

B c ' ?] b [g ' ' D f c h Y g h g ' F c W _ ' : ` c f] X U ' c b
H f i a d / ` \$ ' - / g ' A] ` Y g h c b Y ' 6] f h \ X U m

D f c h Y g h g ' U [U] b g h ' H f i a d / ` \$ ' - / g ' V] f h \ X U m ' W ` a] b U h Y X '] b ' h \ Y
/ e i c h / B c ' ?] b [g / e i c h / a c j Y a Y b h ' U W f c g g ' : ` c f] X U ž] b W i X] b [J Y b] W ž Y a d \ U g] n] b [' X Y a c W f U h] W j U ' i Y g "



J Y b] W ž : ` c f] X U ž ' I G 5 ' ! 5 g ' h \ Y : c i f h \ ' c Z ' ž ` m ' U d d f c U W \ Y g ž
: ` c f] X U ' Z] b X g '] h g Y ' Z U h ' h \ Y \ Y U f h ' c Z ' U ' f Y g i f [Y b W ' c Z ' d c `] h] W U '
U W h] j] g a ž ' d U f h] W ' U f ' m] b ' f Y g d c b g Y ' h c ' h \ Y ' Y [U W m ' U b X ' d c `] W Y g ' c Z
Z c f a Y f ' D f Y g] X Y b h ' 8 c b U ' X ' H f i a d " ' C b ' ž b Y ' % (ž & \$ &) ž ' H f i a d
W ' Y V f U h Y X ' \] g ' + - h \ ' V] f h \ X U m ž ' W c] b W] X] b [' k] h \ ' b U h] c b k] X Y ' B c
' ?] b [g ' ' d f c h Y g h g " ' H \ Y g Y ' Y j Y b h g ' k Y f Y ' c f [U b] n Y X ' h c ' W c i b h Y f ' h \ Y
Z Y g h] j] h] Y g ' g i f f c i b X] b [' \] g ' V] f h \ X U m ' U b X ' h c ' c V ' Y W h ' h c ' \] g
U X a] b] g h f U h] c b g ' d f c d c g Y X ' a] '] h U f m ' d U f U X Y ž ' k \] W \ ' h \ Y m ' X Y Y a Y X ' U
g d Y W h U W Y ' f U h \ Y f ' h \ U b ' U ' W ' Y V f U h] c b ' c Z ' h \ Y ' I " G " ' 5 f a m g ' &) \$ h \ U b b] j Y f g U f m ' ' H \ Y ' D U ' a ' 6 Y U W \ ' D c g h ' f Y d c f h g ' h \ U h ' d f c h Y g h g ' Y f i d h Y X
] b ' b Y U f ' m , \$ ' ` c W h] c b g ' U W f c g g ' : ` c f] X U ž ' Z f c a ' 7 c W c U ' h c ' H U ' \ U g g Y Y ž
W \ U ' Y b [] b [' H f i a d g ' Y U X Y f g \] d ' g h m ' Y ž ' k \] W \ ' h \ Y m '] _ Y b Y X ' h c ' h \ U h
c Z ' U ' a c b U f W \ "

K \]Y`Hfi a d`gdYbh`]\g`V]fh\XUm]b`K Ug\]b[hc bž'8 "7 "ž`h\Y`dfchYghg
]b`:`cf]XU`k YfY`U`j]g]V`Y`X]gd`Um`cZ`X]ggYbh`C f[Ub]nYfg
Ya d\Ug]nYX`h\Uh`h\Y`a]`]hUfm`dUfUXY`gYfj YX`Ug`U`hc`c`Zc f
dfc`YWh]b[`ghfYb[h\`fUh\Yf`h\Ub`U`[Ybi]bY`Wc`a a Ya cfUh]cb`cZ`h\Y
a]`]hUfm`H\Y`:`cf]XU`dfchYghg`YI Ya d`]YX`U`[fck]b[`gYbgY`cZ
i bfYgh`Ua cb[`W]h]nYbg`X]gd`YUgYX`k]h\`Hfi a d g`UddfcUW`hc
[cj YfbUbW`"

I dWc`a]b[`8Ya cbghfUh]cbg

@cc_]b[`U\YUXž`UXX]h]cbU`` Bc`?]b[g`&"\$ `dfchYghg`UfY`gYh`hc`hU_Y
d`UW`cj Yf`h\Y`ž`m`ci fh\`k YY`YbXž`bchUV`m]b`h\Y`j]W]b]hmcZ`A Uf!
U!@U[c`"H\Y`A Uf!U!@U[c`7`i V`\Ug`VYYb`WcgYX`g]bW`A ch\Yf`g
8Um`Vi h]g`YI dYWhYX`hc`fYcdYb`Zcf`h\Y`gcW]U`gYUgcb`]b`C Wc`VYfž
`YUj]b[`h\Y`j Ybi Y`ei]Yh`Zcf`bck `Ua]X`U`VUW`Xfcd`cZ`cb[c]b[
dfchYghg`C b`U`VfcUXYf`gWU`Yž`i b]ei Y`Yj Ybhg`Xi VVYX` ; ccX
Hfci V`Y`@]j Yg`C b `UfY`U`gc`gW`YXi `YX`Zcf`ž`m`%+ž`ZcW`g]b[`cb
h\Ya Yg`_]Y`j ch]b[`f][\hg`UbX`fUW]U``† gh]W` Wf]h]WU``]ggi Yg`]b
hcXUm`g`dc`]h]WU``W]a UhY`"

