

; fc» Yf': Yi YfU`Ufa `]a `@]ZY!7]hmW b hYf
@]W hYbZY`g` `A Y\ fYfY`J Yf`YhnhY`

5a`%) "'> b]`&\$&) `Ua`Yg`ja`@]ZY!7]hmW b hYf`@]W hYbZY`g`ni
Y]bYa`6fUbX`Xi fW`Y]bYb`8YZY`h]b`XYf`?`ja`UUb`U[Y`8fY]
DYfgcbYb`k`i`fXYb`j`Yf`Yhnh`



@]W hYbZY`gž`8Yi`hgW`UbX`!`5a`%) "'> b]`&\$&) `[Y[Yb`%%`%\$`I` \f
_Ua`Yg`ni`Y]bYa`XfUa`Uh]gW`Yb`9]bgUhn]a`@]ZY`7]hmW b hYf`]b
@]W hYbZY`gž`C`VYfZfUb`_Yb`"K`]Y`-b: fUb`_Yb`VYf]W hYhž`k`i`fXY`X]Y
: Yi`Yfk`Y\`f`i`bhYf`XYa`9]bgUhngh]W`k`cfh`6fUbX`ja`;`YVAi`XY`
F`Ui`W`Y`b`hk`]W`_`i`b[` `A`YbgW`Yb`YVYb`]b;`YZU`f`U`Ufa`]Yfh`
I`fgUW`Y`XYg`;`Yi`Yfg`k`Uf`j`Yfa`i`h]W`Y]b`hYW`b]gW`Yf`8YZY`h]b`XYf`
?`ja`UUb`U[Y`Y]bYg`9]gWUZA`gž`k`Ug`ni`Y]bYf`ghUf`_Yb`
F`Ui`W`Y`b`hk`]W`_`i`b[`Z0`fhY";`ØW`]W`Y`fk`Y]gY`_c`b`bhYb`]g]W`
6Ygi`W`Y`f`i`b`X`DYfgcbU`fYW`hnY]h][`]b`G]W`Y`f`Y]h`Vf]b[`Yb`"

8]Y`: Yi`Yfk`Y\`f`GhUXh`@]W hYbZY`g`VY`_Ua`I`bhYfghØ`hni`b[`j`c`b`XYf`
: fY]k`j`][`Yb: Yi`Yfk`Y\`f`?`ØghYb`i`b`X`XYf`?`fY]gVfUbX]bgdY`_h]cb`
-bg[YgUa`h`k`UfYb`fi`b`X`*)`9]bgUhn`_fÄ`ZhY`a`]h`UW`h: U\`fnYi`[`Yb`]ja`

9]bgUhn"8]Y`@U[Y`ghY`hY`g]Wk`U`g`gWk`jYf][`XUfz`XYbb`X]Y`YfghY
9f_i`bXi`b[`nY][`hYz`XUgg`XYf`F`Ui`Wk`b]Wk`h`bi`f`Ui`g`XYf`9]gX]Y`Yz
gcbXYfb`Ui`Wk`Ui`g`Y]bYf`Ub[`fYbnYbXYb`5dch\Y`Y`_Ua`"8c`fh`k`F
Y]b`:`Yi`Yf`]b`Y]bYa`f`ØW`k`Åfh][`Yb`F`Ui`a`Ui`g[`YVfc`Wk`Yb`ž`k`Y`Wk`Yg
ni`Y]bYa`HchU`gWk`UXYb`ZØ`fhY"8]Ug`æ`bYfY`XYf`5dch\Y`Y`k`i`fXY
ghUf`_]b`A`]hY]XYbgWk`UZh[`Ync[`Yb`ž`X]Y`[`YbUi`Y`GWk`UXYbg\Ø\Y
ghY`h`ni`fnY]h`bc`Wk`Ui`g`"

