

J F ! F Y j c ` i h] c b `] a ` ? f U b _ Y b \ U i g . ` G c \ Y ` Z Y b ` ` 8 ! A c X Y ` ` Y ` D U h] Y b h Y b ` °

9 f Z U \ f Y b ` G] Y ž k] Y ` J F ! H Y W \ b c ` c [] Y ` U a ` ` I ? A ` A Y X] n] b Y f b ` i b X
D U h] Y b h Y b ` \] Z h ž ` 8 ! 6] X Y f ` a Y X] n] b] g W \ V Y g g Y f ` n i ` j Y f g h Y \ Y b
i b X ` Ÿ b [g h Y ` U V n i V U i Y b "



A Ø b g h Y f ž ` 8 Y i h g W \ U b X ` ! ` ð ` X Y f ` K Y ` h ` X Y f ` a Y X] n] b] g W \ Y b
H Y W \ b c ` c [] Y ` h i h ` g] W \ ` Y] b [] Y g ž i b X ` J] f h i U ` F Y U `] h m i f U F Ł `] g h ` X U V Y]
Y] b ` U i Z f Y [Y b X Y g ` H \ Y a U ` ` 5 a ` ` I b] Y f g] h Å h g _ `] b] _ i a ` A Ø b g h Y f ` f l ? A Ł
n Y] [h ` D f c Z ` A U f _ i g ` < c ` `] b [ž g h Y ` ` j Y f h f Y h Y b X Y f ` 8] f Y _ h c f ` X Y f ` ? ` `] b] _
Z Ø f ` B Y i f c W \] f i f [] Y ž k] Y ` J F ` b] W \ h i b i f ` X] Y ; Y g i b X \ Y] h g j Y f g c f [i b [f Y j c ` i h] c b] Y f h ž ` g c b X Y f b ` U i W \ ` X U g ` j Y f g h Å b X b] g ` X Y f ` D U h] Y b h Y b
j Y f V Y g g Y f h ` 8 U g ` I ? A ` V Y f] W \ h Y h ž ` X U g g ` X] Y ` j Y f k Y b X i b [` j c b ` J F !
6 f] ` Y b ` V Y] X Y f ` 6 Y U f V Y] h i b [` j c b ` ` 8 ! A c X Y ` ` Y b ` f U X] c ` c [] g W \ Y f
5 i Z b U \ a Y b ` X] Y ` 5 f h i b X ` K Y] g Y ` j Y f Å b X Y f h ž k] Y ` a Y X] n] b] g W \ Y g
D Y f g c b U ` i b X ` D U h] Y b h Y b ` ð Z c f a U h] c b Y b ` U i Z b Y \ a Y b ` i b X
j Y f U f V Y] h Y b "

6] g ` U b [` k i f X Y b ` f U X] c ` c [] g W \ Y ` 6] X Y f ` k] Y ` A F H ! ` c X Y f ` 7 H ! G W U b g

a Y]gh]b`nk Y]X]a Ybg]cbU`Yf: cfa `dfÅgYbh]Yfh`Bi b`Yfa Ò[`]W`h`J F
XYb`a YX]n]b]gW`Yb: UW`_f`ÅZhYbž`X]YgY`6]`XYf`j]fhi Y``ni `XfY`Ybž
ni `j Yf[fÒ» Yfb`i bX`]b`GW`]W`hYb`XUfni ghY``Yb"5`YI UbXYf`9k Ybž
Y]b`Ub[nY]hØVYf`YVYbXYf: `]cV`Ughca !DUh]Ybhž`VYgW`fY]Vh`gY]bY
dYfgÒb`]W`Yb`9fZU`fi b[Yb`a]h`X]YgYf`HYW`b]_`U`g`fYj c`i h]cb`Åf"
: Øf`]\b`]gh`X]Y`XfY]X]a Ybg]cbU`Y`J]gi U`]g]Yfi b[`k Y]h`]\`ZFY]W`Yf`U`g
X]Y`hfUX]h]cbY``Yb`8UfghY``i b[Yb"8i fW`X`Yb`5i ghUi gW`a`j h
<c``]b[`U`h`9k Yb`b]W`h`bi f`gY]bY`Y][YbY`G]W`hk Y]gY`Yfk Y]hYfhž
gcbXYfb`]\`Zh`Ui W`ž`UbXYfY`DUh]YbhYb`ni `]bZcfa]YfYb`i bX`ni
VYfi `]\[Yb"

