

& % ! † Å \ f] [Y f ' ? Z n ! @ U W _] Y f Y f ' j Y f i f h Y] ` h . ' ' ž)
‡ U \ f Y ' < U Z h ' Z Ø f ' g W k Y f Y ' J Y f [Y k U ` h] [i b [°
9] b ; Y f] W h '] b ` A Ø b W Y b ' j Y f i f h Y] ` h ` Y] b Y b ' & % ! † Å \ f] [Y b ` A U b b
U i Z [f i b X ' g W k Y f Y f ' J Y f [Y k U ` h] [i b [' i b X ' ? Ø f d Y f j Y f ` Y h n i b [
n i ' ' ž) ' ‡ U \ f Y b ' < U Z h "



I b V Y _ U b b h ž ' 8 Y i h g W k ` U b X ' ! ' 9] b ' & % ! † Å \ f] [Y f ' ? Z n ! @ U W _] Y f Y f ' k i f X Y
k Y [Y b ' g W k Y f Y f ' J Y f [Y k U ` h] [i b [ž ? Ø f d Y f j Y f ` Y h n i b [' i b X
: f Y] \ Y] h g V Y f U i V i b [' n i ' Y] b Y f ' < U Z h g h f U Z Y ' j c b ` X f Y] ‡ U \ f Y b ' i b X
g Y W g ` A c b U h Y b ' j Y f i f h Y] ` h " 8 U g ' i f h Y] ` Y f [] b [' U a ') " ' † b] ' & \$ &) ' i b X
V Y n] Y \ h i g] W ` U i Z Y] b Y b ' J c f Z U ` ž X Y f ' 5 b Z U b [' A Å f n ` X Y g ' J c f ` U \ f Y g
g h U h h Z U b X " 8 U g ' C d Z Y f '] g h ` X] Y ' & \$! † Å \ f] [Y ` Y \ Y a U] [Y ' : f Y i b X] b ` X Y g
5 b [Y _ U [h Y b ž ` X] Y ` Y V Y b Z U ` g ` U ` g ` ? c g a Y h] _ Y f] b ` U f V Y] h Y h " K Å \ f Y b X
X Y g [Y g U a h Y b ` D f c n Y g g Y g ž ` X Y f ` A] h h Y ` A U] V Y [U b b ž V Y g h f] h ` X Y f
5 b [Y _ U [h Y ` X] Y ` H U h j Y \ Y a Y b h i b X ` Å i » Y f h Y ž ` X U g g ` X] Y ` 9 ` h Y f b
g Y] b Y f ` Z f Ø \ Y f Y b ' : f Y i b X] b `] \ b ` U i Z [f i b X ` g Y] b Y f ' < U i h Z U f V Y
U V [Y ` Y \ b h ` \ Å h h Y b "

8 Y f ` J c f Z U ` ž X Y f ` n i ` X Y a ` i f h Y] ` Z Ø \ f h Y ž g c ` ` b U W k ` Y] b Y a ` G h f Y] h ž ` X Y f

Xi fW`XYb`5`_c`c`_cbgi a`XYg`5b[Y`_U[hYbUb[Y\Y]nh`k i fXYž`]b
Y]bYf`i bhYf`_i bZi`ZØf`; YZØW`hYhY`ghUhh[YZi bXYb` \UVYb"BUW`XYa
GhfY]h`Zc`[hY`X]Y` fUi`XYa` 5b[Y`_U[hYbž`i a`X]Y
5i gY]bUbXYfgYhni b[`ni` _`ÀfYb" `a`N]a a Yf`XYg`5b[Y`_U[hYb
gW`cgg`X]YgYf`X]Y`HØfž`Ybh`_Y]XYhY`X]Y` fUi` i bX`VYXfc`hY`g]Y`a`]h
Y]bYa` A`YggYf" `9g`k]fX`VYf]W`hYhž`XUgg`Yf`X]Y` fUi` XfY]a` U`
j Yf[Yk`U`h][hY" `ÀfYf`5i ggU[Y`bUW`ž`U`g`g]Y`i a` <]ZY`f]Yž`fYU[]YfhY
Yf`a`]h; Yk`U`hi bX`gW`i VghY`g]Y`ni` 6cXYb"

; Yf]W`h`]W`Yf`J`Yf`Ui`Z`i`b`X`

I`fhY]`g`VY[fØbXi b[

8]Y`9b`hgW`Y]Xi b[`XYg`; Yf]W`hg`k i fXY`bUW`Y]b[Y\YbXYf`DfØZi b[
XYf`6Yk`Y]gY`i bX`XYf`; `Ui`Vk`ØfX][_Y]h`XYg`CdZYfg`[YZ`À`h" `8Yf
J`c`fg]hnYbXY`F`]W`hYf`A`]W`UY`G`W`Øb`Ui`Yf`ghY`hY`ZYghž`XUgg`XUg
; Yf]W`hj`cb`XYf`; `Ui`Vk`ØfX][_Y]h`XYf`; fUi`ØVYfnYi [`h`gY]" `9g
k i fXY`Y`XcW`ZYgh[YghY`hž`XUgg`XUg`A`YggYf`b]W`h`k`À`fYbX`XYf
J`Yf[Yk`U`h][i b[Yb`Y]b[YgYhnh`k i fXYž`k`Ug`Y]bY`9]bghi`Zi`b[`U`g
gW`k`YfY`J`Yf[Yk`U`h][i b[`ni`f`; c`[Y`U`hY" `8Yf`GhUUhgUbk`U`h`U`hY
i`fgd`fØb[`]W`Y]bY`<`UZhghfUZ`j`cb`ZØbZ`À`fYb`[YZc`fXYfhž`k`À`fYbX
XYf`J`YfhY]X][Yf`Ui`Z`; fY]gd`fi`W`d`À`X]YfhY`i`bX`Uf[i`a`Yb]YfhYž`XUg
CdZYf`gY]`]b`]\fYb`5i`ggU[Yb`b]W`h`_c`bghU`bh[Yk`YgYb"

9]bY`VYgcbXYfY`F`c`Y`gd]Y`hY`]b`X]YgYa` I`fhY]`X]Y
F`Y]ZYj`YfnØ[Yfi`b[`XYg`5b[Y`_U[hYbž`X]Y`j`cb`Y]bYf`J`YfhYhYf]b`XYf
ž [YbX[Yf]W`hg`]\`ZY`UhhYgh]Yfh`k i fXY" `8Yg`U`V`Z]Y`XUg`I`fhY]`b`UW
ž [YbXghfUZfYW`hž`XUg`5i`ZU[Yb`i`bX`Y]bYb`GhfUZfU`a`Yb`ZYghY[hž
XYf`V]g`ni`ZØbZ`À`fY`<`UZh`i`a`ZUggh" `ə`Y]bYa`UbXYfYb`; U`ž`XYf`]a
ž [YbXghfUZfYW`h`VY`U`bXY`h`k i fXYž`k i fXYb`k`Y[Yb`gYI`i`Y`Yf
B`Øh][i b[`XfY]`ž [YbX`]W`Y`j`Yfi`fhY]`hž`k`Ug`X]Y`F`Y`Yj`Ubn`i`bX
5bk`YbXi`b[`j`cb`ž [YbXghfUZfYW`h]b`gc`W`Yb`; À`Yb`j`YfXYi`h]W`hž
k`]Y`j`cb`ž **fUZc`fi`a`** `VYf]W`hYh`k`]fX"

9]b`U`Ufa`]YfYbXYg`H`Y`a`U`

8]Y`J`Yfi`fhY]`i`b[`k`]fZi`Y]b`GW`U[`]W`h`Ui`Z`X]Y`DfcV`Ya`Uh]`_`j`cb
J`Yf[Yk`U`h][i b[`i`bX`gYI`i`Y`Yf`B`Øh][i b[`]b`8Yi`hgW`U`bX"

Nk]gWYb`&\$%(`i bX`&\$&(`gh]Y[`X]Y`5bnU\`XYf`dc`nY])W
 YfZUgghYb`J Yf[Yk U`h][i b[Yb`i bX`gYI i Y``Yb`, VYf[f]ZY`Yf\YV`W
 UbžY]bY`9bhk]W_`i b[žX]Y`Gcf[Yb`VYfY]hYh`i bX`nY][hž`XUgg`XYf
 I a [Ub[`a]h`gc`WYb`8Y`_hYb`Ui W`i]b`XYf`↑ f]gh]gWYb
 5i ZUfVY]hi b[`k Y]hYf\]b`Xf]b[YbXYb`< UbX`i b[gVYXUfZ`YfZc`fXYfh"
 8Uni `k Y]gh`X]Y`GhUh]gh]_`XYg`6i bXYg_f]a]bU`Ua hYg`Ui Z
 U`Ufa]YfYbXY`NU\`Yb`\]bžX]Y`Ui Z`GhUh]ghU`j YfÒZYbh]W`h`k i fXYb"

8Yf`J YfhY]X][Yf`XYg`5b[Y_`U[hYb`_ØbX][hY`VYfY]hg`Ubž`[Y[Yb`XUg
 I fhY]`F Yj]g]cb`Y]bni `Y[Yb`"8]Yg`nY][hž`XUgg`XYf`: U``bcW`b]W`h
 YbX[Øh][`UV[YgW`cggYb`]gh`i bX`fYW`h]W`Y
 5i gY]bUbXYfgYhni b[Yb`k U\fgW`Y]b`]W`Zc`fh[YgYhnh`k YfXYb"

8YhU]`g	
J c fZU``	J Yf[Yk U`h][i b[
I fgUW`Y	5`_c`c`_cbgi a
C fh	I bVY`Ub bhž`8Yi hgW`UbX
J Yf`Y hnhY	%
: YghbU`a Yb	'
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW`Y"XY • k k k "i fUZc fi a "XY • XY"ghUh]ghU"W`a

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["bYh