

8 5 L '] a ' 5 i Z i b X ' 5 V . ' F Y _ c f X \ c W X '] b ' G] W X h h f c h n ' N c ` ` i b g] W X Y f \ Y] h °

8 Y f ' 8 5 L ' g W X ` c g g ' U a ' ' \$ " \$) " & \$ &) ' _ b U d d '] a ' D ' i g ž ' k Å \ f Y b X
< U b X Y ` g g h f Y g g ' i b X ' N Ò ` ` Y ' X] Y ' A Å f _ h Y ' V Y ' U g h Y b " ' 5 _ h i Y ` ` Y
9 b h k] W _ ' i b [Y b ' \] Y f "



: f U b _ Z i f h ž ' 8 Y i h g W X ` U b X ' ! ' 5 a ' ' \$ " " A U] ' & \$ &) ' g W X ` c g g ' X Y f ' 8 5 L ' U b
X Y f : f U b _ Z i f h Y f ' 6 Ö f g Y ' _ b U d d '] a ' D ' i g ' V Y] ' & ' " - - + ' D i b _ h Y b ž
b U W X X Y a ' Y f ' n k] g W X Y b n Y] h] W X ' U i Z & (" % , % D i b _ h Y ' [Y g h] Y [Y b ' k U f "
8] Y g Y ' 9 b h k] W _ ' i b [' a U f _] Y f h ' Y] b Y b ' K c W X Y b g] W X h [Y k] b b ' j c b ' % ž *
D f c n Y b h i b X ' Y] b Y b ' A U] ! N i k U W X g ' j c b ' * ž + ' D f c n Y b h " ' 5 ` ` Y f X] b [g
V ` Y] V h ' X Y f ' F Y _ c f X \ c W X ' X Y g ' 8 5 L ' V Y] ' Y h k U ' & (" ' & * ' D i b _ h Y b
i b Y f f Y] W X h " ' K] Y ' h U [Y g g W X U i " X Y ' V Y f] W X h Y h ž ' k] f X ' X] Y g Y f ' d c g] h j Y
H f Y b X ' X i f W X ' X Y ' U b \ U ' h Y b X Y b ' b Y [U h] j Y b ' Ÿ i » Y f i b [Y b ' X Y g ' i G !
D f Å g] X Y b h Y b ' 8 c b U ' X ' H f i a d ' Ø V Y f ' 7 \] b U '] b ' X Y a ' ` U i Z Y b X Y b
< U b X Y ` g g h f Y] h ' V Y ' U g h Y h "

6 Y g c b X Y f g ' V Y X Y i h Y b X '] g h ' X] Y ' 9 b h g W X Y] X i b [' Y] b Y g ' i G !
6 i b X Y g [Y f] W X h g ž ' X U g ' Y] b Y b ' ; f c » h Y] ' X Y f ' N Ò ` ` Y ' Z Ø f ' i b [Ø h] [

Yf_ÀfhYž'i bX`X]Y`XUfUi Z]b`j Yf\Àb[hY
6Yfi Z] b[g[Yf]W\hgV`cW_UXY""8YbbcW`V`Y]Vh`Y]bY`U`[Ya`Y]bY
l bg]W\Yf\Y]h`Ub`XYb`:]bUbna`Àf_hYb`Ui Z[fi bX`XYf`Nc`dc`h]_`XYf
l G!FY[]Yfi b["5bU`mghYb`XYf`l 6G`dfc[bcgh]n]YfYbž`XUgg`XUg
fYU`Y`6fi hhc]b`UbXgdfcXi`_h`XYf`l G5`]b`X]YgYa` `đ\`f`i`a` `%ž) `V]g`&
DfcnYbhd`i`b_hY`g]b`_Yb`_`ÒbbhYž`k`Ug`X]Y`đZUh]cbgfUhY`Ui ZZUgh`)
DfcnYbh`ghY][`Yb`UggYb`_`ÒbbhYž`gc`hY`Yg`ni`_`Y]bYb`F`ØW_bU`a`Yb
XYf`N`Ò`Y`_ca`a`Yb"

