

< Ui gÄfnhY ']b '9`k Ub [Yb. '8 f]b [YbXYf
A Ub [Y`VYXfc \ h'DUH]YbhYbj Yfgcf [i b [°

A Ub [Y`Ub`< Ui gÄfnhYb`]a '9`k Ub [Yf`F Ui a . '9]b` : U`VYf]W\h
nY][h'X]Y`< YfUi gZcfXYfi b [Yb`i bX`Xf]b [YbXYb`6YXØfZb]ggY
j cf`C fh"



F cgYbVYf [ž'8 Yi hgW\`UbX`!`a '9`k Ub [Yf`F Ui a`]gh'X]Y`G]hi Uh]cb
XYf`Äfnh]W\Yb`J Yfgcf [i b [`VYgcf [b]gYffY [YbX`"5_hi Y`ZY`Yb`Xc fh
ZØbZ`< Ui gÄfnhY`ž'k Ug`ZØf`j]Y`Y`9]bk c`bYf`k]Y`GUV]bY` :]gW\Yf
fB Ua Y` [YÄbXYfh`Y]bY` [fc» Y`< YfUi gZcfXYfi b [`XUfghY`h" ÆfY
gW\k Yf`fUb`_Y`A i hYf`VYb`Øh][h`bUW`Y]bYa`GW`U [UbZU`
a YX]n]b]gW\Y`6YhfYi i b [ž`XcW`X]Y`Gi W\Y`bUW`Y]bYa` [YY][bYhYb
< Ui gUfnh [YghU`hYhY`g]W\`U`g`bU\Yni`Ui gg]W\hg`cg" :]gW\Yf`k UbXhY
g]W\`Ub`nU`fY]W\Y`DfUI Yb`]b`9`k Ub [Yb`i bX`I a [YVi b [ž`ZUbX
'YXcW`_Y]bY`ZfY]Yb`? UdUn]hÄhYb" : Æ`GW\k`ÄV]gW\`< U`Yb`hXYW`_hY
g]Y`Y]bYb`5`[Ya`Y]ba YX]n]bYfž`XYf`YXcW`Ui Z [fi bX`j cb
, VYf`Ughi b [`_Y]bY`k Y]hYfYb`DUH]YbhYb`Ui ZbY`a Yb`_cbbhY`"8]YgY
9fZU\fi b [`gd]Y [Y`h'X]Y` [YbYfY`Y`DfcV`Ya`Uh]_XYf
; Ygi bX\Y]hgj Yfgcf [i b [`]a`ÄbX`]W\Yb`F Ui a`k]XYf"

8]Y', VYf'Ughi b['XYf'<Ui gÄfnhY'i bX'XYf'U_i hY'A Ub[Y''Ub
j YfZØ[VUFYb'DfUI Yb'ZØ\ fYb'XUni ž'XUgg'DUh]YbhYb'\Äi Z[
[Ynk i b[Yb'g]bXž''Ub[Y'5bZU\fhgk Y[Y']b'?Ui Z'ni 'bY\ a Yb"
:]gWYf'fYXi n]YfhY'XYg\U'V']\fY'5fVY]hgnY]h'Ui Z, \$'DfcnYbhž'i a
g]WY'i a 'j]\fY'A i hhYf'_Øa a Yfb'ni '_ØbbYbž'i bX'gi WYhY'gWY'Y»'WY
<]'ZY'VY]a '@UbXfUž'XYf'YXcW'YVYbZU''g'b]WYh'X]Y'Yf\cZHY
l bhYfghØhni b['V]YhYb'_cbbhY''8Yf'Äfnh]WY'6YfY]hgWYUZhX]Ybgh
k Uf'XYf': Ua 'j]Y'b]WYh'\]ZfY]WYž'XU'Yf'bi f'BchZU''hYfa]bY'UbVch"
9fgh'bUWY'ZØbZ'K cWYbž'Ua '%&''A U]ž[Y'Ub['Yg':]gWYfž']\fY
A i hhYf'']b'Y]bY'DfUI]g]b'5Vhg[a ØbX'ni 'j Yfa]hhY'b"

