

9f]bbYfi b[Yb`Ui g`XYa `Dcd`=bb.`6Yf`]bg
`Y[YbXÄfY`HYYb]Y!8]g_ch\Y_`[Ygi WXh°

8Yf`?i`hi fVYn]f_`GhY[`]hn!NY\`YbXcfZ`gi WXh; YgWX]WXhYb
ØVYf`XYb`"Y[YbXÄfYb`đ [YbXWi V` Dcd`=bb` ZØf`Y]bY
_ca a YbXY`H\YUhYfdYfZcfa UbW"



5\c f b g h f U» Y`%) Už`%&`%*`) `6Yf`]bž`8Yi hgWX`UbX`!`8Yf
`Y[YbXÄfY`đ [YbXWi V` Dcd`=bb`]b`XYf`5\c f b g h f U» Y`%) U]b`6Yf`]b!
GhY[`]hnž`XYf`ØVYf`đ\fnY\bHY`\]bk Y[`Y]b`ZYghYf`5b`Ui Zdi b_h`ZØf
đ [YbX`]WX`Y`k Ufž`YfZÄ`h`bi b`bYi Y`5i Za Yf_gUa`_Y]h`6Y`Ub`bHY
; YgWX]WXhYb`i bX`9f]bbYfi b[Yb`Ui g`X]YgYf`Y]bn][Ufh][Yb`HYYb]Y!
8]g_ch\Y_]g]bX`[YZFU[h`8Ug` Dcd`=bb` k`i`fXY`%-`*`\$`U`g`YfghYf
đ [YbXWi V`]b`K`Ygh`6Yf`]b`YfÖZZb`Yhi bX`Vch`† b[Yb`A`YbgWX`Yb`X]Y
A`Ö[`]WX`_Y]hž[Ya`Ä»`XYa`đ [YbXgWX`i`hn[YgYm`ni`ZY]Yfb`i`bX`ni
hUbnYb`"5a`K`cWX`YbYbXY`ghfÖa`hYb`X]Y`đ [YbX`]WX`Yb`]b`XYb`7`i`Vž
k`Ä`fYbX`X]Y`Yb][Yb`i`bhYf`%*`đ\`fYb`i`a`&&`i`\`f`XUg; YVÄi`XY
j`Yf`UggYb`a`i`gghYbž`i`a`b`UWX`Zc`[YbX`Yb`hgdfYWX`YbX`XYb
9fY][b]ggYb`XYg`5VYbXg`Ui`hghUf`_`Ui`ZXYf`GhfU»Y`ni`X]g_i`h]YfYb`"
@Y]XYf`a`i`gghY`XUg` Dcd`=bb``&\$%`gWX`Y]Y»Ybž`i`bX`gY]hXYa`]gh`XUg

; YVÄi XY`XYa`JYfZU``dfY]g[Y[YVYb``

I a`X]Y`9f]bbYfi b[Yb`Ub`X]YgYb`VYgcbXYfYb`Cfh`ni`VYk U\fybž
d`Ubh`XUg`?i`hi`fUa`h`GhY[`hn!NY\`YbXcfZY]bY
H\YUhYfdYfZcfa`UbW`ØVYf`X]Y`; YgW]W`hY`XYg`7`i`Vg``8]Y
DYfZcfa`UbW[fi`ddY`GmbX]_Uh`; YZ\`f`]W`Y`@]YVgW`UZhYb`k]fX
XUg`Dfc`Y`_h]a`š\`f`&\$&*`i`a`gYhnYb``A`U]`ja`j]Ub`<`U[`Ya`YmYfž`XYf
Dfc[`fUa`a`_ccfX]bUhc`f`XYg`?i`hi`fUa`hgž]gh`Ui`Z`XYf`Gi`W`Y`b`UW
dYfg`Òb`]W`Yb`5bY`_XchYb`Y\`Ya`U`][`Yf`;`ÀghY`XYg`Dcd`≠b`"
; Ygi`W`h`k`YfXYb`b]W`h`bi`f`9f]bbYfi b[Yb`Ub`9f`YVb]ggY`]a`7`i`Vž
gcbXYfb`Ui`W`gdYn]Y``Y`A`ca`YbhYž`Yhk`U`j`cb`Y]bYa
G]j`YghYf`_cbnYfh`XYf`6`UbX`8]Y`ÿ`fnhY`]a`š\`f`%-`-`,`("`≠hYfYgg]YfhY
g]bX`Y]b[`Y`UXYbž`\`fY`; YgW]W`hYb`dYf`9!A`U]`Ub`_i`hi`f4`VU!
gn"VYf`]b`XY`ni`gYbXYb`i`bX`gc`HY]`X]YgYg`_i`hi`fY``Yb`Dfc`Y`_hg`ni
k`YfXYb``

9]b`Cfh`j`c``Yf`9f]bbYfi b[Yb

Dcd`≠b`k`Uf`b]W`h`bi`f`Y]b`Cfhž`i`a`ni`h`Ub`nYb`i`bX
: fYi`bXgW`UZhYb`ni`gW`]Y»`Ybž`gcbXYfb`Ui`W`Y]b`F`Ui`a`ž]b`XYa
j]Y`Y`↑`b[`Y`A`YbgW`Yb`]fY`YfghYb`9fZU\`fi`b[`Yb`]b`XYf`K`Y`h`XYg
B`UW`h`YVYbg`a`UW`hYb``8Yf`7`i`V`Yb`hk`]W`_Y`hY`g]W`gW`bY``ni
Y]bYa`k`]W`h][`Yb`5b`Ui`Zdi`b`_h`ZØf`X]Y`š`[`YbX`]a`6Yf`]bYf
GØXk`YghYb``8Ug`5b[`YVchž]b`Y]bYa`g]W`YfYb`i`a`Z`X`ni`Z]Yfbž
\`Uh`X`Uni`VY][`YhfU[`Ybž`XUgg`XUg`Dcd`≠b`ØVYf`X]Y`š\`fY`\]bk`Y[
ni`Y]bYa`Z]ghYb`6YghUbXhY]`XYf`6Yf`]bYf`?i`hi`fgnYbY`k`i`fXY"

8Ug`?i`hi`fUa`h`\`Uh[`fc»`Yb`K`Yfh`XUfUi`Z[`Y`Y[`hž`a`Ò[`]W`ghj]Y`Y
Gh]a`a`Yb`ni`gUa`a`Y`b`i`bX`X]Y`; YgW]W`hY`XYg`7`i`Vg``YVYbX][`ni
Yf\`U`hYb``i`bhYf`XYb`[`Ygi`W`hYb`9f]bbYfi b[Yb`g]bX`Ui`W`X]Y
i`gh][`Yb`5bY`_XchYbž`k]Y`a`Ub`X]Y`Y][`YbYb`9`hYfb`ØVYffYXYhYž
ni`a`Dcd`≠b`[`Y\`Yb`ni`XØfZYb``K]f`a`ÒW`hYb`X]Y`; Ugn]bUh]cb
i`bX`X]Y`9a`ch]cbYbž`X]Y`X]YgYf`Cfh`Ui`g[`Y`Ògh`\`Uhž]b`X]Y
H\YUhYfdYfZcfa`UbW`Y]bZ]Y»`Yb`UggYb`ž`VYhcbh`<`U[`Ya`YmYf``

G]W`Ub`XYf`9f]bbYfi b[`VYhY`]`][`Yb

K`Yf`]b`XYb`*`\$Yfž`+\$Yf`cXYf`,`\$Yf`š\`fYb`]a`Dcd`≠b`k`Uf`i`bX

gY]bY`9f`YVb]ggY`hY]`Yb`a` ÒW`hYž`_Ubb`gY]bY` ; YgW`JW`hYb`V]g`ni` f`
 5i` ZØ\fi` b[`XYf`DYfZcfa` UbW` `ja` `X\`f`&\$&*` `Y]bFY]W`Yb`"
 Ni` g`Äh`n`]W`Y` `bZcfa` Uh]cbYb`Yf`Ä`h`a` Ub`ØVYf`X]Y`K` YVgY]hY`XYg`
 6Yn]f_gUa` hg`cXYf`hY`YZcb]gW` `i` bhYf`'\$` \$`-` \$`&-` -` `&'` \$`&`"8Ug`
 `b`hYfYggY`Ub`X]YgYf`[` Ya` Y]bgUa` Yb`F`ØW_gW`Ui` `Ui` Z`Y]bY`k`]W`h][` Y`
 6Yf`]bYf` `bgh]hi` h]cb`nY][` hž`k`]Y`VYXYi` hYbX`i` bX`bUW`U`h][`
 9f]bbYfi` b[` Yb`Ub`gc`W`Y` `š` [` YbXWi` Vg`gY]b`_`ÖbbYb`"

:` Øf`X]Y`Ub`XYf` ; YgW`JW`hY`XYg` `Dcd` `b` `b`hYfYgg]YfhYb`ghY`Yb`
 Zc`[` YbXY`?`cbhU`_hXUhYb`VYfY]h` `A` U]`ja` `]`Ub` `<`U[` Ya` YmYfž`
 Dfc[` fUa` a` _ccfX]bUh]cb`A`i`g]_ž`8UfghY`YbXY`?`ØbghYž`@]hYfUhi` fž`
 a`]h`XYf`HY`YZcbbi` a` a` Yf`'\$` \$`-` \$`&-` -` `&&%(` `cXYf`dYf`9!A`U]` `Ub`
 a` U]`ja` `]`Ub`"\`U[` Ya` YmYf4` VU!gn`VYf`]b`"XY`"9f]bbYfi` b[` Yb`gc`Yb`V]g`
 ni` f`5i` ZØ\fi` b[`XYf`H\YUhYfdYfZcfa` UbW` `[` YgUa` a` Y`hi` bX`
 [` YVØbXY`h`k` YfXYb`"

9f]bbYfi` b[` Yb`Ub`XUg` `Dcd` `b` `b`_`ÖbbYb`V]g`gd`ÄhYghYbg`&\$&*`
 Y]b[` YfY]W`h`k` YfXYbž`i` a` `Y]bYb`HY]`X]YgYf`ZUgn]b]YfYbXYb`
 ; YgW`JW`hY`ni` `VYk` U\`fYbž`X]Y` ; YbYfUh]cbYb`j` cb`š` [` YbX`]W`Yb`]b`
 6Yf`]b`[` YdfÄ`[` h`\Uh`"8Ug`**HU[` Yggd]Y[` Y`i` bX`6Yf`]b`"XY`VYf]W`hYb`
 Ui` gZØ\f`]W`XUfØVYf`"**

8YhU]`g`	
C`fh`	5\`c`f`b`g`h`f`U`»`Y`%)`U`ž`%`&%`*`)` `6Yf`]b`ž`8Yi` hgW` `UbX`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k` "hU[` Yggd]Y[` Y`"XY` • k`k`k` "VYf`]b`"XY`

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