

8Ya cWfUh'8f"BY]`A Ub]a U`U`HU_Yg'5]a
Uh'<]>`gVcfci [\ '7ci bhm'GYUh°

8f"BY]`A Ub]a U`Už'U'8Ya cWfUhž'W\U`Yb[Yg'FYdi V`]WUb
8cbbU'7Ua Yfcb'7YdYXU'Zcf'<]>`gVcfci [\ '7ci bhm
7ca a]gg]cb'8]ghf]Wh') 'gYUh'Ua]X'_Ym'cWU`']ggi Yg"



<]>`gVcfci [\ '7ci bhmž':`cf]XU'!`H\Y'fUW'Zcf'h\Y'8]ghf]Wh') 'gYUh
cb'h\Y'<]>`gVcfci [\ '7ci bhm7ca a]gg]cb']g'\YUh]b['i d'Ug'8f"BY]
A Ub]a U`Už'U'8Ya cWfUhž'Ubbci bW'g'\]g'WUbX]XUWn'U[U]bgh'h\Y
]bW a VYbh'FYdi V`]WUbž'8cbbU'7Ua Yfcb'7YdYXU" 'A Ub]a U`U g
Ybhfma Uf_g'U'g][b]Z]WUbha ca Ybh']b`cWU'dc`h]Wg'Ug'\Y'U]a g'hc
fYWU]a 'U'gYUh'h\Uh\Ug'gYYb'U'FYdi V`]WUb'\c'X'g]bW'&\$&&"H\Y
ghU_Yg'UfY'\][\ž'Ug'h\]g'Y'YWh]cb'Wci 'X'Zi fh\Yf'h]d'h\Y'VU'UbW'cZ
dck Yf'k]h\]b'h\Y'7ci bhm7ca a]gg]cb"

8f" 'A Ub]a U`U g'd`UhZcfa ']g'Zi Y`YX'Vm'Wc'bw'fbg'cj Yf'YWc'bc a]W
i bW'fhU]bh]Yg'UbX'U'dfYj U`]b['X]ggUh]gZUWh]cb'k]h\ '7YdYXU g
dc`]W]Yg" 'ggi Yg`']_Y'\ci g]b['UZZcfXUV`]hmž'g_mfcW_Yh]b['W\]'XWUfY
Wc'ghgž'UbX'k c'fgYb]b['hfUZZ]WWc'b[Ygh]cb'UfY'Uh'h\Y'ZcfY'Zfcb'h'c'Z'\]g

WJa dU][b"5g'U'VcUfX!Wfh]ZjYX'i fc`c[]gh'UbX'U`cb[h]a Y'fYg]XYbh
cZ<]'`gVcfci [\`7ci bhmž'A Ub]a U'U'Vf]b[g'U`cWU`dYfgdYWh]j Y'UbX
U'Wca a]ha Ybh'hc'gYfj]Wž'\Uj]b[`dfYj]ci g'midUfh]WjdUhYX']b'h\Y
<]'`gVcfci [\`7ci bhm<YU'h\`7UfY`5Xj]gcfm'6cUfX'UbX'h\Y`<YU'h\
7ci bW]'cZ'K Ygh'7YbhfU`':`cf]XU"'<Y'Yl dfYggYX'\]g'Wca a]ha Ybh
hc']a dfcj]b['h\Y`']j Yg'cZ'fYg]XYbhg'h\fc[[\']bj Ygha Ybhg']b'di V`]W
hfUbgdcfhUh]cbž'UZZcfXUV`Y`\ci g]b[ž'UbX'Yb\UbW'X'[cj Yfba Ybh
hfUbgdUfYbWm

"

Dc`]h]WU`@UbXgWUdY

8cbbU`7Ua Yfcb'7YdYXUž'k \c'k cb`\Yf'gYUh'Vm'WUd]hU`]n]b[`cb
FYdi V`]WUb'a ca Ybhi a `]b'&\$&&ž'dfYgYbhg'U'WcbhfUgh]b[`j]g]cb"
5b'Ufa mij YhYfUb'UbX'U'gY`Z]XYbh]ZjYX' Wcbgh]hi h]cbU`
WcbgYfj Uh]j Yž`7YdYXU g'WJa dU][b'\Ug'ZcW gYX'cb'VcfXYf
gYW f]hmž'cddcg]b['UVcfh]cbž'UbX'fYg]gh]b[`k \Uh'g\Y'hYfa g'h\Y
hfUb]g[YbXYf]ga `U[YbXU" `K]h\`U`Z]bUbW'VUW_[fci bXž'g\Y`\Ug
dcg]h]cbYX`\YfgY`ZUg'U'ghUi bW\XYZYbXYf'cZ'WcbgYfj Uh]j Y`j U'i Yg
]b'U'fY[]cb'h\Uh\Ug'gYYb'U'h[\h'fUW'VYhk YYb'dUfh]Yg"

