

8 c d d Y ` a c f X `] b ` ; Ø b n V i f [. ` 9 b _ Y ` ` [Y g h Y \ \ h X Y b ` [f U i g U a Y b ` : U a] `] Y b U _ h

A i h a U » `] W X Y f ` 8 c d d Y ` a c f X `] b ` ; Ø b n V i f [. ` 9 b ` ` % ! Å \ f [] Y f [Y g h Y \ \ h X Y b ` H c X ` g Y] b Y f ` ; f c » Y ` h Y f b " ` 5 _ h i Y ` ` Y ? f] a] b U `] h Å h g ` U [Y ` i b X ` K Y h h Y f V Y f] W X h "



; Ø b n V i f [ž ` 8 Y i h g W X ` U b X ` ! ` † X Y f ` V Y g W X U i ` `] W X Y b ` G h U X h
; Ø b n V i f [ž ` k ` c ` g] W X ` U b ` Y] b Y a ` i g c b b] [Y b ` H U [` H c i ` f] g h Y b ` Z f] g W X Y
6 f Ö h W X Y b ` j c a ` i 6 Å W _ Y f ` \ c ` Y b ` i b X ` 5 b k c \ b Y f] b `] \ f Y ` K Å g W X Y ` U i Z
X Y a ` i 6 U ` _ c b ` g W X Ø h Y ` h ž ` \ U h g] W X ` Y] b ` g W X c W _] Y f Y b X Y f ` J c f Z U ` `
Y f Y] [b Y h " ` 9] b ` ` % ! Å \ f [] Y f ` A U b b ` i] g h j Y f X Å W X h] [h ž ` Y] b ` i [f U i g U a Y g
J Y f V f Y W X Y b ` V Y [U b [Y b ` n i ` \ U V Y b . ` 9 f ` g c ` ` ` g Y] b Y ` ; f c » Y ` h Y f b
Y f a c f X Y h ` \ U V Y b " ` 8 Y f ` a i h a U » `] W X Y ` 8 c d d Y ` a c f X ` Y f Y] [b Y h Y ` g] W X
j c f ` n k Y] H U [Y b `] b ` X Y f ` K c \ b i b [` X Y f ` Å ` h Y f Y b ` < Y f f g W X U Z h Y b ž k U g
X] Y ` ; Y a Y] b X Y `] b ` b U W X j c ` ` n] Y \ V U f Y f ` K Y] g Y ` Y f g W X Ø h Y f h ` \ U h " ` 8] Y
l b _ Y b b h b] g ` X Y f ` H c i ` f] g h Y b ` Ø V Y f ` X] Y ` ; Y g W X Y \ b] g g Y ` h f Å [h ` i n i f
g i f f Y U ` Y b ` G h] a a i b [` V Y] ž ` X] Y `] b ` X Y f ` @ ` Z h `] Y [h ž ` k Å \ f Y b X ` g] W X ` X] Y
D c `] n Y] i a ` X] Y ` 5 i Z _ Å f i b [` X Y g ` J Y f V f Y W X Y b g ` V Y a Ø \ h " ` @ u i h ` i
5 i [g V i f [Y f ` 5 ` ` [Y a Y] b Y ` \ U h ` X Y f ` H U h j Y f X Å W X h] [Y ` V Y f Y] h g

ni [Y[YVYbžX]Y`VY]XYb`ni`h`hYb"

