

; fi bXghYi YffYZcfa . . ; c`ZWi Vg`]b`XYf
F Y []cb`a ØggYb`_fÀZh][`gdUfYb`°

8]Y; fi bXghYi YffYZcfa `gcf[h`&\$&) `ZØf`<YfUi gZcfXYfi b[Yb
VY]; c`ZWi Vg`]b`K Y]`Y]a !GWcb[Ui " `5i gk]f_i b[Yb`i bX
@Øgi b[Yb`]a `8YhU]"



6YfbVYi fYbž`8Yi hgW`UbX`!`8]Y`FYZcfa`XYf; fi bXghYi Yf
Vf]b[h`i bg]WYf\Y]hYb`a]h`g]Wž`X]Y`gck c`\`
; fi bXghØW_gY][YbhØa Yf`U`g`Ui W` ; c`ZWi Vg`VYhfYZZYb`"6YgcbXYfg
]b`6UmYfb`g]bX`X]Y`5i gk]f_i b[Yb`Ui W`]b`XYb`YhnhYb`K cWYb
j YfghÀf_h]bg`6`]W_ZY`X`[YfØW_h`K`À`fYbX`Y]b][Y; c`ZWi Vg`a]h
Yf\YV`]WYb`9f\Ø\i b[Yb`XYf; fi bXghYi Yf`_cbZfcbh]Yfh`k YfXYbž
nY][Yb`g]W`UbXYfY`[Y`UggYbYfž`XU`g]Y`Ui ZXYa`Y][YbYb; fi bX
i bX`6cXYb`UfVY]hYb`i bX`gca]h`a cXYfUhYfY`Yfk UfhYhY`?cghYb
\UVYb`"A Yf_i f`VYf]W hYhž`XUgg`XYf; YgW`ÀZhgzØ`fYf`XYg
; c`ZWi Vg`GhYbn`]b`6YfbVYi fYb`a]h`Y]bYf`?cghYbghY][Yfi b[`j cb
Yhk U`%"\$\$\$`V]g`%) \$\$\$`9i fc`fYW`bYh"

8Yf; c`ZWi V`GhYbn`\Uhfi bX` (\$\$\$`A]h[`]YXYfi bX`Y]bY`BYi b!@cW!

5b`U[Yž`X]Y`g]W\`ØVYf`&+`<Y`hUf`YfghfYW`h" <c`[Yf`C ghYff]YXž`XYf
; YgW\`ÅZhgzØ\`fYfž`Yfk`Å\`bhž`XUgg`X]Y`a`cXYfUhY`9f\`Ø\`i`b[`XYf
; fi`bXghYi`Yf`XUfUi`Z`ni`fØW`ni`ZØ\`fYb`]ghž`XUgg`X]Y`a`Y]ghYb
; fi`bXghØW`Y`]a`Y][`YbYb`6Yg]hn`g]bX" `æ` ; Y[`YbgUhn`XUni` `UVYb
; c`ZW`i`Vgž`X]Y` : `ÅW`Yb`j`cb`a`Y\`fYfYb`J`Yfd`ÅW`hYfb`[`YdUW`hYh
\`UVYbž`Y]b`\`Ø\`YfYg`F`]g]_c`ZØf`XfUgh]gW`Y`GhYi`YfYf\`Ø\`i`b[`Ybž`XU
X]Y` ; fi`bXghYi`Yf`]b`XYf`F`Y[`Y`X]fY`_h`Ub`g]Y`k`Y]hYf[`Y[`YVYb`k`]fX"