K \Uh'g'dUfh]W'Uf'm]bhYfYgh]b[`]g'h\Y`j chYf'fY[]ghfUh]cb
'UbXgWUdY']b'8]ghf]Wh') "5g'cZ'bck ž'h\Y`X]ghf]Wh'\c`Xg'U'g`ja `YX[Y
Zcf'FYdi V`]WUbgž'k]h\`cj Yf'&, +ž\$`\$`fY[]ghYfYX'Wca dUfYX'hc`'† gh
cj Yf'&+ž\$`\$`8Ya cWfUhg"5XX]h]cbU`mž'h\YfY'UfY'a cfY'h\Ub
&%&ž\$`\$`j chYfg'k \c'UfY'bch'fY[]ghYfYX'k]h\`UbmidUfhmž']bX]WUh]b[
U'gi VghUb]h]U`bi a VYf'cZ'dchYbh]U`gk]b[`j chYfg'h\Uh'Vch\
WUbX]XUhYg'k]``U]a `hc'UddYU`hc']b'h\Y'i dWca]b[`Y`YWh]cb"
5WcfX]b[`hc'j chY\]'`gVcfci [\"[cj žYb[U[]b[`h\YgY
i bUZZ`]UhYX'j chYfg'Wci `X'd`Um'U'd]] chU`fc`Y']b'h\Y`Y`YWh]cb g
ci hWca Y"

7ca a i b]hm'9b[U[Ya Ybh

A Ub]a U'U g'WUbX]XUWm'Wci `X'g][b]Zm'U'g\]Zh]b'h\Y`X]U`c[i Y`k]h\]b
h\Y`Wci bhmž'YgdYW]U`m'Ug`\Y`Ya d\Ug]nYg`]ghYb]b[`hc'h\Y
Wca a i b]hm'g'bYYXg"<]g'UddfcUW\']bj c`j Yg'bch'† gh'dfYgYbh]b[`U

d`Ub`Vi`h`U`gc`UXj`c`WUh]b[`Zcf`h`Y`j`c]W`g`c`Z`h`cgY`ghfi`[[`b[`k]h`
Yj`YfmXUm`W`U``Yb[`Yg`]b`<`]`gVcfci`[`\`7ci`bhm``h`g`]a`dcfhUb`h`hc`
bchY`h`Uhj`chYf`Yb[`U[`Ya`Ybh`]g`]j]hU`Xi`f]b[`h`]g`Y`YWh]cb`gYUgcb`"
H`Y`7ci`bhm`Gi`dYfj`]gc`f`c`Z`9`YWh]cbg`c`ZZ]W`Y`b`W`ci`fU[`Yg`fYg]XYbhg`
hc`fYUW`ci`h`k]h`ei`Ygh]cbg`c`f`W`b`W`fbg`UVci`h`h`Y`j`ch]b[`
dfcW`gg/h`Ym`WUb`VY`W`b`h`U`W`Y`X`j`jU`d`cbY`Uh`f|`%`Ł`+`(`!`)-`\$\$`cf`
h`fci`[`\`Ya`U]`Zcf`j`chYf`]bei`]f]Yg`Uh`
j`chYf4`j`chY\`]`gVcfci`[`\`[`cj`"

5g`h`Y`W`Ua`dU][`b`i`bZc`Xgž`8f``B`Y`]`A`Ub]a`U`U`ghf]j`Yg`hc`fYgcbUhY`
k]h`U`dcdi`U`W`Y`U[`Yf`Zcf`W`Ub[`Y`UbX`bYk`dYfgdYWh]j`Yg`k`\]Y`
8cbbU`7Ua`Yfcb`7YdYXU`W`b]bi`Yg`hc``Yj`YfU[`Y`\Yf`YghUV`]g`YX`
VUgY``H`Y`Y`Y`Wh]cb`]g`b`ch`c`b`m`U`W`b`h`Y`gh`c`Z`W`b`X]XUhYg`Vi`h`U`
fYZYWh]cb`c`Z`h`Y`Yj`c`]b[`b`YYXg`UbX`]U`i`Yg`c`Z`<`]`gVcfci`[`\`
7ci`bhm`g`X]j`YfgY`W`a`a`i`b]hm`"

8YhU]`g	
Cfh	<`]`gVcfci`[`\`7ci`bhmž:``cf]XU
Ei`Y``Yb	<ul style="list-style-type: none">• Zcf]XUdc``h]Wg"W`a• k`k`k`"j`chY\`]`gVcfci`[`\`[`cj

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