DUh]YbhYbUi Z_`Åfi b[`i bX`]bhYfX]gn]d`]b`ÅfY Ni gUa a YbUfVY]h

9]b`nYbhU`Yf`J cfhY]`j cb`J F`]a `a YX]n]b]gW`Yb`6YfY]W`Y`Y[h]b`XYf
VYggYfYb`5i Z_`Åfi b[`XYf`DUh]YbhYb"<c``]b[`YVh`Yfj cfž`XUgg
X]YgY`HYW`bc`c[]Y`Y`ZYb`_Ub`bž`Yb[ghY`UVni VUi Yb`i bX`XYb
=bZcfa Uh]cbgVYXUfZXYf`DUh]YbhYb`VYggYf`ni `XYW`Yb"5a `I ? A
g]bX`XYfnY]h`nY`\b`J F!6f]`Yb`]a `9]bgUhn` `gck c`\``]b`XYf
BYi fcW`]fi f[]Y`U`g`Ui W`]b`XYf`5``[Ya Y]bYb`7`\]fi f[]Y"8]Y`6f]`Yb
g]bX`b]W`h`bi f`ZØf`DUh]YbhYb[YXUW`hž`gcbXYfb`Ui W`ZØf`XUg
a YX]n]b]gW`Y`DYfgcbU`ž`i a `X]Y`Ni gUa a YbUfVY]h`nk]gW`Yb
j YfgW`]YXYbYb`8]gn]d`]bYb`ni `ZØfXYfb"

YfnhY`_ÒbbYb`g]W`]b`Y]bY`J F!GYgg]cb`Y]b_]b`_Ybž`CdYfUh]cbYb`]b
9W`hnY]h`Yf`Åi hYfb`i bX`bch]YfYb"8]YgY`<YfUb[Y`Yb`gk Y]gY`]\`Zh
b]W`h`bi f`VY]`XYf`J cfVYfY]hi b[`Ui ZcdYfUh]j Y`9]b[f]ZYž`gcbXYfb
Ui W`VY]`XYf`BUW`gcf[Y`i bX`9f`_Åfi b[`j cb`6Y`UbX`i b[gUfhYb"
8]Y`5i ZnY]W`bi b[`X]YgYf`G]mi b[Yb`Yfa Ò[`]W`h`Yg`XYb
: UW`_f`ÅZhYbž`YXYfnY]h`Ui ZX]Y`Cf][]bU`a cXY``Y`ni ni [fY]ZYb` `Y]b
YW`hYf: Yk]bb`ZØf`X]Y`8c`_i a YbhUh]cb`i bX`E`i U`]h`hgg]W`Yfi b[`]b
XYf`DUh]YbhYbj Yfgcf[i b["

=bhY[fUh]cb`j`cb`HY`Ya YX]n]b`i bX`J]fhi U` F YU`]hm

5VYf`Yg`V`Y]Vh`b]W`h`bi f`VY]`J F"8]Y`?ca V]bUh]cb`j`cb`

HY`Ya YX]n]b`i bX`J F` \UhXUg`DchYbn]U`ž`X]Y
; Ygi bX\Y]hgj Yfgcf[i b[`bUW\U`h][`ni` j Yf`AbXYfb" `I bhYf
HY`Ya YX]n]b`j YfghY\`h`a Ub`X]Y`Bi hni b[`j cb
HY`Y_ca a i b[_Uh]cbghYW\bc`c[]Ybž`i a `a YX]n]b]gW\Y
8]Ybgh`Y]ghi b[Yb`Ui g`XYf` : YfbY`Ubni V]YhYb" `8]YgY`A Yh\cXYb
\UVYb`]b`XYb`Y`hnhYb`ž\`fYbž`j cf`U`Ya `Xi fW`X]Y
7CJ`8!%-`!DUbXYa`]Yž`Ub`[`fc»Yf`6YXYi hi b[` [Yk`cbbYb"

