

F Y [Y b Z i h] b ' 6 f U b X Y b V i f [. ' 8 Y f ' ' U b [Y
? U a d Z ' [Y [Y b ' X] Y ' 8 Ø f f Y ' V ' Y] V h °

F Y [Y b '] b ' 6 f U b X Y b V i f [' '] b X Y f h ' 8 Ø f f Y ' b] W X h " ' 9 i d Y f h Y b
k U f b Y b ' j c f ' ' U b [Z f] g h] [Y b ' : c ' [Y b ' X Y g ' ? '] a U k U b X Y ' g ' i b X
Z c f X Y f b ' A U » b U \ a Y b "



6 f U b X Y b V i f [ž ' 8 Y i h g W X ' U b X ' ! ' G Y] h i X Y a ' : f Ø \ ' U \ f ' & \$ & ' ' \ U h
9 i f c d U ž i b X ' V Y g c b X Y f g ' U i W X ' 8 Y i h g W X ' U b X ž ' a] h i U b \ U ' h Y b X Y f
H f c W _ Y b \ Y] h i n i ' _ Å a d Z Y b " ' 9] b ' 6 '] W _ U i Z X] Y ' Ø b [g h Y b
B] Y X Y f g W X ' Å [Y ' n Y] [h ' Y X c W ž X U g g ' X Y f ' F Y [Y b '] b ' 6 Y f '] b ' i b X
6 f U b X Y b V i f [' X] Y ' G] h i U h] c b ' b] W X h Y b h g W X Y] X Y b X ' j Y f V Y g g Y f b
_ c b b h Y " ' 8] Y < m X f c ' c [] b ' 8 Ø f h \ Y ' H Y h n ' U Z Z ' j c a ' @ Y] V b] h n ! b g h] h i h Z Ø f
; Y k Å g g Y f Ø _ c ' c [] Y ' V Y g W X f Y] V h i X] Y ' U _ h i Y ' ' Y b ' F Y [Y b Z Å ' ' Y ' U g
H f c d Z Y b ' U i Z X Y b ' \ Y] » Y b ' G U b X V c X Y b ž X] Y ' X U g ' V Y g h Y \ Y b X Y
F Y [Y b X Y Z] n] h i b] W X h i b U W X \ U ' h] [' U i g [' Y] W X Y b ' _ Ø b b Y b " ' 5 i W X ' 5 b X f Y U g
K U [b Y f ' j c a ' 5 F 8 ! K Y h h Y f _ c a d Y h Y b n n Y b h f i a ' a U \ b h ž X U g g ' X] Y
F Y [Y b a Y b [Y ' X Y f ' j Y f [U b [Y b Y b ' H U [Y ' _ Y] b Y g Z U ' ' g ' U i g f Y] W X Y ž i a
X] Y ' [f U j] Y f Y b X Y b ' K U g g Y f d f c V ' Y a Y ' n i ' ' Ø g Y b ž X] Y ' g Y] h i X Y a
: f Ø \ ' U \ f ' & \$ & ' ' U b X U i Y f b ' i b X ' g] W X ' g c [U f '] b ' X Y b ' G c a a Y f

\]bY]bn]Y\Yb"

8]Y`a`cbUh]W\Yb`B]YXYfgW`U[ga`Yb[Yb`k`UfYb`]b`X]YgYb`HU[Yb`
VYUW`h]W\Z`VYgcbXYfg`]b`6fUbXYbVi`f[ž`k`c`<`O`W`ghk`YfhY`j`cb`V]g`
ni`++ž` `@]hYf`dfc`E`i`UXfUha`YhYf`]b`<c`YbVi`W`c`j`YfnY]W\`bYh`
k`i`fXYbž`[`YZc`[`h]`cb`GhfUi`gVYf[`a`]h`+%ž` `@]hYf`dfc`E`i`UXfUha`YhYfž`
i`bX`]b`6]YgXcfZž`6Yf`]bž`a`]h`*`-`ž` `@]hYf`dfc`E`i`UXfUha`YhYf`"
8Yb`bcW`]gh`X]Y`a`cbUh]W\Y`FY[`Yba`Yb[`Y`ZØf`ž`b]`&`\$`&` `Ui`h`
U`_hi`Y`Yb`8`UhYb`Yhk`U`(`\$`i` `]Yf]b[`Yf`U`g]a` `Ub[`Å`Å\`f][`Yb`A`]hY`"
8]YgY`G]hi`Uh]cb`nY][`hž`XUgg`X]Y`J`Y[`YhUh]cb`]b`X]YgYf`FY[`]cb`
k`Y]hYf\]b`i`bhYf`K`UggYfa`Ub[`Y`Y`X]Yhž`k`Ug`ni`
VYgcf[`b]gYffY[`YbXYb`5i`gk`]f`_i`b[`Yb`Ui`ZX]Y`@UbXk`]fhgW`UZh`ZØ\`fh`"