F`Y`U`_`h]c`b`Y`b`X`Y`f` ; c`Z`W`i`V`g`i`b`X`X`Y`f`
:]b`U`b`n`j`Y`f`k`U`h`i`b`[

5`_`h`i`Y``j`YfgYbXYb`X]Y` :]b`U`b`n`Å`a`h`Y`f` ; fi`b`X`g`h`Y`i`Y`f`V`Y`g`W`X`Y`]X`Y`ž`k`U`g
V`Y`]X`Y`b`J`Y`f`U`b`h`k`c`f`h`]W`X`Y`b`X`Y`f` ; c`Z`U`b`U`[`Y`b`n`i`Y`]b`Y`f`[`Y`k`]g`g`Y`b
B`Y`f`j`c`g]h`Å`h`ZØ\`f`h" `9`g`k`]f`X`[`Y`f`U`h`Y`b`ž`X]Y`6`Y`g`W`X`Y`]X`Y`[`f`Ø`b`X`]W`X`n`i
d`f`Ø`Z`Y`b`ž`i`a` `c`\`Y`N`U`\`i`b[`Y`b`n`i`j`Y`f`a`Y`]X`Y`b`"@`U`i`h`6`J` ; 5` \`U`V`Y`b
Y`b][`Y` ; c`Z`U`b`U`[`Y`b`V`Y`f`Y`]h`g`9]b`g`d`f`i`W`X`Y`b[`Y`Y`[`h`ž`i`a` `]\`f`Y
5`b`g`d`f`Ø`W`X`Y`n`i`k`U`\`f`Y`b`" `9]b`Y`f`Zc`[`f`Y`]W`X`Y`f`9]b`g`d`f`i`W`X`a`i`g`g`Y`X`c`W`X
[`i`h`V`Y`[`f`Ø`b`X`Y`h`i`g`Y`]b`ž`k`Å`\`f`Y`b`X`a`Ø`[`]W`X`Y`j`Y`f`Z`U`g`g`i`b[`g`f`Y`W`X`h`]W`X`Y
: f`U`[`Y`b`n`i`k`Y`]h`Y`f`Y`b`?`U`[`Y`b`ZØ\`f`Y`b`_`Ø`b`h`Y`b`"

8`Y`f` ; c`Z`i`i`b`X`@`U`b`X`W`i`V`?`U`f`k`Y`b`X`Y``]b`K`U``[`U`i`g]Y`\`h`i`g]W`X`a`]h`Y`]b`Y`f`
?`c`g`h`Y`b`g`h`Y`][`Y`f`i`b[`j`c`b`*`\$`\$`\$`\$`U`i`Z` , `\$`\$`\$`\$`9`i`f`c`_`c`b`Z`f`c`b`h`]Y`f`h" `æ`
Å`\`b`]W`X`Y`f`@`U`[`Y`]g`h`X`Y`f` ; c`Z`W`i`V`F`c`h`V`U`W`X`]b`A`Ø`b`W`X`Y`b`ž`X`Y`f`
j`c`f`U`i`g`g]W`X`h`]W`X`a`Y`\`f`n`U`\`Y`b`a`i`g`g`ž`X`U`X]Y` ; fi`b`X`g`h`Ø`W`Y`j`c`b`%`
j`Y`f`g`W`X]Y`X`Y`b`Y`b`9][`Y`b`h`Ø`a`Y`f`b`[`Y`d`U`W`X`h`Y`h`k`Y`f`X`Y`b`" `æ` ; Y[`Y`b`g`U`h`n`
X`U`n`i`n`Y`][`h`i`g]W`X`X`Y`f`7`i`V`a`U`b`U`[`Y`f`X`Y`g`@`U`b`X`/` ; c`Z`W`i`V`g`G`h"
9`i`f`U`W`X`]b`Z`Y`X`c`f`Z`c`d`h`a`]g`h]g`W`X`ž`X`U`\`Y`f`b`i`f`Y`]b`Y`]b`n][`Y`f`
9][`Y`b`h`Ø`a`Y`f`ZØf`X]Y` : `Å`W`X`Y`b`j`Y`f`U`b`h`k`c`f`h`]W`X`]g`h"

