

' & \$ ' ?] `ca YhYf': i » k U ``ZU\ fh. '5i Z'ni a
< Y]`][Yb '6`i h`]b`K U ``XØfb °

9f`YVYb`G]Y`X]Y': i » k U ``ZU\ fh`j cb': i `XU`bUW`K U ``XØfb`j ca
% ("`V]g`%, "' † b] ' & \$ &) ž[Y`Y]hYh`j cb`6]gW`cZ`8 f``A]W`UY`
; YfVYf``



K U ``XØfb ž`8 Yi hgW`U`b X`!`8]Y`J`c`f`Z`F`Y`i` X`Y`U`i` Z`X`Y`K` U ``ZU\ fh`ni` a
< Y]`][Yb '6`i h`]b`K U ``XØfb`]gh`gd`Ø`f`V`U`f```8`U`g`X`]Y`g`Ä`\\`f`][Y
K U ``ZU\ fh`g`U`f`gh`Y`h`i` b`h`Y`f`X`Y`a` `@`Y`h`k`c`f`h` `: f`Y`i` h`Y`i` W` `]b`X`Y`f`
< c`Z`b`i` b`[`f`F`Ò`a` `%'&`ž`%'&`t```J`c`a` `%' ("`V]g`%, "' † b] ' & \$ &) `Z`Ø`\\`f`Y`b`X`Y`
D]`[Y`f`X`Y`g`6`]g`h`i` a` g`: i` `X`U`X`]Y`h`f`U`X`]h`]c`b`Y` ``V`Y`X`Y`i` h`Y`b`X`Y`
: i » k U ``ZU\ fh`b`U`W`K U ``XØfb`X`i` f`W` ``8`Y`f`5`i` Z`h`U`_`h`Y`f`Z`c`[`h`U`a` `%' ("`
 † b] `i` a` `+`" ` \$`I` \`f`i` a`]h`Y`]b`Y`a` `Z`Y`Y`f`]W`Y`b`5`i` g`g`Y`b`X`i` b`[`g`[`c`h`Y`g`X`]Y`b`g`h`
]a` `<`c`Y`b`8`c`a` `ni` `: i` `X`U` ``5`a` `%, "' † b] ž[Y [Yb`%'&`I` \`f`ž`k`Y`f`X`Y`b`X`Y`
K U ``ZU\ f`Y`f`]b`K U ``XØfb`Y`]b`h`f`Y`Z`Y`b`ž`k`c`Y`]b`8`U`b`_`[`c`h`Y`g`X`]Y`b`g`h`i`a`]h`
6]gW`cZ`8`f``A`]W`UY``;`Y`f`V`Y`f``]b`X`Y`f`X`c`f`h`[`Y`b`6`U`g`]`_`U`_`g`h`U`h`h`Z`]b`X`Y`h`
<]Y`f`k`Y`f`X`Y`b`ni` X`Y`a` ``U`b`[`Ä`\\`f`][`Y`K` U ``ZU\ f`Y`f`[`Y`Y` \`f`h`ž`k`U`g`X`]Y`
V`Y`g`c`b`X`Y`f`Y` ;`Y`a` Y`]b`g`W`U`Z`h`i` b`X`8`U`b`_`V`U`f`_`Y`]h`k`]X`Y`f`g`d`]Y`[`Y`h`ž`X`]Y`
X`]Y`g`Y`D]`[`Y`f`Z`U\`f`h`U`i` g`n`Y`]W`b`Y`h`