8 Yf'Ni ghUbX'XYf'; Ygi bX\Y]hgj Yfgcf[i b[

8]Y'a YX]n]b]gWY'i bX'dZY[Yf]gWY'J Yfgcf[i b['gh'Y]b
YggYbn]Y''Yf'6YghUbXhY]'XYf'8 UgY]bgj cfgcf[Yž'XcW'ja ''ÄbX'WYb
FUi a 'j]gh'X]Y'J YfZØ[VUf_Y]h]j cb'; Ygi bX\Y]hgX]Ybgh'Y]ghi b[Yb'cZh
ghUf'_Y]b[YgWYfÄb_h''K Ä\ fYbX'i fVUbY'; YV]YhY'ØVYf'Y]bY'X]WYhY
J Yfgcf[i b['a]h'YfnhYb'i bX'?]b]_Yb'j YfZØ[Ybž'ZY\ 'Yb''ÄbX'WYb
FY[]cbYb'X]Y'bch'k YbX][Yb'9]bf]WYhi b[Ybž'k Ug'X]Y'6Yj Ò'_Yfi b[
j cf'Ybcfa Y'<YfUi gZcfXYfi b[Yb'ghY''h''8]Y'9f[YVb]ggY'XYf
6YXUfZgd`Ubi b['nY][Ybž'XUgg'XYf'J Yfgcf[i b[g[fUX'ja
D'Ubi b[gVYfY]WY'5U'Yb'VY]'-) ž('i ''Y[hž'k Ä\ fYbX'XYf
D'Ubi b[gVYfY]WY'9''k Ub[Yb''YX]['WY'Y]bY'5VXYW_i b['j cb', \$ž' i
V]YhYh''<]Yf'g]bX'&+ž) '<Ui gUfnhghY''Yb'YfZcfXYf'WYž'YXcW'g]bX
bi f'&&ž) 'VYgYhnh"

8]Y'XYa c[fUZ]gWY'9bhk]W_i b['gd]Y'h'YVYbZU''g'Y]bY
YbhgWY]XYbXY'Fc''Y''Y'hYfY'A YbgWYbž'X]Y'j]b''ÄbX'WYb
; YV]YhYb''YVYbž'\UVYb'\Äi Z['Y]bY'\Ø\YfY'?fUb'_Y]hg'Ughi bX
VYbØh][Yb'a Y\ f'a YX]n]b]gWY'J Yfgcf[i b[''Ni XYa 'g]bX
'?]bXYfUfnhd'fUI Yb'Ui Z[fi bX'XYf'b]YXf][Yb'?]bXYfnU'\Yb'cZh
k]fhgWYUZh]WY'b]WYh'hfU[VUF''æbcj Uh]j Y'J Yfgcf[i b[ga cXY''Yž'k]Y
VY]gd]Y'gk Y]gY'HY'Ya YX]n]b'i bX'a cV]Y'; Ygi bX\Y]hgX]Ybgh'Y]ghYfž
k YfXYb'U'g'bch'k YbX]['YfUWYhYhž'i a 'X]Y'Äfnh]WY'J Yfgcf[i b['j]b
'ÄbX'WYb'FY[]cbYb'ni 'j YfVYggYfb"@Øgi b[Yb'_ØbbYb'Ui WY
Xi fWY'?ccdYfUh]cbYb'nk]gWYb'<Ui g!'i bX': UWYÄfnhYb'gck]Y
Xi fWY'X]Y': ØfXYfi b['j cb'; Yf]Uhf]gWYb'8]YbghYb'YffY]WYh
k YfXYb"

