

7`Yfa cbh'A Ub`5ffYghYX`5ZhYf`7\]`X':]bXg
<]XXYb`7Ua YfU`]b`<ca Y

5`7`Yfa cbh'a Ub`k Ug`UffYghYX`Zcf`UhhYa dhYX`j cmYi f]ga
UZhYf`U`\]XXYb`WJa YfU`k Ug`X]gWcj YfYX`Vm`U`W\]`X`]b`\]g
\ca Y"



&, \$\$`7c`i a Vi g`5j Ybi Yž`7`Yfa cbhž': `cf]XUž`I G5`!`Cb`đ bY
&) ž&\$&) žh\Y`ei]Yh`Wca a i b]hmicZ`7`Yfa cbh`Zci bX`]hgY`ZfUhhYX
Vm`h\Y`UffYgh`cZ` *!mYUf!c`X`7Uf`cg`5bhcb]c`F`cV]bgcb``H\Y`a Ub
k Ug`hU`Yb`]bh`W`ghcXmicb`W\Uf[Yg`cZ`UhhYa dhYX`j cmYi f]ga `UZhYf
U`hfc`i V`]b[`]bW]XYbh`h\Uh`gUk`U`W\]`X`ghi a V`Y`i dcb`U`\]XXYb
WJa YfU`]b`\]g`\ca Y``H\]g`U`Ufa]b[`]X]gWcj Yfm`k Ug`a UXY`k`\]Y
h\Y`ť j Yb`]Y`U`j]g]hcf`ghUm]b[`]k]h`ZUa]`mia Ya VYfg`i bWcj YfYX
h\Y`]``W]h`fYWcfX]b[`]XYj]W]ž`dfca dh]b[`]a a YX]UhY`UWh]cb"

CbW`U`YfhYX`Vm`h\Y`W\]`Xž`ZUa]`mia Ya VYfg`k UghYX`bc`hja Y`]b
WcbhUWh]b[``cWU`Ui h\cf]h]Yg``CZ]Wfg`Zfca`h\Y`7`Yfa cbh`Dc`]W
8YdUfha Ybh`ei]W`m`fYgdc`bXYX`hc`h\Y`gW`bY`cW`hYX`]b`h\Y
&, \$\$`V`cW`cZ`7c`i a Vi g`5j Ybi Y``5`gi VgYei Ybh`]bj Ygh][Uh]cb``YX

hc`dfcVUV`Y`WUi`gY`Zcf`cVhU]b]b[`U`gYUfW\`k`UffUbh`Zcf`F`cV]bgcb`g`fYg]XYbW`"

H\Y`GYUfW\`UbX`5ffYgh

I`dcb`YI`YW`h]b[`h\Y`gYUfW\`k`UffUbh`z`Uk`Yb`ZcfW\`a`Ybh`cZZ]W]U`g`fYdcfhYX`mi`bW`j`YfYX`gYj`YfU``\]XXYb`fYW`c`fX]b[`XYj`]W`g`k`]h\]b`F`cV]bgcb`g`\`ca`Y`"H\YgY`Z]bX]b[`g`YX`hc`\]g`UffYgh`z`UbX`\Y`k`Ug`Vcc`_YX`]bh`c`@U`Y`7`ci`bhm`>U]`"5`VcbX`k`Ug`gYh`Uh`~`%\$`\$`\$`\$`"F`cV]bgcb`]g`ZUW]b[`gYf]ci`g`W\Uf[`Yg`z`gdYW]Z]WU`m`h\Uh`c`Z`UhhYa`dhYX`j`]XYc`j`cmYi`f]ga`]bj`c`j`]b[`U`j`]W]a`i`bXYf`h\Y`U[`Y`c`Z`%*`z`WUhY[`cf]nYX`Ug`U`gYW`c`bX!XY[`fYY`ZY`c`bm`"5XX]h]cbU`m`z`h\Y`7`Yfa`cbh`Dc`]W`8YdUfha`Ybh`\Ug`ghUhYX`h\Uh`h\Ymik`]`W`c`b]bi`Y`hc`]bj`Ygh[`UhY`k`\Yh\Yf`F`cV]bgcb`\Ug`W`c`a`a`]hYX`Ubmi`UXX]h]cbU`j`cmYi`f]ga`!fY`UhYX`c`ZZYbgYg`"

