

< c f f c f ! I b Z U `` ` U i Z ` X Y f ` 5 ' % . ' , % ! Å \ f] [Y f
g W k Y V h `] b ` @ Y V Y b g [Y Z U \ f °

I b Z U `` ` U i Z ` X Y f ` 5 ' %] b ` B] Y X Y f g U W k g Y b . ' , % ! Å \ f] [Y f : U \ f Y f
` Y V Y b g [Y Z Å \ f `] W ` j Y f ` Y h h ` b U W ` ? c ``] g] c b "
; Y g i b X \ Y] h g d f c V ` Y a ` j Y f a i h Y h "



9 a g ` U b X ž ` 8 Y i h g W k ` U b X ` ! ` 9] b ` X f U a U h] g W k Y f ` J c f Z U `` ` Y f Y] [b Y h Y
g] W k ` U a ` : f Y] h U [b U W k a `] h h U [` U i Z ` X Y f ` 5 i h c V U \ b ` " %] a ` 9 a g ` U b X `` ` 9] b
, % ! Å \ f] [Y f ` 5 i h c Z U \ f Y f ` U i g ` B c f X f \ Y] b ! K Y g h Z U ` Y b ` [Y f] Y h `] b ` Y] b Y
? c ``] g] c b ž X] Y ` Z Ø f `] \ b ` i b X ` U b X Y f Y ` 6 Y h Y]] [h Y ` g W k Y f k] Y [Y b X Y
: c ` [Y b ` \ U h Y " ` @ U i h ` H U [Y g g W k U i ž ` V Y [U b b ` X] Y ` i b Z U `` Z U \ f h ` U b ` X Y f
5 b g W k ` i g g g h Y `` Y ` A Y d d Y b ž k c ` X Y f : U \ f Y f ` n i b Å W k g h ` n k Y] : U \ f n Y i [Y
h c i W k] Y f h Y ž X] Y ` X U f U i Z] b ` a `] h ` V Y g W k Å X] [h Y b ` G Y] h Y b g d] Y [Y ` b
k Y] h Y f Z U \ f Y b ` a ` i g h Y b "

8 Y f ` Å ` h Y f Y ` < Y f f ` g Y h h Y ` g Y] b Y : U \ f h ` Z c f h ž ` b i f i a ` k Y b] [` g d Å h Y f ` U i Z
Y] b ` j c f U i g Z U \ f Y b X Y g ` 5 i h c ` U i Z n i Z U \ f Y b `` 8 Y f ` 5 i Z d f U `` k U f ` g c
\ Y Z h] [ž X U g g ` g] W ` g Y] b : U \ f n Y i [` Ø V Y f g W k ` i [" ` 9 g `] g h ` Y] b ` k] f ` _ `] W
V Y X U i Y f `] W Y f ` J c f Z U `` ` X Y f ` , % ! Å \ f] [Y ` Y f `] h ` X U V Y]

YVYbgVYXfc\]WY J YfYhni b[Yb'i bX'a i gghY'a]hY]bYa
<i VgWfUi VYf']b'Y]bY?']b]_ [YZc[Yb'k YfXYb" Nk Y]k Y]hYfY
DYfgcbYbžX]Y']b'X]Y'?'c`]g]cb'j Yfk]W_Y'h'k UfYbž_Ua Yb'a]h
'Y]W hYb' J Yf'Yhni b[Yb'XUj cb"

I bZU`ghUh]gh]_Yb'i bX'G]WY Yf\Y]h'a
GhfU» Ybj Yf_Y\ f

8]YgYf'i bZU`]gh'HY]'Y]bYf'VYgcf[b]gYffY[YbXYb'F YU]hAh' a' \f
&\$&' YfY][bYhYb'g]W']b'8Yi hgW'UbX'Yhk U'&ž) 'A]`]cbYb
GhfU» Ybj Yf_Y\fgi bZ`Yž'k]Y'GhUh]ghU'VYf]W hYh'8]Y'NU\`Yb
nY][Yb'Y]bYb'ghYh][Yb'5bgh]Y['XYf'i bZ`Y']a' Ni gUa a Yb\Ub['a]h
XYa' ni bY\ a YbXYb' J Yf_Y\fgUi Z_ca a Yb"8]Y'GhUh]gh]_Yb'ni f
J Yf_Y\fgg]W Yf\Y]h]g]bX'YbhgWY]XYbX'ZØf'X]Y'9btk]W_i b['j cb
A U» bU\ a Yb']b'XYf'; YgYh[YVi b[ž'J Yf_Y\fgYfn]Y\i b['i bX'XYf
bZfUghfi _hi fž'k Ug'X]Y'6YXYi hi b['XYg'J cfZU`g'i bhYfghfY]W h"

