

A Uhh\]Ug'6fUbXh. 'K UfhYb'Ui Z'; cXch' 'X]Y
DUfU`Y`Y`ni f'8Yi hgW\Yb'6U\ b°

A Uhh\]Ug'6fUbXh'gd]Y`h'9ghfU[cb']b' K UfhYb'Ui Z'; cXch']b
6Yf`]b" 'DfYa]YfY'k Uf'Ua '%%"5dfj`žFi \fZYghgd]Y`Y`VY[]bbYb
Ua ' ' "A U]"



6Yf`]bž'8Yi hgW\`UbX'! 'A Uhh\]Ug'6fUbXhž'XYf*' ' !Å\ f][Y
GW\Ui gd]Y`Yf'i bX'Gc\b'XYg'Y\Ya U][Yb'6i bXYg_Ubn'Yfg'K]`m
6fUbXhž'gd]Y`h'XYfnY]h'X]Y`F c`Y`XYg'9ghfU[cb']b'XYf'5i ZZØ\fi b[
j cb' K UfhYb'Ui Z'; cXch']b'6Yf`]b" 'b'Y]bYa ' ; YgdfÅW`Äi »Yfh'g]W
6fUbXh'ni f'ff]hUh]cbž'X]Y`X]Y`i fUi ZZØ\fi b['XYg'GhØW_g']a 'š\ f
%-)' 'Ui g`ØghY"9f'n]Y\h'Y]bY'Ua ØgUbhY'DUfU`Y`Y`nk]gW\Yb'XYa
[YXi`X]['dfcVYb'i bX'k UfhYbXYb'H\YUhYfVYgi W\Yfb'i bX'XYf
8Yi hgW\Yb'6U\ b"8]Y`DfÄgYbn'j cb'k UfhYbXYb'A YbgW\Yb'i bX'X]Y
5Vk YgYb\Y]h'j cb'<UbX'i b[Yb'Xi fW\ n]Y\Yb'X]Y`bgnYb]Yfi b['i bX
gd]Y[Y'b'X]Y`H\Ya Yb'XYg'GhØW_g'k]XYfž'XUg'U'g'Y]bYg'XYf
VY_UbbhYghYb'K Yf_Y`XYg']f]gW\Yb'BcVY`dfY]ghfÄ[Yfg'GUa i Y`
6YW_Yhh'[]h"

K UfhYb`Ui Z; cXch ž'a]hXYa `C f][]bU`h]hY` 9b`UhhYbXUbh; cXch ž
`UhhY`gY]bY`DfYa]YfY`Ua `) " `Jbi Uf`%-) ' `]a `H`Å`34hfY`XY`6UVM`cbY
]b`DUf]g`"8Ug`K Yf`_`k]fX`XYf; Uhh`i b[`XYg`UVgi fXYb`H`YUhfYfg
ni [YcfXbYh`i bX`h`Ya Uh]g]Yfh`YI]ghYbn]Y`Y` : fU[Yb`gck]Y
a`cfU`]gW`Y`J`YfU`b`h`k`c`f`h`i`b`["`a`a`Y`f`k`]Y`X`Y`f`j`Y`f`g`i`W`Y`b`X`Y`
<Ui`dhZ][`i`fYb`9ghfU[`cb`i`bX`K`UX]a`]fž`X]Y`NY]h`a`]h`j`Y`fg`W`]Y`X`Y`b`Y`b`
Gd]Y`Y`b`ni`j`Y`fh`f`Y`V`Y`b`ž`k`Å`fYb`X`g]Y`X`U`f`U`i`Z`k`U`f`h`Y`b`ž`X`U`g`g`;`c`X`c`h`ž`
X`Y`f`j`Y`f`g`d`f`c`W`Y`b`Y`F`Y`h`Y`f`ž`Y`f`g`W`Y`]b`h`"8]Y`g`Y`f`_`ca`a`h`Y`X`c`W`b`]Y`ž`
i`b`X`X`U`g`G`h`Ø`W`_`Y`b`X`Y`h`]b`Y`]b`Ya`Z`c`f`h`k`Å`f`Y`b`X`Y`b`K`U`f`h`Y`b`"

