

F c g h c W _ '] a ' B c h g h U b X . ' < U i g \ U ` h g g d Y f f Y
k Y [Y b ' Z] b U b n] Y ` ` Y f ' A] g Y f Y °

F c g h c W _ j Y f \ Å b [h i < U i g \ U ` h g g d Y f f Y ' k Y [Y b ' :] b U b n _ f] g Y .
I f g U W X Y b ' g] b X ' g h Y [Y b X Y ' G c n] U ` ` U g h Y b ' i b X ' g] b _ Y b X Y
N i k Y] g i b [Y b " ' 9] b g d U f i b [Y b ' U b [Y _ Ø b X] [h "



F c g h c W _ ž ' 8 Y i h g W X ` U b X ' ! ' 9] b ' g W X k Y f Y f ' G W X ` U [' Z Ø f ' X] Y ' G h U X h
F c g h c W _ . ' C V Y f V Ø f [Y f a Y] g h Y f] b ' 9 j U ! A U f] U ' ? f Ø [Y f ' f B] Y ' @] b _ Y £ ' [U V
U a ' & ' " ' & ') ' X] Y ' J Y f \ Å b [i b [' Y] b Y f ' < U i g \ U ` h g g d Y f f Y ' V Y _ U b b h "
8] Y g Y ' A U » b U \ a Y ' h f] h i U a ' 8 c b b Y f g h U ['] b ' ? f U Z h i b X '] g h ' Y] b Y
F Y U _ h] c b ' U i Z ' X] Y ' U ' U f a] Y f Y b X Y :] b U b n ` U [Y ' X Y f ' G h U X h " ' 8 Y f
6 Ø f [Y f a Y] g h Y f] b ' n i Z c ` [Y ' g] b X ' X] Y ' I f g U W X Y b ' j] Y ` Z Å ` h [. ' g h Y] [Y b X Y
G c n] U ` ` U g h Y b ž ' Y] b Y ' g W X k U W X Y ' ? c b ↑ b _ h i f ž ' b Y i Y ' H U f] Z U V g W X ` Ø g g Y
i b X ' X] Y ' [Y b Y f Y ` ` Y ' I b h Y f Z] b U b n] Y f i b [' X Y f ' G h Å X h Y ' i b X ' ; Y a Y] b X Y b
g d] Y ' Y b ' Y] b Y ' n Y b h f U ' Y ' F c ` ` Y '] b ' X] Y g Y f ' d f Y _ Å f Y b ' G] h i U h] c b " ' **b ! h j**
V Y f] W X h Y h ž ' X U g g ' F c g h c W _ ' Y] b ' 8 Y Z] n] h j c b ' V] g ' n i ' * ' ' A] '] c b Y b ' 9 i f c
Z Ø f ' X U g ` ` U i Z Y b X Y ' ð \ f ' Y f k U f h Y h ž ' Y f \ Y V `] W X ` \ Ø \ Y f ' U ` g ' X] Y ' n i b Å W X g h
[Y d ` U b h Y b ' ' , ' A] '] c b Y b ' 9 i f c "

8]Y`Z]bUbn]Y`Yb`9b[dÀggY`k YfXYb`ni gÀhn`]W`Xi fW`Y]bYb
F ØW_[Ub[`XYf`Ni k Y]gi b[Yb`gY]hYbg`XYg`@UbXYg`]b`< Ò\Y`j cb`UW`h
A]``cbYb`9i fc`j YfghÀf`h`5i W`Y]b`c\Yf`HUF]ZUVgW`i gg`\Uh
F cghcW`a]h`ni gÀhn`]W`Yb`g]YVYb`A]``cbYb`9i fc`A Y`fVY`Ughi b[
_cbZfcbh]Yfh`" ð`Y]bYa`GhUHYa`Ybh`VYhc`bh:`]bUbngYbUhc`f`7`f]g`j cb
K fmW`h`FY`_ck`g_]`fGD8`L`X]Y`ghY][YbXYb`?`cghYb`]b`bU`Yni`U`Yb
6YfY]W`Yb`i bX`g][bU`]g]Yfh`XUa`]h`XUgg`X]Y`GhUXh`g]W`fUX`]U`Yb
9]bgdUfi b[Yb`ghY`Yb`a`i`gg`"J YfdZ]W`hYbXY`5i Z[UVYb`i bX
j YfhfU[`]W`j YfY]bVUfhY`@Y]ghi b[Yb`k YfXYb`YXcW`k`Y]hYf`]b
Z]bUbn]Yfh`ž`k`À`fYbX`ZFY]k`j`][Y`@Y]ghi b[Yb`Ui Z`XYa`X`YfnY]h][Yb
B]j YUi`Y]b[YZfcfYb`k`YfXYb`"