8`]Y`<`]b`h`Y`f`[`f`Ø`b`X`Y`X`Y`f` ; fi`b`X`g`h`Y`i`Y`f`f`Y`Z`c`f`a`

8`]Y`F`Y`Z`c`f`a`X`Y`f` ; fi`b`X`g`h`Y`i`Y`f`]g`h`Y`]b`Y`5`b`h`k`c`f`h`U`i`Z`Y`]b`l`f`h`Y``X`Y`g`
6`i`b`X`Y`g`j`Y`f`Z`U`g`g`i`b[`g[`Y`f]W`X`h`g`U`i`g`X`Y`a` `]\`f`&`\$`%` `n`i`f`
l`b[`Y`]W`X`V`Y`\`U`b`X`i`b[`V`Y`]a`G`h`Y`i`Y`f`f`Y`W`X`h" `5`V`%` `]\`b`i`U`f`&`\$`&`&
a`Ø`g`g`Y`b`U``Y` ; fi`b`X`g`h`Ø`W`Y`b`Y`i`V`Y`k`Y`f`h`Y`h`k`Y`f`X`Y`b`" `æ`U`i`h`X`Y`b`
U`_`h`i`Y``Y`b`æ`Z`c`f`a`U`h]c`b`Y`b`X`Y`g`6`i`b`X`Y`g`Z]b`U`b`n`a`]b]g`h`Y`f`]i`a`g`k`]f`X`
X]Y`b`Y`i`Y` ; fi`b`X`g`h`Y`i`Y`f`U`V`&`\$`&` `a`]h`U`b[`Y`d`U`g`g`h`Y`b`<`Y`V`Y`g`Å`h`n`Y`b`j`c`b`

XYb'ca a i bYb'VYgW`cggYb"8]Yg'_Ubb'_ØbZh['ni '\Ø\YfYb
 Z]bUbn]Y`Yb'6Y`Ughi b[Yb'ZØf'VYgh]a a hY'9][YbhØa Yf'ZØ\FYbž
 k Å\fybX'UbXYfY'a Ø[`]WYfk Y]gY'j cb'XYf'fYZcfa]YfhYb'FY[Y`i b[
 dfcZ]h]YfYb"

8]Y'bYi Yb'6YfYW`bi b[ga cXU`]hÅhYb'gY\Yb'i bhYf'UbXYfYa `X]Y
 : YghY[i b[`XYg'; fi bXghYi Yfk Yfhg'Xi fW`j YfgW`]YXYbY'f]hYf]Yb
 k]Y'6cXYbf]W`hk YfhYž'BYhnc_U`ha]YhY'i bX'; fi bXghØW_gZÅWY'j cf"
 8UVY]'k]fX'X]Y'GhYi Yfa YggnU`\`[YgYb_hž'k Ug'Ub'g]W`Y]bY
 9bhUghi b[`ZØf'j]Y'Y'6Øf[Yf'XUfghY`Yb'_ØbbhY""8YbbcW`V`Y]Vh
 UVni k UfhYbž'k]Y'X]Y'_cb_fYhYb`<YVYgÅhnY'XYf'; Ya Y]bXYb
 Ui ggY\Yb'k YfXYb"

≠g[YgUa h'nY][hig]W`ž'XUgg'X]Y'; c`ZWi Vg']b'XYf'FY[]cb'XYfnY]h
 Ui Za Yf_gUa `X]Y'9bhk]W`i b[Yb'j YfZc`[Yb'i bX'ZYI]VY`Ui Z'X]Y
 bYi Yb`<YfUi gZc'fXYfi b[Yb'fYU[]YfYb'a ØggYb"9g'V`Y]Vh
 gdUbbYbX'ni `VYcVUW`hYbž'k Y`W`Y'YbX[Ø'h][Yb'Z]bUbn]Y`Yb
 6Y`Ughi b[Yb'X]Y'FYZcfa `a]hig]W`Vf]b[hi bX'k]Y'X]Y'Y]bnY'bYb
 7`i Vg'Ui Z'X]Y'bYi Yb'6YgW`Y]XY'fYU[]YfYb'k YfXYb"

8YhU]`g	
C fh	6YfbVYi fYbž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "Vj [U"XY • k k k "Vi bXYgZ]bUbna]b]ghYf]i a "X Y

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