

? Y] b Y ' K Y \ f d Z] W X h '] b ' G] W X h .
6 i b X Y g f Y [] Y f i b [' g Y h n h ' U i Z : f Y] k] ' ' [_ Y] h °

A U h \] U g ' A] Y f g W X ' V Y g h \ h [h z ' X U g g ' _ Y] b Y ' K Y \ f d Z] W X h !
J Y f \ U b X ' i b [Y b '] b ' X Y f ' U _ h i Y ' ' Y b ' @ Y [] g ' U h i f d Y f] c X Y
g h U h z] b X Y b " ' 8] Y ' 6 i b X Y g k Y \ f ' V Y b ð h [h ' V] g ' n i ' * \$ " \$ \$ \$ ' b Y i Y
G c ' X U h Y b "



6 f 0 g g Y ' ž ' 6 Y ' [] Y b ' ! : ð ' X Y f ' U _ h i Y ' ' Y b ' 8] g _ i g g] c b ' i a ' X] Y
d Y f g c b Y ' ' Y b ' 5 i g g h U h i b [' X Y f ' 6 i b X Y g k Y \ f ' \ U h ' G D 8 ! : f U _ h] c b g W X Y Z
A U h \] U g ' A] Y f g W X ' _ ' U f [Y g h Y ' ' h z ' X U g g '] b ' X] Y g Y f ' @ Y [] g ' U h i f d Y f] c X Y
_ Y] b Y ' ; Y g d f \ W X Y ' 0 V Y f ' X] Y ' K] Y X Y f Y] b Z 0 \ f i b [' X Y f ' K Y \ f d Z] W X h
[Y Z 0 \ f h ' k Y f X Y b " ' 8] Y g ' g h Y \ h '] a ' 9] b _ ' U b [' a] h ' X Y a
? c U '] h] c b g j Y f h f U [ž ' X Y f ' U i Z : f Y] k] ' ' [_ Y] h ' g Y h n h ' ' A] Y f g W X ' \ A i » Y f h Y
' Y X c W X ž ' X U g g ' X U g ' N] Y ' ž ' V] g ' n i ' * \$ " \$ \$ \$ ' n i g \ A h n '] W X Y ' G c ' X U h Y b ' n i
[Y k] b b Y b ž ' a] h h Y ' Z f] g h [' Y f f Y] W X V U f ' g Y] ž ' U i W X ' k Y b b ' Y f ' U _ h i Y ' ' b] W X h
[Y b 0 [Y b X ' 5 i g V] ' X i b [g _ U d U n] h \ A h Y b ' g] Y \ h ' ' J Y f h Y] X [[i b [g a] b] g h Y f
6 c f] g ' D] g h c f] i g ' f G D 8 \ i b h Y f g h 0 h n h ' X] Y g Y ' 9] b g W X \ A h n i b [' i b X ' \ Y V h
\ Y f j c f ž ' X U g g ' X] Y ' 6 i b X Y g k Y \ f ' n i g \ A h n '] W X Y ' G c ' X U h Y b ' V Y b ð h [h z ' i a
X Y b ' b Y i Y b ' B 5 H C ! D ' U b i b [g n] Y ' Y b [Y f Y W X h n i ' k Y f X Y b ž ' X] Y] c f ' X Y a

<]bhYf[fi bX`XYf`6YXfc\i b[Yb`Xi fW`Fi gg`UbX`Zcfa i`]Yfh
k i fXYb"

J cf`XYa` <]bhYf[fi bX`XYf`VYj c fghY`YbXYb`B 5HC!
J YfhY]X][i b[ga`]b]ghYf`_cbZYfYbn`b`6f0ggY`Ua`) " `đ b]`&\$&) ž
VYhcbh`D]ghcf]i g`ni XYa` X]Y`8f]b[`]W`_Y]h`XYf`B Yi Ui gf]W]hi b[`XYf
XYi hgW`Yb`GhfY]h`f`Z`hY""8]YgY`A U» bU`a` Yb`g]bX`HY]`Y]bYf
i a`ZUggYbXYb`GhfUHY[]Yž`X]Y`XUfUi Z`UVn]Y`hž`XYb`GW`i hn
8Yi hgW`UbXg`i bX`gY]bYf`B 5HC!DUf`hbYf`ni`gh`f`_Yb""8Uni` [Y`Öfh
Ui W`Y]b[]Yd`UbhYg`bYi Yg`K`Y`fX]Ybgh!A cXY`ž`XUg`Y]bYb`6YXUfZ
j cb`]bg[YgUa`h`(*`\$`\$`\$`\$`Gc`XUHYb`j`c`fg]Y`hž`XUfi bhYf`&\$` "\$`\$`\$`
U_hj`Y`Gc`XUHYbž`*`\$`\$`\$`\$`j`c`f`UbXYbY`F`YgYfj`]ghYb`i`bX`&\$`\$`\$`\$`\$`
ni g`h`m`]W`Y`F`YgYfj`]ghYb"

