

6UXYgdU» 'cXYf' ? Y]a [YZU\ f3'Gc 'gWk ØhnYb G]Y 'g]Wk ']b 'B]YXYfgUWk gYb °

9fZU\ fYb'G]Y 'U`Yg'ØVYf'X]Y '< m[]YbY ']b 'GWk]a a VÅXYfb' i bX
6UXYgYYb']a ' < Ufn'ZØf'X]Y '6UXYgU]gcb '&\$&)' i bX 'GWk i hn'j cf
' fUb_ \Y]hgYffY[Yfb"



< Ufnž'8 Yi hgWk `UbX '! '8]Y '6UXYgU]gcb '&\$&)' ` \Uh']b
B]YXYfgUWk gYb 'VYfY]hg'Ua ' %) "'5df]' a]h'XYf'² Zzbi b['XYg
: f]YgYbVUXYg']b 'K YYbYf'VY[cbbYb"' † 'X]YgYf'NY]h']gh'Yg
VYgcbXYfg'k]Wk h[žUi Z< m[]YbY ' i bX'; Ygi bX\Y]hgWk i hn'ni
UWk hYbž' i a 'X]Y 'F]g]_Yb' j cb' †ZY_h]cbYb' i bX' ? fUb_ \Y]hYb'VY]a
6UXYb'ni 'a]b]a]YfYb"'9l dYfhYb'XYg'@JbX_fY]gYg'K c`ZYbVØhhY`
k UfbYb'Y]bXf]b[`]Wk 'j cf'a Ò[`]Wk Yb' ?Y]a Yb' i bX
' fUb_ \Y]hgYffY[Yfbž'X]Y ']b 'GWk]a a VÅXYfb' i bX'6UXYgYYb
'Ui Yfb"'8Uni '[Y\ ÒfYb' i bhYf'UbXYfYa '@Y[]cbY`Už'DgYi Xca cbUg
UYfi []bcgU' i bX'Ui Wk '9gWk Yf]Wk]U'Wc'ž'X]Y'a Y]gh'j cb'6UXY[ÀghYb
Y]b[YVfUWk h'k YfXYb"' † a 'K UggYf' _ØbbYb'ni XYa 'DUfUg]hYb' i bX
j YfgWk]YXYbY'J]fYb' j cf_ca a Ybž'X]Y'ni 'Yfbgh\UZnYb
9f_fUb_i b[Yb'ZØ\ fYb' _ØbbYb"

8]Y' VYfhfU[i b['X]YgYf'9ffY[Yf'YfZc`[h'b]W h'bi f'ØVYf'XUg
K UggYf'gY`Vghž'gcbXYfb'Ui W'ØVYf'C VYfZÀWYb'cXYf'X]Y
Hf]b_k UggYf]bghU`Uh]cb"6YgcbXYfg`_f]h]gWY'6YfY]WY'g]bX'XYf
8i gWVYfY]W' i bX'X]Y'6YW_YbfÀbXYfž'k c'X]fY`_hYf'? ÒfdYf`_cbhU_h
VYghY`h" < m[]YbY']b'GWk]a a VÀXYfb']gh'XU\Yf'YggYbn]Y`ž' i a 'X]Y
; Ygi bX\Y]h'XYf'6UXY[ÀghY'ni 'gWØmYb" HÀ[']WY
FY]b][i b[ga U» bU\ a Yb'gck]Y'dYfgÒb`]WY' < m[]YbYa U» bU\ a Yb
XYf'6Ygi WYf'g]bX': U_hcfYbž'X]Y'ni f'J Yff]b[Yfi b['XYg
9f_fUb_i b[gf]g]_cg'VY]hfU[Yb"

K]W h][Y' < m[]YbYa U» bU\ a Yb'ZØf 6UXY[ÀghY

8]Y'9I dYfhYb'Ya dZY\`Ybž'Yb][Y'Y]bZUWYž'UVYf'k]f_gUa Y
< m[]YbYa U» bU\ a Yb'ni 'VYUW hYb.

- B]W h'a]h'cZZYbYb'K i bXYb']bg'K UggYf' [Y\Yb"
- 5i ZK UggYfUi ZbU\ a Y'ØVYf'A i bX' i bX' B UgY' j Yfn]W hYb"
- 6Y]'9f_fUb_i b[Yb'cXYf' [YgWk ÀW hYa 'a a i bgmghYa
XUg'6UXYb'a Y]XYb"
- Jcf'i bX' bUW'XYa '6UXYb'Xi gWYb"
- 6UXYgW i \Y']b'6Yk Y[i b[gVYfY]WYb'hfU[Yb"
- B]W h'VUXYbž'k Ybb'J YfXUW h'Ui ZY]bY' ðZY_h]cbg_fUb_\Y]h
VYghY`h"

