

? fÅa YfvfØW_Y '9fZi fh. ' +\$\$ ' >U\ fY
; YgWx]Wx hY 'i bX ': Y]Yf`]Wx _Y]hYb 'Yfk UfhYh°

8]Y ' ? fÅa YfvfØW_Y ']b '9fZi fh'ZY]Yfh'&\$&) ']\f' +\$\$! 'Å\ f][Yg
6YghY\Yb" '9fZU\ fYb 'G]Y 'a Y\ f'ØVYf']\ fY'; YgWx]Wx hY 'i bX
6YXYi hi b["



9fZi fhž'8 Yi hgWx `UbX '!8]Y ' ? fÅa YfvfØW_Y ']b '9fZi fh'ZY]Yfh']b
X]YgYa ' >U\ f'Y]b 'VYUWx h']Wx Yg' & V] 'Åi a . ' +\$\$ ' >U\ fY" ']c b ' %' &) ' V]g
\Yi hY ' \Uh'X]YgY 'VYY]bXfi W_Y bXY 'Ghfi _hi f' b]Wx h' bi f'; YgWx]Wx hY
[YgWx f]YVYbž'gcbXYfb 'Ui Wx 'U'g' 'YVYbX][Yf' < UbXY'gd'Uhn' [YX]Ybh'
A]h'Y]bYf' @Åb[Y'j c b '%&) 'A YhYfb ']gh'g]Y 'X]Y 'Åb[ghY 'VYk c \b hY
6fØW_Y '9i fcdUgž'X]Y 'V]g '\Yi hY 'Y]b 'VYXYi hYbXYg'K U\fnY]Wx Yb 'XYf
GhUXh']gh" '@Ui h' < B 5 ž' \Uh'X]Y ' ? fÅa YfvfØW_Y 'j]Y 'Y'; YbYfUh]cbYb
j c b '6Yk c \b Yfb 'i bX '6Ygi Wx Yfb 'a]hY]bUbXYf'j YfVi bXYb"

9j Y'mb 'DYf'YVYf['i bX']\f' A Ubb '@ hn'g]bX 'Y]b '6Y]gd]Y 'XUZØfž'k]Y
XUg '@YVYb 'Ui ZXYf'6fØW_Y 'Ui gg]Y \h' 'GY]h'ØVYf' (\$ ' >U\ fYb 'k c \b Yb
g]Y ']b 'Y]bYa 'XYf' ' & '6fØW_Y b \Åi gYf' i bX '\UVYb '\]Yf']\ fY' ?]bXYf
[fc > [Ync[Yb" '5_h]j Y'A]h[YghU'hYf'XYf'A cXYfb]g]Yfi b[Yb '\UVYb

g]Y`Ui W`X]Y`9bhk]W`i b[]\fYf`K c\bgh`hhY`\Ui hbU\`a]hYf`YVh"
9]b`k Y]hYfYg`<][\`][\h]gh`XUg`?f`Åa YfVfØW`YbZYghž`XUg`j ca`%" "
V]g`%) " `đ b]`&\$&) `ghUhhZ]bXYh`8]YgYg`: Ygh`k]fX`g]W`Yf`]W`j]Y`Y
A YbgW`Yb`Ub`cW`Yb`i bX`XUg`fY]W`Y`9fVY`XYf`6fØW`Y`nY`YVf]YfYb"

9]b`UfW`]hY`_hcb]gW`Yg`A Y]ghYfk Yf`_

8]Y`6fØW`Yž`X]Y`ØVYf`XYb`6fY]hghfca`ž`Y]bYb`HY]`XYf`; YfUž`ZØ\fhž
\Uh`Y]bY`VYk Y[hY`; YgW`]W`hY`"G]Y`k i fXY`U`g`ghY]bYfbY
?cbghfi`_h]cb]a`đ\`f`%`&) `YfVUi`hi`bX`YfgYhnhY`ZfØ\YfY
<c`nVfØW`Ybž`X]Y`\`Ai`Z][`6f`ÅbXYb`ni`a`C`dZYf`Z]Y`Yb`"@Ui`h`XYf
K`YVgY]hY`_fUYa`YfVfi`YW`Y!YfZi`fh`XY`[]`h`g]Y`U`g
UfW`]hY`_hcb]gW`Yg`A Y]ghYfk Yf`_i`bX`[`Y]W`gUa` `YVYbX][`Yg
8Yb`_a`U`ž`XUg`; YgW`]W`hYb`j`cb`?Ui`ZYi`hYb`i`bX`<`UbXk`Yf`_Yfb`ni`f
\Yi`h][`Yb`?i`bgh!`i`bX`?i`hi`fgnYbY`Yfn`Å`\`h"

