

9 \ f Y b U a h] W X Y ' < Y ` X Y b ' [Y Y \ f h .
6 Y n] f _ g a Y X U] ` ` Y ` Z Ø f ` V Y g c b X Y f Y
@ Y] g h i b [Y b °

5 a ' % \$ " ' † '] & \$ &) ' k i f X Y b '] b ' G h Y [`] h n ! N Y \ ` Y b X c f Z ` X f Y] ' 6 Ø f [Y f
Z Ø f '] \ f ` Y \ f Y b U a h] W X Y g ' 9 b [U [Y a Y b h ' a] h X Y f
6 Y n] f _ g a Y X U] ` ` Y ` U i g [Y n Y] W b Y h "



?] f W X g h f U » Y ' % # ž ' % (% * \$ ' 6 Y f `] b ž ' 8 Y i h g W X ` U b X ' ! ' 5 a ' % \$ " ' † ']
& \$ &) ' k i f X Y b '] a ' 6 Y n] f _ ' G h Y [`] h n ! N Y \ ` Y b X c f Z ` X f Y] ` Y \ f Y b U a h] W X
Y b [U [] Y f h Y ' 6 Ø f [Y f ` U i g [Y n Y] W b Y h " ' 6 Y n] f _ g j Y f c f X b Y h Y b j c f g h Y \ Y f
F Y b Å ` F Ò [b Y f ! : f U b W _ Y ` Ø V Y f f Y] W h Y ` X] Y ' 6 Y n] f _ g a Y X U] ` ` Y ` X Y f
6 Y n] f _ g j Y f c f X b Y h Y b j Y f g U a a ` i b [` U b ` X] Y ; Y Y \ f h Y b ž ` X] Y ` Z Ø f '] \ f Y
V Y g c b X Y f Y b ` @ Y] g h i b [Y b '] b ` X Y f ; Y a Y] b g W U Z h [Y k Ø f X] [h ' k i f X Y b "
8] Y ' 5 i g n Y] W b i b [Y b ` Y f Z ` \ f Y b ` Y] b ' [f c » Y g ` ð h Y f Y g g Y ž ` X U ` X] Y
5 i g k U \ ` X Y f ` D f Y] g h f Å [Y f ` U i g ` J c f g W ` Å [Y b ` X Y f ` 6 Y j Ò ` _ Y f i b [j
c f [Y b c a a Y b ` k i f X Y " 8] Y g Y ' 5 b Y f _ Y b b i b [Y b ` g] b X ` H Y] ` Y] b Y g
b c h k Y b X] [Y b ` G W f] h h Y g ` n i f ` K Y f h g W ` Å h n i b [` Y \ f Y b U a h] W X Y b
9 b [U [Y a Y b h g] b ` Y] b Y f ` g] W ` k U b X Y ` b X Y b ; Y g Y ` ` g W U Z h "

8]Y`5i g[YnY]WbYhYb`g]bX`@ch\Uf`6YW_a Ubbž`7cfbY`]U`A Ø\`cZZ
i bX`; Øbh\Yf`GWXi `nY"@ch\Uf`6YW_a Ubb`k i fXY`ZØf`gY]b
U\fnY\bhY`Ub[Yg`9b[U[Ya Ybh[Yk ØfX][hž`]bgVYgcbXYfY`ZØf
gY]bY`5fvY]h`ja `<Y]a Uhj`YfY]b`NY\`YbXcfZi bX`VY]a `NY\`YbXcfZYf
U\fvI W`7cfbY`]U`A Ø\`cZZ`Yf\]Y`h`X]Y`A`YXU]`Y`ZØf`]\fY
i bYfa ØX`]WYb`6Ya Ø\i b[Ybž`XYb`A Uf_i gd`Uhn`ni `j`YfgW`ØbYfb
i bX`bUW`VUfgW`UZh`]WY`6Y[Y[bi b[Yb`ni `ZØfXYfb"; Øbh\Yf
GWXi `nY`k i fXY`ZØf`gY]bYb`Ub[`À\`f][Yb`9]bgUhn`ZØf`[YZØW`hYhY
A YbgW`Yb`UbYf`Ub`b`hž`k`cVY]`Yf`g]W`VYgcbXYfg`Xi`fW`XUg
K]`_ca`a`YbgVØbXb]g`GhY[`]h!NY\`YbXcfZ`ž`k`Y`W`Yg`Yf`&`\$`%`
a`]hVY[fØbXYhYž`\Yfj`cf[YhUb`\Uh`