9]b][Y`k]W\h][Y`Dfc[fUa a di b_hY`XYf`K U`ZU\fh'g]bX`VYfY]hg
ZYgh[Y`Y[h"Gc`hfYZYb`X]Y`K U`ZU\fyf`XYf`6cb]ZU]ji`gk U`ZU\fh`Ui`g
6Ui`bUhU`Ua`%(" " `b]i`a`"%%" \$`l` \f`]a`8ca`Y]bž`[YZc`[hj`cb`XYb
K U`ZU\fyfb`Ui`g`?Ø`ghYXh`]a`9]W\gZY`Xž`X]Y`i`a`%+`l` \f`Ua
K U`XØfbV]`X`]b`XYf`A`Ui`Yf`XYg`?`cghYf`f`Ui`YbVYf[`Ya`dZUb[`Yb
k`YfXYb`"8Yf`8fY]ZU`h][_Y]hggcbbhU[`Ua`%)`" " `b]VY[]bbh`i`a`"*`"\$` \$
l` \f`a`]h`Y]bYf`9i` W`Uf]gh]YZY]Yf`Ui`ZXYa`J`c`_YfgVYf[ž`[YZc`[hj`ca
5Va`UfgW\`XYf`Dfc`nYgg]cb`"5a`A`cbhU[ž`XYa`%*" " `b]ž`ghUfhYh`XUg
D][YfUa`h`]b`;`Ui`UgW\UW\`VYfY]hg`i`a`)`"(`) `l` \f`ž`k`À` \f`Yb`X`X]Y
: `i`»`k`U`ZU\fh`i`a`"+`"(`) `l` \f`]b`6Yk`Y[`i`b[`]`[YgYhnh`k`]fX`"6YfY]hg`Ua
8]YbghU[ž`XYa`%+" " `b]ž`VfYW\Yb`X]Y`D][Yf`i`a`" " `"(`) `l` \f`]b
l`bhYf`Y]bUW\`Ui`Z`i`b`X`ZY]Yfb`XYb`D][Yf[`chhYgX]Ybgh`i`a`)`"(`) `l` \f
]b`;`fYi`»`Yb` \Y]a`"

; c`hhYgX]YbghY`i`b`X`5`b`X`UW\`hY`b

⊖`K`U`XØfb`k`]fX`Y]b`i`a`ZUb[`fY]W\Yg`;`c`hhYgX]Ybghd`fc[`fUa`a
[YV`chYb`"5a`%(" " `b]Z]b`XYh`VY]gd]Y`gk`Y]gY`i`a`%&`l` \f`Y]b
D][YfUa`h`ZØf`X]Y`;`Ya`Y]b`XYb`9]gYb`VUW\`ž`;`fc`»`k`U`gh`UX`hž
A`Òa` `]b[`Yb`ž`B]Y`XYfb`VYf[`i`b`X`C`VYfVi`f[`ghUhh`K`Y]hYfY
;`c`hhYgX]YbghY`g]b`X`ZØf`XYb`%)`" " `b]ž`XYb`Y][`Yb`h`]W\Yb
K`U`ZU\fhggcbbhU[ž`Ub[`YgYhnhž`i`bhYf`Ub`XYfYa`XUg`<`c`W`Ua`h`i`a
-`"\$` \$`l` \f`a`]h`XYf`ZY]Yf`]W\Yb`^`ZZbi`b[`XYg`6`i`hgW\`fY]bg`Xi`fW
8ca`_Ud]hi`Uf`8f`"DYhYf`?`c` \`"9]b`<][\`][\h`k`]fX`XUg`Dcbh]Z]_U`Ua`h
Ua`A`cbhU[ž`XYa`%*" " `b]ž`a`]h`6]gW\`cZ`8f`";`Ycf[`6`À`h]b[`gY]bž
k`Y`W\Yg`i`a`%\$`l` \f`ZØf`X]Y`D][Yf`Ui`g`A`Òa`Vf]gž`?`Ø`g` \Y]a`ž
l`]gg][\Y]a`i`b`X`9]Yfg` \Y]a`ghUhh]Z]b`XYh`"

8]Y`K`U`ZU\fh`[]dZY`h`]b`XYf`5VgW\`i`ggZY]Yf`Ua`%`" " `b]ž`XYa`)`"
K`U`ZU\fhggcbbhU[ž`a`]h`Y]b`Ya`Dcbh]Z]_U`Ua`h`i`b`X`XYf`ZY]Yf`]W\Yb
GW`Y]Y`»`i`b[`XYg`6`i`hgW\`fY]bg`^`<]Yf`ghY` \h`X]Y`8Ub`_VUf`_Y]h`i`b`X`XUg
[Ya`Y]bgUa`Y`;`Ui`VYbg`YVYb`Yfb`Yi`h`]a`J`cfXYf[`fi`b`X`"