8]Y`?f`Åa YfVfØW`Y`k`Uf`Y]bgh`HY]`XYf`J]U`F`Y[]Už`Y]bYf`k`]W`h][`Yb
<`UbXY`gfc`i`hYž`X]Y`DUf]g`a`]h`?`Yk`j`YfVUbX`"8]YgY`\`]ghcf]gW`Y
J`YfV]bXi`b[`Uh`XUni`VY][`YhfU[`Ybž`XUgg`X]Y`6fØW`Y`ni`a
nYbhfU`Yb`Di`b`_h`XYg`<`UbXY`g`]b`9fZ`fh`k`i`fXY`"6Y]`Y]bYa`[`fc»`Yb
GhUXhvfUbX`]a`đ\`f`%(`+`&`k`i`fXYb`j`]Y`Y`XYf`i`fgdfØb[`]W`Yb
;`YV`Ai`XY`nYfghØfhž`XcW`*`&`:`UW`k`Yf`_\`Ai`gYf`k`i`fXYb`bYi
Ui`Z[`YVUi`hž`j`cb`XYbYb`\`Yi`hY`" `&`Yf`U`hYb`g]bX"

K`c\bYb`i`bX`<`UbXY`U`i`Z`XYf`6fØW`Y

B`UW`XYf`K`YbXY`k`i`fXY`XUg`K`c\bYb`Ui`Z`XYf`?f`Åa`YfVfØW`Y`ni`a
Df]j`]Y[`ž`k`Å`fYbX`ni`j`cf`b]W`h`j`]Y`Y`A`YbgW`Yb`\`Yf`YVhYb`"6]g
%`-`-`k`Uf`X]Y`6fØW`Y`_Y]b`h`ci`f]gh]gW`Yg`N]Y`"8`cW`gY]h\`Yf`\`Uh
g]W`j`]Y`j`Yf`ÅbXYfh`D`ÅbY`ZØf`<`chY`dfc`Y`_hY`i`bX
F`ØW`ØVYfhfU[`i`b[`gUbhf`Å[`Y`ZØf`X]Y`6fØW`Yb`\`Ai`gYf`\`UVYb`XUg
`b`hYfYggY`Ub`X]YgYa` \`]ghcf]gW`Yb`C`fh`ghUf`_[`YghY][`Yfh`GY]h`%-`-`*
_Øa`a`Yfh`g]W`Y]bY`gh`Xh]gW`Y`Gh]Zhi`b[`i`a`X]Y`6Y`Ub[`Y`XYf
?f`Åa`YfVfØW`Yž`a`]h`XYf`5i`Z[`UVYž`X]Y`6fØW`Yb`\`Ai`gYf`]bghUbX`ni
\`UhYb`i`bX`X]Y`6fØW`Y`U`g`<`UbXY`gd`Uhn`ni`fYj`]hU]g]YfYb"

- 8]Y`?f`Åa`YfVfØW`Y`\`Uh`Y]bY`Ub[`Y`HfUX]h]cb`U`g
<`UbXY`gd`Uhn"

- J cb`XYb`' &`<`Ai`gYfb`k`YfXYb`Y]b`VfY]hYg`5b[`YVch`Ub`K`UfYb`j`Yf`_`Ui`Z`ž`XUfi`bhYf`H\`Øf]b[`Yf`GdYn]U`]h`À`hYb`ž`?`YfUa`_]`Yb`i`bX`5b]ei`]h`À`hYb`"
- 9g[`]Vh`Y]bY`Ub[`]Y`K`UfhY`]ghY`ZØf`;`YgW`À`ZhY`Ui`Z`XYf`6fØW`_`Yž`k`Ug`X]Y`6Y`]YVh`Y]h`i`bX`c`Yb`6Ygi`W`YfnU`Yb`i`bhYfghfY]W`h`"

A`]h`]\`fYa`fY]W`Yb`9fVY`i`bX`XYf`YVYbX][`Yb`5ha`cgd`À`fY`k`]fX`X]Y`?`f`À`a`YfVfØW`_`Y`Ui`W`k`Y]hYf`]\`b`Y]b`VYXYi`hYbXYg`NYbhf`i`a`ZØf`9fZ`fhYf`i`bX`6Ygi`W`Yf`Ui`g`U`Yf`K`Y`h`V`Y]VYb`8`Ug`X]Yg`À`f][`Y`:`Yghj`Yfgdf]W`hž`bc`W`a`Y`f`A`YbgW`Yb`]b`]\`fYb`6Ubb`ni`n]Y`Yb`i`bX`X]Y`;`YgW`]W`hYbž`X]Y`g]Y`Yfn`À`hž`a`]h`@`YVYb`ni`ZØ`Yb`8`]Yg`U`Yg`gd]Y[`]Y`h`g]W`Ui`W`]b`XYb`j`]Y`Yb`9fbYi`Yfi`b[`]Yb`i`bX`XYf`Zc`fhk`À`fYbXYb`DZY[`]Y`XYg`]\`]ghc`f]gW`Yb`6Ui`k`Yf`_`g`k`]XYfž`k`]Y`X]Y`
c`ZZ]n]Y`Y`K`YVgY]hY`VYgW`fY]Vh`"

8`Y`hU]`g`	
C`f`h`	9fZ`fhž`8`Yi`hgW`UbX`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"\`bU"XY` • k`k`k`"_`fUYa`YfVfi`YW`_`Y!YfZi`fh"XY` • k`k`k`"_`fUYa`YfVfi`YW`_`Y"XY`

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