

K Y [b Y f ' n k Y] Z Y ' h . ' K] Y ' ' U b [Y ' V ' Y] V h ' X U g
V Y '] Y V h Y ' 8 Y i h g W X ' U b X h] W _ Y h 3

? U] ' K Y [b Y f ž ' 6 Y f '] b g ' 6 Ø f [Y f a Y] g h Y f ž ' \] b h Y f Z f U [h ' X] Y ' N i _ i b Z h
X Y g ' 8 Y i h g W X ' U b X h] W _ Y h g " ' 8] Y ' :] b U b n] Y f i b [' V ' Y] V h i b _ ' U f ž
\ Ò \ Y f Y ' D f Y] g Y ' X f c \ Y b "



6 Y f '] b ž ' 8 Y i h g W X ' U b X ' ! ' 8] Y ' N i _ i b Z h i X Y g ' 8 Y i h g W X ' U b X h] W _ Y h g
g h Y \ h ' U i Z X Y f ' ?] d d Y " ? U] ' K Y [b Y f ž ' X Y f ' F Y [] Y f Y b X Y ' 6 Ø f [Y f a Y] g h Y f
j c b ' 6 Y f '] b ' i b X ' A] h ['] Y X ' X Y f ' 7 8 I ž Ā i » Y f h Y ' Y f b g h \ U Z h Y ' N k Y] Z Y ' ' U b
X Y f ' ' U b [Z f] g h] [Y b ' :] b U b n] Y f V U f _ Y] h ' X Y g ' V i b X Y g k Y] h Y b ' B U \ ! ' i b X
F Y [] c b U j Y f _ Y \ f g U b [Y V c h Y g ž ' X U g ' g Y] h ' X Y a ' % " A U] ' & \$ & ' ' Z Ø f
a c b U h] W X ') , ' 9 i f c ' Y f \ Ā ' h] W X '] g h " K Y [b Y f ' V Y n Y] W X b Y h Y ' X U g ' H] W _ Y h
U ' g ' [i h [Y a Y] b h ž ' U V Y f ' h Y i Y f ' Z Ø f ' X Y b ' 6 i b X ' i b X ' X] Y ' @ Ā b X Y f " "

8] Y ' [Y [Y b k Ā f h] [Y b ' Z] b U b n] Y ' ' Y b ' 6 Y ' U g h i b [Y b ' g Y] Y b ' b] W X h i a Y \ f
h f U [V U f ž ' g c ' K Y [b Y f " ' N i f n Y] h i b h Y f g h Ø h n Y b ' 6 i b X ' i b X ' @ Ā b X Y f ' X U g
8 Y i h g W X ' U b X h] W _ Y h ' Y k Y] ' g ' a] h ' % ž) ' A] '] U f X Y b ' 9 i f c ' Ā \ f '] W X ž i a ' X]
9] b b U \ a Y U i g Z Ā ' Y ' X Y f ' J Y f _ Y \ f g V Y h f] Y V Y ' U i g n i [' Y] W X Y b " ' 8] Y g Y
; Y ' X Y f ' g] b X ' Y X c W ' h U h g Ā W X '] W X ' b i f ' V] g ' 9 b X Y ' & \$ &) ' [Y g Y h n] W X

ZYgh[YgWf]YVYb" J Yf\UbX`i b[Yb`ØVYf`X]Y`_ØbZh[Y`:]bUbn]Yfi b[
`Ui ZYb`VYfY]hgžUVYf`6i bXYgj Yf_Y`fga]b]ghYf`DUhf]W`_GWb]YXYf
_ØbX][hY`Ubž`XUgg`XYf`6i bX`b]W`h`a` Y`f`U`g`X]Y`<`À`ZhY`XYf`?`cghYb
hfU[Yb`k`YfXY`"8]Y`@`AbXYf`k`YfXYb`Ui`Z[YZcfXYfhž`Y]bY
[Ya`Y]bgUa`Y`Dcg]h]cb`ni`Z]bXYbž`k`Ug`g]W`_U`g`gW`k`]Yf][
`YfUi`gghY``h"

J`c`f`Y`f`g`h`V]g`&`\$`&)`UV[Yg]W`Y`f`h

≈a`?`cU`h]cbgj`Yf`hfU[`j`cb`78I`ž`7GI`i`bX`GD8`]gh`ZYgh[Y`Y[hž`XUgg
XUg`8Yi`hgW`_UbXh]W`_Yh`ØVYf`&`\$`&)`\`]bUi`g`Zcfh[YgYhnh`k`YfXYb`gc``"
Bi`hnYf`a`ØggYb`Y`XcW`_XUa`]h`fYW`_bYbž`XUgg`X]Y`DfY]gY`UV`&`\$`&-
ghY][Yb`k`YfXYb`"@Ui`h`Y]bYf`U`_hi`Y``Yb`l`a`ZfU[Y`bi`mYb`VYfY]hg
ØVYf`%(`A`j``)cbYb`A`YbgW`_Yb`XUg`8Yi`hgW`_UbXh]W`_Yh`"-`-`DfcnYbh
XYf`Bi`hnYf`g]bX`a`]h`XYa`5b[YVch`ni`Zf]YXYbž`i`bX`+)`DfcnYbh
k`ØfXYb`Yg`[YfbY`XUi`Yf`UZh`j`Yfk`YbXYb`"8]Y`HUf]Zghfi`_hi`f`]gh
j`YfY]bZUW`hž`i`bX`XUg`H]W`_Yh`_Ubb`cb`]bY`[Y`_Ui`Zhi`bX`[Ybi`hnh
k`YfXYb`"