8]Y`5i`gk`]f`_i`b[`Yb`X`Yf`Hfc`W`Yb`\`Y]h

8]Y`8ØffY`k`]f`_h]g]W\`b]W\`h`bi`f`Ui`ZX]Y`DZ`Ub`nY`bk`Y`h`Ui`gž`gcbXYfb`
\`Uh`Ui`W`g`W`k`Yfk`]Y[`YbXY`gcn]c`O`_`cbca`]gW`Y`:`c`[`Yb`"@UbXk`]fhY`
i`bX`X]Y`Hf`Ub`gd`cfh]bXi`ghf]Y`nY][`Yb`g]W\`VYgcf[`h`Ø`VYf`X]Y`
Ub`\`U`hYbXY`Hfc`W`Yb`\`Y]hž`X]Y`VYfY]hg`ni`9]bgW`f`Å`b`_i`b[`Yb`Ui`Z`
XYa`F`\`Y]bž`Y]bYf`VYXYi`hYbXYb`<`UbXY`gfc`i`hYž`[`YZØ\`fh`\`Uh`
Ni`XYa`]gh`X]Y`@UbXk`]fhgW`UZh`a`]h`gW`Y`W`hYb`9fb`hY`fhf`Å[`Yb`
_`cb`Z`f`cbh]Yfhž`k`Ug`X]Y`9fb`Å`\`fi`b[`gj`Yfgcf[`i`b[`]Y`Z`Å`\`fXYh`"
9i`dYfh.]bbYb`k`UfbYbž`XUgg`X]Y`_]a`Uh]gW`Yb`J`Yf`Å`bXYfi`b[`Ybž`
Ui`g[`Y`Ø`gh`Xi`fW`X`Yb`a`YbgW`Yb[`Ya`UW`hYb`?`]a`Uk`UbXY`i`bX`XYb`
9]bg`Uhm`Zcgg]Yf`6fYb`bg`hc`ZYž`XYb`6cXYb`i`bZfi`W`hV`Uf`a`UW`Yb`i`bX`
X]Y`k`UW`gYbXYb`8ØffY`FY][`b]ggY`j`YfgW`Å`fZYb`_`Ø`bb`hYb`"

8]Y`K`Y`hc`f[`Ub]gUh]cb`ZØf`A`YhYcfc`c[`]Y`fK`A`C`E`\`Uh`8ØffY`U`g`
Y]bYb`Ni`ghUbX`a`]h`i`bni`fY]W\YbXYf`K`UggYfj`YfZØ[`V`Uf`_Y]h`XYZ]b]Yfh`
`Y]b`H`Y`a`Už`XUg`b]W\`h`bi`f`8Yi`hgW`UbXž`gcbXYfb`Ui`W`j`]Y`Y`
FY[`]cbYb`k`Y`hk`Y]h`VYhf]Zž`XUfi`bhYf`5Zf]_Už`GØXcghUg]Yb`i`bX`
GØXUa`Yf]_U`Dfc`n]Yfh`k`]fXž`XUgg`g]W\`X]Y`[`c`V`U`Y`8ØffY`Z`Å`W`Y`
Å`Å\`f]W\`i`a`Yhk`U`)`\$`\$`\$`\$`E`i`UXfUh_]`ca`YhYf`j`Yf[`fØ`Yfhž`k`Ug`_`Uf`
nY][`hž`XUgg`X]Y`b`Øh][`Yb`dc`]h]gW`Yb`A`U`b`U`a`Yb`ni`f`6Y`_`Åa`dZ`b[`
X]YgYf`Dfc`V`Ya`Uh]_`Xf]b[`YbX`YfZc`fXYf`]W\`g]bX`"

