

F c b U ` X c ` ě V Y ` h . ` D c f h i [U ` ` g W X ` Ä [h
8 Y i h g W X ` U b X `] a ` B U h] c b g ! @ Y U [i Y !
< U ` V Z] b U ` Y °

D c f h i [U ` V Y g] Y [h i 8 Y i h g W X ` U b X `] a ` ! 9 : 5 ` B U h] c b g ` @ Y U [i Y
< U ` V Z] b U ` Y ` X U b _ ` F c b U ` X c g ` H c f " ` 8] Y ` 5 b U ` m g Y ` j c b ` ?] a a] W X g
? f] h] _ i b X ` H U _ h] _ "



A Ø b W X Y b ž ` 8 Y i h g W X ` U b X ` ! ` a ` ! 9 : 5 ` B U h] c b g ` @ Y U [i Y :] b U ` Y ` & \$ &) ž
X U g ` U a ` - ` " ' ě b] `] b ` A Ø b W X Y b ` U i g [Y h f U [Y b ` k i f X Y ž ` h f] i a d \] Y f h Y
D c f h i [U ` ` a] h (. & `] a ` 9 ` Z a Y h Y f g W X] Y » Y b ` Ø V Y f ` G d U b] Y b " ` 7 f] g h] U b c
F c b U ` X c ž ` X Y f ` a `] h (\$ ` ð \ \ f Y b ` k Y] h Y f \] b `] b ` V Y Y] b X f i W _ Y b X Y f ` : c f a
g d] Y ` h ž ` Y f n] Y ` h Y ` X U V Y] ` g Y] b ` % ` , " ` H c f `] b ` & & % ` @ ` Ä b X Y f g d] Y ` Y b " ` G Y] b Y
\ Y f U i g f U [Y b X Y ` @ Y] g h i b [` V f] b [h j] Y ` Y ` X U n i ž] \ b ` U ` g ` J c f V] ` X ` n i
Z Y] Y f b ž ` k c V Y] ` Y] b ` š ` b [Y ` a `] h Y] b Y a ` 7 F + ! H f] _ c h i b X ` K U X Y b ! H U h c c
V Y g c b X Y f g ` \ Y f j c f n i \ Y V Y b `] g h " ` F H @ A c X Y f U h c f] b ` @ U i f U ` D U d Y b X] W _
i b X ` 9 i d Y f h Y ` : Y `] l ` ? f c c g ` _ c a a Y b h] Y f h Y b ` F c b U ` X c g ` :] h b Y g g ` i b X
g Y] b Y b ` 9] b g U m ž ` k Ä \ f Y b X ` X] Y ` H f c d \ Ä Y ` X Y f ` B U h] c b g ` @ Y U [i Y ž ` X] Y ` +
? `] c [f U a a ` k] Y [h ž `] b ` g Y] b Y b ` < ` Ä b X Y b ` [` Ä b n h Y ` ` d U g g Y b X ` n i ` g Y] b Y f

F ØW_Ybbi a a Yf'+i bX`Y]bYa `? ÒfdYfZYhhUbhY]`j cb'+i "

8]Y`G]Y[Y`j cb`FcbU`Xc`k YfZYb`ni XYa `Y]bY`GW`UhhYbgY]hY`Ui Z`X]Y
XYi hgW`Y`B`Uh]cbU`a` UbbgW`UZh`X]Y`ja` <U`VZ]bU`Y`i bX`gca`]h`Ui Z
]\fYa`K`Y[`ni`X]YgYa`:`]bU`Y`gW`Y]hYfhY`"K`]Y`:**cfVYg`**VYf]W`hYhž
j`Yf`cf`8Yi hgW`U`bX`a`]h`&.%[Y[Yb`Dcfhi`[U`":`cf]Ub`K`]fhn`UhhY
8Yi hgW`U`bX`ni b`ÅW`gh`]b`XYf`(`,`"A`]bi`hY`]b`:`Ø`fi`b[`[YVfUW`h"
8cW`Dcfhi`[U`[`]W`Xi`fW`:`fUbW]gW`c`7cbW`]WUc`]b`XYf`*`"A`]bi`hY
Ui`gž`VYj`cf`F`cbU`Xc`XUg`Yb`hgW`Y]XYbXY`Hcf`]b`XYf`*`,`"A`]bi`hY
Yfn]Y`hY`"8]YgY`B]YXYf`U[Y`VYXYi`hYh`ZØf`8Yi hgW`U`bX`XUg`5i`g`]b
XYf`B`Uh]cbg`@YU[i`Y`i`bX`X]Y`8]g_i`gg]cb`ØVYf`X]Y`HU`_h]_ž
Ub[YZØ`fh]j`cb`6i`bXYghfU]bYf`ž`]Ub`B`U[Y`ga`Ubbž`k`]fX`]\hn][Yf
XYbb`Y`"

