

5i Yf`GWØ`Yf`gYhnYb`Ui Z`K UggYfghcZZ;
; fUbX`Df]l`]b`7\Ya b]hn`Yfk UfhYh°

7\Ya b]hn`]gh; Ugh[YVYf`XYg`K UggYfghcZZ; fUbX`Df]l`&\$&) ž
k c`GWØ`Yf`]bbcj Uh]j Y`k UggYfghcZZVYhf]YVYbY: U\fnYi [Y
Ybhk]W_Y`b`i bX`hYghYb"



7\Ya b]hnž`8Yi hgW`UbX`!`ĥ`XYf`_ca a YbXYb`K cWY`k]fX
7\Ya b]hn`ni a`NYbhf`i a`ZØf`]bbcj Uh]j Y`A cV`]hÅ`hi bX`HYW`b]_ž
k Ybb`j ca`i`&%`V]g`i`&+`"5i [i gh`&\$&) `XYf`bUh]cbU`Y`K UggYfghcZZ
; fUbX`Df]l`fk &; DĚ`Ui g[YhfU[Yb`k]fX`"8]Y`J YfUbghU`hi b [`Z]bXYh
Ua`ghUhh`]WYb`GhUbXcfh? fUZj Yf_Y`f`7\Ya b]hn`ghUhh`i bX`ghY`h
U`Yb`6Ygi WYfb`_cghYbZfY]`cZZYb`" ĥ`X]YgYa`ĥ\`f`hfYhYb
nU`fY]WY`GWØ`Yf!`i bX`Ghi XYbhYbhYUa`g`Ubž`X]Y [YVU`hYg
K]ggYb`fi bX`i a`K UggYfghcZZ`a cV`]`Ui ZX]Y`FYbbghfYW_Y`Vf]b [Yb"

9]b`VYgcbXYfYg`<][`\\`[`h`k]fX`XUg`HYUa`Ui`g`5i`Y`gY]bž
VYghY`YbX`Ui`g`A`Yf`Y`A`Ufh]bž`A`U`i`ja`]]Ub`G]Y [`i`bX`8ca`]b]_`F`UU`_Y
j`ca`7`Ya`Ybg!`K`]b`_Yf!;`ma`bUg]i`a`"8]Y`Yb [U []YfhYb`9`Zh`_`Ägg`Yf
\UVYb`a`cbUhY`Ub [`Ub`_]fYa`Y][`YbYb`k`UggYfghcZZVYhf]YVYbYb

: U\fnYi ['[YUfVY]hYhzi a 'VY]a ' ; fUbX'Df]l 'VYgha Ö['jWXY
Fi bXYbnY]hYb'ni 'Yfn]Y'Yb"K A\fybX'XYf'J YfUbghU'hi b['k]fX'Yg
YXcW'k Yb][Yf'i a ' ; YgWk]bX][_Y]h'U`g'i a 'HfY]VghcZZ[n]Ybn
[Y\Yb' 'YXYg ; fUa a 'K UggYfghcZZ'nA\`h"8 Ug]gh'Ui W'XUg
<YfnghØW_XYg?cbnYdhYg'XYf'< & ; Dž'XUg'GWØ'Yf'i bX'Ghi XYbHYb
XUni 'UbFY[hž'g]W'a]h'K UggYfghcZZhYWbc`c[]Yb
Ui gY]bUbXYfni gYhnYb'i bX'XYb'A chcfgdcfh'a]h'Y]bYa 'k]W'h][Yb
6]Xi b[gh\Ya U'ni 'j Yf_bØdZYbž'k]Y 'F YZYfYbnZUVf]_ 'Yf'Ài hYfh"

9]b`gdUbbYbXYf`K YhhVYk YfV

8 Ug'Dfc[fUa a 'XYg'< & ; D' ; Yfa Ub' :]bU`g'VY[]bbh'VYfY]hg'Ua '&%"
đ b] &\$&) 'a]h'Y]bYa 'ghfUZZYb'NY]hd`Ub. '5V', "" \$'l \f'ghY\Yb'7\YW!
]b'i bX'hYWb]gWY' ðgdY_h]cb'Ui ZXYa 'Dfc[fUa a ž[YZc`[h] cb
HYUa !DfÀgYbhUh]cbYb'i bX'XYf'J cfVYfY]hi b['Ui ZX]Y'FYbbYb"8]Y
Y][Ybh]WYb'FYbbYb'ghUfhYb'nk]gWYb'%" \$'i bX'%) "" \$'l \fž'i bX
X]Y'G]Y[Yfy\fi b[']gh'ZØf'%" "\$'l \f'Ub[YgYmh"8]Y'VYghYb'HYUa g
XØfZYb'g]W'Ui ZY]b'H]W_Yhini 'XYb'dfYgh][YhfAW'h][Yb'< mXfc[Yb
; fUbX'Df]l 'K cf'X' :]bU`g'ZFYi Ybž'k Ug'Y]bYb'Ybcfa Yb'5bfY]n
V]YhYh"

