

Ÿ f [Y f ' Ua ' 5 Z8 ! GhUbX . ; Yk U ' h '] b ' 8 fYgXYb ! Dfc \ `] g °

5a ' %(" ' † b] ' & \$ &) ' _Ua ' Yg '] b ' 8 fYgXYb ! Dfc \ `] g ' ni ' Y] b Yf
5i gY] b UbXYfgYhni b [' Ub ' Y] b Ya ' 5 Z8 ! † Zc ghUbX ž VY] ' XYf ' nk Y]
A À bbYf ' ' Y] W h j Yf ' Y h h ' k i fXYb "



8 fYgXYb ! Dfc \ `] g ž ' 8 Yi hgW \ ` UbX ! ' 5a ' : fY] hU [bUW a] hU [ž ' XYb
%(" ' † b] ' & \$ &) ž ' _Ua ' Yg '] a ' GhUXhY] ' Dfc \ `] g '] b ' 8 fYgXYb ' ni ' Y] b Ya
J c fZU ' ' Ua ' † Zc ghUbX ' XYf ' 5 Z8 ž ' XYf ' X] Y ; Ya Ø hYf ' Ui Zk] fVY ' hY "
; Y [Yb ' % * . % \$ ' I \ f ' d Ö VY ' hY ' Y] b ') \$! À \ f] [Yf ' A Ubb ' X] Y
GhUbXVYhfY] VYf ' Ub ž ' V] g ' X] YgY ' X] Y ' B Yfj Yb ' j Yf ' c fYb ' i bX '] \ b
Ui Zc fXYfhYb ž ' XYb ' C fh ' ni ' j Yf ' UggYb " ' 8 Yf ' A Ubb ' '] Y » ' g] W \ X Uj cb
' YXcW \ ' b] W h ' VY] bXfi W_Yb ' i bX ' [] b [' gc ' k Y] hž ' Y] bYb ' 6 YW Yf ' ? UZZY
ØVYf ' XYb ')) ! À \ f] [Yb ' GhUbXVYhfY] VYf ' ni ' gW Ø hYb " ' 8] YgY
Dfc j c _Uh] cb ' a Ø bXYhY '] b ' Y] bY ' \ UbX [fY] Z] W Y
5i gY] b UbXYfgYhni b [ž ' VY] ' XYf ' Ui W \ Y] b ' k Y] hYfYf ' GhUbXVYhfY] VYfž
) (' † \ fY ' U ' hž '] b j c ' j] Yfh ' k Uf "

8] Y ' G] hi Uh] cb ' Yg _U '] YfhY ž ' U ' g ' XYf ')) ! À \ f] [Y ž ' U ' Ufa] Yfhj cb ' XYf

GWX]_UbYžXfc\hYžX]Y'Dc`nY]fi ZYb`ni`k c`Yb"8Yf') \$!À\ f][Y
j Yfgi WXhY`XUfUi Z]b`ni`Z]Y\YbžXcWX`X]Y`VY]XYb`GhUbXVYhfY]VYf
\Y`hYb`]\b`]b`Y]bYa`F]b[_Ua`dZ`ZYgh"8UVY]`k Y\fhY`g]WX`XYf
HUhj YfXÅWXh][Y`j Y\Ya`Yb`h`a`]h`GWX`À[Yb`i bX`Hf]hhYbž`k Ug`X]Y
5i`gY]bUbXYfgYhni b[`Ub\Y]nhY" D`Òh`n`]WX`hUi WXhY`Y]b`i bVY`_UbbhYf
A`Ubb`Ui`Z`ZXYf`XYa`) \$!À\ f][Yb`ni`f`GY]hY`gdfUb[`i bX`XYb
) (!À\ f][Yb`gWX`i VghYž`VY]j cf`Yf`XUg`K`Y]hY`gi`WXhY"8]Y`VY]XYb
GhUbXVYhfY]VYf`nc[Yb`g]WX`VY]`XYa``J`cfZU`Y`Y]WXhY`J`Yf`Yhni b[Yb
ni`i bX`\]Y`hYb`XYb`5b[fY]ZYf`V]g`ni`a`9]bhYf`ZYb`XYf`Dc`nY]`ZYgh`

9fa]hh`i b[Yb`i bX`fYWX`h`]WX`Y`:`c`[Yb

8]Y`Dc`nY]ž`X]Y`gWX`bY`ni`f`GhY`Y`k`Ufž`ghY`hY`5bnY][Yb`[Y[Yb`XYb
) \$!À\ f][Yb`HÅhYf`k`Y[Yb`?`ÒfdYfj`Yf`Yhni b[`i bX
GUWX`VYgWX`ÅX][`i b[`Ui`g`i bX`gdfUWX`Y]bYb`D`Uhhj`Yfk`Y]g`Ui`g"8]Y
<]bhYf[f`ØbXY`X]YgYf`HUh`g]bX`bcWX`i b`_Uf`i bX`k`YfXYb`XYfnY]h
j`cb`XYb`9fa`]hh`Yfb`XYf`8fYgXbYf`Dc`nY]`i bhYfgi`WX`h`Ni`XYa`k`]fX
XYf`i bVY`_UbbhY`<Y`ZYfž`XYf`]b`X]Y`5i`gY]bUbXYfgYhni b[
Y]b[Y[f]ZYb`\Uhž[Ygi`WX`hž`i`a`@]WX`h`]bg`8i b`_Y`ni`Vf]b[Yb`"

