

F]YgYbÀf[Yf`]b`BYi ghUXh. `J YfX]`_f]h]g]Yfh D`ÀbY`ZØf`6ÀXYfVYhf]YV°

5a`%*"\$+ "&\$&) `k]fX`XYf`a`Ò[`]WXY`5i`ggW`fY]Vi`b[`gdfcnYgg
ZØf`X]Y`6ÀXYf`]b`BYi`ghUXh`VY]`7cVi`f[`_cbhfcj`Yfg`X]g_i`h]Yfh`
J`YfX]`Ài`»`Yfh`6YXYb`_Yb`"



BYi ghUXh`VY]`7cVi`f[`ž`8Yi`hgW`UbX`!`8]Y`6ÀXYf`XYf`GhUXh
BYi ghUXh;`a`V<`ghY`h`ia`ca`YbhUb`]a`:`c_i`g`Y]bYg`h]`hn][`Yb
8YVUhg`"8Yf`5i`Zg]W`hgfUh`h`Uh]b`gY]bYf`Y`h`h`Y`b`G]hni`b[`i`bhYf`XYa
J`c`fg]h`j`cb`C`VYfVØf[`Yfa`Y]ghYf`F`YV`Ub`VYgW`c`ggYbž`XYb`6Yhf]YV
XYg`:`fY]VUXg`i`bX`XYg`<`U`YbVUXg`]b`BYi`ghUXh`VY]`7cVi`f[
Ui`gni`gW`fY]VYb`"8]YgY`9b`hgW`Y]Xi`b[`_Øb`bhY`k`Y]hfY]W`YbXY
:`c[`Yb`ZØf`X]Y`6YgW`ÀZh][`hYb`i`bX`X]Y`6UXY[`ÀghY`h`UVYb`"i`@`Ui`h`**B D**
7cVi`f[`Ài`»`Yfh`X]Y`;Yk`Yf`gW`UZh`J`YfX][`fc`»`Y`6YXYb`_Yb`ž`XU`XYf
GW`f]h`h`c`bY`X]Y`6YhY]][`i`b[`XYg`6Yhf]YVgfUhg`YfZc`[`h]`gh`"

8]Y`;`YZU`f`j`cb`DfY]gYf`h`Ø`i`b[`Yb`i`bX`DYfgcbU`UVVUi`ghY`h`ja
F`Ui`a`ž`k`Ug`ZØf`J`Yfk`]ffi`b[`i`bX`Gcf[`Yb`VY]`XYb`6YgW`ÀZh][`hYb
gc`f[`h`i`K`]f`gY`h`Yb`h`Yf`Y]bY`9bhk`]W`i`b[`ž`X]Y`ZØf`j`]Y`Y`A`]hUfVY]hYf`"

i bX'6UXY[ĀghY'dfcV`Ya Uh]gW'k YfXYb'`ÖbbhY ž'Yf_`Āfh'Y]b
GdfYWX Yf'j cb'J YfX]"'8]Y'; Yk Yf_gW UZh'ZcfXYfh'Y]bY'hfUbgdUfYbhY
8]g_i gg]cb'i bX'X]Y'9]bVYn]Y\i b['XYf'A]hUfVY]hYf'']b'X]Y
9bhgWY]Xi b[gdfcnYggY"

2 ZZYbh`]WXY'6ĀXYf'i bhYf'8fi W_

7\]gh]bY'6Y\`Yž'ghY`j YfhfYhYbXY'J cfg]hnYbXY'XYf'J YfY]bhYb
8]Ybgh'Y]ghi b[g[Yk Yf_gW UZh'f] Yf"X]tž'\Uh]b'X]YgYa
Ni gUa a Yb\Ub['Ui W'Ui Zk Y]hYfY'A]ggghĀbXY'']b'XYi hgWYb
GWk]a a VĀXYfb'\]b[Yk]YgYb"'2 ZZYbh`]WXY'6ĀXYf'`Y]XYb'gY]h
X\`fYb'i bhYf'Z]bUbn]Y`Yb'?Øfni b[Ybž'k Ug'b]W'h'bi f'X]Y
6YgWĀZh][hYb`VY`UghYhž'gcbXYfb'Ui W'X]Y'E i U`]hĀh'XYf'5b[YVchY
ZØf'X]Y'6UXY[ĀghY`VYY]bhfĀW'h][h' J YfX]'ZcfXYfh'XU\Yf'Y]bY
i a ZUggYbXY'≠j Ygh]h]cbgbcZZYbg]j Y'ZØf'X]Y'GWk]a a VĀXYf'i bX
a Y\`f'5i gV]'Xi b[gd`ĀhnY'ZØf': UW\Ub[YghY`hY"

8]Y'<YfUi gZcfXYfi b[Yb'g]bX'j]Y`ZĀ'h]["' : Øf'X]Y'6YUi Zg]W'h][i b[
XYf': fY]VĀXYf'[]Vh'Yg'Y]bYb'U_i hYb'DYfgcbU'a Ub[Y`"K Ā\`fYbX'']b
GhĀXhYb'k]Y'<Ubbcj Yf'j]Y'Y'5i gV]'Xi b[gd`ĀhnY'ZØf'
: UW\Ub[YghY`hY'ZØf'6ĀXYfVYhf]YVY'i bVYgYhnh'V'Y]VYbž'VY_'U[Yb
X]Y'6YhfY]VYf'Vi bXYgk Y]h'\c\Y'?fUb_YbghĀbXY'i bX'Y]bY'XYi h]W
Yf_YbbVUfYb': 'i _hi Uh]cb"'8]Y'G]hi Uh]cb'ZØ\fh'XUni ž'XUgg
K UW\X]YbghY'']b'nU\`fY]WYb'6ĀXYfb'bØh]['g]bXž'i a 'X]Y'G]WYf\Y]h
ni '[Yk Ā\`f'Y]ghYbž'k Ug'ni gĀhn`]WXY'?cghYb'j Yfi fgUW'h"

