

@0gWk Zi [nYi [Y '] a ' < Ufn. ' D] cb] YfY '] a
? Ua dZ [Y [Yb ' k UWk gYbXY ' K U ` XVfÀbXY °

5a ' - " ' ð '] & \$ &) ' k YfXYb '] a ' < Ufn_fY] g ' @0gWk Zi [nYi [Y
U_hj] Yfhž i a ' K U ` XVfÀbXY ' YZZ] n] Ybhni ' VY_Àa dZYb " ' ? cghYb
i bX ' 9] bgUhma Yh\cXYb '] a ' : c_i g "



< Ufnž ' 8 Yi hgWk ` UbX ' ! ' ð a ' < Ufn_fY] g ' ghY \ Yb ' gY] h ' 5df] ' & \$ & ' ' nk Y]
@0gWk Zi [nYi [Y ' ni f ' J YfZ0 [i b [ž X] Y '] a ' 9] bgUhn [Y [Yb
K U ` XVfÀbXY ' YbhgWk Y] XYbX ' gY] b ' _ 0bbYb " ' 8] YgY ' 9] ba c hcf] [Yb
@0gWk Zi [nYi [Y ž VY_ Ubbh ' U ' g ' G95H ' fG] b [' Y ' 9b [] bY ' 5] f ' HUb_ Yfłž
\ UVYb ' Y] bY ' VYY] bXfi W_ YbXY ' ? UdUn] hÀh j cb ' & " & \$ \$ ' @] hYfb
@0gWk k UggYf i bX ' g] bX ' VYgcbXYfg ' Z0f i bk Y [gUa Yg ; Y ` ÀbXY
[YY] [bYh " @] i h ' 6U ` Wfck g_] ž Y] bYa ' XYf ' D] cb] YfY ' XYf
@i ZhVfUbXVY_ Àa dZi b [ž _ Ubb ' XUg ' @0gWk Zi [nYi [' YXYfnY] h
U_hj] Yfh ' k YfXYb žgc ` hY ' Yg '] a ' < Ufn_fY] g ' b] Wk h ' VYb 0h] [h ' k YfXYb "
9] b] [Y ' hUghYb ' g] Wk ' Yhnh ' Ub ' XUg ' H \ Ya U ` \ YfUb ž Yf_ ' Àfh ' Yf " ' 8] Y
5_hj] Yfi b [' YfZc ` [h ' [Ubn ' i bV0fc_fUh] gWk ' bUWk ' Y] bYa ' 5bf i Z] b ' XYf
@Y] ghY ' ` Y ' Z0f ' UbXYfY ' F Y [] cbYb "

B UW`XYf`5`Ufa`]Yfi b[`VYhf`[h`X]Y`NY]h`V]g`ni a` `9]bhfYZZYb`Ua
9]bgUmcfh`YX][`]W`%\$`V]g`%) `A`]bi hYb`ž`i bX`XYf`YfghY
K UggYfUVk`i fZ`_Ubb`]bbYf`U`V`j`cb`(` \$`A`]bi hYb`YfZc`[Yb`"8]Y
G95H`g]bX`k`YbX][`i`bX`Y][`bYb`g]W`dYfZY`_h`Z0f`X]Y`6Y`_Aa`dZi`b[
j`cb`K`U`XVf`AbXYb`ž`j`cf`U`Ya`]b`i`bni`[`Ab[`]W`Yb`cXYf`gW`k`Yf
ni`[`Ab[`]W`Yb` ;`YV]YhYb`ž`k`c`X]Y` :`Yi`Yfk`Y`f`_f`ZhY`Ua` `6cXYb
i`bj`Yfn]W`hVUf`V`Y]VYb`" `9]b`@0gW`Zi`[`nYi`[`]_Ubb`K`U`XVf`AbXY
di`b`_h[`YbUi` `VY`_Aa`dZYb`ž`_`Ab`]W`k`]Y`Y]b`<`i`VgW`fUi`VYf` ž`gU[`h`Y]b
9i`dYfhY`"

9ZZ]n]Ybn`i`bX`?`cghYb`

8]Y`?`cghYb`Z0f`XYb`9]bgUhn`Y]bYg`@0gW`Zi`[`nYi`[`g`VY`Ui`ZYb`g]W`
Ui`ZYhk`U`"(` \$`\$`9i`fc`bYh`c`d`f`c`G`h`i`bXY`ž`k`Ug`Ui`h
?`fY]gVfUbXa`Y]ghYf`?`U]!`k`Y`@`c`gY`Ub`XYb`Y`k`Y`][`Yb`?`fY]g`]b
F`YW`bi`b[`]`YghY`h`k`]fX`"9g`]gh`k`]W`h][`ž`XUgg`X]Y` :`Yi`Yfk`Y`f`Y]bY
5i`gk`U`_`Ub`9]bgUha`]hY`b`_`Uh`ž`i`a` `j`YfgW`]YXYbYb`G]hi`Uh]cbYb
[`YfYW`h`ni`k`YfXYb`"8]Y`8`fca`UXYf`ž`X]Y`]b`X]YgYa` `?`cbhYI`h
j`Yfk`YbXYh`k`YfXYb`ž`VYb`0h][`Yb`VY]`a`U]`ja`U`Ya` `5VZi`[`]`Yk`]W`h
`YX][`]W` -`&\$`A`YhYf`G`hUf`ghf`YW`Y`i`bX`_`0bbYb`Ui`W`]b`U`d]bYb
F`Y][`cbYb`VY]`K`U`XVfUbX[`YZU`f`Y]b[`YgYh`h`k`YfXYb`"

