

K]Yb ']b 'XYf ' ? f]gY . ' F Y _ c f X n U \ ' ' Ub
:]fa Yb]bgc ` j YbnYb ' & \$ &) ' Yfk UfhYh °

K]Yb ' j YfnY]W b Y h ' & \$ &) ' Y]b Y b ' 5 b g h] Y [' X Y f
:]fa Yb]bgc ` j YbnYb ' U i Z F Y _ c f X \ c W " ' ð a a c V] ' Y b V f U b W X Y
g h U f _ ' V Y h f c Z Y b ž ' D f c [b c g Y b ' X Y i h Y b ' U i Z k Y] h Y f Y ' D ' Y] h Y b ' \] b "



K]Yb ž ' 2 g h Y f f Y] W \ ! ' 9] b ' X Ø g h Y f Y g ' 6] ' X ' n Y] W b Y h ' g] W \ Z Ø f ' X] Y
K] f h g W \ U Z h '] b ' K] Y b ' U V . ' 8] Y ' ð g c ` j Y b n g h U h] g h] _ ' X Y g
5 ` d Y b ` Ä b X] g W \ Y b ' ? f Y X] h c f Y b j Y f V U b X g ' f 5 ? J Ě ' n Y] [h ' Z Ø f ' X U g ' Y f g h Y
< U ' V ' U \ f ' & \$ &) ' Y] b Y b ' U ' U f a] Y f Y b X Y b ' 5 b g h] Y [' X Y f
:] f a Y b] b g c ` j Y b n Y b " ; U b n Y ' + - -] b g c ` j Y b h Y ' l b h Y f b Y \ a Y b ' k i f X Y b
] b ' X] Y g Y a ' N Y] h f U i a ' f Y [] g h f] Y f h ž ' k U g ' Y] b Y b ' 5 b g h] Y [' j c b ') ž (%
D f c n Y b h '] a ' J Y f [' Y] W \ n i a ' F Y _ c f X ' U \ f ' & \$ & (' V Y X Y i h Y h " 8 U a] h
_ c a a Y b ' U i Z X] Y ' G h U X h '] a ' 8 i f W g W \ b] h h ' % ' ' D ' Y] h Y b ' d f c ' A c b U h ' i
X U g ' g] b X ' Y h k U " \$ ' l b h Y f b Y \ a Y b ' d f c ' K c W X Y " ' l b X ' X U g '] g h ' b] W h ' b i f
Y] b ' c _ U ' Y g ' D \ Ä b c a Y b / X] Y g Y ' N U \ ' Y b ' Ø V Y f g h Y] [Y b ' g c [U f ' X] Y ' K Y f h Y
U i g ' X Y f ' :] b U b n _ f] g Y ' j c b ' & \$ \$ + # & \$ \$, ž k] Y ' a Y] b V Y n] f _ " U h
V Y f] W \ h Y h "

8]Y`Z]bUbn]Y`Yb`6Y`Ughi b[Yb`g]bX`YVYbZU`g`Yf\YV`]W`"8]Y
; YgUa hj YfV]bX`]W`_Y]hYb`XYf`]bgc`j YbhYb`l bhYfbY\`a Yb`]b`K]Yb
VY`Ui ZYb`g]W`Ui Z`gU[Yb\UZhY` ž) `A]`]UfXYb`9i fc`"6YgcbXYfg
VYhfcZZYb`]gh`X]Y`a a cV`]YbVfUbW`Yž`X]Y`a]h` ž ` `A]`]UfXYb`9i fc
XYb`@Ok YbUbhY`]XYf`J YfV]bX`]W`_Y]hYb`hfÅ[h` `bhYfYggUbhYfk Y]gY
ghUa a Yb`X]Y`nY\`b`[fO`»hYb`:]fa Ybd`Y]hYb`ja `YfghYb`<U`V`U\`f
U`YgUa h`Ui g`X]YgYa `GY`_hc`"8Yf`5?J` \YVh`Yfj cfž`XUgg`j cb`XYb
- (]bgc`j YbhYb`G][bU!; YgY`gW`UZhYbž, , `J YfZU`fYb`Ua
<UbXY`g[Yf]W`h`K]Yb`YfOZZbYh`k i fXYb`"6]g`9bXY`&\$&'` [UV`Yg
VYfY]hg`]bg[YgUa h`%) `%`bgc`j YbnYb`]a `G][bU!`a dYf]i a ž`k cVY]
%&+`XUj cb`]b`K]Yb`ghUhhZUbXYb`"