7ca`a`i`b]hm`a`Ya`VYfg`UfY`i`bXYfghUbXUV`mi`g\U`Yb`Vm`h\Y`bYk`g`c`Z`h\]g`]bW]XYbh`"H\Y`ZUW`h`h`Uhgi`W\`UW]h]cbg`WUb`c`VW`f`]b`k`\Uh`]g`_bck`b`hc`VY`cbY`c`Z`h\Y`Hcd`&\$`7]h]Yg`]b`5a`Yf]WU`UbX`h\Y`6Ygh`7YbhfU`:``cf]XU`7]hm`hc`@]j`Y`>`\Ug`Y`Zh`fYg]XYbhg`U`Ufa`YX`"H\Y`**7`Yfa`cbh`Dc`]W`8YdUfha`Ybh`z`k`\]W\`df]XYg`]hgY`Z`cb`]hg`UW`fYX]hYX`ghUhi`g`UbX`W`c`a`a`i`b]hm`cf]YbhYX`a`]gg]cb`z`]g`hU_]b[`h\]g`a`UhhYf`gYf]ci`g`m`"**

5`7ca`a`]ha`Ybh`hc`GUZYhm

H\Y`7`Yfa`cbh`Dc`]W`8YdUfha`Ybh`g`a`]gg]cb`]g`hc`Yb`\UbW`h\Y`ei`U`]hm`c`Z`]ZY`]b`h\Y`UfYU`Vm`ZcghYf]b[`W`c`dYfUh]cb`k`]h`h\Y`W`c`a`a`i`b]hm`k`\]Y`dfca`ch]b[`gUZYhm`UbX`Uk`Yb`ZcfW\`a`Ybh`"H\Y]f`W`c`fY`j`U`i`Yg`i`bXYfgW`c`fY`U`W`c`a`a`]ha`Ybh`hc`]bhY[`f]hm`z`dfcZYgg]cbU`]ga`z`UbX`W`c`i`fU[`Y`hfU]hg`YggYbh]U`]b`hUW`]b[`gi`W\`hfci`V`]b[`]bW]XYbhg`"H\]g`]bW]XYbh`\Ug`hf][`[`YfYX`U`dfca`dh`fYgdcbgY`Zfca`Uk`Yb`ZcfW\`a`Ybh`UbX`U`W`c`a`a`]ha`Ybh`hc`Ybgi`f]b[`h\Uh`h\Y`W`c`a`a`i`b]hm`ZYY`g`gYW`fY`"

5i`h\cf]h]Yg`UfY`i`f[`]b[`]Ubm`c`bY`k`]h\`]b`Zcfa`Uh]cb`c`b`j`cmYi`f]ga`!fY`UhYX`]bW]XYbhg`hc`W`c`a`Y`Zc`fk`UfX`"H\cgY`k`]g\]b[`]hc`fYa`U]b`Ubc`bma`ci`g`WUb`fYdcfh]h]dg`h\fc`i`[`\`h\Y`7f]a`Y`]bY`Uh`

, \$\$(&' !HÐGž'k \YfY'h\Ym'a UmU`gc`VY`Y`][]V`Y`Zcf`WUg\`fYk UfXg
Zcf`]bZcfa Uh]cb`h\Uh`YUXg`hc`ZY`cbmUffYghg"5g`h\Y`]bj Ygh][Uh]cb
Wcbh]bi Ygž`h\Y`Wca a i b]hm]g`YZh`hc`[fUdd`Y`k]h\`h\Y`i bgYh`b[
fYU`]hm`h\Uh`gi W\`j]c`Uh]cbg`cZ`df]j UWm`WU`b`cWw`f`Yj Yb`]b`h\Y`a cgh
gYfYbY`cZ`d`UW`g"

5g`XYhU]`g`i bZc`Xž`fYg]XYbhg`a i gh`fYa U]b`j][]`Ubh`UbX`Uk UfY`cZ
h\Y]f`gi ffc`i bX]b[g`K` \]`Y`7`Yfa cbh`]g`W`YVfUhYX`Zcf`]hg`W`Ufa
UbX`gUZYhmž`h\Y`fYW`bh`Yj Ybhg`fYa]bX`i g`h\Uh`Uk UfYbYgg`UbX
UW]cb`UfY`Wfi W]U`Zcf`Wca a i b]hm`k Y`!VY]b["H\Y`7`Yfa cbh`Dc`]W`
8YdUfha Ybhg`dfca dh`fYgdcbgY`UbX`XYX]WU]cb`hc`UddfY`YbX]b[
h\cgY`k` \c`h`fYUhYb`h\Y`dYUW`]g`Wca a YbXUV`Yž`UbX`h\Ym`UfY`Ub
YggYbh]U`dUfh`cZ`a U]bhU]b]b[`h\Y`X][b]hm`UbX`gUZYhm`h\]g
Wca a i b]hm`j U`i Yg"

8YhU]`g	
Cfh	&, \$\$`7c`i`a`Vi`g`5j`Ybi`Yž`7`Yfa`cbhž`:`cf]XUž I`G5
E`i`Y`Yb	<ul style="list-style-type: none">• k k k "cf`UbXc!bYk`g"Wca• k k k "WYfa`cbhZ"[`cj

6Ygi W\Yb`G]Y`i bg`Ui`Z.`a`Y]b!k`jYb`bYh