

: ÆhY`XY`U`A i g]ei Y`&\$&) . ? cghYbZfY]Yf
A i g]_gdU»`ZØf` † [YbX`]WXY`]b`6Yf`]b`°

9f`YVYb`G]Y`X]Y` : ÆhY`XY`U`A i g]ei Y`]b`6Yf`]b`Ua` `&%"` † b]
&\$&) ` ` _cghYb`cgY`?cbnYfhY`j`cb` † [YbX`]WXY`]b`XYf`
GWX`chYbVi`f[`"



6f]hhYbXcfZYf`K`Y[`%*`6ž`%(`%*`+`6Yf`]bž`8Yi`hgW`U`bX`!`5a
&%"` † b]`&\$&)`ž`XYa`HU[`XYf`Gca`a`YfgcbbYbk`YbXYž`Z]bXYh`X]Y
X]Yg`Ä` \f[`Y` : ÆhY`XY`U`A i g]ei Y`ZØf` † [YbX`]WXY`]b`6Yf`]b`ghUhh`8`J]
J`YfU`bghU`hi`b[`VY[`]bbhi`a`%*`.\$\$.`l` \f`]b`XYf`
 † [YbXZfY]nY]hY]bf]W`hi`b[`GWX`chYbVi`f[`ž`X]Y`g]W`Ua`
6f]hhYbXcfZYf`K`Y[`%*`6`]b`NY`\`YbXcfZ`VYZ]bXYh`**VYf`]b`"XY`
VYf]W`hY`hž`XUgg`**` `k`]fX`Y]b`Vi`bhYg`Dfc[`fUa`a`[`YVchYbž`XUg`j`cb`
 † [YbXVU`bXgž`†`b[`Yb`A`i`g]_Yf.]bbYb`i`bX`HUb`n[`fi`ddYb`Ui`g`
 † [YbXZfY]nY]hY]bf]W`hi`b[`Yb`gck`]Y`GWX`i`Yb`]a`6Yn]f`_`[`YghU`hY`h`
k`]fX`"

8]Y` : ÆhY`XY`U`A i g]ei Yž`Ui`W`VY`_U`bbh`U`g`K`Y`ha`i`g]_HU[`ž`k`i`fXY`
%-` ,`&`]b`DUf]g`]b]h]Yfhi`bX`\`Uh`g]W`a`]h`Yfk`Y`]Y`k`Y`hk`Y]h`YhUV`]Yfh`"

K]_]dYX]U`Yf_`Äfhž`XUgg` `X]YgY: Y]Yf`A YbgWkYb`XUni`UbFY[hž
A i g]_]a` : fY]Yb`ni`gd]Y`Yb`i bX`?cbnYfhY`]b`ÖZYbh`]WkYb`FÄi`a`Yb
ni`j`YfUbghU`hYb`"8]Y`HY]`bU\`a`Y`Ub`XYf`J`YfUbghU`hi`b[`]b`6Yf`]b`]gh
_cghYb`ZfY]ž`k`Ug`X]Y`9]b`VYn]Y\`i`b[`]j`cb`a`Ö[`]Wk`gh`j`]Y`Yb
đ [`YbX`]Wk`Yb`ZÖfXYfb`gc`""

J]Y`ZU`h`XYf`A i g]_]f]Wk`hi`b[`Yb

6Y]`XYf: ÆhY`XY`U`A i g]ei`Y`k`YfXYb`j`YfgWk]YXYbY
A i g]_]f]Wk`hi`b[`Yb`d`f`ÄgYb`h]Yf`h`"8]Y`DU`Y`hY`fY]Wk`h`j`cb`Dcd`ØVYf
F`c`W`_`V]g`\]b`ni`F`Ud`i`bX`HUbna`i`g]_]`9fbYi`h`k`]fX`]b`X]YgYa``đ\`f
Y]b`7`\`cf`gY]b`8YVØh`ZY]Yfb`ž`k`Ug`XUg`a`i`g]_]U`]gWk`Y`5b[`YVch
ni`g`Ä`h`]Wk`VYfY]Wk`Yf`h`"8]Y`?`ccdYfUh]cb`a`]h`XYa``GhUXhY]`n`Yb`hfi`a
GhY[`]h`n`Y`J`"ž`XYa``K`UbbgY`YVU`b`Y`J`"i`bX`XYa``đ [`YbXUa`h
GhY[`]h`n`!`NY`\`YbX`cfZ`i`bhYf`ghfY]Wk`h`XYb`[`Ya`Y]bgWk`UZh`]Wk`Yb
7`\`UfU`_`hYf`XYf`J`YfUbghU`hi`b[`]"8]Y`[`YbUi`Yb`8YhU]`g`XYg
Dfc[`fUa`a`g`]bX`Ui`Z`XYf`K`YVgY]hY`XYf: ÆhY`XY`U`A i g]ei`Y
UVfi`ZVUf"

