

%" ' & \$ &) \ fY ' 7 \ f]ghcd \ ' *) . ' 9]b ' < i VgW fUi VYf
fYhhYh '@YVYb ']b ' 6UmYfb °

FYhhi b[g\i VgW fUi VYf ' 7 \ f]ghcd \ ' *) 'ZY]YfhY 'Ua ' %&" ' & \$ &) ' gY]b ' %\$! ' Å \ f][Yg ' 6YghY \ Yb ']b ' G]bVfcbb ' a]hj]Y ' Yb
5_hj]]hÅhYb"



G]bVfcbb ž ' 8Yi hgW \ UbX ' ! ' 5a ' %&" ' & \$ &) ' k Uf ' : Y]Yfb ' Ub[YgU[h
]b ' G]bVfcbb . ' 8Yf ' FYhhi b[g\i VgW fUi VYf ' 7 \ f]ghcd \ ' *) ' ZY]YfhY
gY]bYb ' %\$ " ; YVi fhghU[" ' 8Yf ' < i VgW fUi VYf ž ' XYf ' gY]h'gY]bYf
≠X]YbghghY ' i b[' Ua ') " ' GYdhYa VYf ' & \$ %) ' Ua ' : ' i [d ' Um
8]b_Y ' gVØ \ ! G]bVfcbb ']a ' 9]bgUm ']ghž \ UhYg ' g]W ' ni f ' 5i Z[UVY
[Ya UW hž ' Y]bYb ' XYf ' YhnhYb ' k Y » Yb : ' YW_Yb ']b ' 6UmYfbg
@ ZhfUi a ' ni ' gW ']Y » Yb " ' A]h'Y]bYf ' VYY]bXfi W_YbXYb
' : ' i [[YgWk]bX][_Y]hj cb ' V]g'ni ' & (\$ ' _a # ']gh'XYf ' 7 \ f]ghcd \ ' *)
b]W h'bi f ' gW bY ' ž ' gcbXYfb ' Ui W ' Y]b ' i bj Yfn]W hVUfYf ' HY] ' XYg
FYhhi b[gX]YbghYg ']b ' XYf ' FY []cb "

Ni f ' : Y]Yf ' XYg ' HU[Yg ' _Ua Yb ' nU \ ' fY]WY ' DUfhbYf ' ni gUa a Yb ž
XUfi bhYf ' XUg ' 6F ? ž ' X]Y ' : Yi Yfk Y \ fž ' X]Y ' Dc ']nY]ž ' XYf ' 5857 ' gck]Y

X]Y`B chZU`gYY`gcf[Yf" `9]b`Vi bhYg`F U\`a Ybdfc[fUa a `Z0f`X]Y
6Ygi WXYf`Vch`X]Y`A 0[`]W`_Y]h`z`XYb`< i VgW`fUi VYf`gck]Y
j YfgW`]YXYb`Y`9]bgUhnZU`fnYi [Y` \`Ui hbU` \`ni `Yf`YVYb" `6YgcbXYfg
Z0f`X]Y`_`Y]bYb`6Ygi WXYf`[UV`Yg`j]Y`ni `YbhXYW`_Yb. `9]bY
< 0dZVi f[`z`?]bXYfgW`a]b`_Yb`i bX`gc[Uf`Y]bY`?i gW`Y`h]Yf`_]b]_
k UfhYhYb`Ui ZX]Y`0b[ghYb` ; `ÀghY" `8 Ug`N]Y`XYf`?i gW`Y`h]Yf`_]b]_ž
Yb[ghY`j cf`a YX]n]b]gW`Yb`9]b[f]ZYb`ni `bY` \`a Yb`ž`gh]Y» `Ui Z`fY[Yg
`bhYfYggY"

