

B Yi Yg ' ?] bXYfk i bgW\ nYbhfi a '] b ' < U `` Y .
< c ZZbi b [' ZØf ' i bYfZØ `` hY ' HfÀi a Y °

< U `` Y ' fGUU ` Y Ł ` Y fÒZZbYh ' a cXYfbYg ' ?] bXYfk i bgW\ nYbhfi a " ;
; Ubn \ Y] h] W\ Y ' F YdfcXi _ h] cbga YX] n] b ' ZØf ' i b [Yk c `` h
_] bXYf ` cgY ' DUUFY "



9fbgh! ; fi VY! GhfU » Y ' (\$ ž \$ * % & \$ ' < U `` Y ' fGUU ` Y Ł ž ` 8 Yi hgW\ ` UbX
! ' ð ' < U `` Y ` Ub ` XYf ` GUU ` Y ` gd] Y ` h] g] W\ ` XYfnY] h ` Y] bY ` gdUbbYbXY ` bYi Y
; YgW\] W\ hY ` UV . ' 5a ' 8] YbghU [' k i fXY ` XUg ` \ cW\ a cXYfbY
' ?] bXYfk i bgW\ nYbhfi a ' Ub ` XYf ' i b] j Yfg] hÀhga YX] n] b ' < U `` Y ` ZY] Yf `] W\
Y] b [Yk Y] \ h " 8] YgYg ` NYbhfi a ž XUg ` g] W\ `] b ` XYf ` ; i ghUj ! 5b ` Ui Z!
GhfU » Y ` VY Z] bXYhž ` k] Xa Yh] g] W\ ` XYa ` k UW\ gYbXYb ` 6YXUFZUb
F YdfcXi _ h] cbg \] ` ZY ` ZØf ` DUUFY ž ` X] Y ` j cb ` i b [Yk c `` hYf ` ?] bXYf ` cg] [_ Y] h
VYhfcZYb ` g] bX " @Ui h **8 i V] gh \ U `` Y ` V ` Y] Vh] b ` 8 Yi hgW\ ` UbX ` bU \ Yni**
' YXYg ` nY \ bhY ` DUUF `] a ` 5 ` hYf ` nk] gW\ Yb ` &) ' i bX `) - ' ð \ fYb ` _] bXYf ` cgž
k Yg \ U ` V ` XUg ` bYi Y ` NYbhfi a ` Y] bY ` k] W\ h] [Y ` 5b ` Ui ZghY ` ` Y ` ZØf ` j] Y ` Y
XUfghY ` ` h "

8] Y ` F YdfcXi _ h] cbga YX] n] b] b ' < U `` Y ` \ Uh ` Y] bY ` ` Ub [Y ` ; YgW\] W\ hY ž

X]Y`%- , * `a]h`XYf` ; YVi fh`XYg`YfghYb` F YhcfhYbVUVmg `VY[Ub b"
<Yi hY`ghY\h`XUg`bYi Y`?]bXYfk i bgW\ nYbhfi a `Ub`XYf`Gd]hnY`X]YgYf
9bhk]W_`i b[" `8 Ug`]bhYfX]gn]d`]b`ÀfY`HYUa ž`ni `XYa
F YdfcXi _h]cbga YX]n]bYf.]bbYbž`5bXfc`c[.]bbYb`i bX`6]c`c[.]bbYb
n`À\`Ybž`V]YhYh`Y]b[Ub n\`Y]h`]W\Yg`J Yfgcf[i b[g_cbnYdh`Ub`" K]f
j YfY]bYb`a YX]n]b]gW\Y`? ca dYhYbn`a]h`a YbgW`]W\Yf
6Y[`Y]hi b[ž`VYhcbh`XYf`Y`fnh`]W\Y`8]fY`_hcf`D8`8f`A Uhh\]Ug`]bXU"

I a ZUb [fY]W\Y`6Y\ UbX`i b [gUb [YVchY

8 Ug`@Y]ghi b [gUb [YVch`XYg`NYbhfi a g`]gh`VYY]bXfi W_YbX`"9g
i a ZUggh`X]Y`i fgUW\YbUV_`Àfi b [ž`\cfa cbY`Y`H\YfUd]Ybž
`bgYa]bUh]cbYbž`=: ž`=7G`ž`? fmc_cbgYfj]Yfi b[`i bX
GdYbXYfgUa YbVY\UbX`i b [Yb`"5i W`X]Y`df`ÀbUhU`Y`6YhfYi i b[`]gh
]b`XUg` ; YgUa h_cbnYdh`]bhY [f]Yfhž`k Ug`Yg`ni a `YfghYb
i b]j Yfg]h`Àhga YX]n]b]gW\`Ub [YVi bXYbYb`NYbhfi a `]b`8Yi hgW\`UbX
a UW\hž`XUg`gc`W\Y`@Y]ghi b [Yb`i bhYf`Y]bYa `8UW\`j YfY]bh`"5V`XYa
%"`>`i `]`&\$&)_`_ÒbbYb`DUh]Ybh.]bbYb`YfghY`HYfa]bY`]a `NYbhfi a
Yf\U`hYbž`k `À\fybX`XUg`=: !@UVcf`j cfUi gg]W\h`]W\`Ua `%"`5i [i gh
&\$&)_`]b`6Yhf]YV`[Ybca a Yb`k]fX"