H\Y`i dWc`a]b[`ci fh\`cZ`ž`m`Yj Ybhg`dfca]gY`Wc`bh]bi YX
a cV`]nUh]cb`"H\Y`K ca Yb g`A UfW`ž`U`dfca]bYbh`ZcfW`]b`h\Y
W ffYbh`dfchYgh`UbXgWUdYž`]g`[YUf]b[`i d`Zcf`UW]cbg`h\Ya YX
 : fYY`5a Yf]WU` `H\]g`]b]h]Uh]j Y`U]a g`hc`hUW`Y`]ggi Yg`gi W`Ug
cddfYgg]cb`UbX`h\Y`]bZi YbW`cZ`k YU`h\`]b`dc`]h]Wgž`YbWc`i fU[]b[
dUfh]W]dUbhg`hc`cf[Ub]nY`V`cW`dUfh]Ygž`a UfW`Ygž`UbX`di V`]WUfh
X]gd`Umg`"5Wfcgg`%) \$`d`UbbYX`dfchYghg`bUh]cbk]XYž:`cf]XU
fYa U]bg`U`_Ym`VUh`hY[fci bX`k]h\`j Uf]ci g`[fci dg`c]b]b[`ZcfW`g`hc
Ua d`]Zm`h\Y]f`a YggU[Y`U[U]bgh`Hfi a d g`UXa]b]ghfUh]cb`"BchUV`mž
h\Y`DYcd`Y`g`I b]cb`I G5`\Ug`]b]h]UhYX`U`VcmWc`hh`cZ`V][
Wc`fdcfUh]cbg`UbX`Z]fYk cf_g`X]gd`Umg`hc`gdch][\h`k YU`h\
]bYei U`]hm`UbX`]a a][fUh]cb`dc`]W]Yg`"

B Uh]cbU``UbX`; `cVU``7cbhYI h

H\]g`k Uj Y`cZ`dfchYgh`]gb`h`a YfY`m`U`cWU`d\Ybca Ybcb`/h\Y` Bc
?]b[g `XYa cbghfUh]cbg`\Uj Y`[U]bYX`hfUW]cb`[`cVU``mž`k]h\`cj Yf`
a]`]cb`dUfh]W]dUbhg`]b`Yj Ybhg`UWfcgg`&ž\$`\$`cWU]cbgž`]bWi`X]b[

9i fcdY""H\Y`dfchYghg`hf]i a d\YX`bch`↑ gh]b':`cf]XU`Vi h`U`gc`]b
W]h]Yg``_]Y`D\`]UXY`d\]Už`k \]W\`d`UmYX`\cgh`hc`h\Y`a U]b`Yj Ybhž
XYa`c bghfUh]b[`h\Y`\]ghcf]WU`g][b]Z]WU`bW`cZ`]hg`ghfYYhg"

5a]X`h\YgY`[Uh\Yf]b[gž`Wċ`bW`fbg`UVci h`gUZYhm`\Uj Y`Ya Yf[YXž
dUfh]W`Uf`m]b``][\h`cZ`dc`]h]WU`j]c`YbW`]bW]XYb`hg`]b`A]bbYgchU"
Cf[Ub]nYfg`\Uj Y`j ck YX`hc`Wċ`bh]bi Y`h\Y]f`X]ggYbhž`XYa`c bghfUh]b[
bch`c`b`m]U[U]bgh`Hfi a d`g`Y`UXYfg\]d`Vi h`U`gc`]b`h\Y`gd]f]h`cZ`i b]hm
UbX`fYg])YbW`""H\Y`ghU_Yg`UfY`\][\`Ug`XYa`c bghfUhcf`g`bUj][UhY`U
W\Uf[YX`dc`]h]WU`Uha`cgd\YfYž`Ya`d\Ug]n]b[`h\Y`bYYX`Zcf
gca`Yh\]b[`a`cfY`h\Ub`a`YfY`dc`]h]WU`h\YUhf]Wg"

5g':`cf]X]Ubg`dfYdUfY`Zcf`h\Y':ci fh\`cZ`đ`mž`a`Ubmik`]``Yb[U[Y
k]h\`\]ghcfmž`hfUX]h]cbž`UbX`h\Y]f`Zi`bXUa`YbhU`f][\hg`]b`k`Umg`h\Uh
X]fYW`h`m`W\U``Yb[Y`h\Y`ghUhi`g`ei`c""H\Y`a`ca`Ybhi`a`Zfca`h\Y
fYW`b`h`d`f`chYghg`gi [[Yghg`h\Uh`h\]g`gi`a`a`Yf`Wċi`X`VY`XYZ]b]b[`Zcf
h\Y`dc`]h]WU``UbXgWUdY`]b':`cf]XU`UbX`VYmċbX"

:cf`cb[c]b[`Wċj YfU[Y`cZ`h\YgY`Yj Ybhgž`fYZf`hc`h\Y`DU`a`6YUW
Dcghž`h\Y`K`Ug\]b[hcb`9I`Ua`]bYfž`UbX`B`DF`"

8YhU]`g	
Cfh	JYb]Wž':`cf]XUž`I`G5
EiY``Yb	<ul style="list-style-type: none">• k k k "dU`a`VYUW`dcgh"Wċa• k k k "k`Ug\]b[hcbYI`Ua`]bYf"Wċa• k k k "bdf"cf[

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