: Ø`F`ØW`ZfU[`Yb`ghY`\`h`HUb`mU`X`5[`cgh]bc`ni`f`J`YfZØ[`i`b[`]"G]Y`_`Ubb
dYf`9!`A`U]`i`bhYf`↑ [`%`%`\$4`VU!`gn`VYf`]b`XY`c`XYf`hY`Y`Zcb]gWk`i`bhYf
-`\$&-`-`,`&`)`_`cb`hU`_`h]Yf`h`k`YfXYb`"8]Y`5`ha`cgd`\`ÄfY`XYf: ÆhY`XY`U
A i g]ei`Y`k`]fX`Xi`fWk`_`cghYb`cgY`?`cbnYfhY`[`YdfÄ[`hž`]b`XYbYb
A i g]_]Yf`Ui`g`@Y]XYbgWk`UZh`i`bX`b]Wk`h`Ui`g`Z]b`Ubn]Y`Yb`; `fØb`XYb
Ui`ZhYf`hYb`"

9]b`]b`hYfbUh]cbU`Yg`: Ygh`XYf`A i g]_]`

8]Y: ÆhY`XY`U`A i g]ei`Y`Z]b`XYh`b]Wk`h`bi`f`]b`6Yf`]b`ž`gcb`XYfb`Ui`Wk`]b
j`]Y`Yb`Ub`XYfYb`Gh`Ä`X`hYb`k`Y`h`k`Y]h`ghU`h`"gc`fh]f`Ud`Uf]g`"Wc`a
VYf]Wk`hY`hž`XUgg` `Ui`Wk`]b`DUf]g`Ua`[`Y]Wk`Yb`HU[`]j`]Y`Z`Ä`h][`Y
a`i`g]_]U`]gWk`Y`9]Y`bhg`ghU`h`Z]b`XYb`ž`X]Y`ZØf`?]b`XYf`i`bX`: `Ua`]`Yb
_`cbn]d]Yf`h]g]bX`"8Ug`Dfc[`fUa`a`i`a`ZUggh`Y]bY`F`Y]\`Y`j`cb
_`cghYb`cgYb`?`cbnYfhYb`i`bX`8UfV]Yhi`b[`Yb`ž`X]Y`g]Wk`ØVYf`XYb
[`UbnYb`HU[`Yf`ghfY`W`Yb"

GY]h`XYf: `fØb`Xi`b[`]\`Uh`g]Wk`X]Y: ÆhY`XY`U`A i g]ei`Y`ni`Y]bYf
]b`hYfbUh]cbU`Yb`6Yk`Y[`i`b[`Y`b`h`k`]W`_`Y`h`&`\$`%`+`bU`a`Yb`ØVYf`%`&`\$

@ÅbXYf`Ub`X]YgYa`Y]bn][Ufh][Yb`A i g]_ZYgh`hY]ž`XUg`b]W`h`bi`f`XUg
a i g]_U`]gW`Y`HU`Yb`h`Ui`g`XYf`[Ub`n`Yb`K`Y`h`k`ØfX][hž`gcbXYfb`Ui`W`
A`YbgW`Yb`ni`gUa`a`YbVf]b[hž`i`a`X]Y`:`fYi`XY`Ub`XYf`A`i`g]_`ni
hY]`Yb`"8]Y`HY]`bU\`a`Y`Ub`XYf`:`ÆhY`]gh`Y]b`NY]W`Yb`XYg`_i`hi`fY`Yb
5i`ghUi`gW`g`i`bX`XYg`[Ya`Y]bgW`UZ`h`W`Yb`9f`YVYbgž`XUg`]b`ØVYf
+\$\$`Gh`X`hYb`k`Y`hk`Y]h`[YZY]Yfh`k`]fX"

8YhU]`g	
Cfh	6f]hYbXcfZYf`K`Y[`%*`6ž`%(`%*`+`6Yf`]bž 8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "gcfh]fUdUf]g"W`a • Yb"a`"k`_]dYX]U"cf[

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