

; Yk]hhYf!5`Ufa `]b`6UmYfb. `GhUf_fY[Yb
i bX`Ghi fa `V]g`%\$\$`_a #`Xfc\Yb`°

<YggYb`Yfk UfhYh`l bk YhhYf`a]h`GhUf_fY[Yb`i bX`; Yk]hhYfb"
8Yf`8K 8`k Ufbhj cf`[YZ`À\`f]WXYb`K YhhYfVYX]b[i b[Yb`V]g
A cbhU["



6UmYfbž`8Yi hgW`UbX`!`5a`GcbbhU[ž`XYa``%*"`đ b]`&\$&) ž`k]fX
X]Y`<]hY`]b`6UmYfb`gdØfVUf. `8]Y`HYa`dYfUhi fYb`_`YhhYfb`Ui Z`&`
V]g`" `&; fUX``8cW`X]Y`Gca`a`Yf]Xm`Y`k]fX``À`j`cb`l`bk`YhhYfb
i`bhYfVfcWXYbž`XYbb`XYf`8Yi hgW`Y`K`YhhYfX]Ybgh`fBK`8Ł`\Uh
VYfY]hg`j`cf`; Yk]hhYfb`[Yk Ufbhž`X]Y`Ua`BUW`a`]hU[`i`bX`5VYbX
j`cb`K`YghYb`\Yf`Ui`Zh]Y\Yb`gc``Yb``9g`k]fX`a`]h`Y]bXfi`W_gj`c``Yb
B]YXYfgW`U[ga`Yb[Yb`j`cb`%)`V]g`&) ``#e`a`dfc`Ghi`bXY`[YfYW`bYhž
Øfh]W`gc[Uf`V]g`ni`(`\$`#e`a``Ni`g`Ähn`]WXY`<YfUi`gZc`fXYfi`b[Yb
Vf]b[Yb`Ghi`fa`VÖYbž`X]Y`V]g`ni``,`)`_a`#`YffY]WXYb`_ÖbbYb```]b
Y]b][Yb`FY`[]cbYb`gc[Uf`V]g`ni`%\$\$`_a`#`ž`k]Y`A`Yf`_i`f`VYf]W`hYh"

8]Y`K`YhhYf`U[Y`]gh`Yfbgh`đ`XYf`BUW`hini`a`A`cbhU[`k`]fX`]b
C`ghVUmYfb`i`bX`Ub`XYb`5`dYb`a`]h`a`Y`fghØbX][Ya`GhUf_fY[Yb`j`cb

V]g'ni '* \$`#e a '[YfYWbYh"8]YgY`XfUgh]gWYb`K Ufbi b[Yb'[Y`hYb
Yhk U`V]g`&`.' \$`I \f`ZØf`a Y\fyfy`@UbX_fY]gYž`XUfi bhYf`BYi Vi f[!
GWfcVYb\Ui gYbž`8cbUi !F]Yg'i bX`5i [gVi f["": Øf`X]Y`?fY]gY`BYi!
I`a`i bX`I bhYfU``[Ài`k i fXY`gc[Uf`K Ufbghi ZY`fch`Ui g[Y[YVYb"
5a`A`cbhU[ž`XYa`i`%+`" `đ b]ž`_ØbX][h'g]WY`Y]bY`Yb hgdUbbYbXY
K YhhYfVYggYfi b[`Ub`i`Yg`k]fX`k`c`_][`a`]h`Y]bnY`bYb`GW`Ui Yfb
Yfk UfhYhž`k`cVY]`X]Y`HYa`dYfUhi`fYb`nk`]gWYb`&\$`i`bX`&) `;`fUX
gW`k`Ub`_Yb"

B UW`XYf`<]hnY`_ca`a`h`XYf`F`Y[Yb

8 Ug`K`YhhYf`XYf`_ca`a`YbXYb`HU[Y`gcf[h`ZØf`5i`ZfY[i`b["5a
8]YbghU[ž`XYa`i`%,"`đ b]ž`XØf`ZhY`g]WY`X]Y`@U[Y`k`]YXYf`ghUV]`g]YfYb/
X]Y`A`YhYcfc`c[Yb`Yfk`UfhYb`j`]Y`GcbbY`i`bX`<`ØW`ghk`YfhY`V]g`&,
;`fUX`Ua`i`bhYfa`U]b`"J`cf`U`Ya`X]Y`A`YYfYg`i`Zhž`X]Y`Ui`g`B`cf`XcghYb
ghf`Øa`hž`gcf[h`ZØf`Y]b`Ub[YbY\`a`Yg`?`a`U`5V`_Ø\`i`b[Yb`Ui`Z`%`V]g
+`;`fUX`]b`XYf`B`UW`h'g]bX`YVYbZU`g`]b`XYf`HU[Ygd`fc[bcgY`ni
Z]bXYb"8]Y`K`]hYfi`b[`k`]fX`U`g`b]YXYfgW`U[gZfY]`VYgW`f]YVYbž
i`bX`Ui`Z`XYa`K`Y[`]bg`K`cW`YbYbXY`g]Y\`h`Yg`i`Ui`h`8K`8`k`Y]hYf\]b
gY\`f`j`]Y`j`Yfgd`fYW`YbX`Ui`g"

