

? c b Z] _ h] a ' B U \ Y b ' C g h Y b . ' G h Y \ h ' = g f U Y ` ` j c f
Y] b Y a ' 5 b [f] Z Z ' U i Z ' X Y b ' = f U b 3

= g f U Y ` ` d ` U b h ' 5 b [f] Z Z ' U i Z ' f U b] g W X Y ' 5 h c a U b ` U [Y b ž ' k Ä \ f Y b X
I G 5 '] \ f Y ' A] '] h Ä f d f Ä g Y b n '] a ' = b X] g W X Y b ' C n Y U b ' j Y f g h Ä f _ Y b "
J Y f \ U b X ' i b [Y b ' n k] g W X Y b ' K U g \] b [h c b ' i b X ' H Y \ Y f U b ' X U i Y f b
U b "



8] Y [c ; U f W] U ž ' = b X] g W X Y f ' C n Y U b ' ! ' = b ' X Y b ' ' Y h n h Y b ' H U [Y b ' \ U V Y b
g] W X ' X] Y ' G d U b b i b [Y b ' n k] g W X Y b ' = f U b ' i b X ' = g f U Y ` ` X f U a U h] g W X
j Y f g h Ä f _ h ' = g f U Y ` ` i b h Y f ' D f Ä g] X Y b h ' 6 Y b ' U a] b ' B Y h U b ' U \ i ' \ U h ' c Z Z Y b
a] h ' A] '] h Ä f U _ h] c b Y b ' [Y [Y b '] f U b] g W X Y ' 5 h c a U b ` U [Y b ' [Y X f c \ h ' ' 8] Y g Y
8 f c \ i b [Y b ' k i f X Y b ' V Y [' Y] h Y h j c b ' 6 Y f] W X h Y b ' Ø V Y f ' X] Y ' J Y f ' Y [i b [g h f U h Y [] g W X Y f ' 6 c a V Y f ' i b X ' ? U a d Z Y h g ' X i f W X ' X] Y ' I G 5 ' U i Z X] Y
A] '] h Ä f V U g] g ' 8] Y [c ; U f W] U '] a ' = b X] g W X Y b ' C n Y U b " ' 8] Y ' X c f h
g h U h] c b] Y f h Y b ' I G ! > h g ' g] b X ' b i f ' k Y b] [Y : ' i [g h i b X Y b ' j c b ' H Y \ Y f U b
Y b h Z Y f b h ž ' k U g ' X] Y ' G] h i U h] c b ' k Y] h Y f ' U b \ Y] n h " ' 8] Y ' I G ! @ Z h k U Z Z Y
\ U h h Y ' V Y f Y] h g '] a ' 5 d f] ' g Y W X g ' 6 ! & ! H U f b _ U d d Y b V c a V Y f ' U i Z ' 8] Y [c
; U f W] U ' g h U h] c b] Y f h ž ' k Ä \ f Y b X ' k Y] h Y f Y ' 6 c a V Y f ' i b X ' : ! % ' 9 ' G h f] _ Y
9 U [' Y g \] b n i _ c a a Y b ' g c ' ' h Y b ž ' k] Y ' I b g Y f ' A] h h Y ' Y i f c d U

VYf]W hYh"

C Z]n]Y`Y`6Y[f0bXi b[`XYf`I G!F Y[]Yfi b[`Z0f`X]YgY`A `]hÀfd fÀgYbn
]gh`XYf`G\i hn`]\fYf`Hfi ddYb`]b`XYf`F Y[]cb`"5`YfX]b[g`j Yfa i hYb
; Y\Y]a X]YbghUbU`mghYbž`XUgg`X]Y`I G5`g]W`Ui Z`Y]bY`a 0[`]W\Y
a `]hÀf]gW\Y`6YhY][i b[`Ub`Y]bYa `]gfUY`]gW\Yb`5b[f]Z
j cfVYfY]hYb`"8]Y`I G!F Y[]Yfi b[`b]a a h`X]Y`]gfUY`]gW\Yb`D`ÀbY
Yfbghž`i bX`XYf`I G!GcbXYf[YgUbXhY`GhYj Y`K]h_cZ`Z`\Uh[YZcfXYfhž
XUgg`≠Ub`gY]bY`I fUbUb fY]W\Yfi b[`j c`gh`ÀbX][`ghcddYb`a i gg`"≠Ub
\]b[Y[Yb`\Uh`X]YgY` : cfXYfi b[`YbhgW\]YXYb`ni f0W_[Yk]YgYb`
5i » Yba]b]ghYf`A c\Ua a UX`>J UX`5fU[\W\]`VYhcbhYž`XUgg`XUg
F YW\h`Ui ZI fUbUb fY]W\Yfi b[`Z0f`HY\YfUb`b]W\h`j Yf\UbXY`VUf`gY]"

8]Y`J Yf\UbX`i b[Yb`0VYf`XUg 5hca dfc[fUa a

DUFU`Y`ni `XYb`a `]hÀf]gW\Yb`GdUbbi b[Yb`[Y\Yb`X]Y
J Yf\UbX`i b[Yb`nk]gW\Yb`HY\YfUb`i bX`K Ug\]b[hcb`0VYf`≠Ub`g
5hca dfc[fUa a `k Y]hYf`"5a `Yi h][Yb`HU[`Z]bXYh]b`A Ug_Uhž
Ca Ubž`X]Y`j]YfhY` ; Ygdf`ÀW\gfi bXY`ghUhž`Ub`XYf`K]h_cZ`gck]Y`XYf
]fUb]gW\Y`5i » Yba]b]ghYf`5VVUg`5fU[\hgW\]`hY]`bY\`a Yb`"8Yf
Ca Ub`j Yfa]hhY`h`nk]gW\Yb`XYb`VY]XYb`GhUUhYbž`bUW\XYa `Y]bY
i fgdf0b[`]W\`Z0f`XYb`("A U]`&\$&) `[Yd`UbhY`Fi bXY`Ui g
`c[]gh]gW\Yb` ; f0bXYb`j YfgW\cVYb`k YfXYb`a i gghY`"9g[]Vh
XYi h]W\Y`8]ZYfYbnYb`]b`XYb`J Yf\UbX`i b[gdcg]h]cbYbž`i bX
9I dYfhYb`\U`hYb`Yg`Z0f`i bk U\fgW\Y]b`]W\ž`XUgg`X]Y`≠UbYf`Ui Z`X]Y
a Ul]a U`Yb` : cfXYfi b[Yb`XYf`I G5`Y]b[Y\Yb`k YfXYbž`k A\YbX`X]Y
; Ygdf`ÀW\Y`j cf`XYf`VYj cfghY\YbXYb`BU\cgh!F Y]gY`j cb`I G!
DfÀg]XYbh`8cbU`X`Hfi a d`ghUhhZ]bXYb"

Hfi a džXYf`g]W\`]b`GUi X]!5fUV]Ybž`? UhUf`i bX`XYb`J YfY]b][hYb
5fUV]gW\Yb`9a]fUhYb`Ui Z`À`hž`\UhY`]`a`ni Zc`[Y`VYfY]hg`a Ugg]j
a]h`6ca VUfX]Yfi b[Yb`[YXfc\hž`ZU`g`Yg`ni `_Y]bYa `8YU`_ca a Yb
gc`hY`"≠Ub`g`I fUbUb fY]W\Yfi b[`Uh`g]W\`a]h`Yfk Y]Y`Ui ZV]g`ni `* \$
DfcnYbhYf\0\hž`k Ug`Y]bY`gW\UfZY`5V`k Y]W\i b[`j cb`XYb`]a `K]YbYf
5hca UV`ca a Yb`j YfY]bVUfhYb`"ž`+`DfcnYbh`XUfghY`h`
Ni gUa a YbZUggYbX`ghY`h`]a `F Ui a ž`cV`≠Ub`Ub[Yg]W\hg`XYg
]bhYfbUh]cbU`Yb`8fi W`g`j cb`gY]bYb`5a V]h]cbYb`UVf0W`h`cXYf`cV

Yf'a Ò['jWYfk Y]gY'gY]bY'5hca Xc_hf]b'UbdUggYb'k]fX"

