

8 fYgXYb '[YbY\ a] [h' bYi Yb' < Ui g\ U`h.
GdUfYb' hfc hn' GW\ i `XYb ZfY] \ Y] h°

8 fYgXYb ` \ Uh' Y] bYb '[YbY\ a] [hYb' < Ui g\ U`h' ZØf' & \$ &) # & \$ & *
i bX' gY hnh' hfc hn' Z] bUb n] Y ` ` Yf' < YfUi gZc fXYfi b [Yb' bYi Y
Df] cf] hÅ hYb "



8 fYgXYb ž' 8 Yi hgW\ ` UbX ' ! ' ð ` XYf' gÅW\ g] gW\ Yb' @UbXYg\ Ui dhghUXh
8 fYgXYb [] Vh' Yg' \ Yi hY' dcg] hj] Y ` B UW\ f] W\ hYb. ' 8 Yf' < Ui g\ U`h' ZØf' X] Y
» \ fY' & \$ &) ' i bX' & \$ & * ' k i fXY' j cb' XYf' @UbXYgX] fY _ h] cb' bU\ Yni
c \ bY' 5i ZU [Yb' [YbY\ a] [h' ' 8] Yg'] gh' Y] bY' Ui » Yf [Yk Ò \ b'] W\ Y
9bhk] W_ i b [ž' XYbb' gY' Vghi' bhYf' XYb' gÅW\ g] gW\ Yb' @UbX _ fY] gYb
i bX' _ fY] gZfY] Yb' GhÅXhYb' \ Uh' 8 fYgXYb' X] Y' [Yf] b [ghYb' Z] bUb n] Y ` ` Yb
DfcV` Ya Y " 8 Yb bcW\ ` VYk Y [h' g] W\ ` X] Y' GhUXh'] b' ghØfa] gW\ Yb' NY] hYb ž
XYbb' a] h' XYf' ; YbY\ a] [i b [` XYg' < Ui g\ U`hg' _ ca a h' Ui W\ ` XYf
J Yf' i gh' XYf' gY] h' & \$ \$ * ` VYghY\ YbXYb' GW\ i ` XYb ZfY] \ Y] h' ' 8] Yg' k] fZh
: fU [Yb' Ui Zžk Y` W\ Y' 9] bgdUfi b [Yb' bi b' i a [YgY hnh' k YfXYb
a ØggYb ž' i a ` XYb' bYi Yb' < YfUi gZc fXYfi b [Yb' ni ` VY [Y [bYb ž' k] Y'
Xbb "XY' VYf] W\ hYh "

8]Y`8fYgXbYf`GhUXhj`Yfk`U`hi`b[`\Uh`VYfY]hg`Ub[Y_ØbX][hž`XUgg
9]bgdUfi`b[Yb`]bgVYgcbXYfY`X]Y`6YfY]WXY`đ [YbX\`Ai`gYfž
6YfUhi`b[gghY`Yb`i`bX`?i`hi`fUb[YVchY`VYhfYZZYb`k`YfXYb"
;`Y]W`nY]h][`d`Ub`h`a`Ub`ž`a`]h`XYa`GhUXhZcfi`a`X]Y
J`Yfk`U`hi`b[gdfcnYggY`ni`X][`]hU`]g]YfYb`i`bX`XUXi`fW`Ub[Zf]gh][
?cghYb`ni`gdUfYb`"8]Y`[Y[Ybk`Åfh][`Y`k`]fhgW`UZh`]WXY`@U[Y`]b
8Yi`hgW`UbXž`X]Y`Xi`fW`Y]bY`ghY][`YbXY`đZUh]cb`i`bX`Y]bYb
FØW_[`Ub[`XYg`6fi`hhc]b`UbXgdfcXi`_hg[`YdfÅ[`h]ghž`nk`]b[`h`X]Y
GhUXh`XUni`ž`Df]cf]h`ÅhYb`ni`gY`hnYb"