<]YfVY]]gh'Ui W'ni 'VYUW hYbž'XUgg'XUg'K UggYf']b
GWk]a a VYW_Yb'_cbh]bi]Yf']W'Ui ZVYfY]hYh' i bX'XYg]bZ]n]Yfh'k]fX"
8]YgY'A U» bU\ a Yb'n]Y`Yb'XUfUi ZUVž'A]_fccf[Ub]ga Ybž'X]Y'Y]bY
; Ygi bX\Y]hg[YZU\ f'XUfghY`Yb' _ÒbbhYbž'gWbY`gha Ò[']W
UVni hØhYb'cXYf'ni ']bU_h]j]YfYbž'k cVY]'X]Y' [YgYhn`]WYb
Jcf[UVYbž'X]Y']a ' ðZY_h]cbggW i hn[YgYhn'j YfUb_Yfh'g]bXž'Ui W
\Yf'Y]bY'k]W h][Y'F c`Y'gd]Y`Yb"; Ygi bX\Y]hgÀa hYf'g]bX
j YfdZ]W hYhž'X]Y'K UggYfei U`hÀh'ni 'ØVYfk UWYb' i bX
g]WYfni ghY`Ybž'XUgg'X]YgY' [Ygi bX\Y]h']W' i bVYXYb_]W']ghž
k cVY]'X]Y'F]W h]b]Yb'bUW'8 ðB %- * (' i bX'X]Y'9a dZY\` i b[Yb'XYg
I a k Y`hVi bXYgUa hYg'U`g'; fi bX'U[Y'X]YbYb"

F]g]_Yb 'VY]a '6UXYb ']b '6UXYgYYb

8cWk`b]Wk`h`bi`f`]b`G`W`k`]a`a`V`A`X`Y`f`b`[`]V`h`Y`g`F`]g]_Yb"6UXYgYYbž`X]Y`
c`Z`h`b]Wk`h`Ui`Z`V`Y`f`Y]h`Y`h`c`X`Y`f`X`Y`g]b`Z]n]Y`f`h`k`Y`f`X`Y`b`ž`_`Ö`b`b`Y`b`Y`V`Y`b`Z`U`g`
ni`[`Y`g`i`b`X`Y`h`]Wk`Y`b`D`f`c`V`Y`a`Y`b`Z`Ø`f`Y`b"9]b`Y`Å`i`Z][`Y`
;`Y`Z`U`f`Y`b`e`i`Y`Y`g]b`X`:``Ä`_`U`]Y`b`ž`X]Y`h`f`c`h`n`[`i`h`Y`f`<`m[`]Y`b`Y`U`a`
a`Y`b`g`Wk`]Wk`Y`b`?`Ö`f`d`Y`f`U`b`U`Z`h`Y`b`_`Ö`b`b`Y`b`i`b`X`]b`g`K`U`g`g`Y`f`[`Y`U`b`[`Y`b`"
8`U`f`a`_`Y]a`Y`k`]Y`7`c`]!`6`U`_`h`Y`f]Y`b`g]b`X`X`U`V`Y`]_`Y]b`Y`G`Y`h`Y`b`Y`h`i`b`X`
_`Ö`b`b`Y`b`ni`8`i`f`W`k`Z`U`i`b`X`9`f`V`f`Y`W`k`Y`b`Z`Ø`f`Y`b`ž`]b`g`V`Y`g`c`b`X`Y`f`Y`V`Y`]
D`Y`f`g`c`b`Y`b`a`]h`[`Y`g`W`k`Ä`W`k`h`Y`a`a`i`b`g`m`g`h`Y`a`"

K`Y]h`Y`f`Å`]b`_`Ö`b`b`Y`b`:``f`U`i`Y`b`ž`]b`g`V`Y`g`c`b`X`Y`f`Y`g`c`W`k`Y`a`]h`8]U`V`Y`h`Y`g`
c`X`Y`f`G`W`k`U`b`[`Y`f`Y`ž`X`i`f`W`k`X]Y`g`Y`?`Y]a`Y`G`W`k`Y]X`Y`b]b`Z`_`h]c`b`Y`b`i`b`X`
6`U`g`Y`b`Y`b`h`n`Ø`b`X`i`b`[`Y`b`Y`b`h`k`]W`_`Y`b"6`Y`]5`b`n`Y]W`k`Y`b`k`]Y`ž`W`_`Y`b`c`X`Y`f`
6`f`Y`b`b`Y`b`g`c`h`Y`a`U`b`g`W`k`b`Y`f`Y`U`[`]Y`f`Y`b`i`b`X`U`i`Z`[`Y`Y][`b`Y`h`Y`
<`m[`]Y`b`Y`a`U`»`b`U`Å`a`Y`b`U`W`k`h`Y`b"8`U`g`H`f`U`[`Y`b`j`c`b`6`U`X`Y`g`W`k`i`Y`b`i`b`X`
X]Y`g`c`f`[`Z`Ä`h][`Y`5`V`h`f`c`W`_`b`i`b`[`i`n`k`]g`W`k`Y`b`X`Y`b`N`Y`Y`b`g]b`X`]b`X]Y`g`Y`a`
N`i`g`U`a`a`Y`b`Å`U`b`[`g`Y`Å`f`Y`a`d`Z`Y`Å`Y`b`g`k`Y`f`h`ž`i`a`X`U`g`F`]g]_`c`j`c`b`
:`i`»`d]n`ni`f`Y`X`i`n]Y`f`Y`b"