8]Y'; f0bXY`Z0f`X]YgY`[fUi`gUa`Y`HUh`V`Y]VYb`i`b`_`Uf`"8]Y
gdUbbi`b[`g[`Y`UXYbY`5ha`cgd`ĀfY`Z0\fh`ni`j]Y`Yb`i`b`hYf
XYb`5bk`c\`bYfb.`K`Ug`_`0bbhY`Y]bYb`9b`_`Y`XUni`hfY]VYbž`gc`Yhk`Ug
GWfY`W`_]W`Yg`ni`hi`b3`9g]gh`Y]b`H`Y`a`Už`XUg`XYb`GhUXhhY]`
VYgW`ĀZh][`hi`bX`]b`j]Y`Yb`i`Ygdf`ĀW`Yb`]a`a`Yf`k]YXYf`\`cW`_`ca`a`h`
8]YgY`5fh`j`cb`i`Yk`U`h`]gh`]b`8Yi`hgW`_`UbX`Y]b`Yfbghni`bY`a`YbXYg
DfcV`Y`a`ž`XYbb`X]Y`NU\`Yb`nY][`Yb`Y]bYb`5bgh]Y[`XYf
;`Yk`U`h`_f]a`]bU`]hĀh"@Ui`h`XYf`Dc`nY]`]W`Yb`?`f]a`]bU`ghUh]gh]_`&\$&(`ž
X]Y`Ui`ZY]bYf`i`a`ZUggYbXYb`5i`gk`Yfhi`b[`j`cb`?`f]a`]bU`XUHyb
VUg]Yfhž`gh]Y[`X]Y';`Yk`U`h`_f]a`]bU`]hĀh]b`8Yi`hgW`_`UbX`i`a`%ž`i`
Ui`Z]bg[`YgUa`h`&%+"&+`+`i`Ā`Y`"8]YgY`NU\`YffY]W`h`XYb`\`0W`ghYb
GhUbX`gY]h`&\$+\$+ž`k]Y`6?`5`VYf]W`hYh"

K`UW`gYbXY';`Yk`U`h`_f]a`]bU`]hĀh

9]bY`VYgcf[`b]gYffY[`YbXY`9bhk]W`_i`b[`g]bX`X]Y`ghY][`YbXYb
NU\`Yb`VY]`↑[`YbX`]W`Yb`HĀhYfbž`X]Y`i`a`"ž`i`"Ui`Z`%"`,"`
Ub[`Ygh]Y[`Yb`g]bX`"B`cW`_`U`Ufa`]YfYbXYf`]gh`XYf`5bgh]Y[`XYf
hUj`YfXĀW`h][`Yb`?`]bXYf`i`a`gUhhY`%ž`i`"Y]b`HfYbXž`XYf
bUW`XYb`_]W`gh]a`a`hi`bX`j]Y`Y':`fU[`Yb`Ui`Zk]fZh`"8]Y
;`Yk`U`h`j`YfVfYW`Ybž`ni`XYbYb`Ui`W`A`cfXž`J`Yf[`Yk`U`h][`i`b[`i`bX
F`Ui`V`[`Y\`0fYbž`ghY`Yb`nk`Uf`bi`f`k`Yb][`Yf`U`g`(`i`"U`Yf`YfZUgghYb
GhfUZhUhYb`XUfž`UVYf`g]Y`VYY]bZi`ggYb`XUg`G]W`Yf\`Y]hg[`YZ0\`XYf
6Yj`0`_Yfi`b[`ghUf`ž`k]Y`GhUh]ghU`\`Yfj`cf\`YVh"

K`Ā\`fYbX`X]Y';`YgUa`h`_f]a`]bU`]hĀh]b`8Yi`hgW`_`UbX`]a`_`Ā\`f`&\$&(`
i`a`%ž+`i`ni`f0W`_][`b[`ž]gh`X]Y';`Yk`U`h`_f]a`]bU`]hĀh`XUVY]`YfbYi`h
Ub[`Ygh]Y[`Ybž`k`Ug`X]Y`60f[`Yf`VYi`bfi`\][`h`9]bY`i`a`ZfU[`Y`Ui`g`XYa
A`U]`&\$&(`Yf[`UVž`XUgg`-`(`i`XYf`8Yi`hgW`Yb';`Yk`U`hi`bX
5[`[`fYgg]cb`[`Y[`Yb`DYfgcbYb`Ui`g`Dc`]h]_ž`Dc`]nY]`i`bX
F`Yhi`b[`gk`YgYb`U`g[`fc»`Yg`DfcV`Y`a`_`UbgY`Yb`"8]Y`Gcf[`Yb`i`a`X]Y
Y][`YbY`G]W`Yf\`Y]h`k`YfXYb`Xi`fW`gc`W`Y`J`cfZĀ`Y`]b`GhĀXhYb`k]Y
;`0bnVi`f[`b]W`h`YVYb`[`Yf]b[`Yf"