< Ui`g\`U`hgXYhU]`g`i`bX`Z]bUb`n]Y`Y`Y
< YfUi`gZc`fXYfi`b[`Yb`

8Yf`bYi`Y`8cddY`\Ui`g\`U`h`\Uh`Y]b`]; YgUa`hj`c`i`a`Yb`j`cb`a`Y\`f`U`g
)`\$`A`j`]UfXYb`9i`fc`i`bX`]gh`XUa`]h`XYf`[`fØ`»`hY`<`Ui`g\`U`hž`XYb
GUW`gYb`Y`\`UhY`"8]Y`GW`k`Yfdi`b`_hY`]Y[`Yb`Ui`Z`XYf`GhUV]`]h`Åh`VY]
XYf`ghUUh]W`Yb`5i`Z[`UVYbYfZØ`i`b[`ž`XYf`:`ØfXYfi`b[`j`YfgW`]YXYbYf
Dfc`Y`_hY`]b`XYb`6YfY]W`Yb`K`]fhgW`UZhž`K`]ggYbgW`UZhž`6]`Xi`b[`ž
?i`hi`fi`bX`i`a`k`Y`h`8Yf`<`Ui`g\`U`hgd`Ub`g]Y`\`h`j`cfž`XUgg`X]Y
5i`g[`UVYb`X]Y`9]bbU\`a`Yb`ØVYfghY][`Ybž`k`Ug`]bgVYgcbXYfY`Ui`Z
[`Ygh]Y[`YbY`DYfgcbU`Ui`g[`UVYb`ni`fØW`_ni`ZØ`\fYb`]gh`"@Ui`h`
**ghUUhgY[`]Yfi`b[`"gUW`gYb`XY`g]bX`X]Y`5i`g[`UVYb`ZØf`DYfgcbU`
i`a`fi`bX`*`\$\$`A`j`]cbYb`9i`fc`[`Ygh]Y[`Ybž`i`bX`Ui`W`X]Y`5i`g[`UVYb
]a`6YfY]W`A`][`fUh]cb`i`bX`5gm`\`UVYb`Ubb`Å\`Yfb`X`XYb
<`ØW`ghghUbX`j`cb`&\$%*`YffY]W`h"**

8]Y`YfZcfXYf`]W`Yb`9]bgW`b]hhY`k`YfXYb`gdØfVUf`gY]b`"Gc`_ca`a`h`Yg
ni`Y]bYf`9bhbU\`a`Y`XYf`<`Ui`g\`U`hgUi`g[`Y]W`gfØW`_U[`Y`]b`<`Ø\`Y`j`cb
%ž`A`j`]UfXYb`9i`fc`i`bX`Y]bYf`FYXi`n]Yfi`b[`XYf`9]bnU\`i`b[`Yb`]b
XYb`;`YbYfUh]cbYbZcbXg`i`a`)`\$\$`A`j`]cbYb`9i`fc`"8Yb`bcW`V`Y]Vh
X]Y`đ [YbXZØfXYfi`b[`Y]b`GW`k`Yfdi`b`_hž`i`a`X]Y`Ub[Zf]gh][`Yb
5i`gk`]f`_i`b[`Yb`j`cb`9]bgW`b]hhYb`UVni`a`]XYfb`"5i`W`X]Y`_i`hi`fY`Y
:`ØfXYfi`b[`V`Y]Vh`ghUV]`i`bX`k`]W`h][`ž`hf`ch`n`]bg[`YgUa`h`gW`k`]Yf][`Yf
Z]bUb`n]Y`Yf`F`U\`a`YbVYX]b[`i`b[`Yb`"

6`]W`_]b`X]Y`Ni`_i`bZh

8]Y`U_hi`Y`Y`<]hnYk`Y`Y`ž`X]Y`8`fYgXYb`a`]h`HYa` dYfUhi`fYb`j`cb`V]g
ni`)`)` ;` fUX`i`b`X`Y]bYf`ghY][`Yb`XYb`K`U`XVfUbX[`YZU`f`VY`UghY`hž
j`Yfgh`Ä`f`_`h`X]Y`<`YfUi`gZcfXYfi`b[`Yb`ž`XYb`Yb`X]Y`GhUXh
[`Y[`Yb`Ø`VYfghY`h`<]bni`_`ca`a`h`XYf`b]YXf][`Y`K`UggYfghUbX`XYf
9`VY`j`cb`bi`f`*`\$`W`ä`ž`XYf`XYb`6`Yhf]YV`XYf`VY`Y]VhYb`8`Ua`dZgW`]ZY
Y]bgW`f`Ä`b`_`h`Hfch`X]YgYf`DfcV`Ya`Y`g]b`X`X]Y`8`fYgXbYf`?`]b`_`Yb
[`i`h`Ui`Z[`YghY`h`i`b`X`]bj`Ygh]YfYb`&\$\$`A`]`cbYb`9i`fc`]b`X]Y
a`YX]n]b]gW`Y`J`Yfgcf[`i`b[`ž`i`a`_`Ui`Z`X]Y`k`UW`gYb`XY`NU`h`Ä`hYfYf
DUh]Yb`hYb`ni`fYU[`]YfYb"

