

]b`XYf`B UW h] ca `&` " `Ui ZXYb`&(` " `đ b]`&\$&) `[UV`Yg`a Y`fYfY
9]bVfØW`Y`]b`6Yf`_U`#` YffU`"Ni` `XYb`HUhc`fhYb`[Y`\`ØfhYb`Y]b
6`i` a` Yb`UXYb`i` bX`Y]b`5b[Y`\\Y]a` " `8Yf`YfghY`9]bVfi` W` `YfY][bYhY
g]W`nk`]gW`Yb`%` .`\$\$`i` \`f`i` bX`\$` .` (\$`i` \`f`ž`k` cVY]`XUg`i` YbghYf`XYg
6`i` a` Yb`UXYb`g`Ui` Z[Y`\\YVY`h`k` i` fXYŽ`i` bX`X]Y`F`Y[]ghf]Yf`_UggY`a`]h
K` YW`gY`[Y`X`[Yghc`\\`Yb`k` i` fXY`" <`]YfVY]`k` i` fXY`Y]b`GUW`gW`UXYb
j`cb`" `\$\$`9i`fc`j`Yfi`fgUW`h`" `a` `5b[Y`\\Y]a` `k` i` fXY`Y]b`Y
: YbghYfgW`Y]VY`Y]b[YgW` `U[Ybž`k` Ug`GW`ÅXYb`]b` <`Ø`Y`j`cb`Yhk`U
%\$\$`9i`fc`ni`f`i`c`[Y`\\UhhY`"8]Y`Dc`nY]`gi`W`h`Ui`W` `]b`X]YgYb`i` Å`Yb
bUW` `NYi` [Yb`]bZcfa`]Yfh`Y]gYbUW`cb`]bY`XY`"

9]bVfi`W`gghUh]gh]_`i`bX`5i`gk`]f`_i`b[Yb

8]Y`NU`\\`Ybž`X]Y`Y]b`6`]W`_`Ui`ZX]Y`U`"[Ya`Y]bY`?`f]a`]bU`]hÅhg`U[Y`]b
8Yi`hgW` `UbX`k`YfZYbž`g]bX`b]W`h`a`]bXYf`U`Ufa`]YfYbX`"Gc`[UV`Yg
]a` `\\`f`&\$&` `Yfgha`U`g`gY]h`Åb[YfYa` `Y]bYb`5bgh]Y[`XYf
K`c`\\`bi`b[gY]bVfi`W`X]YVgh`Å`\\`Yž`a`]h`Yhk`U`%`-` "\$`\$`\$`fY[]ghf]YfhYb
: Å`Yb`"8Uj`cb`ZU`Yb`fi`bX`++`,` \$\$`]b`X]Y`?`UhY[cf]Y`XYg
[Yk`U`hgUa`Yb`6YhfYhYbgž`k`Ug`Y]bY`Yf`\\`YV`]W`Y`6YY]bhf`ÅW`h][i`b[
XYf`G]W`Yf`\\`Y]h`ZØf`X]Y`VYhfc`ZYbYb`6Øf[Yf`VYXYi`hYh`8]YgY
Ni`bU`a`Y`Ub`9]bVfØW`Yb`]gh`Ui`W` `Y]bY`gdØfVUFY`i`c`[Y`XYf
7cfc`bU!DUb`XYa`]Yž`X]Y`XYb`A`Yb`gW`Yb`]b`j`]Y`Yf`Y]`<`]bg]W`h
ni`gY`hnhY`"K` Å`fYb`X`X]Y`5i`Z`_`Åfi`b[gei`chY`]a` [YgUa`hYb`6YfY]W`
VY]`bi`f`%(`ž`i` `")Y[hž]gh`XYf`\\`ØW`ghY`5i`g`Åb`XYf`Ub`hY]`XYf
HUh`Yf`X`ÅW`h][Yb`VY]`XYb`Ui`Z[Y`_`ÅfhYb`i` Å`Yb`ZYghni`ghY`Ybž`a`]h
(`&ž`i` `k`]Y`ghUh]ghU`W`c`a` `nY][h`"

9]b`VYgcb`XYfg`Ui`Z`Å`"[Yg`D`Å`b`c`a`Yb`]gh`X]Y`\\`ØW`ghY
9]bVfi`W`gfUhYž`X]Y`]b`gh`ÅXh]gW`Yb`i`YV]YhYbž`k`]Y`A`Ø`\\`Y]a` `Ub`XYf
F`i`\\`f`ni`j`YfnY]W`bYb`]gh`i`8cfh`_Ua`Yb`]a` `\\`f`&\$&` `&`,` `9]bVfØW`Y
Ui`Z`%\$\$`"\$`\$`\$`9]bk`c`\\`bYf`"8]YgY`\\`c`\\`Y`?`f]a`]bU`]hÅhg`fUhY`]gh`ZØf`X]Y
6Øf[Yf`b]W`h`bi`f`a`]h`a`UhYf]Y`Ybž`gcb`XYfb`Ui`W` `dgm`W`c`c`[]gW`Yb
GW`ÅXYb`j`YfVi`bXYb`"8Ug`G]W`Yf`\\`Y]hg[YZØ`\\`k`]fX`i`bhYf[fUVYb
i`bX`c`Zh`V`Y]Vh`XYb`i`YgW`ÅX][hYb`Y]b`i`YZØ`\\`XYf`9bhV`Ø`i`b[`i`bX
l`bg]W`Yf`\\`Y]h`B`YVYb`XYb`a`UhYf]Y`Yb`GW`UXYb`g]bX`Ui`W`
dgm`W`]gW`Y`B`UW`k`]f`_i`b[Yb`b]W`h`ni`i`bhYfgW`Åh`hYbž`X]Y`c`Zh`bi`f
gW`k`Yf`ni`VY`\\`YVYb`g]bX`"

8]Y`U_hi Y`Yb`J cfZÀ`Y`]b`6Yf_U#k YffU`j YfXYi h]WXYbžk]Y`k]WYh[
 Yg`]ghž`Ui Za Yf_gUa `ni `gY]b`i bX`[Ya Y]bgUa `[Y[Yb`?f]a `]bU`]hÀh
 j cfni [Y\Yb`"ŸXY`#Zcfa Uh]cb`_Ubb`YbhgWXY]XYbX`gY]bž`i a `XYb
 HÀhYfb`XUg`<UbXk Yf`ni `Y[Yb`i bX`XUg`G]WXYf\Y]hg[YZØ\`"]b`XYf
 6Yj Ò`_Yfi b[`ni `ghÀf_Yb"

8YhU]`g	
C fh	6Yf_U#k YffUž`8Yi hgWY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "Y]gYbUWY c b`]bY"XY • XY"ghUh]ghU"WŁa

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