

G]W\ Yf\ Y]h'i bX '7\ Ucg. 'G]a gcb!HfY ZZY b ']b
Nk]W_Ui 'gcf[h'ZØf'5i ZfY[i b[°

8 Ug' [fØ» hY 'G]a gcbhfY ZZY b '8 Yi hgW\ 'UbXg']b 'Nk]W_Ui 'YffY [hY
5i Za Yf_gUa _Y]h'Xi fW\ 'fYW hgYI hfYa Y 'J cfZÄ''Y'i bX
G]W\ Yf\ Y]hgVYXYb_Yb"



Nk]W_Ui ž'8 Yi hgW\ 'UbX '! '8 Ug' [fØ» hY 'G]a gcb!HfY ZZY b
8 Yi hgW\ 'UbXg'n]Y\h'YfbYi h'nU\ 'fY]W\ Y': Ubg'Ui Z'XYb': 'i [d`Uhn']b
Nk]W_Ui 'Ub" '8]YgYg'ž\ f'Z]bXYh'X]Y 'J YfUbghU`hi b['ja 'GW\ UhYb
Y]b][Yf'g]W\ Yf\ Y]hgdc`h]gW\ Yf'< YfUi gZcfXYfi b[Yb'ghUhh" '8]Y 'Vi bhY
GW\ Uf'XYf'A cdYXg'i bX'j\ fY'gfc`nYb'6Yg]hnYfž'k]Y'< Y'_Y'<]`V]['Ui g
GW\ k ÄV]gW\ ; a ØbXž'X]Y'a]h'j\ fYa 'Ui ZÄ''[Yb'd]b_ZUfVYbYb
G]a gcb' GhUf 'Ub[YfY]gh'jghž'Vf]b[Yb '@Y]W\ h][_Y]h]b'X]Y': YghU[Y"
<]`V][ž'X]Y'Y]bY': U\fgW\ i 'Y''Y]hYhž'\YVh'X]Y'6YXYi hi b['j cb
A cdYXg'ZØf'X]Y'† b[Y'; YbYfUh]cb'\Yfj cf'i bX'ZfYi h'g]W\ ž'VYfY]hg
]a 'j]YfhYb'ž\ f'Ub'XYa 'HfY ZZY b'hY`ni bY\ a Yb" '8]Y'6Y[Y]ghYfi b[
XYf'ž [YbX`]W\ Yb']gh'Y]bZUW\ 'UbghYW_YbX ž'YfnÄ'\`h'g]Y'j c`Yf
9bh\i g]Uga i g]a 'žhYfj]Yk 'a]h'V`]W_ "XY"

8cW`b]W`h`U`Yg`]ghi`bVYgW`k`Yfh`8]Y`G]W`Yf`Y]hg`U[`Y`\`Uh`]b`XYb`
`Y`h`h`Y`b`>U`f`Y`b`Ub`6f]gUb`n`[`Yk`c`b`b`Y`b`z`k`Ug`g]W`Ui`W`]b`XYb`
J`c`f`V`Y`f`Y]h`i`b[`Yb`Z0f`X]YgYg`>U`f`b]YXYfgW`i`[`"8`Ug`G`A`W`g]gW`Y`
&b`Y`b`a`]b]ghYf]i`a` \`Uh`Y]b`VYggYfYg`G]W`Yf`Y]hg`_`c`b`n`Y`d`h`[`Y`Z`c`f`X`Y`f`h`z`
i`a`j`c`f`U`Y`a`f`Y`W`h`g`Y`I`h`f`Y`a`]gh]gW`Y`b`J`c`f`Z`A`Y`b`d`f`A`j`Y`b`h`j`
Y`b`h`[`Y[`Y`b`n`i`k`]f`_`Y`b`" &b`Y`b`a`]b]ghYf`5`f`a`]b`G`W`i`g`h`Y`f`f`7`8`I`L`V`Y`h`c`b`h`
X]Y`8`f]b[`]W`_`Y]h`Y]b`Y`g`h`f`U[`Z`A`][`Y`b`D`U`b`g`z`X`Y`f`G`h`f`U`Z`h`U`h`Y`b`z`
]b`g`V`Y`g`c`b`X`Y`f`Y`j`Y`f`Z`U`g`g`i`b[`g`Z]b`X`]W`Y`f`5`f`h`z`U`i`g`g`W`Y`Y`>`h`"J`c`f`6`Y[`]b`b`
X`Y`g`H`f`Y`Z`Z`Y`b`g`\`U`h`h`X]Y`D`c`]n`Y`]b`N`k`]W`_`U`i`b]W`h`a`]h`Y]b`Y`f`
[`f`O`>`Y`f`Y`b`5`b`n`U`\`U`b`F`Y`W`h`g`f`U`X]_`U`Y`b`[`Y`f`Y`W`b`Y`h`5`Y`g`g`W`]Y`b`
f`i`\][`z`X`c`W`X]Y`F`Y`U`]h`A`h`j`c`f`C`f`h`g`h`Y`h`Y`g]W`U`g`U`b`X`Y`f`g`X`U`f`
**A`8`F`"X`Y`V`Y`f]W`h`Y`h`j`c`b`]b`g[`Y`g`U`a`h`*`f`Y[`]g`h`f]Y`f`h`Y`b`G`h`f`U`Z`h`U`h`Y`b`z`
X`U`f`i`b`h`Y`f`a`Y`\`f`Y`f`Y`?`O`f`d`Y`f`j`Y`f`Y`h`i`b[`g`X`Y`]_`h`Y`i`b`X`
9][`Y`b`h`i`a`g`X`Y`]_`h`Y`"**

