

NY \ b hUi gYbXY ' d f c hY gh] Y f Y b . ' ? Ò ` b ' nY] [h
: ` U [[Y ' [Y [Y b ` X] Y ' 5 Z 8 °

5a ' &, "\$ * " & \$ &) ' Z] b X Y b '] b ' 8 Yi hgW \ ` U b X ' n U \ ` f Y] W X Y
8 Ya c b g h f U h] c b Y b ' [Y [Y b ' F Y W h g Y I h f Y a] g a i g i b X ' X] Y ' 5 Z 8
g h U h h "



C ` X Y b Vi f [ž 8 Yi hgW \ ` U b X ' ! ' a ' ð b] & \$ &) '] g h '] b ' 8 Yi hgW \ ` U b X ' g c
f] W X h] [' k U g ' ` c g ž i b X ' Y g ' [Y \ h i a ' Y] b ' H \ Ya U ž ' X U g ' j] Y ' Y ' V Y k Y [h
8] Y ' 8 Ya c b g h f U h] c b Y b ' [Y [Y b ' F Y W h g Y I h f Y a] g a i g i b X ' < U g g "
< Yi h Y ž ' U a ' &, " ' ð b] ž Z] b X Y b '] b ' j Y f g W] Y X Y b Y b ' G h \ X h Y b ' 5 _ h] c b Y b
g h U h ž ' i a ' Y] b ' N Y] W X Y b ' [Y [Y b ' X] Y ' 5 Z 8 ' n i ' g Y h n Y b ž ' X] Y ' j c a
6 i b X Y g U a h ' Z Ø f ' J Y f Z U g g i b [g g W i h n ' U ' g ' [Y g] W X Y f h ' f Y W h g Y I h f Y a
Y] b [Y g h i Z h ' k i f X Y " @ U i h i b Y k g " X Y ' _ c a a h ' X] Y ' A Y \ f \ Y] h ' X Y f
8 Yi hgW Y b ž ' b Å a '] W ' * + i ž ' b] W X h i a ' \] b ž ' X] Y ' 5 Z 8 ' U g ' ; Y Z U \ f ' Z Ø f ' X] Y
8 Ya c _ f U h] Y ' n i ' V Y h f U W h Y b "

, V Y f U ' '] b ' 8 Yi hgW \ ` U b X ' k] f X ' \ Yi h Y ' X Ya c b g h f] Y f h ž ' k c V Y] ' g] W X
NY \ b hUi gYbXY ' A Y b g W Y b ' j Y f g U a a Y ' b ž i a ' Z Ø f ' X] Y ' 8 Ya c _ f U h] Y
i b X ' [Y [Y b ' 8] g _ f] a] b] Y f i b [' i b X ' 5 b h] g Y a] h] g a i g ' Y] b n i h f Y h Y b "

6YgcbXYfg'gdUbbYbX'k]fX`Yg]b`?Ò`bž`k c`i bhYf`XYa`A chhc`?Y]bY
5Z8`]b`E`i UXfUh\!≠WYbXcfZ`'j]Y`Y`HY]`bY\`a Yf`Yfk UfhYhik YfXYb"
≠`XYf`[fc»Yb`GhUXh`8ØggY`XcfZ`nÀ\`hY`X]Y`Dc`]nY]`V]g`ni`%\$\$"\$\$\$
A YbgWYbž`X]Y`g]W`i bhYf`XYa`A chhc` ; Y[Yb`X]Y`5Z8`'K]f
gW`k Y][Yb`b]W`h`K]f`gW`Ui Yb`b]W`h`k Y["K]f`\UbXY`b`
j YfgUa`a Y`hYbž`i bX`Ui W`]b`CgbUVfØW`_k Uf`a]h&)"\$\$\$\$`V]g
' "\$\$\$\$`HY]`bY\`a Yfb`Y]b`ghUf`_Yg`NY]WYb`[YgYhnh`k cfXYb"
5bk YgYbX`k Uf`Xcfh`i bhYf`UbXYfYa`J YfhY]X][i b[ga`]b]ghYf`6cf]g
D]ghcf]i g`fGD8Łž`XYf`X]Y`Y]XYbgW`UZh`]WY`K Ufbi b[`j cf`XYf`5Z8
a]hY]bYa`J Yfk Y]g`Ui ZX]Y`K Y]a UfYf`FYdi V`_]`j Yf_bØdZhY"
N8: <Yi hY`VYgW`fY]Vhž`k]Y`g]W`X]Y`DfchYghY`]b`j]Y`Yb`GhÀXhYb
Ui gVfY]hYb`i bX`nU`\fY]WY`Y`cW`fUb`[][Y`Dc`]h]_Yf`i bhYfghØhni b[
`Y]ghYb"

