

Gh]Wk U\` `]b`Dc`Yb. `K Yf`Yb hgWk Y]XYh ØVYf`9i fcdUg`Ni _i bZh3

Dc`Yb`k Å\`h`Ua` %" `đ b]`&\$&) `nk]gWkYb`XYa` @]VYfU`Yb
HfnUg_ck g_]`i bX`XYa` bUh]cbU`_cbgYfj Uh]j Yb`BUk fcW_]`
9bhgWkY]Xi b[`ØVYf`9i !?i fg`



Dc`Ybž`@UbX`!`5a` %" `đ b]`&\$&) `Z]bXYh`]b`Dc`Yb`Y]bY
YbhgWkY]XYbXY`Gh]Wk U\` `i a` X Ug`DfÅg]XYbhYbUa` h`ghUhh`"8]Y
VY]XYb`? UbX]XUhYbž`XYf`@]VYfU`Y`F UZU`HfnUg_ck g_]`i bX`XYf
FYWk hg_cbgYfj Uh]j Y`? Ufc`BUk fcW_]ž`]YZYfb`g]Wk`Y]b`? cdZUb!`? cdZ
FYbbYb`" @Ui`h`XYb`Øb[ghYb`l a`ZfU[Yb`j`cb`Cd]b]U&(``]Y[h
HfnUg_ck g_]`a`]h(+ž(`DfcnYbh`Y]Wk`hj`cf`BUk fcW_]ž`XYf`VY](*ž
DfcnYbh`Y]Y[h`" ž* `DfcnYbh`XYf`6YZfU[hYb`g]bX`i bYbhgWk]YXYbž
k Å\`fYbX`&ž+ `DfcnYbh`Y]bY`5bhk`cfh[YVYb`k`c`hYb`"

8]Y`K U\` `U`h`Y]bY`Yf\`YV`]WkY`6YXYi`hi`b[`ZØf`XYb`ni`_ØbZh][Yb
?i fg`Dc`Ybg`]bbYf\`U`V`XYf`9i`i`bX`XYf`B`5HC`"9]b`G]Y[`j`cb
HfnUg_ck g_]`_ØbbhY`X]Y`dfcYi`fcdÅ]gWkY`Dc`]h]`XYg`Ua`h]YfYbXYb
DfYa`]Yfa`]b]ghYfg`8cbU`X`Hi`g_]`i`bhYfghØhYbž`k`Å\`fYbX`BUk`fcW_]`

XUg`DchYbn]U``\Uhž`X]Y`6`cW_UXYdc`h]_`gY]bYg`J cf[`Ab[Yfg`5bXfnY^
8i XU`Zcfhni gYhnYb``B Uk fcW_]`k]fX`j cb`XYf`bUh]cbU`_cbgYfj Uhj] Yb
D]G!DUfhY`i bhYfghØhnh`i bX`nY][`h`g]W`g_Ydh]gW`[Y[YbØVYf`XYf
<`]ZY`ZØf`X]Y`i _fU]bY`gck]Y`XYf`9!`!`?`]a Udc`h]_

K `Å\`Yf`i bX`K U\`VYhY]`][i b[

6]g`ni a `A]hhU[``U[`X]Y`K U\`VYhY]`][i b[`VY]`&(ž ` `DfcnYbhž`k Ug
Ui ZY]bY`nØ[Yf`]W`Y`K `Å\`YfgW`UZh`\]bXYi hYh``8]YgY`G_Ydg]g
_ØbbhY`Ui g`XYf`Dc`h]_j YfXfcggYb\Y]h`fYgi `h]YfYbž`X]Y`b`XYb
`YhnhYb`]X\`fYb`ni [Ybca`a`Yb`\Uh```b`XYf`YfghYb`K U\`fi bXY
gh]a`a`hYb`ØVYf`&%`DfcnYbh`XYf`K `Å\`Yf`ZØf`fYW`hgYi hfYa`Y
?UbX]XUhYbž`X]Y`a`]h`Yfk`Y]`Y`Ui`g[YgW`]YXYb`g]bX``J]Y`Y`5b\`Åb[Yf
X]YgYf`?UbX]XUhYb`_ØbbhYb`bi b`B Uk fcW_]`i bhYfghØhnhYb`

HfnUg_ck`g_]`n]Y\`h]`cf`U``Ya``gh`ÅXh]gW`Y`K `Å\`Yf`Ub`i bX`gYhnh]g]W`
ZØf`@`6HIF`YW`hY`Y]b``9f`gdf]W`h`ZØbZ:`fYa`XgdfUW`Yb`i bX`[]Vh`g]W`
U`g`XYf`j`YfgØ\`b`]W`YfY`?UbX]XUh``B Uk fcW_]`\]b[Y[Yb`\Uh`gY]bY
6Ug]g`j`cf`U``Ya``Ui`ZXYa``@UbX`i bX`VY]`K `Å\`Yfbž`X]Y`hfUX]h]cbY``Y
K`YfhY`i bX`k`Yb][`Yf`9]bZi`gg`XYf`9!``ZcfXYfb``9f`gYhnh`Ui`Z`X]Y
ÿb[`ghY`gY]bYf`K `Å\`Yf`i bX`k`Ufbh]`cf`Y]bYa``J`Yf`i gh`XYf
Gci`j`Yf`Åb]h`Åh`Dc`Ybg`Xi`fW`X]Y`9!`"

Dc`h]gW`Y`?`cbhfcj`YfgYb`i bX 9]bZ`i`gg`bU\`a`Yb

8]Y`K U\`k]fX`ni XYa``Xi`fW`dYfgØb`]W`Y`5b[f]ZY`i bX
?cbhfcj`YfgYb`[Ydf`À[h``B Uk fcW_]`k i fXY`i bhYf`UbXYfYa
j`cf[Yk`cfZYbž`VY]`Y]bYf`A`UggYbgW``Å[YfY]`VYhY]`][h[Yk`YgYb`ni
gY]b`i bX`Y]bY`?ca`a`i`bU`k`c\`bi b[`YfgW`]W`Yb`ni`\UVYb``Hfchn
X]YgYf`J`cfk`ØfZY`\`Å`h`gY]b`dc`h]gW`Yg`@U[Yf`ZYgh`ni`i`\a`"
HfnUg_ck`g_]`\]b[Y[Yb`_f]h]g]Yfh`B Uk fcW_]g`J`Yf[Ub[Yb\Y]h`i bX
k]fX`j`cb`\a`U`g`:`Y][`b[`i bX`Ghfc`a`Ubb`j`cb`Hi`g_
VYnY]W`bYh`"

8]Y`dc`h]gW`Y`GnYbY`k]fX`ni`g`Åh`]W`X`i`fW`]bhYfbUh]cbU`Y
9]bZØggY`[Ydf`À[h``8Yf`i`G!J`nYdf`Àg]XYbh`\Uh`gY]bYb`6Ygi`W`]b

Dc`Yb`UV[YgU[hž`k`À`fYbX`X]Y`<Y]a`UhgW`i`hna`]b]ghYf]b`?f]gh]
 BcYa`bUW`K`UfgW`Ui`fY]ghž`i`a`B`Uk`fcW_]`ni`i`bhYfghØ`hnYb`i`bX`
 HfnUg_`ck`g_]`gW`UfZ`ni`_`f]h]g]YfYb`"8]YgYf`k`]fX`U`g`?`UhUghfcd`Y`
 i`bX`Gcn]U`]gh`VYnY]W`bYh"

Gcn]c`c`[Yb`UbU`mg]YfYbž`XUgg`X]Y`K`À`YfgW`UZh]b`XfY];`fi`ddYb`
 i`bhYfhY]`h]gh`X]Y`hfYi`Y`6Ug]g`XYf`D]Gž`X]Y`5b`Àb`[Yf`XYf`
 6Øf`[Yf`cU`]h]cb`[Y`[Yb`X]Y`D]G`i`bX`Y]bY];`fi`ddYž`X]Y`a`]h`VY]XYb`
 GY]hYb`i`bni`Zf]YXYb`]gh`HfnUg_`ck`g_]`VYbØh][`h`Xf]b`[Yb`X`X]Y`
 I`bhYfghØ`hni`b`[j`cb`B]W`hk`À`Yfbž`i`a`gY]bY`G]Y`[W`UbW`b`ni`
 Yf\`Ø`Ybž`k`À`fYbX`B`Uk`fcW_]`[Yn]Y`h`YbY`K`À`Yf`Ubgd]f]W`hž`X]Y`]b`
 XYf`YfghYb`F`i`bXY`ZØf`fYW`hgYi`hfYa`Y`?`UbX]XUhYb`[Ygh]a`a`h`UVYb`

5i`gV`]W_]Ui`Z`X]Y`K`U`

8]Y`b`ÅW`ghY`NY]h`k`]fX`Y`bhgW`Y]XYb`X`gY]b.`9I`dYfhYb`
 dfc`[bcgh]n]YfYbž`XUgg`X]Y`K`U`VYhY]]`[i`b`[Y]bYb`Yf\`YV`]W`Yb`
 9]bZi`gg`Ui`Z`XUg`9f`[YVb]g`\`UVYb`k`]fX`"6Y]XY`?`UbX]XUhYb`k`YfXYb`
 j`Yfgi`W`Ybž`X]Y`i`bYbhgW`c`ggYbYb`K`À`Yf`ZØf`g]W`ni`[Yk`]bbYb`"
 K`À`fYbX`HfnUg_`ck`g_]`g]W`U`g`XYf`?`UbX]XUh`df`ÅgYbh]Yfhž`XYf`
 Y]bYb`fYgdY`_hj`c``Yb`i`bX`i`bhYfghØ`hnYbXYb`Df`Åg]XYbhYb`Ub`X]Y`
 Gd]hnY`Vf]b`[Yb`a`ØW`hYž`]gh`B`Uk`fcW_]`VYghfYVhž`Xi`fW`gY]bY`
 U`[fYgg]j`Y`GhfUhY`[]Y`i`bX`X]Y`i`bhYfghØ`hni`b`[gY]bYf`_`cbgYfj`Uh]j`Yb`
 6Ug]g`Y]bY`K`YbXY`\`YfVY]ni`ZØ`fYb`"

8]Y`Ni`_i`bZi`Dc`Ybg`\`Àb`[hij`cb`XYf`K`U`YbhgW`Y]Xi`b`[UVž`X]Y`
 b]W`h`bi`f`XUg`Df`Åg]XYbhYb`Ua`h`VYhf]Z]hž`gcbXYfb`Ui`W`X]Y`[YgUa`hY`
 dc`]h]gW`Y`@UbXgW`UZh`i`bX`X]Y`F`]W`hi`b`[XYg`@UbXYg`]bbYf\`U`V`XYf`
 9I`i`bX`B`5HC`VYY]bZi`ggYb`k`]fX`"

8YhU]`g	
J`c`f`ZU``	K`U`Y`b`
C`f`h`	Dc`Ybž`@UbX`
E`i`Y``Yb`	<ul style="list-style-type: none"> • k`k`k`"a`Yf`_i`f`"XY` • k`k`k`"Xk`"W`a` • k`k`k`"hU`[`YggW`Ui`"XY`

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