

@YY`7ci bhm'7fUW_g'8ck b'cb'Ga c_]b[
UbX`J Ud]b[`k]h\`<YZhm':]bYg°

@YY`7ci bhm' , \$' - /g'bYk `cfX]bUbW`VUb g'ga c_]b[`UbX
j Ud]b[`cb'di V`]WVYUW`Yg`UbX`dUf_gž`]a dcg]b[`Z]bYg'i d`hc
~` '\$\$`Zcf'cZZYbXYfg"



@YY`7ci bhmž': `cf]XUž`I G5`!`b`U`i bUb]a ci g`XYW]g]cbž`h\Y`@YY
7ci bhm'7ca a]gg]cb`\Ug`XYW]XYX`hc`WfUW`Xck b'cb'ga c_]b[`UbX
j Ud]b[`Uh`]hg`VYUW`Yg`UbX`dUf_gž`]bhfcXi W]b[`U`gYf]Yg`cZ
YgWU`Uh]b[`Z]bYg`Zcf`j]c`Uhcf g`"GhUfh]b[`gccbž`h\cgY`WU`i [\h'di ZZ]b[
Uk`Um]b'di V`]WdUf_g`cf`U`cb[`h\Y`df]gh]bY`g\cfY`]bYg`k]``ZUW`U
~`%\$\$\$`dYbU`hm`Zcf`U`Z]fgh]h]a Y`cZZYbgY``Z`h\Ym`XYW]XY`hc``[\h'i d
U[U]bž`h\Y`Z]bY`↑ a dg`hc`~ &\$\$`Zcf`U`gYW`bX`h]a Yž`UbX`Zcf`Ubm
Z fh\Yf`hfUb g[fYgg]cbgž`h\Y`Z]bY`YgWU`UhYg`hc`U`\YZhm`~` '\$\$`H\Y
cfX]bUbW`k]``VY`Z]YX`k]h\`h\Y`:`cf]XU`8YdUfha Ybh`cZ`GhUhY`UbX
]g`gYh`hc`VY`cZZ]W]U``mYbZcfW`X`g`c`fh`m`GU``m`?fYi W`Yfž`U`X]fYW`cf
Uh`@YY`<YU`h\ž`Udd`Ui XYX`h\]g`XYW]g]cbž`\[\`][\h]b[`]hg
g][b]Z]WUbh`\YU`h\`VYbYZ]hg`Zcf`h\Y`W`a a i b]hm"

@YY`7ci bhm g'XYW]g]cb`Zc`ck g'h\Y`ghUhY!k]XY`hfYbX`cZ'df]cf]h]n]b[
di V`]W\YU`h\`cj Yf`hcVUWw`i gY""`b`&\$%- ž: `cf]XU`ghUhi hYg`k YfY
fYj]gYXž[fUbh]b[``cWU``[cj Yfba Ybhg'h\Y`Ui h\cf]hm`hc`]a dcgY
fYghf]Wh]cbg`cb`ga c_]b[`UbX`j Ud]b[`]b`di V`]WUfYUgž`U`a cj Y
k Y`Wca YX`Vm`YU`h\`UXj cWUhYg`UWfcgg'h\Y`ghUhY""`b hYfYgh]b[`mž
i bXYf`W ffYbhighUhY`Uk ži bZ]hYfYX`W][Ufg`fYa U]b`YI Ya dh`Zfca
h\]g`VUbž`U`ccd\c`Y`h\Uh`Ug`fU]gYX`YmYVfck g`Ua cb[`di V`]W
YU`h\`Ybh\i g]Ughg"

I bXYfghUbX]b[`h\Y`<YU`h\`F]g_g

H\Y`YU`h\`f]g_g`UggcW]UhYX`k]h\`ga c_]b[`UbX`gYWcbX\UbX
ga c_Y`UfY`k Y`!XcW`a YbhYX""H\Y`: `cf]XU`7`YUb`5]f`5Wh`f! 755Łž
YbUWWhYX`VUW`_]b`%- ,) žgYfj Yg`Ug`U`_Ym`Y[]g`Uh]j Y`hcc`U]a YX`Uh
g\]Y`X]b[`h\Y`dcdi `Uh]cb`Zfca `h\Y`YU`h\`UnUfXg`cZgYWcbX\UbX
ga c_Y""5`j chYf!Uddfcj YX`Ua YbXa Ybh`]b`&\$`\$` `YI dUbXYX`h\]g
]b]h]Uh]j Y`hc`dfc\]V]h`ga c_]b[`]b`k cf_d`UWg`h\Uh`UX`dfYj]ci g`m
U`ck YX`]hž`ZcghYf]b[`U`YU`h\]Yf`Ybj]fcb`a Ybh""H\Y`Uk `Ug`VYYb
Wcbh]bi U`mi dXUhYXž`k]h\`U`UbXa Uf`_`UXX]h]cb`]b`ž`m`&\$%- `h\Uh
VUbbYX`j Ud]b[`]b`]bXccf`k cf_d`UWg`Ug`k Y`ž`fYZYWh]b[`Ub
i bXYfghUbX]b[`h\UhY!W][UfYhhYg`UfY`ZUf`Zfca `Ufa `Ygg"

A cfYcj Yfž`fYgYUfW`i bXYf`]bYg`h\Y`XUb[Yfg`UggcW]UhYX`k]h\`Y!
W][UfYhhY`UYfcgc`ž`k \]W`WUb`UfVcf`YUj mia YhU`g`UbX`WUbWf!
WUi g]b[`W`Ya]WU`g""7ca d`]UbW`k]h\`h\Y`7`YUb`5]f`5Wh`g`U
dYfg]ghYbh`WcbWfbž`Ug`j]c`Uh]cbg`WUb`dcgY`g][b]Z]WUbh`YU`h\
f]g_gž`dUfh]W`Uf`mZcf`j i `bYfUV`Y`dcdi `Uh]cbg`gi W`Ug`W`]XfYb
UbX`h\Y`Y`XYf`m`F Yg]XYbhg`UfY`YbWci fU[YX`hc`fYdcfh`Ubm
j]c`Uh]cbg`h\Ym`YbWci bhYfž`dfcj]X]b[`j]hU``]bZcfa Uh]cb`h\Uh`WUb
Y`d`dfchYWh`h\Y]f`bY][\Vcf\ccXg"

Ga c_Y!: fYY`9ZZcfhg`5Wfcgg`: `cf]XU

H\Y`: `cf]XU`7`YUb`5]f`5Wh`Wcbh]bi Yg`hc`Yj c`j Yž`i bXYfgWcf]b[
`Y[]g`Uh]j Y`YZZcfhg`hc`a]h][UhY`ga c_]b[!fY`UhYX`YU`h\`]ggi Yg""H\Y
5Wh`g`di fdcgY`]g`WYUf.`hc`dfchYWh`: `cf]X]Ub g`Zfca `h\Y`XYhf]a YbhU`
YZZYWh`g`cZgYWcbX\UbX`hcVUWw`ga c_Y`UbX`j Udcf""`h`U`gc`U`][bg
k]h\`h\Y`ghUhY`g`YU`h\`]b]h]Uh]j Ygž`ZcghYf]b[`Ub`Ybj]fcb`a Ybh`h\Uh

dfca chYg`VYhYf`\\YU`h`ci hWŁa Yg`UWfcgg`WŁa a i b]h]Yg"
9bZcfWŁa Ybh'cZ'h\YgY`Uk g`]g'df]a Uf]`mia UbU[YX`Vm'h\Y':`cf]XU
8YdUfha Ybh'cZ`<YU`h`UbX'h\Y`8YdUfha Ybh'cZ`6i g]bYgg`UbX
DfcZYgg]cbU`FY[i`Uh]cbžVch`cZ'k \]WŁ`d`Um`Wfi W]U`fc`Yg]b
a U]bhU]b]b[`WYUb`U]f`b`di V`]Wj Ybi Yg"

5g`@YY`7ci bhm`Ya VUf_g`cb`h\]g`YbZcfWŁa Ybh'cZ'ghf]WŁYf`ga c_]b[
fY[i`Uh]cbgž'h\Y`WŁa a i b]hm`WUb`YI dYWh`WYUbYf`U]f`UbX`U
\\YU`h\]Yf`Ybj]fcba Ybh`K]h`h\Y`[fck]b[`Uk UfYbYgg`cZ'h\Y
XUb[Yfg`UggcW]UhYX`k]h`ga c_]b[`UbX`j Ud]b[ž'h\]g`a cj Y`a Uf_g`U
g][b]Z]WUbh'ghYd`hck UfX`gUZY[i UfX]b[`di V`]W\YU`h`": cf`a cfY
]bZcfa Uh]cb`UVci h`hU_]b[`UWh]cb`U[U]bgh`ga c_]b[`j]c`Uh]cbgž
]bX]j]Xi U`g`WUb`j]g]h`h\Y':`cf]XU`8YdUfha Ybh'cZ`<YU`h` g
XYX]WŁhYX`fYgci fWŁg"

: cf`Zi fh\Yf`XYhU]`g`cb`h\Y`@YY`7ci bhm`7ca a]gg]cb g`VUb`UbX`]hg
]a d`]WŁh]cbgž`WŁYW`_ci h`K I G: `BYk g": cf`U`a cfY`WŁa dfY\\Ybg]j Y
j]Yk`cb`ga c_Y!ZfYY`]b]h]Uh]j Yg]b`:`cf]XUž'h\Y`HcVUWŁc` : fYY
: `cf]XU`g]hY`dfcj]XYg`U`k YU`h`cZ`]bZcfa Uh]cb``@Ugh`mž`hc`X]j Y
XYYdYf`]bh`c`h\Y`gdYW]Z]Wg`cZ'h\Y':`cf]XU`7`YUb`5]f`5WŁž`j]g]h`h\Y`
: `cf]XU`8YdUfha Ybh'cZ`<YU`h`dU[Y`XYX]WŁhYX`hc`h\]g
]b]h]Uh]j Y`"

8YhU]`g	
Cfh	@YY`7ci bhmž: `cf]XUž`I G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "k i gZ"cf[• hcVUWŁcZfYYZ`cf]XU"WŁa• k k k "Zcf]XU\\YU`h`"[cj

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