

Gc \ b ' Y] b Y g ' I G ! Gc ` X U h Y b '] b ' > J a U] _ U
UV [Y g W \ c V Y b ' ' 9] b ` Y [U ` Y f ' 5 ` V h f U i a °

9] b ' U a Y f] _ U b] g W \ Y f ' G h U U h g V Ø f [Y f ž [Y V c f Y b ' U i Z ' Y] b Y f ' I G !
A]] h Å f V U g] g '] b ' 8 Y i h g W \ ` U b X ž k] f X ' b U W \ ` > J a U] _ U
UV [Y g W \ c V Y b " ; Y f] W \ h] W \ Y ' 9 b h g W \ Y] X i b [Y b ' g h Y ` ` Y b ' g Y] b Y
G h U U h g V Ø f [Y f g W \ U Z h] b ' : f U [Y "



8 Y i h g W \ ` U b X ' ! ' 9] b ' : U ` ž X Y f ' X] Y ' 8] g _ i g g] c b ' Ø V Y f ' X] Y
G h U U h g V Ø f [Y f g W \ U Z h i b X ' X U g ' 9] b k U b X Y f i b [g f Y W \ h] b ' X Y b ' I G 5 ' b Y i
Y b h Z U W \ h ž] g h ' X Y f ' j c b ' > J f a U] b Y ' H \ c a U g ž X Y f ' U i Z ' Y] b Y f ' I G !
A]] h Å f V U g] g '] b ' 8 Y i h g W \ ` U b X ' [Y V c f Y b ' k i f X Y " ' J c f ' Y] b Y a ' A c b U h
k i f X Y ' X Y f ' G c \ b ' Y] b Y g ' I G ! U a Y f] _ U b] g W \ Y b ' G c ` X U h Y b ' b U W \ ` > J a U] _ U
UV [Y g W \ c V Y b " ' 9] b ' @ U b X ž ' X U g '] \ a ' Z f Y a X '] g h ž X Y b b ' Y f ` \ U h ' X c f h ' b c W \
b] Y ' [Y ` Y V h ' @ U i h i : c W g ` V Y f i \ h ' X] Y ' 5 V g W \] Y V i b [' U i Z ' X Y f
5 b b U \ a Y ž X U g g ' A]] h Å f V U g Y b ' b] W \ h ' U ' g ' I G ! ; Y V] Y h ' U b [Y g Y \ Y b
k Y f X Y b ž k U g ' j c b ' Y] b Y a ' ; Y f] W \ h ' V Y g h Å h] [h ' k i f X Y "

8] Y ' _ c a d ' Y I Y b ' f Y W \ h] W \ Y b ' F U \ a Y b V Y X] b [i b [Y b ' k Y f Z Y b ' X] Y
: f U [Y ' U i Z ž k] Y ' Y g ' i a ' X] Y ' X c d d Y ' h Y b ' G h U U h g V Ø f [Y f g W \ U Z h Y b ' g h Y \ h ž

]bgVYgcbXYfY`ZØf`DYfgcbYbž`X]Y`ja`A`])hÅfX]Ybgh`g]bX`cXYf`k`UfYb`
8Yf`:`U``j`cb`H\ca`Ug`nY][`hž`XUgg`gY`Vgh`X]Y`;`YVi`fh`Ui`Z`
Y]bYa`A`])hÅf[`Y`ÅbXY`b]W\h`Ui`hca`Uh]gW\`ni`f`I`G!
GhUUhgVØf[`YfgW\UZh`ZØ`fh`H\ca`Ug`_Åa`dZh`gY]h`gY]bYf`
5VgW\]YVi`b[`i`a`X]Y`?`Àfi`b[`gY]bYg`fYW\h`]W\Yb`GhUhi`gž`ZØ`h`g]W\
YXcW\`U`g`5a`Yf]_UbYf`i`bX`g]Y\`h`gY]b`@YVYbž`gY]bY`:`Ua`])Y`i`bX`
gY]bY`?`]bXYf`i]b`XYb`i`G5`"

DgmW\]gW\Y`6Y`Ughi`b[`i`bX`ghUUh`]W\Y` 5bZY]bXi`b[

6YgcbXYfg`hfU[`]gW\`]gh`X]Y`HUhgUW\Yž`XUgg`X]Y`ghY``j`YfhfYhYbXY`
A`]b]ghYf]b`XYg`<Y]a`UhgW\i`hna`]b]ghYf]i`a`g`H\ca`Ug`U`g`
[`Yk`U`hVYfY]hYbž`_f]a`]bY``Yb`i``Y[`U`Yb`9]bk`UbXYfYf`VYnY]W\`bYh`
\Uh``9]b`:`Ua`])Yba`]h[``]YX`k`]XYfgd]W\h`j`Y\Ya`Ybhi`bX`Yf`_`Åfhž`
XUgg`H\ca`Ug`dgmW\]gW\Y`DfcV`Ya`Y`\Uhž`UVYf`b]W\h`[`Yk`U`hÅh][`
]gh``Gc`W\Y`6Yi`fhY]i`b[`Yb`_ØbbYb`X]Y`G]hi`Uh]cb`k`Y]hYf`
_ca`d`n]YfYb`i`bX`X]Y`fYW\h`]W\Yb`GW\f]hYž`X]Y`H\ca`Ug`
i`bhYfbY\`a`Yb`a`i`ggž`Yf\YV`]W\`YfgW\k`YfYb`"

8]Y`5VgW\]YVi`b[`j`cb`H\ca`Ug`]gh`HY]`Y]bYf`i`a`ZUggYbXYfYb`
GhfUhY[`]Y`XYf`Hfi`a`d!FY[`]Yfi`b[`ž`X]Y`XUfUi`Z`UVn]Y`hž`b]W\h`
Ui`hcf]g]YfhY`9]bk`UbXYfYf`_cbgYei`Ybhi`UVni`gW\]YVYb``8]Yg`nY][`h`
g]W\`Ui`W\`]b`XYf`_UbXYgk`Y]hYb`C`dYfUh]cb`5h`@Uf[`Y`XYg`
=a`a`][`fUh]cb`UbX`7i`ghca`g`9bZcfW\`a`Ybhf`79ž`X]Y`HUi`gYbXY`
6i`bXYgVYUa`hY`ZØf`X]YgY`9]bgÅhnY`a`cV`]g]Yfh``8]YgY`ghf]_hYb`
A`U»`bU\`a`Yb`VYhfYZZYb`b]W\h`bi`f`A`][`fUbhYbž`gcbXYfb`Ui`W\`XYfYb`
:`Ua`])Yb`i`bX`YfnYi`[`Yb`Y]b`?`a`U`XYf`i`bg]W\Yf\Y]h`"

8cddY`hY`GhUUhgVØf[`YfgW\UZh`]a`A`])hÅf`

8Yf`:`U``j`cb`H\ca`Ug`k`]fZi`Ui`W\`]bhYfYggUbhY`fYW\h`]W\Y`:`fU[`Yb`
ni`f`XcddY`hYb`GhUUhgVØf[`YfgW\UZh`Ui`Zž`X]Y`VYgcbXYfg`ZØf`
A`])hÅfUb[`Y\Øf][`Y`fY`Yj`Ubh`g]bX``Gc`nY][`h`Y]b`6Y]gd]Y``j`cb`Y]bYf`
XYi`hgW\Yb`GhUUhgVØf[`Yf]bž`X]Y`]b`XYb`i`G5``YVhž`XUgg`k`Yf`XYa`
A`])hÅf`Y]bYg`UbXYfYb`@UbXYg`VY]hf]hž`gY]bY`XYi`hgW\Y`
GhUUhgVØf[`YfgW\UZh`j`Yf`]YfYb`_ØbbhY``@Ui`h`bZcfa`Uh]cbYb`j`cb`

Ub k U`"XY`_Ubb`Y]bY`6Y]VY\U`hi b[`XYf`XYi hgW`Yb
 GhUUhgVØf[YfgW`UZh`bi f`i bhYf`VYgh]a a hYb`6YX]b[i b[Yb`Yf`Ub[h
 k YfXYbž`i bX`Yg`_Ubb`ni`@cmU`]hÅhg_cbZ]_hYb`_ca a Yb"

Ni XYa`k`]fX`]b`XYb`i G5`X]Y`XcddY`hY`GhUUhgVØf[YfgW`UZh`b]W`h
 U_hj]`[YZØfXYfh" `>XYfž`XYf`X]Y`Ua`Yf]_Ub]gW`Y`GhUUhgVØf[YfgW`UZh
 VYUbbhfU[Yb`a`ØW`hYž`a`i gg[YbUi`k`]ggYbž`XUgg`X]Yg
 a`Ø[`]W`Yfk`Y]gY`XYb`J`Yf`i gh`XYf`i fgdfØb[`]W`Yb
 GhUUhgUb[Y\Øf][`_Y]h`ni`f`i`c`[Y`\Uh" `@Ui`h`i`gU![fYYbWUfX`"Yi
 Yf`Ui`Vh`XUg`i`G!F`YW`h`[fi`bXgÅh`n`]W`Y]bY`XcddY`hY
 GhUUhgVØf[YfgW`UZh`ž`XcW`X]Y`i`YgYhm[YVi`b[`XYg`<Y]a`Uh`Ub`XYg
 _Ubb`ghUf`_j`Uf]]YfYb"

K`Å`fYbX`U`gc`>fa`U]bY`H`ca`Ug`]b`>Ja`U]_U`i`bhYf`gW`k`]Yf][Yb
 6YX]b[i b[Yb`YVhž`V`Y]Vh`ni`c`ZYbž`XUgg`gY]b`i`U`X]Y`8`]g_i`gg]cb
 ØVYf`X]Y`_ca`d`Yi`Yb`i`fU[Yb`XYf`GhUUhgVØf[YfgW`UZh`i`bX`XYf
 F`YW`hY`j`cb`A`]hÅfUb[Y\Øf][Yb`k`Y]hYf`Ub`\Y]nh"8]Y`J`Yf`_bØdZ`b[
 j`cb`dYfgØb`]W`Ya`G`W`]W_gU`i`bX`[YgYhm`]W`Yf`i`fUi`ncbY`a`UW`h
 XYi`h`]W`ž`k`]Y`k`]W`h][`Yg`]ghž`X]YgY`H`Y`a`Yb`Yfbgh`ni`b`Y`a`Yb`i`bX
 X]Y`VYhfc`ZYbYb`A`YbgW`Yb`]a`6`]W`_ni`UVYb"

8YhU]`g	
C`fh	8Yi`hgW`_UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "ZcW`g"XY • k k k "Ub k U`h"XY • k k k "i`gU![fYYbWUfX`"Yi

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