

ð b [Y ' l b] c b ' < YggYb . ' J Yfk U`hi b [gfY Zc fa ZØf`Y]bYb`gWx`Ub_YfYb`GhUUh°

ð b [Y ' l b] c b ' < YggYb`ZcfXYfh'i a ZUggYbXY`FY Zcfa Yb`ni f
5VgWxUZZi b [`XYf`FY []Yfi b [gdfÀg]X]Yb`i bX`ni f`C dh]a]Yfi b [
XYf`J Yfk U`hi b ["



< ØbZY`Xž`8Yi hgWx`UbX`!`8]Y`ð b [Y ' l b] c b ' < YggYb`fð Ł`Vf]b [h
XYfnY]h`Zf]gWxYb`K]bX`]b`X]Y`\\Ygg]gWxY`J Yfk U`hi b [g`UbXgWxUZh"
5a`%' "\$*`"&\$&)`\Uh`X]Y`ð`Y]bYb`@Y]hUbhfU [`VYgWx`cggYbž`XYf
Y]bYb`[fi bX`Y [YbXYb`l a VUi`XYf`J Yfk U`hi b [`UbghfYVh`'8Yf
: c_i`g`Y [h`Ui Z`XYf`gWx]h`k Y]gYb`5VgWxUZZi b [`XYf`XfY]
FY []Yfi b [gdfÀg]X]Yb`]b`8Ufa`ghUXhž;]Y»Yb`i bX`?UggY`"8]Y
j]Y`ZÀ`h] [Yb`5i Z [UVYb`X]YgYf`FY []Yfi b [gghY`Yb`gc`Yb`Ui Z
@UbX`_fY]gYž`_fY]gZFY]Y`GhÀXhY`cXYf`X]fY`_h`Ui Z: UWx a]b]ghYf]Yb
ØVYfhfU [Yb`k YfXYb`"ð`!@UbXYgj`c fg]hnYbXYf`@`_Ug`6fUbXgWxY]X
Vf]b [h`Yg`Ui Z`XYb`Di b`_h` <]Yf`a`ØggYb`\\Y]] [Y`?Ø`Y [YgWx`UWxhYh
k YfXYb`ž`i a`Y]bY`gdØfVUFY`9b`h`Ughi b [`XYf`6Øfc`_fUh]Y`ni
YffY]WxYb`"8Ug`N]Y`]gh`Y]b`Y]ghi b [gZÀ`][Yfž`gWx`bY`Yf`i bX
VØf [YfbU`Yf`GhUUh"

8 Yf'ghY`j YfhfYhYbXY`đ !@UbXYgj c fg]hnYbXY`6YbYX]_h'GhcW_
i bhYfghfY]W\h'X]Y`8f]b[`]W_]h'gW\`Ub_Yf`Ghfi _hi fYb`i bX`X][]hU`Yf
DfcnYggY`]b`XYf`J Yfk U`hi b[" "a`Ni gUa`a Yb\Ub[`a`]h`X]YgYf
F YZcfa`ZcfXYfb`X]Y`đ !J YfhfYhYf`X]Y`9]b]W\hi b[`Y]bYf
5fVY]hg[fi ddY`]b`XYf`GhUUhg_Ubn`Y]`V]g`ni f`b`ÅW\ghYb
?ca`a`i`bU`k`U\`&\$`%`"8]YgY`; fi ddY`gc```_cb_fYhY`J`c fgW\`À[Y`ZØf
Y]bY`i`a`ZUggYbXY`_ca`a`i`bU`Y`J`Yfk`U`hi`b[`gfY`Zcfa`Ui`gUfVY]hYbž
X]Y`b]W\h`bi`f`X]Y`J`Yfk`U`hi`b[`gj`YfZU\`fYb`VYgW\`Yi`b][`hž`gcbXYfb
Ui`W\`X]Y`?cghYb`gYb`_hi`bX`XUg`J`YfhfUi`Yb`XYf`6Øf[Yf`]b`X]Y
J`Yfk`U`hi`b[`gh`Åf`_h"