8`Y`g`Å`U`V`[`]h`Y`g`ž`6`U`X`Y`g`Y`Y`b`b`i`f`]b`Ø`V`Y`f`k`U`W`k`h`Y`b`9]!`
6`U`X`Y`[`Y`k`Ä`g`g`Y`f`b`ni`bi`h`n`Y`b"8`Y`f`N`i`g`h`U`b`X`j`c`b`6`U`X`Y`g`h`Y`Y`b`_`U`b`b`
X`i`f`W`k`<]b`k`Y]g`Y`k`]Y`X`U`g`J`c`f`Å`U`b`X`Y`b`g`Y]b`h`c`h`Y`f`H]Y`f`Y`ž`B`i`h`n`i`b`[`
X`i`f`W`k`H]Y`f`Y`c`X`Y`f`g]W`k`h`V`U`f`Y`5`[`Y`b`V`Ø`h`Y`b`V`Y`k`Y`f`h`Y`h`k`Y`f`X`Y`b" <`c`Å`Y`
H`Y`a`d`Y`f`U`h`i`f`Y`b`]b`b`Ä`f`g`h`c`Z`f`Y]W`k`Y`b`:``Y`k`Ä`g`g`Y`f`b`h`f`U`[`Y`b`ni`X`Y`a`ni`f`
6`]X`i`b`[`j`c`b`5`[`Y`b`V`Ø`h`Y`b`V`Y]ž`X]Y`X`U`g`K`U`g`g`Y`f`i`b`[`Y`b]Y`»`V`U`f`
a`U`W`k`Y`b`_`Ö`b`b`Y`b"

Æ`g[`Y`g`U`a`h`Z`c`f`X`Y`f`h`X]Y`6`U`X`Y`g`U]g`c`b`b]W`k`h`bi`f`G`d`U`»`i`b`X`:``f`Y`i`X`Y`ž`
g`c`b`X`Y`f`b`U`i`W`k`Y`b`[`Y`k`]g`g`Y`g`A`U`»`U`b`5`W`k`h`g`U`a`_`Y]h`i`b`X`
J`Y`f`U`b`h`k`c`f`h`i`b`[`g`V`Y`k`i`g`g`h`g`Y]b"8`U`g`9]b`Å`U`h`Y`b`Y]b`Z`U`W`k`Y`f`
<`m[`]Y`b`Y`f`Y`[`Y`b`_`U`b`b`[`U`b`n`Y`b`h`g`W`k`Y]X`Y`b`X`X`U`n`i`V`Y]h`f`U`[`Y`b`ž`X`U`g`g`X]Y`
N`Y]h`i]a`K`U`g`g`Y`f`i`b`V`Y`g`W`k`Y`f`h`i`b`X`[`Y`g`i`b`X`V`Y]V`h":`Ø`f`k`Y]h`Y`f`Y`
Æ`Z`c`f`a`U`h]c`b`Y`b`ni`:``Y`g`i`b`X`Y`h`g`f]g]_Y`b`i`b`X`<`m[`]Y`b`Y`a`U`»`b`U`Å`a`Y`b`ž`
X]Y`ni`Y]b`Y`a`g]W`k`Y`f`Y`b`6`U`X`Y`b`V`Y]h`f`U`[`Y`b`ž`j`Y`f`k`Y]g`Y`b`k`]f`U`i`Z`X]Y`
6`Y`f]W`k`h`Y`V`Y`]F`Y`[`]c`b`U`Å`Y`i`h`Y`g`c`k`]Y`U`i`Z`5`f`h]_`Y`j`c`b`6`F`i`b`X`
I`a`k`Y`h`V`i`b`X`Y`g`U`a`h"

8YhU]`g	
C fh	< Ufnž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • fY[]cbU`Yi hY"XY • k k k "Vf"XY • k k k "i a k Y`hVi bXYgUa h"XY

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