

5i hcbca Yf'?'`Y]bVi g'UV'(":'>`]. '? cghYb`cg
j cb'?'`]hhYb`ni a `6Äfk U`XYf`GYY°

5V`XYa' (":'>`]&\$&) j YfV]bXYh`Y]b`Ui hcbca Yf'?'`Y]bVi g
?'`]hhYb`6U\b\cZ'a]h`XYa' `6Äfk U`XYf`GYYž`_cghYb`cg`Z0f`U`Y
: U\ f[ÄghY"



?`]hhYbž`8Yi hgW\`UbX`!`5V`XYa' (":'>`]'k]fX`]a' @UbX`fY]g'; 0f`]hn
Y]b`]bbcj Uh]j Yg`A`cV`]hÄhgUb[YVch`Ub`XYb`GhUfh`[Y\Yb`"8]Y
FY[]cb`ZFYi`hg]W\`Ui`Z`XYb`bYi`Yb`Ui`hcbca`ZU\`fYb`XYbž`Y`Y`_hf]gW\
VYhf]YVYbYb`?'`Y]bVi`gž`XYf`hÄ[`]W\`nk`]gW\Yb`XYa' `6U\b\cZ`?'`]hhYb
i`bX`XYa' `6Äfk`U`XYf`GYY`j`Yf`_Y\`fh`"K`Yf`XYb`_hž`XUgg`XUg`:`U\`fYb`]b
gc`W\`Y]bYa' `6i`g`j`]Y`'_cghYb`_0b`bhYž`]ffh`[`Yk`U`h`[`. `8`Ug`5b[`YVch
]gh`Z0f`U`Y`:`U\`f[`ÄghY`_cghYb`cgž`k`Ug`Z0f`j`]Y`Y`X]Y`5b`fY]gY`ni`a
VY`]YVhYb`9f\`c`i`b[`gcfh`XYi`h`]W\`Yf`Y]W\`hY`fh"

8]Y`GhfYW`_Y`XYg`?'`Y]bVi`ggYg`VYhfÄ[`h`fi`bX`j`]Yf`?'`]`ca`Y`hf`ž`i`bX`X]Y
:`U\`f`hnY]h`VY`Äi`Z`h`g]W\`Ui`Z`Y`hk`U`&\$`A`]bi`hYb`"A`]h`Y]bYf`a`U`i`]a`U`Yb
;`YgW\`k`]bX`][`_Y]h`j`cb`%,`'_a`#`X0fZYb`X]Y`:`U\`f[`ÄghY`a`]h`Y]bYa
Yb`hgd`Ubb`hYb`HYa`dc`X]Y`@`UbX`gW`U`Zi`[`Yb]Y»`Yb`"8`Yf`_`]a`Uh]g]Y`fhY

6i g`UhiD`Uhn`Z0f`]bg[YgUa h'gYWg`DYfgcbYb`i bX`]ghni XYa`a`]h
Y]bYf`F Ua`dY`Ui g[YghUhhYh`k Ug`]b`Ui W`Z0f`
a`cV`]h`h`gY]b[YgW`f`A`b`_h`Y`A`YbgW`Yb`ni [`Ab[`]W`a` UW`h`"9g`[]Vh
nk`Y]`d`f`U`_h]gW`Y`<`U`h`Y`ghY`"Yb.`?`]h`Yb`6U`b`c`Z`i`bX`?`]h`Yb
6`A`fk`U`XYf`G`Y`G`_U`b`d`U`f`_`z`k`c`V`Y`]`Y`h`h`Y`f`Y`f`b`i`f`Y`h`k`U`)`\$\$`A`Y`h`Y`f`
j`c`a`i`Z`f`X`Y`g`G`Y`Y`g`Y`b`h`Z`f`b`h`]Y[`h`

