

F UgUb hY ' J YfZc ` [i b [g^U [X '] b ' l ` a .
&&! Æ \ f] [Yf ' Z ØW hY h' j c f ' Dc `] nY] °

9] b ' &&! Æ \ f] [Yf ' A Ubb '] b ' l ` a ' Z ØW hY hY ' j c f ' X Y f ' Dc `] nY ž
`] Y Z Y f hY ' g] W \ Y] b Y ' J Y f Zc ` [i b [g^U [X ' i b X ' k] f X ' k Y [Y b '] ` Y [U ' Y b
F Y b b Y b g ' U b [Y _ ` U [h "



I ` a ! @ Y \ f ž ' 8 Y i h g W \ ` U b X ! ' a ' b Å W h] W Y b ' l ` a ! @ Y \ f ' Z U b X ' g] W
Y] b ' &&! Æ \ f] [Yf ' 5 i h c Z U \ f Y f '] b ' Y] b Y a ' [Y Z Å \ f '] W Y b ' G d] Y ' a] h ' X Y f
Dc `] nY] k] Y X Y f " K] Y ' G W k Å V] g W X Y " X Y ' V Y f] W h Y h ž ' X f] Z h Y h Y ' X Y f
↑ b [Y ' A Ubb ' a] h' g Y] b Y a ' 6 A K ' n i b Å W g h ' U i Z X Y a ' D U f _ d ` U h n ' Y] b Y g
9] b _ U i Z g n Y b h f i a g ž ' k U g ' X U g ' ð h Y f Y g g ' Y] b Y f ' G h f Y] Z Y b V Y g U h n i b [X Y g ' Dc `] nY] f Y j] Y f g ' l ` a ! K Y g h ' k Y W _ h Y " ' 5 ` g ' X] Y ' 6 Y U a h Y b ' Y] b Y
J Y f _ Y \ f g _ c b h f c ` ` Y ' Y] b ' Y] h Y b ' k c ` ` h Y b ž ' b U \ a ' X] Y ' G] h i U h] c b ' Y] b Y
X f U a U h] g W Y ' K Y b X i b ["

8 Y f : U \ f Y f ' [b c f] Y f h Y ' X] Y ' G] [b U ' Y ' X Y f ' Dc `] nY] i b X ' f U g h Y ' a] h
U i g [Y g W U ' h Y h Y a ' @ W h j c b ' X Y a ' D U f _ d ` U h n " ð b Y f c f h g ' Ø V Y f g W f] h h
Y f ' X] Y ' ; Y g W k] b X] [_ Y] h j c b ' % \$ \$ ' _ a # ' i b X ' V c [' U i Z X] Y ' 6 % \$ ' U V ž
k c ' Y f ' g c [U f ' Ø V Y f ' %) \$ ' _ a # ' Y f f Y] W h Y " ' 8] Y g Y g ' f] g _ U b h Y

: U\ fj Yf\ U`hYb`YbXYhY`XUa]hž`XUgg`XYf`A Ubb`gW\`]Y»`]W\`X]Y
: `i W`h`UVVfUW\`i bX`j cf`Ài Z][`ZYgh[Ybca`a Yb`k`i fXY`"GY]b
: Ø\ fYfgW\Y]b`gck]Y`XYf`6A K`k`i fXYb`VYgW\`U[bU\`a hž`XcW\`Yf
k`i fXY`bUW\`5VgW\`i gg`XYf`A U» bU\`a Yb`Yb`h`UggYb`"Bi b`a`i gg
g]W\`XYf`&&!`À\ f][`Y`k`Y[Yb`Y]bYg`j YfVchYbYb
? fUZhZU\ fnYi [fYbbYb`g`j YfUbhk`cfhYb"

? fUZhZU\ fnYi [fYbbYb`cXYf`Dc`]nY]Z`i W`h3

8]Y`E`i`U`]Z]n]Yfi b[`XYg`J`Yf\`U`hYbg`XYg`5i hcZU\ fYfg`k`]fZh
fYW`h]W`Y`: fU[Yb`Ui`Z`@]i`h`i`fWUgY`"W`c`a` `]gh`Y]bY`Dc`]nY]Z`i W`h
j Yf[`Y]W\`VUf`a`]h`Y]bYa` `F`YbbYbž`XU`VY]XY`G]hi`Uh]cbYb`Y]b` \`c\`Yg
F]g]_`c`ZØf`U`Y`J`Yf`_`Y\`fghY`]bY\`a` Yf`a`]h]g]W\`Vf]b[Yb`"8`Ug
C`VYf`UbXYg[Yf]W\`h`Ghi`hh[Ufh`\`YVh`\`Yfj`cfž`XUgg`Yg`ZØf`X]Y
GhfUZVUf`_`Y]hi`bYf\`YV`]W\`]ghž`cV`Yg`VY]`XYf`:`i`W`h`i`a
<cW\`[YgW\`k`]bX][`_`Y]hgfYbbYb`[Y\`h`c`XYf`YX][`]W\`i`a`X]Y`; YZU\`fž
X]Y`Xi`fW\`X]YgY`:`i`W`h`Yb`hghY\`h`"5i`W`k`Ybb`XUg`N]Y`b]W\`h`XYf
G]Y[`gcbXYfb`X]Y`:`i`W`h`]ghž`[Y`hYb`X]Y`[YgYhn`]W\`Yb
6Ygh]a`a`i`b[Yb`ZØf`F`YbbYbž`X]Y`]b`z`"`)`X`5Vg`"%"`B`f`"``Gh;`6
ZYgh[Y\`U`hYb`g]bX"