5i gk]f_ i b[Yb`Ui Z`X]Y`6Øf[Yf

8]Y`5i gk]f_ i b[Yb`XYf`< Ui g`U`hggdYffY`g]bX`b]W`h`ni
i bhYfgW`À`hnYb`"8]Y`GhUXh`d`Ubh`9]bgdUfi b[Yb`j cb`V]g`ni`nk`Ò`Z
A]``cbYb`9i fc`ž`k`Ug`Ui W`5i gk]f_ i b[Yb`Ui Z`8]Ybgh`Y]ghi b[Yb
\UVYb`_ÒbbhY`ž`X]Y`j]Y`Y`F`cghcW`Yf`U`g`gY`Vghj`Yfgh`À`bX`]W`
UbgY`Yb`"9i dYfhYb`k`UfbYb`YXcW`ž`XUgg`X]YgY`9]bgdUfi b[Yb`VY]
GW`k`ja`a`V`ÀXYfb`ž`XYa`B`U`j`Yf`Y`f`i`bX`UbXYfYb`_ca`a`i`bU`Yb
GYfj`]W`g`gdØfVUf`gY]b`k`YfXYb`"B`c`f`X`_`i`f]Yf`a`UW`h`Ui`Z`X]Y
ghfi`_hi`fY`Yb`DfcV`Ya`Y`Ui`Za`Yf`gUa`ž`X]Y`k`Y]hYf`]b`VYghY`Yb
V`Y]VYb`ž`k`À`fYbX`X]Y`GmghYa`Y`ja`a`Yf`k`Y]hYf`i`bhYf`8fi`W`
[YfUhYb`"

8]Y`8UfghY`i b[`XYf`:]bUbnbch`_ca`a`h`b]W`h`j`cb`i`b[YZ`À`f`8]Y
A Y`f`Y]h`XYf`XYi`hgW`Yb`Gh`À`X`hY`gW`À`h`h`i`\fY`< Ui g`U`hg`U[`Y`]b`XYb
_ca`a`YbXYb`ZØbZ`š`fYb`U`g`Y`Yf`gW`Y`W`h`c`XYf`gY`f`gW`Y`W`h`Y]b`ž
gc`XYf`8Yi`hgW`Y`Gh`À`X`hY`hU[`"F`i`bX`-`)"`DfcnYbh`XYf`Gh`À`X`hY`gY`Yb
g]W`a`]h`X]YgYb`< YfUi`gZcfXYfi`b[Yb`_cbZfcbh]Yfh`"9]bY`J]Y`nU`
j`cb`Gh`À`X`hYb`\Uh`X]Y`< Ui g`U`hggdYffY`XYg`U`V`U`g`b`ch`k`YbX][
YfUW`hYh`ž`i`a`Y]bY`Xfc`YbXY`Z]bUbn]Y`Y`?`UhUghfcd`\Y
UVni`k`YbXYb`"HU[YggW`Ui`VYf]W`hYh`j`cb`Y]bYa
VYgc`f[b]gYffY[YbXYb`HfYbX`ž`VY]`XYa`ZUgh`" +`DfcnYbh`XYf`Gh`À`X`hY
_Y]bYb`Ui`g[Y[`]W`YbYb`< Ui g`U`h`a`Y`f`d`f`À`gYbh]YfYb`_ÒbbYb`"

8Yf`K`Y[`bUW`j`c`f`b`

: Øf`X]Y`k Y]hYfY`Ni _i bZh`_ØbX][hY`? fØ[Yf`Ubž`Y]b
 <Ui g\U`hg_cbgc`X]Yfi b[g_cbnYdh]a`F U\ a Yb`XYg`bÅW ghYb
 8cddY`\Ui g\U`hg`j cfni`Y[Yb`"8Yf`C dh]a`]ga`i gž`XUgg`g]W`X]Y
 @U[Y`gW`bY`"VYggYfb`k`]fXž`]gh`YXcW`_`Y]b`"9g`gW`Y]bh`_`Ufž`XUgg
 X]Y`ghfi`_hi`fY`Yb`<YfUi`gZcfXYfi`b[Ybž`X]Y`F`cghcW`_i`bX`j`]Y`Y
 UbXYfY`XYi`hgW`Y`GhÅXhY`d`U[Ybž`j`cf`U`Ya`Xi`fW`UbghY][YbXY
 Gcn]U`Ui`g[UVYb`i`bX`X]Y`,`VYfhfU[i`b[`j`cb`]a`a`Yf`a`Y\`f`5i`Z[UVYb
 Xi`fW`6i`bX`i`bX`@ÅbXYf`Ub`X]Y`?ca`a`i`bYb`j`YfgW`ÅfZh`k`YfXYb`"
 8]Yg`[YgW`Y]h`h`Åi`Z[`c`b`Y`Y]bY`Ub[Ya`YggYbY`Z]bUbn]Y`Y
 l`bhYfgh`Øhni`b[`"

8]Y`XYi`h`]W`Yb`9]bgdUfi`b[Yb`i`bX`X]Y`XUa`]hj`YfVi`bXYbYb
 9]bgW`fÅb`_i`b[Yb`_`ØbbhYb`U`gc`b]W`h`bi`f`XUg`GhUXhV`]X`F`cghcW`_g
 VYY]bZi`ggYbž`gc`bXYfb`Ui`W`XUg`@VYb`XYf`6Øf[Yf`Yb`hgW`Y]XYbX
 j`YfÅbXYfb`"9g`V`Y]Vh`ni`c`ZYbž`XUgg`X]Y`j`YfUbhk`cfh`]W`Yb`]b`XYf
 GhUXhi`bX`XUfØVYf`\]bUi`g`Y]b`[i`hYg`<ÅbXW`Yb`VY`]XYf
 6Yk`Å`h][i`b[`X]YgYf`VfYbn`][Yb`G]hi`Uh]cb`nY][Yb`k`YfXYb`"

8YhU]`g	
C`fh	F`cghcW`_ž`8Yi`hgW`_UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj`"XY • k k k "bcfX`_i`f]Yf"XY • k k k "hU[YggW`Ui`"XY

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