

GWk Yf]bYf`HYbb]g!GhUf`B]Y`g`A W8cbU`X
]a `đ b]cfYb!:]bU`Y`XYf`: fYbW`CdYb`

B]Y`g`A W8cbU`X`Ui g`GWk Yf]b`YffY]W`h`XUg`:]bU`Y`XYf`
đ b]cfYb`VY]`XYb`: fYbW`CdYb`&\$&) `i bX`hf]Z`h`Ui Z`A`U`
GW`Öb`\\Ui`g`



GWk Yf]b`ž`8`Yi`hgW`\\Ub`X`!`8`Ug`GWk Yf]bYf`HYbb]g!HU`Y`bh`B]Y`g`
A W8cbU`X`\\Uh`Ua` `*"'đ b]`&\$&) `VY]`XYb`: fYbW`CdYb`]b`DUf]g`
Y]bYb`\\]ghcf]gW`Yb`A`Y]`YbghY]b`YffY]W`h`9f`ghY`\\h]a` :]bU`Y`XYf`
đ b]cfYb!`?`cb`_i`ffYbn``A`]h`bi`f`%+`đ`\\fYb`VYg]Y[`hY`A`W8cbU`X`]a`
<U`VZ]bU`Y`XYb`\\UdUb]gW`Yb`Gd]Y`Yf`F`mc`HUVUhU`gci`j`Yf`Äb`a`]h`*`.&ž`
*`.&]b`bi`f`) `A`]bi`hYb``8`]Yg`a`Uf_]Yfh`XUg`YfghY`A`U`ž`XUgg`nk`Y`
XYi`hgW`Y`HYbb]ggd]Y`Yfž`A`W8cbU`X`i`bX`gY]b`: fYi`bX`A`U`
GW`Öb`\\Ui`g`Ui`g`GcYghž]a` :]bU`Y`Y]bYg`; fUbX!G`Ua`!Hi`fb]Yfg]a`
đ b]cfYbY]bnY`\\Ui`ZY]bUbXYfhfYZZYbž`k`]Y`**B 8 F**`VYf]W`hYh`

8]Y`J`cfZFYi`XY`Ui`ZXUg`:]bU`Y`]gh`Ybcfa`ž`i`bX`A`W8cbU`X`\\Uh`
VYfY]hg`gY]bYb`[`fc»`Yb`HfUi`a``Ui`g[`Ygd`fcW`Yb.` `ÄW`[`YVY`k`Y]hYf`
;`Ug``8]Y`9fZU`fi`b[`]b`DUf]g`VYgW`fY]Vh`Yf`U`g`Y]bY`i`b[`]Ui`V`]W`Y`

9fZU\ fi b['i bX'ZØ\`h'g]W\ [YY\ fhž`bYVYb`XYa`]hU`Yb]gW\Yb`DfcZ]
>Ubb]_`G]bbYfž`XYa`Gd]hnYbFY]hYf`XYf`<YffYb!K`Y`hfUb[`]ghYž`]b`XYf
?UV]bY`ni`g]hnYb`"A`W8`cbU`X`]gh]b`7UfX]ZZ`K`U`Ygž`[`YVcfYbž`_Ua
`YXcW`a`]h`j`Yf`>U\`fYb`bUW`GW`k`Yf]b`i`bX`hfÅ[`h'gck`c`\`X]Y
XYi`hgW`Y`U`g`Ui`W`X]Y`k`U`]g]gW`Y`GhUUhgVØf[`YfgW`UZh`k`c`VY]`Yf
ZØf`8Yi`hgW`U`bX`gd]Y`h`i`bX`]b`GW`k`YXYb`hfU]b]Yfhž`gc`VYf]W`hYh`
C`ghgYY!NY]hi`b["`

