

HfU]bYfk YW gY`'VY]'Dcgh'; Yfa Ub]U
6Ui hnYb. '@Ui Y '[Y\hž'GWX i VYfh'_ca a h°

H\ca Ug '@Ui Y'j Yf`Aggh'U`g'7\YZhFU]bYf'Dcgh'; Yfa Ub]U
6Ui hnYb/BYi Yf'7cUWX ']gh'F cVYfh'GWX i VYfh" 'GUWX gYbdc_U`!
DUfh]Yb'ghY\Yb'VYj cf"



6Ui hnYbž'8Yi hgWX`UbX'!'9]bY`YfU' [Y\h'ini '9bXY. 'H\ca Ug '@Ui Yž
XYf'gY]h'XYa '% " ' & \$ & ' 'b]WX'h'a Y\ f'7\YZhFU]bYf'XYg: i » VU`!
?fY]gcVYf' []ghYb'GJ 'Dcgh'; Yfa Ub]U'6Ui hnYb']ghž'k]fX'XYb'J YfY]b
]b'bYi Yf': i b_h]cb'U'g'gdcfh]WX Yf'@Y]hYf'k Y]hYf\]b'i bhYfghØhnYb"
@Ui Y'k Uf'ØVYf'%) 'X\ fY'U'g'Gd]Y'Yf'i bX'7cUWX 'ZØf'XYb'?`i V'U_h]j
i bX'dfÄ[hY'X]Y: i » VU` [YgWX]WX hY'6Ui hnYbg'a U» [YV`]WX " '5VYf
bUWX'i b['ØW_]WX Yb'Gd]Y'Ybž'k]Y'XYf'B]YXYf'U[Y'ja
?fY]gdc_U`Z]bU'Y [Y [Yb'5i ZVUi '8Yi hgWX VUgY']hn'a]h'%. &ž'k i fXY
Y]bY'J YfÄbXYfi b['bch'k YbX][" '6Ui hnYb'k]fX'g]WX 'ja
GUWX gYbdc_U`VY\Ui dhYb'a ØggYb'i bX'hf]Zhi]b'XYf'YfghYb'Fi bXY
Ui ZXYb'8fYgXbYf'G7ž'Yb'hk YXYf'Ua '%* "'cXYf'%+'5i [i gh'&\$&' "
Hfchn'XYf'a]gg]WX Yb'@U[Y'i a 'X]Y'D'Uhnj Yfk Y]gY']b'XYf
j cf\Yf][Yb'DUfh]Yž'\cZhi'XYf'J YfY]b'Ui ZYfZc` [fY]WX Y'k Y]hYfY

5i Zhf]hhY`]b`X]YgYa`d fYgh][YhfÅW h][Yb`K`YhhVYk`YfVž`XYf`%-`-`%`]bg
@VYb`[Yfi`Zb`k`i`fXY`i`bX`j`cb`j`]Y`Yb`U`g`Y]bY`XYf`[fÒ» hYb
< YfUi`gZc`fXYfi`b[Yb`ZØf`gÅW`g]gW`Y`A`UbbgW`UZhYb`[]`hž`k`]Y`
K`_]dYX]U`Uba`Yf`_h"

BYi`Yg`?`Ud]hY`i`bhYf`bYi`Yf`@Y]hi`b[.`F`c`VYfh`G`W`i`VYfh`k`]fX`U`g
bYi`Yf`7`\\Y`ZhFU]bYf`X`Ug`F`i`XYf`Ø`VYfbY`a`Yb`"9`f`k`Uf`V]g`9`b`XY`&`\$`&(`
VY]`GJ`C`VYf`UbX`GdfYY`hÅh][`i`bX`Vf]b[h`Zf]gW`Yb`K`]bX`a`]h`7`c!
HfU]bYf`C`]j`Yf`G`W`i`nY`\\U`h`gY]bY`HÅh][`_Y]h`i`bnk`]gW`Yb`V`Y`Y`b`X`Y`hž
k`Ug`ZØf`X`Ug`HY`Ua`Y]bY`[fi`bX`Y[Yb`XY`i`a`[Ygh`U`hi`b[`VY`XY`i`h`Y`h`
Ni`XYa`i`[]Vh`Y`g`d`Y`fg`cb`Y`Y`J`Y`f`Å`b`XY`fi`b[Yb`]a`i`?`UX`Y`f`Gd]Y`Y`f`k`]Y
A`Uf`W`c`A`Ø`Y`f`ž`A`U`i`]a`]`]Ub`A`Y`X`Y`ž`Y`]i`A`Y]»`b`Y`f`i`b`X`?`Y`j`]b`B`c`U`W`
g]b`X`b`]W`h`i`a`Y`f`H`Y]`X`Y`g`H`Y`Ua`g`":`f]gW`Y`?`f`Å`Z`h`Y`k`Y`f`X`Y`b`\\]b[Y[Yb
Xi`f`W`8`U`k`]X`G`U`i`Y`f`j`cb`i`%`-`6`i`X]gg`U`6`U`i`h`n`Y`b`i`b`X`B`]g`G`h`Ò`h`b`Y`f`
j`cb`6`U`i`!`K`Y]»`B`Y`g`W`k`]h`i`]b`X`Y`b`?`UX`Y`f`]b`h`Y[f]Y`f`h"