8]Y`<`YfUi`gZcfXYfi`b[`Yb`XYf`6i`bXYgk`Y`f`

8]Y`6i`bXYgk`Y`f`ghY`h`XYfnY]hj`c`f`Yf`YV`]W`Yb
<YfUi`gZcfXYfi`b[`Yb""@Ui`h`XYa`J`YfhY]X][i b[ga`]b]ghYf`]gh`XYf
5`hYfgXi`fW`gW`b]h`XYf`Gc`XUHYb`[`Ygh]Y[`Ybž`k`A`f`YbX`X]Y
;`YgUa`hnU`h`f`c`h`b`Yi`Yf`9]bghY`i`b[`Yb`[`Ygi`b`_Yb`]gh""9bXY`&\$&(
n`A`h`Y`X]Y`6i`bXYgk`Y`f`Yhk`U`%,`%`%)`\$`Gc`XUHYbž`k`Ug`Y]bYb
F`0W`_`Ub[`]j`cb`'`)`\$`]a`J`Yf[`]Y]W`ni`a`J`c`f`U`f`XUfghY`h`
@Ub[`]Zf]gh][`ghfYVh`X]Y`6i`bXYgk`Y`f`Y]bY`Hfi`ddYbgh`f`_Y`j`cb
&\$` "\$`\$`\$`U_hj`Yb`Gc`XUHYb`Ubž`XcW`XUg`DYfgcbU`dfcV`Ya`]gh
VYfY]hg`Y`hnh`gd`0fVUf""8UHYbgW`i`hndfcV`Ya`Y`VY`]bXYfb`ni`XYa
XYb`?`cbhU_hini`dchYbn]Y`Yb`F`YgYfj`]ghYbž`k`Ug`X]Y`G]hi`Uh]cb
k`Y]hYf`_ca`d`]n]Yfh"

<]bhYf`XYb`?`i`]ggYb`k`]fX`Y`XcW`X]Y`8]g`_i`gg]cb`i`a`X]Y
K`]YXYfY]bZ0`fi`b[`]Y]bYg`cV`][`Uhc]f]gW`Yb`K`Y`fX]YbghYg
Ub[`]Yghc»`Yb""K`Y`fVYUi`ZhfU[`hYf`<`Ybb]b[`]C`hY`f7`8I`Ł`k`Ufbh]`cf
Y]bYf` ,`VYfZcfXYfi`b[`]XYf`Hfi`ddY`i`bX`d`Ubhž`XUg`H`Ya`U`bcW`]b
X]YgYa`đ`U`f`YfbYi`hini`df0ZYb""9f`ZcfXYfh`Y]bYb`_cb`_fYhYb
J`c`fgW`U[`]Z0f`Y]bYb`hY]`k`Y]gY`j`YfdZ]W`hYbXYb`K`Y`fX]Ybghž`i`a
XYb`5bZcfXYfi`b[`]Yb`XYf`B 5HC`[`YfYW`hini`k`YfXYb""đ`X]YgYa
Ni`gUa`a`Yb`Ub[`]A`i`»`Yfh`Ui`W`6i`bXYgk`Y`f`j`YfVUbXg!7`Y`Z`5bXf`A
K`0ghbYf`6YXYb`_Ybž`cV`X]Y`N]Y`j`c`f[`]UVY`j`cb`*`\$`\$`\$`ni`g`h`m`]W`Yb
Gc`XUHYb`U`Y]b`Ui`Z:`fY]k`j`][`_]h`VUg]YfYb`_Ubb`i`bX`ZcfXYfhž`X]Y

K Y]WYb`Z0f`Y]bY`a 0[`]WY`K]YXYfY]bZ0\fi b[`XYf`K Y\fdZ]W h`ni ghY``Yb``

Ni _i bZh`XYg`K Y`fX]YbghYg

8 Ug`bYi Y`K Y`fX]Ybgh`A cXY``z`XUg`D]ghcf]i`g`j`cf[YghY``h`Uhz`g]Y`h`Ui`W`Y]bYb` `5i`gk`U`k`Y`fX]Ybgh` `j`cfz`XYf`Ui`Z`:`fY]k`j``][`_Y]h`VUg]Yfhz`[`Y]W`nY]h][`UVYf`Ui`W`j`YfdZ]W`hYbXY`9`Ya`Yb`hY`Yb`h`U`hYb`_`Ubb``9g`]gh[Yd`Ubhz`(`\$\$`\$\$\$`↑`b[Y`A`Å`bbYf`cb`)]bY`Ubni`g`W`fY]VYb`ži`a`dchYbn]Y``Y`:`fY]k`j``][`Y`ni`a`cV]`g]YfYb`ž`k`cVY]`%`\$`\$`\$`\$`6YfY]hg`W`U`Z`h`Yf`_`Å`fYb`_`0`bb`hYb``8]Y`A`i`ghYfi`b[`gc``(`\$\$\$`V]g`)`\$\$\$`DYfgcbYb`i`a`ZUggYb`i`bX`]gh`j`YfdZ]W`hYbX``

