

æ bUh\ Ub '@ck . ' 8 Yf ' 5 i Zgh]Y [' XYg
:]b UbnfYj c `i h]cb Åfg'j cb '6]dhUd °

æ bUh\ Ub '@ck ž; fØbXYf'j cb '6]dhUdž'k]fX ']b': cfVYg/ , \$' - /
(\$ ' l bXYf' (\$ ' ZØf'HYW! ðbcj Uh]cb 'Ui g[YnY]W bYhž
fYj c `i h]cb]Yfh'XUg'6Ub_k YgYb'k Y`hk Y]h"



NYbhfU`UZf]_Ub]gW X Y `F Ydi V`]_ž'NYbhfU`UZf]_Ub]gW X
F Ydi V`]_ ' ! ' K Ug` \ UVYb `Y]b]bbcj Uh]j Yf'6Ub_X]Ybghi bX`Y]b
Ui ZghfYVYbXYg'i bhYfbY`a Yb' [Ya Y]bgUa 3'F]W h][ž'g]Y `ÖbbYb
X]Y `K Y`h] YfÅbXYfb` æ bUh\ Ub '@ck ž; fØbXYf'j cb '6]dhUdž`Uh
_Øfn`]W `Ui Z'g]W `Ui Za Yf_gUa ` [Ya UW hž'bUWXYa `Yf'Ui Z'XYf
: cfVYg!@ghY `XYf' (\$ 'i bhYf' (\$ 'a `6YfY]W `HYW b]_ `Ui g[YnY]W bYh
k i fXY"; `cVYBYk gk]fY `VYf]W hYhž'XUgg'6]dhUd`U`g`X]Y`YfghY
Ca b]'6Ub_ `XYf'K Y`h' []hi bX`cZi`U`g`XUg' 5]fVbV`XYg'6Ub_]b[g
VYgW f]YVYb'k]fX"

ð`bi f`_i fnYf'NY]h`Uh'6]dhUd`ØVYf'&) "\$\$\$`Bi hnYf'k Y`hk Y]h
[Yk cbbYb" `6YgcbXYfg`VYY]bXfi W_YbX`]ghž'XUgg`X]Y`D`UhhZcfa
bU`h`cg'a]hj YfgW]YXYbYb `5bk YbXi b[Yb'k]Y`Cb`m Ubgž'; Ua]b[!

C dYfUH]cbYb'i bX'A YggU[]b[!5ddg'k]Y'@B 9'i bX'?U_UcHU`_
]bhY[f]Yfh'k]fX"@ck 'gY`Vgh`Uh'Y]bY`_`UfY`J]g]cb.':]bUbna]hY`ZØf
i bhYfj Yfgcf[hY'; Ya Y]bgW UZhYb']b'GØXcghUg]YbžXYa`BU\Yb
C ghYb'i bX'5Zf]_U'ni [Åb[`]W`ni`a UWXYb"i bX'XUg`b]W`h'bi f'U`g
; YgW`ÅZnga`cXY`ž'gcbXYfb'U`g`A]gg]cb"

