

K UZZYb! ? c b h f c ` ` Y b `] b ` 8 U f a g h U X h . G] W X Y f \ Y] h ` c X Y f ` b i f ` Y] b ` 5 i Z f Y [Y f 3

⊖ ` 8 U f a g h U X h i b X ` @ J b X _ f Y] g ` 8] Y V i f [` Z] b X Y b
g h] W X d f c V Y b U f h] [Y ` K U Z Z Y b _ c b h f c ` ` Y b `] a ` 2 D B J ` g h U h ž i a ` X] Y
G] W X Y f \ Y] h n i ` Y f \ Ò \ Y b "



8 U f a g h U X h ž ` 8 Y i h g W X ` U b X ` ! ` ⊖ ` 8 U f a g h U X h ` k] f X `] b ` X] Y g Y b ` H U [Y b
Y] b Y ` b Y i Y ` C f X b i b [` Y] b [Y Z Ø \ f h ž ` X] Y ` Z Ø f ` Y] b] [Y ` 5 i Z f Y [i b [` g c f [h "
6 i g g Y ` i b X ` G h f U » Y b V U \ b Y b ` k Y f X Y b ` g h] W X d f c V Y b U f h] [` U i Z ` K U Z Z Y b
_ c b h f c ` `] Y f h ž i b X ` U ` ` Y : U \ f [Ä g h Y ` a Ø g g Y b ` V Y] ` X] Y g Y b ` ? c b h f c ` ` Y b
U i g g h Y] [Y b " ` 8] Y g Y ` A U » b U \ a Y b ` g] b X ` H Y] ` X Y f ` ⊖] h] U h] j Y ` n i f
9] b Z Ø \ f i b [` Y] b Y f ` K U Z Z Y b j Y f V c h g n c b Y `] a ` Ò Z Y b h] W X Y b ` B U \ j Y f _ Y \ f
] b ` < Y g g Y b " ` K] Y ` X] Y : f U b _ Z i f h Y f ` F i b X g W X U i ` V Y f] W X h Y h ž ` _ U b b ` X] Y
D c `] n Y] : U \ f [Ä g h Y ` c \ b Y ` V Y g c b X Y f Y b ` 5 b ` U g g ` _ c b h f c ` `] Y f Y b ž ` k U g
V Y f Y] h g ` n i ` i b U b [Y b Y \ a Y b ` G] h i U h] c b Y b ` Z Ø f ` Y] b] [Y ` D U g g U [] Y f Y
[Y Z Ø \ f h ` \ U h " ` 9] b ` G W X Ø ` Y f ` k i f X Y ` V Y] g d] Y ` g k Y] g Y ` b U W X ` Y] b Y f
Y] b Z U W X Y b ` 6 U g h Y ` g W X Y f Y] b ` g Y] b Y a ` F i W _ g U W _ V Y Z f U [h "

⊖ ` X Y b ` j Y f [U b [Y b Y b ` A c b U h Y b ` \ U h ` X] Y ` D c `] n Y] `] b ` G Ø X \ Y g g Y b

i a ZUb[fY]WXY ?cbhfc`Yb`Xi fW [YZ\fh" ð`XYb`YmhYb`nk ÒZ
?cbhfc`hU[Yb`]b`8Ufa ghUXh'gck]Y`]b`gYWg`9]bgÀhnYb`]a
@UbX_fY]g`8Ufa ghUXh!8]YVi f[`k i fXYb`ZUgh`- \$\$`DYfgcbYb
ØVYfd fØZhž`XUfi bhYf`k i fXYb`%* `A YggYf`g]WXYf[YghY`h` `Y]bY
A]gWxi b[`Ui g`HUgWXYb!ž`HYdd]W!ž?`Udd!`i bX`Gdf]b[a YggYfb"
Dc`]nY]gd fYWXYf]b`5bXfYU`@ØV`VYhc bž`XUgg`X]YgY`?cbhfc`Yb`Ui g
Y]bYf`Yf\ Ò\hYb` ; YZU\ fYb`U[Y`fYgi `h]YfYb`"C Vk c\`j]Y`Y
6Øf[Yf.]bbYb`X]Y`A U» bU\ a Yb`VYZØfk cfhYbž[]Vh`Yg`Ui W`_f]h]gWXY
Gh]a a Yb.`8]Y` ; fØbYb`]b`8Ufa ghUXh`Y\ bYb`X]Y`A UggYb`cbhfc`Yb
U`g`i bj Yf\ À`hb]ga À»][`UV`i bX`Zc fXYfb`Y]bY`[Yn]Y`hY`gck]Y
X]g_f]a]b]Yfi b[gZfY]Y`8 i fW Z\fi b["

