

; YXYb_Yb`j]b`6fUbXYbVi f[.`+&`>J\ fY`bUWΛ
XYa`Jc`_gUi ZghUbX`j`cb`%-)`

; YXYb_j YfUbghU`hi b[`ni a`+&`"đ\ fYghU[`XYg
Jc`_gUi ZghUbXg`j`cb`%-)` `]b`6fUbXYbVi f[`Ub`XYf`<Uj`Y`
: fY]\Y]hž; YXYb_Ybž`8Ya`c_fUh]Y"



6fUbXYbVi f[`Ub`XYf`<Uj`Y`ž`8Yi hgWΛ`UbX`!`5a`+&`"đ b]`&\$&) ž
XYa`+&`"đ\ fYghU[`XYg`Jc`_gUi ZghUbXg`j`cb`%-)` `ž`ZUbXYb`j]b
6fUbXYbVi f[`Ub`XYf`<Uj`Y`"; YXYb_j YfUbghU`hi b[Yb`ghUhh`!`bhYf
XYf`9]b`UXi b[`j`cb`; YbYfU`ghUUhgUbK`U`h`F`c`UbX`K`j`_Yb]b[ž
C`VYfVØf[Yfa`Y]ghYf`GhY`ZYb`GWY`Yf`i`bX`K`U`hYf`DUUgWΛYbž`XYa
J`c`fg]hnYbXYb`XYf`GhUXhj`Yf`c`f`X`b`Y`h`Y`bj`Y`fg`Ua`a`i`b[ž`j`Y`fg`Ua`a`Y`h`Y`b
g]WΛ`j`Y`f`h`f`Y`h`Y`f`Ui`g`Dc`]h]_ž`6Y\`Öf`XYb`g`c`k`j`Y`j`Y`fg`WΛ`j`Y`XYb`Y`b
J`Y`f`Y]b`Y`b`i`b`X`j`Y`f`V`Å`b`XYb`j]a``đ`b`Y`b`c`Z`XYf
; YbYfU`ghUUhgUbK`U`hgWΛ`U`Zi]b`XYf`GhY]b`ghfU»`Y`*`%`"8`j`Y`g`Y``À`f`]WΛ`Y
; YXYb_j YfUbghU`hi b[`Yf]b`b`Y`f`h`Ub`Y]b`Y`b`Y`b`hgWΛ`Y]XYb`XYb`A`ca`Y`b`h
]b`XYf`; YgWΛ`WΛ`hY`XYf`8`8`F`ž`U`g`X]Y`A`Y`b`g`WΛ`Y`b`ZØf`: fY]\Y]hi`b`X
[YgY`g`WΛ`U`Zi]WΛ`Y`b`K`Ub`XY`ghf]hhY`b"

K Ug'Ua '%+'> b]%-)' '[YgWkU\ž]gh'hjYZ]a '_c`Y_hj] Yb'; YXÅWk hb]g
C ghXYi hgWk`UbXg'j YfUb_Yfh"5a`HU[`XYf`DfchYghY`Y[hYb`5fVY]hYfž
i bhYf`UbXYfYa`Ui g`XYa`GWk`YddYfk Yf_`i bX`XYf`H\Å`a Ubbk YfZhž
X]Y`5fVY]h`b]YXYf`i bX`a`cV]`g]YfhYb`HUi gYbXY`j cb`A YbgWk Yb"
8]YgY`6YghfYVi b[Yb`_i`a`b]YfhYb`]b`XYf`[Yk U`hgUa Yb
9fghØfa`i b[`XYg`?fY]g[Yf]Wk hg`]b`XYf`GhY]bghfU» Yžk`c`a`i`h][Y
8Ya`cbghfUbhYb`(`&`dc`h]gWk Y`; YZUb[YbY`VYfY]hYb"
; YbYfU`ghUUhgUbK U`h`K`]_Yb]b[`Yf]bbYfhY`Y]bXf]b[`]Wk`Ub`XUg
@Y]X`i bX`X]Y`i b[YfYWk h][`_Y]h`YbYf`NY]hi bX`i bhYfghf]Wk`X]Y
Bchk YbX][`_Y]hž`8Ya`c`fUh]Y`hU[hÅ[`]Wk`ni`j YfhY]X][Yb`i bX
d`i`a`dYb`DUfc`Yb`ni`k`]XYfghY\Ybžk`]Y`ghUXh!VfUbXYbVi f["XY
VYf]Wk hYh"

8 Yf`5i ZghUbX`i bX`gY]bY`:`c`[Yb

8Yf`J`c`_gUi ZghUbX`k`i fXY`j`cb`ØVYf`Y]bYf`A`]`cb`A YbgWk Yb`]b
a`Y\`f`U`g`*`\$`\$`C`fhYb`XYf`8`8`F`[`YhfU[Yb`i bX`\U`h`V]g`\Yi hY`bUWk`"
8]Y`8Ya`cbghfUbhYb`ZcfXYfhYb`b]Wk`h`bi`f`ZfY]Y`K`U\`Yb`i bX
8Ya`c`fUh]Yž`gcbXYfb`Ui`Wk`VYggYfY`@YVYbg!`i bX
5fVY]hgVYX]b[i b[Yb`gck`]Y`X]Y`8Yi hgWk Y`9]b\Y]h`@Y]XYf`k`i fXY
X]Y`6Yk`Y[i b[`Vfi`hU`b]YXYf[YgWk`U[Ybžk`Ug]b`a`Y\`f`U`g`) `\$
HcXYgZÅ`Yb`i bX`XYf`J`Yf\`UZhi`b[`j`]Y`Yf`5b`ZØ\`fYf`XYf
GhfY]_VYk`Y[i b[`a`ØbXYhY`"8]Y`G98!F`Y[]Yfi b[`bi`hnhY`XUg
gck`Yh]gWk Y`A`]hÅf`ni`j\`fYa`GWk`i`hn`"8`c`Wk`X]Y`5i`ZghÅbX]gWk Yb
k`i`fXYb`]b`XYf`8`8`F`U`g`ZUgWk`]gh]gWk Y`Di`hgWk`]ghYb`X]ZZUa`]Yfh`
Y]bY`j`Yfnk`Y]ZY`hY`GhfUH]Y[]Yž`i`a`XYb`ÖZZYb`h]Wk Yb`8`fi`W_
UVni`k`Y\`fYb`ž`gc`VYf]Wk hYh`d`c`h]gWk Y!V]`Xi`b[!
VfUbXYbVi f["XY"