; `cVU`Y`9I dUbg]cb`i bX`]bhYfYggUb`hY
DUf`hbYfgW UZhYb`

9]b`<][\`][\h]b`@ck`g`?Uff]YfY`]gh`X]Y`DUf`hbYfgW UZh`a`]h`XYf
NYb`hfU`UZf]_Ub]gW`Yb`F`Y`di`V`]ž`X]Y`XUf`Ui`Z`UVn]Y`hž`ØVYf`) ž)
A]`]cbYb`6Øf[Yfb`a`cXYfbY`6Ub`_X]Yb`ghY]ghi`b[Yb`Ubni`V]YhYb"
8]YgY`æ]h]Uh]j`Y`k`]fX`j`cb`@]b`_YX`b`U`g`GhUf`hgW`i`gg`ZØf`Y]b`Y
Z]b`Ubn]Y`Y`F`Y`j`c`i`h]cb`Ui`Z`XYa`'c`bh]b`Y`b`h`Ub[YgY\Yb`"A]h`Y]b`Ya
: c`_i`g`Ui`Z`G]W`Y`f`Y`]h`i`b`X`Ni`[Åb[`]W`_Y]h`ghY`h`6]d`h`Ud`i`b`h`Y`f
6Y`k`Y]gž`X`U`gg`X][]h`U`Y`6`Ub`_X]Yb`ghY]ghi`b[Yb`Ui`W`ZØf`i`b`V`Ub`_]Y`fh`Y
D`Y`fg`cb`Yb`Y]W`h`ja`d`Ya`Y`b`h]Y`f`V`U`f`g]b`X`"8`Y`f`f`U`g`W`Y`:`c`f`h`g`W`f`]h`h`XY`f
6`c`W`_W`U]b`!H`Y`W`bc`c`[]Y`i`b`X`XY`f`ghY][Yb`XY`i`a`[Ub[`a`]h`X][]h`U`Y`b
J`Y`fa`Ø[Y`b`g`k`Y`f`h`Y`b`]b`5`Zf]_U`V]Y`h`Y`b`Y`f`V`Y]`Y`f`j`c`f`f`U[Yb`XY
7`U`b`W`b"

8`U`f`Ø`V`Y`f`\]b`Ui`g`]gh`6]d`h`Ud`]b`X`Y`f`9`b`hk`]W`_i`b[`a`]h`Y]b`Y`f`b`Yi`Y`b
DUf`hbYfgW UZh`a`]h`?`U]U`7`U]b`]b`; Y`g`d`f`Å`W`Y`b`ž`X]Y`X`U`g`5`b[Y`V`ch
j`cb`?`f`m`d`h`c`!6`Ub`_]b[`Ø`V`Y`f`X]Y`D`U`h`h`ž`c`f`a`Y`b`?`U`_`U`c`H`U`_`i`b`X`@`B`9
Y`f`k`Y]h`Y`fb`k`]fX`"8`U`g`D`c`h`Y`bn]U`ž`\]Y`f`Ø`V`Y`f`&) \$`A]`]cb`Y`b`Bi`h`n`Y`f`ni
Y`ff`Y]W`Y`b`ž`n`Y][h`X]Y`5`a`V]h]cbYb`XYg`i`bhYfbY`a`Ybg`XYi`h]W`"
Ni`XYa`k`]fX`6]d`h`Ud`a`]h`XYa`D\]`dd]bY`6`c`W`_W`U]b`7`ci`b`W`_Ø`V`Y`f
X]Y`G`W`U`Z`i`b[`Y]b`Y`f`a`c`X`Y`f`b`Y`b`:]b`U`bn]b`Z`f`U`gh`fi`_`h`i`f`]b`X`Y`b
D\]`dd]b`Y`b`X]g`_i`h]Y`f`Y`b"

:]bhYW`i`bX`X]Y`Ni`_i`bZh`XYf`:]bUbnk`Y`h`

5`V`Y`f`k`U`g`V`Y`X`Y`i`h`Y`h`X]Y`g`Y`[Y`g`U`a`h`Y`9`b`hk`]W`_i`b[`ZØf`X]Y`[`cVU`Y
:]b`U`bn`Ub`X`g`W`U`Zh`3`8]Y`K`Y`h`V`U`b`_`Y`V`h`\`Y`f]c`f`ž`X`U`gg`:]bhYW`b]W`h
bi`f`b`Yi`Y`A`Ø[`]W`_Y]h`Y`b`ž`g`cb`XY`fb`Ui`W`<`Y`f`Ui`g`Z`c`f`X`Y`fi`b[Yb`ZØf
X`Y`b`:]b`U`bn]g`Y`_`h`c`f`a`]h`g]W`V`f]b[h`F`Y[]Y`fi`b[Yb`\UVYb`X]Y
7`U`b`W`ž`9`Z]n]Y`bn`ni`ghY][Yfb`i`bX`XYb`Ni`[Ub[`ni`