- HY`Ya YX]n]b`Yfa` Ò[`]W\h`9W\hnY]h!`?cbgi`hUh]cbYb`j`]U`
J]XYc"
- 8]Y` , VYfa`]hhi b[`a YX]n]b]gW\Yf`8 UhYb`ØVYf` Ghc fY!UbX!
Zcfk UfX` !A Yh\cXYb"
- FYa` chY!DUh]YbhYba`cb]hcf]b[`a`]h`hfU[VUfYb` ; Yf`AhYb"
- AcV]Y` ; Ygi bX\Y]hgUddg`ni f`J YfZc` [i b[`j cb`
; Ygi bX\Y]hgni gh`AbXYb"
- <Ui gVYgi W\Y`ZØf`Y]bY`dYfgØb`]W\YfY`
DUh]YbhYbj Yfgcf[i b["

8i fW`X]Y` ðhY[fUh]cb`j`cb`J F` _ØbbYb`DUh]YbhYb`b]W\h`bi f`
a YX]n]b]gW\Y` ðZcfa` Uh]cbYb`Ui ZbYi Y`K` Y]gY`YfZU\`fYbž`gcbXYfb`
Ui W`U_h]j` Ub`]\`fYa` `<Y]i b[gdfcnYgg`hY]`bY\`a` Yb" `J F` k`]fX`
VYfY]hg`]b`j` YfgW\]YXYbYb`5bk`YbXi b[gVYfY]W\Yb`Y]b[YgYhnhž`j`ca`
HfU]b]b[`j`cb`a` YX]n]b]gW\Yb` : UW`_f`ÅZhYb`ØVYf`
GW`a` Yfna` UbU[Ya`Ybh`V]g`\]b`ni f`H\YfUd]Y`dgmW\]gW\Yf`
9f_fUb`_i b[Yb" `8]YgY`]b`bcj`Uh]j`Y`J`YfgW\`a`Y`ni b[`VYfY]hYh`XYb`
K`Y[`ZØf`Y]bY`dYfgcbU`]g]YfhY`i bX`YZZY_h]j`Y`
; Ygi bX\Y]hgj Yfgcf[i b[ž`i bUV\`Åb[] [`j`ca` `GhUbXcfh`XYf`
DUh]YbhYb"

A]h`X]YgYf`HYW\bc`c[]Y`]a` `<]bhYf`_cdZ]gh`Yg`UVgY\`VUfž`XUgg`X]Y`
Ni`_i bZh`XYf` ; Ygi bX\Y]hgj Yfgcf[i b[`gck`c`\``]bbcj`Uh]j`Y`
9f[YVb]ggY`U`g`Ui W\`<YfUi gZcfXYfi b[Yb`a`]h`g]W\`Vf]b[Yb`k`]fX`
5i W`Ghi`X]Yb`nY][Ybž`XUgg`Xi fW`X]Yb`9]bgUhn`j`cb`J F`
HYW\bc`c[]Yb`Y]bY`\`Ø\`YfY`Ni`Zf]YXYb\`Y]hi bX`5_nYdhUbn`i bhYf`
XYb`DUh]YbhYb`ni`Yfk`UfhYb`]ghž`k`Ug`Yhnh]W\`ni`VYggYfYb`
6Y\UbX`i b[gYf[YVb]ggYb`ZØ\`fYb`_Ubb"

8YhU]`g	
C fh	A ØbghYfž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i _a "XY • da WbWJ"b`a "b]\ "[cj • k k k "fYhfcW VY"WŁa

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