

HYW!D]cb]Yf'DYhYf'H\]Y`. 'J cb 'A]hhY`YfXY]bgd]f]Yfh'ni 'bYi Yb '6Ub_Yb°

9fZU\ fYb'G]Yž'k]Y'DYhYf'H\]Y`i bX'HYW!GhUfhi dg'j cb
/ ei ch/8Yf'<Yff'XYf'F]b[Y/ ei ch/'bgd]f]Yfh'k YfXYb'i bX'X]Y
6fUbWY'fYj c'i h]cb]YfYb"



7c'i a Vi gž'C \]cž'I G5 '!K Ug' [Y\h]b'XYf'HYW!K Y'h3'æ a Yf
k]YXYf'nY][Yb'g]W\ 'E i Yfj YfV]bXi b [Yb'nk]gWYb'XYf': UbhUg]Yk Y'h
j cb'>F "F "'Hc`_]Yb'i bX'XYb' _fYUh]j Yb'? ÒdZb']b'G']Wc'b'J U`Ym"
6YgcbXYfg'Y]b'B Ua Y'gh]W h\YfUi g' 'DYhYf'H\]Y`ž'XYf'A]hVY[f0bXYf
j cb'DUmDU`ž]gh'b]W h'bi f'U`g'I bhYfbY\ a Yf'VY_Ubbhž'gcbXYfb'Ui W
Z0f'gY]bY'J cf']YVYž' Ægd]fUh]cb'Ui g' 8Yf'<Yff'XYf'F]b[Y`ni
gW ÒdZb'"Gc' []Vh'Yg'a]hhYfk Y']Y`Y]bY' [UbnY'F Y]\Y'j cb
I bhYfbY\ a Ybž'X]Y'X]fY_hj cb'Hc`_]Ybg'K Yf'_VYY]bZi ggh'k i fXYb"

Æ'XYf'HUh'g]bX'a Y\ fYfY'GhUfhi dg'i bX'J Ybhi fYg'YbhghUbXYbž'X]Y
Hc`_]Yb!9]bZi gg'hfU[Yb"'H\]Y`'\ Uh'Yg'Ui Z' [YgW\]W_hY'5fhi bX
K Y]gY' [YgW\UZZhž'gck c`\`X]Y'; YgW\]W_hYb'Ui g'A]hhY'YfXY'Z0f'gY]bY
A Uf_Yb'ni 'bi hnYb'U`g'Ui W`gY]bYb'i bhYfbY\ a Yf]gWYb'9fZc`[

j cfUbni hfY]VYb"9]b'6Y]gd]Y`]gh††9fYVcf††žY]bY`X][]hU`Y`6Ub_`Z0f
GhUfhi dg'i bX`?fmdhck Å\fi b[YbžX]Y`bUW`XYa`Y]bgUa Yb'6Yf[]b
8Yf`<cVV]h`VYbUbbh]gh"A]h`Y]bYf`6Yk Yfhi b[]j cb`&`A]`UfXYb
8c`Ufž'i bhYfgh0hnhj cb`H\]Y`i bX`æY`@cbgXU`Yž`k]`9fYVcf`Y]bY
VYXYi hYbXY`F c`Y`ja`bcW`i bYfZc`fgW`hYb`HYffU]b`XYf` :]bUbnk Y`h
0VYfbY\`a Yb"8Ug`bYi Y`6Ub`dfc`Y`_hin]Y`hj cf`U`Ya`XUfUi ZUVž
I bhYfbY\`a Yb`ni`i bhYfgh0hnYbžX]Y`j cb`\Yf_0a`a`]W`Yb`6Ub`Yb
cZh0VYfgY\`Yb`k YfXYbž`VYgcbXYfg]a`<]bV`]W`_Ui Z
?fYX]ha`0[]W`_Y]hYb"