8]Y'U_hi Y`Yb'8UhYb'nY][Ybž'XUgg'X]Y'a Y]ghYb'i bZ`Y'ink Uf
GUWgWÅXYb'j Yfi fgUWYbž'UVYf'X]Y'NU\`XYf'i bZ`Y'a]h
DYfgcbYbgWÅXYb'g]W'Ui ZY]bYa' _cbghUbhYb'B]j YUi'VYk Y[hž'XUg
VYfY]hg'gY]h'XYb'%-) \$Yf'\fYb'VYghY'h" a' \f'&\$&' k i fXYb
%- "%- ' J Yf_Y\fgchY']a' \f'%- +\$'a]h'&', ' - ']a' \f'&\$&'
j Yf[`]W Ybž'k Ug'X]Y': cfhgWf]hYž'UVYf'Ui W'X]Y'Ub\U'hYbXYb
F]g]_Yb']a' GhfU» Ybj Yf_Y\ f'j YfXYi h]W h"

I fgUW Yb'i bX'DfÅj Ybh]cb

K Ug'g]bX'X]Y'<Ui dhi fgUW Yb'ZØf'gc`WY'i bZ`Y'3'@Ui h'XYb
bZcfa Uh]cbYb'j cb'8 Y ghUh]g'gd]Y'Yb'i b[YbØ[YbXYf'5VghUbXž
b]W h'Ub[YdUgghY'; YgWk]bX][_Y]h'i bX': U\ fYb'i bhYf
5`_c\c`Y]bZi gg'Y]bY'YbhgWY]XYbXY'F c`Y"6YgcbXYfg'[Yk Ufbh
k]fX'j cf'U`_c\c`VYX]b[hYb'i bZ`Ybž'VY]XYbYb']a' \f'&\$&' fi bX
) "+\$\$DYfgcbYbgWÅXYb'fY[]ghf]Yfh'k i fXYb" A]h'XYf'J]g]cb'NYfcž
X]Y'XUg'N]Y'\ Uhž'V]g'&\$) \$'_Y]bY'J Yf_Y\fgchYb'a Y\ f'ni ni'UggYbž
\UVYb'X]Y'J Yf_Y\fga]b]ghYf'XYf'9I 'g]W'Y]bYa'Ua V]h]cb]YfhYb
N]Y'j YfgWf]YVYb"

ð`Y]bYf`NY]hž`]b`XYf`g]W`X]Y`NU`XYf`I bZ`Y`a]h`9!6]_Yg`i bX`9!
 GW`chYfb`YVYbZU`g`Yf`Ò\hž`]gh`Yg`k]W`h][ž`XUg`6Yk`i gghgY]b`Z0f
 JYf`_Y`fgg]W`Yf`Y]h`ni`gW`ÅfZb`"&\$&'`k`i fXYb`0VYf`&' "\$\$\$
 DYfgcbYb`j`Yf`Ymh`cXYf`[Yh0hYhž`k`Å`fYbX`9!6]_Y!:`U`fYf`]a
 JYf`[`Y]W`ni`UbXYfYb`JYf`_Y`fghY]`bY`a`Yfb`Y]bYa` `0\YfYb
 F]g]_c`Ui`g[YgYmh`g]bX`"8U`Yf`k`]fX`Yg`YbhgW`Y]XYbX`gY]bž`gck`c`
 hYW`bc`c`[]gW`Y`:`cfhgW`f]hY`U`g`Ui`W`d`f`Aj`Ybh]j`Y`A`U»bU`a`Yb`ni
 Yf`fY]Zbž`i`a`X]Y`J]Y`nU`XYf`I bZ`Y`ni`fYXi`n]YfYb"

5i`ZXYf`5`%k`i fXY`Ui`Z[fi`bX`XYg`i`bZU`g`X]Y`GhfYW`Y`nk`]gW`Yb
 80fdYb`i`bX`F`XY`Ua`:`fY]hU[UVYbX`]b`VY]XY`F`]W`hi`b[Yb
 [YgdYffh`Gc`W`Y`G]hi`Uh]cbYb`Yf]bbYfb`i`bg`XUfUbž`k`]Y`j`i`bYfUVY`
 k`]f`]a`GhfU»Ybj`Yf`_Y`f`g]bX`i`bX`k`]Y`k`]W`h][`Yg`]ghž`g]W`
 [Y[YbgY]h][`ni`gW`0hYb`i`bX`XUfUi`Z`ni`UW`hYbž`XUgg`k`]f`g]W`Yf
 i`bhYfk`Y[g`g]bX"

8YhU]`g	
Cfh	9a`g`UbXž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW`Ui`"XY • k k k "XYghUh]g"XY • XY"ghUh]ghU"W`a

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`X]Y!`bUW`f]W`hYb"W`a