

F U`Z'GWX UW_ '[Y\ h' bUWX '(+ ' >U\ fYb ']b ' XYb
F i \ YghUbX ' ' J YfÀbXYfi b [Yb ']a ' 6Ui Ua h°

F U`Z'GWX UW_ ž' 6Ui Ua hgWXYZj cb ' C hhYfgVYf [ž' hf]hh' bUWX '(+
>U\ fYb ']b ' XYb ' F i \ YghUbX / BUWX Zc` [Yf': fUb_ ' 6]Y`YZY`X
ØVYfb]a a h"



C hhYfgVYf [ž' 8 Yi hgW`UbX ' ! F U`Z'GWX UW_ ž' XYf ' Ub [' À\ f] [Y
6Ui Ua hgWXYZj cb ' C hhYfgVYf [ž' VYbXYh' gY]bY ' ? Uff]YfY ' i bX ' [Y\ h] b
XYb ' F i \ YghUbX " GWX UW_ \ Uh' gY]h' &\$\$, ' XYb ': UWX VYfY]W' 6Ui Yb
i bX ' D`Ubi b [' [Y`Y]hYhi bX ' V`]W_ h' Ui ZY]bY ' VYY]bXfi W_ YbXY
@Ui ZVU\ b ' j cb ' (+ ' >U\ fYb ']b ' XYf ' ; Ya Y]bXYj Yfk U`hi b [' ni fØW_ "
GY]bY ' 5a hgnY]h' k Uf ' [YdfÀ [h' j cb ' nU\ `fY]WYb ' Dfc `Y_ hYb ž' XUfi bhYf
X]Y ' 9b hk]W_ i b [' j cb ' ; Yk YfVY! ' i bX ' K c \ b [YV]YhYb ' gck]Y ' j cb
ÖZZYbh]WYb ' 9]bf]W' hi b [Yb " GWX UW_ `VY [Ubb ' gY]bY ' VYfi Z]WY
@Ui ZVU\ b ']a ' F Uh\ Ui g' % - , ' ' i bX ' k Uf ' ni j c f ' % + ' >U\ fY ' Ub [
ghY ' j Y fhfYhYbXYf ' 5a hg`Y]hYf "

GY]b ' BUWX Zc` [Yf' k]fX': fUb_ ' 6]Y`YZY`X`gY]b ž' XYf ' Ua ' %" ' ž b] ' Ui g
H\ YX]b [\ Ui gYb ' k YW' gY`hž' k c ' Yf' XUg' 6Ui Ua h]b ' XYb ' `YhnhYb ' gYW' g

⋈\fYb`[Y`Y]hYh`Uh"GWUW_k]fX`6]Y`YZ`X`]b`XYb`YfghYb`nY\b
HU[Yb`gY]bYf`5a hgnY]hi bhYfghØhnYb"Ni a`9bXY`gY]bYf`@Ui ZVU\b
\Uh`GWUW_%)`[fc»Y`JYfZU`fYbž`Y]bYb`bYi Yb
: `ÅWYbbi hni b[gd`Ub`i bX`XYb`6Ui`Y]bYg`F`Yhhi b[gnYbhfi a`g`ni
ØVYf[YVYb"

< YfUi gZcfXYfi b[Yb`]a`6Ui k YgYb

⊖`gY]bYf`5a hgnY]h]gh`GWUW`Ui Z`X]Y`ni bY`a`YbXYb`[YgYh`]WYb
Jcf[UVYb`i bX`X]Y`?ca`d`YI]h`Å`XYf`\`Yi h][Yb`6Ui j`YfZU`fYb
Y]b[Y[Ub[Yb"9f`Åi »YfhY`6YXYb`_Yb`ØVYf`X]Y`F`Y[Y`i b[gk`i`hi`bX
X]Y`?`U[YZ`Yi`X][`_Y]h`XYf`6Øf[Yfž`X]Y`c`Zh`ni`J`Yfn`Ø[Yfi b[Yb`i`bX
: fi ghfUh]cbYb`ZØ`fYb"GWUW`Yf]bbYfhY`g]WU`Ub`df`Å[YbXY
9fY][b]ggY`gY]bYf`U`fnY`b`hY`Ub[Yb`H`Åh][`_Y]hž`k`]Y`XYb`6Ui`Y]bYf
6]c[UgUb`U[Y`i`bX`X]Y`D`Ubi b[`XYg`9]b`_Ui`ZgnYbhfi a`g`8cXYb`cZ`

C`V`k`c`\`GWUW`]b`XYb`F`i`Y`ghUbX`[Y`hž`VYghY`h`X]Y`A`Ø[`]WU`_Y]hž
XUgg`Yf`dfc`Y`_hVYnc[Yb`ZØf`X]Y`;`Ya`Y]bXYj`Yfk`U`hi`b[`h`Åh][`V`Y]Vh`
6YgcbXYfg`]b`XYb`6YfY]WYb`K`Åfa`Yd`Ubi b[`i`bX
<cWk`UggYfgWU`i`hni`_Øb`bhY`gY]b`K`]ggYb`k`Y]hYf`[`b`j`cb`[`fc»`Ya
Bi`hnyb`gY]b"

