

6 Yf`] b ` 5 X` Yf. ` GYbgUh] c b Y` ` Yf` J Yfn] W\ h` Ui Z
; : @&! 5 i Zgh] Y [` ZØf` Ni _i b Zh°

8] Y ` 6 Yf`] b ` 5 X` Yf` ghUfhYb ` &\$&) `] b ` XYf` F Y [] c b U` ` [Už
j Yfn] W\ hYb ` Ui ZXYb ` 5 i Zgh] Y [` i b X ` _ c b n Y b h f] Y f Y b ` g] W\ ` Ui ZXYb
Z] b U b n] Y ` ` Y b ` K] Y X Y f U i Z V U i "



7 c h h V i g ž ` 8 Y i h g W\ ` U b X ` ! ` 8] Y ` 6 Yf`] b ` 5 X` Yf ž ` Y] b ` h f U X] h] c b g f Y] W\ Y g
5 a Y f] W\ b : c c h V U ` ! H Y U a ž g h Y \ Y b ` j c f ` Y] b Y f ` U i » Y f [Y k Ø \ b `] W\ Y b
D \ U g Y] b `] \ f Y f ` J Y f Y] b g [Y g W\] W\ h Y " ` a ` j Y f [U b [Y b Y b ` ` \ f
X i f W\ ` Y V h Y b ` X] Y ` 5 X` Yf ` h i f V i ` Y b h Y ` N Y] h Y b ž ` j Y f ` c f Y b ` X] Y ` @] n Y b n ` ZØf
X] Y ; Y f a U b : c c h V U ` ` @ Y U [i Y f l : @ ` i b X ` a i g g h Y b ` j c b ` X Y f ` Y f g h Y b
] b ` X] Y ` X f] h h Y ` @ [U ` U V g h Y] [Y b ` ` 8] Y g ` k U f ` Y] b ` \ U f h Y f ` G W\ ` U [` ZØf ` X] Y
A U b b g W\ U Z ž ` X] Y ` Y] b g h ` a `] h i n U \ ` f Y] W\ Y b ` H] h Y ` b ` i b X ` ; Y g W\] W\ h Y
U i Z k U f h Y b ` _ c b b h Y " ` 8 c W\ ` k] Y **f V V & (** ` V Y f] W\ h Y h ž ` n Y] [Y b ` X] Y ` 5 X` Yf `] b
X Y f ` U _ h i Y ` ` Y b ` G U] g c b ` & \$ &) ž k U g ` g] Y ` k] f _ `] W\ ` X f U i Z \ U V Y b "

8] Y ` A U b b g W\ U Z h i g h U f h Y h Y `] b ` X Y f ` F Y [] c b U ` ` [U ` C g h i b X ` \ U h ` V] g ` U b [U ` Y ` G d] Y ` Y [Y k c b b Y b ` ` Y] b ` Y W\ h Y f ` @ U i Z ` 8 Y b b c W\ ` Z] Y ` X] Y
9 b h g W\ Y] X i b [` [Y [Y b ` Y] b Y b ` a Ø [`] W\ Y b ` 5 i Z g h] Y [`] b ` X] Y ; : @ & " ` 8 U g

<Ui dhm]Y``]Y[h'fdÅn]gY`VY]`XYa`5i ZVUi`Y]bYg'gc`]XYb`Z]bUbn]Y``Yb
: i bXUa YbHg žYf_`ÅfhY`Gdcfh]J c fghUbX`? UfghYb`? bUddY``Hfchn`XYf
A Ô[`]W_X]h`Y]bYf`F`Y`Y[Uh]cb`k i fXY`XYf`J`Yfn]W`h`[Ya`Y]bgUa`a`]h
XYa`HYUa`[YhfcZZYbž`i`a`X]Y`F`g]_Yb`ni`gÅh`]W`Yf`5i`g[UVYb
Xi fW`5i`gk`ÅfhgZU`fhYb`ni`j`Yfa`Y]XYb`"Gd]Y`Yf`k`]Y`A`U`_]`B`[UbXYi
i bX`@Yc`A`UW`\\c`n`ghY`\\Yb`\\]bhYf`X]YgYf`9bHgW`Y]Xi`b[žX]Y
`Ub[Zf]gh[Y`GhUV`]hÅh`XYf`5X`Yf`g]W`Yfni`ghY``Yb"

8]Y`<]ghc f]Y`XYf`6Yf`]b`5X`Yf

8]Y`6Yf`]b`5X`Yf`j`YfZØ[Yb`ØVYf`Y]bY``Ub[Y`i`bX`YfZc`[fY]W`Y
; YgW`]W`hY`]a`5a`Yf]WUb`:`cchVU``"; Y[fØbXYh`]b`Y]bYf`NY]hž`]b`XYf
XYf`Gdcfh`]b`8Yi`hgW`UbX`bcW`bYi`k`Ufž`YhUV`]YfhY`g]W`XYf
J`YfY]b`gW`bY``U`g`Y]bYg`XYf`ZØ`fYbXYb`HYUa`g``@Ui`h`K`_]`dYX]U
k`i`fXY`XYf`YfghY`XYi`hgW`Y`:`cchVU``j`YfY]b`%-`++`[Y[fØbXYhž
[YZc`[hij`cb`XYf`; fØbXi`b[`XYg`5a`Yf]WUb`:`cchVU``J`YfVUbXg
8Yi`hgW`UbX`f5: J`8Ł`]a`]U`\\f`%-`+-`"8]Y`5X`Yfž`X]Y`]b`XYf
J`Yf[Ub[Yb`\\Y]h`j`]Y`Y`A`Y]ghYfh]hY`Yffi`b[Yb`\\UVYbž`gW`UZhYb`Yg
gc[Ufž`Gd]Y`Yf`k`]Y`6`Øfb`K`YfbYf`V]g`]b`X]Y`B: @ni`VYZØfXYfb"

