7UfbYU`ZUa`]mž`Vi`h`Zcf`U`ZUa`]Yg
k]h`]b`ci`f`Wca a i b]hm`9Zc`fhg`hc`d`fYj Ybhgi`W`c`W`ffYbW`g`UbX
fU]g]b[`Uk`UfYbYgg`UVci`h`h`Y`g][bg`UbX`gma`dhca`g`cZ`W`]XfYb`Uh
f]g_`WUb`gUj`Y`]j`Yg"

⌘`h\Y`k U_Y`cZ`h\]g`U`Ufa]b[`g]hi Uh]cbž`]hg`Yj]XYbh`h\Uh`ZJa]`Yg
a i gh`VY`dfcUW]j Y`UbX`fYgci fW`Z `žYbgi f]b[`h\Y]f`W`XfYb`_bck
VUg]WgUZYhmidfUW]W`g`UbX`h\Uh`h\Ym`\Uj Y`fY`UV`Y
W`a a i b]W]h]cb`Xi f]b[`Ya Yf[YbW]Yg``GYj YfU`fYgci fW`gž`gi W`Ug
h\Y`B Uh]cbU`7YbhYf`Zcf`A]gg]b[/ `9I d`c]hYX`7\`XfYbž
dfcj]XY`j]hU`bZcfa Uh]cb`Zcf`ZJa]`Yg`cc_]b[`hc`VYhYf`dfchYWh
h\Ya gY`j Yg`UbX`h\Y]f`W`XfYb"

H\ci [\ `h\Y`gYUfW`Zcf`A U`cfmi bZc`Xgž`h\Y`\cdY`fYa U]bg`h\Uh
g\Y`k]``VY`gUZY`m`cWUhYX`gccb``H\Y`W`a a i b]hmg`Yb[U[Ya Ybh
W`i `X`VY`U`_Ym`ZUW`cf`b`fYhi fb]b[`Yf`\ca Y``Gc`Yhg`_YYd`ci f
YmYg`dYY`YXž`ghUmj][]`Ubhž`UbX`\cdY`Z ``mVf]b[`A U`cfm`VUW`_hc
\Yf`ZJa]`mik \YfY`g\Y`VY`cb[g"

8YhU]`g	
C fh	DUXX`Y`Dc]bhž`Gdf]b[`<`>]``ž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "UVWUW]cb bYk g"W`a• k k k "hUa dUZd"W`a• k k k "c`d"[cj

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