

: fUi 'ÒZZbYh']a 'GUf['X]Y'5i [Yb.
@YVYbgnY]WY Yb 'bUWY 'Hc hYbgWY Ui °

9]bY', , !À\ f][Y'k i fXY'ZÀ`gWY`]WY Yfk Y]gY'ZØf'hch'Yf_`Àfhi bX
Yfk UWYhY`_i fn'j cf'XYf'6Y]gYhni b["'8Yf'J cfZU``n]Y\h
9fa]hhi b[Yb'bUWY'g]WY"



D]`gYbž`HgWk YWk]Yb`!`b`Y]bYa`YfgWk fYU_YbXYb`J`cfZU``]b`D]`gYbž`
HgWk YWk]Ybž`k`i`fXY`Y]bY`,``,`!`Å`f][`Y`:`fUi`Z`gWk`]Wk Yfk`Y]gY`ZØf`hch`
Yf`_`Åfh`" `À`f`DUf`hb`Yf`f`Y]Z`XYb`B`chfi`Zž`XU`Yf`g]Y`b]Wk`h`k`YW`_`Yb`_`c`b`b`h`Y`
i`bX`XUj`cb`Ui`g[]b[ž`XUgg`g]Y`[`Y`ghc`fV`Yb`gY]"`8]Yg`ZØ`f`hY`X`Uni`ž`
XUgg`Y]bY`A`YX]n]bYf]bž`X]Y`U`g`Ua`h]Wk`Y`@Y]Wk`Yb`VY`gWk`Ui`Yf]b`
Z`b[]Yf`hY`ž`Y]bY`Hc`XY`gi`f`_`i`b`XY`Ui`gghY`hY" `8`Yf`J`cf`ZU``YfY][`b`Y`hY`
g]Wk`Ua`:`fY]hU[ž`Y`hk`U`-`\$`?`]`ca`Y`hY`f`k`Y`gh]Wk`j`cb`DfU["`

8]Y`X`f`Ua`U`h]gWk`Y`K`Y`b`XY`_`Ua`ž`U`g`X]Y`:`fUi`ž`X]Y`ZØf`hch[`Y`U`h`Y`b`
k`i`fXY`ž`]\`fY`5`i`[`Y`b`Ò`Z`b`Y`hY`ž`U`g`A`]hU`fV`Y]hY`f`Y]b`Y`g`
6`Y`gh`U`h`i`b`[`g]b`gh]h`i`hg`g]Y`]b`XY`b`G`U`f`[`Y`[`h`Y`b" `8]Yg`ZØ`f`hY`X`Uni`ž`
XUgg`X]Y`A`]hU`fV`Y]hY`f`gc`Zc`f`h`XY`b`F`Y`h`i`b`[`g`X]Y`b`gh`U`U`fa`]Y`f`h`Y`b`ž`XY`f`
X]Y`:`fUi`_]`bg`?`f`Ub`_`Y`b`U`i`g`V`f`U`W`k`hY" `8`Yf`:`Y`gi`b`X`Y`]h`g`ni`gh`U`b`X`XY`f`
G`Y`b]c`f]b`k`]f`X`U`g`gh`UV]`V`Y`g`W`k`f]Y`V`Y`b`/`]\`f`[`Y`U`h`Y`g`X`Y`a`5`h`Y`f`i`b`X`
\`f`Y`b`J`cf`Y`f`_`f`Ub`_`i`b`[`Y`b`Y`b`hg`d`f`Y`W`k`Y`b`X`[`i`h`

9fa]hh`i`b`[`Y`b`[`Y`[`Y`b`X]Y`Y`f`nh]b`

8]Y`Dc`nY]\`U`h]b`nk`]gWk`Y`b`9fa`]hh`i`b`[`Y`b`[`Y`[`Y`b`X]Y`Y`f`nh]b`
Y]b`[`Y`Y]hY`hž`XU`XY`f`J`Y`f`X`U`W`k`h`XY`f`i`b`hY`f`U`gg`Y`b`Y`b`<`]`Z`Y`Y]g`h`i`b`[`
V`Y`gh`Y`h" `8]Yg`Y`5`f`h`XY`f`G`h`f`U`Z`h`U`h]g`h]b`8`Y`i`hgWk`U`b`X`X`i`f`Wk`z`" `&`W`
G`h`6`[`Y`f`Y`[`Y`h`i`b`X`V`Y`n]Y`h`g]Wk`U`i`Z`G]h`i`U`h]c`b`Y`b`ž`]b`XY`b`Y`b`Y`a`U`b`X`
]b`Y]b`Y`f`B`c`hg]h`i`U`h]c`b`b]Wk`h`U`b`XY`hž`c`V`k`c`X]Y`g`Y`f`Z`c`f`XY`f`]Wk`i`b`X`
n`i`a`i`h`V`U`f`k`Å`fY" `N]Y`X`Y`g`:`Y`g`Y`h`[`Y`V`Y`f`g`]g`h`Y`g`ž`
n`k`]gWk`Y`ba`Y`bg`Wk`]Wk`Y`G`c`X]U`f]h`Å`h`ni`ZØ`f`XY`f`b`i`b`X`Y]b`G`m`gh`Y`a`ni`
g`Wk`U`Z`Z`Y`b`ž`X`U`g`X`U`g`<`U`b`XY`b`]b`_`f]h]gWk`Y`b`A`ca`Y`b`h`Y`b`U`b`f`Y`[`h`

æa`:`U`Y`XY`f`,``,`!`Å`f][`Y`b`:`fUi`ghY`h`g]Wk`X]Y`:`fU[`Y`ž`c`V`X]Y`
A`YX]n]b`Y`f]b`XY`b`f]Wk`h][`Y`b`i`a`[`Ub[`a`]h`XY`f`G]h`i`U`h]c`b`U`h`hY`c`XY`f`
c`V`Y`g`j`Y`f`g`Å`i`a`h`k`i`fXY`ž`Y]bY`a`YX]n]b]gWk`Y`i`b`hY`f`gi`Wk`i`b`[`
X`i`f`Wk`n`i`ZØ`f`Y`b`ž`V`Y`j`c`f`Y]bY`Hc`XY`g`V`Y`g`Wk`Y]b][`i`b[`U`i`g[`Y`ghY`h`
k`i`fXY" `Gc`hY`g]Wk`Y`f`U`i`gghY`Y`b`ž`X`U`gg`Y`g`U`b`XY`f`Y`f`nh]b`U[`ž`
_`Ò`b`h`Y`X]Y`g`g`Wk`k`Y`fk`]Y[`Y`b`XY`f`Y`Wk`h]Wk`Y`?`c`bg`Y`e`i`Y`b`n`Y`b`U`V`Y`b`"

F`Y`U`_`h]c`b`Y`b`X`Y`g`6`Y`gh`U`h`i`b`[`g`i`b`h`Y`f`b`Y`a`Y`b`g`

8 Ug'6YghUhi b[gi bhYfbY\ a Ybž'XUg'Z0f'X]Y'9]b\c'i b['XYg
 ?cfcbYfg 'j YfUbhk cfh]W\]ghž'Xf0W_hY'6YXUi Yfb'0VYf'XYb'J cfZU''
 Ui g''B UW\ 'Y]bYf'; YgYmYgAbXYfi b['ja 'š\ f'&\$%%'gh'XYf
 ?cfcbYf 'j]b'HgW\YW\]Yb'Z0f'X]Y': YghghY''i b['j cb'≠Ybh]hÅhi bX
 HcXYgi fgUW\Y'ni ghÅbX]["8 Ug'i bhYfbY\ a Yb'd'Ubhž'dYfgcbY''Y
 ?cbgYei YbnYb'ni 'n]Y\Ybž'i a 'g]W\Yfni ghY''Ybž'XUgg'gc'W\Y': Y\Yf
 b]W\h'k]YXYf'j cf_ca a Yb"

8]YgY'hfU[]gW\Y'J Yfk YW\g'i b['fi Zh'Ui W\ '9f]bbYfi b[Yb'Ub'UbXYfY
 : Å''Y'\Yfj cfž]b'XYbYb'i bhYf'UggYbY'<]ZY'Y]ghi b['ni 'Yfbgh\UZhYb
 ?cbgYei YbnYb'Z0\fhY''9]b'dfca]bYbhYg'6Y]gd]Y'']gh'XYf': U''j cb
 8 Ub]Y''?0V\0W_ž'XYf'ja 'GdÅhgca a Yf'&\$%, 'ghUfVž'bUW\XYa 'Yf
 j Yfa i h]W\ j ca '8YW_Y]bYg'?fYi nZU\fhgW\]ZYg'gdFUb["GY]b'J UhYf
 Yf\YVh'J cfk 0fZY' [Y[Yb'X]Y'6Y\0fXYb'k Y[Yb'i bhYf'UggYbYf
 <]ZY'Y]ghi b[ž'k Ug'X]Y'8]g_i gg]cb'i a 'X]Y'fYW\h]W\Yb
 F U\ a YbVYX]b[i b[Yb'i bX'X]Y'J YfUbhk cfhi b['j]b'gc'W\Yb
 G]hi Uh]cbYb'YfbYi h'Ubghc» Yb'_0bbhY"

8]Y'J cfUi ggYhni b[Yb'Z0f'Y]bY'ghfUZVUFY'i bhYf'UggYbY
 <]ZY'Y]ghi b[ž'k]Y'g]Y'ja 'XYi hgW\Yb'F YW\h'j YfUb_Yfh'g]bXž'nY][Ybž
 XUgg]b'XYfUfh][Yb'B chg]hi Uh]cbYb'gck c\ 'fYW\h]W\Y'U'g'Ui W\
 Yh\]gW\Y', VYf'Y[i b[Yb'Y]bY'F c''Y'gd]Y'Yb''9g']gh'YbhgW\Y]XYbXž
 XUgg]b'U_i hYb '@[Yb'fUgW\ 'i bX'Ub[Ya YggYb'fYU[]Yfh'k]fXž'i a
 gc'W\Y'VYi bfi \][YbXYb'J cfZÅ''Y'ni 'j Yf\]bXYfb"

8YhU]`g	
C fh	D]`gYbž'HgW\YW\]Yb
E i Y''Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "fU!gUa]a]"XY

6Ygi W\Yb'G]Y'i bg'Ui Z.'Y]bY!fY]gY"XY