



œ1G 1Q%S", S—1} G1Q SZ\$\$S A OãG Sa ã €^S1QS^ ÿ,QZGZ%°S



NQ" GS,ã^Sp QS"ãD1Q%SO ãQ1Q%\$œG SN'Q S'ãP ZSSœ} SNEQ'S GSAZœQ ã"1ZQS}ã€"Q €
", Sã ³ãQÿ O Q"SãQ S€ " Q"1ZQSZ\$\$S'ZO 1QSSZ€a" S\$ }ã€"O Q"SãQ S", S1Q1" Skã"1
ÿã ^.SNQ" GL^S^"ã" S}œ€}Z^ Sã^SãSÿ ZQ)ãQ°S"=1Z"ZS"ZSÿ€ ãZQ"QSSBQ€GS1}S
ÿ€ã" S'Z€G Aÿ,ãQ%1Q%S" ÿ,QZGZ%°S",ãVS Q€1S;S1)SÿZ%€ãO.SÎ1çÿ1S^ D^S"ZSp€1 9
G1³ ^SZSS ³ €°S} €^ZQSZQS ã€",S=S1^Sœ,QS€)Q QQS S}P}S1QSç^* iSÌ G^S",€Zœ%,Sã
", 1€SÿœG"œ€ãGS³ãGœ SZ\$SNQÿGœ^1ZQZS Sœ€ãã1ZQZSœQ SNEQ;1QS Z\$PZ€ZœQ S1^)
G ã €^,1}S"€ã1Q1Q%S=S1QS}ã€"S",€Zœ%,
ÿãO^)S\$ãÿ1G1"ã" Sp°SNQ" GS*O)GZ° Sç €
Z€}^S³ZGœQ" €^)S',1ÿ,S,ã³ Sp QS, G S1Q
š'ãQ ã)S*"ZQ1ã)SkãO1p1ãSãQ SZ", €SÿZœ

v ^S}ã€"S ZSS"SGS SÎ1GGSSZ€Z%€ãO)S
", SNQ" GSAZœQ ã"1ZQSEÿ Q"G°SAZ1Q S\$
^ ³ €ãGSZ", €SZ€%ãQ1Äã"1ZQ^S"ZSGãœQÿ,
B1€G^SiZZQ^,Z")SãS"€ãQ^Z€Oã"1³ SOZ³ O
^1%Q S"ZS, G)SÿGZ^ S", S^ÿ1 Qÿ SãQ S
Q%1Q €1Q%S% Q €S%ã} Sp°SGQZ%Q\$1Q%S
^ÿ,ZZGAã% S%1€G^S1QSç^*iSG ã€Q1Q%SZ}
Z³ €S", SQ 1"Sì³ S° ã€^Sãÿ€Z^SãGGsãP S1ç

Z} €ã"1ZQ^.St} €ã"1Q%S1QS}ã€ãGG GS'1",SÎNks1^SNQ" GL^S
k "'Z€DSZ\$S*1 ÿœ"1³ SÎZO QS;Nk*Í<)Sã,S\$ZœQç€GSZ\$SSP€1%,"S\$Z€SNQ" GL^S'Z€DS"
", S^ Q1Z€AOZ^"S'ZO QSãQ SãGG1 ^Sã'ZO, QSS=ZpZ^QS)SQ^1 SãQ SZœ"1 SZ\$\$S", SÿZ
ã^S' GGSã^SZ", €SÿZOOœQ1"1 ^S^œÿ, SãSã€"S ZSS'DS1€SãPãPSSNç^*S%ZãG^)SNQ" G
k "'Z€DSZ\$S*1 ÿœ"1³ SÎZO QS;ãk*Í<CSãQZ^O^S" S"ZS ZœpG1Q%S", SQœOp €SZ\$S'Z
O €1ÿãQSš %1ZQSk "'Z€DSZ\$S*1 ÿœ"1³ SÎZO QS;ãk*Í<CSãQZ^O^S" S"ZS ZœpG1Q%S", SQœOp €SZ\$S'Z
;a šk*Í<.

NQ" GL^SÿZOO1"O Q"S"ZS'ZO QS Z 'QL"SAœ" SÿZ€€S1Z^S\$Z€ÿ SãQ S1QÿGœ^1³ Sÿç
ÿœ€€ Q"S'Z€D\$Z€ÿ .S^, SÿZO}ãQ°S,ã^S€³ãGSSZSNQ" GL^S ³ZGœ"1ZQSãQ S1"~Sãp1
}€Z%€ãO^S1QS}Gãÿ)S',1ÿ,S'Z€DS"ZSpzslag"€ãÿ S%GZpãGS"ãG Q"S"ZSAZ1QS", SÿZC
}1} G1Q SZ\$\$S°ZœQ%S%1€G^S}œ€^œ1Q%Sã€"€SÿZ€Sç^*iS=S
O}Z' €1Q%S", OS",€Zœ%,S" ÿ,QZGZ%°S^D1GG^SãQ S
,ãQ ^AZQS 1} €1 Qÿ ^.S S

3 %HLQJ D SDUW RI :,1 RYHU WKH ODVW GHFDGH KDV EHHQ D
LQ P\ FDUHHU O\ QHWZRUN KDV LQFUHDVHG H[SRQHQLD
ZLWKLQ :,1 VSDQV DOO EXVLQHVV JURXSV DQG FDPXVHV D
PH WR DPD]LQJ SHRSOH DQG OHDGHUV DFURVV WKH FRPSI
UHIHUHQFHV IRU NH\ UROHV ² DV ZHOO DV FRDFKHV ZKHQ
6KHOO\ /DIUHH :,1¶V &URVV 6LWH &KDLU DQG ORQJWLPH PHP

ŝ sŝs S sŝs s sŝs N sŝs
ÎZO QL^S ã€ €S ³ãQÿ O Q"S—€Z%€ãO^



ŝ NkNkBS•S*\$ŋ NtkSBštŋk\$*\$SNkSç N*k *



NQQZ³ã"1³ Sçœ}}Z€" ^S
\$Z€S*O}GZ° ^S1QS-€ãQ^1"1ZQ

*Op S1QSiZ€%ãQSç"ãQG °L^SÿZ€ S³ãGœ ^S1^SãS
ÿZŌŌ1"O Q"S"ZS 1³ €^1"°SãQ S1QÿGœ^1ZQ.S^,€Zœ%,S", 1€S
³ã€1Zœ^SpãÿD%€ZœQ ^)S} €^} ÿ"1³ ^)S1 ä^SãQ S
1} €1 Qÿ ^)S", SA1€OL^S O}GZ° ^S, G}SÿœG"1³ã" SãS
'Z€D}Gãÿ S",ã"S1^S€ ^1G1 Q")€ÿ"1œ(Ď)6AGĎ1Q'QS€Q œG"^A €1³ QSãQ S