

B Yi Yf`J YfZUggi b[ggW\ i hn! 7 \ YZ`i bX
8 fc[Yb_c bhfc ``Yb `]b `6fUbXYbVi f[°

B Yi Yf`J YfZUggi b[ggW\ i hn! 7 \ YZ`]b `6fUbXYbVi f[ž
8 fc[Yb_c bhfc ``Yb `i bX` ; YXYb_hU[`ni a `J c`_gUi ZghUbX`
U_hi Y`Y`9bhk]W_`i b[Yb`i bX`DfcV`Ya Y`]b`9`VY!9`ghYf`



J YhgW\ Ui ž`8 Yi hgW\ `UbX`!`6fUbXYbVi f[` \Uh` \Yi hY`a]hY]bYf
F Y] \Y`VYXYi hYbXYf`9bhk]W_`i b[Yb`Ui Z[Yk UfhYh`9]b`nYbhU`Yf
Di b_h]gh`X]Y`6Yfi Z[b[`XYg`bYi Yb`J YfZUggi b[ggW\ i hn! 7 \ YZg
K]Zf]YX`DYhYfg``8Yf`* &!`Å \f][Y`Y \Ya U`][Y`J Yfk U`hi b[gf]W\ hYf`Ui g
6Yf`]b`k i fXY`Ui Z`K i bgW\ `j cb`bYba]b]ghYf`F Yb`Å`K]`_Y`YfbUbbh`
DYhYfg`k]fX`Y]bY`k]W\h][Y`F c``Y`]b`XYf`5bU`mgY`i bX` , VYfk UW\ i b[
j cb`j YfZUggi b[gZ]bX`]W\ Yb`9bhk]W_`i b[Yb`ØVYfbY`a Yb``@Ui h
XYa `U_hi Y`Yb`J YfZUggi b[ggW\ i hnVYf]W\ hž`XYf`Ua` `%, " ' ħ b] ' & \$ & (
j cf[YghY``h`k i fXYž[Y \h`Yg`i a `X]Y`Df`ÅgYbn`j cb`Yi hfYa]gh]gW\ Yf
; Yk U`hi bX`UbXYfYb`g]W\ Yf \Y]hg[YZ` \fXYbXYb`5_hj]]h`ÅhYb`]b
8 Yi hgW\ `UbXž`Ui W\ `ja` ?cbhYi h`XYg`U_hi Y`Yb`BU`cgh`cbZ]_hgž`XYf
ni bY`a YbX`Ui W\ ` \]Yfni `UbXY`ni `j Yfa Y \fhYf`<Ugg_f]a]bU`]h`Åh
Z\`fh``8]YgYf`6Yf]W\ h`k]fX`UV`XYf`&- ``"?U`YbXYfk cW\ Y`U`g

8 fi W_YI Ya d`Uf`j YfZØ[VUf`gY]bži bX`g]WXYf`]W`k]fX`Yf`ZØf
fY]W`]W`8]g_i gg]cbgghcZZ`gcf[Yb"

9]b`k Y]hYfYf`VYa Yf_Ybgk YfhYf`J cfZU``YfY][bYhY`g]W` \Yi hY`Ub
XYf`5%) `VY]`J YhgWUi .`X]Y`Dc`]nY]`ZØ\fhY`Y]bY`[fc» `Ub[`Y`Y[hY
8fc[Yb_cbhfc``Y`Xi fW`ži a `5i hcZU\fyfž`X]Y`i bhYf`5`_c\c`!`cXYf
8fc[YbY]bZi gg`ghUbXYbž`Ui g`XYa `J Yf_Y`f`ni `n]Y\Yb" `⊕
GØXVfUbXYbVi f[`V`Y]Vh`VYgcbXYfg`7fmghU`A Yh\`Y]b`YfbghYg
DfcV`Ya " : fØ\YfY`6Yf]W`hY`ØVYf`Y]bY` 7fmghU`!GW`k Ya a Y `Ui g
HgW`YW`]Yb`k Y]gYb`XUfUi Z`]\bž`XUgg`XUg`H\Ya U`b]W`h`Ub`6f]gUbn
j Yf`]Yfh"