9]b`k`Y]hYfYg`9`fY][`b]gž`XUg`Yi`hY`]b`8`fYgXYb`]a`_`c`_`i`g`ghY`hž`]gh
X]Y` ;`YXYb`_`j`YfUbghU`hi`b[`ZØf`A`Ufk`U`9`!G`YfV]b]`]a`_`A`Ufk`U!9`!
G`YfV]b]!DUf`_`i`a`_`%+`i`_`f" ;`_`Y]W`nY]h][`_`ghY`Yb`X]Y` ;`]`a`b`Ä`W`hY`Ua
9`Vi`ZYf`Ui`Z`XYf`5[`Yb`XUž`k`c` ;`_`UX]Uhc`f`= `i`a`_`&%`_`\$`i`_`f`[`YnY][`h
k`]fX"8]YgY`J`YfUbghU`hi`b[`Yb`nY][`Yb`ž`XUgg`hfch`X`Yf
<`YfUi`gZcfXYfi`b[`Yb`Ui`W`F`Ui`a`_`ZØf`_`i`_`hi`fY`Y`9f`YVb]ggY`V`Y]Vh"
8`c`W`X]Y`GhUXh`a`i`gg`bi`b`Y]b`[`i`hYg`<`Ä`b`X`W`Yb`_`UVYb`ž`i`a`_`X]Y
`ca`a`Yb`XYb``Ä`YfY`ni`_`a`Y]ghYfb"6`Y]Vh`UVni`k`UfhYb`ž`k`]Y`g]W`X]Y
G]hi`Uh]cb`Yb`hk`]W`_`Y`hi`b`X`k`Y`W`Y`G`W`f]hY`X]Y`GhUXh]Yfk`U`hi`b[`_`U`g
b`Ä`W`ghYg`i`b`hYfb`Y`a`Yb`k`]fX"

8]Y`NY]h]gh[`Øbgh][`ž`i`a`_`Y]bYb`6`]W`_`]b`X]Y`Ni`_`i`b`Z`h`ni`_`k`YfZYb"8]Y
ghfi`_`hi`fY`Yb`F`Y`Zc`fa`Yb`ž`X]Y`bi`b`Ui`Z`XYf`5[`Yb`XU`ghY`Yb`ž`Zc`fXYfb
U`Y`g`j`cb`XYb`9`b`hgW`Y]Xi`b[`ghf`Ä[`Yfb`]b`G`U`W`gYb"J`Yfgh`Ä`b`X`]W`Y
?`ca`dfca`]ggY`]b`XYf`A`]b`XYf`Y]hgYfY[`]Yfi`b[`_`g]b`X`[`Y`ZfU[`hž`X`Ua`]h
X]Y`<`YfUi`gZcfXYfi`b[`Yb`XYf`b`Ä`W`ghYb`_`Ä`YfY`VYk`Ä`h][`h`k`YfXYb
`Ø`b`Yb"Z]b`Ub`n`Yb`"gUW`gYb`"XY``YVh`_`Yfj`cfž`XUgg`U`Y
5V[`YcfXb`YhYb`ni`f`Ni`gUa`a`Yb`UfVY]hi`b`X`ni`f
j`YfUb`hk`cfhi`b[`gVYk`i`gghYb`<`UbX`i`b[`_`Ui`Z[`Yfi`ZYb`g]b`X`ž`i`a`_`X]Y
b`c`hk`Yb`X][`Yb`G`W`f]hY`ni`a`_`K`c`_`XYf`g`Ä`W`g]g`W`Yb`6`Øf[`Yf]b`b`Yb
i`b`X`6`Øf[`Yf`ni`_`[`Y`Yb"

8YhU]`g	
C`fh	8`fYgXYb`ž`8`Yi`hgW`_`UbX
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k k k "Xbb"XY • k k k "ghUUhgYfY[]Yfi b ["gUW`gYb`"X`Y

8YhU]`g

- k k k "Z]bUbnYb"gUW`gYb"XY

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