8]Y`6YZ0`i`b[`XYf`@0gW`a`UgW`]bY`a`]h`K`UggYf`[`YgW`]Y`h`]b
F`Y`_`cfXnY]h`"9]b` :`Yi`Yfk`Y`f`hYUa` `VYb`0h][`h`XUZ0f`bi`f`Yhk`U`Y]bY
A`]bi`hY`"K`_`fYbX`XYf`9]bg`_`h`nY`d`Uh`f`c`i` ``YfYb`X]Y`A`UgW`]bYb
]XYU`Yfk`Y]gY`]b`XYf`@`Z`ž`i`a` `ja` `9fb`ghZU` ``gc`Zc`f`h`Y]b[`fY]ZYb`ni
_`0bbYb`"8]YgY`Z]Y[`YbXYb` :`Yi`Yfk`Y`f`Yi`hY`g]bX`b]W`h`bi`f`Y]bY
`Ub[`Zf]gh][`Y`BYi`Yfi`b[`ž`gcbXYfb`Y]b`UVgc`i`hYg`A`i`gg`ž`XYb`b`X]Y
Ni`bU`a`Y`j`cb`K`U`XVf`AbXYb`]gh`U`Ufa`]YfYbX`"8]Y`9i`dYfhYb`g]bX
g]W`Y]b][`ž`XUgg`XYf`?` `]a`Uk`UbXY`j`Yfgh`_`h`Z0f`YI`hfYa`Y
K`YhYf`U[`Yb`gcf[`h`ž`X]Y`X]Y` ;`YZU`f`j`cb`6f`AbXYb`Yf`_`0Yb`"

Ni`gUa`a`YbUfVY]h`i`bX`k`Y]hYfY`9b`hk`]W`_`i`b[`

I`a`X]Y`cdh]a`U`Y`@Y]ghi`b[`XYf`@0gW`Zi`[`nYi`[`Y`ni` `]`Yk`_`f`Y]ghYb`ž
k`YfXYb`d`f`c`j`]gcf]gW`Y`@UbXYd`_`_`h`nY`Y]b[`Yf]W`hYh`ž`X]Y`Y]bYb
gW`bY`Yb`i`a` `Ui`Z[`UfUbh]YfYb`"5b`X]YgYb`GhY`Yb`_`Ubb`XUbb`b]W`h
bi`f`K`UggYf`Ui`Z[`Ybca`a`Yb`ž`gcbXYfb`Yg`_`0bbYb`Ui`W`ghf`UhY[`]gW`Y

5Vk ØfZY`Ui ZV]g`ni`%) \$`E i UXfUha`YhYfb`cXYf`gc [Uf`ØVYf`) \$\$
 A`YhYfb`@Àb [Y`j cf [Ybca`a`Yb`k YfXYb" `@Ui`h`XYf`8Yi`hgW`Yb
 @`ZhYf`hi`b [`ZÀ`h`Yg`gW`k Yfž`@ØgW`Zi [nYi [Y`U`Y]bY` [Y [Yb`K`U`X!
 i`bX`J`Y [YhUh]cbgVfÀbXY`Y]bni`gYhnYb` `a`]bXYghYbg`nk`Y]
 @`ZhZU`fnYi [Y`a`]h`Y]bYf`hfU [ZÀ`][`_Y]hj`cb`ØVYf`& "\$\$\$`@]hYfb
 k`YfXYb`VYb`Øh] [h`"

Gc` \Uh`g]W` [YnY][`h`8]Y`YZZY`_h]j`ghYb`@Øgi`b [Yb`]a` `?Ua`dZ` [Y [Yb
 K`U`XVfÀbXY`Yf [YVYb`g]W`Ui`g`Y]bYf`Ni`gUa`a`YbUfVY]hj`cb
 a`cXYfbghYb`@ØgW`Zi [nYi [Yb`i`bX` [i`h`Ui`g [YV]`XYhYb
 :`Yi`Yfk`Y`f`_f`ÀZhYb`Ua` `6cXYb" `BU`Yni` `U`Y`9I`dYfhYb`fUhYb`XUni`ž
 XYb`9]bgUh`nj`cb`@ØgW`fcVchYfb`i`bX`k`Y]hYfYb`]bbcj`Uh]j`Yb
 HYW`bc`c []Yb`]b`6YhfUW`h`ni`n]Y`Ybž`i`a`X]Y` :`Yi`Yfk`Y`f`cdh]a`U`
 ni`i`bhYfgh`ØhnYb`"

8]Y`9b`hk`]W`_i`b [Yb`]a` `<Ufn`_fY]g`g]bX`j`]Y`j`YfgdfYW`YbXž`i`bX`Yg
 V`Y]Vh`ni` `cZZYbž`XUgg`X]Y` :`cfhgW`f]hhY`]b`XYf
 @`ZhVfUbXVY`_Àa`dZ`b [`Ui`W`]b`UbXYfYb`FY []cbYb`GW`i`Y
 a`UW`Ybž`i`a`X]Y`ghY][`YbXY`<YfUi`gZc`fXYfi`b [`Xi`fW`K`U`XVfÀbXY
 ni`a`Y]ghYfb" `I`a`a`Y`f`ni`YfZU`fYbž` \]Yf`Yb`h`Ub [.`A`8`F`ž`8`@`F
 i`bX`UYf`c`f`Y`d`c`f`h`"

8YhU]`g	
C`fh	<Ufnž`8Yi`hgW`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"a`Xf"XY • X`Zf"XY • UYf`c`f`Y`d`c`f`h"XY

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