

F U i V Ø V Y f Z U `` `] b ' ? U ` _ . ' D c `] n Y] ' g i W X h k] W X h] [Y ' N Y i [Y b °

⊖ ' ? U ` _ k i f X Y b ' n k Y] ' G d U n] Y f [Å b [Y f] b b Y b ' j c b ' Y] b Y a
a U g _] Y f h Y b ' F U X Z U \ f Y f ' a] h ' Y] b Y a ' A Y g g Y f ' V Y X f c \ h " ' 8] Y
D c `] n Y] ' g i W X h ' N Y i [Y b "



F U h \ Y f ' ?] f W X k Y [ž ') % \$ * % ? Ø ` b ž ' 8 Y i h g W X ` U b X ' ! ' 5 a
j Y f [U b [Y b Y b ' A] h h k c W X a c f [Y b ' _ U a ' Y g] b ' ? Ø ` b ! ? U ` _ n i ' Y] b Y a
Y f g W X f Y W _ Y b X Y b ' , V Y f Z U `` ` U i Z n k Y] ' G d U n] Y f [Å b [Y f] b b Y b " ' 8] Y
V Y] X Y b ' : f U i Y b ž] a ' 5 ` h Y f ' j c b ' ((' i b X ' * - ' † \ f Y b ž ' k i f X Y b ' j c b
Y] b Y a ' a U g _] Y f h Y b ' F U X Z U \ f Y f ' U b [Y [f] Z Y b ž ' X Y f ' a] h ' Y] b Y a ' A Y g g Y f
X f c \ h Y " ' 8 Y f ' J c f Z U `` ` Y f Y] [b Y h Y ' g] W X ' U i Z X Y a ' F U h \ Y f ' ?] f W X k Y ['] a
G h U X h h Y] ' B Y i V f Ø W _ i b X ' V Y g W X f Y] V h ' Y f b Y i h ž ' k] Y ' k] W X h] [' X] Y
5 i Z a Y f _ g U a _ Y] h ' X Y f ' 6 Ø f [Y f ' Z Ø f ' X] Y ' G] W X Y f \ Y] h] b ' i b g Y f Y f ' G h U X h
] g h "

8 Y f ' a U g _] Y f h Y ' 5 b [f Y] Z Y f ž ' X Y f ' [U b n '] b ' G W X k U f n [Y _ Y] X Y h ' k U f ž
j Y f g i W X h Y ' n i b Å W X g h ž ' X Y b ' 9] b _ U i Z g _ c f V ' X Y f ' ((! † \ f] [Y b ' n i
Y f [f Y] Z Y b " ' 8 c W X ' U ' g ' X] Y ' : f U i ' g] W X ' n i f ' K Y \ f ' g Y h h Y ž ' Y g _ U] Y f h Y ' X] Y

G]hi Uh]cb"8Yf'HÀhYf'f]gg'XYb'?cfV'Ui'g']\fYf'<UbX'i bX'ZØW'hYhY
Ui Z'gY]bYa '[fØbYb'8Ua YbZU\ffUX']b'F]W'h' b['CVYfYf'6fi W'k Y["
@Ui h'XYf'Dc`nY]'hfi ['XYf'HÀhYf'Y]bY'?Udi nY'gck]Y'Y]b'\Y`Yg'Hi W'
ni f'; Yg]W'hgVYXYW_i b['i bX'_Ubb'U`g'A Ubb'a]h'Xi b'_Yb'<UUFYb
i bX'Xi b'_Yf'<Ui hZUfVY'VYgW'f]YVYb'k YfXYb"8]Y'9fa]h'Yf'V]hYb
bi b'i a '<]bk Y]gY'j cb'NYi [Ybž'X]Y'X]YgYb'J cfZU`VYcVUW'hYh
\UVYb"8]Y'?cbhU_hXUhYb'XYf'Dc`nY]'`Ui hYb.'\$&&%&&-!\$'cXYf
dcghgY`Y`_cY`b4 dc`nY]"bfk "XYž'k]Y'h!cb`]bY'VYf]W'hYh"

8]Y'F c`Y'XYf'NYi [Yb

NYi [Yb'g]bX'cZhiX]Y'GW'ØggY`ni f'5i Z_`Àfi b['j cb'J YfVfYW'Yb"
6Y]j]Y'Yb'?f]a]bU`ZÀ`Ybž']bgVYgcbXYfY'k Ybb'5i ggU[Y'[Y[Yb
5i ggU[Y'ghY'hž'_ØbbYb'g]Y'Yb'hgW'Y]XYbXY'≠Zcfa Uh]cbYb`']YZYfb"
≠'?Ò'b`]gh'X]Y'Dc`nY]'ghUf'_Ui Z'X]Y'A]h\]'ZY'XYf'6Øf[Yf
Ub[Yk]YgYbž'b]W'h'bi f']b'X]YgYa 'gdYn]Y`Yb': U`ž'gcbXYfb']a
F U\ a Yb'XYf'[YgUa hYb'?f]a]bU`]hÀhgVY_`Àa dZi b["K]Y'H5; &(
Yf'Ài hYfhž[Y\hYg'VY]XYb'NYi [YbUi Zfi ZYb'cZhi a
gW'k Yfk]Y[YbXY'8Y`_hYž'XUfi bhYf'Ui W'F'Ui VØVYfZÀ`Y'i bX
: U\fyfZi W'h"

