

B Yi _ Ò ` ` b ` n Y] [h : ` U [[Y . ` D f] X Y ! : ` U [[Y ` Z Ø f
J] Y ` Z U ` h ` i b X ` H c ` Y f U b n ` [Y \] g g h °

5 a ` % (" ' ð `] & \$ &) ` \] g g Y b ` B Yi _ Ò ` ` b ` i b X ` X Y f ` @ G J 8 ` X] Y
D f c [f Y g g] j Y ` D f] X Y : ` U [` U a ` F U h \ U i g j c f d ` U h ž i a ` 5 _ n Y d h U b n
i b X ` H c ` Y f U b n ` n i ` Z Ø f X Y f b "



F U h \ U i g j c f d ` U h ž ` % & \$) + ` 6 Y f `] b ž ` 8 Y i h g W X ` U b X ` ! ` 5 a ` A c b h U [ž
X Y a ` % (" ' ð `] & \$ &) ž Z] b X Y h i a ` % % . ' \$ ` I \ f ` Y] b Y ` Z Y] Y f `] W X Y
6 Y Z U [[i b [` U a ` F U h \ U i g j c f d ` U h n] b ` B Yi _ Ò ` ` b ` g h U h " ` 8] Y g Y
J Y f U b g h U ` h i b [` g h Y ` ` h ` Y] b ` g h U f _ Y g ` N Y] W X Y b ` X Y f ` I b h Y f g h Ø h n i b [` Z Ø f
X] Y ` @ G 6 H € † ! 7 c a a i b] h m ` k Ä \ f Y b X ` X Y g ` D f] X Y ` A c b h \ ` X U f "
6 Y n] f _ g V Ø f [Y f a Y] g h Y f ` A U f h] b ` <] _ Y ` ž ` X Y f ` b Y i ` Y f b U b b h Y
E i Y Y f V Y U i Z h f U [h Y ` X Y g ` 6 Y n] f _ g ` g c k] Y ` A] h [`] Y X Y f ` X Y g ` 6 Y n] f _ g U a h g
i b X ` A] h U f V Y] h Y b X Y ` U i g ` X Y a ` F U h \ U i g ` k Y f X Y b ` U b ` X Y f ` N Y f Y a c b] Y
h Y] ` b Y \ a Y b " ` 5 i W ` J Y f h f Y h Y f .] b b Y b ` j Y f g W] Y X Y b Y f ` †] h] U h] j Y b ž
J Y f V Ä b X Y ` i b X ` J Y f Y] b Y ž i b h Y f `] \ b Y b ` : ` c f] U b ` K] b _ ` Y f ! G W X k U f n ` j c a
@ G J 8 ` J Y f V U b X ` E i Y Y f Y ` J] Y ` Z U ` h ` 6 Y f `] b ! 6 f U b X Y b V i f [` Y " J " ž g] b X
Y] b [Y ` U X Y b ž i a ` U b ` X] Y g Y a ` V Y X Y i h Y b X Y b ` 5 b ` U g g ` h Y] ` n i b Y \ a Y b "

8Yf'Df]XY'A cbh\ž'XYf'j ca '&+' 'ž b]V]g'&+' 'ž ']'&\$&)' [YZY]Yfh'k]fXž
]gh'b]W'h'bi f'Y]b'NY]W'Yb'ZØf'5_nYdhUbn'i bX'Hc`YfUbnž'gcbXYfb
Ui W'Y]bY'9f]bbYfi b['Ub`X]Y'?'Åa dZY'i a 'FYW'hY'i bX'; 'Y]W\Y]h
]bbYf\U'V`XYf'@ 6HE Ž ; Ya Y]bgW'UZh"; Y_fØbh'k]fX`XYf'A cbUh
Xi fW'X'Yb'7\]g]hc d\Yf!GhfYYh!8Um'Ua 'Y'h'hYb'GUa ghU['ja 'ž 'ž
Y]b'9j Ybhž'XUg'X]Y': cfXYfi b[Yb'bUW'; 'Y]W'ghY''i b[']b'XYb
J cfXYf[fi bX'fØW_h''5i g'X]YgYa '5b`Ugg'k]fX`X]Y' Dfc[fYgg]j Y
Df]XY': 'U[' [Y\]ggž'k Y`W'Y'Xi fW'X]Y': UfVYb'i bX'Gma Vc`Y'ZØf
ei YYfY'DYcd`Y'cZ'7c`cfž'hfUbg'i bX']bhYfgYI i Y`Y'A YbgW'Yb
Yf[Åbn'h'k]fX''

