

›U\ fYg\Ui dhj YfgUa a `i b [`XYg`F GJ .
; Ya Y]bgUa `[Y[Yb`XUg`Gh][a U
dgmWx]gWx Yf`? fUb_ \Y]hYb °

Fi bX` (\$`HY)`bY\ a Yf`X]g_i h]YfhYb`VY]`XYf
›U\ fYg\Ui dhj YfgUa a `i b [`XYg`F GJ `]b`@UbXg\i h`ØVYf
dgmWx]gWx Y; Ygi bX\Y]hi bX`bYi Y`Dfc`Y_hY"



@UbXg\i hž`8Yi hgWx`UbX`!`K Ug`[]Vhg`BYi Yg`Ui g`XYf`FY []cb3
5a `j Yf[Ub[YbYb`8cbbYfghU[`ZubX`X]Y`›U\ fYg\Ui dhj YfgUa a `i b [
XYg`FY []cbU`Yb`GhYi Yfi b [gj YfVi bXYg`fF GJ ě]b`@UbXg\i h`ghUhhž
ni `XYf`fi bX` (\$`HY)`bY\ a Yf`Ui g`XYf`dgmWx`cgc n]U`Yb`J Yfgcf [i b [
ni gUa a Yb_Ua Yb`"8]Y`YfghY`J cfg]hnYbXYž`8f`"?Uh\ f]b`8cfbYgž
VY [fØ» hY`X]Y`5bk YgYbXYb`i bX`YfØZbYhY`Y]bY`8]g_i gg]cb`ØVYf
X]Y`Xf]b [YbX`YfZcfXYf`]WxYb`J YfÄbXYfi b [Yb`]a `l a [Ub [`a]h
dgmWx]gWx Yb`9f_fUb_i b [Yb"

GhY`j YfhfYhYbXYf`@UbXfUh: f]hn`K]hha Ubb`bU\ a `YfbYi h`X]Y
6YXYi hi b [`XYf`dgmWx]gWx Yb; Ygi bX\Y]h]b`XYb`A]hY`di b_h

gY]bYf'FXY"9f'gdfUW'ØVYf'XYb': cfhgWf]hh'VY]'XYf
K U\fbY\ a i b['dgmW]gWYf'@Y]XYbžYfk A\bh'YXcW'Ui W'X]Y
Ub\U'hYbXYb'<YfUi gZcfXYfi b[Yb"@Ui h'U_hi Y''Yb'8UhYb'XYf'K <C
'YVYb']b'XYf'9i fcdÄ]gWYb'FY[]cb'ØVYf'%) \$'A]''cbYb'A YbgWYb
a]h'dgmW]gWYb'9f_fUb_i b[Ybž'k cVY]'bi f'Y]b'8f]hhY''j cb']\bYb
X]Y'bchk YbX][Y'J Yfgcf[i b['Yf\Ä'h"8]Yg']ghY]bY'YfbØW'hYfbXY
NU\ž'X]Y'XYb'<UbX'i b[gVYXUfZ'bcW'Y]ba U'j YfXYi h]W'h'
VYgcbXYfg'j cf'XYa ' <]bhYf[fi bXž'XUgg'[YfUXY'X]Y
7CJ -8!%- !DUbXYa]Y'j]Y'Y'A YbgWYb']b'Y]bY'dgmW]gWY'?'gY
[YghØfnh'\Uh"

5VVUi 'j cb'Gh][a Ug'i bX'ghY][YbXY 5bZcfXYfi b[Yb

6YXYi hgUa ']'gh'XYf'j]Y'j YfgdfYWYbXY'5VVUi 'XYg'Gh][a Ug
dgmW]gWYf'9f_fUb_i b[Ybž'XUg'cZh'U'g' nk Y]hY'?fUb_\Y]h
VYnY]WbYh'k]fX"'Gh][a Uh]g]Yfi b['_Ubb'XUg'@VYb'j cb
6YhfcZYbYb'Yf\YV']W'VY'UghYb' 'GWUa 'i bX'5b[gh'ZØ\fyb'\Äi Z][
XUni ž'XUgg'g]Y'g]W'b]W'h'X]Y'bchk YbX][Y'<]'ZY'gi WYbž'k Ug'XUg
F]g]_c']\fYf'7\fc]Z]n]Yfi b['Yf\Ø'h"8]Y'ž\fyg\Ui dhj YfgUa a 'i b[
VYhcbhY'X]YgYg'H\Ya U'U'g'nYbhfU'Yb'Di b_h'XYg': cfhgWf]hhg'ja
FGJ ž'XYf'g]W'gY]h'gY]bYf': fØbXi b['j cf') \$'ž\fyb'XYf'FYZcfa 'XYf
dgmW'cgcn]U'Yb'J Yfgcf[i b['j YfgWf]YVYb'\Uh"' ; 'Y]W'nY]h]['ghY][h
X]Y'5bnU\ 'XYf'6YhfcZYbYbž'k Ug'X]Y'5bghfYb[i b[Yb'ni f
J YfVYggYfi b['XYf'J Yfgcf[i b[gghfi _hi fYb'i a gc'Xf]b[']'WYf
a UW'h"