8]Y`≠gnYb]Yfi b[`i`bX`]`fY`DfYa]YfYb

8]Y`U`_`hi`Y`Y`≠gnYb]Yfi b[`j`cb`K`UfhYb`Ui`Z;`cXch`i`bhYf`XYf`
F`Y`[`]Y`j`cb`@`_`DYfW]j`U`ZY]YfhY`Ua`'%%`"5df]`DfYa`]YfY`i`b`X`
Yfk`Y]gh`g]W`U`g`Y]b`VY[`Ø`W`_`Y`b`X`Y`f`G`W`f]h`h`Z`Ø`f`6`f`U`b`X`h`B`Y`V`Y`b`
]`a`gd]Y`Y`b`DUi`<`Y`fk`[`U`g`K`UX]a`]fž`C`j`Y`f`?`f`U`i`g`U`U`f`U`g`D`c`n`n`c`
i`b`X`J`b`b`_`A`Ø`Y`b`k`Y[`U`g`@`W`m`"8]Y`5`i`Z`Ø`fi`b[`k`]fX`U`g`HY`
X`Y`f`9`f`Ø`Z`bi`b[`gj`Y`f`U`b`g`h`U`hi`b[`Y`b`X`Y`f`F`i`f`Z`Y`g`h`g`d]Y`Y`]b`
F`Y`W`_`]b[`U`i`g`Y`b`Ua`" `A`U]`d`f`Å`g`Y`b`h]Y`fh`"

6YW`Y`h`V`Y`[`U`b`b`a`]h`X`Y`f`5`f`V`Y]h`U`b`K`UfhYb`Ui`Z;`cXch`]a`<`Y`f`V`g`h`
%-`(`,`ž`V`Y`j`c`f`X`U`g`G`h`Ø`W`_`%-`(-`j`c`Y`b`X`Y`h`k`i`f`X`Y`"6Y]X`Y`f`D`f`Y`a`]Y`f`Y`
Ø`V`Y`f`b`U`a`X`Y`f`F`Y`[`j`g`g`Y`i`f`F`c`[`Y`f`6`]b`U`i`W`X`Y`F`c`Y`X`Y`g`D`c`n`n`c`"
8]Y`Y`f`g`h`Y`X`Y`i`h`g`W`g`d`f`U`W`][`Y`≠gnYb]Yfi b[`Z`U`b`X`b]W`h`U`b[`Y`b`U`W`
X`Y`f`i`f`U`i`Z`Ø`fi`b[`gh`U`h`ž`]a`G`Y`d`h`Y`a`V`Y`f`%-)`]a`G`W`c`g`g`d`U`f`_`
H`Y`U`h`Y`f`]b`6`Y`f`]b`ž`]b`gnYb]Yfh`j`cb`?`U`f`<`Y]b`n`G`h`f`c`i`l`"

8]Y`H`Ya`Yb`j`cb`K`UfhYb`Ui`Z;`cXch

8Ug`GhØW`V`Y`Y`i`W`h`Y`h`X]Y`<]b`Z`Å`][`_`Y]h`a`Y`b`g`W`]W`X`Y`f`A`c`f`U`i`b`X`
X]Y`[`Y`g`Y`g`W`U`Z`h]W`X`Y`J`Y`f`k`Y][`Y`fi`b[`ž`g]W`a`]h`X`Y`b`?`c`b`g`Y`e`i`Y`b`n`Y`b`
j`cb`?`f]Y[`i`b`X`;`Y`k`U`h`U`i`g`Y]b`U`b`X`Y`f`n`i`g`Y`h`n`Y`b`"6`f`U`b`X`h`V`Y`g`W`f`Y`V`h`
X]Y`5`V`k`Y]W`i`b[`n`k`]g`W`Y`b`H`Y`U`h`Y`f`d`f`c`V`Y`b`i`b`X`:`]a`X`f`Y`U`f`V`Y]h`Y`b`
i`b`X`Y`V`h`Y`f`j`c`f`ž`X`U`g`g`X]Y`H`Y`U`h`Y`f`d`f`c`V`Y`b`Y]b`Y`V`Y`g`c`b`X`Y`f`Y`
:`Y`I`]V`]h`Å`h`V]Y`h`Y`b`ž`X]Y`X`U`g`_`f`Y`U`h]j`Y`5`f`V`Y]h`Y`b`Z`Ø`f`X`Y`fh`"