9]b`6`]W`_`Ui`Z`X]Y`U`[Ya`Y]bY`@U[Y`nY][hž`XUgg`; Yk`U`h`[Y[Yb
dc`]h]gWX`Y`5`_hYi`fY]b`8Yi`hgWX`_UbX`Y]b`ni bY`a`YbX`j`]fi`Yb`hYg
DfcV`Ya`XUfghY`h"8UhYb`Ui`g`XYa``À\ f`&\$&(`VY`Y[Ybž`XUgg
; Yk`U`h`i bX`Yi`»Yfi b[gXY`_`hY`[Y[Yb`DUfhY]fYdf`ÅgYb`hUb`hYb`ghUf`
]a`5bgh]Y[`g]bX" `@Ui`h`Y]bYf`J`Yf`ÒZYb`h`]WX`i b[`XYg`8Yi`hgWX`Yb
6i bXYghU[Yg`\Uh`g]WX`X]YgY`VYgc`f[b]gYffY[YbXY`HYbXYbn`]b`XYb
`Y`hnhYb`À\ fYb`j`Yfgh`Åf`_hž`k`Ug`b]WX`h`bi`f`X]Y`6Yhfc`ZYbYbž`gc`bXYfb
Ui`WX`X]Y`; YgY`gWX`UZh`]bg[YgUa`h`VYhf]Zzh`

9]b`6`]W`_`Ui`Z`X]Y`GhUh]gh]_`Yb

8]Y`U`_`hi`Y`Y`b`GhUh]gh]_`Yb`ni`5b[f]ZYb`Ui`Z`Dc`]h]_`Yf`i bX
DUfhY]a`]h[`]YXYf`gh]a`a`Yb`bUWX`XYb`_]WX`" `a` `À\ f`&\$&(`k`i`fXYb`]b
8Yi`hgWX`_UbX`Y]bY`F`Y]\`Y`j`cb`J`cfZ`À`Y`b`[Ya`Y`X`Y`hž`X]Y`X]Y
; YZ`À\ fXi b[`j`cb`dc`]h]gWX`9b[U[]YfhYb`j`YfXYi`h]WX`Yb"5i`Z`XYf
D`Uhhzc`fa`GhUh]ghU`g]bX`j`]Y`Y`X]YgYf`J`cfZ`À`Y`Xc`_i`a`Yb`h]Yf`hž`X]Y
Y]bY`YfgWX`fYW`_`YbXY`F`YU`]h`Å`h`k`]YXYfgd]Y[Y`b`"

ð'5bVYhfUW\h'XYggYbž'XUgg'X]Y'G]hi Uh]cb'Ua' ðZcghUbX'XYf'5Z8']b
 8fYgXYb'b]W\h']gc`YfhighY\hž']gh'Yg'i a gc'k]W\h] [Yfž'X]Y
 <]bhYf[fØbXY'j cb'U[[fYgg]j Ya']Yf\U'hYb']b'dc`h]gW\Yb
 8]g_i gg]cbYb'ni' j YfghY\Yb'i bX'U_hj' 'XU[Y[Yb'j cfni [Y\Yb'"8]Y
 dc`h]gW\Yb'; Ya ØhYf'_cW\Yb'cZi'cW\ž'i bX'X]Y'; YgW\Y\]ggY'Ub
 Y]bYa' ðZcghUbX'g]bX'bi f'Y]b'k Y]hYfYf'6Y`Y['XUZØfž'k]Y'\]m]['X]Y
 5i gY]bUbXYfgYhni b[Yb' [YZØ\fh'k YfXYb"

9g'V`Y]Vh'UVni k UfhYbž'k Ug'X]Y'9fa]h'i b[Yb'XYf'Dc`nY]'ni 'HU[Y
 ZØfXYfb'k YfXYb'i bX'k Y`W\Y'?cbgYei YbnYb'g]W'Ui g'X]YgYa
 JcfZU``Yf[YVYb'"K]W\h][']ghž'XUgg'gc`W\Y'Jcf_ca a b]ggY'b]W\h
 ni a'5``hU['k YfXYb'i bX'X]Y'dc`h]gW\Y'8YVUhhY']b'8Yi hgW\`UbX'Ui Z
 fYgdY_hj c``Ya'6cXYb'V`Y]Vh"

8YhU]`g	
Cfh	8fYgXYb!Dfc`\]gž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "h!c b`]bY"XY • k k k "dc`nY]"gUW\ gYb"XY • XY"ghUh]ghU"Wĉa

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