

Nk Y] '5 b[fY]ZYf'ØVYfZU`Yb'')! ›À\ f][Yb ']b
< Y`YfgXcfZ'Vfi hU`'a]h'A YggYf

Nk Y] 'i bVY_UbbhY` \UVYb`]b` < Y`YfgXcfZ'Y]bYb'')! ›À\ f][Yb
A Ubb`gWk Yf`j Yf`Ynh`i bX`VYfUi Vh`'8]Y`Dc`]nY]`Yfa]hhY`h`



< Y`YfgXcfZ'6Yf`]bž'8Yi hgWk`UbX`!`›`XYf`BUWk`h`ni`a`'+'›`b]
&\$&)`_Ua`'Yg`]b` < Y`YfgXcfZ`ni`'nk`Y]`[`Yk`U`hh`Ä`h][`Yb`',`VYf`[`f]ZYbž
VY]`XYbYb`'Yk`Y]`g`'A`Ä`bb`Yf`ni`'C`d`ZYf`b`'j`c`b`'j`Yf`gi`Wk`h`Ya`'F`Ui`V
k`i`f`XYb`"8`Yf`Yf`gh`Y`'J`c`f`ZU`"Yf`Y][`b`Yh`'g]Wk`'[`Y`[`Yb`'\$`.)`\$`'I`'\`f`]'b`XYf
E`i`YX`]'b`Vi`f`[`Yf`'G`h`f`U`›`Y`" <]Yf`VY]`'k`i`f`XY`'Y]b`'')! ›À\ f][`Yf`'A`Ubb
Ub`[`Y`[`f]ZYb`"Nk`Y]`i`bVY_UbbhY`'H`Ä`h`Yf`'Z`c`f`XYf`h`Yb`']\`b`'Ui`Z`';`Y`X
\`Yf`Ui`g`ni`[`YVYb`"6Y]`'XYf`'5i`g`Y]b`Ub`XYf`g`Y`h`ni`b`[`'g`Y`h`h`Yb`'g]Y
_Öf`d`Yf`]Wk`Y`';`Yk`U`h`Y]bž`]b`XYa`'g]Y`'X`U`g`'C`d`ZYf`'a`]h`G`Wk`'Ä`[`Yb`'i`b`X
Y]b`Ya`'A`Ygg`Yf`'Ub`' < Ub`X`'i`b`X`'6Y]b`'j`Yf`'Y`h`h`Yb`"8`]Y`'H`Ä`h`Yf`'_`c`b`b`h`Yb
g`Wk`']Y`›`]Wk`'c`'\`b`Y`'6Yi`h`Y`]b`'i`bVY_UbbhY`'F`]Wk`'h`i`b`[`'Z`]Y`Y`b`"
F`Y`h`i`b`[`g`_f`Ä`Z`h`'V`f`U`Wk`'h`Yb`'XYb`'J`Yf`'Y`h`h`Yb`'ni`f`'g`h`U`h]c`b`Ä`f`Yb`
5i`Z`b`U`a`Y`]b`g`?`f`Ub`_Yb` \`Ui`g`"9fa`]h`i`b`[`Yb`'k`i`f`XYb`'Xi`f`Wk`'X`U`g
F`Ui`V`_`ca`'a`]g`g`U`f`]U`h`XYf`'Dc`]nY]`X`]f`Y`_`h]c`b`''`f`C`g`h`k`'Ui`Z`]Yb`ca`'a`Yb`"

8]Yg`VYf]W\hYh`X]Y`6Yf`]bYf`Dc`]nY`]b`Y]bYf`U_hi`Y`Yb`
DfYggYa`]hhY`]i`b`["