9]bn][`Ufh][`Y`@Y]ghi`b[`Yb`i`bX
<`YfUi`gZcfXYfi`b[`Yb`

:`Øf`A`W8`cbU`X`k`]fX`XUg]:`]bU`Y`Ua`G`Ua`ghU[`Ui`W`Y]bY`VYgcbXYfY
<`YfUi`gZcfXYfi`b[`XUfghY`Ybž`XYbb`GW`Øb`U`i`g`\`Uh]a`i`<`U`VZ]bU`Y
[`Y[`Yb`XYb`6i`[`UfYb`÷`Ub`÷`Ubc]`a`]h`*`.'`ž`*`.(`[`Yk`cbbYb`"8]Yg
ghY`h`X]Y`YfghY`9ffY]W`i`b[`Y]bYg`÷`b]cfYb!:`]bU`Yg`ZØf`GW`Øb`U`i`g
gY]h`5`Yi`UbXYf`Nj`YfYj`]a`>U\`f`&\$%`XUf`Nj`YfYj`\`UhY`gY]bYfnY]h
gY]b`:`]bU`Y`[`Y[`Yb`7f]gh]Ub`:`UfÉb`j`Yf`cfYb`i`bX`]gh`XYf`Y`h`hY
XYi`hgW`Y`Gd]Y`Yfž`XYf`XUg`÷`b]cfYbY]bnY`]b`Y]bYa`:`fUbX`G`Ua
[`Yk`cbbYb`\`Uhž`U`g`Yf`&\$%(`]b`5i`ghfU`Yb`g]Y[`hY`"A`W8`cbU`X
\`b[`Y[`Yb`hfUh`Yfgh`ni`a`nk`Y]hYb`A`U`VY]`Y]bYa`÷`b]cfYb!:`fUbX!
G`Ua`!Hi`fb]Yf`Ubž`bUW`XYa`Yf`]b`XYf`YfghYb`Fi`bXY`XYf`5i`ghfU`]Ub
C`dYb`&\$&)`Ui`g[`YgW]YXYb`k`Ufž`VYf]W`hYh`**B`8`F`"**

8`Ug`[`Yn]Y`hY`HfU]b]b[`i`bX`X]Y`:`ØfXYfi`b[`XYg`8Yi`hgW`Yb`HYbb]g
6i`bXYg`fB`H6É`gd]Y`Yb`Y]bY`Yb`hgW`Y]XYbXY`F`c`Y`ZØf`HU`Yb`hY`k`]Y
A`W8`cbU`X`"a`÷`[`YbX!`i`bX`B`UW`k`i`W`gVYfY]W`k`]fX`gmghY`a`Uh]gW
bUW`HU`Yb`hYb`[`Ygi`W`hž`X]Y`XUg`DchYbh]U`\`UVYbž`]b`XYb
]b`hYfb`Uh]cbU`Yb`@Y]ghi`b[`ggdc`fhY]bni`ghY][`Yb`"N]Y`]gh`Ygž`Y]bY
\`c`\Y`5bnU`\`Ub`Gd]Y`Yfb`i`bhYf`XYb`HC`D`%\$\$`XYf`5HD!`i`bX`K`H5!
F`Ub[`]ghYb`ni`d`Uhm]YfYb`i`bX`gca`]h`XUg`XYi`hgW`Y`HYbb]g`Ui`Z`XYb
[`fc>`Yb`6Ø\`bYb`XYf`K`Y`h`ni`j`YfhfY`hYbž`k`]Y`Ui`Z`XYf`**K`YVgY]hY
XYg`8`H6`VYgW`f]YVYb`k`]fX`"**

8]Y`<`YfUi`gZcfXYfi`b[`Yb`VY]a`:,`VYf[`Ub[`]j`ca`÷`[`YbX!`ni`a
9fk`UW`gYbYbhYbb]g`g]bX`Yf\`YV`]W`"Gd]Y`Yf`]a`5`hYf`nk`]gW`Yb`%)
i`bX`%-`>U\`fYb`a`ØggYb`g]W`Y]bYa`Yf\`Ø\`hYb`@Y]ghi`b[`gXfi`W_
ghY`Ybž`XYf`bYVYb`XYa`gdch]W`Yb`Ui`W`XUg`df]j`UhY`I`a`ZY`X
VYhf]Zh`"8i`fW`X]Y`:`ØfXYfi`b[`]j`cb`HU`Yb`hYb`i`bX`X]Y`GW`UZZ]`b[

cdh]a U`Yf`HfU]b]b[gVYX]b[i b[Yb`gc``XUg`@Y]ghi b[gdchYbn]U`
 ↑ b[Yf`5h`YhYb`j c``Ui g[YgW`ÒdZhk YfXYbž`k Ug`ZØf`A W8cbU`X
 i bX`gY]bY`5`hYfg[YbcggYb`j cb`[fc»Yf`6YXYi hi b[`]gh"

5``Yg`]b`U``Ya` ` _Ubb`B]Y`g`A W8cbU`X`ghc`n`Ui Z`gY]bY
 Ui »Yf[Yk`Ò\`b`]WXY`@Y]ghi b[`]b`DUf]g`ni fØW`V`]W`Ybž`k À\`fYbX`Yf
 g]W`Ui Z`XUg`:]bU`Y`j cfVYfY]hYhž`XUg`XYb`b`ÀW`ghYb`GW`f]hh`]b
 gY]bYf`j]Y`j YfgdfYW`YbXYb`?Uff]YfY`XUfghY``Yb`_`Øbb`hY"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	GW`k Yf]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "cghgYY!nY]hi b["XY • k k k "bXf"XY • k k k "hYbb]g"XY

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