

5W\ hi b[. '6Øf[Yf[Y`X!5i gnU\`i b['ZØf`đ b]
&\$&) !'Gc '[Y\h' . '\$' - /g°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`5i gnU\`i b['XYg`6Øf[Yf[Y`Xg`]a
đ b]`&\$&) . 'HYfa]bYž`6YhfÄ[Y`i bX`fY`Yj UbhY`đZcfa Uh]cbYb"



F Ya gnY]hi b[ž`8Yi hgW\`UbX`!`A]h`XYa `6Øf[Yf[Y`Xž`XUg`ni a
đ\`fYgVY[]bb`&\$&` `XUg`5fVY]hg`cgYb[Y`X`=i bX`XUg`Gcn]U`[Y`X
UV[Y`Øgh`\Uhž`Yf\`U`hYb`VYXØfZh][Y`DYfgcbYb`Y]bY`k]W\h][Y
Z]bUbn]Y`Y`l bhYfghØhni b[" `8 Ug`6Øf[Yf[Y`X`g]W\Yfh`Y]bYb
a YbgW\Ybk ØfX][Yb`@YVYbgi bhYf\`U`h`ZØf`A YbgW\Ybž`X]Y`]\`fYb
@YVYbgi bhYf\`U`h`b]W\h`Ui g`Y][YbYa `9]b_ca a Yb`XYW`Yb`_ØbbYb"
5fVY]hga]b]ghYf`<i VYfhi g`<Y`]\`Uh`YXcW\`_Øfn`]W`Yf`_`Äfhž`XUgg
XUg`6Øf[Yf[Y`X`]a `đ\`f`&\$&) `b]W\h`Yf\`Ø`h`k YfXYb`k]fXž`XU`X]Y
đZUh]cb[]Ygi b_Yb`]gh`8]YgY`A U» bU\`a Y`Zc`[h`Ui Z`Y]bY`9f\`Ø`i b[
XYf`6YnØ[Y`ni `6Y[]bb`XYg`đ\`fYg`&\$&(`i a `%&`DfcnYbh"

8 Ug`6Øf[Yf[Y`X`k]fX`fY[Y`a`Ä»][`Ua`YfghYb`K Yf_hU[`Y]bYg
A cbUhg`Ui Z`XUg`?cbhc`ØVYfk]YgYbž`k cVY]`X]Y`; Y`XYf`VYfY]hg`Ua

9bXY`XYg`J cfa`cbUhg`hfUbgZYf]Yfhik`YfXYb":`Øf`XYb`A`cbUh`đ`b]`&\$&)`YfZc`[`h`X]Y`,`VYfk`Y]gi`b[`Ua`:`fY]hU[`ž`XYb`"``\$``A`U]`&\$&)`"``9g`]gh`ni`VYUW`hYbž`XUgg`g]W`X]Y`,`VYfk`Y]gi`b[`ghU[`Y`i`a`Y]b`V]g`nk`Y]`HU[`Y`j`YfgW`]YVYb`_`Öb`bYb``DYfgc`bYb`c`b`Y`6`Ub`__`c`b`hc`\\`UVYb`X]Y`A`Ö[`_]W`_Y]hž`]\`f`6`Øf[`Yf[`Y`X`]b`:`cfa`Y]b`Yg`GW`YW`g`ni`Yf`U`hYbž`XYf`VY]`XYf`8`Yi`hgW`Yb`Dc`gh`c`XYf`Dc`gh`V`Ub`_`[`Y[`Yb`6`Uf[`Y`X`Y]b[`Y`Ö`gh`k`YfXYb`_`Ubb`ž`k`Ug`Y`Xc`W`a`]h`ni`g`Ä`h`]W`Yb`?`c`gh`Yb`j`YfVi`bXYb`]gh"

8`Y`hU]`g`ni`X`Y`b`F`Y[`Y`V`Y`X`U`f`Z`Y`b`

8]Y`<`Ö`Y`X`Y`g`6`Øf[`Yf[`Y`X`Y`g`V`U`g]Yfh`Ui`Z`j`YfgW`]YXYbYb`F`Y[`Y`V`Y`X`U`f`Z`Y`b`ž`X]Y`fY[`Y`a`Ä`»][`Ø`V`Y`f`d`f`Ø`ž`i`b`X`U`b[`Y`d`U`g`g`h`k`YfXYb`"5`V`X`Ya``%"`đ`bi`Uf`&\$&(`[`Y`h`Y`b`Zc`[`Yb`X`Y`F`Y[`Y`g`Ä`h`Y`.

