

⇒ b _ ` i g] c b ` U i Z ` X Y a ` J c f a U f g W . ` 5 b X f Å
A] _ ` c g ` V Y [Y] g h Y f h `] a ` F G ` H Y U a °

5 a ` &) " ` G Y d h Y a V Y f ` & \$ &) ` Z] b X Y h ` X Y f ` 8 I C X U m i g h U h ž ` i a
A Y b g W X Y b ` a] h ` 6 Y Y] b h f Å W h] [i b [Y b ` X Y b ` 9] b g h] Y [`] b ` X] Y
5 f V Y] h g k Y ` h i n i ` Y f ` Y] W h Y f b "



6 Y V f U ž ` 8 Y i h g W ` U b X ` ! ` K U g ` d U g g] Y f h `] b ` 6 U X ` < Y f g Z Y ` X 3 ` <] Y f `] b ` X Y f
a U ` Y f] g W X Y b ` G h U X h ` \ U h ` X Y f ` 8 I C X U m ž ` Y] b `] b b c j U h] Y f ` 5 _ h] c b g h U [
Z 0 f ` ⇒ b _ ` i g] c b ž ` Z f] g W X Y b ` K `] b X `] b ` X] Y ` 5 f V Y] h g k Y ` h [Y V f U W h ` 5 a ` &) " `
G Y d h Y a V Y f ` & \$ &) ` k Y f X Y b ` \] Y f ` k] Y X Y f ` A Y b g W X Y b ` a] h
6 Y Y] b h f Å W h] [i b [` X] Y ` A Ò [`] W _ Y] h ` \ U V Y b ž ` Y] b Y b ` H U [` ` U b [`] b ` Y] b Y a
I b h Y f b Y ` a Y b ` n i ` g W b i d d Y f b ` " 9] b ` g c ` W X Y g ` 6 Y] g d] Y `] g h ` 5 b X f Å
A] _ ` c g ž ` X Y f ` & \$ & (` U a ` 8 I C X U m i h Y `] b U ` a ` i b X ` b i b ` Z Y g h ` V Y] ` F G
7 c a d c b Y b h g ` U f V Y] h Y h ` 8 Y f ` (+ ! ` Å \ f] [Y ` V Y f] W h Y h j c b ` g Y] b Y b
d c g] h j Y b ` 9 f Z U \ f i b [Y b `] a ` I b h Y f b Y ` a Y b ž ` b U W X Y a ` Y f ` g Y] h
: Y V f i U f ` & \$ &) ` H Y] ` X Y g ` H Y U a g `] b ` 6 U X ` < Y f g Z Y ` X `] g h ` 8 Y f ` 8 I C X U m
] g h ` Y] b Y ` g i d Y f ` 7 \ U b W ž `] b ` X] Y ` 5 f V Y] h g k Y ` h ` f Y] b n i g W b i d d Y f b ž ` g c
A] _ ` c g ` " N k Y] j c b ` X f Y] ` D f U _ h] _ U b h Y b ž ` X] Y `] a ` j Y f [U b [Y b Y b ` Å \ f ` V Y]
F G ` 7 c a d c b Y b h g ` \ f Y ` 9 f Z U \ f i b [Y b ` g U a a Y ` b ` _ c b b h Y b ž ` k i f X Y b

VYfY]hg`ZYgh`Ub[YghY`h"8Yf`8f]hhY`VYb`0h][h`YX][`]W`bcW`Y]bYb
GdfUW`_i fgz`i a`XYb`Gdfi b[`]bg`5fVY]hg`YVYb`ni`gW`UZYb"