DfU`_h]gW\`Y`<`]b`k`Y]gY`ZØf`D][`Yf

»XYf`A`]hk`U`ZU\fyb`XY`a`i`gg`ZØf`gY]bY`J`YfdZY[`i`b[`i`b`X
,`VYfb`UW\`hi`b[`gY`Vgh`gc`f[`Yb`ž`Y`Xc`W\`ghY` \Yb`]b`K`U`XØfb
Ui`gfY]W\Yb`X`E`i`Ufh]YfY`ni`f`J`YfZØ[`i`b[" " `⊖`hYfYgg]YfhY`a`ØggYb`g]W\`

XUVY]`b]W\hij`cfUi`g`Uba`Y`XYbž`k`Ug`X]Y`HY]`bY\`a`YbXYbnU\`c`ZYb
 \`A`h"K`A\`fYbX`XYf`K`U`ZU\`fh]`gh`Ui`W`XUg`K`U`XØfb!;`YVYh`i`bX
 ;`YgUb[`Vi`W`Yf\`A`h]W\ž`i`a`X]Y`D][`YffY]gY`gd]f]h`i`Y`ni`VY[`Y]hYb"
 :`Øf`k`Y]hYfY`bZcfa`Uh]cbYb`i`bX`F`ØW`ZFU[`Yb`_`ÖbbYb`X]Y
 ?`cbhU`_`hdYfgcbYb`6UfVUfU;`i`ha`Ubbž`GhY`ZUb`6]`X\`Äi`gYf`i`bX
 K`]bZf]YX`A`Ö`Yf`Ub[`YgdfcW\Yb`k`YfXYb"

8]YgY`K`U`ZU\`fh]`gh`a`Y\`f`U`g`bi`f`Y]bY`FY]gY/Yg`]gh`Y]bY
 VY`YVYbXY`D][`YfZU\`fhž`X]Y`A`YbgW\Yb`j`YfV]bXYh`i`bX`XYb;`i`Ui`VYb
 gh`A`f`h"K`U`ZU\`fhgc`fhY`k`]Y`K`U`XØfb`\`UVYb`b]W\h`bi`f`]b`<`YggYbž
 gcbXYfb`]b`[`Ubn`8Yi`hgW\`UbX`i`bX`XUfØVYf`\]bUi`gžY]bY`[`fc»`Y
 6YXYi`hi`b`[`i`[`Ubn`Ä\`b`]W\`k`]Y`X]Y`nU\`fY]W\Yb`K`U`ZU\`fhgc`fhY`]b
 UbXYfYb`6i`bXYg`ÄbXYfbž`X]Y`fY][`]ÖgY`HfUX]h]cb`i`bX
 ;`Ya`Y]bgW\UZh`ZØfXYfbž`k`]Y`Yhk`U`X]Y`j`YfgW]YXYbYb;`bUXYbc`fhY
]b`B`c`f`X`f`Y]b!K`YghZU`Ybž`6UmYfb`i`bX`U`[`Ya`Y]b`i`bgYfYb
 BUW\`VUf`ÄbXYfb"K`_]dYX]U`VY`Yi`W`hYh`X]YgY`ZUgn]b]YfYbXYb
 :`UW`hYb"

8]Y`J`cfZfYi`XY`Ui`Z`XUg;`Ya`Y]bgW\UZh`gYf`YVb]g`]b`XYb
 _ca`a`YbXYb`HU[`Yb`]gh[`fc»`ž`XYbb`j`]Y`Y`D][`Yf`k`YfXYb`Y]ba`U`
 a`Y\`f`XYb`K`Y[`bUW\`K`U`XØfb`Ui`Z]g]W\`bY\`a`Ybž`i`a`XUg`<`Y][`Y
 6`i`h`ni`j`YfY\`fYb`i`bX`X]Y`<`c`Zbi`b[`ž`X]Y`X]YgY`HfUX]h]cb`a`]h]g]W\
 Vf]b[`hž`ni`ZY]Yfb"

8YhU]`g	
C`f`h	K`U`XØfbž`8Yi`hgW\`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • f\`c`Yb`_`UbU`"XY • k`k`k`"k`U`ZU\`fh!k`U`Xi`Yfb"XY • XY"a`"k`_]dYX]U"cf[

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`bU[`!\`YggYb"XY