8]Y`6YXYi hi b[]j cb`Hc`_]Yb`]b`XYf`HYW`!K`Y`h

8]Y`hYW`UZZ]bY`7ca`a`i`b]hm`Yb`hXYW`_h]a`a`Yf`k]YXYf
5b_b0dZ] b[gdi b`_hY`ni`XYb` ; YgW`]W`hYb`j`cb`Hc`_]Yb"8UVY]`[Y\`h
Yg`b]W`h`bi`f`i`a`B`Yi` []Yfž`gcbXYfb`Ui`W`i`a`Df]bn]d]YbžX]Y`]b`XYf`
: UbhUg]Yk`Y`hj`YfUb`_Yfh`g]bX"J]Y`Y`gY\`Yb`DUfU`Y`Yb`nk]gW`Yb`XYb
5VYb`hYi`Yfb`XYf`<cVV]hg`i`bX`XYb`<YfUi`gZcfXYfi`b[Yb`]b`XYf`
GhUfhi`d!K`Y`h"9]b`6Y]gd]Y`Z0f`X]YgY`ægd]fUh]cb`]gh`XUg
I bhYfbY\`a Yb`††5bXi`f]††žXUg`Ui`Z`_0bgh]W`Y`æhY`][Ybn`Z0f`
a`]hÅf]gW`Y`5bk`YbXi`b[Yb`gdYn]U`]g]Yfh]gh`i`bX`bUW`5fU[cfbg
GW`k`Yfh`VYbUbb`h`k`i`fXY"K`Y]hYfg`[]Vh`Yg`††DU`Ubh]f††žY]bY
GcZh`k`UfY]Z]fa`Už`X]Y`8UhYbUbU`mgYb`Z0f`F`Y[]Yfi`b[Yb`UbV]YhYhž`i`bX
X]Y`Ui`ZXYa`VYf0\`a`hYb`GYY]b[`GhcbY`]b`A`]hY`YfXY`VUg]Yfh"

K`Y]hYfY`]b`hYfYggUb`hY`i`bhYfbY\`a`i`b[YbžX]Y`Hc`_]Yb`U`g`HY`]`]\fYf`
A`Uf`_Yb]XYb`h]hÅ`h`bi`hmYbž`g]bX`††A`]h\`f]`7Ud]hU`††žY]bY
æj`Yg`ha`Yb`h[YgY`gW`UZhž`X]Y`bUW`Y]bYa`Y`Y[YbXÅfYb`A`YhU`
VYbUbbh]ghž`k`Y`W`Yg`F`Y]W`hi`a`gma`Vc`]g]Yfh"††8`i`f]b`A`]b]b[††
\]b[Y[Yb`bi`mh`XYb`B`Ua`Yb`XYf`Y`Y[YbXÅfYb`Nk`Yf[Yb_0b][Y`i`bX
]gh`Ui`Z`X]Y`5i`hca`Uh]g]Yfi`b[]j`cb`6c`f[YfÅ`hYb`gdYn]U`]g]Yfhž`i`a
a`]bYfU`]gW`Y`J`cf`_ca`a`Yb`ni`c`_U`]g]YfYb"8]YgY
I bhYfbY\`a`i`b[Yb`nY][Ybž`k]Y`_fYUh]j`i`bX`a`i`h]X]a`Ybg]cbU`X]Y
J`YfV]bXi`b[`nk]gW`Yb`HYW`bc`c[]Y`i`bX`@]hYfUhi`f`gY]b`_Ubb"

9fYVcf. 8]Y`bYi Y`6Ub`_`a]h`J]g]cb

8]Y` ; f0bXi`b[`XYf`bYi`Yb`6Ub`_`††9fYVcf††`_0bbhY`gck`c`\`
7\UbW`b`U`g`Ui`W`i`<YfUi`gZcfXYfi`b[Yb`a`]h]g]W`Vf]b[Yb"BUW`

XYa`Ni gUa`a YbVfi W`XYf`G]W`b`J U`Ym`6Ub`_`ja``&`\$`&`'`g]bX
 Y]b][Y`VYgcf[h`ØVYf`a` Ò[`]W`Y`:` Y`Y`b`hgW`Y]Xi`b[Ybž`X]Y`XYb
 bYi`Yb`J`c`f`g`h`c`»`j`c`b`H`Y]Y`i`b`X`g`Y]b`Yb`DUf`h`b`Y`f`b`h`f`Ø`V`Y`b`_`Ò`b`b`h`Y`b`"
 H`f`c`h`n`X]Y`g`Y`f`F`]g]_`Y`b`g`Y`h`h`9`f`Y`V`c`f`U`i`Z`Y]b`Y`b`Z`f]g`W`Y`b`5`b`g`U`h`n`i`b`X
 a`Ò`W`h`Y`V`Y`g`c`b`X`Y`f`g`_`f`m`d`h`c`k`À`f`i`b[g`V`U`g]Y`f`h`Y`G`h`U`f`h`i`d`g
 U`b`g`d`f`Y`W`Y`b`ž`X]Y`]b`X`Y`f`J`Y`f[U`b[Y`b`Y`Y]h`G`W`k`]Y`f][_`Y]h`Y`b`U`h`h`Y`b`ž
 j`c`b`h`f`U`X]h]c`b`Y`Y`b`:`]b`U`b`n]b`g`h]h`i`h`Y`b`Z]b`U`b`n]Y`Y`i`b`h`Y`f`g`h`Ø`h`n`i`b[`i`n`i
 Y`f`U`h`Y`b`"DU`a`Y`f`@`W`_`Y`m`ž`:` f`Ø`b`X`Y`f`j`c`b`5`b`X`i`f]`i`b`X`C`W`i`g`ž`k`]f`X
 U`g`5`b`Z`Ø`f`Y`f`X`Y`g``h]U`h]j`Y`b`V`Y`f]W`h`g`[Y`b`U`b`b`h`ž`k`U`g`X`Y`b
 `h`b`c`j`U`h]c`b`g[Y]g`h`X`Y`g`i`b`h`Y`f`b`Y`a`Y`b`g`i`b`h`Y`f`g`h`f`Y]W`h`"

