

?]`a Uf`5VfY[c` ; UfW]U. `B UWX
i bfYWX ha Å»][Yf`5VgWX]YVi b[`ni fØW_`]b
XYb`i G5`

?]`a Uf`5VfY[c` ; UfW]U`_Y\fh`bUWX`i bfYWX ha Å»][Yf
5VgWX]YVi b[`]b`X]Y`i G5`ni fØW_`"GY]b` : U`VY`Yi WXhYh
fYWXh]WX Y`?cbZ`_hY`i bX`A][fUbhYbdc`]h`_"

GUb`GU`j UXcfž`9`GU`j UXcf`!`?]`a Uf`5VfY[c` ; UfW]Už`Y]b
GU`j UXcfUbYfž`XYfi bfYWX ha Å»][`Ui g`XYb`i G5`UV[YgWXcVYb
k i fXYž`]ghni fØW_`]b`XYb`i G5`ž`k]Y`đ gh]na]b]ghYf]b`DUa` `6cbX]
VYghÅh][hY`"8]Yg`Zc`[h`Ui ZY]bY`F Y]\Y`fYWXh]WX Yf
5i gY]bUbXYfgYhni b[Ybž`X]Y`gY]bY`F ØW__Y\`f`Yfa` Ò[`]WXhYb`"
5VfY[c` ; UfW]U`k Uf`Ua` %) "A`Åfn`&\$&) `Ui g`XYb`i G5`UV[YgWXcVYb
k cfXYbž`Ub[YV`]WX`Ui Z[fi bX`Y]bYg`U`g` UXA]b]ghfUh]j Yb` : Y`Yf
VYnY]WXbYhYb`J cf[Ub[g`XYf`Hfi a`d!5Xa]b]ghfUh]cb`"Hfc`m
i b_`UfYf`5bgWX`i`X][i b[Ybž`X]Y`]\b`a]h`XYf`U`g`HYffcfcf[Ub]gUh]cb
[Y`hYbXYb`A G!%` j YfVUbXYbž`k Uf`Yf`]b`9`GU`j UXcf`]b`UZh]Yfž
c`bY`Ya U`g`Ub[Y_`U[h`k cfXYb`ni`gY]b`"9f`k Uf`HY`]`Y]bYf` ; fi ddY
j cb`A][fUbhYbž`X]Y`j cf`Yhk U`XFY]`A cbUhYb`Ui g`XYb`i G5`j YfVUb`bh
k i fXYb`i bX`]b`XUg`<cWXg]WX Yf\Y]hg[YZ`Ab[b]g` 7YW`ch`]b`9`
GU`j UXcf`[YVfUWX`h`k i fXYb`"8 Yk YnYh`VYf]WX hYhž`XUgg` " "

5VfY[c` ; UfW]U`k Uf`%*`đ\`fY`U`hž`U`g`Yf`&\$%%`]`Y[U`]b`X]Y`i G5
Y]bk UbXYfhYž`i a`XYb`6YXfc`\i b[Yb`Xi fWX`6UbXYb`]b`gY]bYf
<Y]a Uh`ni`Ybh`_ca` a`Yb`"9f`YVhY`ni`Yhnh`a]h`gY]bYf`i G!
Ua Yf]_Ub]gWX`Yb` : fUi`i bX`gY]bYb`?]bXYfb`]b`A UfmUbX`i bX`k Uf
ghYhg`W`ca`d`]Ub`h`a]h`XYb`Å\`f]WX`Yb` , VYfd`fØZ` b[Yb`Xi fWX`X]Y`i G!
9]bk UbXYfi b[gVY\ØfXY`"5a``%\$`"5df`]`&\$&) `YbhgWX]YX`XYf`i G
Gi dfYa Y`7ci fhY]bgh]a`a][ž`XUgg`gY]bY`5VgWX]YVi b[`]`Y[U`k Uf
i bX`X]Y`i G!FY[]Yfi b[`Ub[Yk]YgYbž`gY]bY`F ØW__Y\`f`ni
Yfa` Ò[`]WX`Yb` ž`k Ug`X]Y`UXa]b]ghfUh]j Yb`<ØfXYb`ni`f`

K]YXYfUbg]YX`i b[`Ui Zk UfZ`8 UVY]]bhYfdFYh]YfhYb`X]Y`6Y\`OfXYb`
Yfa`Ò[`]WXYb` `U`g`_Y]bY`J YfdZ]W`hi b[`ni f`U`_h]j Yb`F`ØW`ZØ\`fi b[ž
k Ug`ni`X]d`ca Uh]gWXYb`GdUbbi b[Yb`nk`]gWXYb`XYb`I G5`i bX`9`
GU`j UXcf`ZØ\`fhY`"DfÅg]XYbh`B`Um]V`6i`_Y`Y`k`Y][YfhY`g]W`ž`5VfY[c
; UfW]U`ZfY]ni`UggYb`i bX`b`UbbhY`]\`b`Y]bYb` HYffcf]ghYb` ""

