

F UXYVYf[']a '6Ui ghY`YbZ]YVYf. 'A Ugg]j Y GhfU» YbUfVY]hYb 'ghUfhYb 'Y hnh°

6Ui hnYb. 'F UXYVYf['d`Ubh'i a ZUggYbXY`Gca a YfVUi dfc`Y_hYž XUfi bhYf`GhfU» YbUfVY]hYb`i bX`6fY]hVUbXUi gVUi ž`V]g 8YnYa VYf`&\$&) "



F UXYVYf[ž`8Yi hgW`UbX`!`@`F UXYVYf['hi`h'g]W`k Ug°`8]Y j Yf_Y\fgUfa Y`Gca a YfnY]h`k]fX`[Ybi hnhž`i a `nU\`fY]W`Y 6Ui ghY`Yb`]b`XYf`GhUXh]j cfUbni Vf]b[Yb`"K]Y`GÄW`g]gW`Y VYf]W`hYhž`ghY\Yb`a Y\fyfY`GhfU» YbUfVY]hYb`Ubž`X]Y`VYfY]hg VY[cbbYb`\UVYb`cXYf`]b`XYb`_ca a YbXYb`K cW`Yb`ghUfhYb k YfXYb"

; Ubn`cVYb`Ui ZXYf`@]ghY`ghY`h`XYf`6fY]hVUbXUi gVUi`]b`XYf <Ui dhghfU» Y`<]Yf`k]fX`j cb`A cbhU[ž`XYa` '+'`ž`]ž`V]g j cfUi gg]W`h]W`A cbhU[ž`XYb`%"`5i [i ghž`X]Y` ; Y`k Y[ZÄW`Y`j ca ?fYi ni b[gVYfY]W`F`ÖXYfghfU» Y`V]g`ni a`A`Uf`_h`YfbYi Yfh`"8Ua`]h XUg` ; UbnY`fY]Vi b[g`cg`UV`Äi Zhž`k YfXYb`ghY`Ybk Y]gY`<U`hj YfVchY Y]b[Yf]W`hYh"

GUb]Yfi b['i bX`9fbYi Yfi b['j cb`GhfU» Yb

5V`XYa`%(`"đ`]'k]fX`X]Y`D]`b]hnYf`GhfU»Y`YVYbZU`g`gUb]Yfh" `đ`XfY]
6Ui UVgWb]hhYb`k]fX`X]Y`5gd`U`hcVYfZ`ÅW`Y`YfbYi`Yfhž`i`bX`Yg`]gh
a`]h`Y]b`Yf`J`c`gd`Yffi`b[`ni`f`YW`b`Yb" `8]Y`YfghYb`5fVY]hYb
YfghfYW`Yb`g]W`j`ca`?`fY]gj`Yf`Y`f`V]g`ni`f`B`Y`hc!`9]bZU`f`h`i`bX
_c`ghYb`Y`hk`U`%`*`\$`"\$`\$`\$`9i`fc" `8]Y`5fVY]hYb`gc`Yb`V]g`ni`a``%`%`
5i`[`i`gh`UV[`Y`g`W`c`gg`Yb`g`Y]b"

8cW`XUg`]gh`bcW`b]W`h`U`Y`g.`8]Y`9fbgh!`6fUi`bY!G]YX`i`b[
VYb`Øh]`[`h`YVYbZU`g`5i`Za`Yf`g`Ua`_`Y]h" `<`<]Yf`VY[`]bbYb`X]Y`5fVY]hYb
ni`f`9fbYi`Yfi`b[`UVk`UggYfhYW`b]gW`Yf`5b`U[`Yb`g`ck`]Y`XYf
GhfU»Yb!`i`bX` ;`Y`k`Y[`YfbYi`Yfi`b[`6Y`h`c`Z`Y`b`g]bX`X]Y`9fbgh!
6fUi`bY!GhfU»Yž`5a`GhY]b`ØVY`i`bX`5a`<`Y]X`Y`k`]b`_`Y`ž`i`bX`X]Y
6Ui`nY]h`k`]fX`V]g`8Y`n`Ya`VYf`U`b`X`U`i`Yfb`ž`k`c`VY]`X]Y`?`c`ghYb`U`i`Z`Y`hk`U
%ž`%`A`j`]`cb`Yb`9i`fc`[`Y`g`W`Å`h`h`k`Y`f`X`Y`b"

9]b`k`Y]hYfYf`k`]W`h]`[`Yf`6Ui`UVgWb]hh`VYhf]Z`h`X]Y
;`ØhYfVU`b`c`Z`ghfU»Yž`X`Y`gg`Yb`nk`Y]hY`D`U`g`Y`U`V`X`Y`a``%`%`5i`[`i`gh
ghU`fhYh" `<`<]Yf`k`Yf`X`Y`b`X]Y` :`U`f`V`U`b`ž`A`]gW`k`UggYf`_`U`b`U`i`b`X
j`Y`fg`W`]Y`X`Y`b`Y`@]h`i`b[`Yb`YfbYi`Yfh" `l`a`Y]h`i`b[`Yb`g]b`X`j`c`f[`Y`g`Y`Y`b`ž
XU`Y`g`ni`Y]b`Yf`J`c`gd`Yffi`b[`_ca`a`Yb`k`]fX" `8]Y`6Ui`UfVY]hYb
gc`Yb`V]g`8Y`n`Ya`VYf`&`\$`&)`X`U`i`Yfb`i`bX`_c`ghYb`g`W`Å`h`i`b[`g`k`Y]g`Y
&ž`&`A`j`]`cb`Yb`9i`fc`ž`k`c`VY]`X`Y`f` :`f`Y]g`h`U`h`G`U`W`g`Y`b`a`]h`i`f`i`b`X
)`-`*`"&`\$`9i`fc`Z`Ø`f`X`Y`fh"