K`À`f`Y`b`X`9`f`Y`V`c`f`g`Y]b`Y`b`<`U`i`d`h`g]h`n`]b`7`c`i`a`V`i`g`ž`C`Y]c`ž`U`V`Y`b
 k`]f`X`ž`k`]f`X`Y`g`k`c`Y`b]W`h`U`b[Y`X`U`i`Y`f`b`ž`V]g`X`U`g`i`b`h`Y`f`b`Y`a`Y`b`X`Y`b
 `U`]Z`c`f`b]g`W`Y`b`A`U`f``h`Y`f`c`V`Y`f`h`"8]Y`F`]W`h`i`b[ž`X]Y`X]Y`g`Y`h]U`h]j`Y`b
 b`Y`a`Y`b`ž`_`Ò`b`b`h`Y`Y`b`hg`W`Y]X`Y`b`X`X`U`Z`Ø`f`g`Y]b`ž`k`Y`W`Y`G`h`U`f`h`i`d`!
 ;`][U`b`h`Y`b`]b`X`Y`b`_`c`a`a`Y`b`X`Y`b`&`f`Y`b`X]Y`K`U`f`b`Y`a`i`b[`]a
 G]W`b`J`U`Y`m`d`f`À[Y`b`k`Y`f`X`Y`b`"8]Y`?`c`a`V]b`U`h]c`b`U`i`g`H`c`_]Y`b`!
 `h`g`d]f`U`h]c`b`i`b`X`H`Y]g`i`b`h`Y`f`b`Y`a`Y`f[Y]g`h]g`h`Y]b`6`Y`k`Y]g`X`U`Z`Ø`f`ž
 X`U`g`g`X]Y`:`f`Y`b`n`Y`b`n`k`]g`W`Y`b`:`]_`h]c`b`i`b`X`F`Y`U`]h`A`h]b`X`Y`f`K`Y`h`X`Y`f
 H`Y`W`b`c`c`[]Y`]a`a`Y`f`a`Y`f`j`Y`f`g`W`k`]a`a`Y`b`"

K`Y`b`b`X`i`a`Y`f`Ø`V`Y`f`X]Y`J`Y`f`V]b`X`i`b[Y`b`n`k`]g`W`Y`b`H`Y`W`b`c`c`[]Y
 i`b`X`H`c`_]Y`b`Y`f`Z`U`f`Y`b`a`Ò`W`h`Y`g`h`ž`X`U`b`b`i`Y]g`X]Y`h]Y`Z[f`Y]Z`Y`b`X`Y`b
 5`b`U`m`g`Y`b`V`Y]`6`i`g]b`Y`g`g``h`g]X`Y`f`ž`X]Y`U`_`h`i`Y`Y`b`9`b`h`k`]W`_`i`b[Y`b`V`Y]
 ;`]n`a`c`X`c`i`b`X`X]Y`Z`b`X]Y`f`h`Y`b`9]b`V`]W`_`Y]b`H`Y]g`9]b`Z`i`g`g`U`i`Z`X]Y
 H`Y`W`!`h`X`i`g`h`f]Y`V`Y]`A`Y`X]i`a`"

8`Y`h`U]`g`	
C`f`h`	7`c`i`a`V`i`g`ž`C`Y]c`ž`i`G`5`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"V`i`g]b`Y`g`g]b`g]X`Y`f`"W`c`a` • []n`a`c`X`c`"W`c`a` • a`Y`X]i`a`"W`c`a`

6`Y`g`i`W`Y`b`G]Y`i`b`g`U`i`Z`k`c`a``,`+`"X`Y`