:]bUbnX]YbghY]ghi b[Yb`Z0f`i bhYfj Yfgcf[hY`6Yj 0`_Yfi b[g[fi ddYb
 ni `Yfk Y]hYfb"; `Y]WLnY]h][` []VhYg`YXcW`F]g]_YbžX]Y`b]W`h`Ui » Yf
 5W`h`[Y`UggYb`k YfXYb`gc`hYb"8 Ug`6U`]:]bhYW`5[YbXU!DUd]Yfž
 j Yf0ZYb`h]W`h]j cb`XYf`K Y`hVUb`_i bX`XYa` `hYfbUh]cbU`Yb
 K Å\fi b[gZcbXgž`V]YhYh`Y]bYb`_`UfYb`F U\`a Yb`Z0f`H\Ya Ybž`X]Y
 @AbXYf`]b`]\fYb`dc`]h]gW`Yb`8]g`_i gg]cbYb`VYf0W`_g]W`h][Yb`gc`hYb"

8]Y`5[YbXU`i a ZUggh`k]W`h][Y`5gdY`_hY`k]Y`X]Y` : 0fXYfi b[`j cb
 :]bhYW`ni f`Z]bUbn]Y`Yb` `h`_i g]cb`i bX`X]Y`GW`UZZi b[`fcVi ghYf
 :]bUbn!`i bX`8UhYb]bZfUghfi `_hi fYb" <]Yf]b`])Y[`h`X]Y
 < YfUi gZcfXYfi b[ž`]bbcj Uh]j Y`@0gi b[Yb`ni `Yb`hk]W`_Y`bž`c`bY
 XUVY]`X]Y`GhUV]`]hÅh`XYg:]bUbngmghYa g`ni `[YZÅ`fXYb"

æbUh\Ub`@ck`]gh`b]W`h`bi f`U`g`i bhYfbY\`a Yf`U`_h]j ž`gcbXYfb`Ui W`
 U`g`[`cVU`Yf`GdfYW`Yf`VY]`VYXYi hYbXYb`J YfUbghU`hi b[Yb`]b
 < cb[`_cb[`i bX`8i VU]"9f`]gh`HY]`XYg: cfVYg`6i g]bYgg`7ci bW`i bX
 V]YhYh`6YfUhi b[g!`gck]Y`DYfZcfa UbW`!7cUW`]b[!Dfc[fUa`a Y`Z0f
 Ui ZghfYVYbXY`i bhYfbY\`a Yf`Ub"5`_hi Y`UfVY]hYh`Yf`XUfUbž`gY]b
 Y][YbYg`6i W`ni `gW`fY]VYbž`XUg`dYfg0b`]W`Y`9f`YVb]ggY`a]h
 GhfUhY[]Yb`Z0f`i bhYfbY\`a Yf`j YfV]bXYh" `h`gY]bYb`5i Zhf]hhYb`i bX
 5fh]_Y`b`VYhcbh`Yf`ghYhg`X]Y`6YXYi hi b[`j cb` `h`bcj Uh]cb`ni f
 J YfÅbXYfi b[`j cb`@YVYb"

@ck g`DYfgdY`_h]j Y`]gh`_`Uf.`8]Y`GW`UZZi b[`Y]bYg
 [fYbn0VYfgW`fY]hYbXYbž`]b`_i g]j Yb`6Ub`_X]Ybgh`Y]ghi b[gUb[YV`chg
 _0bbh`XUg`@YVYb`j]Y`Yf`A YbgW`Yb`dcg]h]j `VY]bZi ggYb`i bX
]\bYb`X]Y`K Yf`_nYi [Y`]b`X]Y`< UbX`[YVYbž`X]Y`g]Y`VYb0h][Ybž`i a
 Z]bUbn]Y`YfZc`[fY]W`ni `gY]b"K Ybb`XUg`a U`b]W`h`Y]b[`i hYg
 ; YgW`ÅZh]gh`

8 YhU]`g	
C fh	NYbhfU`Uzf]_Ub]gW`Y`F Ydi V`]_ž NYbhfU`Uzf]_Ub]gW`Y`F Ydi V`]_
E i Y`Yb	<ul style="list-style-type: none"> • k k k "[`cVYbYk`gk]fY"W`a • k k k ""]b`_YX]b"W`a • k k k "k`cf`XVUb`_"cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY