

I `a `]a `5i ZVfi W\ . ; fc» Yg`6Ui dfc [fUa a
Z0f`VYggYfY`≠bZfUghfi _hi f` [YghUfhYh°

I `a `]bj Ygh]Yfh%"%\$ \$`9i fc`dfc`? cdZ]b`≠bZfUghfi _hi f`
; fc» dfc`Y_hY`UV`&\$&`' `Ub [Y_0bX][hž'a]h`J Yf_Y\fgk YW\gY`
i bX`6Ui ghY`Ybd`Ub"



I `a ž`8Yi hgW\`UbX`!`≠I `a `hi h`g]W\`Y]b][Yg` i bX`XUg`b]W\h
c\bY` ; fi bX`°C VYfV0f [Yfa` Y]ghYf`A Ufh]b`5bgVUW\Yf`fGD8Ł`U`h
Y`hnh`XUg` [f0» hY`≠j Ygh]h]cbgd f c [fUa` a `]b`XYf`GhUXh [YgW\]W\hY
Ui g [Yfi ZYb`"K ck ž`XU`_0bbYb`g]W\`X]Y`I `a Yf]bbYb`i bX`I `a Yf`Ui Z
Yhk Ug` [YZUggh`a` UW\Yb`" , VYf`X]Y`b`ÅW\ghYb`š\`fY`gc`Yb
Xi fW\gW\`b]h`h]W\`fi bX`%"%\$ \$`9i fc`dfc`? cdZ]bj Ygh]Yfh`k YfXYb`ž`k Ug
Yhk U`Xcdd`Y`h`gc`j]Y`]gh`k]Y`]b`Ghi`hh [Ufhž`k`c`X]Y`5i g [UVYb`VY]
fi bX`*` \$`9i fc`dfc`DYfgcb`]Y [Yb`"8Ua`]highY`h`X]Y`GhUXh`j`cf
 [Yk`U`h] [Yb`<`YfUi`gZcfXYfi`b [Yb`ž`XYbb`X]Y`≠bZfUghfi`_hi`f`]gh`ghUf`_
]b`X]Y`š\`fY` [Y_ca` a` Yb`"6f0W`Yb`g]bX`a` UfcXY`i`bX`a` Y\`fYfY
A]`]cbYb`9i`fc`a` 0ggYb`Z0f`X]Y`J`Yf`_Y\fg!ž`9bYf []Y`!`i`bX
K`Åfa`Yk`YbXY`Y]b [Yd`Ubh`k`YfXYb`"8]Y`GhUXh`k`UbXY`h`ig]W\`ni
Y]bYf` [fc» Yb`6Ui`ghY`Yž`XUg`U`h`Ui`W\`gY]bYb`DfY]g°

8cW\X]Y`GhUXhj Yfk U`hi b[`j Yfgdf]W\hZ`XUgg`U`Y`Dfc`Y`_hY`]a
NY]hd`Ub`Y[Yb`"9]b`VYgcbXYfg`[fc» Yg`Dfc`Y`_h]gh`X]Y`9fbYi`Yfi`b[
XYf`K U`ghfU» YbVfØW_Y`"5V`XYa` `&-`"Bcj`Ya` VYf`&\$&` `k`]fX`X]Y
6%\$`]b`F]W\hi`b[`GØXYb`Ub`X]YgYf`GhY`Y`[YgdYffh` `Y]bY
I`a`Y]hi`b[`ØVYf`X]Y`6`Ui`VYi`fYf`GhfU» Y`]gh`b`c`h`k`Y`b`X][`"8]YgY`Y`f`ghY
A`U»`b`U`a`Y`]gh`U`g` `A`Y`]Y`b`ghY]b`XYf`GhUX`hY`b`h`k`]W`_i`b[`ni
j`Y`f`ghY`Y`b`ž`X`Y`b`b`V]g`ni`X]Y`g`Ya` `HY`fa`]b`gc`Y`b`X]Y`i`a`Z`U`b[`fY]W\Y`b
5fVY]hY`b`]b`XYf``b`b`Y`b`ghUX`h`k`Y`h[`Y`Y`b`X`UV[`Y`g`W`c`gg`Y`b`g`Y]b`"8`Y`f
6`Ui`Y`]h`Y`f`;`Y`f`U`f`X`:`f`U]X`Y`V`Y`f]W\h`Y`h`c`d`h]a`]gh]g`W`Ø`V`Y`f
:`c`f`h`g`W`f]h`h`Y`ž`U`i`W`k`Y`b`b`Y`g`i`b`k`Y][`Y`f]W`J`Y`f`_`Y`f`g`V`Y`U`gh`i`b[`Y`b
a`]h`g]W`V`f]b[`h`"