9fgW`0hhYfi`b[`]b`XYf';`Ya`Y]bXY

8]Y`9fa]hhi b[`ni `X]YgYa `[fUi Yb\UZhYb`8cddY`a cfX`gcf[h`b]W`h
 bi f`Z0f`l bfi \Y`]b`XYf`X]fY_hYb`l a [YVi b[`XYf`HUhž`gcbXYfb`fi Zh
 Ui W` `UbXYgk Y]h`6Ygcf[b]g`\Yfj cf``8]Y`Dc`nY]`\Uh`VYfY]hg`YfghY
 A U» bU`a Yb`Yf[f]ZZYbži a `XYf`GUW`Y`Ui Z`XYb` ; fi bX`ni `[Y`Yb`` ð
 XYf`\Äi g`]W`Yb`l a [YVi b[`XYg`a i ha U»`]W`Yb`HÄhYfg`k]fX
]bhYbg]] `Yfa]hY`h``5bk c`bYf`ZfU[Yb`g]W`žk]Y`Yg`ni `Y]bYa `gc`W`
 i bgÄ[`]W`Yb`J YfVfYW`Yb`_ca a Yb`_cbbhY"

ð`XYf`Nk]gW`YbnY]h`V`Y]Vh`X]Y` : fU[Y`bUW` `XYf`G]W`Yf`Y]h`0VYf
 XYb`? 0dZYb`XYf`60f[Yf`\Äb[Yb`` ? Ubb`gc`Yhk Ug`Ui W`]b`i bgYfYf
 BUW`VUfgW`UZh`dUgg]YfYb3 `ZfU[h`Y]b`Y`VYgcf[hY`5bk c`bYf]bž`X]Y
 i a `]\fY`G]W`Yf`Y]h`Z0fW`hYh``8]Y`ghY][YbXY` ; Yk U`hVYfY]hgW`UZh]b
 XYf` ; YgY``gW`UZh`Äggh`X]Y`A YbgW`Yb`b]W`h`_U`h``9fghY`9f[YVb]ggY
 XYf`?f]a]bU`ghUh]gh]_`k Y]gYb`Ui W`XUfUi Z`\]bž`XUgg`XYf`5bhY]`
 † b[Yf` ; Yk U`hÄhYf`g]W`Yf`\0`Yb`_0bbhYž`k Ug`Z0f`X]Y`Ni _i bZh`XYf
 ; YgY``gW`UZh`U`Ufa]YfYbX`]gh"

K Ä`fYbX`k]f`Ui Z`k Y]hYfY` ðZcfa Uh]cbYb`ni a ` : U``Ui g` ; 0bnVi f[
 k UfhYbž`]gh`Yg`_Ufž`XUgg`X]Y`H`Y`a Yb`?f]a]bU`]hÄh`i bX`G]W`Yf`Y]h
]b`8Yi hgW`UbX`Xf]b[YbXYf`XYbb`Y`Ui Z`XYf`5[YbXU`ghY`Yb``8Yf
 8cddY`a cfX`\Uh`b]W`h`bi f`X]Y`6YhfcZZYbYb`gW`cW_]Yfhž`gcbXYfb
 k]fZh`Ui W` [fi bX`Y[YbXY` : fU[Yb`0VYf`i bgYfY` ; YgY``gW`UZh`Ui Z`

8YhU]`g	
Cfh	; 0bnVi f[ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "Ui [gVi f[Yf!U``[Ya Y]bY"XY • k k k "V_U"XY • XY"ghUh]ghU"Wca

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY