

8 YfnY]h[]Vh'Yg'Ub'XYf'Dc`nY]U_UXYa]Y']b'Fi'\`YVYb'i bX'Ub'XYf
<cWgW i`Y`Z0f`K]fhgW UZhi bX'FYW h'À\`f]W`]bg[YgUa h'%"&&(5i gV]`Xi b[g]i bX'Ghi X]Ybd`ÀhnY"8]YgY`D`ÀhnY`g]bX`YbhgW Y]XYbXž XU`6Yf`b]j cf`XYf`<YfUi gZcfXYfi b[`ghY\hž`Y]bYb`Xfc\YbXYb
DYfgcbU`UVVUi `]b`XYb`_ca a YbXYb`đ\`fYb`ni `VYk`À`h][Yb"8]Y
; f0bY': fU_h]cb`\]b[Y[Yb`_f]h]g]Yfh`X]Y`9bhk]W`i b[`U`g
j YfXYW_hYb`DYfgcbU`UVVUi `i bX`k Ufbhj cf`Y]bYf`GYb_i b[`XYf
Ghi X]Ybd`ÀhnY`Z0f`XYb`[Y\`cVYbYb`8]Ybghi a `V]g`ni `(\$`DfcnYbh"
8]Yg[YgW]Y\`hi bhYf`XYf`GWk Ufn!F chYb`?cU`h]cbž`X]Y`a Y\`f
]bbYfY`G]W Yf\Y]h]UbghfYVhi bX`gW`ÀfZYfY`A U» bU\`a Yb`Z0f`X]Y
Dc`nY]`d`Ubh"

Ghi X]Ybd`ÀhnY`i bX`DYfgcbU`VYXUfZ

8]Y`<cWgW i`Y`Z0f`K]fhgW UZhi bX'FYW h'\`Uh`VYfY]hg`A U» bU\`a Yb
j cfVYfY]hYhi bX`d`Ubhž`_0bZh][`bi`f`bcW`' *`\$`D`ÀhnY`Z0f`XUg
Dc`nY]ghi X]i a `Ubni V]YhYbž`ghUhh`XYf`V]g\`Yf][Yb`*`\$\$"8]Yg
VYXYi hYh`Y]bYb`Yf\`YV`]W Yb`F`0W_[Ub[ž`XU`ni g`Àhn`]W`Ui W
5i gV]`Xi b[gd`ÀhnY`Ub'XYf'Dc`nY]U_UXYa]Y`[Yghf]W Yb`k YfXYb"à
[YgUa hYb`5i gV]`Xi b[gVYfY]W`XYf'Dc`nY]`Xfc\`h`Y]b`J Yf`i gh]j cb
Yhk U`Y]bYa `: 0bZhY`U`Yf`D`ÀhnY"J Ug]`]: fUbWčž`XYf
]bbYbdc`h]gW Y`GdfYW Yf`XYf`; f0bYbž`\`Uh`6YXYb`_Yb`\]bg]W h`]W
X]YgYf`FYXi n]Yfi b[`i bX`k Y]gh`XUfUi Z`\]bž`XUgg`X]Y`Dc`nY]`VYfY]hg
GWk]Yf][_Y]hYb`\`Uhž[YY][bYhY`6Yk YfVYf`ni `Z]bXYb"9]bY
DYbg]cb]Yfi b[gk Y`Y`V]g`&\$' \$`_0b`bh`Y`Y]b`8f]hhY`XYg`DYfgcbU`g
VYhfYZYb"

5_hi Y``g]bX`VY]`XYf'Dc`nY]`]b`6Yf`b`&+"&\$, `DYfgcbYb`VYgW`À`Zh][hž
XUj cb`%, ") , `]a `Dc`nY]j c`ni [gX]Ybgh"đ`XYb`YhnhYb`đ\`fYb`U[
X]Y`6YgYmi b[gei chY`Ub'XYf'Dc`nY]U_UXYa]Y`i bX`XYf`<K`F`]a
YfghYb`<U`V`U\`f`&\$&(`VY]`bi`f`+`*`DfcnYbh`i bX`*`+`DfcnYbh"J`cb
)`+`&`5bk`ÀfhYfb`Ub'XYf'Dc`nY]U_UXYa]Y`k`i`fXYb`gY]h`&\$&%
`YX][`]W`(`&`*`0VYfbca`a`Ybž`XUg`Ybhgd]f]W`h`Y]bYf
,`VYfbU\`a`Yei`chY`j`cb`_bUdd`+)`DfcnYbh"5b`XYf`<K`F`]Y[`h`X]YgY
E`i`chY`VY]`,)`DfcnYbh"6]g\`Yf`_Ua`Yb`À\`f]W`gY]h`&\$%,`Yhk`U`-\$`\$
Zf]gW`Ui`g[YV]`XYhY`5bk`ÀfhYf`ni`f`Dc`nY]`/_`0bZh][`0b`bh`Yb`Yg
`YX][`]W`+`\$\$`gY]bž`k`Ug`Y]bY`Yf\`YV`]W`Y`9]bgW`f`Àb`_i`b[`XUfghY``h"

5i gV]`Xi b[g\ YfUi gZcfXYfi b[Yb

8]Y`5i gV]`Xi b[g`UbXgW\UZh`ghY\`h`YXcW\`b]W\h`bi`f`]b`6Yf`]b`j`cf
<YfUi gZcfXYfi b[Yb" `b`BcfXf\Y]b!K YghZU`Yb`\UVYb`Ui`h
6Yf]W\hYb`&) `DfcnYbhXYf`Ub[Y\YbXYb`Dc`]n]gh]bbYb`i`bX
Dc`]n]ghYb`]f`XfY]`A\`f][Yg`Xi`U`Yg`Dc`]nY]dZ]W\hghi`X]i`a`b]W\h
YfZc`[fY]W\`UV[YgW\`cggYb" `DfcZYggcf`F`UZUY`6Y\`f`j`cb`XYf
5_UXYa`]Y`XYf`Dc`]nY]`<Ua`Vi`f[`Yf`_`Afhz`XUgg`X]YgY
5VVfYW\Yfei`chY`\`O\Yf`]gh`U`g`]b`ZfO\YfYb`Z\`fYb" `8]Y
; Yk`Yf`_gW\UZh`XYf`Dc`]nY]`]b`BFK`_`f]h]g]Yf`hni`XYa`XUg
6YhfYi`i`b[gj`Yf\`A`hb]g`nk`]gW\Yb`Ghi`X]YfYbXYb`i`bX`8cnYbhYb
gck`]Y`X]Y`5i`gghU`hhi`b[`XYf`5i`gV]`Xi`b[ggh`A`hhYb`z`k`Ug`X]Y`E`i`U`]h`A`h
XYf`5i`gV]`Xi`b[`VYY]bh`f`A`W\h][Yb`_`ObbhY"

6Yf`]b`g]Y\`h`g]W\`U`gc`]b`Y]bYf`_`f]h]gW\Yb`G]hi`Uh]cb`z`X]Y`b]W\h`bi`f`
j`cb`XYb`U`_`hi`Y`Yb`<`Ui`g\`U`hg]`Yf\`UbX`i`b[Yb`UV\`Ab[hz`gcbXYfb
Ui`W\`j`cb`XYf`U`[`Ya`Y]bYb`9bhk`]W`_`i`b[`]a`6YfY]W\`XYf
Dc`]nY]Ui`gV]`Xi`b[" `8]Y`<`YfUi`gZcfXYfi`b[Yb`g]bX`j`]Y`Z`A`h][`i`bX
YfZcfXYfb`ghfU`hY[`]gW\Y`D`U`bi`b[`i`bX`_`UfY`9bhgW\Y]Xi`b[Yb"

8]Y`9bhk`]W`_`i`b[Yb`i`a`X]Y`Dc`]nY]Ui`gV]`Xi`b[`V`Y]VYb`U`gc`Y]b
nYbhfU`Yg`H\Ya`Uz`b]W\h`bi`f`ZOf`X]Y`G]W\Yf\Y]h`6Yf`]bgz`gcbXYfb
Ui`W\`ZOf`X]Y`Ni`_`i`bZi`XYf`Dc`]nY]`]bg[YgUa`h"

K`Y]hYfY`bZcfa`Uh]cbYb`ni`XYb`U`_`hi`Y`Yb`9bhk`]W`_`i`b[Yb`Z]bXYb
G]Y`\]Yf.`F`66&(`z`HU[Yggd]Y[Y`i`bX`B`8`5`_`hi`Y`Y`"

8YhU]`g	
Cfh	6Yf`]b`z`8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "fVV&("XY• k k k "hU[Yggd]Y[Y`"XY• k k k "bX!U`_`hi`Y`"XY

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`bYh