9]b`6`]W`_`Ui Z`X]Y`VfUbW`YbØVYf[fY]ZYbXYb NU\`Yb

8]Y`6fUbW`Ybž`k Y`W`Y`X]Y`a Y]ghYb``bgc`j YbnYb`]YfnY]W`bYbž`g]bX
XYf`<UbXY`a]h`%+`-` :`À`Ybž`[YZc`[hij cb`XYf`6Ui k]fhgW`UZh`a]h`%)`%
i bX`XYf`a a cV`]YbVfUbW`Y`a]h`%(("5i W`X]Y`; Ughfcbca]Y
V`Y]Vh`b]W`hj YfgW`cbhi bX`nÅ`\`h`%)` `bgc`j YbnYb`"8]Y`Dfc[bcgY
ZØf`XUg`[YgUa hY` \U\`f`&\$&) `]gh`VYgcf[b]gYffY[YbX.`9g`k]fX
Yfk UfhYhž`XUgg`V]g`ni` "%`*`\$`\$`:`]fa Yb]bgc`j YbnYb`]b`K]Yb`YfOZZbYh
k YfXYb`"A]h`6YfØW`_g]W`h][i b[`XYf`bgc`j YbnUVk Y]gi b[Yb`k Y[Yb
a Ub[Y`bXYb`J Yfa` Ø[Ybg`_ØbbhY`X]Y`NU\`gc[Uf`Ui ZYhk U`&`, \$\$
l bhYfbY\`a Yb`ghY][Yb`"

8cW`b]W`h`bi f`X]Y`:`]fa Yb`Y]XYb`"5i W`X]Y`Df]j Uh]bgc`j YbnYb
ghY][Yb`" `b`K]Yb`k i fXYb`V]g`Ynh`%"`*`'`%`J YfZU`fYb`YfOZZbYhž`k Ug
Y]bYf`GhY][Yfi b[`j cb`+ž` `DfcnYbh]a `J Yf[`Y]W`ni a `J cf`U\`f
Ybhgd]W`h`8i fW`gW`b]h`i]W`g]bX`Yg`*` `Df]j Uh`_cb`_i fgY`dfc
K cW`Yž`i bX`X]Y`; YgUa hj YfgW`i`Xi b[`VY]`X]YgYb`J YfZU`fYb
VY`Ài Zh]g]W`Ui ZØVYf`&\$+`A]`]cbYb`9i fc`"8]Y`Xi fW`gW`b]h`i]W`Y
J YfgW`i`Xi b[`dfc`DYfgcb`i]Y[h`VY]`%&+`&\$`\$`9i fc`"

2 ghYffY]W`k Y]hY`HfYbXg

5i ZXYf`bUh]cbU`Yb`9VYbY`g]bX`X]Y`NU\`Yb`b]W`h`k Yb][Yf
U`Ufa]YfYbX`" `bg[YgUa h`[UV`Yg]a `YfghYb`<U`V`U\`f`&\$&) `&`%+`'

:]fa Yb]bgc`j YbnYbž`k Ug`Y]bYb`5bgh]Y[`i a ``ž)` `DfcnYbh]a
 J Yf[`Y]W`ni a `J cf`U`f`VYXYi hYh`8Yf`5?J `gW`Àhnhž`XUgg`&\$&) `XUg
 Xf]hhY`FY`cfX`U`f`]b`: c`[Y`gY]b`k]fXž`a]h`Y]bYf`j cfUi gg]W`h`]W`Yb
 ; YgUa hnU`j cb`Yhk U`(") \$\$`:]fa Yb]bgc`j YbnYb`
 ðhYfYggUbhYfk Y]gY`gUb`_Yb`X]Y`; YgUa hdUgg]j U`]a `J Yf[`Y]W`ni a
 J cf`U`f`Yf`YV`]W`ž`j cb`%(ž\$, `A`j`)]UfXYb`9i fc`Ui Z`+ž` &`A`j`)]UfXYb
 9i fc`"

8]Yg`nY][hž`XUgg`X]Y`l bg]W`Yf`Y]hgZU`_hc`fYbž`]bgVYgcbXYfY`VY]`XYb
 ðgc`j Ybnj YfZU`fYb`]a `G][bU!`?cb[`ca YfUhž`ni bY`a Ybž`XU`Y]b
 ; fc»hY]`XYf`: cfXYfi b[Yb`b]W`h`UbYf`_Ubbh`k]fX``8Yf`F`ØW`_ [Ub[
 XYf`Df]j Uh]bgc`j YbnYb`]gh]b`U`Yb`6i bXYg`ÀbXYfb`ni `VYcVUW`hYb`
 a]h`5i gbU`a Y`j cb`K]Ybž`k c`X]Y`NU`Yb`UbghY][Ybž`k]Y`gb`"Uh
 ZYghghY``h`"

8]Y`8UhYb`ni `X]YgYb`ðgc`j YbnYb`i bX
 l bhYfbY`a YbgfY[]ghf]Yfi b[Yb`k YfXYb`[Ya`À»`XYb`[YgYhn`]W`Yb
 J cf[UVYb`j cb`GhUh]gh]_`5i ghf]U`Yf`cVYb``: Øf`X]Y`5i ZhY]W`bi b[
 i bX`5i gk Yfhi b[`]gh`Y]bY`J]Y`nU`j cb`fYW`h`]W`Yb`6Ygh]a a i b[Yb
 bchk YbX][ž`X]Y`g]W`YfghY`Ybž`XUgg`X]Y`8UhYb`j Yf`Àgg`]W`g]bX`i bX
 U`g`; fi bX`U[Y`ZØf`k]fhgW`UZh`]W`Y`9bhgW`Y]Xi b[Yb`X]YbYb
 ØbbYbž`gc`ghUh]gh]`"Uh"

8YhU]`g	
C fh	K]Ybž`2 ghYffY]W`
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_`"Uh • k k k "gb`"Uh • k k k "ghUh]gh]_`"Uh

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