@YVYbgg]hi`Uh]cb`	F`Y[`Y`V`Y`X`U`f`Z`g`g`h`i`Z`Y`	6`Y`h`f`U[`f`ř`i`f`c`ł`
5``Y]bghY`YbXY`#`	%`)`*`'`
5``Y]bYfn]Y`YbXY`		
DUUfY`Y`DUf`h`b`Y`f`	&`)`\$`*`
B`]W`h`Y`f`k`Y`f`V`g`h`Ä`h][`Y`9`f`k`U`W`g`Y`b`Y`i`b`h`Y`f`&)`	'`	(`)`%`
đ`[`Y`b`X`]W`Y`j`c`b`%`(`V]g`%`+`đ`\\`f`Y`b`	(`	(`+`%`
?`]b`X`Y`f`j`c`b`*`V]g`%`đ`\\`f`Y`b`)`	'`-`\$`f`ž`'`+`'9`i`f`c`ł`
?`]b`X`Y`f`j`c`b`\$`V]g`)`đ`\\`f`Y`b`	*`	'`)+`f`ž`'`'`'9`i`f`c`ł`

?`]b`X`Y`f`i`b`X`đ`[`Y`b`X`]W`Y`X`Y`f`F`Y[`Y`V`Y`X`U`f`Z`g`g`h`i`Z`Y`b`'`V]g`*`Yf`U`h`Y`b`ni`X`Y`a`Y]b`Yb`?`]b`X`Y`f`g`c`Z`c`f`h`ni`g`W`U[`j`c`b`&\$`9`i`f`c`a`c`b`U`h`]W`"B`Y`V`Y`b`X`Y`b`F`Y[`Y`V`Y`X`U`f`Z`Y`b`i`a`Z`U`g`g`h`X`U`g`6`Øf[`Yf[`Y`X`U`i`W`?`c`gh`Y`b`Z`Ø`f`i`b`h`Y`f`_i`b`ž`i`b`X`<`Y`ni`b[`g`c`k`]Y`[`Y[`Y`V`Y`b`Y`b`Z`U`g`g`A`Y`\\`f`V`Y`X`U`f`Z`Y`Z`Ø`f`g`d`Y`n]Y``Y`@`Y`V`Y`b`g`U[`Y`b`ž`k`]Y`Y`h`k`U`V`Y]5``Y]b`Y`f`n]Y`i`b[`c`X`Y`f`a`Y`X]n]b]g`W`Y`b`9`f`b`Ä`\\`fi`b[`g`V`Y`X`U`f`Z`Y`b`"

G`c`n]U`Y`G]W`Y`f`\\`Y]h`i`b`X`H`Y]`\\`U`V`Y`

8 Ug'6Øf[Yf[Y`X`]gh`HY`]`XYf`ghUUh`]W`Yb`6Ya Ø\i b[Ybž`Y]bYb
a YbgW`Ybk ØfX][Yb`@YVYbgghUbXUfX`ZØf`U`Y`ni` ` [Yk`À`f`Y]ghYb`"9g
f]W`hY`h`g]W`X`]fY`_h`Ub`Yfk YfVgZ`À`][Y`DYfgcbYbž`X]Y`hfc`h`i`]\fYf
6Ya Ø\i b[Yb`_Y]bYb`5fVY]hgd`Uhn`Z]bXYb`cXYf`XYfYb`9]b_ca a Yb
b]W`h`Ui`gfY]W`h`A YbgW`Yb`_ØbbYb`Ui`g`j`YfgW`]YXYbYb` ; fØbXYbž
k]Y`æVj`Yf`i`gh`cXYf`W`fcb]gW`Yb`?fUb`_`Y]hYbž`]b`B`ch[YfUhYbž
i`bX`ghUUh`]W`Y`Gcn]U`Y]ghi`b[Yb`gc`Yb`U`g`k`]W`h][Yg`5i`ZZUb[bYhn
Z`b[]YfYb`"

8]Y`6i`bXYgfY[]Yfi`b[`U`h`_`Uf`Zcfa`i` `]Yfhž`XUgg`XUg`6Øf[Yf[Y`X`
b]W`h`bi`f`XYb`@YVYbgi`bhYf`U`h`g]W`Yfb`gc`ž`gcbXYfb`Ui`W`X`Yf`
: ØfXYfi`b[`XYf`VYfi`Z]W`Yb`9]b[`]YXYfi`b[`i`bX`XYf`K`Y]hYfV]`Xi`b[
X]Ybž`i`a`X]Y`HY`]\UVY`Ua`5fVY]hga`Uf`_h`ni`j`YfVYggYfb`": Øf`X]Y
J`Yfk`U`hi`b[`i`bX`5i`gnU`i`b[`XYg`6Øf[Yf[Y`X`g`g]bX`X]Y`æVW`bhYf`
j`YfUb`hk`cfh`]W`ž`X]Y`X]Y`]bX]j`]Xi`Y`Yb`6YXØfZb]ggY`Yfa`]hY`b`i`bX`
X]Y`Yb`hgd`fY`W`Yb`XYb`6Yhf`À[Y`Ui`gnU`Yb`"

8]Y`5i`gnU`i`b[ghYfa`]bY`ZØf`XUg`6Øf[Yf[Y`X`]a`U`f`&\$&) `g]bX
ZYgh[Y`Y[hž`k`cVY]`XYf`U`bi`Uf`&\$&) `Ua`" `%`8YnYa`VYf`&\$&(`ž`XYf`
: YVfi`Uf`Ua`" `%`U`bi`Uf`&\$&) ž`XYf`A`Àfn`Ua`&,"": YVfi`Uf`&\$&) `i`bX`
gc`k`Y]hYfž`V]g`]\b`ni`a`8YnYa`VYf`Ua`&,"": B`cj`Ya`VYf`&\$&)
ØVYfk`]YgYb`k`]fX`"6Y]J`Yfn`Ø[Yfi`b[Yb`k`]fX`Ya`dZc`Ybž`g]W`X]fY`_h
Ub`XUg`ni`gh`ÀbX][Y`æVW`bhYf`ni`k`Yb`XYbž`i`a`X]Y` ; fØbXY`ZØf`
Yhk`U][Y`NU`i`b[gdfcV`Ya`Y`ni`_`ÀfYb`"

: Øf`XYhU]`YfhY`Zcfa`Uh]cbYb`ØVYf`X]Y`6YfY`W`bi`b[`XYg`
6Øf[Yf[Y`XYgž`F`Y[Y`VYXUfZY`i`bX`5bhfU[gj`YfZU`fYb`j`Yfk`Y]gYb`k`]f`
Ui`ZX]Y`i`a`ZUggYb`XYb`Zcfa`Uh]cbYbž`X]Y`Ui`Z`XYb`GY]hYb`XYf`
F`Ya`gnY]hi`b[ž`XYg`6A`5G`gck`]Y`XYf`6i`bXYgfY[]Yfi`b[
VYfY]h[YghY`h`k`YfXYb`"

8YhU]`g	
C`fh	F`Ya`gnY]hi`b[ž`8Yi`hgW`U`bX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"fYa`gnY]hi`b["XY • k`k`k`"Va`Ug"XY • k`k`k`"Vi`bXYgfY[]Yfi`b["XY

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