J]Y`ZÀ`h][Y`J YfUbghU`hi b[Yb`i bX
Ni gUa`a Yb`U`h

8]Y`[Yd`UbhYb`J YfUbghU`hi b[Yb`g]bX`gc`UVk YW`g`i b[gfY]W`k]Y
X]Y`HY]`bY\`a Yf`gY`Vgh"J cb`K cf_g\`cdg`ØVYf`@Ygi b[Yb`V]g`ni
; Ygd`fÀW`gfi bXYb`i bX`J c`fhfÀ[Yb`k]fX`XYf`5i ghUi gW`[YZØfXYfh"
I bX`k Ug`]gh`XU`bcW`[Yd`Ubh3`J]Y`Y`C`b`]bY!9j Ybhg`VYfY]WYfb`XUg
Dfc[fUa`a ž`k]Y`VY]gd]Y`gk Y]gY`Y]bY`8]g`_i gg]cb`ØVYf`XYb
gi V`_i`hi fY`Yb`?Ua`dZ[Y[Yb`XUg`a`cXYfbY`DUhf]UfW`Uhž`X]Y`Ua
%, "ž`b`]ghUhhZUbX"9g`nY][h`g]W`ž`XUgg`\]Yf`Y]b`[Ub`nYg`BYh`nk Yf`
ni gUa`a Yb`_ca`a hž`i`a`X]Y`Gh]a`a Y`[Y[Yb`FYW`hgYI hfYa`]ga`i`g
ghUf`_ni`a`UW`Yb"9bhgd`fYW`YbX`VYf]W`hYh`8Yi hgW`UbXZi b`_
j cb`?i bX[YVi b[Yb`]b`[Ub`n`8Yi hgW`UbX"≠`6fYa`Yb
VY]gd]Y`gk Y]gY`f]YZ`XUg`_6fYa`Yf`6ØbXb]g`[Y[Yb`FYW`hg`ni`f
8Ya`cbghfUh]cb`Ui Zi bX`X]Y`A YbgW`Yb`]b`GW`Ygk][!<c`ghY]b
ZUbXYb`YVYbZU`g`j]Y`ZÀ`h][Y` ; Y`Y[Yb`Y]hYbž`i`a`]f`NY]WYb`ni
gYh`Yb"

≠`XYf`Y`hnhYb`NY]h`_Ua`Yb`gW`cb`ØVYf`- \$\$\$"\$\$\$`A YbgW`Yb`ni
8Ya`cbghfUh]cb`Yb`ni gUa`a Yb`"8]YgY`Vi bXYgk Y]hYb`DfchYghY`g]bX
b]W`h`bi`f`Y]bY`A`ca`YbhUi`ZbU\`a`Yž`gcbXYfb`Yf]bbYfb`Ui W`Ub`XYb
<c`cW`i`gh!; YXYb`_hU[ž`k Ug`X]Y`8f]b[`]W`_Y]h`i bX`6YXYi`hi b[`XYf
G]h`i`Uh]cb`bcW`a`U`g`i`bhYfghfY]W`h"≠`XYb`b`ÀW`ghYb`K`cW`Yb
ghY`Yb`K`U`\Yb`]b`6fUbXYbVi`f[ž`GUW`gYb`i`bX`H\Øf]b[Yb`Ubž`k`c

X]Y`5Z8`Ui h`l`a`ZfU[Yb`ghUf`UVgW`bY]XYh`8U\Yf`]gh`Yg`b]W`h`
 k`i`bXYfgUa`ž`XUgg`X]Y`DfchYghY`Ui`W`a`]h`XYa`_`Øfn`]W`Yb`h\Ø`hYb`
 HfYZZYb`fUX[_`U`Yf`F`YW`hYf`]b`J`YfV]bXi`b[`ghY\Yb`"

9]bY` ; YgY`gW`UZh`gW`À[h`5`Ufa

8]Y`A`YbgW`Yb`[Y\Yb`Ui`Z`X]Y`GhfU»Yž`b]W`h`bi`f`i`a``g]W`
 Ui`gni`XfØW`_Yb`ž`gcbXYfb`i`a``g]W`Yfni`ghY`Yb`ž`XUgg`X]Y`K`YfhY`j`cb`
 Gc`]XUf]h`À`h`i`b`X`A`YbgW``]W`_Y]h`b]W`h`j`Yf`c`fYb`[Y\Yb`"5b`
 nU\`fY]W`Yb`C`fhYb`ž`j`cb`@ØVYW`_V]g`ni`_`Y]bYfYb`Gh`À`X`hYb`k`]Y`
 5`hYb`hfY`dhck`ž`]gh`X]Y`6`chgW`UZh`_`Uf.`?`Y]bY`Hc`Yf`Ub`n`ZØf`
 F`YW`hgYI`hfYa`]ga`i`g` , VYfU`k`]fX`Y]b`ghUf`_Yg`NY]W`Yb`[YgY`hnhž`
 XUgg`XYf`Ni`gUa`a`Yb`U`h`XYf` ; YgY`gW`UZh`i`b[YVfcW`Yb`]gh`
 ; YfUXY`]b`XYb`Y`hnhYb`HU[Yb`U`VYb`g]W`j`]Y`Y`HY`]bY`a`Yf`
 [YnY][hž`XUfi`bhYf`Ui`W` : Ua`j`]Yb`U`Yf`5`hYfg`_UggYb`ž`k`Ug`X]Y`
 F`Y`Y`Ub`n`XYf`6`Yk`Y[i`b[`i`bhYf`ghfY]W`h`"

8]Y`Vi`bXYgk`Y]hYb`8`Ya`cg`g]bX`Y]b`Y]b`Xfi`W`_gj`c`Yg`6Y]gd]Y`ž`k`]Y`
 Yg`XYf`N]j`j`[YgY`gW`UZh`[Y`]b[hž`Y]b`XYi`h]W`Yg`NY]W`Yb`[Y[Yb`
 <Ugg`i`bX`<Y`hnY`ni`gY`hnYb`"8]Y` ; YgY`gW`UZh`\U`h`a`]h`X]YgYa`
 9b[U[Ya`Yb`h`Y]bY`_`UfY`Dcg]h]cb`VYnc[Yb.`F`YW`hgYI`hfYa`]ga`i`g`
 \U`h`_Y]bYb`D`U`hn`]b`8`Yi`hgW`U`b`X`"

8YhU]`g	
Cfh	C`XYbVi`f[ž`8Yi`hgW`U`b`X`
Ei`Y`Yb`	<ul style="list-style-type: none"> • k k k "bYk`g"XY • k k k "nXZ\Yi`hY"XY • k k k "XYi`hgW`U`b`X`Zi`b`_"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`X]Y!`b`UW`f]W`hYb`"W`ca