5i gk]f_i b[Yb`Ui Z`X]Y`A`Àf_hY

8Yf`<UbXY`g_f]Y[`i`bX`X]Y`XUa`]hj`YfVi`bXYbYb`Gcf[Yb`i`a` `X]Y
K`Y`hk`]fhgW`UZh`nY][`Yb`VYfY]hg`5i`gk`]f_i`b[Yb`Ui`Z]`YfgW`]YXYbY
5_h]Yba`Àf_hY""8Yf`85L`Yf`YVhY`ni`b`ÀW`gh`Y]bYb`F`ØW_[`Ub[`j`cb
Yhk`U`%\$`DfcnYbhž`VYj`cf`Y]bY`9f`c`i`b[`Ui`ZY]b`A`]bi`g`j`cb`(`ž`
DfcnYbh`Ui`Z`-%`"+,`-`ž`&`Di`b_hY`YfZc`[`hY""N8:` `VYf]W`hYh`ni`XYa` `j`cb
Y]bYa` `nY]hk`Y][`Yb`5bgh]Y[`XYg`85L`Ui`Z`ZUgh`&\$",`\$`Di`b_hYž`XYf
Xi`fW`Y]bY`:]`U`gW`bUW`f]W`h`ØVYf`Y]bY`a` Ò[`]W`Y`Nc`d`Ui`gY`gW`bY`
ni`b]W`hY`[`Ya`UW`hk`i`fXY"

8Yf`A`85L`Z]Y`i`a` `ž`&`DfcnYbh`Ui`Z`&(`*`(`ž) (`Di`b_hYž`k`À`fYbX
XYf`9i`fc`Ghc`l`l` `)`\$`(`ž`DfcnYbh`j`Yf`cf""8]Y`5_h]Yb`XYf`[`fc`»`Yb`HYW`!
l`bhYfbY`a`Ybž`X]Y`gc[`Yb`UbbhYb` `;`c`ffY]W`Yb`G]YVYb`ž`YfZ` \fYb
hY]`g`a`Ugg]j`Y`J`Yf`i`ghY.`5dd`Y`Z]Y`i`a` `+`DfcnYbhž`5a`Uncb`i`a` `*`ž
DfcnYbh`i`bX`HYg`U`i`a` `(`DfcnYbh`GdcfhUfh]_Y`\`YfghY`Yf`g]bX
YVYbZU`g`ghUf`_`VYhfc`ZYb`j`cb`XYb`\`c`Yb`N`Ò`Yb`Ui`Z
DfcXi`_h]cbg`ÀbXYfž`a`]h`5X]XUgž`XUg`i`a``%\$`DfcnYbh`i`bX`Di`a`U`i`a
%&`DfcnYbh`Z]Y`"

A Uf_hYb`hk`]W`_`i`b[Yb`i`bX`Dfc[bcgYb

8]Y`B`UW`ZfU[`Y`b`UW`GhUUhgUb`Y`\Yb`ghY][`hž`k`À`fYbX`X]Y`F`YbX]hYb
g]b`_Yb""8]Y`?`i`fgY`XYf`nY`b`À`f][`Yb`XYi`hgW`Yb`5b`Y`\Yb`ghY][`Yb
i`bX`X]Y`F`YbX]hY`Z]Y`Ui`Z`&ž`&) `DfcnYbhž`XYb`h]Y`ZghYb`GhUbX`gY]h
5bZUb[`A`Àfn""5i`W`X]Y`J`Yfn]bgi`b[`XYf`nY`b`À`f][`Yb`l`G!5b`Y`\Y
gUb`_h`Ui`Z`(`ž`(\$`DfcnYbh` `Y]b`:]`ØbZY]b`U`V!A`cbUhg!H]YZ""8Yf
;`c`XdfY]g`YffY]W`hY`nk`]gW`YbnY]h]W`Y]b`F`Y`_cfX`c`W`j`cb
` "%*`+`ž` (`l`G!8c`Uf`Y`:`Y]bi`bnYž`VYj`cf`Yf`k`]YXYf`Ui`Z` "\$`+`\$`l`G!