G]W`Y`f`Y]hg`V`Y`X`Y`b`_`Y`b`i`b`X`J`c`f`Z`A`Y`

Ni`a`U`V]g`:`f`Y]h`U[`]c`f`a`]h`h`U[`]V`Y`f`Y]hg`%)`G`h`f`U`Z`h`U`h`Y`b`j`Y`f`n`Y]W`b`Y`h`
k`c`f`X`Y`b`k`U`f`Y`b`z`j`c`b`X`Y`b`Y`b`Z0b`Z`5`b`n`Y][`Y`b`k`Y[`Y`b`
j`Y`f`Z`U`g`g`i`b[`g`k`]X`f][`Y`f`C`f[`]U`b]g`U`h]c`b`Y`b`Y]b[`Y[`]U`b[`]Y`b`g]b`X`"8]Y`
H`U`h`j`Y`f`X`A`W`h][`Y`b`g]b`X`a`Y]g`h`^`b[`Y`A`A`b`b`Y`f`]a`5`h`Y`f`j`c`b`%+`V]g`&+`
>U`f`Y`b`z`X]Y`a`]h`?`Y]X`i`b[`g`g`h`0`W`_`Y`b`z`X]Y`d`c`]h]g`W`Y`G`m`a`V`c`Y`n]Y`f`h`Y`b`z`
U`i`Z[`]Y`Z`U`Y`b`g]b`X`" &b`g[`Y`g`U`a`h`Z0`f`h`Y`X]Y`D`c`]n`Y`]n`i`f`K`U`l`f`i`b[`]X`Y`f`
G]W`Y`f`Y]h`X`U`n`i`z`X`U`g`g`i`b`j`]Y`f`:`A`Y`b`<`U`i`g`j`Y`f`V`c`h`Y`U`i`g[`]Y`g`d`f`c`W`Y`b`
i`b`X`D`U`h`n`j`Y`f`k`Y]g`Y`f`h`Y`]h`k`i`f`X`Y`b`"K`]Y`U`i`g`X`Y`b`6`Y`f]W`h`Y`b`
\`Y`f`j`c`f[`]Y`\`h`z`_`U`a`Y`g`j`c`f`U`Y`a`]b`X`Y`b`5`V`Y`b`X`g`h`i`b`X`Y`b`n`i`Y]b`Y`f`
N`i`b`U`a`Y`X`Y`f`G`h`f`U`Z`h`U`h`Y`b`"

