

i bX`G]WYfi b[ghYVWb]_"`#bg[YgUa h'k YfXYb`fi bX`&,
J Yf_Y`f`gghUh]cbYb`Yb`h`Ub[`XYf`GhfYW_Y`a`cXYfb]g]Yfhz`k Ug
Y]bY`g][b]Z]_UbhY`J YfVYggYfi b[`XYg`F Y]gYYf`YVb]ggYg`j Yfgdf]W`h"
5i W`l`a`k`Y`h`i`bX`5fhYbgW`i`hnUgdY`_hY`Z]bXYb`6YfØW_g]W`h][i b[.
8]Y`ni`j`c`f`Ui`g[Yk`À`h`Yb`:``ÅW`Yb`k`YfXYb`b`UW`5VgW`i`gg`XYf`
6Ui`UfVY]hYb`fYb`Uhi`f]Yfh`cXYf`]\fYf`i`fgdfØb[`]W`Yb`Bi`hni`b[
ni`fØW_[Y[YVYb`"a`Un!`c`b`]bY`VYf]W`hY`h`j`cb`XYb`k`Y]hfY]W`Yb`XYb`
J`c`f`VY`fY]hi`b[Yb`i`bX`XYb`]bg[YgUa`h`%`\$
6Ui`ghY`Y`bY]b`f]W`hi`b[gZ`ÅW`Yb`ž`X]Y`Yb`h`Ub[`XYf`&+`
?`]`ca`Y`hYf`Ub[Yb`GhfYW_Y`Y]b[Yf]W`hY`h`k`i`fXYb`"

6YY]bhfÅW`h][i b[Yb`i`bX`9fgUhnj`Yf_Y`f`

: Øf`X]Y`8Ui`Yf`XYf`GUb]Yfi b[`k`]fX`X]Y`GhfYW_Y`nk`]gW`Yb`<`Ua`Vi`f[
i`bX`6Yf`]b`j`c`gh`Åb`X][`]`YgdYffh`8]Y`Y`bXYfi`b[Yb`]a`F`Y[`]cb`U`!
i`bX`:`Yfbj`Yf_Y`f`g]bX`X`U`Yf`b]W`h`ni`i`bhYfgW`Å`hn`Yb`"DY`b`X`Yf`
a`Øgg`Yb`a`]h`Yf`YV`]W`Å`b[YfYb`:`U`f`hnY]hYb`fY`W`b`Yb.`G`c`
j`Yf`Å`b[Yfh`g]W`X]Y`:`U`f`hj`cb`:`U`_YbgY`Y`b`UW`Gd`Ub`X`Ui`i`a`a`Y`f`
U`g`&\$`A`]bi`hYb`ž`k`Ug`Y]bY`Yf`YV`]W`Y`l`a`ghY`i`b[`ZØf`j`]Y`Y`
F`Y]gY`b`XY`X`Uf`ghY`Y`b`_Ø`b`hY`"5i`W`X]Y`:`U`f`nY]h`nk`]gW`Yb`
<`Ua`Vi`f[`i`bX`6Yf`]b`k`]fX`g]W`i`a`V]g`ni`(`) `A`]bi`hYb`
j`Yf`Å`b[Yfb`"8`Y`i`hg`W`Y`6`U`b`]b`Z`c`f`a`]Yfh`Ø`V`Yf`X]Y`n`U`f`Y]W`Yb`
Y`b`XYfi`b[Yb`]a`5b[YV`ch`ž`X]Y`F`Y]gY`b`XY`Y`fk`U`fhYb`"