8c`Uf`Z]Y``8Yf`K Yfh`XYg`l G!8c`Uf`g]b_h`dUfU`Y`ž`k Å\fybX`XYf
9i fc`Ui Z`%ž%%((`l G!8c`Uf`UbghY][`h"

Ϸ`XYf`XYi hgW`Yb`K]fhgW`UZhi[]Vh`Yg`[Ya]gW`hY`G][`bU`Y``8Yf
9]bnY`\`UbXY`j YfnY]W`bYhY`ja `5df`Y]bYb`l a`gUhnfØW_[`Ub[`j`cb
%ž&`DfcnYb`hž`k Å\fybX`X]Y`?fYX]hj`Yf[UVY`XYf`6Ub`Yb`ja
9i fc`fUi a`i`a`&ž*`DfcnYb`hgh]Y[``8]Y`ϷZUh]cbgfU`hY`]b`8Yi hgW`UbX
V`Y]Vh`ja `A`U]`ghUV]`VY]`&ž%`DfcnYb`h`Ni`XYa`ghY`h`X]Y`9N6!
N]bgY`bhgW`Y]Xi`b[`VY]`cfž`k`cVY]`Y]bY`GYb`_i`b[`i`a`\$ž&)
DfcnYb`hdi`b`_hY`Yfk`UfhY`h`k`]fX"

Hfchn`XYf`<`YfUi`gž`c`fXYfi`b[`Yb`[]Vh`Yg`d`c`g]h]j`Y`B`UW`f]W`hYb`Ui`g
Y]b][`Yb`l`bhYfbY`a`Yb.`GhfU`hY`Wa`Y`XYhY`ja`YfghYb`E`i`UfhU`Y]bYb
l`a`gUhn!`i`bX`9f[`YVb]gni`k`UW`g`Ui`Z`*`\$ž(`A`j``]cbYb`9i`fc``Ni`XYa
ØbX][`hY`9gg]`c`f@`l`chj]WU`Ubž`5i`[`Yb`]b`_Yb`j`cb`C`dhY[`fU`ni
ØVYfbY`a`Yb`ž`Ui`W`k`Yb`b`XYf`?`Ui`ZdfY]g`b]W`h`VY`_Ub`bh[`Y[`YVYb
k`i`fXY"

8]Y`b`ÅW`ghYb`HU[`Y`k`YfXYb`ZØf`X]Y`A`Åf`_hY`Yb`hgW`Y]XYbX`gY]bž
]bgVY`gcbXYfY`ja`<`]bV`]W`_Ui`Z`X]Y`9bhk`]W`_i`b[`Yb`]b`XYf
<`UbXY`gdc`]h]_`XYf`l`G5`i`bX`X]Y`VYj`c`fghY`YbXYb
N]bgY`bhgW`Y]Xi`b[`Yb``5bU`mghYbž`k`]Y`A`c`\\h`?`i`a`Uf`j`cb`>ZZf]Ygž
nY][`Yb`g]W`j`c`fg]W`h][`c`dh]a`]gh]gW`i`bX`Yfk`UfhYb`[`Y[`YVYbYbZU`g
Y]b`9]b`Yb`_Yb`j`cb`Hfi`a`d`]b`XYf`Nc``ž`fU[`Y"

8YhU]`g	
J`c`f`ZU``	:`]b`Ubna`Uf`_h
l`f`g`UW`Y	Nc``dc`]h]_
C`f`h	:`f`Ub`_ž`f`hž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none">• k k k "hU[YggW`Ui`"XY• k k k "a`UbU[Yf!`a`U[Un]b"XY• k k k "nXZ"XY

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