8][]hU`Y`J`YfbYhni`b[`i`bX`≠bZfUghfi`_`hi`f

9]b`VYgcbXYfg`]bhYfYggUbhYf`Di`b`_`h]gh`XYf` ;`U`g`Z`U`g`Y`f`U`i`g`V`U`i`]b
F`U`X`Y`V`Y`f`[`ž`X`Y`f`U`i`h`G`U`W`g`Y`b`9`b`Y`f`[`]Y`U`i`W`i]b`X`Y`f`<`U`i`d`h`ghfU»Y
j`c`f`U`b[`Y`h`f]Y`V`Y`b`k`]fX" `8]Y`g`k`]fX`X]Y`X][]hU`Y`≠bZfUghfi`_`hi`f`X`Y`f
G`h`U`X`h`Y`f`Y`V`V`W`j`Y`f`V`Y`gg`Y`f`b`i`b`X`ni`_`Ø`b`Z`h][`Y`9`b`h`k`]W`i`b[`Y`b
i`b`h`Y`f`gh`Ø`h`n`Y`b"

J`Yf`_`Y`f`gd`fc`V`Ya`Y`i`bX`6`f`Ø`W`_`Y`b`g`U`b]Yfi`b[

9]b`ni`g`Å`h`n]W`Y`g`H`Y`a`U`ž`X`U`g`a`ca`Y`b`h`U`b`X]Y` ;`Ya`Ø`h`Y`f`V`Y`k`Y[`hž]`gh

X]Y`[YgdYffhY`6fØW_Y`XYf`F Uh\YbUi ghfU»Y`ØVYf`X]Y`6U\b[`Y]gY"
 8]YgY`6fØW_Y`]gh`Y]bY`k]W`h][Y`J`YfV]bXi b[`nk]gW`Yb`XYa
 GhUXhnYbhf`i a`i bX`XYf`GØXghUXhi bX`]gh`gY]h`GYdhYa VYf`XYg
 j`Yf[Ub[YbYb`>U`fYg`k Y[Yb`G]W`Yf`Y]hgVYXYb`_Yb`b]W`h`a`Y`f`ZØf
 XYb`J`Yf`_Y`f`ZFY][Y[YVYb`"5_hi`Y`XØfZYb`bi`f`i`»[`Àb[Yf`i`bX
 F`UXZU`fYf`dUgg]YfYb`"9]bY`i`a`ZUggYbXY`6fØW_YbdfØZ] b[`]gh]a
 ;`Ub[Yž`i`bX`F`UXYVYf[g`C`VYfVØf[Yfa`Y]ghYf`f`Ub`_`<`Ø`a`Y`fYW`bYh
 a`]hY`!`V]g`U`b[Zf]gh][`a`]h`Y]bYa`BY`i`VUi`"8]Y`6fØW_Y`]gh`ZØf`X]Y
 [Yd`Ub`hY`9`Y`_hf]Z]h]Yfi`b[`XYf`6U\bghfYW`_Y`nk]gW`Yb`8`fYgXYb`i`bX
 ;`Øf`]h`ni`b]YXf][ž`i`bX`Y]bY`5VgYb`_i`b[`XYf`f`Y]gY`k`ÀfY`j`]Y`ni
 hY`i`Yf"

8]Y`GhUXhj`Yfk`U`hi`b[`UfVY]hYh`XUfUbž`X]Y`G]hi`Uh]cb`ZØf`X]Y
 5bk`c`bYf`i`bX`j`cf`U`Ya`ZØf`X]Y`DZY[Y`_f`ÅZhYž`X]Y`g]W`h`À[`]W`a`]h
 ni`g`À`h`]W`Yb`<`YfUi`gZcfXYfi`b[Yb`_cbZfcbh]Yfh`gY`Ybž`ni
 j`YfVYggYfb`"b`B`chZU`g]hi`Uh]cbYb`ghY`h`X]Y`i`a`Y]hi`b[`Y]bY`<`ØfXY
 XUfž`X]Y`Yg`ni`ØVYfk`]bXYb`[`]h"

F`UXYVYf[`ghY`h`U`gc`j`cf`Y]b][Yb`<`YfUi`gZcfXYfi`b[Ybž`YXcW
 Ui`W`j`cf`gdUbbYbXYb`J`Yf`ÅbXYfi`b[Yb`"8]Y`_ca`a`YbXYb`A`cbUhY
 k`YfXYb`Yb`hgW`Y]XYbX`gY]b`ZØf`X]Y`9`b`hk`]W`_i`b[`XYf`GhUXhi`bX`XUg
 K`c`l`XYf`6Øf[Yf"

8YhU]`g	
C`f`h	F`UXYVYf[ž`8`Yi`hgW`_`Ub`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"gUYW`g]gW`Y`"XY • k`k`k`"gUW`gYbYbYf[]Y"XY • k`k`k`"hU[YggW`Ui`"XY

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