F YU`]gh]gW`Y`9]bg`ÀhnY`i bX`k]W`h][Y Df`Àj Yb]c b

8cW`b]W`hibi f`XYf`GdU» `Ua `b]W`h`ni `i fn`ž`Ui W`X]Y
9fbgh`UZh][`_Y]h`XYg`F Yhhi b[gX]YbghYg`k i fXY`Y]bXfi W`_gj c``
XYa`cbghf]Yfh" `b`Y]bYf`G`W`Ui 0Vi b[`Xi fW` : Yi Yfk Y`f`i bX`6F`
k i fXY`Y]b`J Yf`_Y`f`gi bZU``nk]gW`Yb`Y]bYa `D`_k`i bX`Y]bYa
F UXZU`fYf`bUW` [YghY``h" `8 Yf`F UXZU`fYf`a i gghY`fYUb]a]Yfh
k YfXYb`ž`k `À`fYbX`X]Y : U`fYf]b`XYg`D`_k`i gW`k YfY
F 0W`_Ybj Yf`Yhni b[Yb`Yf`]hh" `B chUfnh`8 f" `6YfbX`Nc`` `0Zyf`Yf`_`ÀfhY
X]Y`j YfgW`]YXYbYb`A U» bU` \`a Yb`XYf`F Yhhi b[g`_f`ÀZhY`i bX`VYhcbhY
X]Y`k]W`h][Y`6YXYi hi b[`Y]bYf`Zi b`_h]cb]YfYbXYb`F Yhhi b[g[Uggy
Z0f`XYb`gW`bY`Yb`Ni [Ub[`XYf`9]bgUhn`f`ÀZhY"

6YgcbXYfg`Y]bXfi W`_gj c``k UfYb`X]Y`9]bg`ÀhnY`XYf`F Yhhi b[g`i bXYž
X]Y`c` \`bY`@Y]bY`i bX`G]W`h`_cbhU`_h`ni a` < i bXYZ0`fYf`UfVY]hYhYb"
8]Y`5i gV]Xi b[`X]YgYf`H]YfY`b]a a`h`ink Y]V]g`j]Yf`ž`U`fY`]b
5bgdfi W`ž`VY]XYf`g]Y`i a`ZUggYbX`Ui Zj YfgW`]YXYbY
< YfUi gZcfXYfi b[Yb`k]Y`@`Àfa`i bX`A YbgW`Yba Yb[Yb`j cfVYfY]hYh
k YfXYb" < i bXYZ0`fYf`a 0ggYb`ni XYa`0VYf`Y]bY
GUb]h`ÀhgUi gV]Xi b[`gck]Y`?Yb`bh]ggY`ja`?UfhYb`YgYb`j YfZ0[Yb"

9]bY`YfZc`[fY]W`Y`6]`Ub n

7`f]ghc`d` \`*) `Ubb`Ui Z`Y]bY`ghc`nY`6]`Ubn`ni f0W`_V`]W`_Yb. `b`XYb
j Yf[Ub[YbYb`nY` \`b`ž`U`fYb` \`Uh`XYf`< i VgW`fUi VYf`VYfY]hg`% ("\$\$\$
9]bg`ÀhnY` [YZc[Yb" `8 Ua`]h` \`Uh`g]W`X]Y`5bnU` \`Ub`9]bg`ÀhnYb`]a
J Yf[`Y]W`ni `XYb`5bZUb[g`U`fYb`j YfXcddY`h`ž`k Ug`X]Y

8 f]b[`]W_X]h[i bX`K]W h[_Y]h'gY]bYf`5fVY]h[i bhYfghfY]W h"@UbXfUh
 8 f"@ Xk][`Yfk Å\bhY`VY]`XYb` : Y]Yf`W_X]hYb`XYb`6Ui`XYf
 <i VgW fUi VYfghUh]cb`]b`G]bVfcbbž`XYf`]a` `<YfVgh`&\$%) `VY[Ub b"
 5i »YfXYa` []Vh`Yg`D`ÅbY`Z0f`XYb`9]bgUhn`Y]bYg`J`c`c`_cdhYfg`]b`XYf
 FY[]cbž`k Ug`X]Y`@ ZhfYhhi b[`bcW`k`Y]hYf`j`cfUbVf]b[Yb`_0bbhY"

