

9b]Y'j Ub'XY'A Y]_`c_`Yg. 'F Yhfc!A cXY'i bX
D`UhhXYi hgWk `]a `: c_i g°

9b]Y'j Ub'XY'A Y]_`c_`Yg'gdf]Wk h'ØVYf'F Yhfc!A cXY'i bX
D`UhhXYi hgWk `VY]a ` / ei ch/8 Ug'[fc»Y'6UW_Yb/ ei ch/Ua `%- "
† b] ' & \$ &) " "9fZU\fyb'G]Y'a Y\f°



Dc hgXUa ž'8Yi hgWk `UbX'!`†`XYf`\Yi h][Yb': YfbgY\k Y`h`\Uh'g]Wk
9b]Y'j Ub'XY'A Y]_`c_`Yg`U`g'A cXYfUhc]b'XYf`VY`]YVhYb'GUh"%!G\ck
8 Ug'[fc»Y'6UW_Yb `Y]bYb'BUa Yb'[Ya UWk h" `≠f`]bX]j]Xi Y`Yf'Gh]ž
[YdfÄ[h'Xi fWk `Y]bY'Jcf`]YVY'ZØf'J]bhU[Y!Ci hZ]hg'i bX`XÄb]gWk Yg
; YVÄW_ž'n]Y\h'nU\`fY]Wk Y`Ni gWk Ui Yf`]b'gY]bYb'6Ubb""8cWk `9b]Y
]gh'b]Wk h'bi f'ZØf`\fY'6UW__ØbghY `VY`Ub b hž'gcbXYfb`Ui Wk `ZØf`\fY
Fc`Y`U`g'6chgWk UZhYf]b'XYg'd`UhhXYi hgWk Yb'GWk fY]Vk YhhVYk YfVg
J YfhY`XcWk `a U` žXYb'g]Y'a]h[fc»Yf`@Y]XYbgWk UZh'i bhYfghØhnh"
<Yi hYž'Ua `%- " ' † b] ' & \$ &) ž]gh'g]Y`YfbYi h']b`Y]bYf`VYgcbXYfYb
GYbXi b[`ni`gY\Ybž']b'XYf'g]Y`b]Wk h'bi f'ØVYf']\fY`@YVY`ni f'F Yhfc!
A cXYž'gcbXYfb`Ui Wk `ØVYf']\fY': cfhgWk f]hhY `VY]a `@fbYb'j cb
D`UhhXYi hgWk `gdf]Wk h"8]Y`G\ck `k]fX'ni XYa `j cb`†_U`GWk bY]XYf
a cXYf]Yfh"

K Y`WYb`9]bZi gg`U`h`8`AbYa Uf`_`Ui`Z`]\f`@VYb3`b`Y]bYa
; Ygdf`A`W`'a`]h`b`_`U`G`W`b`Y`]X`Y`f`U`i`Z`X`Y`a` `F`c`h`Y`b`'G`c`Z`U`'Y`f`'A`i` h`Y`f`h`'9`b`]Y`ž
k`Y`W`'n`Y`b`h`f`U`'Y`'F`c`'Y`'X`]Y`'X`'A`b`]g`W`Y`'?'i`'h`i`f`'b`'j`]\f`Y`f`
@VYb`g`[`Y`g`W`]W`h`Y`'g`d`]Y`'h`"9`g`]g`h`Z`U`g`n`]b`]Y`f`Y`b`X`ž`X`U`g`g`h`f`c`h`n`']`]\f`Y`f`
<Y`f`_`i`b`Z`h`'U`i`g`'D`c`h`g`X`U`a` `X`Y`f`'9`]b`Z`i`gg`'X`Y`f`'b`c`f`X`]g`W`Y`b`'B`U`W`V`U`f`b`'j`b`
]\f`Y`a` `5`"h`U`[`]g`h`U`f`_`'g`d`Ø`f`V`U`f`']g`h`" Æ`f`Y`b`'K`i`b`g`W`ž`'D`'U`h`X`Y`i`h`g`W`'n`i`
Y`f`'Y`f`b`Y`b`ž`'g`]Y`'h`'g`]Y`'b`]W`h`'b`i`f`'U`'g`'J`Y`f`V`]b`X`i`b`[`n`i`f`<`Y`]a`U`h`ž`'g`c`b`X`Y`f`b`
U`i`W`'U`'g`'k`]W`h`[`Y`g`_`i`'h`i`f`Y`"Y`g`'9`'Y`a`Y`b`h`ž`'X`U`g`'g`]Y`'U`_`h`j`'Z`Ø`f`X`Y`f`b`
a`Ø`W`h`Y`"8`]Y`'G`Y`b`X`i`b`[`V`]Y`h`Y`h`Y`]b`Y`b`'h`]Y`Z`Y`b`'9`]b`V`'W`_`'j`b`'j`]\f`@VYb`
i`b`X`'j`]\f`Y`'@Y`]X`Y`b`g`W`U`Z`h`"

D`U`h`h`X`Y`i`h`g`W`'i`b`X`'d`Y`f`g`Ø`b`'j`]W`Y`'5`b`Y`_`X`c`h`Y`b`

8`Y`f`'d`'U`h`h`X`Y`i`h`g`W`Y`'G`W`f`Y`]V`k`Y`h`V`Y`k`Y`f`V`'J`Y`f`h`Y`"X`c`W`'a`U`'`k`]f`X`
j`c`b`'B`8`F`ž`'F`U`X`]c`'6`f`Y`a`Y`b`'i`b`X`'X`Y`a` `C`'b`g`c`f`[`!`H`V`U`h`Y`f`'c`f`[`U`b`]g`]Y`f`h`
i`b`X`'n`]Y`'h`X`U`f`U`i`Z`'U`V`ž`'X`]Y`'d`'U`h`h`X`Y`i`h`g`W`Y`'G`d`f`U`W`Y`'n`i`'Z`Ø`f`X`Y`f`b`"9`b`]Y`
j`U`b`'X`Y`'A`Y`]_`c`_`Y`g`'9`b`[`U`[`Y`a`Y`b`h`]b`'X`]Y`g`Y`a` `K`Y`h`V`Y`k`Y`f`V`'n`Y`[`h`ž`'k`]Y`
k`]W`h`[`Y`g`']\f`]g`h`ž`'X`]Y`'f`Y`[`]c`b`U`'Y`b`'8`]U`Y`_`h`Y`'U`a` `@VYb`'n`i`' `U`'h`Y`b`" Æ`
X`Y`f`'V`Y`j`c`f`g`h`Y`'Y`b`X`Y`b`'G`Y`b`X`i`b`[`k`]f`X`'g`]Y`'g`]W`Y`f`'Y`]b`[`Y`']\f`Y`f`
d`Y`f`g`Ø`b`'j`]W`Y`b`';`Y`g`W`]W`h`Y`b`'i`b`X`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b`[`Y`b`'V`Y`]a` `@Y`f`b`Y`b`
X`Y`f`'G`d`f`U`W`Y`'h`Y`]Y`b`ž`'k`U`g`'X`U`g`' Æ`h`Y`f`Y`g`g`Y`'i`b`X`'X`]Y`'@Y`]X`Y`b`g`W`U`Z`h`Z`Ø`f`
X`]Y`'D`'U`h`h`X`Y`i`h`g`W`Y`'?'i`'h`i`f`'V`Y`g`c`b`X`Y`f`g`'i`b`h`Y`f`g`h`f`Y`]W`h`"

9`b`]Y`g`'@Y`V`Y`'n`i`f`'J`]b`h`U`[`Y`!`A`c`X`Y`'g`h`'b`]W`h`'b`i`f`'Y`]b`Y`'g`h`']g`h`]g`W`Y`
D`f`A`Z`Y`f`Y`b`n`ž`'g`c`b`X`Y`f`b`'Y`]b`'@VYb`g`[`Y`Z`Ø`" `K`Y`f`'a`Y`'f`'Ø`V`Y`f`'X`]Y`g`Y`b`
Y`]b`n`[`U`f`h`[`Y`b`'G`h`]'Y`f`Z`U`'f`Y`b`'a`Ø`W`h`Y`ž`'_`U`b`b`'g`]W`h`'j`b`'X`Y`f`'6`c`i`h`j`e`i`Y`
J`]b`h`U`[`Y`'J`c`[`i`Y`]b`'@Ø`V`Y`W`_`'i`a`g`Y`'Y`b`"8`]Y`g`Y`'F`Y`h`f`c`!`i`b`X`'F`c`W`_`U`V`]'`m`l`
6`c`i`h`j`e`i`Y`'V`]Y`h`Y`h`Y`]b`Y`'g`c`f`[`Z`A`h`[`'_`i`f`U`h`]Y`f`h`Y`'5`i`g`k`U`'`U`b`'Y`l`e`i`]g`]h`Y`f`
J`]b`h`U`[`Y`?'Y`]X`i`b`[`ž`'X`]Y`'X`Y`b`?'i`b`X`Y`b`'\`]'Z`h`ž`'\f`Y`b`'j`b`X`]j`]X`i`Y`'Y`b`'G`h`]'n`i`
'\`Y`V`Y`b`"8`]Y`?'Y`]X`i`b`[`]g`h`'b`]W`h`'b`i`f`'Y`]b`'G`h`Ø`W`'G`h`c`Z`ž`'g`c`b`X`Y`f`b`'Y`f`n`A`'\`h`
;`Y`g`W`]W`h`Y`b`'i`b`X`'k`]f`X`'c`Z`h`'U`'g`?'i`b`g`h`k`Y`f`_`'V`Y`h`f`U`W`h`Y`h`"8`]Y`'6`c`i`h`j`e`i`Y`
V`Y`h`c`b`h`'X`]Y`'E`i`U`]h`A`h`i`b`X`'X`]Y`'g`c`f`[`Z`A`h`[`Y`'J`Y`f`U`f`V`Y`]h`i`b`[`']`]\f`Y`f`
G`h`Ø`W`_`Y`ž`'k`U`g`'n`i`']`]\f`Y`f`'@U`b`[`Y`V`[`'_`Y`]h`'V`Y`]h`f`A`[`h`'C`V`'a`U`b`'Y`]b`Y`b`
J`]b`h`U`[`Y`'J`c`[`i`Y`';`i`h`g`W`Y`]b`'b`i`h`n`Y`b`'a`Ø`W`h`Y`'c`X`Y`f`'Y`]b`Z`U`W`'b`i`f`
g`h`Ø`V`Y`f`b`'k`]`ž`'X`]Y`'6`c`i`h`j`e`i`Y`'A`X`h`i`U`'Y`Y`]b`ž`'H`Y`]'']`]\f`Y`f`';`Y`a`Y`]b`g`W`U`Z`h`
n`i`'k`Y`f`X`Y`b`"