K UZZYbj YfVchgnCbY`U`g`5bhk cfh`Ui Z ghY][YbXY`? f]a]bU`]hÀh

8Yf`A U[]ghfUh`XYf`K]ggYbgW UZhgg hUXh`8 Ufa ghUXh`\ Uh`g]W
]bhYbg]j `a]h`XYf`H\Ya Uh]_`Ui gY]bUbXYf[YgYmh`Gc`[UV`Yg`Ua`&*"
»]bi Uf`Y]bY`G]hni b[`ni f`9]bf]W hi b[`Y]bYf`K UZZYbj YfVchgnCbY`Ui Z
XYa`@]gYbd`Uhnž`Ub`XYf`C VYfVØf[Yfa Y]ghYf`< Ubbc`6Ybn`gck]Y
XYf`C fXbi b[gXYnYfbYbh`DUi` ; Ycf[`K UbXfYm`hY]`bU\ a Yb`"8]YgY
9bhgWXY]Xi b[`VUg]Yfh`Ui Z`XYf[Ygh]Y[YbYb`NU\`j cb`GhfUZhUhYb
a]h`K UZZYb`]b`X]YgYa` ; YV]Yh`»a`»\f`&\$&`k i fXYb`Xcfh` (
? ÒfdYfj Yf`Yhni b[Ybž`XfY]`F Ui VXY`]_hYž`%&`6YXfc\i b[Yb`i bX
gc[Uf`ZØbZ`GYI i U`ghfUZhUhYb`j YfnY]W bYh`J cb`X]YgYb`8Y`]_hYb
k i fXYb`bYi b`a]h`K UZZYb`cXYf`A YggYfb`VY[Ub[Yb`"GhUh]gh]_Yb
nY][Ybž`XUgg`j]Y`Y`HUhYb`nk]gWXYb`%` `i bX`* `I \f`ghUhhZUbXYb`"

8]Y`9]bZ\fi b[`Y]bYf`K UZZYbj YfVchgnCbY`ghÒ» h`YXcW`b]W h
ØVYfU`Ui Z`6Y[Y]ghYfi b["9I dYfhYb`VYf]W hYb`j cb`[Ya]gW hYb
9fZU\fi b[Yb`]b`UbXYfYb`GhÀXhYbž`X]Y`À\`b`]WXY`A U» bU\ a Yb
i a [YgYmh`\UVYb`"@Ui h`HU[YggWUi` \Uh`X]Y`6i bXYgfY[]Yfi b[
X]Y`9]bZ\fi b[`j cb`K UZZYbj YfVchgnCbYb`bUW`XYa
HYffcfUb gW`U[`j cb`Gc`]b[Yb`]a`5i [i gh`&\$&(`j cfUb[Yhf]YVYb`"
8YbbcW`V`Y]Vh`X]Y` : fU[Yž`k]Y`YZY`_h]j`gc`WXY`A U» bU\ a Yb
k]f`_]W`g]bX`"9g`[]Vh`_Y]bY`Vi bXYgk Y]hYb`NU\`Ybž`X]Y`Y]bXYi h][
VY`Y[Ybž`XUgg`X]Y`9]bf]W hi b[Yb`j cb`K UZZYbj YfVchgnCbYb`X]Y
?f]a]bU`]hÀh`bUW`\U`h][`gYb`_Yb`_ØbbYb`"

F YU_h]cbYb `Ui Z`X]Y `? cbhfc ``Yb

8]Y`FYU_h]cbYb`XYf`6Yj Ò`_Yfi b[`g]bX`YVYbgc`j]Y`ZÀ`h][`k]Y`X]Y
 ?cbhfc``Yb`gY`Vgh"J]Y`Y`gW`ÀhnYb`XUg; YZØ`\\`j cb`G]W`Yf`Y]hž`XUg
 a]h`X]YgYb`A U» bU`a Yb`Y]b`\\Yf[Y`\\hž`k `À`fYbX`UbXYfY`X]Y
 Jcf[Y`Ybgk Y]gY`U`g`ØVYfnc[Yb`Ya`dZ]bXYb"8]Y`j YfgdfcW`YbYb
 ?cbhfc``Ybž`X]Y`VYfY]hg`Ua` (": YVfi Uf`&\$&) `]b`?fUZh`hfUhYbž
 _ÒbbYb`VY]J YfghÒ» Yb`a]h`6i » [Y`XYfb`j cb`V]g`ni`%\$`\$\$\$`9i`fc
 VY`Y[h`k YfXYb"5i`gbU`a Yb`[Y`hYb`Y`XcW`ZØf`DYfgcbYb`a]h
 Y]bYa`VYfYW`h][hYb`ϕhYfYggYž`k]Y`X]Yg]a`DUfU[fUd`\\(``XYf
 FYW`hgj YfcfXbi b[`VYgW`fY]Vh"

Hfchn`XYf`nk Y]gW`bY]X][Yb`A Y]bi b[Yb`Xf`Àb[h`X]Y`Dc`]h]_`Xi`fW
 X]Y`9]bf]W`hi b[`X]YgYf`NcbYb`i bX`?cbhfc``Yb`Ui`Z`gW`bY`Y
 @Ògi b[Yb`ZØf`Y]b`k UW`gYbXYg`G]W`Yf`Y]hgVYXØfZb]g`XYf
 6Yj Ò`_Yfi b["8cW`cV`X]YgY`A U» bU`a Yb`Ub[Zf]gh][`9fZc`[
 Vf]b[Ybž`V`Y]Vh`UVni`k UfhYb"ϕ`YXYa` : U`ž`XU`Y]Y[h`k Ug`Ub`]b
 8Ufa`ghUXh`X]Y`8]g_i`gg]cb`i`a`G]W`Yf`Y]hi`bX` : fY]`Y]h`k]fX`i`bg
 k`c`\\`bcW`Y]b][Y`NY]h`VY[`Y]hYb"

8YhU]`g	
Cfh	8Ufa`ghUXhž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "Zf"XY • k k k "XUfa`ghUXh"XY • k k k "hU[YggW`Ui`"XY

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