HYUa gž'X]Y'hY]'bY\ a Ybž'Ybhk]W_Y`b'k UggYfghcZZVYhf]YVYbY
: U\fnYi [Y'ja 'A U» ghUV '%.%\$'i bX'ghY\Yb'XUVY]'i bhYf'ghAbX][Yf
6YcVUW'hi b['j cb'A YbhcfYb'i bX'Y\Ya U][Yb'HY]'bY\ a Yfb"8]YgY
l bhYfghØhni b[']gh'YbhgWY]XYbXž'i a 'X]Y' : U\fnYi [Y'ni 'cdh]a]YfYb
i bX'X]Y'9ZZ[n]Ybn]a 'l a [Ub['a]h'K UggYfghcZZ'ni 'a Ul]a]YfYb"8]Y
HY]'bU\ a Y'ghY\h'GWØ'Yfb'i bX'5i gni V]XYbXYb'ja '5'hYf'j cb'%"
V]g'%- 'đ\YfYb'cZZYbž'X]Y'Y]b'VYgcbXYfYg' ðhYfYggY'Ub
bUhi fk]ggYbgWUZh]WYb'i bX'hYWb]gWYb' : AWYfb'Ui Zk Y]gYbž
k]Y'Ui Z' : fY]Y'DfYggY'VYf]W'hYh'k]fX"

K UggYfghcZZ'U`g`Ni _i bZhgYbYf[]Y

K UggYfghcZZhYWbc`c[]Y']gh'b]W'h'bi f'Y]b'gdUbbYbXYbXYg'H\Ya U
ZØf'Ub[Y\YbXY' ð[Yb]Yi fYž'gcbXYfb'[Y\ÖfhiUi W'ni 'XYb
GW'ØggY'hYWbc`c[]Yb'XYf'Ni _i bZh"8 Ug'6i bXYga]b]ghYf]i a
ZØf'8][]hU'Yg'i bX'J Yf_Y\ f'i bhYfghØhnh]bbcj Uh] Y
5bhf]YVghYWbc`c[]Yb'ja 'FU\ a Yb'XYg'8Yi hgWYb'5i ZVUi !'i bX

F Yg]Ybnd`Ubg"8]YgY`l bhYfghØhni b[`gc``XUni `ZØ\ fYbž`XUgg
 K UggYfghcZZi bX`6fYbbghcZnY``Yb`b]W`h`bi f`U`g`9f[`Abni b[`ni
 6UhhYf]YUbhf]YVYbž`gcbXYfb`Ui W`U`g`Y][Ybgh`AbX][Y`@Øgi b[Yb`ZØf
 XYb`J Yf`Y`f`]b`6YhfUW`h`[Ync[Yb`k YfXYb"

8]Y`6i bXYgfY[]Yfi b[`U`h`]b`XYb`YhnhYb`š\ fYb`Yf`YV`]W`Y`A]hhY`
 VYfY]h[YghY`hž`i a`X]YgY`HYW`bc`c[]Yb`j cfUbni hfY]VYb`i bX
 bUW`U`h`[Y`@Øgi b[Yb`ZØf`X]Y`A`cV]`h`h`X`Y`f`Ni`_i bZh`ni`Y`hUV`]YfYb`
 æ`F`U`a`Yb`XYg`B`U`h`c`b`U`Y`b``b`bc`j`U`h`c`bg`d`f`c`[fUa`a`g`K`UggYfghcZZ
 i bX`6fYbbghcZnY``YbhYW`bc`c[]Y`f`B`Đ`Ł`g]bX`VYfY]hg`a`Y`f`U`g`%ž(
 A`])`UfXYb`9i fc`[YZcggYbž`i a`X]Y`9`Y`_`hf`c`ZU`fnYi [Y`j`cb`a`cf[Yb
 ni`i`bhYfghØh`h`Yb`"8]YgY`b`h]U`h`j`Y`k`]fX`Ui`W`]b`XYb`_`ca`a`YbXYb
 š\ fYb`Zc`fh[YgY`h`h`"

8]Y`HY`]`b`Y`a`Yf`XYg`<`&`D`g]bX`gca`]h`b]W`h`bi`f`[YZc`fXYf`hž`]a
 F`Yb`bgd`cfh`]\`f`6YghYg`ni`[YVYbž`gcbXYfb`g]Y`g]bX`Ui`W`HY`]`Y]bYf
 6Yk`Y[i b[ž`X]Y`X]Y`Ni`_i bZh`XYf`A`cV]`h`h`b`UW`U`h`[]`[YghU`h`Yb
 k`]``K`Ybb`XUg`HYUa`Ui`g`5i`Y`Ua`G`hUf`h`ghY`hž`k`]fX`b]W`h`bi`f`XYf
 8i`Zh`j`cb`Zf]gW`Ya`K`UggYfghcZZ]b`XYf`@`Zh`]Y[Ybž`gcbXYfb`Ui`W`
 X]Y`<`c`Zbi b[`Ui`Z`Y]bYb`i`a`k`Y`h`Z`f`Yi`bX`]W`YfYb`J`Yf`Y`f`"9]bY
 Ui`Z`f`Y[YbXY`NY]h`ZØf`↑`b[Y`HU`Y`b`h`Y`ž`X]Y`XUg`G`h`Yi`Yf`ZØf`a`cf[Yb
 ØVYfbY`a`Yb`k`c``Yb`°

8YhU]`g	
Cfh	7\Ya`b]hnž`8Yi`hgW`U`b`X
EiY`Y`b	<ul style="list-style-type: none"> • k k k "ZfY]YdfYggY"XY • k k k "fYZYfYbnZUVf]_"XY • k k k "Va`j`"XY

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