9`]b`X`f`Ø`W`_`Y`'j`c`b`'J`]b`h`U`[`Y`'J`c`[`i`Y`

A]h'Y]bYf'?ca V]bUh]cb'Ui g'_Ugg]gW\Yb'@cc_g'i bX'a cXYfbYb
 HfYbXg'\YVh'J]bhU[Y'J c[i Y'X]Y'J]Y'ZU'h'i bX'XYb'7\Ufa Y
 j Yf[Ub[YbYf'x\fnY\bhY'\Yfj cf''?i bXYbž'X]Y'Ui ZXYf'Gi W\Y'bUW
]\fYa 'bÅW\ghYb '@]YV']b[gghØW'_g]bXž'_ØbbYb'gck c\'']b'XYf
 6ci h]ei Y'U'g'Ui W\ 'cb']bY'ZØbX]['k YfXYb''8]Y'A Ø[']W_Y]hž'X]Y
 J]bhU[Y'J c[i Y'6Yk Yfhi b['UbXYfYf'?Åi ZYf'Y]bni gY\Ybž'[]Vh
 5i ZgW'i gg'ØVYf'X]Y'F YgcbUbn'XYf'DfcXi _hY'i bX'gW\UZh
 J YfhfUi Yb'VY]XYb'?i bXYb''8]YgY '@]XYbgW\UZh'ZØf'J]bhU[Y'A cXY
 gd]Y[Y'h'g]W'g]W\Yf']W'Ui W\ 'b'9b]Yg'5i Zhf]hhYb'k]XYf"

Ni gUa a YbZUggYbX'V'Y]Vh'9b]Y'j Ub'XY'A Y]_c'_Yg'Y]bY
 Ui » Yf[Yk Ø\ b']W\Y'DYfgØb']W_Y]hž'X]Y'gck c\''a cX]gW\ 'U'g'Ui W\
 i 'hi fY''Y]bYb'h]YZYb'9]bXfi W'\]bhYf'Åggh''<Yi hY'5VYbX'_ØbbYb
 Ni gW\Ui Yf'Y]b'GhØW'_]\fYf'F Y]gY'Ui ZXYa 'K Y['ni f'J Yfh]YŽi b[
]\fYf'd'UhhXYi hgW\Yb'?Ybhb]ggY'a]hj YfZc'[Yb' 'i bX'j]Y''Y]W\h
 Ui W\ 'X]Y'Y]b'cXYf'UbXYfY']bgd]f]YfYbXY'5bY_XchY'Yfk UfhYb''G]Y
 k]ggYbž'XUgg'XU'k Ug'XfUb']gh'A cXY']gh'b]W\h'bi f'XUgž'k Ug'k]f
 hfU[Ybž'gcbXYfb'Ui W\ ž'k]Y'k]f'i bg'gY'Vgh'Ui gXfØW_Yb"

8 YhU]`g	
C fh	DchgXUa ž'8Yi hgW\ 'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "UfXa YX]Uh\Y_"XY • k k k "bXf"XY • j]bhU[Y!j c[i Y"g\cd

6Ygi W\ Yb'G]Y'i bg'Ui Z' X]Y!bUW\ f]W\ hYb"Wč a