GW`k`ÅW`Yb`XYf`XYi`hgW`Yb B`Uh]cbU`a`UbbgW`UZh

8]Y`@Y]ghi`b[`XYf`XYi`hgW`Yb`A`UbbgW`UZh`k`i`fXY`ghUf`_`_f]h]g]Yfh"
B`U[Y`ga`Ubb`ghY`hY`Y]bY`i`bYfk`UfhYhY`5i`ZghY`i`b[`Ui`Z`X]Y`ni
XYZYbg]j`Yb`GW`k`UW`ghY`Yb`ZØ`fhY`"8]Y`5V`k`Y`fž`VYghY`YbX`Ui`g
K`U`XYa`Uf`5b`hcbž`F`cV]b`?`cW`i`bX`æ`bUh`Ub`HU`ž`U`hY
GW`k`]Yf][`_Y]hYbž`g]W`[Y[Yb`X]Y`gW`bY`Yb`5b[f]ZY`Dcfhi`[U`g`ni
VY`U`i`dhYb`"æ`g`i`U`?]a`a`]W`ž`XYf`a`]h`X]YgYa`Gd]Y`gY]b`%\$\$"
@`AbXYfgd]Y`UVgc`j`]YfhYž`Ài`»`YfhY`b`UW`XYf`DUfh]Yž`XUgg`X]Y
B]YXYf`U[Y`j`YfX]Yb`h`k`Uf`i`bX`Y`g`g][`b]Z`_Ub`hY`GW`k`ÅW`Yb`]a`HY`Ua
[YVYž`]bgVYgcbXYfY`c`bY`XYb`j`Yf`Y`h`hYb`ž`Ja`U`A`i`g]U`U`"Gd]Y`Yf
k`]Y`@Yfcm`GUb`Å`i`bX`GYf[Y`i`bUVfm`_cb`bhYb`b]W`h`ØVYfnYi`[Yb`"

A`UfW`5bXf`Å`hYf`GhY[Ybž`ØVYfnYi`[hY`]ja`Hcf`a`]h`Y]bYf
8`c`d`d`Y`d`Uf`UX`Yž`X]Y`Y]b`Xf]hYg`Hcf`ZØf`Dcfhi`[U`j`Yf`\]bXYfhY`"
8Y`bbcW`k`Uf`XUg`HY`Ua`b]W`h`]b`XYf`@U[Yž`]\fY`Gd]Y`nØ[Y`Y`Z]n]Yb`h
i`a`ni`gY`h`hYb`i`bX`j`Yfg`Ài`a`hY`Ygž`]b`XYf`YfghYb`<U`VnY]h
Yb`hgW`Y]XYbXY`7`Ub`W`b`ni`_fY]YfYb`"8Yf`Gd]Y`VY[]bb`a`i`gghY
Ui`Z[fi`bX`Y]bYg`<U[Y`gW`Ui`Yfg`i`a`nY`\b`A`]bi`hYb`j`YfgW`cVYb
k`YfXYbž`k`Ug`UVYf`_Y]bY`5i`gk`]f_i`b[`Ui`ZXYb`J`Yf`Ui`ZXYg`Gd]Y`g
\UhhY`"

8]Y `F YU_h]cbYb `bUWk `XYa ` < U`VZ]bU`Y

8]Y `F YU_h]cbYb `bUWk `XYa `Gd]Y`g]bX`[Ya]gWk h" `K Å\fybX`XUg
 ZfØ\nY]h[Y`5i`g`b]Wk h`U`g`_UhUghfcd\U`Ub[YgY\Yb`k]fXž`gc`Ub[Y
 BU[Y`ga`Ubb`X]Y`f]Wk h[Yb`@Y\fyb`XUfUi`g`n]Y\hž`g]bX`X]Y`Gh]a`a`Yb
 XYf`?`f]h[_`XYi`h]Wk`"BU[Y`ga`Ubb`gY`Vgh`VYhcbhž`XUgg`XUg`HYUa
 %\$Ÿi` [YVYb`a`i`ggž`i`a` [Y[Yb`Hcd!BUh]cbYb`VYghY\Yb`ni
 _ØbbYb`"8]Y`_ca`a`YbXYb`5i`Z[UVYbž`k]Y`XUg`Gd]Y`i`a`D`Uhm`XfY]
 Ua`GcbbhU[ž]Yf`Ub[Ybž`XUgg`X]Y`A`UbbgWk`UZh`gWk`bY`"k]YXYf`Ui`Z
 X]Y`6Y]bY`_ca`a`h"

@YhnhYbX`]Wk`V`Y]Vh`F`cbU`Xc`Y]b`ghfU\`YbXYg`6Y]gd]Y`ZØf`5i`gXUi`Yf
 i`bX`9fZc`[`]a` :`i`»`VU`""`A`]h`gY]bYf`VYY]bXfi`W`YbXYb`6]`Ubn`i`bX
 XYf`A`Ø[`]Wk`_Y]hž`XYb`F`Y`_cfX`j`cb`DYdY`ni`ØVYfhfY`ZY`bž`_ØbbhY`Yf
 gWk`cb`VU`X`VYk`Y]gYbž`XUgg`XUg`9bXY`gY]bYf`?`Uff]YfY`bcWk`b]Wk`h
]b`G]Wk`h`]gh`"K`Å\fybX`g]Wk`X]Y`XYi`hgWk`Y`A`UbbgWk`UZh`Ui`Z`X]Y
 bÅWk`ghYb`<`YfUi`gZcfXYfi`b[Yb`j`cfVYfY]hYhž`ZY]Yfb`X]Y
 dcfhi` []Yg]gWk`Yb`Gd]Y`Yf`]b`A`ØbWk`Yb`]`fyb`G]Y[`i`bX`X]Y
 J`YfhY]X][`i`b[`]\fyf`H]hY`Wk`UbWk`b`]a` `]bhYfbUh]cbU`Yb` :`i`»`VU`""

8YhU]`g	
J`c`f`ZU```	Gd`c`f`h
C`f`h	A`Ø`b`Wk`Yb`ž`8`Yi`hg`Wk`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k`k`k`"hn"XY • k`k`k`"ZcfVYg"Wka • k`k`k`"gd`c`f`hg`Wk`Ui`"XY

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