9]b`k`Y]hYfYf`dcg]hj`Yf`5gdY`_h`XYg`8Yi`hgW`_UbXh]W`_Yhg`]gh`X]Y
J`Yf`U[Yfi`b[`j`ca`_D`_k`_Ui`Z`XYb`ØZYb`h]W`_Yb`DYfgcbYbbU`X`j`Yf`_Y`f`
fP`DBJ`ž`k`Ug`ni`_`À`f`]W`_Yb`7C`&!9]bgdUfi`b[Yb`j`cb`Yhk`U`(`ž`&`V]g
*`ž)`A`j``)cbYb`HcbYb`ZØ`f`h`"8]YgY`l`a`k`Y`h`YZZ]n]Ybn`_Ubb`U`g`Y]bYf`
XYf`[fc»`Yb`9fZc`[Y`XYg`8Yi`hgW`_UbXh]W`_Yhg`VYhfUW`_hYh`k`YfXYb`"

Dc`h]gW`Y`<`YfUi`gZcfXYfi`b[Yb`i`bX

DfY]gUbdUggi`b[Yb

C`V`k`c`\`XUg`8Yi`hgW`_UbXh]W`_Yh`XYfnY]h[i`h`Ub[Ybca`_a`Yb`k`]fXž
Yf[YVYb`g]W`_Ui`g`XYa`_dc`h]gW`_Yb`8]g`_i`fg`i`a`X]Y`:]bUbn]Yfi`b[
YfbghY`<`YfUi`gZcfXYfi`b[Yb`"J`Yf`_Y`f`ga`]b]ghYf]bbYb`i`bX`!`a`]b]ghYf`
XYf`@`AbXYf`_UVYb`VYfY]hg`]a`_GYdhYa`_VYf`&`\$`&(`Y]bY
DfY]gYf`_Ø`i`b[`VYgW`_cgYbž`k`cVY]`XYf`a`_cbUh]W`_Y`DfY]g`j`cb`(`-
9i`fc`i`a`_`9i`fc`Ui`Z)` , `9i`fc`ghY][Yb`gc``"BYVYb`XYf`
DfY]gUbdUggi`b[`ØbbYb`@`AbXYf`ni`g`À`h`]W`_Y`J`Yf[Øbgh][i`b[Yb`ZØf`
5ni`V]!`ž`GW`_Ø`Yf!`cXYf`Gcn]U`h]W`_Yhg`_UbV]YhYb`"

8]Y`Vi bhY`DU`YhhY`XYf`Bi hnYfz`X]Y`j ca` `æVh]W_Yh`ØVYf
 5fVY]h[YVYfni gW`ØggY`V]g`\]b`ni` `Y]bYf`fUVUhh]YfhYb`i: cfa` `U`g
 GYa` YghYfh]W_Yh`UV`Gca` a` YfgYa` YghYf`&\$&(`fY]W`hž`gdf]W`h`ZØf`X]Y
 :`Yi`]V]`]h`Ähi` bX`XYb`6YXUfZ`Ub`gc`W`Y]bYa` `5b[YVch`"8YbbcW`
 k`]fX`X]Y`9Z]n]Ybn`i` bX`X]Y`Ni` _i` bZh`XYg`H]W_Yhg`ghUf`_j` cb`XYb
 JYf`UbX`i` b[Yb`nk`]gW`Yb`6i` bX`i` bX`@ÄbXYfb`UV`\Äb[Yb`"

Ni` gUa` a` YbZUggYbX`nY][`h`g]W`ž`XUgg`XUg`8Yi` hgW` `UbXh]W_Yh`i`a`]h
 \c`Yb`Bi` hnYfnU`\Yb`i` bX`[`fc»Yf`Ni` Zf]YXYb`\Y]h`di` b_hYhž`^YXcW`
 j`cf`dc`]h]gW`Yb`i` bX`Z]bUbn]Y`Yb`<YfUi` gZcfXYfi` b[Yb`ghY`\h`"8Yf
 K`Y[`]b`X]Y`Ni` _i` bZh`V`Y]Vhi` bg]W`Yfž`k`]Y`Gd]Y[Y`i` bX`X]Y`
 6i` bXYgfY[]Yfi` b[`VYf]W`hYb`"

8YhU]`g	
J`c`f`ZU``	;`YgYhn[`YVi`b[
C`f`h`	6Yf`]bž`8Yi` hgW` `UbX`
E`i`Y``Yb`	<ul style="list-style-type: none"> • k`k`k` "h!`c`b` `]bY`"XY` • k`k`k` "gd]Y[Y`"XY` • k`k`k` "Vi`bXYgfY[]Yfi`b["XY`

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