9]b`k`Y]h`Y`f`Y`g`V`Y`a`Y`f`_`Y`b`g`k`Y`f`h`Y`g`8`Y`h`U]`.`9]b`H`f`U`V]`a`]h`Y]b`Y`a`
G`W`k`]a`a`V`U`X`]g`h`i`b`h`Y`f`X`Y`b`5`i`g`g`h`Y`Y`f`b`z`k`U`g`X`Y`f`J`Y`f`U`b`g`h`U`h`i`b[`
n`i`a`]b`X`Y`g`h`Y]b`Y`b`[`Y`k`]g`g`Y`b`\`i`a`c`f`j`c`Y`b`5`g`d`Y`_`h`j`Y`f`Y]\`h`>`X`c`W`
X`f]b[`]h`X]Y`8`Y`V`U`h`Y`i`a`j`Y`f`Z`U`g`g`i`b[`]g`Z]b`X`]W`Y`:`Y`g`h`Y`b`i`b`X`X]Y`
&b`g`h`f`i`a`Y`b`h`U`]g]Y`f`i`b[`]X`Y`g`G]a`g`c`b`!`A`c`d`Y`X`g`Z0`f`f`Y`W`h`g`Y`I`h`f`Y`a`Y`
>`Y`c`c[`]Y`b`]b`X`Y`b`J`c`f`X`Y`f[`]f`i`b`X`"6`f`i`b`c`8]Y`h`Y`z`X`Y`f`9`b`_`Y`X`Y`g`
G]a`g`c`b`!8`Y`g][`b`Y`f`g`?`U`f`7`U`i`g`g`8]Y`h`Y`z`A`i`>`Y`f`h`g]W`_`U`f`[`Y[`]Y`b`
X]Y`g`Y`9`b`h`k`]W`_`i`b[`]Y`b`i`b`X`V`Y`h`c`b`h`z`X`U`g`g`X]Y`J`Y`f`Y]b`b`U`a`i`b[`]g`Y]b`Y`g`
;`f`c`>`j`U`h`Y`f`g`]b`n`i`h]Y`Z`g`h`Y`a`d`O`f`Y`b`k`O`f`X`Y`"9`f`\`A`h`h`Y`g]W`[`]Y[`]Y`b`X]Y`
U`i`Z`_`Y]a`Y`b`X`Y`b`U`i`h`c`f]h`A`f`Y`b`H`Y`b`X`Y`b`n`Y`b`[`Y`k`U`b`X`h`z`g`c`8]Y`h`Y`z`X`Y`f`

&\$&&j YfghUfV"

5i gV`]W_`i bX`@Y\ fYb

8]Y`9fa]hhi b[Yb`g]bX`ja `j c`Yb`; Ub[Yži a `X]Y`<]bhYf[fØbXY`XYf
 JcfZÀ`Y`Ui Zni _`ÀfYbži bX`X]Y`Dc`nY]`Uh`Y]b`Y][YbYg
 <]bk Y]gdcfhU`Y]b[Yf]W`hYh"8Yf`JcfZU``a U[`i bfi \][`YfgW`Y]bYbž
 XcW`Yf`i bhYfghfY]W`h`X]Y`VYXYi hYbXY`Bchk YbX][_Y]hj cb
 G]W`Yf\Y]hg_cbnYdhYbžk]Y`k]f`g]Y`Ui W`Ui g`UbXYfYb
 ; fc»j YfUbghU`hi b[Yb`_YbbYbžYhk U`XYf`@cj YdUfUXY`&\$%\$]b
 8i]gVi f[žk c`[fUj]YfYbXY`G]W`Yf\Y]hga Àb[Y`ni a `HcX`j]Y`Yf
 A YbgW`Yb`ZØ\fhYb" **A cbUa]** `Uhg]W`]b`Y]bYf`6UW`Y`cfUfVY]h`a]h
 gc`W`Yb`G]W`Yf\Y]hg_cbnYdhYb`Ui gY]bUbXYf[YgYhhi bX`nY][h`Ui Zž
 XUgg`Y]bY`[fØbX`]W`Y`D`Ubi b[`: Y`Yf`i bX`HfU[ÒX]Yb`j Yf\]bXYfb
 _Ubb"

5i ZXYa `G]a gcb!HfYZZYb`gY`Vgh`YXcW`V`Y]Vh`X]Y`JcfZfYi XY`Ui Z
 X]Y`b`W`ghYb`HU[Y`VYghY`Yb" Hfcm`XYf`<YfUi gZcfXYfi b[Yb`i bX
 XYf`U`_hi Y`Yb`G]W`Yf\Y]hg`U[Y`V`Y]Vh`X]Y`7ca a i b]hmi a `X]Y
 G]a gcb!A cdYXg`ghUf_"`9g`V`Y]Vh`UVni k UfhYbžk]Y`X]Y`9bhk]W_`i b[
 XYf`J YfUbghU`hi b[`k Y]hYf[Y`h`i bX`cV`X]Y`[Yk ØbgW`hYb
 G]W`Yf\Y]hga U»bU`a Yb`[fY]ZYb"

8YhU]`g	
Cfh	Nk]W_`Ui ž8Yi hgW`U`bX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "V`]W_"XY • k k k "a Xf"XY • a cbUa]"\g!a]hkh Y]XU"XY

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