8 Yf`A Ub [Y`Ub` < Ui gÅfnhYb

8]Y`U_hi`Y`Y`@U[Y`k`]fZh`Ub[Zf]gh[`X]Y` : fU[Y`Ui`Z`k`]Y`X]Y
`Ui`gÅfnh`W`X`Y`J`Yfgcf[i`b[`]a` `ÅbX`]W`X`Y`b`F`Ui`a` `]Yg]W`X`Y`fh`k`YfX`Y`b`
_Ubb`"8`i`fW`X`Y`]b`Y`i`b`h`Y`f`g`i`W`X`i`b[`k`i`fX`Y`Z`Y`gh[Y`gh`Y`h`z`X`U`g`g`Y`]b`
ni`_Øb`Zh[Yf`A`Ub[Y`Ub`<`Ui`gÅfnh`Y`b`]b`8`Y`i`hg`W`X`Ub`X`ni`Y`fk`U`fh`Y`b`
]gh`z`X`U`Y`g`ni`b`Y`a`Y`b`X`k`Y`b[Yf`B`U`W`Zc`[Yf`[`]Vh` : U`hc`f`Y`b`k`]Y`
i`b`U`hf`U`_h]j`Y`5`f`V`Y`]hg`V`Y`X`]b[i`b[Y`b`z`[Yf]b[YfY` ; Y`Å`h`Y`f`]a`
J`Yf[`Y`]W`X`ni`U`b`X`Y`f`Y`b` : U`W`U`f`n`h[fi`d`d`Y`b`i`b`X`X`Y`V`Y`j`c`f`ni`[h`Y`K`U`Å`
j`c`b`g`h`Å`X`h]g`W`X`Y`b`5`f`V`Y`]hg`d`Å`h`n`Y`b`X`i`f`W`X`Y`b`Å`W`g`h`Y`b`A`Y`X`n]b`Y`f`
j`Y`fg`W`Å`f`Z`Y`b`X]Y`D`f`c`V`Y`a`U`h]_`k`Y`]h`Y`f`"

I`a`X]Y`g`Y`f`9`b`h`k`]W`_`i`b[`Y`b`h[Y[Y`b`ni`k`]f`_`Y`b`z`a`Ø`g`g`Y`b`X`]Y`
5`f`V`Y`]hg`V`Y`X`]b[i`b[Y`b`ZØf`<`Ui`gÅfnh`Y`j`Y`f`V`Y`g`g`Y`f`h`k`Y`f`X`Y`b`"
A`U`>`b`U`Å`a`Y`b`k`]Y`Z`]b`U`b`n]Y`Y`5`b`f`Y`n]Y`ž`æ`U[Y`_`U`a`d`U[b`Y`b`i`b`X`X`]Y`
G`W`X`U`Z`i`b[`]f`Ø`>`Y`f`Y`f`J`Y`fgcf[i`b[g`Y`]b`f]W`X`h`i`b[Y`b`Å`U`V`Y`b`V`]g`Å`Y`f`
b]W`X`h`X`Y`b`[Y`k`Ø`b`g`W`X`h`Y`b`9`Z`Z`_`h`Y`f`n]Y`h`"8`]Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[Y`b`
g]b`X`_`U`f`8`]Y`[Y`g`i`b`X`Å`Y`h]W`X`Y`8`U`g`Y`]b`g`j`c`f`g`c`f[Y`a`i`g`g`]b`X`]Y`
U`[`Y`a`Y`]b`Y`D`U`b`i`b[`X`Y`f`Å`b`X`]W`X`Y`b`F`Å`i`a`Y`]b`h`Y[f]Y`f`h`k`Y`f`X`Y`b`"
8]Y`g`]g`h`b]W`X`h`i`b`f`Y`b`hg`W`X`Y`X`Y`b`X`ZØf`X`]Y`@`Y`V`Y`b`g`e`i`U`]h`Å`h`X`Y`f`
6`Y`j`Ø`_`Y`f`i`b[ž`g`c`b`X`Y`f`b`U`i`W`X`ZØf`X`]Y`G`]W`X`Y`f`g`h`Y`i`b[`Y`]b`Y`f`
Z`Å`W`X`Y`b`X`Y`W`_`Y`b`X`Y`b`a`Y`X`n]b]g`W`X`Y`b`J`Y`fgcf[i`b[`]b`X`Y`f`Ni`_`i`b`Z`h`"