K`Å`fYbX`X]Y`78I`Y]bY`g`W`f]h`k`Y]gY`K`]YXYfY]bZ0\fi`b[`XYf`K`Y`f`dZ]W`h]a`F`U`a`Yb`Y]bYg`j`YfdZ]W`hYbXYb` ;`YgY``g`W`U`Z`h`U`fYg`Z`cfXYfhz`gdf]W`h`g]W`X]Y`:`8`D`[`Y[`Yb`Y]bY`F`0`W`_`Y`f`ni`f`K`Y`f`dZ]W`h`Ui`g`i`bX`a`0`W`hY`X]Y`F`Yggci`f`W`b``]YVYf`Z0f`Y]bY`:`fY]k`j``][`YbUfa`YY`bi`mYb``8]Y` ;`f0bYb`Y`b`Yb`X]Y`K`Y`f`dZ]W`h`YVYbZU``g`UV`i`bX`VYhcbYb`ž`XUgg`_Y]b`6YXUfZ`VYghY`h`i`bX`Å`0`YfY`?`cghYb`ni`VY`Z0f`W`hYb`g]bX``8`U[`Y[`Yb`k`]fX`j`cb`XYf`5`Z8`Y]b` ;`fi`bX`k`Y`f`X]Ybgh`Z0f`U`Y`a`Å`bb`]W`Yb`GhUUhgv0f[`Yf`nk`]g`W`Yb`%`,`i`bX`&)``Å`fYb`[`Y`Z`cfXYfh``8]Y`8]g`_i`gg]cb`V`Y]V`higca`]h`YVYb`gc`j`]Y`Z`Å`h][`k`]Y`_`cb`hfc]`YfgYb``

8]Y`[`Y[`Yb`k`Å`fh][`Y`G]h`i`U]cb`XYf`6i`bXYgk`Y`f`j`YfXYi`h]W`h`U`gc`ž`XUgg`i`b`_`UfY`8`Y`Z]b]h]cbYb`]b`6Yni`[`Ui`Z`DYfgcbU`gh`Å`f`_Y`i`bX`X]Y`F`0`W`_`Y`f`ni`f`K`Y`f`dZ]W`h`j`cb`nYb`hfU`Yf`6YXYi`hi`b[`g]bX``A`]Yfg`W`Å`V`h`Å`Yf]`cfz`XUgg`XYf`8]Ybgh`VY]`XYf`6i`bXYgk`Y`f`U`h`f`U`_h]`Yf`[`Ygh`U`h`Y`h`k`YfXYb`a`i`ggž`]bgVYgcbXYfY`j`cf`XYa`<`]bhYf[`fi`bX`a`Ub[`Y`b`XYf`5i`gf0ghi`b[``5`g`F`Y`U`_h]cb`Ui`Z`X]Y`Ub`Å`U`hYbXYb`<`YfUi`g`Z`cfXYfi`b[`Yb`g]bX`bYi`Y`5bg`Å`h`Y`Yf`Z`cfXYf`]W`ž`i`a`Y]bY`Y`Z`Y`_h]j`Y`G`h`fY]h`f`Å`Z`h`Y`ghfi`_`hi`f`Ui`Z`ni`V`Ui`Yb`ž`X]Y`XYb`a`cXYfbYb`g]W`Yf`Å`Y]hgdc`]h]g`W`Yb`5b`Z`cfXYfi`b[`Yb`Yb`hgdf]W`h``

:`0f`k`Y]hYfY`8`Y`hU]`g`ni`XYb`9`b`h`k`]W`_i`b[`Yb`]b`XYf`6i`bXYgk`Y`f`i`bX`ni`f`8]g`_i`gg]cb`fi`bX`i`a`XYb`K`Y`f`X]Ybghz`g]Y`Å`Y`

HU[Yggd]Y[Y`ž`A`Yf`_i`f`i`bX`N8:``

8YhU]`g	
J c f Z U ``	; YgYhn[YVi b[
C fh	6f0ggY ž'6Y`[]Yb
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "a Yf_i f"XY • k k k "nXZ\Yi hY"XY

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