K]_]dYX]U`Yf`Ai`hYfhž`XUgg` ""

Dc`h]gWXY`i bX`fYW`h`]WXY`5i`gk`]f`_i`b[Yb`

8]Y`I`a`gh`ÅbXY`j`cb`5VfY[c` ; UfW]Ug`F`ØW`_Y`f`k`YfZYb` : fU[Yb`ØVYf`
X]Y`U`_hi`Y`Y`b`9]bk`UbXYfi`b[gdc`h]_Yb`XYf`I`G5`Ui`Zž`]bgVYgcbXYfY`
X]Y`ni`bY`a`YbXY` ; Yk`U`h`[Y[Yb`A`] [fUbhYb`i bX`X]Y`DfUI`]gž`
DYfgcbYb`a`]h`f[Yf]b[Yb`ĸ`_f]a`]bY`Y`b`J`cfVY`Ughi`b[Yb`
UVni`gWXY`YVYb`"8]YgY`ghfYb[Yb`F`]W`h`]b]Yb`ZØ\`fYb`X`Uni`ž`XUgg`Ui`W`
`Ub[Y`Ub`g`Ågg][Y`6Yk`c`b`Yfž`X]Y`b]Y`Yfbgh`U`Zi`[Y[Yb`XUg` ; YgYhn`
j`Yfg`h`»`Yb` \UVYbž`j`cb`5VgWXY`YVi`b[Yb`VYhfc`ZYb`g]bX`"?`f]h]_Yf`
VYa`Åb[Y`bž`XUgg`X]Y`fYW`h`]WXYb`J`YfZU`fYb`VY]`5VgWXY`YVi`b[Yb`
c`Zi`i`bni`fY]WXYbX`g]bX`i`bX`fYW`h`]WXYb`J`YfhfYhi`b[Yb`_Ui`a`NY]h`
[Y[YVYb`k`]fXž`g]W`Ui`Z`X]Y` : Å`Y`j`cfni`VYfY]hYb`"@Y[U`8Yg]fY`
`YVh`Yfj`cfž`XUgg` ""

6Yhfc`ZYbY`9]bk`UbXYfYf`a`ØggYb`b]W`h`bi`f`]\`fY`<Y]a`Uh`ÅbXYf`
c`b`Y`J`cfk`Ufbi`b[`j`Yf`UggYbž`gcbXYfb`gY`Yb`g]W`Ui`W`XYa`
F]g]_c`UVg`h`»`YbXYf`gh][a`Uh]gWXYf`9fZU`fi`b[Yb`i`bX`
GW`k`]Yf][_Y]hYb`VY]`XYf`F`Y]bhY[fUh]cb`[Y[Yb`ØVYf`"Gck`c`l`]b`XYb`
I`G5`U`g`Ui`W`]b`XYb`<Y]a`Uh`ÅbXYfb`_`ØbbYb`F`ØW`_Y`f`Yf`a`]h`
[YgY`g`W`U`Zi]WXYb`i`bX`k`]fhgW`U`Zi]WXYb`<YfUi`g`ZcfXYfi`b[Yb`
_cb`Zfc`bh]Yfh`k`YfXYb`"5VfY[c` ; UfW]Ug` : U`]gh`b]W`h`bi`f`Y]b`
9]bnY`ZU`ž`gcbXYfb`HY]`Y]bYg`[fØ»`YfYbž`dc`h]gWXY`Ui`Z[Y`UXYbYb`
8]g`_i`fgYg`ØVYf`X]Y`F`YW`ha`Å»][_Y]h]j`cb`8YdcfhUh]cbYb`i`bX`XYfYb`
a`YbgW`]WXY`?`cghYb`"8]Y`8YVUhY`k`]fX`j`cfUi`gg]W`h]WXY`UbXUi`Yfbž`
k`Å`fYbX`g]WXY`X]Y`fYW`h]WXYb`F`U`a`YbVYX]b[i`b[Yb`i`bX`X]Y`
ØZYb`h]WXY`A`Y]bi`b[`gh`ÅbX][`k`Y]hYfYb`hk`]W`Y`b`"

8YhU]`g	
J`c`f`ZU`	HYffcf]ga`i`g`

8YhU]`g	
C fh	GUb`GU`j UXcfž'9`GU`j UXcf
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYk YnYh"XY • Yb"a "k]_]dYX]U"cf[• `Y[U`XYg]fY"Wta

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["bYh