: Øf`X]Y`V`Y`h`f`c`Z`Y`b`Yb`F`Y[`]cb`U`j`Yf_Y`f`]b]Yb`ž`X`Ufi`bhYf`X]Y`@]b]Yb`
F`9,`ž`F`9*`ž`G`%`i`bX`F`6+`ž`k`]fX`Y]b`i`a`Z`Ub[fY]W`Y`g`9fg`U`hn`Ub[YV`ch`
V`Y`f`Y]h[YghY`h`",`V`Y`f`%`+`\$`6`i`gg`Y`Ui`Z`&*`@]b]Yb`k`YfXYb`]a`
9]bg`U`hn`g`Y]b`i`bX`h`Å[`]W`V]g`ni`",`*`"\$`\$`\$`?`]`ca`Y`hYf`ni`fØW_[Y`b`"
Ni`XYa`_Ø`b`b`Yb`:`U`f[`Å`ghY`g]W`U`i`Z`Y]b`Y`b`Yi`Y`8]fY`_`hj`YfV]b`Xi`b[
F`9,`)`j`cb`G`W`k`Yf]b`b`UW`6Yf`]b`]a`&!`G`hi`b`XYb`!`HU`h`ž`f`Yi`Yb`"

A`c`XYfb`Yf`i`b`X`U`h`h`f`U`_`h]j`Yf`f`Y]g`Y`b`

#bg[YgUa h'k YfXYb`]a`F`U`a`Yb`XYf`GUb]Yfi b[`a`Y`f`U`g`%`\$`
?`]`ca`Y`hYf`;`Y]gY`g`ck`]Y`fi`bX`&\$`\$`K`Y]W`Yb`Y`fb`Yi`Y`fh`ž`i`bX`Y`g`
k`YfXYb`g`Y`W`g`ni`g`Å`hn`]W`Y`,`V`Y`f`Y]h`ghY`Y`b`[Yg`W`U`Z`Y`b`ž`i`a`X]Y`
G`h`U`V]`]h`Å`hi`bX`:`Yi`]V]`]h`Å`h`X`Y`g`6`U`b`j`Yf_Y`f`g`ni`Yf`Ø`Y`b`"5i`W`X]Y`
6`U`b`Ø`Z`Y`g`Y`V`gh`k`YfXYb`U`h`h`f`U`_`h]j`Yf`[Ygh`U`h`Y`h`ž`a`]h`b`Yi`Yb`K`7!

5b`U[Yb`i bX`J YfVYggYfi b[Yb`]b`XYf`6Uff]YfYZfY)\Y]h`I a`XYb
 : U\ f[ĀghYb`VYfY]hg`Yhnh`X]Y`D`Ubi b[Yb`ni`Yf`Y]W hYfbž`g]bX`X]Y
 : U\ fd`UbXUhYb`UV`gcZcfh`Ui Z`V U\ b VYhf]YV`"XY`gck]Y`]b`XYf`5dd
 86`B Uj][Uhc`f`j YfZØ[VUf`"

9]b`k Y]hYfYf`k]W h][Yf`GW f]h]gh`XYf`5i ZVUi`j cb`i b_a UghYb`ZØf
 XYb`_ca a YbXYb`6U\ bZi b_`: FA 7Gž`k Ug`X]Y`Ni`_i bZi`XYg
 GW]YbYbj Yf_Y\fg`]b`8Yi hgW\`UbX`k Y]hYf`j cfUbhfY]VYb`gc`"
 J]fhi Y`Y`ϕZcfa Uh]cbgj YfUbghU`hi b[Yb`k YfXYb`ni XYa`j cb`XYf`86
 i bX`XYa`j 66`Ub[YVchYbž`i a`X]Y`² ZZYbh]W`_Y]hghYhg`]bZcfa]Yfh
 ni`U`hYb`"

8]Y`VYj cfghY\YbXYb`J YfĀbXYfi b[Yb`g]bX`Xi fWk Y[`d cg]h]j`ni
 k YfhYbž`Ui W`k Ybb`X]Y`5bdUggi b[Yb`Ub`X]Y`bYi Yb
 ; Y[YVYb\Y]hYb`j cfYfgh`Y]b][Yb`<YfUi gZcfXYfi b[Yb`ZØf`DYbX`Yf
 i bX`FY]gYbXY`a`]h]g]W`Vf]b[Yb`k YfXYb`"

8YhU]`g	
C fh	: U`_YbgYYž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "XYi hgW YVU\ b"Wĉ a

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