8Yf'FGJ 'd'Ubh]a 'FU\ a Yb'gY]bYg'ž V]Äi a g'U\fyg]a 'C_hcVYf
XfY]'5_h]cbghU[Yž'X]Y'ja '?']bcd'c'g'@UbXg\i hi bX'ja 'GU'ngHUXY'
ghUhhZ]bXYb'k YfXYb"'8]Y'J YfUbghU'hi b[Yb'n]Y'Yb'b]W'h'bi f'XUfUi Z
UVž'Ui Z'dgmW]gWY'9f_fUb_i b[Yb'Ui Za Yf_gUa 'ni 'a UWYbž
gcbXYfb'Ui W'ž'i a 'Xi fW' _ØbghYf]gWY'8UfghY''i b[Yb'k]Y'XUg
H\YUhYfghØW_ '5''XUg'GW'ÖbY 'Y]bY'VYgcbXYfY'K ØfX][i b['XYf
DgmW]Uh]Y!9bei ÆhY'ni 'j Yf'Y]\Yb"'-a '?']bcd'c'g'k YfXYb':]'a Y
[YnY][hž'X]Y'g]W'a]h'dgmW]gWYb'H\Ya Yb'Ui gY]bUbXYfgYhnYb
i bX'XUa]h'Y]bYb'k]W'h][Yb'6Y]hfU['ni f'GYbg]V]'g]Yfi b[''Y]ghYb"

9]b`ghUf_Yg`B Yhnk Yf_`ZØf`6Yhfc ZZYbY

8Yf`FGJ`j`YfZc`[`h`Yb[U[]Yfh`X]Y`5i`Z[UVYž`J`cfgW`À[`Y`ni`f`
J`YfVYggYfi`b[`X`Yf`fY[]cb`U`Yb`J`Yf`gc`f[i`b[`gghfi`_`hi`f`ni`Y`fUfVY]h`Yb`
i`b`X`Ub`d`c`h]g`W`Y`9`b`hg`W`Y]Xi`b[`gh`À[`Y`f`k`Y]h`Yf`ni`Y`h`Yb`"8`i`f`W`X`Yb`
5`i`g`V`U`i`U`a`V`i`Ub`h`Yf`6`Y`Ub`X`i`b[`g`U`b[`Y`V`ch`Y`_`c`b`b`h`Y`X]Y`8`U`i`Y`f`
gh`U`h]cb`À`f`Yf`6`Y`Ub`X`i`b[`Y`b`j`Y`f`_`Ø`f`n`h`c`X`Y`f`gc[`U`f[`U`b`n`j`Y`fa`]Y`X`Y`b`
k`Y`f`X`Y`b`Y`b`Y`W`h`Y`f`Y`k`]b`b`ZØf`U`Y`6`Y`h`f`c`Z`Z`Y`b`Y`b`"

8]Y`5`f`V`Y]hg`_`f`Y]g`Y`ja`F`G`J`ž`X]Y`g]W`a`]h`H`Y`a`Y`b`k`]Y`G`i`W`h`ž`
?`]b`X`Y`f`b`i`b`X`ž`[`Y`b`X`]W`Y`b`g`c`k`]Y`X`Y`f`i`b`h`Y`f`gh`Ø`h`ni`b[`d`g`m`W`]g`W`
`f`U`b``Y`f`9`h`Y`f`b`V`Y`Z`U`g`g`Y`b`ž`V`Y`f]W`h`Y`h`Y`b`Ø`V`Y`f`]\`f`Y`H`À`h][`_`Y]h`Y`b`i`b`X`
:`c`f`h`g`W`f]h`h`Y`"8`]Y`g`n`Y][`h`ž`k`]Y`k`]W`h][`X`Y`f`5`i`g`h`U`i`g`W`n`k`]g`W`Y`b`
:`U`W`Y`i`h`Y`b`i`b`X`X`Y`b`?`c`g`h`Y`b`h`f`À[`Y`f`b`ZØf`X]Y`K`Y]h`Y`f`Y`b`h`k`]W`_`i`b[`X`Y`f`
<`]Z`g`U`b[`Y`V`ch`Y`]g`h";`U`gh`f`Y`X`b`Y`f`H`c`V]U`g`N]h`n`Y`g`V`Y`f[`Y`f`ž`
;`Y`g`W`À`Z`h`g`ZØ`f`Y`f`X`Y`f`D`G`5;`8`Y[`[`Y`b`X`c`f`Z`ž`g`h`Y`h`Y`]b`g`Y]b`Y`a`J`c`f`h`f`U[`
Ø`V`Y`f`G`c`n]U`Y`5`f`V`Y]h]a`K`U`b`X`Y`X`Y`f`N`Y]h`G`c`n]U`d`g`m`W`]U`h`f]Y`i`b`X`
6`Y`f`i`Z`g`h`U`b`X`X]Y`F`c`Y`X`Y`f`G`c`n]U`Y`b`5`f`V`Y]h]a`?`c`b`h`Y`i`h`X`Y`f`
d`g`m`W`]g`W`Y`b`;`Y`g`i`b`X`Y]h`Y`f`U`i`g`i`b`X`f`Y[`h`i`n`i`a`B`U`W`X`Y`b`_`Y`b`Ø`V`Y`f`
X]Y`J`Y`f`À`b`X`Y`f`i`b[`Y`b`U`b`ž`X]Y`b`Ø`h][`g]b`X`ž`i`a`Y`Z`Z`_`h]j`n`i`Ub`X`Y`b`"

