

; YXYb_Yb 'Ub 'X]Y '? ÒdYb]W_Yf'6`i hk cWXY.
Fi bX[Ub['a]h<]ghcf]_Yf]b 'Ua ' &&" ' ð b]

9fYVYb'G]Y'Y]bYb'Ui ZgW`i ggfY]WXYb'Fi bX[Ub['ni f
? ÒdYb]W_Yf'6`i hk cWXY '%- ' ' 'Ua ' &&"\$*"&\$&) ž[Y`Y]hYh]j cb
<]ghcf]_Yf]b 'Hf]'`Y 'GWØb_Y!6Yhh]b[Yf"



? ÒdYb]W_ž'8Yi hgW`UbX '!5a 'GcbbhU[žXYa ' &&" ' ð b] ' & \$ &) ž
Z]bXYh]b '? ÒdYb]W_Y]bY'Yf[fY]ZYbXY'; YXYb_] YfUbghU`hi b['ni f
9f]bbYfi b['Ub'X]Y' ? ÒdYb]W_Yf'6`i hk cWXY 'j cb '%- ' ' 'ghUhh"8Yf
Fi bX[Ub[žcf[Ub]g]Yfh]j cb'XYf'<]ghcf]_Yf]b 'Hf]'`Y 'GWØb_Y!
6Yhh]b[Yf'i bX'XYa 'BYhmk Yf_'; fUi Ybhci fYbžVY[]bbhi a '%) .\$\$
l \f'Ua 'G!6U\b\cZ'? ÒdYb]W_ž'5i g[Ub['GhY``]b[XUa a "'8]Y
JYfUbghU`hi b['k]fX'j cb'Y]bYf'J]Y'nU\`j cb' ðgh]hi h]cbYb
i bhYfghØhñžXUfi bhYf'XUg'NYbhfi a 'ZØf'8Ya c_fUh]Y'HfYdhck!
' ÒdYb]W_'gck]Y'X]Y'A i gYYb'HfYdhck !? ÒdYb]W_"

ð'XYf'NY]h]j ca ' & % " `V]g' & * " ' ð b] '%- ' ' 'j YfØVhY'X]Y'G5'Y]bY'Vfi hU`Y
JYf\UZh] b[g! 'i bX'HYffcU_h]cb[]Y[Yb'N]j]'dYfgcbYb'ja '6Yf']bYf
GhUXhY]' ? ÒdYb]W_"i bhYf'XYf'@Y]hi b['j cb'G5!Ghi fa VUbbZØ\YfYf

<YfVYfh; Y\ f_Y`k i fXYb`V]g`ni`) \$\$`A YbgWXYb`ZYgh[Ybca`a Ybž
[YZc`hYfh`i bX`Yfa`cfXYh`"8]Y`J YfUbgH`U`hi b[`gc`"X]Y; YgW]W`hYb
XYf`C dZYf`i bX`]\fYf` : Ua`]`Yb`Yfn`À`Ybž`X]Y`k`À`fYbX`X]YgYf
Xi b`_Yb`NY]h`XYg`BUh]cbU`gcn]U`]ga`i`g`i bhYf`i bYfhf`À[`]WXYb
6YX]b[i b[Yb`"]hYb`"A]bXYghYbg`&`'`A YbgWXYb`j Yf`cfYb`]\f`@YVYb
]b`XYb` ; Yk`U`hU`hYb`i bX`X]Y`6fi`hU`]h`h`ZUbX`j`cf`XYb`5i [Yb`XYf
2`ZYb`h]W`_Y]h`ghU`h`"

<]bhYf[fi bX`XYf`? ÒdYb]W`_Yf`6`i`hk`c`W`Y`

8]Y` ?ÒdYb]W`_Yf`6`i`hk`c`W`Y` []`h`U`g`Y]b`a`Uf`_Ub`hYg`6Y]gd]Y`"ZØf
X]Y`[Yk`U`h`h`h] [Y`J`YfZc`[i b[`j`cb`dc`]h]gWXYb` ; Y[bYfb`i`bhYf`XYa
bU]cbU`gcn]U`]gh]gWXYb`FY[]a`Y`"BUW`XYa`J`YfVch`XYf
; Yk`Yf`_gW`UZ`hYb`i`bX`XYf`6YgW`U[bU`a`i`b[`XYf`J`Yfa`Ò[Yb`j`cb
dc`]h]gWXYb` ; fi`ddYb`k`i`fXY`Ua` `&`" `đ`b]`%-`'` `XYf`GD8`Y`XY
dc`]h]gWXY`6Y`h`h] [i b[`i`bhYfgU[h`l`bhYf`XYb`C`dZYfb`VYZUbXYb`g]W
b]W`h`bi`f`A`]h[`]YXYf`XYf`?`D8`i`bX`GD8`ž`gcbXYfb`Ui`W`đ`XYbž
; Yk`Yf`_gW`UZ`hYf`i`bX`UbXYfY`DUfhY`]`cgY`"

