

8 c b U i g h U X h . ; ` Y] W X ` n k Y] ` 6 U b _ c a U h Y b `] b
g d Y _ h U _ i ` Ä f Y f ` B U W X h U _ h] c b ` [Y g d f Y b [h °

› K] Y b ! 8 c b U i g h U X h ` k i f X Y b `] b ` X Y f ` B U W X h ` n k Y] ` 6 U b _ c a U h Y b
[Y g d f Y b [h ° D c `] n Y] ` Y f a] h h Y ` h ` b U W X ` Z Ø W X h] [Y b ` H Ä h Y f b ` i b X
g h Y] [Y b X Y f ` ? f] a] b U `] h Ä h "



8 c b U i g h U X h ž ` 2 g h Y f f Y] W X ! : › X Y f ` B U W X h ` U i Z ` 8 c b b Y f g h U [ž X Y b
%&"'› b]`&\$&) ž ` k i f X Y b `] b ` K] Y b ! 8 c b U i g h U X h ` n k Y] ` 6 U b _ c a U h Y b
[Y g d f Y b [h ° i a ` Y h k U " " %) i \ ` f ` k i f X Y ` X Y f ` J c f Z U ` ` X i f W X ` Y] b Y
f U g W X Y ` 5 ` U f a] Y f i b [` X Y f ` D c `] n Y] ` V Y _ U b b h ž ` X] Y ` g c [` Y] W X ` a] h ` X Y b
9 f a] h i b [Y b ` V Y [U b b " ` @ U i h ` 5 b [U V Y b ` j c b ` D c `] n Y] ! G d f Y W X Y f] b ` 5 b b U
; i h h Z Ø W X h Y h Y b ` a Y \ f Y f Y ` D Y f g c b Y b ` b U W X ` X Y f ` 9 i d ` c g] c b " ` 5 i Z
J] X Y c Ø V Y f k U W X i b [g U i Z b U \ a Y b ` g] b X ` n k Y] J Y f X Ä W X h] [Y ` n i ` g Y \ Y b ž
X] Y ` b i b ` j c b ` X Y b ` 9 f a] h h Y f b `] X Y b h] Z] n] Y f h ` k Y f X Y b ` g c ` ` Y b " ` K] Y ` \ c W X
X] Y ` 6 Y i h Y `] g h ž ` V ` Y] V h ` b c W X ` i b _ ` U f ž ` U V Y f ` X] Y : U \ b X i b [` Ä i Z h ` U i Z
< c W X h c i f Y b " ` 9 g] g h ` b] W X h] \ f Y ` Y f g h Y ` H U h] b ` X] Y g Y a ` › \ f . ` › ` [U b n
2 g h Y f f Y] W X ` k i f X Y b ` V Y f Y] h g ` Ø V Y f ` & \$ ` 6 U b _ c a U h g d f Y b [i b [Y b
f Y [] g h f] Y f h ž ` k U g ` n i ` Y] b Y f ` j Y f g h Ä f _ h Y b ` N i g U a a Y b U f V Y] h ` X Y f
G] W X Y f \ Y] h g V Y \ Ø f X Y b ` [Y Z Ø \ f h ` \ U h ` G Y] h ` X Y a ` ` % " ` A Ä f n ` & \$ &)

Yfa]hY`h'X]Y`GC?C`6Ub_ca Uh'VY]a`6i bXYg_f]a]bU`Ua h]b`Yb[Yf
?ccdYfUh]cb`a]h'XYb`@UbXYg_f]a]bU`Àa hYfb"

< Ài Zi b[`j cb`6Ub_ca Uhgd fYb[i b[Yb

8]Y`[Ygd fYb[hYb`5i hca UhYb`]b`8cbUi ghUXh'g]bX`HY`Y]bYg
VYgcf[b]gYffY[YbXYb`HfYbXgž`XYf`g]W`]b`XYb`YhnhYb`A cbUhYb`]b
a Y`fYfYb`6i bXYg`ÀbXYfb`j Yfgh`Àf`h`Uh`@Ui h`Y]bYf`5bU`mgY
ghY`W`Yb`]\bhYf`X]YgYb`5bgW`À[Yb`a]bXYghYbg`Z0bZV]g`gYW`g
j YfgW`]YXYbY`; fi ddYbž`X]Y`Xi fW`I bhYfgW`]YXY`]b`]\fYa
J cf[Y`Yb`]XYbh]Z]n]Yfh`k YfXYb`_0bbYb`"Gc`[UV`Yg`Yfgh`Ua`A cbhU
]b`K Y`g`nk Y]`k Y]hYfY`GdfYb[i b[Yb`]b`Y]bYa`9]b_Ui ZgnYbhfi a`"
8]YgY`bYi Yb`J cfZ`À`Y`_0bbhYb`Ui ZXUg`K]f_Yb`Y]bYf`V]g`Ub[
i bVY`UbbhYb`H`hYf[fi ddY`]\]bXYi hYb`"?f]a]bU`]ghYb`VYf]W`hYbž
XUgg`]b`K]Yb`a]bXYghYbg`XfY`]j YfgW`]YXYbY`H`hYfgW`UZhYb`U_h]j
g]bX`"9]bY`XYf`Ui ZZ`À`][ghYb`; fi ddYb`_0bbhY`Ui Z[fi bX`]fYf
Ghfi _hi f`Ui g`XYb`B]YXYf`UbXYb`ghUa`a`Yb"

8]YgY`GdfYb[i b[Yb`g]bX`b]W`h]gc`]Yfh`2 ghYffY]W`k Y]h`k i fXYb
gY]h`]\fYgVY[]bb`VYfY]hg`Ub`]bg[YgUa`h`nk 0`Zj YfgW`]YXYbYb
HUhc`fhYb`GdfYb[i b[Yb`j Yf0Vhž`Y]bgW`]Y»`]W`K]Ybž
B]YXYf`0ghYffY]W`ž`6i f[Yb`UbXž`GU`nVi f[i bX`C VYf`0ghYffY]W`" `a
J Yf[`Y]W`XUni`k Uf`&\$\$,`a]h`&%`GdfYb[i b[Yb`XYf`V]g`Yf`\0W`ghY
K Yfh`]b`XYb`YhnhYb`gYW`g`]\fYb`"8]YgYg`D`Àbca`Yb`YfnYi [h`VY]
XYb`9fa]h`i b[gVY`\0fXYb`Y]b`; YZ0`X`XYf`8f]b[`]W`_Y]hž`XU`Y]b
ghY][YbXYf`HfYbX`i bX`X]Y`A 0[`]W`_Y]h`k Y]hYfYf`GdfYb[i b[Yb
b]W`h`Ui g[YgW`cggYb`k YfXYb`_0bbYb"

A U» bU\ a Yb`XYf`6Ub_Yb

⊕`F`YU_h]cb`Ui ZX]Y`K Y`Y`j cb`6Ub_ca Uhgd fYb[i b[Yb`\UVYb
j YfgW`]YXYbY`6Ub_Yb`i a ZUggYbXY`G]W`Yf`Y]hgj cf`Y`fi b[Yb
[YhfcZZYb`"9]b][Y`5i hca UhYbgmghYa`Yž`k]Y`X]Y`XYf`Dcghž`k i fXYb
j cf0VYf[Y`YbX`Ui »Yf`6Yhf]YV`[Ybca`a`Ybž`i`a`XYb`dchYbn]Y`Yb
GW`UXYb`ni`a]b]a]YfYb`"6Y`]XYf`65K`5; `V`Y]VYb`X]Y`; cmYfg
nk]gW`Yb`&&\$\$`i bX`) "\$\$`I`f`[YgW`cggYbž`i`a`X]Y
G]W`Yf`Y]hg`U[Y`ni`j YfVYggYfb`"K Y]hYfY`6Ub_Yb`\UVYb`]\fY
G]W`Yf`Y]hga`U»`bU\`a`Yb`VYfY]hg`]bhYbg]j]Yfhž`i`a`g]W`[Y[Yb`X]YgY

ni bY\ a YbX`U[[fYgg]j Yb`5b[f]ZZY`ni`k UddbYb"

⊖g[YgUa h`nY][h`g]W\`Y]b`U`Ufa]YfYbXYg`6]`X.`B]W\`h`bi`f`]b
² ghYffY]W\`ž`gcbXYfb`Ui W\`]b`UbXYfYb`9!`!@AbXYfb`k]Y
8Yi hgW\`UbX`i bX`XYb`B]YXYf`UbXYb`_ca a h`Yg`\`Äi Z][`ni
6Ub_ca UhgdFYb[i b[Yb`]`ja`8i fW\`gW\`b]h`ink Y]`V]g`XfY]`dfc`HU["
K `Ä`fYbX`X]Y`9fa]h`i b[gVY`\`ÖfXYb`k Y]h`Yf\`]b`a]h`<cW\`Xfi W_
UfVY]h`Ybž`V`Y]Vh`UVni k UfhYbž`cV`X]YgY`A U» bU\`a Yb`Zfi W\`hYb`i bX
X]Y`H`Ä`hYf`VU`X`Z`Øf`\`fY`HUhYb`ni f`F`YW\`YbgW\`UZhi[Ync[Yb`k YfXYb
_ÖbbYb"

: Øf`k Y]h`YfY`⊖Zcfa Uh]cbYb`ni`XYb`6Ub_ca UhgdFYb[i b[Yb`]b
K]Yb`i bX`XYb`G]W\`Yf\`Y]hga U» bU\`a Yb`XYf`6Ub_Ybž`VYgi W\`Yb`G]Y
CF: i bX`?`Y]bY`NY]hi b["

8YhU]`g	
Cfh	8cbUi ghUXhž`² ghYffY]W\
EiY`Yb	<ul style="list-style-type: none"> • k k k "k &("Uh • k]Yb"cfZ"Uh • k k k "_Y]bYnY]hi b["Uh

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