8Yf`8I`C`XUm`\`Uh`g]W`gY]h`gY]bYf`9]bZ0\fi b[`]a``&f`&\$%,`U`g
ZYghYf`6YghUbXhY]`XYf`&_`i`g]cbgUfVY]h`YhUV`Yfh`>XYg`&f`
bY\`a`Yb`nU\`fY]W`Y`I`bhYfbY\`a`Yb`hY]`ž`gcXUgg`g]Y`bYi`Y`HU`Yb`hY
i`bX`:`UW`_f`A`ZhYdchYbn]U`Y`Yb`hXYW`Yb`_`0bbYb"``a`&f`&\$&(
VY]gd]Y`gk`Y]gY`k`UfYb`0VYf``\$`6Yhf]YVY`XUVY]"`8Yf`HU[`V]YhYh
A`YbgW`Yb`a`]h`6Y\]bXYfi b[Yb`b]W`h`bi`f`X]Y`A`0[`]W`_Y]hž`Y]bYb
5fVY]hgU`hU[`_YbbYbni`YfbYbž`gcbXYfb`gc``Ui`W`U`b[Zf]gh][`X]Y
6Ug]g`Z0f`k`Y]hYfY`DfU`_h]_Už`5i`gV]`Xi`b[g!`cXYf
6YgW`A`Zh][i`b[gj`Yf\`A`hb]ggY`gW`UZYb"``8Yf`5i`ghUi`gW`nk`]gW`Yb
I`bhYfbY\`a`Yb`i`bX`A`YbgW`Yb`a`]h`6Y\]bXYfi b[`]gh`Yb`hgW`Y]XYbXž
i`a`6Uff]YfYb`UVni`VUi`Yb`i`bX`J`cfi`fhY]`Y`ni`Yf`_YbbYb`ž`Yf`_`A`fh
A`Ubi`Y`U`GW`a`Yfa`i`bX`ž`X]Y`GW`]fa`Yff]b`XYg`8I`C`XUm`i`bX`gY`Vgh
]a`f`c`gh`i`\`"G]Y`\YVh`\Yfj`cfž`XUgg`A`YbgW`Yb`a`]h`6Y\]bXYfi b[Yb
cZh`Y]bY`[`Y]W`k`Yfh][Y`@Y]ghi`b[gZ\`][`_Y]h`VYg]hmYb`k`]Y`\`fY
b]W`hVY\]bXYfhYb`?`c``Y[Yb"

≈b`_`i`g]cb`Z0fXYfb`i`bX`6Uff]YfYb`UVVUi`Yb

≈bg[YgUa`h]g]bX`i]b`6UX`<YfgZY`X`a`Y\`f`U`g`%\$ı`XYf`(*`\$
A`]hUfVY]hYf`VY]`F`G`7ca`dcbYbhg`A`YbgW`Yb`a`]h`Y]bYa`<UbX]WUd"
8]Yg`nY][hž`XUgg`≈b`_`i`g]cb`b]W`h`bi`f`a`0[`]W`ž`gcbXYfb`Ui`W`
YfZc`[fY]W`i`a`[YgYhnh`k`YfXYb`_Ubb"GW`a`Yfa`i`bX`Yfa`i`h][h
5fVY]h[YVYfž`A`YbgW`Yb`a`]h`6Y\]bXYfi b[`U`g`dchYbn]Y``Y
A`]hUfVY]hYf`]b`6YhfUW`h`ni`n]Y\Ybž`i`bX`j`Yfk`Y]gh`Ui`ZXYb`dcb]h]`Yb
9]bZi`ggž`XYb`8]j`Yfg]h`A`h`Ui`ZX]Y`I`bhYfbY\`a`Ybg`Y]ghi`b[`UVYb
_Ubb"U`i`h`Y]bYf`U`_hi`Y``Yb`5bU`mgY`\UVYb`X]j`Yfg`Ui`Z[YghY`hY
I`bhYfbY\`a`Yb`Y]bY`&)ı`Y\`0\YfY`K`U\fgW`Y]b`]W`_Y]hž
0VYfXi`fW`gW`b]h]W`d`fc`Z]hUVY`ni`gY]b"8]Yg`gdf]W`h`Z0f`X]Y
b`chk`Yb][Y`≈hY[fUh]cb`j`cb`A`YbgW`Yb`a`]h`6Y\]bXYfi b[Yb`i]b`XYb
5fVY]hga`Uf`_h"