8Yf`FYhhi b[gX]Ybghž`k]Y`Yf`j`ca`FYhhi b[g\i VgW fUi VYf
 7\f]ghcd`*)` [`Y`Y]ghYh`k]fXž`]gh[i bj`Yfn]W`hVUf`"BYVYb`XYb
 df]a`ÅfYb`B`chZU``Y]bgÅhnYb`k`YfXYb`<i VgW fUi VYf`Ui`W`Z0f`XYb
 HfUbgdcfhj`cb``hYbg]j`dUh]YbhYb`nk`]gW`Yb`?`]b`_Yb`Y]b[YgYhnh"
 8]YgY`a`cXYfbY` : cfa`XYf`@ ZhfYhhi b[ž`VY]`XYf`_ca`d`YI`Y
 bchZU``a`YX]n]b]gW`Y`HYW`b`_`k`]Y`5b`Ågh`Yg]Y`i`bX`7\]fi`f[]Y`ni`a
 9]bgUhn`_ca`a`Ybž`]gh`Y]b`k`]W`h[]Yf`6YghUbXhY]`XYg
 ; Ygi`bX`Y]hggmgHYa`g]b`8Yi`hgW`UbX``8]Y`9]bgUhnV]`Ubn`XYf`5857
 @ ZhfYhhi b[`nY][hž`XUgg`XUg`HYUa` `j`cb`fi`bX`%`) \$`A`]hUfVY]hYfbž
 XUfi`bhYf`W`"%`,\$`D]`chYb`i`bX`*()`B`ch`ÅfnhY`ž`ghY`hg`VYfY]h`]ghž
 gW`bY``i`bX`YZZ]n]Ybh`ni` \UbXY`bž`i`a`A`YbgW`Yb`YVYb`ni`fYhhYb"

hbg[YgUa`h`nY][h`X]Y`J`YfUbghU`hi`b[`a`Y`f`U`g`XYi`h`]W`ž`k`]Y`k`]W`h[
 Y]bY`[i`h`Z`b`_h]cb]YfYbXY`@ ZhfYhhi b[`Z0f`X]Y`6Yj`0`_Yfi`b[`]gh[i`bX
 XUgg`X]Y`FYhhi`b[g\i VgW fUi VYfž`k]Y`7\]f]ghcd`*)`ž`Y]bYb`ZYghYb
 D`Uhn]b`XYf`B`chZU``j`Yfgcf[i`b[`Y]bbY`a`Yb``I`bhYfgh0hnhj`cb
 Y]bYa`X]W`hYb`BYh`nk`Yf`_`Ui`g`ghUUh]W`Yb`i`bX`b]W`hghUUh]W`Yb
 6YhfY]VYfbž`]gh`X]Y`@ ZhfYhhi b[`]b`8Yi`hgW`UbX`[i`h`Ui`Z[YghY``hi`bX
 Z0f`X]Y`Ni`_i`b`Zi`VYghYbg`[Yf0ghYh"

: 0f`k`Y]hYfY`hZcfa`Uh]cbYb`ni`7\]f]ghcd`*)`i`bX`XYf`@ ZhfYhhi b[`]b
 8Yi`hgW`UbX`ž`YgYb`G]Y`X]Y`6Yf]W`hY`Ui`Z`ZfÅb`_]gW`Yf`"XY`ž`
 fh`"]b`Zc`i`bX`i`ZhfYhhi`b["UXUWXY"

8YhU]`g	
C`fh	G]bVfcbbž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • ZfUYb`_]gW`Yf`"XY • fh`"]b`Zc • `i`ZhfYhhi`b["UXUWXY

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