

6fUbXYbVi f[Yf`@UbXdUfh]Y`&\$&).
9bhXYW_Yb`G]Y`X]Y`J]Y`ZU`h`XYf
@UbXk]fhgWUZh`

9f`YVYb`G]Y`X]Y` "\$"6fUbXYbVi f[Yf`@UbXdUfh]Y`Ua` `%("i bX
%) "`đ b]`&\$&) ža]h'9]bV`]W_Yb`]b`fY[]cbU`Y`@UbXk]fhgWUZh
i bX`_i`]bUf]gWUZh`Yb` ; YbØggYb"



; i h`GW a Yfk]hnž`GW a Yfk]hn`, ž`%(, &+`K]YgYbVi f[#A Uf_ž
8Yi hgW`UbX`!`8]Y` "\$"6fUbXYbVi f[Yf`@UbXdUfh]Y`ghY`h`j`cf`XYf
HØf`i bX`Z]bXYh`Ua` `%("i bX`%) "`đ b]`&\$&) `ghUhh`"8]YgY`VY`]YVhY
J YfUbghU`hi b[`n]Y`h`Ä`f`]W`nU`fY]WY`6Ygi WYf`Ub`i bX`V]YhYh
Y]bYb`h]YZb`9]bV`]W_`]b`X]Y`@UbXk]fhgWUZh`XYf`F Y[]cb`"F i bX`%` \$
; Ugh[YVYf`]b`Yhk U`%&\$`C fhYb`ÒZbYb`]\fY`<`ÖZY`i bX`d`f`ÄgYbh]YfYb
]\fY`5fVY]h`gck]Y`X]Y`DfcXi`_h]cb`fY[]cbU`Yf`@YVYbga]hhY`"8]Y
Yfk UfhYhY`6Ygi WYfnU`"]Y[h`VY]`V]g`ni`%\$\$\$`\$\$\$` ; ÄghYbž`X]Y`g]W
Ui ZX]Y`9f`_i bXi b[`XYf`j]Y`Z`h][Yb`5b[YVchY`ZfYi Yb`_ÖbbYb"
8UVY]`]gh`6fUbXYbVi f[`b]W`h`bi f`ZØf`gY]bY`GdUf[Y`d`fcXi`_h]cb
VY`_Ubbhž`gcbXYfb`Ui W`U`g`ZØ`fYbXYg`6i bXYg`UbX`VY]`XYf`9fbhY

j cb`GUbXXcfbž`GcbbYbV`i a Yb`i bX`GØ»`i d]bYb`"HU[Yggd]Y[Y`
VYf]W`hYh`ØVYf`X]Y`N]Y`gYhni b[`XYf`J YfUbghU`hi b[ž`a Y`f`hYfYggY
Ub`XYf`@UbXk]fhgW`UZh`ni `k YW`Ybž`]bgVYgcbXYfY`Ub[Yg]W`hg`XYf
HUhgUW`Yž`XUgg`j]Y`Y`A YbgW`Yb`_Y]bYb`X]fY`hYb`6Yni [`ni f
@UbXk]fhgW`UZh`\UVYb"

8]Y`nYbhfU`Y`9f`ÖZbi b[`XYf`@UbXdUfh]Y`YfZc`[h`Ui Z`XYa`_6]cVYhf]YV
; i h`GW`a Yfk]hn`ja`BUhi fdUf`_<c`Yf`:`Äa]b["`<]Yf`_ÖbbYb`X]Y
; ÄghY`b]W`h`bi f`X]Y`@UbXk]fhgW`UZh`\Ui hbU`Yf`YVYbž`gcbXYfb
Ui W`_i`]bUf]gW`Y`GdYn]U`]hÄhYb`XYf`FY[]cb`[Yb]Y»Yb`5a` ; i h
Z]bXYh`Ui W`Y]bY`J]Y`nU`\`j cb`5_h]j]hÄhYb`ghUhhž`XUfi bhYf
8Ya`cbghfUh]cbYb`j cb`A`Y`_fcVchYfbž`K`i fgh`YfghY`i b[ž
; YhfY]XYYfbhYž`<cb][dfcXi`_h]cb`i bX`K`Y]b`YfghY`i b["`8]Y
K`YVgY]hY`XYf`6fUbXYbVi f[Yf`@UbXdUfh]Y`\YVh`X]Y
6YfY]W`Yfi b[`XYg`Dfc[fUa`a`g`Xi fW`U`hY`<UbXk Yf`ghYW`b]_Yb
i bX`a`cXYfbY`5b`U[Yb`\Yfj`cfž`X]Y`XUg`i a`ZUb[fY]W`Y`5b[YVch
UVfi bXYb"

