

⌘] b ' h \ Y ' : f] X U m ' @] j Y g h f Y U a ' 7 f i] g Y
H \ f c i [\ ' 7 \ U f a] b [' K] b X Y f a Y f Y °

9 I d Y f] Y b W ' K] b X Y f a Y f Y ž : ` c f] X U ž ' k] h \ ' U ' W U g i U ' `] j Y g h f Y U a
h c i f ' c b ' † b Y ' % ' ž & \$ &) ž \ [\ '] [\ h] b ['] h g ' W ċ a a i b] h m ' U b X ' ` c W U
Y j Y b h g "



K] b X Y f a Y f Y ž : ` c f] X U ž ' I b] h Y X ' G h U h Y g ' ! ' K] b X Y f a Y f Y ž : ` c f] X U ž '] g
g Y h ' h c ' \ c g h ' U ' i b] e i Y ' `] j Y g h f Y U a ' Y j Y b h ' h \ U h ' d f c a] g Y g ' h c ' V f] b [' h \ Y
W ċ a a i b] h m ' h c [Y h \ Y f ' k] h \ c i h ' h \ Y ' i g i U ' ` \ i g h ' Y ' U b X ' V i g h ' Y
h m d] W U ' ` m ' U W W ċ a d U b m] b [' `] j Y ' V f c U X W U g h g " ' G W X Y X i ' Y X ' Z c f ' h \] g
: f] X U m ' U h ' % \$ ' U " a " ž ' h \ Y ' Y j Y b h ' k] ` ` U ` c k ' j] Y k Y f g ' h c ' Y I d Y f] Y b W ' U
f Y ' U I Y X ' W f i] g Y ' h \ f c i [\ ' h \] g ' W X U f a] b [' h c k b ž ' W U d h i f Y X '] b ' f Y U ' !
h] a Y " ' 7 '] W _ C f ' U b X c ' f Y d c f h g ' h \ U h ' h \ Y ' `] j Y g h f Y U a ' U] a g ' h c ' d f c j] X Y
U b '] b h] a U h Y ' ` c c _ ' U h ' K] b X Y f a Y f Y ž \ [\ '] [\ h] b ['] h g ' h f U b e i '] ' j] V Y
U b X ' d] W h i f Y g e i Y ' g W ' b Y f m ž ' f U h \ Y f ' h \ U b ' Z c W ' g] b [' c b ' V f Y U _] b [' b Y k g
c f ' a U ' c f '] b W] X Y b h g "

8 Y g W] V Y X ' U g ' U ' g a U ' ` Y f ž ' e i] Y h Y f ' W] h m] b ' 7 Y b h f U ' : ` c f] X U ž
K] b X Y f a Y f Y ' \ U g ' U ' g d Y W] U ' ` W X U f a ' h \ U h ' a U _ Y g '] h ' U b ' U h f U W] j Y

XYgh]bUh]cb`Zcf`cWU`g`UbX`j`j]ghc`fg`U`]_Y`"H\Y`"j`YghfYUa
YbWci`fU[`Yg`dUfh]W]dUh]cbž`]bj`j]b[`j`j]Yk`Yfg`hc`c`b`]b`h\Y`Zi`b`UbX
Yb`cm`h\Y`f]XYŽ`g\ck`WUg]b[`h\Y`Wca`a`i`b]hmg`VYUi`hm`Ug`h\Ym
bUj`][`UhY`h\fc`i`[`\`j]hg`hfYY!`]bYX`ghfYYhg`UbX`dYUWZi`
bY][`\Vcf\ccXg"

5`7`cgYf`@cc_`Uh`K`]bXYfa`YfY`

:`cf`h\cgY`k`\c`a`Umibch`VY`ZUa`j`]Ufž`K`]bXYfa`YfY`cZZYfg`j`Uf]ci`g
fYgci`fWg`Zcf`fYg]XYbhg`UbX`dchYbh]U`"ca`Yck`bYfg`"5WwcfX]b[`hc
BY][`\Vcf\ccX`@]b_ž`]bghUbh`ca`Y`j`U`i`Y`fYgci`fWg`UfY`Uj`U]UV`Y
Zcf`j`Uf]ci`g`dfcdYfh]Yg`]b`h\Y`UfYUž`]bWi`X]b[`UXXYggYg`]_Y`,`)`\$
5VVchgVi`fm`8f`UbX`)`\$%\$`5i`hi`a`b`F`X[`Y`7h`"H\Y`g]hY`gYfj`Yg`Ug`U
d`UhZcfa`Zcf`cWU`X]gW`gg]cbg`UbX`dfca`chYg`Wca`a`i`b]hm
Yb[`U[`Ya`Ybhž`k`\]W\`j]g`U`WcfY`UgdYWh`cZ`]ZY`]b`K`]bXYfa`YfY`"