8]Y`<`U`i`d`h`d`Y`f`g`c`b`Y`b`ž`9`ghfU[`cb`i`b`X`K`UX]a`]fž`Y`f`Y`V`Y`b`X]Y`]b`b`Y`f`Y`
N`Y`f`f]g`g`Y`b`Y`]h`i`b`X`X]Y`g`h`Å`b`X][`Y`i`b[`Y`k`]g`g`Y`h`ž`X]Y`g]W`]b`]f`Y`a`

K UfhYb`Ui Z; cXch`k]XYfgd]Y[Y`b"8Yf`7\UfU_hYf`Dcnnc`k]fX`U`g
 hmfUbb]gWYf`@UbXVYg]hnYf`XUf[YghY`h`k`Å\fybX`@ W_miU`g`XYggYb
 8]YbYf`Z b[]Yfh`8]YgY`?cbghY`Uh]cb`j YfXYi h]W`h`X]Y`8mbUa]_
 j cb`A UW`hi bX`i bhYfXfØW_i b[]b`XYf`a YbgW`]W`Yb`6Yn]Y\i b["
 æ`nk Y]hYb`5_h]gh`Dcnnc`V`]bX`i bX`@ W_mighi a a`ž`k Ug`U`g`Gma`Vc`
 ZØf`X]Y`<]bZ`][_Y]h`XYf`[YgY`gW`UZh]W`Yb`A cfU`]bhYfdYh]Yfh
 k]fX"

6YW_Yhng`K Yf_]gh`b]W`h`bi`f`]b`8Yi hgW`UbXž`gcbXYfb`Ui W`
]bhYfbUh]cbU`Y]b`\Åi Z[]]bgnYb]YfhYg`GhØW_ž`XUg`]b`j]Y`Yb`@ÅbXYfb
 Ui Z[YZØ\fh`k]fX""9g`k]fX`Ui W`U`g`nYbhfU`ZØf`X]Y`8]g_i gg]cb`i a
 X]Y`a cfU`]gW`Y`J`YfUbhk cfhi b[]b`XYf`a cXYfbYb`; YgY`gW`UZh
 Ub[YgY`Ybž`k cVY]`XYf`B`Ua`Y`; cXch`Ui Z`XUg`ZfUbnØg]gW`Y`K cfh
 ZØf`GW`i`\`Ubgd]Y`Yb`_ØbbhY"

8]Y`5_hi`U`]h`Åhi bX`X]Y`h]YZYb`: fU[Yb`XYg`GhØW_g`V`Y]VYb`V]g`\Yi hY
 fY`Yj Ubhž`k]Y`Ui W`Y]bY`f`ÅW`bhY`5VgU[Y`Y]bYf`5i ZØ\fi b[]b`XYb
 B]YXYf`UbXYb`nY][hž`X]Y`U`g`X]g_f]a]b]YfYbX`YfUW`hYh`k`i`fXYž`k`Y]
 bi`f`A`AbbYf`X]Y`F`c`Yb`gd]Y`Yb`Xi`fZhYb"

8YhU]`g	
J cfZU`	Gcbgh][Yg
C fh	6Yf`]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • XY"k]_]dYX]U"cf[

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