I bhYfghØhni b[`i bX`C f[Ub]gUh]cb

8]Y`6fUbXYbVi f[Yf`@UbXdUfh]Y`k]fX`j cb`j YfgW`]YXYbYb
C f[Ub]gUh]cbYb`[YhfU[Yb`8Uni`[Y`ØfYb`dfc`U[fcž`XYf
@UbXYgVUi Yfbj YfVUbX`6fUbXYbVi f[`i bX`XYf`6fUbXYbVi f[Yf
@UbXZfUi Ybj YfVUbX`"I bhYfghØhni b[`Yf`Ä`h`X]Y`J YfUbghU`hi b[
Ui W`Xi fW`XUg`A]b]ghYf]i a`ZØf`@UbX!`i bX`9fb`Ä`fi b[gk]fhgW`UZhž
I a`k`Y`hi bX`J YfVfUi W`YfgW`i hn`XYg`@UbXYg`6fUbXYbVi f["`a
j Yf[Ub[YbYb`_X`fž`VY]`XYf`&-`"6fUbXYbVi f[Yf`@UbXdUfh]Yž
k`i`fXYb`j`cb`fi`bX`+)`\$\$\$`; ÄghYb`d`cg]hj`Y`F`ØW`_a`Y`Xi`b[Yb`ni`XYb
H`Ya`Yb`@UbXk]fhgW`UZhž`fY[]cbU`Y`K]fhgW`UZh`g`fY]g`Äi`ZY`i`bX
fY[]cbU`Y`5b[YVchY`Yf`U`hYbž`k`Ug`Ui`Z`XUg`h`hYfYggY`i`bX`X]Y
6Y[Y]ghYfi b[`XYf`6Ygi`W`Yf`\]bk`Y]gh"

8]Y`fY[]cbU`Yb`UbXk]fhgW`UZh]W`Yb`6Yhf]YVY`g]bX`Y]bY`k]W`h[Y
k]fhgW`UZh]W`Y`GÄi`Y`]b`6fUbXYbVi f["`@Ui`h`@9@`i`a`ZUggh`X]Y
@UbXk]fhgW`UZh`XYf`FY[]cb`a`cXYfbYž`Y]ghi b[gghUf`_Y`i`bX
bUW`U`h[Y`Ghfi`_hi`fYb`a`]h`Y]bYf`VfY]hYb`9][Ybhi`a`gghfYi`i`b["`9g
g]bX`j`YfgW`]YXYbY`A`Y`Y`bghY]bY`ZØf`X]Y`9bhk]W`_i`b[`XYf
@UbXk]fhgW`UZh]b`XYf`FY[]cb`ni`j`YfnY]W`bYbž`XUfi`bhYf`XYf

i a k Y`h!`i bX`_]a U[YfYW`hY`l a VUi ž`XYf`5i gVUi `XYf
 Ô_c`c[]gW`Yb`@UbXk]fhgW`UZh`gck]Y`XYf`9f`U`h`XYf`V]c`c[]gW`Yb
 J]Y`ZU`h`i bX`_`bgY`_hY`bgW`i hn``8]YgY`5gdY`_hY`gd]Y`Yb`Y]bY
 YbhgW`Y]XYbXY`F c``Yž`i a `X]Y`@UbXk]fhgW`UZh`ni `i bZhgZ`A`][`ni
 [YghU`hYb`i bX`X]Y`A Uf`_ha UW`h[YfYW`h`ni `j YfhY]`Yb"

8]Y`6fUbXYbVi f[Yf`@UbXdUfh]Y`V]YhYh`b]W`h`bi f`Y]bYb`9]bV`]W`_]b
 X]Y`@UbXk]fhgW`UZh`gcbXYfb`ZÖfXYfh`Ui W`X`Yb`8]U`c[`nk]gW`Yb
 @UbXk]fhYb`i bX`J YfVfUi W`Yfb``9]b`6Ygi W`c`b`hg]W` `gck c``ZÖf
 YfZU`fYbY`@UbXk]fhY`U`g`Ui W`ZÖf`]bhYfYgg]YfhY`Gh`X`hYf`°

8YhU]`g	
Cfh	; i h`GW`a Yfk]hnž`GW`a Yfk]hn`, ž`%(, &+ K]YgYbVi f[#A Uf`_ž`8Yi hgW`_UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "VfUbXYbVi f[Yf! `UbXdUfh]Y"XY • `Y`Z"VfUbXYbVi f["XY

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