Dc`]h]gW`a c`h]j]YfhY`GhfUZhUhYb`i bX`XYf
B U\cgh_cbZ]_h

8]Y`?f]a]bU`]h`hg`U[Y`]b`6fUbXYbVi f[`Àggh`ni XYa `Ui Z`cfW`Yb.
Dc`]h]gW`a c`h]j]YfhY`GhfUZhUhYb` \UVYb`&\$&(`Y]bYb`\]ghcf]gW`Yb
< ØW`ghghUbX`YffY]W`h"BUW`Y]bYf`5bU`mgY`XYg
6i bXYg_f]a]bU`Ua hg`gh]Y[Yb`X]Y : À`Y`i a `(\$ž&i ž`k Ug`XYb
gh`f`_ghYb`5bgh]Y[`gY]h`&\$`\$`%`XUfghY``h"6YgcbXYfg`Ui Z`À``][`g]bX`X]Y
ØVYf`+"` \$`\$`Xc_i a Ybh]YfhYb`GhfUZhUhYbž`X]Y]a `?cbhYI h`XYg
B U\cgh_cbZ]_hg`ghY\Ybž`Y]bY`GhY][Yfi b[`j cb`* +ž+`i "
5bh]gYa]h]gW`Y`GhfUZhUhYb`bY`a Yb`YVYbZU``g`U`Ufa]YfYbXY
5i ga U»Y`Ub`i bX`gh]Y[Yb`i a `&\$ž`i `Ui Z`*`&`*` : À`Y`"8]YgY
9bhk]W`_i b[Yb`Vf]b[Yb`b]W`h`bi f`Yf\YV`]W`Y`<YfUi gZcfXYfi b[Yb
ZØf`X]Y`G]W`Yf\Y]h`a]h]g]W`ž`gcbXYfb`k YfZYb`Ui W` : fU[Yb`ni f
[YgY`gW`UZh`]W`Yb`?c\`Àg]cb`Ui Z"

⊕X]YgYa `Ni gUa a Yb\Ub[`a i gg`Ui W`XYf` ; YXYb_hU[`Ua `%+"
⋈ b]Yfk `À\b`h`k YfXYbž`XYf`Ub`XYb`J c`_gUi ZghUbX`]b`XYf`88F
Yf]bbYfh`8]Y`9f]bbYfi b[`Ub`X]YgY`\]ghcf]gW`[Yk U`hgUa Yb
9fY][b]ggY`Ub`Àgg`]W`Y]bYg`gc`W`Yb`6Yf]W`hg`]gh`VYgcbXYfg
fY`Yj Ubhž`XU`g]Y`XUg`_c`Y`_h]j Y` ; YX`ÀW`hb]g`i bX`XUg`6Yk`i`gghgY]b
ZØf`X]Y`6YXYi hi b[`XYf`8Ya c_fUh]Y`gW`ÀfZYb"

J 8? `i bX`5fVY]hgd`Uhng]hi Uh]c b

9]b`d'cg]h]j Yg`@]W`h`Z`A`h`j]b`XYg`Ui Z`U`_`h`i`Y`Y`c`_`U`Y`5`_`h]j]h`A`h`Y`b`.'`8`Y`
 ?]f]g]W]Y]b]Y]f]b]h]Y`\\U]h]V]Y[c]b]b]Y]b]z]i] b]X`]b]6]f]U]b]X]Y]b]V]i] f[`]g]h]Y`\\]Y]b]X]Y
 gØ»Yb`:`fØW`h`Y`V`Y`f`Y]h`g`Ua` `G`h`f`U»Y`b`f`U`b`X`ni`a` `J`Y`f`_`U`i`Z`C`V`X`U`g`Y]b`Y`
 A`O[`]W`X`_`Y]h]g]h`z`Y]b`[i`h`Y`g`;`Y`g]W`A`Z`h`i`ni` `a` U`W`X`Y`b`i`b`X`[`]Y]W`X`n`Y]h][
 X]Y`f`Y[]c]b]U`Y`K`]f]h]g]W`U`Z`h`i`ni` `i`b`h`Y`f]g]h`Ø`h`n`Y`b`3`A`]h`G]W`X`Y`f`\\]Y]h`