A`cfYcj`Yfž`K`]bXYfa`YfY`VcUghg`U`f]W\`WU`YbXUf`cZ`Ubbi`U`Yj`Ybhg
UbX`ZYgh]j`U`gž`k`\]W\`d`Um`U`g][`b]Z]WUbh`fc`Y`]b`bi`fhi`f]b[
Wca`a`i`b]hmgd]f]h`"5g`ci`h]bYX`Vm`7YbhfU`":`cf]XU`@]gh]b[`gž`h\YgY
Yj`Ybhg`WUhYf`hc`U`"U[`Yg`UbX`]bhYfYghg`":`fca`h\Y`Gdf]b[`":`Ygh]j`U`
]b`A`UfW\`ZYUhi`f]b[`c`WU`Ufh]gUb`g`hc`h\Y`YbW\Ubh]b[`K`]bhYf
K`cbXYf`UbX`]b`8YW\`a`VYfž`h\YfY`j]g`U`k`Umg`gca`Yh\]b[`\UddYb]b[
hc`W\`YVfUhY`c`WU`W`hi`fY`UbX`ZcghYf`Wcb`bYWh]cbg`Ua`cb[
fYg]XYbhg"

:`Ygh]j`U`g`H\Uh`6f]b[`h\Y`7ca`a`i`b]hm
Hc[`Yh\Yf`

K`]bXYfa`YfY`g`ZYgh]j`U`g`\Uj`Y`U`\]ghc`f]WU`VUW_Xfcdž`XUh]b[`VUW_
hc`h\Y`YUf`m`&\$h`W\`bhi`fm`k`\Yb`h\Ym`dfca`]bYbh`m`ZYUhi`fYX
U[`f]W`hi`fU`W\`YVfUh]cbg`"Cj`Yf`h\Y`mYUfgž`h\Ym`\Uj`Y`VYUi`h]Zi`m
Yj`c`j`YX`hc`g\ck`WUgY`U`a`j]c`Z`ZccXž`a`i`g]W\`UbX`Ufhgž`fYZYWh]b[
h\Y`hck`b`g`X]j`YfgY`W\`UfUWhYf`"H\Y`K`]bXYfa`YfY`":`U`":`Ygh]j`U`ž`]b
dUfh]W`Ufž`ghUbX`g`ci`h`Ug`U`ghUd`Y`Yj`Ybh`h\Uh`\][`\`][`\hg`c`WU`
Vi`g]bYggYg`UbX`cZZYfg`ZUa`j]m`Zf]YbX`m`UWh]j`j]Ygž`XfUk`]b[`Wfck`Xg
Zfca`UWf`cgg`h\Y`fY[`]cb"

6YmcbX`ZYgh]j U`gž`K]bXYfa YfY`UWh]j Y`migi ddcfhg`cWU`WX Uf]h]Ygž
UbX`Yj Ybhg`_]Y`h\Y`Ubbi U``7\Uf]hm; U`U`dfcj]XY`Wca a i b]hm
a Ya VYfg`k]h\`cddcfhi b]h]Yg`hc`[]j Y`VUW`ž`U``k \]`Y`Yb`cm]b[`U
XY`][\hž` ``Yj Yb]b[`cZ`X]b]b[`UbX`YbhYfhU]ba Ybh`5XX]h]cbU`mž
Yj Ybhg`XYg][bYX`Zcf`ZJa]]Ygžgi W\`Ug`h\Y`bXYdYbXYbW`8Um
GdYWhUW`Uf`UbX`h\Y`Di a d_]b`YghžYbgi fY`h\Uh`h\YfY`]g
gca Yh\]b[`Zcf`Yj Yfmcby`h\fc i [\ci h`h\Y`mYUfž`Z fh\Yf`gc`X]Zm]b[
K]bXYfa YfY`g`fYdi hUh]cb`Ug`U`ZJa]`mž]YbX`mXYgh]bUh]cb"

5g`h\Y``]j YghfYUa `Yj Ybh`UddfcUWYgž`Wca a i b]hm`Ubh]WdUh]cb`]g
Vi]`X]b[``h`g`U`WU`UbW`bch`cb`m`hc`gdch][\h`K]bXYfa YfY`g
ghi bb]b[``UbXgWUdYg`Vi h`U`gc`hc`dfca chY`cWU``]b]h]Uh]j Yg`UbX
Yb[U[Y`U`k]XYf`Ui X]YbW`]b`h\Y`hck b g`WUfa ``K \Yh\Yf`mci `UfY
U`cb[!h]a Y`fYg]XYbh`cf`bYk `hc`h\]g`ei U]bh`hck bž`c]b]b[`h\Y
`j YghfYUa `Wci `X`VY`h\Y`dYfZYWh`k Um`hc`UddfYW]UhY`U``h\Uh
K]bXYfa YfY`\Ug`hc`cZ`Yf"

:cf`a cfY`XYhU]`g`cb`Wca a i b]hm`fYgci fW`g`UbX`i dWca]b[`Yj Ybhgž
fYg]XYbhg`WUb`]j]g]h`BY][\Vcf\ccX`@]b_`UbX`YI d`cfY`h\Y`]j]VfUbh
W`hi fY`cZ`h\]g`XY`][\hž` ``hck b`8cb`h`a]gg`ci h`cb`h\Y``]j YghfYUa
YI dYf]YbW`h\Uh`WUdhi fYg`h\Y`YggYbW`cZ`K]bXYfa YfY`

8YhU]`g	
Cfh	K]bXYfa YfYž: `cf]XUž`I b]hYX`GhUhYg
E i Y``Yb	<ul style="list-style-type: none">• k k k "W]W_cf`UbXc"Wca• k k k "bY][\Vcf\ccX`]b_"Wca• W`bhfU`Z`cf]XU`]gh]b[g"Wc

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