8]YgY`A`UggYbYf\`YVi b[ž`X]Y`YfghY`]a`A`UWk`hVYfY]Wk`XYf
Gck`Yhi`b]cbžk`i fXY`Xi`fWk`gcn]U`Y`i bX`k`]fhgWk`UZhi`Wk Y`?f]gYb`]b
XYf`8`8`F`Ui`g[Y`Øgh`"8]Y`A`YbgWk Yb`h`hYb`i bhYf`F`Uh]cb]Yfi`b[Yb
i bX`Y]bYa`gWk`k`ÅWk Y`bXYb`K`]fhgWk`UZhgmg`hYa`ž[Yd`UUfh`a`]h`Y]bYf
fUd]XY`k`UWk`gYbXYb`i`bni`Zf]YXYb\Y]hž`X]Y`g]Wk`Xi`fWk
j`YfgWk`]YXYbY`GhfY]_g`i bX`DfchYghY`Ui`gXfØW`hY`"ŕ`Y]bYa
gWk`]`YfbXYb`6]X`XYf`XUa`U`][Yb`NY]h`k`Uf`X]Y`G98`[Ynk`i b[Ybž
j\`fY`F`]Wk`h]b]Yb`]a`5b[Yg]Wk`h`XYg`i`ba`i`hg`ni`ÅbXYfb`XcWk
gY`Vgh`X]YgY`A`U»`bU\`a`Yb`gWk`UZZhYb`Yg`b]Wk`hž`XYb`Ui`Z`_ca`a`YbXYb

K]XYfghUbX'ni `VfYa gYbžk]Y'i bg'VdV"XY'nY][h"

9f]bbYfb`ZØf`X]Y`Ni`_i`bZh

8Yf`5i`ZghUbX`]gh`b]W`h`bi`f`Y]b`HY`]`XYf`88F!;`YgW`]W`hYž`Yf`V`Y]Vh`
Ui`W`ZØf`X]Y`XYbh]h`h`j`]Y`Yf`C`ghXYi`hgW`Yf`]`cb`6YXYi`hi`b["`8]Y`
`Yi`h][`Yb`;`YXYb`_j`YfUbghU`hi`b[`Yb`i`bX`NY]hnYi`[`Yb[`Ygd`f`ÅW`Y`g]bX`
k`]W`h][`ž`i`a`X]Y`9f]bbYfi`b[`Yb`Ub`X]YgYb`K`YbXYdi`b`_h`XYf`
;`YgW`]W`hY`k`UW`ni`U`hYb`"G]Y`Yf]bbYfb`i`bg`XUfUbž`XUgg`XYf`
K`i`bgW`b`UW`i`fY]\Y]hi`bX`GY`VghVYgh]a`a`i`b[`b]W`h`bi`f`Y]b`
A`ca`Yb`h`XYf`;`YgW`]W`hY`]ghž`gcbXYfb`Ui`W`Y]bY`Zc`fhXUi`YfbXY`
<YfUi`gZc`fXYfi`b["`9g`XUi`YfhY`'`*`š\`fYž`V]g`XYf`5i`ZghUbX`ZØf`j`]Y`Y`
XYb`K`i`bgW`b`UW`i`fY]\Y]hi]a`<YfVgh`%`-`-`k`U`f`k`YfXYb`Y]Y»`ž`k`]Y`
C`VYfVØf[`Yfa`Y]ghYf`G`W`Y`Yf`]b`gY]bYf`5bgdfUW`Y`VYa`Yf`_hY"

I`a`gc`k`]W`h][`Yf`]gh`Ygž`X]Y`Gh]a`a`Yb`XYf`Yb][`Yb`ni`U`fYbž`X]Y`ZØf`
J`Yf`Å`b`XYfi`b[`i`bX`;`YfYW`h][`_Y]h[`Yghf]hhYb`U`VYb`"8]Y`
;`YXYb`_ZY]Yfbž`5i`gghY`i`b[`Yb`i`bX`8c`_i`a`Yb`hU]cbYb`hfU[`Yb`X`Uni`
VY]ž`X`Ug`J`Yfa`Å`W`hb]g`j`cb`%`-`)'`YVYbX][`ni`U`hYb`i`bX`ni`
fYZY`_h]YfYbž`k`Ug`X]Yg`ZØf`i`bgYf`[`Y[`Ybk`Å`fh][`Yg`Ni`gUa`a`Yb`YVYb`
VYXYi`hYh"

8YhU]`g	
C`fh	6fUbXYbVi`f[`Ub`XYf`<Uj`Y`ž`8Yi`hgW`UbX`
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "ghUXh!VfUbXYbVi`f[`"XY • k k k "dc`h]gW`Y!V]`Xi`b[`! • VfUbXYbVi`f[`"XY • k k k "VdV"XY

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