Gma Vc`_]`XYf'FY[YbVc[YbZ`U[[Y

8]Y'FY[YbVc[YbZ`U[[Yž'Ui W'U'g'Df]XY!:'U['VY_Ubbhž']gh'Y]b
nYbhfU`Yg'Gma Vc`ZØf'X]Y'@ 6HE Ž '7ca a i b]hm'G]Y'ghY'h'ZØf
Gc`]XUf]hÅhž': fY]\Y]h'i bX': f]YXYb'i bX'nY][h'XYb'Ghc`n'XYf'Yb][Ybž
X]Y'ZØf']\fY`XYbh]hÅh'i bX'J cf']YVYb'Y]bghY\Yb''a 'ž b]ž'XYf'U'g
Df]XY'A cbh\ [YZY]Yfh'k]fXž']gh'XUg'<]ggYb'XYf': 'U[[Y'VYgcbXYfg
VYXYi hYbX''6Y]j YfgW]YXYbYb'J YfUbgU`hi b[Ybž'k]Y'XYf
FY[YbVc[YbdUfUXY'cXYf'XYa 'Df]XY'Fi bž'k]fX'g]Y'ghc`n
a]h[YZØ\fhž'i a `X]Y'J YfVi bXYb\Y]h'i bX'I bhYfghØhni b[']bbYf\U'V
XYf'; Ya Y]bgW'UZh'ni `XYa cbghf]YfYb" ghi k c"Uh'\YVh\Yfj cfž
XUgg'X]Y': 'U[[Y'Y]b'5i gXfi W`XYf'I bhYfghØhni b['ZØf'X]Y
A YbgW'Yb']ghž'X]Y'g]W']b']\fYf'XYbh]hÅh'VY_YbbYb''

6YXYi hi b['i bX`< YfUi gZcfXYfi b[Yb k Å\ fYbX`XYg'Df]XY'A cbh\

8Yf'Df]XY'A cbh\`Uh'gY]bY'K i fnY`b']b'XYb'GhcbYk U`!I bfi \Yb
j cb`%- *- ž'X]Y'XYb'6Y[]bb'XYf'a cXYfbYb'@ 6HE Ž
6Øf[YffYW'hgVYk Y[i b['a Uf_]YfhYb" Df]XYd`UbYh'Yf'Åi hYfhž'XUgg
X]YgYf'A cbUh'XYf'G]W'hVUf_Y]h]j cb'@ 6HE Ž 'DYfgcbYb`X]Ybh'i bX
X]Y'5_nYdhUbn']b'XYf'; YgY`gW'UZh'ZØfXYfh''Hfchn'fYW'h]W'Yf
: cfhgW'f]hhY'V`Y]Vh'8]g_f]a]b]Yfi b['i bX'; Yk U'h[Y[Yb'@ 6HE Ž
DYfgcbYb'Y]b'XfÅb[YbXYg'DfcV`Ya ''6YgcbXYfY'5i Za Yf_gUa _Y]h
k]fX'Ui W'Ui Z'X]Y`<YfUi gZcfXYfi b[Yb'[Y'Yb_hž'a]h'XYbYb
HfUbg[YbXYf!DYfgcbYb'_cbZfcbh]Yfh'g]bX''

ð`X]YgYa `ð\`f`k]fX`YfbYi h`XYi h`]W\`ž`k]Y`k YgYbh`]W`X]Y
 G]W`hVUf`_Y]h`i bX`l bhYfghØhni b[`XYf`@` 6HE Ž `; Ya Y]bgW`UZh`]gh"
 8Yf`Df]XY`A cbh`\`]bgd]f]Yfh`b]W`h`bi f`↑ b[Y`A YbgW`Ybž`ghc`n`Ui Z
]\`fY`≠Ybh]h`h`ni `gY]bž`gcbXYfb`Zc`fXYfh`Ui W`k`Y]hYf`b
 [YgY`g`W`UZh`]W`Y`J Yf`Å`bXYfi b[Yb`"8]Y`Ui ZYbXY`8YVUhhY`ØVYf`X]Y
 ?ca`a`Yfn]U`]g]Yfi b[`i bX`a`Ò[`]W`Y`9i`_`i`g]j`]h`h`k`Å`fYbX`XYf
 : Y]Yf`]W`_Y]hYb`nY][`hž`XUgg`XYf`A`cbUh`Ui`W`_`f]h]gW`_`b]hYfZfU[`h
 k`]fX`"8Yb`bcW`V`Y]Vh`Yf`Y]bY`k`]W`h][`Y`D`UhhZc`fa`ZØf`X]Y`: ØfXYfi b[
 j`cb`;`Y]W`VYfYW`h][`i b[`i bX`5`_nYdhUbn"

8i`fW`J`YfU`bghU`hi b[Yb`i bX`5`_h]cbYb`]a`[`YgUa`hYb`A`cbUh`k`]fX
 X]Y`6YXYi`hi b[`j`cb`Gc`]XUf]h`h`]bbYf`U`V`XYf`7ca`a`i`b]hmi bX`XYf
 ; YgY`g`W`UZh`i bhYfghf]W`Ybž`k`Å`fYbX`[`Y]W`nY]h][`Ui`Z`X]Y
 VYghY`YbXYb`l b[YfYW`h][`_Y]hYb`Ui`Za`Yf`_gUa`[`Ya`UW`h`k`]fX"

8YhU]`g	
C`f`h	F`U`h`\`U`i`g`j`c`f`d`\`U`h`ž`%`&`\$)`+`6`Y`f`]bž`8`Y`i`h`g`W`\`U`b`X`
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"V`Y`f`]b`"X`Y` • k`k`k`"g`h`i`k`c`"U`h` • d`f`]X`Y`d`\`U`b`Y`h`"X`Y`

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`b`Yh`