?`_]a`Uk`UbXY`i`bX`b`UW`\`U`h][`Yg`

K UggYfa UbU[Ya Ybh

@Ui h'XYa 'l a k Y'hVi bXYgUa h'k]fX'XYf'?`]a Uk UbXY`X]Y
< Åi Z][_Y]h'i bX' ðhYbg]hÅh'hfcW_YbYf' ð\ fY]b'XYb' _ca a YbXYb
ð\ fnY\ bhYb'k Y]hYf'ghY][Yfb'"6]g &\$) \$]gh'a]h'Y]bYf'XfUgh]gWYb
J YfgWÅfZi b['XYf'8ØffYVYX]b[i b[Yb']b'j]Y'Yb'FY[]cbYb'ni
fYW.bYbž'k Ug'b]W.h'bi f'K UggYfj YfZØ[VUf_Y]hž'gcbXYfb'Ui W
@UbXk]fhgWUZh'i bX'9bYf[]Yj Yfgcf[i b['VYY]bZi ggYb'k]fX'"l a
X]YgYb' < YfUi gZcfXYfi b[Yb'ni 'VY[Y[bYbž'a U\ bYb': UW`Yi hY'Y]b
l a XYb_Yb']a 'K UggYfa UbU[Ya Ybh'Ub'"9]bY'g]bbj c`Y'A]gW.i b[
Ui g'6Ui a UfhYbž'; fØbZÅWYb'i bX'YZZY_h]j Yb
6Yk ÅggYfi b[ggmghYa Yb' _ØbbhY`Y`ZYbž'XYb'K UggYf_fY]g`Ui Z'ni
ghUV']g]YfYb'i bX'X]Y'K]XYfghUbXgZÅ\][_Y]h'XYf'6ØXYb'ni
Yf\Ø\Yb"

9]b'6`]W_]b'X]Y'U_hi Y`Y'G]hi Uh]cb'nY][h'XYi h]W. '8Yf'FY[Yb'U`Y]b
k]fX'X]Y'DfcV`Ya Y'b]W.h'ØgYb'"J]Y'a Y`f']gh'Y]b' [Ub`n\Y]h]WYf
5bgUhn' [YZfU[hž'XYf'gck c`'Øfh]WY'U'g'Ui W [`cVU`Y'A U» bU\ a Yb
]bhY[f]Yfh'"Bi f'gc' _Ubb'X]Y'Xfc\YbXY'8ØffY! ? UhUghfcd\Y
UV[Yk Y\fh'k YfXYb'"8Yf'6U`Y]Y[h'bi b'VY]`XYb'dc`h]gWYb
9bhgWY]Xi b[ghfÅ[Yfbž'X]Y'FU\ a YbVYX]b[i b[Yb'ZØf'Y]b
bUW\U'h][Yg'K UggYfa UbU[Ya Ybh'ni 'gWUZZYb'i bX'X]Y
@UbXk]fhgWUZh'gck]Y'X]Y'; YgY`gWUZh'Ui ZX]Y'_`]a Uh]gWYb
< YfUi gZcfXYfi b[Yb'j c'fni VYfY]hYb"

C V`XYf'FY[Yb'XYf'YhnhYb'HU[Y'U'g'J cfVchY`XYg'K UbXY`g
[YgY\Yb'k YfXYb' _Ubbž'V`Y]Vh'UVni k UfhYb": Ygh'ghY`h'YXcWž
XUggž'k]Y'Ui W`X]Y'6Yf]W.hYfghUhi b['j cb'F66&(fVVV&(Łi bX
8K fB K Łi bhYfghfY]WYbž'X]Y' < YfUi gZcfXYfi b[Yb'Yfbgh
[Ybca a Yb'k YfXYb'a ØggYbž'i a 'Y]bYf'k Y]hYfYb'J YfgWÅfZi b[
XYf'8ØffY`Ybh[Y[Ybni k]f_Yb'i bX'@Øgi b[Yb'ZØf'ni _ØbZh][Y
; YbYfUh]cbYb'ni 'Z]bXYb"

8]Y'NY]h'ni `U`bXY'b']gh'Yhnhž'i bX'YXY'bcW'gc' _Y]bY'A U» bU\ a Y
_Ubb'Y]bY' [fc»Y'K]f_i b['Yfn]Y`Yb"

8YhU]`g	
C fh	6fUbXYbVi f[ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "Xk "Wċa • k k k "i a k Y`hVi bXYgUa h"XY

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