HYW`bc`c`[]gW`Y`8`Y`h`U`]`g`i`bX`G]W`Y`f`\`Y]h

8Yf`?`Y]bVi`g`z`V`Y`_U`b`b`h`U`g`9`N`%`\$`z`k`]f`X`]a`i`fUi`b`c`Z`f`!
?`i`b`g`h`g`h`c`Z`h`Y`b`h`f`i`a`i`]b`N`]h`h`Ui`Y`b`h`k`]W`_`Y`h`"<`c`W`a`c`X`Y`f`b`Y`H`Y`W`b`_`
n`Y]W`b`Y`h`X`Y`b`6`i`g`Ui`g.`9`]b`G`Y`b`g`c`f`g`W`U`b`b`h`X`Y`]i`a`[`Y`Vi`b`[`V]g`ni
n`Y`\`b`a`U`d`f`c`G`Y`_i`b`X`Y`" `#`?`c`a`V`]b`U`h]c`b`a`]h`k`Y]h`Y`f`Y`b`
G`Y`b`g`c`f`g`m`g`h`Y`a`Y`b`k`]Y`F`U`X`U`f`z`G]W`h`Z`Y`X`_U`a`Y`f`U`g`i`b`X`
`#`Z`f`U`f`c`h`g`Y`b`g`c`f`Y`b`g`c`f`[`h`X]Y`g`Z`0`f`Y]b`Y`g]W`Y`f`Y`5`i`h`c`Z`U`f`h`"H`f`c`h`n`
g`Y]b`Y`f`5`i`h`c`b`c`a`]Y`k`]f`X`Y]b`i`U`f`Y`f`U`b`6`c`f`X`V`Y]V`Y`b`z`i`a`i`X]Y`
g]W`Y`f`\`Y]h`g`f`Y`Y`j`U`b`h`Y`i`V`Y`f`k`U`W`i`b`[`ni`i`[`Y`k`A`f`Y]g`h`Y`b`i`b`X`U`g`
5`b`g`d`f`Y`W`d`U`f`h`b`Y`f`Z`0`f`X]Y`i`U`f`[`A`g`h`Y`ni`i`Z`i`b`[]Y`f`Y`b`"6`Y]V`Y`g`c`b`X`Y`f`Y`b`
G]h`i`U`h]c`b`Y`b`i]g`h`a`U`b`i`Y`"Y`g`9`]b`[`f`Y]Z`Y`b`b`c`h`k`Y`b`X][`z`g`c`X`U`g`g`X]Y`
G]W`Y`f`\`Y]h`g`h`Y`h`g`U`b`Y`f`g`h`Y`f`G`h`Y`"Y`g`h`Y`\`h`z`g`c`**G`A`W`g]g`W`Y`"X`Y`"**

8]Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b`[`Y`b`i`j`a`i`"A`b`X`]W`Y`b`F`U`i`a`i`g]b`X`j`]Y`Z`A`h][`"G`c`
_`0`b`b`Y`b`V`Y]g`d]Y`g`k`Y]g`Y`6`A`i`a`Y`z`6`f`0`W`_Y`b`i`b`X`H`i`b`b`Y`X]Y`G`Y`b`g`c`f]`_`
g`h`0`f`Y`b`"A`U`i`j`a`i`]U`b`<`Y`V]b`[`z`D`f`c`Y`_`h`Y]h`Y`f`U`b`X`Y`f`H`i`i`8`f`Y`g`X`Y`b`z`
\`Y`V`h`\`Y`f`j`c`f`z`X`U`g`g`b`Y`i`Y`F`Y`Z`Y`f`Y`b`n`d`i`b`_`h`Y`[`Y`g`W`U`Z`Y`b`k`Y`f`X`Y`b`
a`0`g`g`Y`b`z`i`a`i`X`Y`b`6`i`g`c`d`h]a`U`i`b`U`j`][`Y`f`Y`b`ni`i`_`0`b`b`Y`b`"8`U`n`i`i`[`Y`\`0`f`h`
U`i`W`z`ni`g`A`h`]W`Y`?`U`a`Y`f`U`g`i`b`X`G`Y`b`g`c`f`Y`b`i`a`i`X`Y`b`6`i`g`\`Y`f`i`a`i`ni`
]b`g`h`U`"Y`f`Y`b`z`i`a`i`X]Y`i`U`f`a`U`b`0`j`Y`f`k`Y]h`Y`f`ni`i`c`d`h]a`]Y`f`Y`b`"H`f`c`h`n`
X]Y`g`Y`f`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b`[`Y`b`k`i`f`X`Y`V`Y`f`Y]h`g`Y`f`Z`c`[`f`Y]W`Y`[`Y`h`Y`g`h`Y`h`z`
i`b`X`X]Y`j`c`f`V`Y`f`Y]h`i`b`[`Y`b`i`U`i`Z`Y`b`U`i`Z`<`c`W`h`c`i`f`Y`b`"