J`Y`f`_`Y`f`g`d`f`c`Y`_`h`Y`Z`Ø`f`X]Y`Ni`_`i`b`Zh

A`]h`XYa` `9`fg`U`h`X`Y`f`K`U`gh`f`U»`Y`b`V`f`Ø`W`_`Y`gc`V]g`9`b`XY`&\$&(`U`Y`g
Y`f`Y`X][`h`g`Y]b`"5`V`Y`f`X`U`g`]gh`b]W\h`U`Y`g.`5`i`W`X]Y`6`f`Ø`W`_`Y`U`a
G`W`k]Y`Z`Y`b`<`U`i`g`k`]f`X`b`Y`i`[`Y`V`U`i`h`ž`a`]h`6`U`i`V`Y[`]b`b`b`U`W`X`Y`a
G`W`k`Ø`fa`c`b`h`U[`i`b`X`Y]b`Ya`[`Y`d`U`b`h`Y`b`5`V`g`W`i`gg`V]g`9`b`XY
B`c`j`Ya`V`Y`f`":`Y`f`b`Y`f`k`]f`X`U`V`X`Y`a``,`"G`Y`d`h`Ya`V`Y`f`&\$&)`V]g`9`b`XY
C`_`hc`V`Y`f`X]Y`6`f`Ø`W`_`Y`U`a`6`Y`f`]b`Y`f`F]b[`i`nk`]g`W`Y`b`I`b]j`Y`f`g]h`A`h`i`b`X
6`Ø`Z]b[`Y`b`n`Y]h`k`Y]g`Y`j`c`"[`Y`gd`Y`ff`h`"8`U`Y`]»`h`Y`g.`I`a`g`h`Y][`Y`b`ž`i`a`Y]b
[`i`h`Y`g`G`h`Ø`W`_`j`c`f`U`b`n`i`_`ca`a`Y`b`"

9]b`k`Y]h`Y`f`Y`g`k`]W`h][`Y`g`6`U`i`d`f`c`Y`_`h`V`Y`h`f]Z`h`X]Y`;`Å`b`g`h`c`f`V`f`Ø`W`_`Y`ž`X]Y
U`V`A`]h`h`Y`&\$&`*`X`Y`b`J`Y`f`_`Y`f`Ø`V`Y`f`Y]b`b`Y`i`Y`g`H`Y]V`U`i`k`Y`f`_`Y]h`Y`b
k`]f`X`ž`k`Å`f`Y`b`X`X`U`g`U`h`Y`6`U`i`k`Y`f`_`k`Å`f`Y`b`X`X`Y`f`I`a`V`U`i`d`U`g`Y
k`Y]h`Y`f`Y]b`V`Y`Z`U`f`V`U`f`V`Y]V`h`I`b`X`U`i`W`X]Y`5`X`Y`b`U`i`Y`f`V`f`Ø`W`_`Y`g`h`Y`h
]a`:`c`_`i`g` `g]Y`V`Y]V`h`a`]h`a`]b`X`Y`gh`Y`bg`j`]Y`f`G`d`i`f`Y`b`V`Y`Z`U`f`V`U`f`ž
U`Y`f`X]b[`g`a`Ø`gg`Y`b`F`U`X`Z`U`f`Y`f`i`b`X`:`i`»[`Å`b[`Y`f`a`]h
9]b`g`W`f`Å`b`_`i`b[`Y`b`f`Y`W`b`Y`b`"9]b`Y`b`Y`i`Y`d`f`c`j`]g`c`f]g`W`Y`:`i`»!`i`b`X
F`U`X`V`f`Ø`W`_`Y`k`]f`X`U`V`X`Y`a``&)`"ž` `]ni`f`J`Y`f`Z`Ø[`i`b[`g`h`Y`Y`b`ž`i`a
n`i`a`]b`X`Y`gh]b`X]Y`g`Ya`6`Y`f`Y]W`9`b`h`U`gh`i`b[`ni`g`W`U`Z`Y`b`"

