B Yi Y`6]`Xi b[g[Àb[Y`]a`C ghU`V`fY]g.
7 \ UbWYb`ZØf`GWX Ø`Yf`&\$&) #&\$&*`°

B Yi Y`6]`Xi b[g[Àb[Y`]a`C ghU`V`fY]g`UV`&\$&) #&\$&*`.
: UWXdFU_h]_Yf`6Øfca UbU[ Ya Ybhi bX`6?`≠HYWb]\_`V]YhYb
GWXØ`Yfb`VYggYfY`7 \ UbWYb"

5 U`Ybž`8 Yi hgWk`UbX`!`5V`XYa`GWXi`U`f`&\$&) #&\$&*`k`]fX`]b
5 U`Yb`Y]b`bYi`Yf`6]`Xi b[g[Ub[`ZØf` : UWXdFU_h]_Yf`]a
6Øfca UbU[Ya YbhiY]b[YZØ\fh`8]YgY`≠]h]Uhj`Y`k`i`fXY`j`ca
5i`ggWk`i`gg`ZØf` : ]bUbnYbž`6]`Xi b[ `i`bX`8][`]hU`]g]Yfi`b[ `]`[`YbY\`a`][`h`
N]Y`XYg`Dfc[`fUa`a`g`]gh`Ygž`VYbUWkhY`]]`hY`GWXØ`Yf]bbYb`i`bX
GWXØ`Yf`]b`Y]bYf`gdYn]Y`Yb` : UW`\_`UggY`a`]h`Y]bYa` `]`Yf]b[`Yb
?`UggYbhY]Yf`VYggYf`ni`i`bhYfghØhnYb`"8]Y`5i`gV]`Xi b[ `YfZc`[`h]b
?ccdYfUh]cb`a`]hXYa` `?`c`d]b[`6]`Xi b[gk`Yf`_`5U`Ybž`i`bX`Yg`]]Y[`Yb
VYfY]hg`gYWk`g`5ba`Y`Xi b[`Yb`j`cf`"8]YgY`bYi`Yb`6]`Xi b[g[Àb[Y
YbhghY\`Yb`c`bY`ni`g`Àhn`]Wk`Y`?`cghYb`ZØf`XYb`?`fY]gž`XU`X]Y
:]bUbn]Yfi`b[ `Xi`fWk`VYghY\`YbXY`A`]hY`g]Wk`Yf[`YghY`h`k`]fXž`k`]Y`
GWk`ÀV]gWk`Y`Dcgh`VYf]Wk`hYh`

8 Yf`6]`Xi b[g[Ub[` : UWXdFU\_h]\_Yf#]b`ZØf`6Øfca UbU[ Ya Ybhi]gh`Y]b
h\`Ycf]YfYXi`n]YfhYf`?`i`fg`"N]Y`]gh`X]Y`≠`hY[`fUh]cb`X]YgYf`GWXØ`Yf`]b
XYb`YfghYb`5fVY]hga`Uf`_`hž`k`cVY]`Ui`Wk`Y]bY`K`Y]hYfZØ\fi`b[ `ni`f
5i`gV]`Xi b[`U`g`?`Ui`Za`Ubb`#`ZfUi`ZØf`6Øfca UbU[Ya Ybhi`a`Ò[`]Wk`]gh`
Ni`XYa`Yf[`Àbnh`X]YgYf`6]`Xi b[g[Ub[`X]Y`_`Ugg]gWk`Y`6Yfi`ZggWk`i`Y
ZØf`ZØfXYfVYXØfZh][`Y`GWXØ`Yf]bbYb`i`bX`GWXØ`Yf`"5\_hi`Y`h`k`YfXYb
: UWXdFU_h]_Yf`Ub`j`YfgWk]YXYbYb`GWk`i`Yb`]a`C ghU`V`fY]g
Ub[YVchYbž`XUfi`bhYf`X]Y`hYWka`U`9`k`Ub[`Yb`i`bX`X]Y`đ`ghi`g!]`cb!
@]YV][`!GWk`i`Y`5U`Yb`"

5i`gV]`Xi b[`i`bX`l`bhYff]Wk`h

8]Y`5i gV]`Xi b[`i a ZUggh`Y]bY`VYhf]YV`]WXY`5i gV]`Xi b[ž`X]Y`Xi fW
6Yfi ZggW`i `i bhYff]W`h`Ub`nk Y]`HU[Yb`dfc`K cWXY`Yf[ `Àbnh`k]fX"
: UW`dfU`h]_Yf.]bbYb`ZØf`6Øfca UbU[Ya Ybh`YfbYb`ni gUa a Yb`a]h
?Ui ZYi hYb`ZØf`6Øfca UbU[Ya Ybh`ž`k cVY]`5i gV]`Xi b[g]b`U`hY`i bX
DfØZ b[Yb`i]XYbh]gW`g]bX""8Yf`Ghi bXYbd`Ub`i a ZUggh`]b`XYf`FY[Y`
nk Ò`ZI bhYff]W`hgghi bXYb`dfc`K cWXY`i bX`i a ZUggh`gck c`
VYfi ZgVYnc[YbY`U`g`Ui W`VYfi ZgØVYf[fY]ZYbXY`i: ÀWXYfž`k]Y`
6? K]fhgW`UZh`Yf`Ài hYfh"

- 6ØfcdfcnYggY
- ; YgW`ÀZhgdfcnYggY
- GhYi Yfi b[`i bX`?cbhfc`Y
- 8Yi hgW`#?ca a i b]_Uh]cb
- Dc`]h]\_#; YgY`gW`UZhg`Y`fY
- FY`][ ]cbg`Y`fY
- Gdcfh`#; Ygi bX`Y]hgZØfXYfi b[

8]Y`?`UggYb`V`Y]VYb`\_`Y]bž`i a`XYb`]bX]j ]Xi Y`Yb`6YXØfZb]ggYb`XYf
GW`Ø`Yf`[ YfYW`h`ni `k YfXYb""8]Yg`ZØfXYfh`X]Y`dYfgØb`]WXY
9bhk]W`\_i b[ `i bX`X]Y`7`UbW`b`Ui ZY]bY`YfZc`[fY]WXY``hY[fUh]cb`]b
XYb`5fVY]hga Uf`h"

HYW`b]gW`Y`5i gV]`Xi b[`]a` `: c`_i`g`

DUFU`Y`ni f`9]bZØ`fi b[`XYg`6Øfca UbU[Ya Ybh`Dfc[ fUa a g`VUi h
XUg`HYW`b]gW`Y`6Yfi Zg`c`Y[`]=]b`GW`k `ÀV]gW`i; a`ØbX`gY]bY
5b[YVchY`Ui g""5V`XYa`GW`i`U`f`&\$`*`#&\$`+`k ]fX`Xc`fh`Y]b
6]`Xi b[ g[ Ub[ `]a`hYW`b]gW`Yb`6YfY]W`[ YghUfhYhž`XYf`↑ b[Yb
A YbgW`Yb`a]h`a ]h`YfYa`6]`Xi b[gUVgW`i gg`j YfVYggYfhY
VYfi Z]W`Y`DYfgdY`h]j Yb`V]YhYb`gc`""`a` `: c`_i`g`ghY`Yb
ni`\_i`bZhgcf]Ybh]YfhY`H`Ya Yb`k]Y``Xi ghf]Y`("ž`?Øbgh]W`Y
`hY`][Ybn`i bX`X]Y`@YfbZUVf]\_`("\$`"5b`XYf`HYW`b]_YfgW`i`Y`5U`Yb
k]fX`ni XYa`Y]bY`k Y]hYfY`?`UggY`ZØf`5i hca Uh]g]Yfi b[ ghYW`b]_i`bX
A YW`Uhfc]b]\_]b`J`c`nY]h`Ub[ YVchYbž`k Ug`VYgcbXYfg]bhYfYggUbh
ZØf`X]Y`(`,`6Yk YfVYf]ghž`X]Y`g]W`VYfY]hg`ZØf`X]YgY`5i gV]`Xi b[
]bhYfYgg]YfYb"

8]Y`GW`i`Y`d`Ubh`YVYbZU`g`nk Y]`?`UggYb`]a`6YfY]W`

A UgWk]bYbhYWk b]_ni`i bhYff]Wk hYbž`i a`XYb`, &`6Yk YfVYfb
 [YfYWk hini`k YfXYb"8]Y`5Vgc`j YbhYb`X]YgYf`?`UggYb`Yf\U`hYb`a`]h
 6YghY\Yb`XYf`5VgWk`i ggdF0Z` b[`X]Y`6Yfi ZgVYnY]Wk bi b[
 GhUUh]Wk`[ Ydf0ZhYffk`HYWk b]_Yff]b kž`: UWk f]Wk hi b[
 5i hca Uh]g]Yfi b[ghYWk b]_#A YWk Uhfc b]_`gck ]Y`XYb` 6UWk Y`cf
 DfcZYgg]cbU`]b`HYWk b]_ ``Ni XYa`k ]fX`X]Y`: UWk \cWk gWk i`fY]ZY
 ni Yf_Ubbh"

@Yfbi bhYfgh0hni b[`Z0f`GWk 0`Yf

: 0f`GWk 0`Yfž`X]Y`ni gÅhn`]Wk Y`l bhYfgh0hni b[`VYb0h][ Ybž`V]YhYh`
@Yfb!: U]f`6YfUhi b[ `i bX`bZcfa Uh]cbYb`0VYf`BUWk \]`ZYUbV]YhYf"
 b`8Yi hgWk`UbX`[ ]Vh`Yg`nU\`fY]Wk Y`C dh]cbYb`Z0f`C ZZ]bY!`U`g`Ui Wk
 C b`]bY!BUWk \]`ZYž`X]Y`0VYf`J Yf[ `Y]Wk gdcfhU`Y`fYWk YfWk]Yfh`k YfXYb
 _0bbYb"9g`k ]fX`Ya dZc\`Ybž`X]fY`\_h`Ub`XYf`Y][YbYb`GWk i`Y`cXYf`]b
 XYf`BUWk VUfgWk UZh`bUWk `Å`hYfYb`GWk 0`Yf.]bbYb`ni`gi`Wk Ybž`X]Y
 BUWk \]`ZY`UbV]YhYb`_0bbYb"

8]Y`bYi Yb`6]`Xi b[ gUb[ YVchY`]a`C ghU`V`\_fY]g`g]bX`Y]b`[fc»Yf
 GWk f]h]b`F ]Wk hi b[ `Y]bYf`VYggYfYb`b`hY[ fUh]cb`j`cb`GWk 0`Yf]bbYb
 i bX`GWk 0`Yfb`]b`X]Y`6Yfi Zgk Y`h"8i fWk`[ i`hghfi`\_hi`f]YfhY
 Dfc[fUa`a`Y`i bX`dUggYbXY`l bhYfgh0hni b[ Yb`k]fX`XYb
 † [YbX`]Wk Yb`X]Y`A 0`[]Wk _Y]h[Y[YVYbž`]fY`: Å\][_Y]hYb`ni
 Yb`k ]W`_Y`b`i bX`VYfi Z]Wk Y`7\UbW`b`ni`bi`hnYb"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	5U`Ybž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gWk k UYV]gWk Y!dcgh"XY • k k k "V_k]fhgWk UZh"XY • k k k "`Yfb!ZU]f"XY

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