6Ui`hnYbg`7`\\`Ub`W`b`]a`i`G`U`W`g`Y`b`d`c`_`U`

8Yf`G`U`W`g`Y`b`d`c`_`U`V]Y`h`Y`h`X`Y`a`i`G`J`D`c`g`h`i`Y`f`a`U`b`]U`6`U`i`h`n`Y`b`Y`]b`Y
\\Y`f`j`c`f`f`U[Yb`XY`D`U`h`h`Z`c`f`a`ž`i`a`i`g]W`k`[Y[Yb`b`Ua`\\U`Z`h`Y
K`Y`h`h`V`Y`k`Y`f`V`Y`f`ni`i`a`Y`g`g`Y`b`"8`Y`f`D`c`_`U`g]Y[Yf`e`i`U`]Z`h`n]Y`f`h`g]W`k`ZØf
X`Y`b`8`6!`D`c`_`U`i`b`X`\\U`h`i`g`c`a`]h`X]Y`7`\\`U`b`W`ž`]b`Ø`V`Y`f`f`Y[]c`b`U`Y`b
K`Y`h`h`V`Y`k`Y`f`V`Y`b`9]b`X`f`i`W`_`ni`\\]b`h`Y`f`U`g`g`Y`b`"8`Y`f`n`Y`h][Yf
F`Y`_`c`f`X`g]Y[Yf`]g`h`X`Y`f`7`\\`Y`a`b]h`n`Y`f`i`7`a`]h`i`b[`U`i`V`]W`k`Y`b`%`&`H]h`Y`b`ž
[Y`Z`c`[`h`j`cb`Ub`X`Y`f`Y`b`g`h`U`f`_`Y`b`A`U`b`b`g`W`U`Z`h`Y`b`k`]Y`X`Y`a`i`7
9`f`n[Y`V]f[Y`5`i`Y`i`b`X`8`m`b`U`a`c`8`f`Y`g`X`Y`b`"5`i`W`k`Y`b`b`6`U`i`h`n`Y`b`]b`X`Y`f`
`Y`h`h`Y`b`G`U]g`c`b`i`b[`Ø`W`_`]W`k`U`i`g`X`Y`a`i`?`f`Y]g`d`c`_`U`i`g`g`W`k]Y`X`ž`V`Y]V`h
X]Y`<`c`Z`b`i`b[`U`i`Z`V`Y`g`g`Y`f`Y`9`f[Y`V`b]g`g`Y`]b`X`Y`f`_`c`a`a`Y`b`X`Y`b
D`c`_`U`f`i`b`X`Y`[`f`c`»`ž`ni`a`U`i`g]Y`Y`]b`i`f`Y]c`g`]b`X`Y`f`%"`F`i`b`X`Y`i`a`i`X`Y`b
?`f`Y]g`d`c`_`U`Y`f`\\U`h`Y`b`\\U`V`Y`b"

A`]h`Y]b`Y`a`i`G`h`U`f`h`d`U`h`n`]a`i`G`U`W`g`Y`b`d`c`_`U`i`b`X`b`Y`i`Y`a`i`H`f`U]b`Y`f`h`Y`U`a
\\c`Z`h`X`Y`f`G`J`D`c`g`h`i`Y`f`a`U`b`]U`ž`V`U`X`U`i`W`k`X]Y`<`Y`f`n`Y`b`X`Y`f`i`U`b`g
ni`f`Ø`W`_`ni`[Y`k`]b`b`Y`b`"8`U`g`Y`f`g`h`Y`G`W`k`f]h`h`X`U`n`i`k`]f`X`V`Y`f`Y]h`g`]b`X`Y`b
_`c`a`a`Y`b`X`Y`b`K`c`W`k`Y`b`a`]h`X`Y`a`i`Y`f`g`h`Y`b`5`i`Z`Y]b`U`b`X`Y`f`h`Y`Z`Y`b`[Y[Yb
X`Y`b`8`f`Y`g`X`b`Y`f`G`7`[Y`h`U`b`ž`i`b`X`X]Y`J`c`f`Z`F`i`X`Y`X`U`f`U`i`Z`_`Ø`b`b`h`Y`b`]W`k`h
[fÒ»`Y`f`g`Y]b"

8YhU]`g	
C fh	6Ui hnYbž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW g]gW Y"XY • k k k "_]W_Yf"W • XY"k]_]dYX]U"cf[

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