8 Yi hgW\ Y`HY b b]gghUfg`ghUfhYb`a]h
GdUbbi b[`VY]`XYb` : fYbW\ `C dYb`&\$&)

9j U`@mg`hf]hh`Ua` `&("\$) "&\$&) `VY]`XYb` : fYbW\ `C dYb`]b`DUf]g
[Y[Yb`DYmhc b`GhYUfbg`Ub" `5`YI UbXYf`Nj YfYj `VYf]W\ hYh] c b
DfcV`Ya Yb`Ui Z`gY]bYf`5bfY]gY"

GhUXY`F c`UbX` ; Uffc gž`DUf]gž` : fUb`_fY]W\ `!`8]Y` : fYbW\ `C dYb
&\$&) `ghUfhYb`Ua` `&) "`A U]`i bX`YbXYb`Ua` ; "`ž b]`ja` GhUXY`F c`UbX
; Uffc g`]b`DUf]g" `b`X]YgYa` `š\`f`g]bX`Ui W\`a Y`fYfY`XYi hgW\ Y
Gd]Y`Yf]bbYb`i bX`Gd]Y`Yf`ja` `< Ui dhZY`X`j YfhfYhYb" `9]bY`XYf
Ui Z`Ä`][`ghYb`HY]`bY`a Yf]bbYb`]gh`X]Y`&' !`Ä`f][`Y`9j U`@mgž`X]Y`Ua
GcbbhU[`]\`f`5i ZhU`_ha UhW\`[ Y[ Yb`X]Y`i G!5a Yf]\_UbYf]b`DYmhc b
GhYUfbg`fB`f" `&, Ł`VYghfY]hYb`k ]fX" `8]YgYg`Hi fb]Yf`a Uf_]Yfh`@mg
YfghYg`A U`ž`XUgg`g]Y`c`bY`E i U`]Z[_Uh]cb`X]fY`_h]a` `< Ui dhZY`X`Y]bYg
; fUbX`G`Ua` `gd]Y`h" `8]Y`E i U`]Z[_Uh]cb`k Uf`a YbhU`
\`YfUi gZc`fXYfbX` ž`gU[`h`g]Yž`i bX`Ä`i »`Yfh`Yf`Y]W\ hYfhž`bi b`X]fY`_h
XUVY]`ni`gY]b" `8 Ug`A UhW\`k ]fX`i a` `%%`\$\$`i` \`f`Ui Z`7ci fh`*
Ui g[YhfU[Yb"

Ni gÀhn`jWk`ni`@mg`ghY\Yb`Ui`Wk`Mjbb]W\_`<UbZa`Ubb`i`bX`@Ui`fU
GjY[Ya`i`bX`]a`K`YhVYk`YfV" `<UbZa`Ubbž`'`'`đ\`fY`U`hž`hf]Zž`i`Ui`Z
XYb`Ub`Bi`a`a`Yf`UWk`h`[YgYhnhYb`@cfYbnc`A`i`gYhh]`Ui`g`#U`]Yb`Ui`Z
7ci`fh`D\`]ddY`7`Uhf]Yfž`k`À`fYbX`G]Y[ Ya`i`bX`[Y[Yb`5bbU`6cbXUf
Ui`g`i`b[ Ufb`Ui`Z`D`Uhn`%`'`Ubhf]h" `#g[ YgUa`h`g]bX`g]YVYb`XYi`hgWk`Y
HYbb]gd`fc`Z]g`]a`<Ui`dhZY`X" `8Uni`' [Y\`ŌfYb`XfY]`A`ÀbbYf.`5`Yi`UbXYf
Nj`YfYj`ž`8`Ub]Y`5`ha`U]Yf`i`bX`đb!`@YbbUfX`Ghfi`ZZ`gck`]Y`j`]Yf
: `fUi`Yb.`@mgž`G]Y[Ya`i`bXž`HUa`UfU`?`cfdUhgWk`i`bX`đ`Y`B]Ya`Y]Yf"
HUa`UfU`?`cfdUhgWk`U`h`g]Wk`ØVYf`X]Y`E`i`U`]Z]_Uh]cb`ei`U`]Zn]Yf`hž
k`À`fYbX`5bbU!`@YbU`:`f]YXgUa`i`]b`XYf`E`i`U`]Z]\_Uh]cb`gWk`Y]hY`fhY"