8 YbbcW`V`Y]Vh`Y]b`ZUXYf`6Y][YgW`a`UW`ž`k`Ybb`a`Ub`Ui`Z`X]Y
Øb[ghYb`K`YhhYfYfY][b]ggY`ni`fØW`V`]W`h`9]b`<`cW`k`UggYf`]b
6UmYfb`9bXY`A`U]j`Yfi`fgUW`hY`GW`ÅXYb`j`cb`gUhhYb`nk`Y]
A`j`]UfXYb`9i`fcž`i`bX`9i`dYfhYb`XYf`6F`k`UfbYbž`XUgg`gc`W`Y
?`UhUghfcd`Yb`_ØbZh][`Ài`Z][Yf`Ui`ZhYhYb`_ØbbhYb"9]bgh`U`Y`(\$
`X\`fYž`_ØbbhYb`gW`k`YfY`<`cW`k`UggYfYfY][b]ggY`Xi`fW`X`Yb
?`]a`Uk`UbXY`Y`Yhnh`U`Y`" \$`X\`fY`Yfk`UfhYh`k`YfXYb"8K`8!
A`YhYcfc`c[Y`@`ch`Uf`6cW`_Yf`_`Àfhž`XUgg`X]Y`b`hYbg]h`h`X]YgYf
K`YhhYfYfY][b]ggY`ni`bY\`a`Yb`_ØbbhYž`Ui`W`k`Ybb`X]Y`[YbUi`Yb
J`cf`YfgU[Yb`Ui`Z][fi`bX`Y]bYf`i`bni`fY]WYbXYb`8`UhYbVUg]g`a`]h
I`bg]WYf\`Y]hYb`VY\`UZhYh`g]bX"

?`]a`Uk`UbXY`i`bX`K`YhhYfYI`hfYa`Y

,`VYf`X]Y`i`ba`]hY`VUfYb`K`YhhYfYfY][b]ggY`\]bUi`g`k`]fX`XYf
?`]a`Uk`UbXY`U`g`HfY]VYf`ZØf`\`Ài`Z][YfY`i`bX`]bhYbg]j`YfY
K`YhhYfYI`hfYa`Y`]b`6UmYfb`]XYbh]Z]n]Yfh`Ghi`X]Yb`nY][Ybž`XUgg`k`]f

]b`XYb`b`ÅW ghYb`&\$`>U\ fYb`a`]h`Å\ b`]WYb`K` YhhYfYfY][b]ggYb`k`]Y
]b`XYf`'Øb[ghYb`J`Yf[Ub[Yb\Y]h`fYW`bYb`a` ØggYb`"Gc`_ca` a`h`Yg
b]W`h`bi`f`ni`k`Yb][Yf`i`fcgh`i`bX`GW`bYYž`gcbXYfb`Ui`W`ni
Xf`Åi`YbXYb`5i`gk`]f`_i`b[Yb`Ui`Z`J`Y[YhUh]cb`i`bX`@UbXk`]fhgW`UZh`
8Yf`8K`8`k`Ufbhž`XUgg`_ØbZh][Y`<]hnYk`Y`Yb`V]g`ni`nY\ba`U`
k`U\fgW`Y]b`]WYf`k`YfXYb`_ØbbhYb`_XUg`k`]YXYfi`a`_ØbbhY
hØX`]W`Y`?`cbgYei`YbnYb`bUW`g]W`n]Y\Ybž`k`]Y`X]Y`<]hnYk`Y`Y
&\$&`_i]b`9i`fcdUž`X]Y`'`+"\$\$\$\$`A`YbgW`Yb`YVYb`ZcfXYfhY"

8]Y`?`ca`V]bUh]cb`Ui`g`<cW`k`UggYf`i`bX`<]hnYk`Y`Yb`j`YfXYi`h`]W`hž
XUgg`6UmYfb`Ui`ZXYa`_K`Y[`_i]b`Y]bY`i`bVYfYW`YbVUfY`Ni`_i`bZh`]gh`
9g`V`Y]Vh`ni`_cZZYbž`XUgg`k`]f`X]Y`_ca`a`YbXYb`HU[Y`a`]h
k`UW`gUa`Yb`5i`[Yb`VYhfUW`hYb`i`bX`[`i`h`Ui`Z`X]Y
K`YhhYfj`cf\YfgU[Yb`UW`hYbž`k`Å\ fYbX`g]W`X]Y`_`a`Uh]gW`Yb
6YX]b[`i`b[Yb`k`Y]hYf`j`Yf`ÅbXYfb"

8YhU]`g	
C`f`h	6UmYfbž`8Yi`hgW`_UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "a`Yf`_i`f"XY • k k k "Xk`X"XY • k k k "Vf"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`bU[`!\`YggYb`"XY