8]Y`F`c`Y`XYf`K`Åfa`Yd`Ubi`b[

8]Y`_ca`a`i`bU`Y`K`Åfa`Yd`Ubi`b[`k`]fX`]b`8Yi`hgWU`UbX`ni`bY`a`YbX
k`]WU`h][`Yf`i`bX`fØW`h]b`XYb`A`]hY`di`b`_h`XYf`8YVUhhY" `G]Y`i`a`ZUggh
j`]Yf`nYbhfU`Y`GWU`f]hY.`j`cb`XYf`6YghUbXgUbU`mgYž`ØVYf`X]Y
DchYbn]U`UbU`mgY`V]g`\]b`ni`f`9bhk`]W`_i`b[`Y]bYg`_]a`UbYi`hfU`Yb
N]Y`gnYbUf]cg`ZØf`X]Y`K`Åfa`Yj`Yfgcf[`i`b[`]a`⋈\f`&\$`(`i`bX`XYf
UbgWU`]Y»`YbXYb`GhfUhY[`]YZYgh`Y[`i`b[`"

⊖`a`F`U`a`Yb`XYg`Dfc`Y`hg`?`cK`UD!Dfc`k`i`fXYb`⊖ghfi`a`YbhY`ni`f
l`a`gYhni`b[`XYf`_ca`a`i`bU`Yb`K`Åfa`Yd`Ubi`b[`Ybhk`]W`_Y`h`N]Y`]gh
Y]bY`hfY]V`U`i`g[`UgbYi`hfU`Y`K`Åfa`Yj`Yfgcf[`i`b[`XYg
;`YV`Åi`XYVYghUbXg";`Ya`Y]bXYj`Yfk`U`hi`b[`Ybž`]bgVYgcbXYfY
_`Y]bYfY`;`Ya`Y]bXYbž`Yf`U`hYb`i`bhYfghØhni`b[`VY]`XYf
K`Åfa`Yd`Ubi`b[`ž`X]Y`Ui`WU`X]Y`⊖Ybh]Z`_Uh]cb`j`cb
⊖hYfYggYb`_cbZ]`_hYb`i`bX`X]Y`9bhk`]W`_i`b[`j`cb

@Øgi b[gj cfgW`À[Yb`i a ZUgghž`k]Y`Ui Z`XYf`K YVgY]hY`XYf`Gh]Zhi b[
 I a k Y`hYbYf[]YfYW`h`Xc`_i a Ybh]Yfh]gh`fGh]Zhi b[
 I a k Y`hYbYf[]YfYW`h`" "

: Øf`X]Y`8i fW`ZØ\fi b[`Y]bYf`Y`ZY`_h]j Yb`K `Àfa Yd`Ubi b[`]gh`Yg
 i bYf`Àgg`]W`ž`Ui W``Ui Z`X]Y` [YgYh`n`]W`Yb`F`U`a` YbVYX]b[i b[Yb`i b`X
 X]Y`A` Ò[`]W`_Y]hYb`ni f`K` Y]hYfYbhk]W`_i b[`X`Yg`F`Y`W`hg`f`U`a` Ybg
 Y]bni [Y`Yb`"8]Yg`X`Y`W`_h`g]W`_a`]h`X`Y`b`_`b`Z`c`f`a` U]c`b`Y`b`ni` f`
 K` `Àfa` Yd`Ubi` b[`ž`X]Y`X`Y`h`U`]]Y`f`h`Ui` Z`X`Y`f`K` YVgY]hY`j` c`b`
 K` `Àfa` Yd`Ubi` b[`B`F`K` `ni` `Z]b`X`Y`b`g]b`X`f`K` `Àfa` Yd`Ubi` b[`B`F`K` `t` "

A]h`X`Y`f`F`Y`b`h`Y`j` c`b`G`W`U`W`_` [Y`h`Y]b`?`Ud]hY`X`Y`f`6`Ui` [Yg`W`]W`h`Y`
 j`c`b`C`h`h`Y`f`g`V`Y`f` [`ni` `9`b`X`Y`ž`k` `À`f`Y`b`X` [`Y]W`n`Y]h][`X]Y`
 <YfUi`gZcfXYfi`b[Yb`X`Y`f`_`c`a` a`i`b`U`Y`b`K` `Àfa` Yd`Ubi`b[`ZØf`X]Y`
 Ni`_i`b`Z`h`U`b`6`Y`X`Y`i`hi`b[`[Yk`]b`b`Y`b`"8]Y`_`c`a` a` Yb`X`Y`b`_`b`f`Y`k` Yf`X`Y`b`
 Y`b`h`g`W`Y]X`Y`b`X`g`Y]b`ž`i`a` `X]Y` [Yg`Y`h`h`Y`b`?`_]a` Un]Y`Y`ni` `Y`f`f`Y]W`Y`b`i`b`X`
 Y]b`Y`b`U`W`_`U`h][Y`K` `Àfa` Yj`Y`f`g`c`f` [i`b[`ni` ` [Yk` `À`f`Y]gh`Y`b` "

: Øf`k` Y]hYfY`_`b`Z`c`f`a` U]c`b`Y`b`i`b`X`<]bhYf[fØbXY`ni`f`F`c`Y`j`c`b`F`U`Z`
 G`W`U`W`_i`b`X`X`Y`g`g`Y`b`B`U`W`Z`c` [Yfž: fUb`_`6]Y`Y`Z`Y`X`ž`_`Ò`b`Y`b`G]Y`X`Y`b`
 5fh]_Y`j`c`b`?`f`Y]gnY]hi`b[`Y`g`Y`b`f`?`f`Y]gnY]hi`b[`t` "

8 YhU]`g	
C fh	C h`h`Y`f`g`V`Y`f` [ž`8`Y`i` h`g`W`_`U`b`X`
E i Y`Y`b	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi`b["XY • k k k "k UYfa Yd`Ubi`b["bfk • gh]Zhi`b[!i`a`k`Y`h`Y`b`Y`f` []Y`f`Y`W`h`"XY

6Ygi W`Y`b`G]Y`i`b`g`U`i`Z`b`!`U["b`Y`h`