8]Y`6YXYi hi b[`XYg`9`fYbUa hg

8]Y`5i gnY]Wb`i b[`a`]h`XYf`6Yn]f_ga`YXU]`Y`gc``6Øf[Yf]bbYb`i bX
6Øf[Yf`a`chj`]YfYbž`g]W`ZFY]k`j`][`i bX`i bYbh[Y`h]W`ZØf`XUg
; Ya`Y]bk`c`\`ni `Yb[U[]YfYb``8Yf`6Yn]f_`GhY[`]h!NY\`YbXcfZ`d`Ub`hž
X]YgY`9`fi b[Yb`fY[Y`a`À»][`Xi`fW`ni`ZØ\`fYbž`i`a`XUg`9`fYbUa`h
Ybhgd`fYW`YbX`ni`k`ØfX][Yb`i bX`ni`ZØfXYfb``J`c`fgW`À[Y`ZØf`X]Y
5i gnY]Wb`i b[Yb`_ØbbYb`V]g`ni`a` ``%`A`Àfn`Y]bYg`YXYb`U\`fYg
VY]a`6Øfc`XYf`6Yn]f_gj`Yf`cf`Xb`YhYbj`YfgUa`a`i b[`Y]b[YfY]W`h
k`YfXYb"; **UnYhhY`6Yf`]b`k`Y]gh`XUfUi`Z`\]bž`XUgg`YXYf`6Øf[Yf`]a
6Yn]f_`VYfYW`h][h]ghž`J`c`fgW`À[Y`a`]h`Y]bYf`6Y[fØbXi b[
Y]bni`fY]W`Yb`**

8]Y`K`]W`h[`_Y]h`XYg`9`fYbUa`hg`k`]fX`Xi`fW`X]Y`HUhgUW`X
i`bhYfa`Ui`Yfhž`XUgg`]b`8Yi`hgW`UbX`Yhk`U`&`-`A`j`]cbYb`A`YbgW`Yb
Y`fYbUa`h]W`h`Àh][`g]bX``8]Yg`nY][`hž`k`]Y`ZYghj`YfUb`_Yfh`XUg
9`fYbUa`h]b`XYf`; YgY``gW`UZh]ghž`Ui`W`k`Ybb`Y]b`K`UbXY`
ghUhhz]bXYh`8Yf`fY]k`j`][Ybgi`fj`Ymij`cb`&\$%-`\Uh`XYi`h]W
[Ya`UW`hž`XUgg`X]Y`5fh`XYg`9b[U[Ya`Ybhg`ni`bY`a`YbX`ZYI`]V`Yf
i bX`dfc`Y`_hVYnc[YbYf`k`]fX``@Ui`h; **Ya`Y]bXY`7fYUhj`]gh
K`YfhgW`Àhni`b[`Y]b`YbhgW`Y]XYbXYf`A`chj`Uh]cbgZU`hcf`ZØf
9`fYbUa`h]W`Y`/a`Ub[Y`\`UZhY`5bYf`_Ybbi`b[`_Ubb`ni
9bhh`Ài`gW`i`b[`i`bX`FØW`ni`[`ZØ\`fYb`**

K`Y`fhgW`Àhni`b[`U`g`GW`X`ØggY``ni`a`9fZc`[

I a 'XUg'9\fybUa h'Ub[Zf]gh)['ni 'Z0fXYfbž'gc`hYb' Cf[Ub]gUh]cbYb
 Y]bY'?i`hi f'XYf'5bYf_Ybbi b['Ybhk]W_Y'b"8]Yg'_Ubb'Xi fW
]bX]j]Xi Y`Y'K YfhgW`Ähni b[ž'K Y]hYfV]'Xi b[ga Ò[`]W`_Y]hYb'i bX
 XYb'5i ZVUi 'j cb'BYhmk Yf_Yb'[YgW`Y\Yb"8]Y'5i gnY]W`bi b[Yb
 k]Y'X]Y'6Yn]f_ga YXU]'Y'g]bX'Y]b'YfghYf'GW`f]hž'i a '0ZYbh]W`Y
 K YfhgW`Ähni b['ni 'nY][Yb'i bX'XUg'9b[U[Ya Ybh'g]W`hVUf'ni
 a UW`Yb"

≠X]j]Xi Y`Y'8Ub_gU[i b[Ybž'8Ub_YgW`Öb!J YfUbghU`hi b[Yb'i bX
 X]Y'a YX]U'Y'DfÄgYbn'XYf'9fZc`[Y'j cb'9\fybUa h]W`Yb'_ÖbbYb
 XUni 'VY]hfU[Ybž'XUgg'g]W`Yb[U[]YfhY'60f[Yf'k Y]hYf\]b'U_h]j 'Z0f
]\fy'; Ya Y]bgW`UZh'Y]bgYhnYb"8]Y
 6Yn]f_gj YfcfXbYhYbj YfgUa a`i b['GhY[`]hn!NY\`YbXcfZ'nY][h'a]h
 X]YgYb'9\fi b[Ybž'k]Y'k]W`h]['X]Y'5fVY]h'XYf'9\fybUa h]W`Yb'Z0f
 X]Y'; YgY`gW`UZh'gh"

≠'X]YgYa 'G]bbY'V`Y]Vh'ni '\cZYbž'XUgg'j]Y'Y'k Y]hYfY'60f[Yf
]bgd]f]Yfh'k YfXYbž'g]W`'b']\fy'a '6Yn]f_'ni 'Yb[U[]YfYb'i bX'XUgg
 X]Y'K YfhgW`Ähni b['Z0f'XUg'9\fybUa h'k Y]hYf'[YZ0fXYfh'k]fX"

8YhU]`g	
C fh	?]fW`ghfU» Y`%# ž'%(%* \$'6Yf`]bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "[UnYhhY!VYf`]b"XY • k k k "[Ya Y]bXY!WfYUh]j "XY

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