8]Y` ; f`À`i`Y`h`U`hYb`X]YgYf`HU[Y`g]bX`b]W`h`bi`f`Y]b`HY]`XYf
XYi`hgWXYb` ; YgW]W`hY`ž`gcbXYfb`ghY`Yb`ghY`"j`YfhfYhYbX`ZØf`X]Y
Vfi`hU`Y`J`cf[Y`Y`Ybgk`Y]gY`XYf`BUh]cbU`gcn]U`]ghYb`"Dfca`]bYb`hY
C`dZYf`k`]Y`x`U`bbYg`GhY`"b[`j`cb`XYf`GD8`i`bX`DUi`"j`cb`9ggYb
j`ca`FY]W`gV`U`bbYf`k`i`fXYb`YVYbZU`"g`C`dZYf`X]YgYf`5b[f]ZY`"8]Y
: c`hYfi`b[Yb`ZUbXYb`b]W`h`bi`f`]a`5a`hg[Yf]W`hg[YZ`Ab[b]gž
gcbXYfb`Ui`W`]b`j`YfgW]YXYbYb` ; Ughgh`h`hYb`XYf`l`a` [YVi`b[`ghU`h`"

; YXYb`_Yb`i`bX`5i`ZUfVY]hi`b`[

B`U`W`X`Y`a` `?`f]Y[`k`i`fXYb`Y]b][Y`XYf`H`h`Yf`[Yf]W`h`]W`ni`f
J`YfU`bhk`cfhi`b[`][Ync[Ybž`UVYf`b]W`h`U`Y`ZUbXYb`X]Y
ghfUZfYW`h`]W`Y`?`cbgYe`i`Ybnž`X]Y`]\fYf`HU`hYb`Ub[Ya`YggYb
[Yk`YgYb`k`À`fY`"; YXYb`_gh`h`hYb`i`bX`A`Ya`cf]U`Y`]b`?`ÒdYb]W`
Yf]bbYfb`bcW`Y`i`hY`Ub`X]Y`C`dZYf`i`bX`X]Y`Xi`b`_Y`J`Yf[Ub[Yb`Y]h`"
8]Y`J`YfUbgH`U`hi`b[`Ua` `&&"`đ`b]`&\$&` `k`]fX`Ui`gXfØW`_]W`Ui`W`
Xi`fW`Y`]bY`5i`ggW`i`gg`_`Ui`gY`Yf[`À`bnhž`X]Y`XYb`Ni`hf]h`ZØf
DYfgcbYb`a`]h`J`YfV]bXi`b[Yb`ni`fYW`hgYl`hfYa`Yb`DUfhY]Yb`cXYf
C`f[Ub]gUh]cbYb`[fi`bXg`À`h`]W`j`Yfk`Y][Yfh`"

8]Y'9f]bbYfi b['Ub'X]Y' ?ÒdYb]W_Yf'6'i hk cWXY 'ZcfXYfh'b]W'h'bi f
 XUni 'Ui Z'X]Y'J Yf[Ub[Yb\Y]h'b]W'h'ni 'j Yf[YggYbž'gcbXYfb'Ui W
 [Y[Yb'U_hi Y''Y'HYbXYbnYb'XYf'; Yk U'hi bX'XYg'<UggYg'GhY''i b[
 ni 'VYn]Y\Yb"'#b'X]YgYa 'G]bbY'ÀXh'X]Y'J YfUbghU'hi b['XUni 'Y]bž
 g]W'a]h'XYf'; YgW]W'hY'Ui gY]bUbXYfni gYhnYb'i bX'X]Y'@Y\fybž
 X]Y'Ui g']\f'[Ync[Yb'k YfXYb'gc''hYbž'b]W'h'ni 'j[bcf]YfYb"

: Øf'XYhU]''YfhY' #Zcfa Uh]cbYb'ØVYf'X]Y' ?ÒdYb]W_Yf'6'i hk cWXY
 i bX'X]Y'<]bhYf[fØbXY'VYgi WYb'G]Y'V]hY'VYf`]b"XYžK]_]dYX]U
 cXYf'GWxi `Y'6K "

8YhU]`g	
Cfh	?ÒdYb]W_ž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • XY"k]_]dYX]U"cf[• k k k "gWxi `Y!Vk "XY

6Ygi WYb'G]Y'i bg'Ui Z.'a Y]b!VYf`]b"bYh