

đ b[ Y`DfYbn`Ui Yf]b`k ]fX`YfghY  
B ]YXYfXYi hgW!6c hgW UZhYf]b  
6fUbXYbVi f[ g°

6fUbXYbVi f[ `YfbYbbh'a ]h`BYY`Y`<ØVbYf`Yfgha U`g`Y]bY  
b]YXYfXYi hgW gdfUW][ Y`6c hgW UZhYf]b`ni f`DZY[ Y`XYf  
D`UhhXYi hgW \_i`hi f"



DfYbn`Ui ž`8Yi hgW`UbX`!`đ`Y]bYf`ZY]Yf`]WYb`NYfYa`cb]Y`]a  
F Uh\Ui`g`j`cb`DfYbn`Ui`k`i`fXY`6fUbXYbVi`f[`g`YfghY`  
**B ]YXYfXYi hgW!6c hgW UZhYf]b** ž`BYY`Y`<ØVbYfž`YfbUbbh`"8 ]Y  
&%!`Å`f][ Y`DfYbn`Ui`Yf]b`ØVYfb]a`a`h`\_ØbZh][`X]Y`J`YfUbhk`cfhi`b[  
ZØf`X]Y`DZY[ Y`XYf`b]YXYfXYi`hgW`Yb`GdfUW`Yž`Ui`W`VY`\_Ubbh`U`g  
D`UhhXYi`hgW`ž`gck`]Y`XYf`?`i`hi`f]a`@UbX`"i`hi`fghUUhggY`\_fYh`f  
H\ca`Ug`8Øbck`ØVYf[ UV`gma`Vc`]gW`X]Y`9fbYbbi`b[ gi`f`\_i`bXY`i`bX  
VYhcbh`X]Y`[ fc»Y`6YXYi`hi`b[`X]YgYf`Fc`Y`ZØf`X]Y`FY`[ ]cb`i`bX  
XUfØVYf`\]bUi`g"

8 Ug`5a`h`XYf`6c hgW UZhYf]bž`XUg`Y`fYbUa`h]W`Ui`g[ YØVh`k`]fX`i`bX

Ui Z Z0bZ'U\ fY'VY[ fYbnh']ghz'Ybh\A`h'Ui W\ '5i Z[ UVYb`k ]Y`X]Y  
: 0fXYfi b[ `XYg'?cbhU\_hg'a ]h'UbXYfYb`D`UhhXYi hgW\!FY[ ]cbYbž`k ]Y  
XYf`Df][ b]hn'i bX`XYa` : `Aa` ]b[ "'8Uf0VYf`\ ]bUi`g`k ]fX`<0VbYf  
6fUbXYbVi f[ `]a`'6i bXYgfUh`Z0f`X]Y`b]YXYfXYi hgW\Y`GdfUW\Y  
j`YfhfYhYb`"i`hY`9]gYbUW`ž`ghY`"j`YfhfYhYbXY`J`c`fg]hnYbXY`XYg  
6fUbXYbVi f[ ]gW\Yb`J`YfY]bg`Z0f`B]YXYfXYi hgW\ž`\cV`X]Y  
K ]W\h][ \_Y]h'XYf`9fbYbbi b[ `Z0f`X]Y`Ni`\_i bZi`XYg`D`UhhXYi hgW\Yb  
\Yfj`c`fž`XUg`]b`8Yi hgW\`UbX`X]Y`Y]bn][ Y`[ YgW\0hnhY  
FY[ ]cbU`gdfUW\Y`]ghi bX`]b`UW\h`6i bXYg`AbXYfb`[ YgdfcW\Yb`k ]fX"

## K i fnY`b`]b`XYf`GdfUW\Y

BYY`Y`<0VbYf`\Uh`]\fY`@Y]XYbgW\UZh`Z0f`X]Y`b]YXYfXYi hgW\Y  
GdfUW\Y`VYfY]hg`]b`]\fYf`?]bX\Y]h`Yb`hk ]W`\_Y`h`"G]Y`"YfbhY  
D`UhhXYi hgW\`j`cb`]\fYa`"Cd`U`i`bX`]b`XYf`"; fi bXgW\i`"Y`"Ni`XYa  
VY`Y[ hY`g]Y`Ub`XYf`i`b]j`Yfg]h`Ah`; fY]Zgk`U`X`J`c`f`Ygi b[ Yb`0VYf`X]Y  
b]YXYfXYi hgW\Y`GdfUW\Y`"`A`fY`J`YfV]bXi b[ `ni`f`GdfUW\Y`i`bX  
?i`hi`f`nY][ h]g]W\`Ui`W\`]b`]\fYf`U`\_hj`Yb`HY`]b`U\`a`Y`Ub`D`UhhXYi hgW\!  
K`YhhVYk`YfVYb`i`bX`]b`XYf`9bhk ]W`\_i`b[ `XYg`<Uffm`Dc`hhYf!HU[ g  
D`UhhX0hgW\`]b`XY`H0k`YfgW\cc`"8Yf`F`U\`a`Yb`]\fYf`9fbYbbi b[  
Yb`hgdf]W\h`Y]bYa`"VYgcbXYfYb`5b`Ugg.`XYa`%)`\$`"; YVi`fhghU[ `XYg  
GW`f]ZhghY`"Yfg`A`Ul`@]bXck`ž`Y]bYa`"dfca`]bYb`hYb`J`YfhfYhYf`XYf  
b]YXYfXYi hgW\Yb`GdfUW\`\_i`"hi`f"

6fUbXYbVi f[ `nY]W\`bYh`g]W\`Xi`fW\`gY]bY`\]ghc`f]gW\Yb`K`i`fnY`b`]a  
b]YXYfXYi hgW\Yb`GdfUW\`[ YV]Yh`Ui`gž`i`bX`XYf`GW\i`hn`gck ]Y`X]Y  
DZY[ Y`X]YgYf`GdfUW\Y`k`i`fXYb`&\$\$&]b`X]Y`6fUbXYbVi f[ Yf  
J`YfZUggi b[ `Ui`Z[ Ybca`a`Yb`"Ni`j`c`f`\UhhY`XYf`@UbXhU[ `]a`"U\`f  
&\$(`XUg`YfghY`B]YXYfXYi hgW\!; YgYhn`8Yi hgW\`UbXg  
j`YfUVgW\]YXYhž`XUg`k`Y]hYfY`A`U»bU\`a`Yb`ni`a`"9f`\U`h`i`bX`ni`f  
: 0fXYfi b[ `XYf`GdfUW\Y`i`bX`?i`hi`f`ZYghY[ h"

## < YfUi`gZc`fXYfi`b[ Yb`i`bX`9bhk ]W`\_i`b[ Yb

8]Y`9bhk ]W`\_i`b[ `i`bX`XYf`9f`\U`h`XYg`D`UhhXYi hgW\Yb`g]bX`b]W\h`bi`f  
fY[ ]cbU`ž`gcbXYfb`Ui`W\`]b`hYfbUh]cbU`j`cb`6YXYi`hi`b[ "'8Yf`J`YfY]b  
b]YXYfXYi hgW\Yf`GdfUW\`!`i`bX`@]hYfUhi`fk ]ggYb`gW\UZh  
fU`bXGŁ`VYZUggh`g]W\`a`]h`XYb`<YfUi`gZc`fXYfi`b[ Ybž`X]Y`Ui`g`XYf

fY[ ]cbU`Yb`A Y\fgdfUWk][ \_Y]hi` bX`XYa`GdfUWk`cbhU`h`]a  
 bcfXXYi hgWkYb`FUi a`fYgi`h`YfYb`"8]YgYf`J YfY]b`Z0fXYfh`X]Y  
 gdfUWk`]WkY`i bX`\_i`hi`fY`Y`≠Xyb]h`h`hi` bX`VY`UbXY`h`fY`Yj`UbhY  
 5gdY`\_hY`XYf`J Uf]Uh]cbg`]b[ i ]gh]\_ž`Gcn]c`]b[ i ]gh]\_i bX  
 GdfUWk`dc`]h]\_"

9]b`k ]Wk]h][ Yg`i: cfi a`Z0f`XYb`5i ghUi`gWk`j`cb`K ]ggYb`V]YhY`h`X]Y  
 Å\`f`]Wk`ghUhh]bXYbXY`≠\`fYghU[ i b[ `XYg`J bXGž`X]Y`gY]h`%, +)  
 K ]ggYbgWk`UZh`Yf`Ui`g[ `Ubn`9i`fcdU`i bX`XUf0VYf`]\`bUi`g  
 ni`gUa`a`YbVf]b[ h`<]Yf`k`YfXYb`bYi`Y`i: cfgWk`i b[ gYf[ YVb]ggY`i bX  
 Dfc`Y`\_hY`dfÅgYbh]Yfhž`X]Y`ni`f`8]g\_i`gg]cb`0VYf`X]Y`b]YXYfXYi hgWkY  
 GdfUWkY`i bX`@]hYfUhi`f`UbYf[ Yb`"A ]h`0VYf`(\$\$`A ]h[ `]YXYfb  
 i bhYfgh0hnYb`g]Y`X]Y`gdfUWk`\_i`hi`fY`Y`DZY[ Y`i bX`X]Y  
 U`UXYa`]gWkY`5i`gY]bUbXYfgYhni b[ `a`]h`XYb`j`]Y`ZÅ`h][ Yb  
 9fgWkY]bi b[ gZcfa`Yb`XYg`B]YXYfXYi hgWkYb"

I a`X]Y`9bhk ]W`\_i b[ `XYf`b]YXYfXYi hgWkYb`GdfUWkY`k`Y]hYf`ni  
 Z0fXYfbž`]gh`Yg`k ]Wk]h][ ž`XUgg`↑`b[ Y`A`YbgWkYb`k`]Y`BYY`Y`<0VbYf  
 Ub`XYf`Gd]hnY`ghY`Yb`"G]Y`Vf]b[ h`Zf]gWkYb`K`]bX`i bX`Y]bYb`h]YZYb  
 G]bb`Z0f`HfUX]h]cb`]b`Y]bY`Ni`\_i bZhž`X]Y`Z0f`X]Y`GdfUWkY`j`cb  
 YbhgWkY]XYbXYf`6YXYi hi b[ `]gh`"≠fY`9fbYbbi b[ `]gh`b]Wk`h`bi`f`Y]b  
 NY]WkYb`XYf`K`YfhgWk`hni b[ `Z0f`X]Y`b]YXYfXYi hgWkY`GdfUWkYž  
 gcbXYfb`Ui`Wk`Y]b`GWk]h]b`X]Y`f]Wk]h][ Y`F`]Wk`hi b[ ž`i a`X]YgY  
 k ]Wk]h][ Y`\_i`hi`fY`Y`9ffi b[ YbgWk`UZh`ni`VYk`U`fYb`i bX  
 k`Y]hYfni [ YVYb"

8YhU]`g	
J`c`f`ZU``	Gcbgh][ Yg
C`f`h	DfYbn`Ui`ž`8Yi`hgWk`UbX
E`i`Y`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "fVV&amp;("XY</li> <li>• k k k "d`Uhh!]b!VfUbXYbVi`f["XY</li> <li>• k k k "j`bXg"XY</li> </ul>

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