8]YgY`J`cfgW\`f]ZhigW\`Øhnhj`cf`XYb`; YZU\`fYbž`X]Y`Xi`fW\`: U\`fhYb`a`]h
F`YbbW\`UfU`_`hYf`j`Yfi`fgUW\`h`k`YfXYb`"8`Yf`; YgYhn[YVYf`\`Uh`\`]YfVY]
b]W\`h`XUg`K`cfh`U`Y]b` `j`Yfk`YbXYhž`k`Ug`VYXYi`hYhž`XUgg`Ui`W\`
UbXYfY`6Yk`Y[[fØbXY`ZØf`X]Y`: U\`fh`VYfØW`_`g]W\`h][`h`k`YfXYb
`ØbbYb`"8]Y`: U`ghi`X]Y`i`a`X`Yb`&&!`À\ f][`Yb``ØbbhY`gca`]h`U`g
k`Y]hYfYf`6Yk`Y]g`ZØf`X]Y`6fUi`W\`VUf`_`Y]h`X]YgYf`; YgYhn[YVi`b[
X]YbYb"

8]Y`; YZU\`fYb`XYf`J`YfZc`[i`b[g`U[X

J`YfZc`[i`b[g`U[X]Yb`ghY`Yb`ZØf`Dc`]n]ghYb`Y]bY`XYf`\`Y]_`Y`ghYb
5i`Z[UVYb`XUf`"K`]Y`F`B`8`"XY`Yfj`cf\`YVhž`YffY]W\`Yb`5i`hcZU\`fYf
k`À\`fYbX`gc`W\`Yf`J`YfZc`[i`b[Yb`hY]`g`; YgW\`k`]bX][`_`Y]hYb`j`cb`ØVYf
&\$\$_`a`#`ž][`bcf]YfYb`J`Yf`_`Y\`fggW\`]XYf`i`bX`[YZ\`fXYb`XUa`]h
b]W\`h`bi`f`g]W\`gY`Vghž`gcbXYfb`Ui`W\`i`b`VYhY]`][`hY`"9i`dYfhYb
k`UfbYb.`C`Zh]gh`X]Y`A`ch]j`Uh]cb`XYf`:`ØW\`hYbXYb`i`b`_`Uf`i`bX`_`Ubb
]b`8fc[Yb!`cXYf`5`_`c\`c`_`cbgi`a`gck]Y`J`cfg`hfUZ`Yb`VY[fØbXYh

gY]b"

8]Y'Dc`nY]'gh'g]W\XYf'F]g]_Yb'VYk i ggh'i bX`Uh'@Y]h`b]Yb
YfUfVY]hYhž'i a`JYfZc`[i b[g'U[XYb'a Ö[`]W\gh'g]W\Yf'UVni k]W_Y`b"
HU_h]gW\Y'A U» bU\ a Ybž'k]Y'GhfU» YbgdYffi b[Yb'cXYf'XYf'9]bgUhn
j cb'<i VgW\fUi VYfbž'k YfXYb'XUni`[Ybi hnhž'i a`X]Y'; YZU\fyb
Y]bni XÅa a Yb'i bX`ja`9fbghZU``Ui W`JYfZc`[i b[Yb'UVni VfyW\Ybž
k Ybb'XUg'F]g]_c`ZØf'@Y]V'i bX`@YVYb'ghY][h`

CVk c\`XYf'↑ b[Y'A Ubb'bUW`gY]bYf': YghbU\ a Y'j cf`Åi Z[
YbhUggYb'k i fXYž'V`Y]Vh'ni`cZZYbž'XUgg'gc`W`f]g_UbhYg'JYf\U`hYb
]b'Ni`_i bZh'k Yb][Yf'j Yfvfy]hYh'gY]b'k]fX"8Yf'J cfZU``]b'I`a`!@Y\ f
_ÖbbhY`Y]b'a U\bYbXYg'6Y]gd]Y`gY]bž'b]W\h'bi f'ZØf'X]Y'JYfZc`[hYbž
gcbXYfb'Ui W`ZØf'X]Y'; YgY`gW\UZh]bg[YgUa h"

8YhU]`g	
Cfh	I`a`!@Y\ fž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gW\k UYV]gW\Y"XY • ↑ fWUgY"WŁa • k k k "fbX"XY

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