8]Y`Ni`_`i`b`Z`h`X`Y`g`0`Z`Z`Y`b`h`]W`Y`b`J`Y`f`_`Y`\`f`g

8`U`g`b`Y`i`Y`A`c`V`]h`A`h`g`U`b`[`Y`V`c`h`i`g`h`Y`\`h`b]W`Y`h`b`i`f`Z`0`f`h`Y`W`b`c`c`[]g`W`Y`b`
:`c`f`h`g`W`f]h`h`z`g`c`b`X`Y`f`b`U`i`W`Z`0`f`Y]b`Y`b`D`U`f`U`X][`a`Y`b`k`Y`W`g`Y`]a`
0`Z`Z`Y`b`h`]W`Y`b`J`Y`f`_`Y`\`f`"8`U`g`6`i`b`X`Y`g`a`]b]g`h`Y`f]i`a`i`Z`0`f`8][`]h`U`Y`g`i`b`X`
J`Y`f`_`Y`\`f`\`U`h`Y]b`<`U`b`X`V`i`W`j`Y`f`0`Z`Z`Y`b`h`]W`h`z`X`U`g`?`c`a`a`i`b`Y`b`i`b`X`
J`Y`f`_`Y`\`f`g`j`Y`f`V`0`b`X`Y`b`U`g`@]Y]h`Z`U`X`Y`b`ni`f`#`h`Y`[`f`U`h]c`b`U`i`h`c`b`c`a`Y`f`i`b`X`

j YfbYhnhYf': U\fnYi [Y'ja 'ÖZYbh]WXYb'DYfgcbYbbU\j Yf_Y\ f'X]Ybh"
 6i bXYga]b]ghYf'J c`_Yf'K]gg]b['VYhcbh'XUg'DchYbn]U`Ui hcbca Yf
 HYW\bc`c []Yb'i bX'X]Y'Bchk YbX][_Y]hž'g]W' a]h'XYb
 fY[i `Uhc f]gWXYb'i bX'cf[Ub]gUhc f]gWXYb'5bZcfXYfi b[Yb
 Ui gY]bUbXYfni gYhnYb" '8 Ug' < UbXVi W'gc``X]Y'9bhk]W_`i b['j cb
 GhfUhY []Yb'ZØf'XYb'9]bgUhn'Ui hcbca Yf': U\fnYi [Y'i bhYfghØhnYbž
 Y]bY'k]W\h][Y'; fi bX`U[Y'ZØf'X]Y'Ni _i bZhi bgYfYf'A cV]'hÀhž'k]Y'
 6A J "XY'Yf_`Àfh"

A]h'XYa 'GhUfh'XYg'Ui hcbca Yb'?`Y]bVi ggYg']b'; Öf`]m'k]fX'Y]b
 k Y]hYfYf'GWf]hh']b'X]Y'Ni _i bZi'XYf'A cV]'hÀh' [YhUbž'XYf'a Y\ f'U`g
 bi f'Y]bY'hYW\ b]gWXY'9ffi b[YbgW\UZh'XUfghY``h'8]Y'?ca V]bUh]cb
 Ui g`_cgYb`cgYf'Bi hni b['i bX'hYW\bc`c []gWXYb' ðbcj Uh]cbYb
 _Öbbh'X]Y'5fhi bX'K Y]gYž'k]Y'k]f`c_U`fY]gYbž'bUW\U`h][
 j YfÀbXYfb" 'K Yf'U`gc '@ gh'Ui ZY]bY'YbhgdUbbhY': U\fh'ni a
 6Àfk U'XYf'GYY`U\hž'gc`hY'g]W'XYb' ("ž`]'fch]a '?U`YbXYf
 UbghfY]WXYb`

8 YhU]`g	
C fh	?`]hYbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW\ g]gWXY"XY • k k k "a Xf"XY • k k k "Va j "XY

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