9]b`6`]W`_`U`i`Z`X]Y`N`U`Y`b`V`Y`Y[`h`X]Y`8`f]b[`]W`_`Y]h`X]Y`g`Y`f`H`Y`a`Y`b`ž`
X`Y`b`b`"U`i`h`X`Y`a`K`<`C`#9`i`f`c`d`U`!`F`Y`d`c`f`h]g`h`X]Y`N`U`Y`X`Y`f`A`Y`b`g`W`Y`b`ž`
X]Y`U`b`d`g`m`W`]g`W`Y`b`9`f`_`f`U`b`_`i`b[`Y`b`Y]X`Y`b`ž`j`c`f`U`Y`a`X`i`f`W`
V`Y`U`gh`Y`b`X`Y`@`Y`V`Y`b`g`i`a`gh`À`b`X`Y`ž`g`c`n]U`Y`i`b[`]Y]W`Y`h`Y`b`g`c`k`]Y`X]Y`
7`C`J`-8`!`%`-`!`:`c`[`Y`b`gh`U`f`_`U`b[`Y`g`h]Y[`Y`b`"8`Y`f`9]b`g`U`h`X`Y`g`F`G`J`i`b`X`
X]Y`b`h]U`h]j`Y`b`X`Y`f`K`<`C`g`c`k`]Y`X`U`g`j`c`f[`Y`g`h`Y`h`Y`5`_`h]c`b`g`V`Ø`b`X`b]g`
G`Y`Y`]g`W`Y`;`Y`g`i`b`X`Y]h`g]b`X`Y`b`hg`W`Y]X`Y`b`X`ž`i`a`X]Y`g`Y`
<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`Y`b`U`b`n`i`[`Y`Y`b`i`b`X`X]Y`[`Y`g`Y`g`W`U`Z`h]W`Y`<`U`h`i`b[`
[`Y[`Y`b`Ø`V`Y`f`d`g`m`W`]g`W`Y`b`9`f`_`f`U`b`_`i`b[`Y`b`b`U`W`Y`U`h][`n`i`j`Y`f`À`b`X`Y`f`b`"

8`U`g`9`b[`U[`Y`a`Y`b`h`X`Y`f`c`_`U`Y`b`5`_`h`Y`i`f`Y`]b`X`Y`f`f`Y[]cb`@`U`b`X`g`i`h`]g`h`
Y]b`k`]W`h][`Y`f`G`W`f]h`h]b`X]Y`f]W`h][`Y`F`]W`h`i`b[`]@`U`g`g`Y`b`G]Y`i`b`g`
[`Y`a`Y]b`g`U`a`X`U`ZØf`gc`f[`Y`b`ž`X`U`g`g`X`U`g`6`Y`k`i`g`g`h`g`Y]b`ZØf`d`g`m`W`]g`W`Y`
;`Y`g`i`b`X`Y]h]b`i`b`g`Y`f`Y`f`;`Y`g`Y`g`W`U`Z`h`k`À`W`g`h`i`b`X`X`U`g`g`<`]Z`Y`
U`b`_`c`a`a`h`ž`k`c`g]Y`[`Y`V`f`U`i`W`h`i`k`]f`X`"

8YhU]`g	
C fh	@UbXg\i hž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`UbX_fY]g!\`UbXg\i h"XY • k k k "k \c"]bh • k k k "UYfnhYV`Uhh"XY

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