6YgcbXYfg`\Yfj cfni \YVYb`]gh`XUg`ni f`5i gghUhi b [`XYg`=: !@UVcf`g
[Y\`ÒfYbXY`9a Vfmcg_cdž`XUg`Y]bY`_cbh]bi]Yf`]W\Y`6YcVUW\hi b [X
Yf`9a Vfmc`bYb`Yfa `Ò[`]W\h`"8]Yg`_ÒbbhY`X]Y`9fZc`[gW\UbW`b`Z0f
X]Y`DUh]Ybh.]bbYb`Yf\YV`]W\`ghY][Yfb`"BYVYb`XYf`\c\Yb
a YX]n]b]gW\Yb` : UW_ca dYhYbn`[]Vh`Yg`Ui W`Ni gUhnUb [YVchYž`k]Y
X]U [bcgh]gW\Y`i bhYfgi W\i b [Yb`i bX` : fi W\hVUf_Y]hgUbU`mgYb
gck c`\`Z0f` : fUi Yb`U`g`Ui W\`Z0f`A `ÀbbYf`"Gc`k]fX`Y]b`i a ZUgYbXYf
5bgUhn`j YfZc`[hž`[Y [Yb`X]Y`i fgUW\Yb`XYf`?]bXYf`cg][_Y]h
j cfni [Y\Yb"

9]b`6`]W_`Ui Z`X]Y`GhUh]gh]_

8]Y`DfcV`Ya Uh]_`XYf`?]bXYf`cg][_Y]h]gh`b]W\h`ni `i bhYfgW`ÀhnYb`"
@Ui hi I fc`c []gW\Yf`Gh]Zhi b [; Ygi bX`Y]h]gh]b`8Yi hgW\`UbX
`YXYg`gYW\ghY`DUUf`j cb`i b [Yk c`hYf`?]bXYf`cg][_Y]h`VYhfc`ZYb`"9]b
ghY][YbXYf`HfYbX`VY]`6Y\UbX`i b [Yb`a]h`GdYbXYfgUa Yb`k]fX`j cf
U`Ya `VY]`G]b [`Y! : fUi Yb`i bX`Y`gV]gW\Yb`DUUfYb`j YfnY]W\`bYh"

=[cf]_žX]Y`F YdfcXi _h]cbga YX]n]b` \Uh]b`XYb`YmhYb`đ\fyb
 XYi h]WXY` : cfhgWf]hY` [Ya UW h`GY]h`% - +`k i fXYb`ØVYf` (%&"\$\$\$
 ?]bXYf`bUW` `b!j]hfc! : Yfh]`gUh]cb`fH : Ł` [YVcfYb`"9]b`VYUW h]WXYf
 9fZc` [ž`XYf`nY][hž`XUgg`a cXYfbY`A YX]n]b` \`Zhž`HfÀi a Y`F YU`h`h
 k YfXYb`ni` "UggYb"

8 Ug`bYi Y`?]bXYfk i bgW`nYbhfi a`]b` < U`Y`]gh`b]W`h`bi f`Y]b`C fh`XYf
 < cZbi b [`ZØf`j]Y`Y`DUUfYž`gcbXYfb`Ui W`Y]b`NY]W`Yb`ZØf`X]Y
 J YfnU`bi b [`j cb`i b]j Yfg]h`fYf` : cfghW`i b [ž`@Y`fY`i bX`Ua Vi`UbhYf
 J Yfgcf [i b [" `8]YgYg`NYbhfi a` ghY`h`Y]bYb`Ybcfa Yb` : cfhgW`f]h]b
 XYf`fY []cbU`Yb` ; Ygi bX`Y]h`XUfž` `k]Y`Yg` `bj]hfU`Zcfa i`]Yfh`8]Y
 ?ca V]bUh]cb`Ui g`a YX]n]b]gW`Yf`9I nY`Ybn`i bX`Ya dUh`]gW`Yf
 6YhfYi i b [`_ÖbbhY`j]Y`Yb`A YbgW`Yb`Ui Z`]\fYa` [UbndYfgÖb`]W`Yb
 K Y [`ni`Y]bYa` : Ua]]Yb [`ØW`ni f`GY]hY`ghY`Yb"

8YhU]`g	
C fh	9fbgh!; fi VY!GhfU» Y` (\$ž`\$* %&\$` < U`Y`fGUU`YŁž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • Xi V]gh\ U`Y`"XY • k k k "]bj]hfU"XY • i fc`c []gW`Y!gh]Zhi b [! [Ygi bX`Y]h"XY

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