ÿbXYfi b['XYf'5hca Xc_hf]b'U`g'FYU_h]cb'Ui Z
6YXfc\i b[Yb

8]Y'fUbjgWY'dc`h]gWY': Ø\fi b['\Uh'Xfc\YbX'g][bU`]g]Yfhž'XUgg
g]Y'ja ' : U`Y'Y]bYg'5b[f]ZZg'Ui Z']\fY'5hca Ub`U[Yb'VYfY]h'k ÅfYž']\fY
5hca Xc_hf]b'ni 'ÅbXYfb"'?Ua U`7\UffUg]ž'6YfUHyf'j cb'5mUhc`U\
5']?\Ua YbY]ž'Åi » YfhYž'XUgg'X]YgY'ÿbXYfi b['XYf'A]]hÅfXc_hf]b
Xfc\YbX']b'XYf'@i Zh`Y[Yž'ZU`g'X]Y'9I]ghYbn'XYg'≠Ub'[YZÅ\fXYh
k YfXY"'7\UffUg]'ghY`hY'YXcW`'_Ufž'XUgg'≠Ub'b]W'h'VYUVg]W'h][Yž
5hca k UZZYb'ni 'VUi Ybž'YXcW`'[Ynk i b[Yb'gY]b'_ÖbbhYž'X]Y
5VgW'fYW_i b['ni 'ØVYfXYb_Yb"'8]YgY'9bhk]W_i b[Yb'_ca a Yb
b]W'h'ØVYffUgW'YbXž'XU'X]Y'GdUbbi b[Yb'nk]gW'Yb'≠gUY`'i bX'≠Ub
]b'XYb`YhnhYb'A cbUHyb'k]YXYf'ni [Ybca a Yb'\UVYbž'i bhYf
UbXYfYa 'bUW'Y]bYa 'J Yf[Y'hi b[gUb[f]ZZ'≠Ubgž'VY]'XYa 'Yhk U
' \$\$'8fc\bYb'i bX'FU_YhYb'Ui Z'≠gUY`'UV[YZYi Yfh'k i fXYb"

8]Y'?cbZfcbhUh]cb'nk]gW'Yb'≠Ub'i bX'≠gUY`'j cf'XYa ' <]bhYf[fi bX
XYg'5hca dfc[fUa a g'VYi bfi \][h'X]Y]bhYfbUh]cbU'Y
; Ya Y]bgW'UZhž'XU'≠gUY`'gY]h'Å\Yb'j cf'XYb'Ub[YV`]W'Yb
5a V]h]cbYb'≠Ubg'k Ufbhž'5hca k UZZYb'ni 'Ybhk]W_Y'b"'8]Y'NY]h
\YVh'\Yfj cfž'XUgg'X]Y'fUbjgWY': Ø\fi b['ZYgh'VY\Ui dhYhž']\fY
5hca Ub`U[Yb'bi f'ZØf'Zf]YX'j]W'Y'Nk YW_Y'ni 'bi hnYbž'k Å\fybX
k Ygh']W'Y'GhUUHyb'XUg'; Y[YbhY]'VYZØfW'hYb"'8Yf'8fi W'_Ui Z
HY\YfUb'_ÖbbhY'k Y]hYf'k UW'gYbž']bgVYgcbXYfY'a]h'Y]bYf
a Ò['jWYb'9g_U'Uh]cb'XYf'a]]hÅf]gW'Yb'5i gY]bUbXYfgYhni b[Yb
i bX'XYa 'dc`h]gW'Yb'8fi W'_Ui g'K Ug\]b[hcb"

8]Y'VYj cfghY\YbXYb'J Yf\UbX'i b[Yb'i bX'X]Y'Xfc\YbXY
a]]hÅf]gW'Y'9g_U'Uh]cb'j YfXYi h]W'Ybž'k]Y'ZFU[]'X]Y'@[Y'ja
BU\Yb'C ghYb'ni fnY]h']gh'i bX'k]Y'YbhgW'Y]XYbX'X]Y'bÅW'ghYb
GW'f]hhy'XYf'VYhy']][hYb'GhUUHyb'gY]b'k YfXYb"

8YhU]`g	
J c f ZU`	HYffcf]ga i g

8YhU]`g	
C fh	8]Y[c ; UfWUž' bX]gWYf`CnYUb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i bgYf!a]hhY`Yi fcdU"Wca • k k k "hU[YggWU i "XY • k k k "nY]h"XY

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