≠'XYf'U_hi Y`Yb'@U[Y'VYk Y['g]W'X]Y'Dc`nY]'W'b]W'h'bi f']b'F]W'h' b[
5i Z_`Àfi b[ž'gcbXYfb'Ui W'`i a 'XUg'G]W'Yf\Y]hg[YZØ\`XYf
6Yj Ò`Yfi b['ni 'gh`Àf_Yb"8Ug'nY][h'g]W'VYgcbXYfg]b'XYf
Ni gUa a YbUfVY]h'a]h'XYb'6Øf[Yfbž'X]Y'cZhiY]bYb'Yb'hgW'Y]XYbXYb
6Y]hfU[`Y]ghYb'_ØbbYb"K Yf'≠Zcfa Uh]cbYb'ni 'GhfUZhUhYb'\Uhž
gc`hY'g]W'h'nØ[]['VY]XYf'ni gh`ÀbX][Yb'Dc`nY]X]fY_h]cb'a Y'XYb"

? f]a]bU`]hÀhgYb'hk]W_`i b[']b'8Yi hgW'`UbX

8]Y'U`[Ya Y]bYb'NU\`Yb'ni f'?f]a]bU`]hÀh']b'8Yi hgW'`UbX'g]bX
j]Y'ZÀ'h][ž'k]Y'X]Y'Øb[ghYb'GhUh]gh]_Yb'nY][Yb"@Ui h'XYf
Dc`nY]']W'Yb'?f]a]bU`ghUh]gh]_fD?GŁ'[UV'Yg'&\$&('Y]bYb'F ØW_[Ub[
XYf'fY[]ghf]YfhYb'GhfUZhUhYb'i a '%ž+'i 'Ui Z'Yhk U') ž ('A]`)cbYb"
8]YgYf'F ØW_[Ub[']gh'i bhYf'UbXYfYa 'Ui Z'X]Y'HY]'Y[U']g]Yfi b['j cb
7UbbUV]g'ni fØW_ni ZØ\fybž'X]Y'k Yb][Yf'7UbbUV]g!8Y`_hY'ni f
: c'[Y'\UhY'"8cW'hfchn'X]YgYf'dcg]hj] Yb'9b'hk]W_`i b['[]Vh'Yg'Y]bY
Ni bU\ a Y'VY]'GhfUZhUhYbž'X]Y'XUg'G]W'Yf\Y]hg[YZØ\`XYf'A Yb'gW'Yb

VYY]bhfÅW h][Yb"

9]b][Y']bhYfYggUbhY': U_hYb'Ui g'X]YgYb'ghUh]gh]gWYb'9f\YVi b[Yb
g]bXž'XUgg'X]Y'\Ài Z][ghYb'GhfUZhUhYb'&\$&('8]YVghÅ\`Y'i bX
J Yfa Ò[YbgXY`_hY'g]bX"Ni XYa`nY][h'g]Wž'XUgg'J YfVfYWYb
[Y[Yb'XUg'@YVYbž'k]Y'A cfX'i bX'HchgW`U[žbi f'\$ž%i`XYf
; YgUa hghUh]gh]_`Ui ga UWYb"'8]Y'5i Z_`Àfi b[gei chY`U[`VY]') , i ž
k Ug'nk Uf`Y]b`k Yb][` [Ygi b_Yb`]ghž'UVYf'XYbbcW`cZi'Ui ZX]Y`[i hY
Ni gUa a YbUfVY]h'nk]gWYb'Dc`nY]i bX'6Øf[Yf'ni fØW_ni ZØ\fyb
]ghž'k]Y`X]Y'8UhYb'Ui Z'GhUh]ghU`VY`Y[Yb"

J cf'X]YgYa`<]bhYf[fi bX'j YfXYi h]W`h'XYf'J cfZU``]b'?U`_Y]ba U`
a Y\fž'k]Y`VYXYi hYbX'X]Y'5i Za Yf_gUa _Y]h'i bX'A]h`Z'XYf
?ca a i bY'g]bXž'i a`G]WYf\Y]h]b'XYb'Y][YbYb`j]Yf'K ÀbXYb'i bX
]b'XYb'GhfU» Yb`ni` [Yk Å\`Y]ghYb"»XYf`<]bk Y]g`_Ubb
Ui ggW`U[[YVYbX'gY]bž'k Yg\U`V`X]Y'Dc`nY]`X]Y'6Yj Ò`_Yfi b[
Y]bXf]b[`]W`i a`I bhYfghØhni b[`V]hYh"

8 YhU]`g	
C fh	F Uh\Yf'?]fW`k Y[ž') %\$*%?' Ò`bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h!c b`]bY"XY • k k k "hU[&("XY • XY"ghUh]ghU"Wč a

6Ygi WYb`G]Y'i bg'Ui Z.`a Y]b!_cY`b"bYh