9]b`k`Y]h]Y`f`Y`f`Di`b`_`h`z`X`Y`f`]a` `F`U`i`a` `]g]h]Y`\\]h`z`]g]h`X]Y`K`U`g]g]Y`f`e`i`U`]h`A`h`
 X]Y`g`G`W`X`Y`f`a` Ø`h`n`Y`g`Y`Y`g`"<]Y`f`n`Y][`h`g]W`X`Y]B`c`h`k`Y`b`X][`_`Y]h`Y]b`Y`g`
 j`Y`f`U`b`h`k`c`f`h`i`b[`g]j`c`Y`b`i`l`a` [`U`b[`g`a`]h`X]Y`b`\\]Y]a`]g]W`X`Y`b`;`Y`k`A`g]g]Y`f`b`"
 Ni`X]Y`a` `a` Ø`g]g]Y`b`k`]f`U`i`Z`X]Y`J`Y`f`V]Y`g]g]Y`f`i`b[`]X]Y`f`6`Ø`f`c`_`f`U]h]Y`
 \\]b`k`Y]g]Y`b`"8`Y`f`5`V`V`U`i` `V`Ø`f`c`_`f`U]h]g]W`X`Y`f`<Ø`f`X]Y`b`]b`X]Y`f`Ø`Z]Y`b`h`]W`X`Y`b`
 J`Y`f[`U`V]Y`_`Ø`b`b`h`Y`Z`Ø`f`j`]Y`Y`[`Y`a`Y]b`b`Ø`h`n][`Y`C`f[`U`b]g]U]h]c]b]Y`b`j`c]b`
 J`c]f`h]Y`]`g]Y]b`"5`i`W`X`Y]d`c`]h]g]W`X`Y`b`9`b`h`k`]W`_`i`b[`Y`b`a`]h`X]Y`a` `G`D`8`!
 C`V]Y`f`V`Ø`f[`Y`f`a`Y]g]h]Y`f`_`U`b`X]X`U`h]Y`b`G]Y`j`Y`f]b`:`]g]W`X`Y`f`Z`Ø`f`D`c`h`g]X`U`a`
 [`Y`V]Y`b`<]b`k`Y]g]Y`U`i`Z`X]Y`V]Y`j`c`f]g]h]Y`\\]Y`b`X]Y`b`K`U`\\]Y`b`i`b`X`X]Y`f`Y`b`
 9]b`Z`i`g]g`U`i`Z`X]Y`c`_`U`Y`D`c`]h]_`"

8]Y`<`Y`f`U`i`g]Z`c`f`X]Y`f`i`b[`Y`b`]b`6`f`U`b`X]Y`b`V]i`f[`]g]b`X`j`]Y`Z`A`h][`i`b`X`
 k`Y`f`Z]Y`b`]Y]b]Y`b`G`W`X`U`h`h]Y`b`]U`i`Z`X]Y`d`c]g]h]j`Y`b`9`b`h`k`]W`_`i`b[`Y`b`]a` `@`U`b`X`"
 K`A`\\]Y`b`X`g]W`X`Y`;`Y`a`Y]b]g]W`X`U`Z`h`i`a` `]X]Y`b`5`V`V`U`i` `j`c]b`6`Ø`f`c`_`f`U]h]Y`
 i`b`X`X]Y`G]W`X`Y`f`i`b[`]j`c]b`K`U`g]g]Y`f`f`Y`g]g]c`i`f`W`X`b`V]Y`a` Ø`\\]h`z`V`Y]V`h`X]Y`
 k`U`W`X`g]Y`b`X]Y`N`U`\\`d`c`]h]g]W`X`a`c]h]j`]Y`f`h]Y`f`G`h`f`U`Z`h`U`h]Y`b`i`b`X`X]Y`
 D`f`c`V`Y`a`U]h]_`X]Y`f`8`f`c[`Y`b`_`f]a`]b`U`]h`A`h`Y]b`V]Y`g`c`f[`b]g]Y`f`f`Y[`Y`b`X]Y`g`
 H`\\]Y`a`U`"

6]f]U]b]X]Y]b]V]i]f[`]V`Y]V]h`X]i`f]W`X`k`U`W`X`g]Y`b`"K`]f`_`Ø`b]b]Y]b`]b]i`f`\\]c`Z]Z]b]z`X]U`g]g`
 _`i`[`Y`9`b]h]g]W`X]Y]X]i`b[`Y`b`]i`b`X`[`Y`a`Y]b]g]U`a`Y`g`<`U`b`X]Y`b`X]U`n]i`
 V]Y]h`f`U[`Y`b]z`X]U`g]g`k`]f`]b`]Y]b]Y`g]W`X`Y`f`Y`i`b`X`Z`]Y`X`]W`X`Y`N]i`_`i`b`Z`h`V`]W`_`Y`b`
 _`Ø`b]b]Y`b`"

8 Y h U]`g	
C f h	J Y h g W X U i z`8 Y i h g W X`U b X
E i Y`Y`b	<ul style="list-style-type: none"> • k k k "fV V!c b`]b Y"X Y • k k k "j Y f Z U g g i b [g g W X i h n"X Y • k k k "V _U"X Y

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