9hk`U`Y]bY`Ghi`bXY`ni`j`cfz`[`Y[`Yb`&`'`I` \fz`k`i`fXY`Y]b`&`,`!`A` \f][`Yf`
A`Ubb`Ui`ZXYa`];`Y\k`Y[`XYg`:`Y`XVYf[`Yf`F]b[`Yg`j`cb`XfY]
i`bVY`_Ubb`hYb`5b[`fY]ZYfb`UhhUW`Yfh`8Yf`A`Ubb`k`i`fXY`ni`6cXYb`
[`Yghc`»`Yb`i`bX`nc[`g]W\XUVY`Y]bY`V`i`hYbXY`?`cdZk`i`bXY`ni`"9]bYf`
XYf`H`hYf`VYXfc`hY`]\b`a`]h`Y]bYa`A`YggYfz`k`A`fYbX`X]Y`UbXYfYb`
gY]bYb`F`i`W_gUW`Xi`fW\gi`W\hYb`i`bX`dYfgOb`]W\Y`hYW\`b]gW\Y`
;`Y[`Ybgh`AbXY`gck`]Y`;`Y`X`Yb`hk`YbXY`hYb`"8]Y`5b[`fY]ZYf`Y]»`Yb`j`cb`
]\a`UVz`U`g`Yf`UbZ]b[`ni`gW\fY]Yb`i`bX`Zc`Yb`XUfUi`Z`]b`]b`
i`bVY`_Ubb`hY`F]W\hi`b["9f`gW\UZhY`Ygž`V]g`ni`gY]bYa`K`c`b`U`i`g`
ni`[`Y`Ub[`Yb`z`k`c`Y]bY`B`UW`VUf]b`X]Y`Dc`]nY`]j`Yfgh`AbX][`hY`5i`W`Yf`
k`i`fXY`bUW`XYa`J`cfZU`ni`f`ghU]cb`A`fYb`6Y\`UbX`i`b[`]b`Y]b`
?`fUb`_Yb`U`i`g[`YVfUW`h`8]Y`9fa`]hhi`b[`Yb`k`YfXYb`YVYbZU`g`j`cb`
Y]bYa`]:`UW`_ca`a`]ggUf]Uh`XYf`Dc`]nY]X]fY`_h]cb`"fC`gh`
Xi`fW[`YZ`Ø`fhz`k`]Y`]b`Y]bYa`6Yf]W\h`Ui`Z`dc`]nY]VYf]W\hY!
VYf`]b`XY`ZYgh[`Y`U`hYb`"

9]b`5bgh]Y[`]j`cb`;`Yk`U`h`_f]a`]b`U`]h`h`h`]b`
6Yf`]b`3`

6Y]XY`J`cfZ`A`Y`k`YfZYb`Y]b`GW`U[`]W\h`Ui`Z`X]Y`U_hi`Y`Y`@U[`Y`XYf`
;`Yk`U`h`_f]a`]bU`]h`h`h`]b`6Yf`]b`"@Ui`h`XYf`Dc`]nY`]W\Yb`
?`f]a`]bU`ghU]gh]_`k`YfXYb`gc`W\Y`8Y`]_hY`fY[`Y`a`A`»][`YfZUgghz`
i`bX`X]Y`NU`Yb`nY][`Yb`dchYb]Y`Y`9b`hk`]W`i`b[`Yb`]a`6YfY]W\XYf`
;`Yk`U`h`8]Y`D?`G`VY]b`U`hY`h`i`a`ZUggYbXY`8UhYb`ni`5fhi`bX`NU`
XYf`YfZUgghYb`GhfUZhUhYb`z`k`]Y`HUhc`fhi`bX`HUhnY]h`z`gck`]Y`
=Zcfa`Uh]cbYb`ØVYf`C`dZYf`i`bX`HUhj`YfX`A`W`h][`Y`"

9g`]gh`k`]W`h][`ni`VYUW`hYb`z`XUgg`X]Y`D?`G`b]W\h`bi`f`U_hi`Y`Y`
HYbXYbnYb`Ui`ZhY][`h`z`gcbXYfb`Ui`W`U`g`;`fi`bX`U[`Y`Z`Ø`f`ni`_ØbZh][`Y`
dc`]h]gW\Y`9b`hgW\Y]Xi`b[`Yb`i`bX`GhfUhY[`]Yb`ni`f`
J`YfVfYW\Yb`gVY`_Aa`dZ`b[`]X]Yb`h`8]Y`8i`b`_Y`n]ZYf`XYf`b]W\h`
[`Ya`Y`XYhYb`GhfUZhUhYb`V`Y]Vh`Y`XcW`\cW`z`k`Ug`X]Y`GW`k`]Yf][`_Y]h`
i`bhYfghfY]W\h`z`XUg`j`c`Y`5i`ga`U`»`XYf`?`f]a`]bU`]h`h`h`]b`XYf`GhUX`h`ni`
Yf`_YbbYb`i`bX`ni`VYk`YfhYb`"

8]Y'6Y\ÖfXYb'ghY\Yb'k Y]hYf\]b'j cf'XYf'<YfUi gZcfXYfi b[ž'gck c\`
dfÄj Ybh]j Y'U'g'Ui W\ fYdfYgg]j Y'A U» bU\ a Yb'ni 'Yf[fY]ZYbž'i a 'X]Y
G]WYf\Y]h'XYf'6Øf[Yf'ni '[Yk Ä\ f'Y]ghYb'i bX'X]Y'?'fa]bU`]hÄh
k]f_gUa 'ni 'VY_Äa dZYb"

8YhU]`g	
C fh	<Y``YfgXcfZž'6Yf`]bž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • dc`]nY]VYf]W hY!VYf`]b"XY • k k k "VYf`]b"XY

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