Ni`g`U`a`a`Y`b`Z`U`g`g`Y`b`X`n`Y`][h`g]W`X`ž`X`U`g`g`Y`]b`Y`[Y`n]Y`h`Y`G`h`f`U`h`Y[]Y`
b`c`h`k`Y`b`X`][`]gh`z`i`a`X`]Y`5`h`f`U`_h]j`]h`Å`h`X`Y`f`B`]Y`X`Y`f`U`g`g`i`b[`j`c`b`
<`Ui`gÅfnh`Y`b`]a` `Å`b`X`]W`X`Y`b`F`U`i`a`ni`Y`f`Å`Y`b`"8`]Y`?`c`a`V`]b`U`h]c`b`
U`i`g`X`Y`f`6`Y`f`Y`]hg`h`Y`i`b[`j`c`b`6`Y`h`f`Y`i`i`b[g`U`b[Y`V`c`h`Y`b`ZØf`
5`b[Y`Å`Ø`f`][Y`ž`Z`Y`i`]V`Y`b`5`f`V`Y`]hg`n`Y`]h`Y`b`ZØf`Y`f`n`h`Y`i`b`X`X`Y`f`G`W`X`U`Z`i`b[
k`c`Å`b`c`f`h`b`U`Å`Y`f`a`Y`X`n]b]g`W`X`Y`f`J`Y`fgcf[i`b[g`U`b[Y`V`c`h`Y`_`Ø`b`h`Y`Y`]b`Y`b`
k`]W`X`h`][Y`b`G`W`X`f`]h`i`]b`X`]Y`g`Y`F`]W`X`h`i`b[`X`U`f`g`h`Y`Y`b`"8`]Y`G`h`]a`a`Y`j`c`b`
A`Y`X`n]b`Y`f`ž`k`]Y`8`f`"G`Y`V`U`g`h]U`b`<`c`W`_`ž`X`Y`f`U`i`Z`X`]Y`V`Y`j`c`f`g`h`Y`Å`Y`b`X`Y`b`
F`i`Å`Y`g`h`Å`b`X`Y`j`]Y`Y`f`Y`f`n`h`Y`Å`]b`k`Y`]gh`ž`k`]f`X`]a`a`Y`f`U`i`h`Y`f`ž`i`a`Y`]b`
I`a`X`Y`b`_`Y`b`]b`X`Y`f` ; Y`g`Y`g`W`X`U`Z`h`ni`Z`c`f`X`Y`f`b`"

**G`W`X`k`Å`V`]g`W`X`Y`D`c`g`h`V`Y`f`]W`X`h`Y`h`z`X`U`g`g`]b`Å`b`X`]W`X`Y`b`F`Y`[]c`b`Y`b`k`]Y`
X`Y`a`9`k`U`b[Y`f`F`U`i`a`Y`]b`Y`Å`c`Å`Y`B`U`W`X`Z`F`U[Y`b`U`W`X`<`Ui`gÅfnh`Y`b`
V`Y`g`h`Y`Å`h`z`Y`X`c`W`X`b`i`f`Y`]b`Y`]b[Y`g`W`X`f`Å`b`_`h`Y`g`5`b[Y`V`c`h`i`n`i`f`J`Y`f`ZØ[i`b[
g`h`Y`Å`h`5`i`W`X`Y`6`i`b`X`Y`g`n`Y`b`h`f`U`Y`ZØf`d`c`]h]g`W`X`Y`6`]X`i`b[`k`Y`]gh`**

Ui Z'X]Y'8 f]b[`]W_X]h'\]bž]bbcj Uh]j Y'? cbnYdhY'ZØf'X]Y
 ; Ygi bX\Y]hgj Yfgcf[i b['a ``ÀbX`]W_Yb'F Ui a `ni `Ybhk]W_Y`bž
 k À\fybX`Y]bY`Ghi X]Y`X]Y`< YfUi gZcfXYfi b[Yb`i bX`ni _ØbZh][Yb
 DYfgdY_h]j Yb`XYf`\Ui gÀfnh]W_Yb`J Yfgcf[i b[`VY`Yi W_hYh"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	FcgYbVYf[ž'8Yi hgW_X`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gWk UYV]gW Y!dcgh"XY • k k k "VdV"XY • _`i YXc"i V"fdhi "XY

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