Nj`YfYj`g`5bfY]gYdfcV`Ya`Y

5`Yi`UbXYf`Nj`YfYj`ž`XYf`C`ma`d]Ug]Y[ Yf`j`cb`Hc_]c`i`bX`X]Y
XYi`hgWk`Y`Bi`a`a`Yf`Y]bg`VY]`XYb`<YffYbž`k`]fX`Ua`8`]YbghU[ `]`[Y[Yb
XYb`%-`!`À`f][Yb`i`G!5a`Yf]\_UbYf`@YUfbYf`H]Yb`UbhfYhYb" `Nj`YfYj
VYf]Wk`hY`hY`j`cb`Y]bYa`nk`]gWk`YbnY]h]Wk`Yb`GWk`c`W_a`ca`Ybh
k`À`fYbX`gY]bYf`5bfY]gYž`U`g`gY]b`:`i`[`Ui`Z[fi`bX`Y]bYg
6`]hY]bgWk`U[g`]b`<Ua`Vi`f[`bch`UbXYb`a`i`gghY" `9g`[ UV`bi`f`Y]b
_`Y]bYg`;`Yf`Ài`gWk`ž`Yg`k`Uf`b]Wk`h`k`]f\_]Wk`VYi`bfi` \][YbX`ž`gc
Nj`YfYj`ØVYf`XUg`9fY][b]g" `Hfchn`X]YgYf`i`bYfk`UfhYhYb
?`ca`d`]\_Uh]cb`V`Y]Vh`Nj`YfYj`cdh]a`]gh]gWk`ZØf`XUg`VYj`c`fghY`YbXY
Hi`fb]Yfž`Ui`Wk`k`Ybb`Yf`]b`XYb`YhnhYb`K`cWk`Yb`a`]h
[Ygi`bX`Y]h]Wk`Yb`DfcV`Ya`Yb`i`bX`Y]bYf`gi`Vcdh]a`U`Yb
J`cfVYfY]hi`b[`ni`_`Āa`dZYb`U`h`hY"

DfY]gY`i`bX`:`YgWk`]Wk`hY`XYf`:`fYbWk`C`dYb

8]Y`:`fYbWk`C`dYb`[ Y\`ŌfYb`ni`XYb`j`]Yf`À`f`]Wk`Ui`g[YhfU[YbYb
;`fUbX!G`Ua`!Hi`fb]YfYb`]a`HYbb]g`i`bX`Z]bXYb`gY]h`%`-`%`Ui`Z
GUbXVcXYb`ghU`hž`k`Ug`Y]bY`VYgcbXYfY`<YfUi`gZc`fXYfi`b[`ZØf`X]Y
Gd]Y`Yf`XUfghY`h" `8Ug`;`YgUa`hd`fY]g[Y`X`ZØf`XUg`Hi`fb]Yf`VYhf`Ā[ h`]b
X]YgYa`đ\`f)`\*`ž(`A`j`)]cbYb`9i`fc" `6YgcbXYfg`YfUi`gfU[YbX`]gh`XUg
DfY]g[Y`X`ZØf`Gd]Y`Yfž`X]Y`]b`XYf`YfghYb`Fi`bXY`Ui`ggWk`Y]XYbž
k`Y`Wk`Yg`VY]`+`,`\$\$\$`9i`fc`Y]Y[h" `8Yf`G]Y[Yf`XYg`Hi`fb]Yfg`_`Ubb`g]Wk
ØVYf`&ž)` `A`j`)]cbYb`9i`fc`ZFYi`Yb"

9g`k`]fX`Y]b`gdUbbYbXYg`Hi`fb]Yf`Yfk`UfhYhž`XUg`Gd]Y`Yfb`X]Y

7\UbW`Ui ZFi \a`i bX`c\Y`DfÅa]Yb`V]YhYh" `b`XYb`<YffYb!`i bX
8Ua Yb_UhY[cf]Yb`g]bX`\]ghcf]gWXY`9fZc`[Y`ni`j YfnY]WbYb.
FUZUY`BUXU`ZØ\fh'a]h`%(`H]hY`b`ja`<YffYb!9]bnY`ž`k Å\fybX`7\]g
9j Yfh'a]h`+`H]hY`b`X]Y`YfZc`[fY]W\ghY`Gd]Y`Yf]b`]b`XYf`; YgW\]W\hY
XYf`: fYbW`C dYb`]gh" `=[U`Gk ]UhY`_ž`X]Y`]b`XYb`YhnhYb`>J\fyb`Y]bY
VYY]bXfi W_YbXY`DYfZcfa UbW`[YnY][h`\Uhž`k]fX`j Yfgi W\Ybž`\fyb
GhUhi g`ni`j YfhY]X][Ybž`bUW\XYa`g]Y`&\$&(`XYb`H]hY`[Y[Yb
>Jga]bY`DUc`]b`[Yk Ubb"

: Øf`XYi hgW\Y`HYbb]gZUbg`g]bX`X]Y`\_ca`a YbXYb`HU[ Y`a]h`XYb
5i Zhf]hhYb`]\fyf`@UbXg`Yi hY`j cb`VYgcbXYfYa``b`hYfYggY"8]Y
YfghYb`Gd]Y`Y`k YfXYb`nY][Ybž`k ]Y`g]W\`X]Y`Gd]Y`Yf]bbYb`i bX
Gd]Y`Yf]b`X]Y`Hi fb]Yfk`cW\Y`\]bY]bZ]bXYb`k YfXYb"8]Y
<cZbi b[Yb`fi \Yb`Ui Z`mg`i bX`Nj YfYj`]b`X]YgYa
hfUX]h]cbgfY]W\Yb`Hi fb]Yfž`XUg`b]W\h`bi f`gdc`fh]W\ž`gcbXYfb`Ui W\
[YgW\]W\h]W\`j cb`6YXYi hi b[]gh"

8YhU]`g	
J`c`f`ZU``	B`c`h`ZU``
I`f`g`U`W\`Y	6`h`n`Y]b`g`W\`U[
C`f`h	GhUXY`F`c`UbX`;`Uffcgž`DUf]gž`:`fUb`_fY]W\
E`i`Y``Yb	<ul style="list-style-type: none"> • fd!cb`]bY"XY • k k k "_]W_Yf"XY • XY"ghUh]ghU"WŁa

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