≠bj Ygh]h]cbYb'i bX'Ni _i bZh'XYf'A cV]'hĀh

8]Y'H\Ya Uh]_`XYf'Z]bUbn]Y`Yb'9b[dĀggY'']b'ÖZZYbh`]WYb
9]bf]W'h'i b[Yb'k]fX'b]W'h'bi f'']b'BYi ghUXh'VY]'7cVi f['X]g_i h]Yfh"
5i W'ja '6YfY]W'XYg'ÖZZYbh`]WYb'B U\j Yf_Y\fg'gY\Yb'g]W'GhĀXhY
a]h'Ā\`b`]WYb'DfcV`Ya Yb'`cbZfcbh]Yfh"'9]b'6fUbXVf]YZ'j cb
6Yhf]YVg!'i bX'DYfgcbU'fĀhYb'Ui g'ØVYf'%(\$'i bhYfbY\`a Yb'XYg
2 DBJ 'UddY`Y]Yfh'Ub'X]Y'Dc`h]_ž'A U» bU\`a Yb'[Y[Yb'9]bgdUfi b[Yb
i bX'DfY]gYf\`Ø\i b[Yb'ni 'Yf[fY]ZYb"'8]YgY': cfXYfi b['k]fX'Ui W
j cb'J YfX]'B F K 'i bhYfgh'Ømhž'X]Y'Ui ZY]bY'Xf]b[YbXY
BYi ghfi _hi f]Yfi b['XYf':]bUbn]Yfi b['\]bk Y]gYb"

8Yf`ÒZZYbh]WXY`JYf_Y`f`g]Y`h`g]W`X`i`f`W`X]Y`7`c`f`c`b`U!`D`U`b`X`Y`a`]Y
 ni`g`À`h`n`]W`i`b`h`Y`f`8`fi`W`" `G`W`À`h`n`i`b`[`g`k`Y`]g`Y`+`'`A`]`U`f`X`Y`b`'9`i`f`c`'U`b`
 :`U`f`[`Y`X`U`i`g`Z`À`Y`b`'i`b`X`'Y`V`Y`b`g`c`'c`X`Y` ;`Y`k`Y`f`V`Y`g`h`Y`i`Y`f`U`i`g`Z`À`Y`
 g`Y`h`n`Y`b`'X`]Y`?`c`a`a`i`b`Y`b`'g`h`U`f`_`i`b`h`Y`f`'8`fi`W`" `J`Y`f`X`]'Z`c`f`X`Y`f`h`'Y`]b`Y`
 `À`f`]W`X`Y`'`b`j`Y`g`h`]h`c`b`'j`c`b`%'\$`'A`]`U`f`X`Y`b`'9`i`f`c`']b`'X`]Y`'`b`Z`f`U`g`h`f`i`_`h`i`f`
 X`Y`g`²`D`B`J`ž`i`a`'V`]g`&`\$`'`\$`'X`]Y` :`U`f`[`U`g`h`n`U`X`'Y`b`']a`'J`Y`f`[`'Y`]W`X`'n`i`'&`\$`%-
 n`i`'j`Y`f`X`c`d`d`Y`b`"

`b`'X`Y`f`'d`c`'h`]g`W`X`Y`b`'8`]g`_`i`g`g`]c`b`'k`]f`X`'Y`g`'Y`]b`'5`b`']Y`[`Y`b`'V`'Y`]V`Y`b`ž`'X`]Y`
 ÒZZYbh]WXY`'b`Z`f`U`g`h`f`i`_`h`i`f`'g`c`k`c`X`'X`Y`f`'6`À`X`Y`f`'U`'g`'U`i`W`X`Y`g`
 B`U`X`]Y`f`_`Y`f`g`'b`U`W`X`'U`h`[`'n`i`'g`]W`X`Y`f`b`'i`b`X`'n`i`_`i`b`Z`h`g`Z`À`][`'n`i`
 [`Y`g`h`U`'h`Y`b`"8`]Y`'U`b`g`h`Y`'Y`b`X`Y`b`'9`b`h`g`W`X`Y`]X`i`b`[`Y`b`']b`'B`Y`i`g`h`U`X`h`V`Y`]
 7`c`V`i`f`[`'_`Ò`b`b`h`Y`b`'X`U`V`Y`]'U`'g`'K`Y`]W`X`Y`b`g`h`Y`'i`b`[`'Z`Ø`f`'U`b`X`Y`f`Y`'G`h`À`X`h`Y`
 X`]Y`b`Y`b`ž`'X`]Y`'g`]W`X`'a`]h`À`b`']W`X`Y`b`'D`f`c`V`'Y`a`Y`b`'_`c`b`Z`f`c`b`h`]Y`f`h`g`Y`'Y`b`"

8YhU]`g	
Cfh	B`Y`i`g`h`U`X`h`V`Y`]'7`c`V`i`f`[`ž`'8`Y`i`h`g`W`X`'U`b`X`
E`i`Y`'Y`b`	<ul style="list-style-type: none"> • k k k "bd!W&Vi f["XY • bfk "j YfX]"XY • k k k "j YfX]"XY

6Ygi`W`X`Y`b`'G`]Y`'i`b`g`'U`i`Z`.'b`!`U`[`"XY`