J`Yf`Y`hnhY`i`b`X`GWk`Å`XYb`

K`Å`fYbX`XYg`a`Y`f`U`g`g]YVYb`Ghi`b`XYb`Ub`X`Ui`Yfb`XYb`9]bgUhnYg
j`Yf`Y`hnhYb`g]Wk`]bg[`YgUa`h`j`]Yf`DYfgcbYb`Xi`fWk
F`Ui`Wk`[`Ug]b`U`Uh]cb`ž`X`Ufi`b`hYf`X`fY]`A`]hUfVY]hYf`XYf`9]gX]Y`Y`"5i`Wk
Y]b`:`Yi`Yfk`Y`f`a`Ubb`k`i`fXY`j`Yf`Y`hnh"8]YgY`J`cfZ`Å`Y
i`bhYfghfY]Wk`Yb`X]Y`:`Y`ZU`fYb`ž`X]Y`VY]`Y]bYa`6f`Ub`X`\`Yffg`Wk`Yb`"
@Ui`h`i`f`Å`b`_]g`Wk`Yf`HU[`k`i`fXY`Y]bY`Yf`\Ø`hY
?c`Y`ba`cbcl`]X`_`cbnYb`hf`Uh]cb`Z`Ygh[`YghY`h`ž`k`Ug`X]Y`A`U»`b`U`a`Yb
XYf`:`Yi`Yfk`Y`f`ni`g`Å`hn`]Wk`Yfg`Wk`k`YfhY"5i`Wk`]b`i`a`]Y[`Yb`XYb
;`Yg`Wk`Å`ž`hYb`ž`k`]Y`Y]bYa`6`i`a`Yb`UXYb`i`b`X`XYa`A`c`XYW`b`hYf`5K`:`ž
a`i`gghY`Y]bY`,`VYfd`f`Ø`Z`b[`Ui`Z`F`Ui`Wk`!`i`b`X`7C!5i`gVfY]hi`b[
YfZc`[`Yb`"8]Ug`A`c`XYW`b`hYf`V`Y]Vh`j`cf`Ø`VYf[`Y`Y`b`X`i`[`Yg`Wk`c`ggYb`"

8]Y`B`UWk`Ø`g`Wk`UfVY]hYb`nc[`Yb`g]Wk`Ui`Z[`fi`b`X`XYf`[`fc»`Yb`A`Yb[`Yb
Ub`6f`Ub`X[`i`h`\]b`"i`a`X]Y`F`Ui`Wk`Ui`g`VfY]hi`b[`ni`j`Yf`\]b`XYfb`ž
gY`hnhYb`X]Y`9]bgUhn`f`Å`ž`hY`E`i`Yf`Ø`Zhi`b[`i`b`X`hY`Wk`b]g`Wk`Y`:`Yf`Å`hY`Y]b`"
:`Yi`Yfk`Y`f`_`ca`a`Ub`X`Ub`h`5`Yi`Ub`XYf`?`cgY`i`b`X`Ni`[`ZØ`fYf`<`c`[`Yf
F`Y]b`Y]b`_`cc`f`X]b]YfhYb`X]Y`9]bgUhn`f`Å`ž`hY`i`b`X`gc`f[`hYb`X`U`ZØ`ž`X`Ugg
U`Y`A`U»`b`U`a`Yb`ni`f`6Y`_`Å`a`d`Z`b[`XYg`:`Yi`Yfg`i`b`X`ni`f`G]Wk`Yf`\Y]h
XYf`6Y`hY]][`hYb`Yf[`f]Z`Yb`k`i`fXYb`"

6YXYi`hi`b[`XYg`6f`Ub`X`g`Wk`i`hnYg`

8]YgY`hfU[`]g`Wk`Y`9fY][`b]ggY`Yf]bbYfb`i`bg`Y]ba`U`a`Y`f`Ub`X]Y
K`]Wk`h][`_]h`XYg`6f`Ub`X`g`Wk`i`hnYg`"C`V`k`c`\`Y`g`]b`8Yi`hg`Wk`Ub`X`_]b`Y
i`a`Z`UggYb`XY`i`b`X`Y]b`\Y]h]Wk`Y`G`h`U]gh]_`ni`6f`Å`b`XYb`[`]V`h`ž`g]b`X`X]Y
;`Y`ZU`fYb`ž`X]Y`j`cb`:`Yi`Yf`Ui`g[`Y`Y`b`ž`b]Wk`h`ni`i`bhYfg`Wk`Å`hnYb`"@Ui`h`
:`Yi`Yf`Hfi`hn`_`Ø`bb`hYb`d`f`Å`n]gYfY`8`UhYb`ni`f`J`YfVYggYfi`b[`XYg
6f`Ub`X`g`Wk`i`hnYg`VY]hfU[`Yb`"

8]Y[YbUi Y'GWUXYbg\Ø\Y'b'XYb'VYhfcZZYbYb'; YgWÅZhYb:k]fX
 XYfnY]h'Xi fW'X]Y'ϕ\UVYf'Yfa]hY'h"9g'V`Y]Vh'ni `cZZYbž'XUgg'X]Y
 VYhfcZZYbYb'6Yhf]YVY'VU'X'k]YXYf'ÒZZbYb'_ØbbYb'i bX'XUgg'gc`WY
 JcfZÀ`Y'Xi fW'[YY][bYhY'A U»bU\ a Yb'b'Ni _i bZhj Yfa]YXYb
 k YfXYb"

8YhU]`g	
Cfh	@]W\hYbZY`gž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "]bZfUb_Yb"XY • k k k "ZfUYb_]gWYfhU["XY • k k k "ZYi Yfhfi hn"XY

6Ygi WYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY