

A mU__U`F UbW\Yf':][\hg'6UW_.`F YVi]`X]b[
5ZhYf`<i ff]WUby`A]`hcb/ , \$' - /g': i fm

<i ff]WUby`A]`hcb`ja dUWhg`A UbUhYY`7ci bhmž`WUi g]b[`cj Yf
~ &) \$`a]``cb`]b`XUa U[Y/fYWcj Yfm`Y Zcfhg`UbX`fYgci fW`g
XYhU]`YX`Zcf`fYg]XYbhg"



A mU__U`7]hmž': `cf]XUž`I G5`!`<i ff]WUby`gYUgcb`]g`_bcW_]b[`Uh
: `cf]XU`g`Xccf`U[U]bž`UbX`cWU`fYg]XYbhg`UfY`[YUf]b[`i d`Zcf`k \Uh
Wci `X`VY`Ubch\Yf`hi a i `hi ci g`ZYk `a cbh\g" `ja `Ghf]W_`UbXž`U
XYX]WUhyX`fUbW\Yf`Zfca `A mU__U`7]hmž`\Ug`YI dYf]YbW`X`Z]fgh\UbX
h\Y`UZhYfa Uh\`cZ`UghimYUf`g`ghcfa`g`UbX`]g`dfYdUfYX`Zcf`h\Y
W\U`Yb[Yg`U\YUX``Ghf]W_`UbX`fYdcfhYX`k Uj Yg`fYUW`]b[`*`hc`
ZYh`Zfca `<i ff]WUby`A]`hcbž`g[b]Z]WUbh`m`ja dUWh]b[` \]g`dfcdYfhmž
k \]W\`g]hg`a cfY`h\Ub`&\$`a]Yg`Zfca `h\Y`; i `ZcZA`YI]Wc``K]h`hk`c
fUbW\Ygž`]bWi`X]b[`h\Y`YI dUbg]j Y`%ž` \$\$!UWfY` @cgh;]f`DfU]f]Yž
h\Y`ghU_Yg`Wci `Xb`h`VY`\][\Yf"

@UghimYUf`g`\i ff]WUby`gYUgcb``YZh`Ghf]W_`UbX`g`fUbW\`fYY`]b[`Zfca
XUa U[Yž`k]h\`Ufci`bX`* \$\$`hfYYg`Xck`b`UbX`X`_Yg``YUX`]b[`hc

VcX]Yg'cZ'k UhYf'YfcXYX"" Æg'bc'h'ŧ gh'UVci h'ci f'']j Y']\ccX/'h\YgY
fYdU]fg'UfY'j]hU''hc'dfchYW'h\Y'Wc'a a i b]hm'Zfca 'ZccX]b[ž
Ghf]W_`UbX'bchYX""<Y'\Ug'fYWb'h'm'ghUfhYX'fYdU]f'k cf_`Z' bXYX'Vm
U'ZYXYfU`[fUbhž'hUW_`]b['h\Y'XUi b]b['hUg_'cZ'fYghcf]b['bYUf'm
Zci f'a]Yg'cZ'X_]Ygž'k]h\ 'h\fYY'a]Yg'U'fYUXm]l YX'i g]b['U'WUm!
X]fh'a]l hi fY""H\Y'fYdU]fg'a Um'VY'dUhWmž'U'j]g]V'Y'fYa]bXYf'cZ
h\Y'ghcf'a g'hc'ž'Vi h'Ghf]W_`UbX g'Wc'a a]ha Ybh'hc'fYj]hU`n]b['\]g
fUbW'g\ck g[fYUh'dYfgYj YfUbW"

< i ff]WU bY 'A]'hc b g' =a d UWh

< i ff]WU bY 'A]'hc b'k Ug'bc'ga U''UZZU]f/'h'k fYU_YX'\Uj cWUWfcgg
A UbUhY'7ci bhm'k]h\ 'cj Yf'~ &) \$'a]''cb']b'XUa U[Yg"5Wc'fX]b[
hc'< **YfU'X'Hf]Vi bY**ž'h\Y'dfY`ja]bUfm'XUa U[Y'UggYgga Ybhg
fYj YU'YX'U'ghU[[Yf]b['~ &) %"('a]''cb''cggž'UZZYWh]b['\ca Yg'UbX
Vi g]bYggYg'UWfcgg'h\Y'fY[]cb""H\Y'\i ff]WU bY'XYghfcm'YX'+\$
fYg]XYbW'g'UbX''Yzh' ž(, \$'k]h\ 'a U'cf'XUa U[Yž'U'cb[g]XY
g][b]Z]WU bh'XYghfi Wh]cb'hc'Wc'a a YfW]U'dfcdYfh]Yg"@cWU'
Ui h\cf]h]Yg'UfY'gk]Zh'm'fYgdc bX]b['hc'h\]g'WU hUghfcd\Y'Vm
YghUV`g\]b['U': YXYfU''9a Yf[YbWm'A UbU[Ya Ybh'5[YbWm'fl 9A 5Ł
8]gUghYf'F YWc'j Yfm'7YbhYf'f]b'6fUXYbhcb'hc'gi ddcfh'fYg]XYbhg'j]b
bYYX'cZ'Z]bUbW]U''Ugg]ghUbW"

8YVf]g'fYa cj U''\Ug'VYWc'a Y'U'hcd'df]cf]hm'Ug''cWU''VYUW'Yg
fYa U]b'WcgYX""A UbUhY'7ci bhm'\Ug''Ui bW'YX'Ub'U[[fYgg]j Y
dfc[fUa 'UbX'\Ug'U'fYUXm'X]gdcgYX'cZ'cj Yf'(ž) \$\$'hcbg'cZ'XYVf]gž
WfYUh]b['U''Ygg'\UnUfXci g'Ybj]fcba Ybh'Zcf'fYWc'j Yf]b['fYg]XYbhg"
5g'U'\Y'dZ' ``h'ci W'ž'ž'fY'Y' [Ug']g'Uj U]'UV'Y'Uh'hk c''cWU]cbg'j]b
6fUXYbhcb'ž'Ybgi f]b['h\Uh'W]h]nYbg'WU b'fY'Z' Y'k]h\ci h'UXXYX
Z]bUbW]U''ghfYgg"

F Ygci fW'g'Zcf'F YWc'j Yfm

: cf'h\cgY'bUj] [Uh]b['h\Y'fYWc'j Yfm'dfcW'ggž'h\YfY'UfY'Wfi W]U'
fYgci fW'g'Uj U]'UV'Y""F Yg]XYbhg'WU b'fYUW'ci h'hc'h\Y': 9A 5
8]gUghYf'F YWc'j Yfm'7YbhYf'cdYfUh]b['Zfca '- 'U"a ""hc'+d"a ""Uh'; H
6fUm'DUf_ž'cf'UW'W'gg'Ugg]ghUbW'cb`]bY'Uh
k k k "X]gUghYfUgg]ghUbW"[cj 'cf'j]U'h\Y': 9A 5'5dd""H\Y'Ga U''

6i g]bYgg'5Xa]b]ghfUh]cb']g'U`gc`ghYdd]b[']b`k]h\`U`6i g]bYgg
FYWŁj Yfm'7YbhYf`Uh'h\Y`F cW_m'6`i ZZ'6fUbWŁ`@]VfUfmicb`k YY_XUmg"

⌘`Ub`]bbcj Uh]j Y`di g\`hck UfXg`WŁa dfY\Ybg]j Y`fYWŁj Yfmž`h\Y
: `cf]XU`<ci g]b[`7cU`]h]cb`\Ug`]bhfcXi WŁX`]bhYfUWh]j Y`X]gUghYf
\ci g]b[`XUg\`VcUfXg`h\Uh'dfcj]XY`j]hU`XUhU`cb`h\Y`]a dUWh`cZ
X]gUghYfg``]_Y`<i ff]WŁbY`A]`hcb``5g`\][\`][\hYX`Vm: `cf]XU
<ci g]b[`7cU`]h]cb ž`h\]g`hcc`cZZYfg`fYU`!h]a Y`i dXUhYg`cb
XUa U[Y`UWfcgg`WŁi bh]Yg`UbX`n]d`WŁXYgž`U`ck]b[`Zcf`VYhYf
hUf[Yh]b[`cZfYgci fWŁg``! bXYfghUbX]b[``cWŁ`bYYXgž`gi WŁ`Ug
\ci g]b[`XUa U[Y`UbX`gcWŁU`j i `bYfUV`]h]Ygž`]g`YggYbh]U`Zcf`dcgh
X]gUghYf`fYWŁj Yfm"

5g`ci f`WŁa a i b]hm`cc_g`U\YUX`hc` \i ff]WŁbY`gYUgcbž`Ghf]WŁ`UbX g
\UfXk cf_]b[`gd]f]h]g`U`fYa]bXYf`cZ`h\Y`fYg`]YbWŁ`h\Uh`XYZ]bYg
: `cf]XU g`fUbWŁYfg`UbX`fYg]XYbhg`U`]_Y``K]h\`cb[c]b[`YZZcfhg`]b
fYWŁj Yfm`UbX`dfYdUfYXbYggž`k Y`WŁb`U``WŁ]d`]b`hc`Ybgi fY`ci f
VY`cj YX`: `cf]XU`]g`k Y``!Yei]ddYX`hc`ZUWŁ`k \UhYj Yf`h\Y`ghcfa`a Um
Vf]b["

8YhU]`g	
Cfh	A mU__U`7]hmž: `cf]XUž! G5
E i Y``Yb	<ul style="list-style-type: none">• VUmbYk g- "WŁa• k k k "\YfU`Xhf]Vi bY"WŁa• Z`ci g]b["cf[

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