:`Ø`f`X`U`g`G`W`k`Ø`f`k`c`W`Y`b`Y`b`X`Y`]gh`Y]b`Y`5`i`g`b`U`a`Y[`Y`b`Y`a`][`i`b[`]b
D`U`b`i`b[`ž`gc`X`U`gg`X]Y`d`f`c`j`]g`c`f]g`W`Y`6`f`Ø`W`_`Y`Z`i`gg`U`V`k`Å`f`h`g`[`Y`Ø`Z`b`Y`h
k`]f`X`i`b`X`6`c`c`h`Y`i`b`h`Y`f`X`Y`f`5`X`Y`b`U`i`Y`f`V`f`Ø`W`_`Y`d`U`gg]Y`f`Y`b`_`Ø`b`Y`b`"
<]Y`f`k`]f`X`U`gc`Z]b[`Y`g`W`]Z`Y`b`ž`i`a`X`Y`b`6`Y`X`Ø`f`Z`b]gg`Y`b`X`Y`f
6`Y`j`Ø`_`Y`f`i`b[`[`Y`f`Y`W`h`n`i`k`Y`f`X`Y`b`"

A cV]`hÅhgk YbXY`ja : c_i g

I a `U`X]YgY`J YfÅbXYfi b [Yb`g]bbj c`i bX`bUW\U`h][
 i a ni gYhnYbž`k]fX`X]Y`A cV]`hÅh]b`I `a`bYi` [YXUW`h`9]bY
 GhfUhY []Yž`X]Y`XYa`U`hi Y`Yb`HfYbX`ni f`A cV]`hÅhgk YbXY`ja
 9]b`_Ub [`a`]h`UbXYfYb`GhÅXhYb`ghY`h`@Ui`h`XYa
 6i bXYga]b]ghYf]i a`Z0f`8][]hU`Yg`i bX`J Yf`Y`f`k]fX`]\Yf`b]W`h`Ui Z
 J Yfn]W`h [YgY`hnž`gcbXYfb`Ui Z`bYi`Y`?cbnYdhY`i bX`U`hYfbUh]j Y
 J Yf`Y`fga]hhY` [YgY`hn`h`b`I`a`_`0bbhY`XUg`Ui W`VYXYi`hYbž`XUgg
 Xi fW`Dfc`Y`_hY`ja`F`U`a`Yb`XYf`b`bcj`Uh]cbg]b]h]Uh]j Y`a` : I B 8 ž`X]Y
 X]Y`bUW\U`h][Y`GhUXh`i`bX`J Yf`Y`fgd`Ubi b [`Z0fXYfbž`X]Y
 A cV]`hÅh`VYggYf`c`f [Ub]g]Yfh`k]fX`Ni`XYb`N]Y`Yb`nÅ`Yb`X]Y
 F YXi`_h]cb`XYg`a`c`h`c`f]g]YfhYb`b`X]j]Xi`U`j Yf`Y`fg`i`bX`X]Y
 : 0fXYfi b [`j`ca` : i » [Åb [Yf!`i`bX` : U`ffUXj Yf`Y`f`

8]Y`B`chk`YbX][]_Y]h`Y]bYf`b`ZfUghfi`_hi`f`XYf`_i`fnYb`K`Y [Y`gck]Y
 X]Y`5bV]bXi`b [`Xi`fW`Y`Y`_hf]gW`VYhf]YVYbY`A]b]Vi`ggY`Z0f
 a`cV]`hÅhgY]b [YgW`fÅb`_hY`DYfgcbYb`k]fX`Ui`W`ja`I`a`Yf`?cbnYdh
 [Yk`0bgW`h`b`bcj`Uh]j Y`XYbž`X]Y`XYb`Di`g`XYf`NY]h`hfY`ZYb`i`bX
 I`a`Z]h`Z0f`X]Y`Ni`_i`bZ`h`a`UW`Yb`

Ni`gUa`a`Yb [YZUggh`X]Y`_ca`a`YbXYb`J`Y`f`k`YfXYb`gdUbbYbX`Z0f
 X]Y`I`a`Yf`6Ui`ghY`Ybž`J`Yf`Y`fgd`f`c`Y`_hY`i`bX`Y]bY`a`i`h] [Y
 A`cV]`hÅhgk`YbXY`ghY`Yb`Ub`I`bX`Ui`W`k`Ybb`Yg`c`Z`h`Y]bY
 < YfUi`gZc`fXYfi`b [`]ghž`Vf]b [Yb`X]YgY`J`YfÅbXYfi`b [Yb`Ui`W`j]Y`Y
 7`UbW`b`a`]h`g]W`@UggYb`k]f`i`bg`0VYffUgW`Ybž`k]Y`g]W`I`a`
 Ybhk]W`Y`b`k]fX`

8YhU]`g	
Cfh	I`a`ž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "gW`k`UYV]gW`Y`XY • k k k "i`a`XY • k k k "Va`j`XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z`bU [!V`k`XY