B`UW`Z]bUbn]Y``Yb`DfcV`Ya`Yb`i`bX`]bhYfbYb`?`cbZ]_hYbž`X]Y`ni`f
9b`h`Uggi`b[`XYg`<`YUXWc`UW`Yg`ZØ`fhYbž`\\Uh`g]W`X]Y
J`YfY]bgZØ`fi`b[`]`[fi`bX`Y[YbX`bYi`Ui`Z[YghY``h`Hfchn`XYf
<`YfUi`gZc`fXYfi`b[Yb`V`]W_h`a`Ub`cdh]a`]gh]gW`]b`X]Y`Ni`_i`b`Zh`
`K`Ybb`X]Y`GU]gcb`&\$`*`Å`\\b`]W`YfZc`[fY]W`j`Yf`Åi`Zhž`d`UbYb`k`]fž
XYb`5i`Zgh]Y[`]b`X]Y`;`:`@`&`Ubni`[Y`\\Yb`ž`gc`?`bUddY`k`Y]hYf"

8 Ug`Dc ghghUX]cb`9]b`VYgc bXYfYf`C fh`ZØf`X]Y 5X`Yf

8]Y`<Y]a`gd]Y`Y`XYf`6Yf`]b`5X`Yf`Z]bXYb`]a`\\]ghc f]gW`Yb
Dc ghghUX]cb`ghUhž`XUg`nk`]gW`Yb`%-`&`*`i`bX`%-`&-`YfVUi`h`k`i`fXY
i`bX`Y]ba`U`ZØf`)`"\$`\$`\$`Ni`gW`Ui`Yf`D`Uhn`Vch`<`Yi`hY`V]YhYh`XUg
GhUX]cb`%`\$`\$`\$`D`ÅhY`i`bX`]gh`Y]b`C`fh`j`c``Yf`; YgW`]W`hY`i`bX
gdcfh]W`Yf`HfUX]h]cb``9g`[`]h`b]W`h`bi`f`U`g`C`fh`gd`UbbYbXYf
:`cchVU``gd]Y`Yž`gcbXYfb`j`Yfk`UbXY`h`g]W`Ub`Gd]Y`hU[Yb`]b`Y]bY
`YVYbX][Y`:`Uba`Y]Y``<]Yf`hfYZZYb`g]W`:`Ub`gž`i`a`X]Y`A`UbbgW`UZh

ni 'i bhYfghØhnYbž: UbUfh]_Y`ni ' _Ui ZYb'i bX`X]Y`J cfZFYi XY`Ui Z`XUg
 Gd]Y`ni `Yf`YVYb" `8Yf`Gd]Y`hU[`k`]fX`VY[`Y]hYh`j cb`Y]bYa `Vi bhYb
 F U\ a Ybdfc[fUa a ž`XUg`j cb`DfY!; Ua Y!DUfhmg`V]g`\]b`ni `<U`Zh]a Y!
 G\ck g`fY]W`h"

K Y[Yb`XYf`VY[fYbnhYb`DUf_a Ò[`]W`_Y]hYb`k`]fX`Ya dZc\`Ybž'a`]h
 ÒZYbh]W`Yb`J Yf`_Y\fga`]hhY`b`ni `fY]gYbž`k`cVY]`X]Y`<U`hYghY`Y
 DcghghUX]cb`bi`f`Yhk`U` \$`\$`A`YhYf`j`ca` `9]b[Ub[`YbhZYfbh]gh" `Gc
 V`Y]Vh`XYf`: c`_i`g`Ui`Z`XYa` `Gdcfhi`bX`Ui`Z`XYa
 ; Ya`Y]bgW`UZhg[YZØ\`ž`XUg`5a`Yf]W`Ub`: cchVU``]b`8Yi`hgW`UbX
 Ui`ga`UW`h"

8]Y`<YfUi`gZcfXYfi`b[Ybž`X]Y`X]Y`6Yf`]b`5X`Yf`]b`XYf`YhnhYb`NY]h
 VYk`À`h][Yb`a`i`gghYbž`\UVYb`g]Y`bi`f`gh`Af`_Yf`[Ya`UW`h" `8i`fW`
 ghfUHY[`]gW`Y`9bhgW`Y]Xi`b[Yb`n]Y`Yb`g]Y`XUfUi`ZUVž`b]W`h`bi`f`
 gdcfh]W`ž`gcbXYfb`Ui`W`Z]bUbni]Y``Y]bY`gc[YbUbbhY` `bUW`\U`h][Y
 6Ug]g`ni`gW`UZZYb`i`bX`Ui`Z`X]YgY`K`Y]gY`XYb`5a`Yf]W`Ub`: cchVU``]b
 6Yf`]b`k`Y]hYf`j`cfUbni`Vf]b[Yb"

8YhU]`g	
Cfh	7chhVi`gž`8Yi`hgW`UbX
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "Ua`Yf]W`Ub!ZcchVU``W`a • XY"k`_]`dYX]U"cf[

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