5VYf`k`]Y`g]Y\`h`X]Y`U``[Ya`Y]bY`G]hi`Uh]cb`Z0f`A`YbgW`Yb`a`]h
6Y\]bXYfi b[Yb`i]b`8Yi`hgW`U`bX`Ui`g3`NU\`Yb`XYg
≈b`_`i`g]cbgVUfca`YhYfg`5fVY]hj`cb`5_h]cb`A`YbgW`i`bX`XYa
<UbXY`gV`Uhh`F`YgYUfW`≈gh]hi`hY`nY][Ybž`XUgg`g]W`X]Y

5fVY]hga Uf_hg]hi Uh]cb`Z0f`A YbgWXYb`a]h`6Y\]bXYfi b[Yb`]a
j Yf[Ub[YbYb`:\f`j YfgW`YWXhYfh`Uh"8]Y`5fVY]hg`cgYbnU`Yb
i bX`X]Y`E i chY`Z0f`A YbgWXYb`a]h`GWk YfVY\]bXYfi b[`g]bX
[Ygh]Y[Yb"9g`a Ub[Y`h`Ub`: cfhgW`f]hhYb`]b`XYf`I a gYhni b[`XYf`I B!
6Y\]bXYfhYb`fYWXhg`cbj Ybh]cbž`X]Y`j cf`%) `:\fYb`]b`?fUZh`hfUh"
=a a Yf`a Y`f`I bhYfbY`a Yb`YfZ0`Yb`]\fY`[YgYhn`]WXYb`DZ]WXYb
ni f`6YgW`AZh][i b[`j`cb`A YbgWXYb`a]h`6Y\]bXYfi b[`b]W`h`

B Yi Y`7\ UbW`b`Xi fW`XYb`8I CXUm

8Yf`8I CXUm`Uh`gca]h`Y]bY`YggYbn]Y`Y`F`c`Y`ž`i a `XUg
6Yk i gghgY]b`Z0f`X]Y`: A\][`_Y]hYb`j`cb`A YbgWXYb`a]h
6Y\]bXYfi b[Yb`ni`gW`AfZYb`i bX`X]Y`b`hY[fUh]cb`]b`X]Y
5fVY]hgk Y`h`ni`Z0f`XYfb"; `Y]W`ghY`i b[ggYbUhc]b`A UfmUa
6`i a Ybh`U`VYhcbž`XUgg`X]Y`A]h[YghU`hi b[`XYf`GhUXh`Xi fW`U`Y
60f[Yfž`]bgVYgcbXYfY`Xi fW`A YbgWXYb`a]h`6Y\]bXYfi b[Ybž`j`cb
YbhgW`Y]XYbXYf`6YXYi hi b[`]gh"5a`%`-`" `ž`b`]&\$&` `k]fX`Yg`Y]bY
5VgW`i`ggj YfUbghU`hi b[`]b`XYf`< UbXY`g`_Ua a Yf[YVYbž`i a `X]Y
[YgUa a Y`hYb`9fZU`fi b[Yb`Ui`gni`hUi`gW`Yb`i bX`XYb`8]U`c[
nk]gW`Yb`i bhYfbY`a Yb`i bX`HY]`bY`a Yfb`k Y]hYf`ni`Z0f`XYfb"

?i fn`[YgU[hž`XYf`K Y[`ni`f`b`_`i`g]cb`]gh`bcW`U`Ub[ž`UVYf`XYf
8I CXUm]V]YhYh`DYfgdY`_hj Ybž`X]Y`b]W`h`bi`f`9]bnY`bYbž`gcbXYfb
Ui W`XYf`; YgY`gW`UZh`]bg[YgUa`h`ni [i hY`_ca`a`Yb" `b`6UX
< YfgZY`X`[Y`h`Yg`j`cfUbž`i bX`Yg`]Y[h`bcW`j]Y`Dcg]hj Yg`]b`XYf
Ni`_i`bZ`h`

8YhU]`g	
Cfh	6YVfUž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • a "cgh`YggYb`!bYk`g"XY • k k k "\Ua`Vi`f["XY • k k k "U_h]cb`!a`YbgW`"XY

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