8 Yf`F`Y`Zcfa`VYXUfZ`i`bX`_f]h]gW\Y`Gh]a`a`Yb

Hfchn`XYg`J`c fg]h`»`Yg`XYf`đ`[]Vh`Yg`6YXYb`_Yb```đ`Y]bYf`U`_hi`Y`Yb
GhY`i`b[`bU\`a`Y`Ài`»`Yfh`X]Y`đ`<`YggYb`G`_Ydg]g`[Y[YbØVYf`XYa
[Yd`UbhYb`GcbXYfj`Yfa`Ò[Yb`j`cb`)`\$\$`A`j``]UfXYb`9i`fcž`XUg`]b
`đ`ZfUghfi`_hi`fi`bX`?ca`a`i`bYb`]bj`Ygh]Yfhk`YfXYb`gc```"8]Y`đ`]g]Y\h
\]Yf]b`Y]bY`5V`Yb`_i`b[`j`ca`Xf]b[YbXYb`F`Y`Zcfa`VYXUfZ`i`bX`k`Ufbh
j`cf`Y]bYf`J`YfgW\`Y]Yfi`b[`XYf`b`chk`YbX][Yb`Ghfi`_hi`ffY`Zcfa`Yb
Xi`fW\`GW\i`XYbUi`ZbU\`a`Y``GhcW\`Y[h`_`Uf`XUfž`XUgg`XUg
GcbXYfj`Yfa`Ò[Yb`b]W\h`U`g`GW\`a`Yfna`]hhY` `ZØf
F`Y`Zcfa`i`bk`j``[_Y]h`X]YbYb`XUfZ"

Ni`f`i`bhYfghØhni`b[`XYf`Xf]b[YbX`b`Øh][Yb`J`Yf`ÅbXYfi`b[Yb`k`]fX`X]Y
9]b]W\hi`b[`Y]bYf`i`bUV\`Åb[]][Yb`9i`dYfhYb`_ca`a`]gg]cb`[YZcfXYfh`
8]YgY`gc```9]bgdUfdchYbn]U`Y`]a`6i`bXYg\Ui`g\U`h]XYbh]Z]n]YfYb
i`bX`J`c fgW\`À[Y`ZØf`Y]bY`bUW\`U`h][Y`:]bUbndc`h]_`YfUfVY]hYb``8]Y
đ`VYhc`bh`\]YfVY]`X]Y`K`]W\h][_Y]h`XYg`Gi`Vg]X]Uf]h`Åhgdf]bn]dg`i`bX
]gh`ØVYfnYi`[hž`XUgg`Y]bY`bUW\`U`h][Y`:]bUb]n]Yfi`b[`XYf
?ca`a`i`bYb`b]W\h`Xi`fW\`_i`fnZf]gh][Y`GW\i`XYbdfc[fUa`a`Y
[Yg]W\Yfh`k`YfXYb`_Ubb"

8]Y`dc`h]gW\Y`J`YfUbhk`cfhi`b[`i`bX`6`W`_]b X]Y`Ni`_i`bZh

8]Y`G]hi`Uh]cb`k`]fX`Xi`fW\`X]Y`XYfnY]h][Y`GhUUhg]YfgW\i`Xi`b[
8Yi`hgW\`UbXgž`X]Y`ØVYf`%\$\$`i` `XYg`6`đ`VYhf`À[hž`bc`W\`j`Yfgh`Åf`_h"

; UVf]Y`GW`bY]XYfz`F YZYfYbh`ZØf`K]fhgW`UZh`5fVY]hi`bX`:]bUbnYb
 XYf`đ`<YggYbž`a U`bh`Y]bY`_cbgYei`YbhY`l`a`gYhni`b[`j`cb
 Ghfi`_hi`ffYZcfa`Yb`Ubž`i`a`X]Y`dc`h]gW`Y`];`Ui`V`k`ØfX][`_Y]h`ni
 k`U`fYb`"GW`Y`»`]W`UddY`]Yfh`X]Y`đ`<YggYb`Ub`X]Y`78l`#7GI`!
 :fU`h]cbž`XYa`GcbXYfj`Yfa`Ø[`Yb`bi`fi`bhYf`XYf`6YX]b[`i`b[
 ni`gh]a`a`Ybž`XUgg`VY[`Y]hYbXY`F`YZcfa`Yb`Yf[`f]ZYb`k`YfXYb`"

9]b`6`]W`_ni`fØW`_]b`X]Y`];`YgW`]W`hY`nY][`hž`XUgg`_ca`a`i`bU`Y
 J`Yfk`U`hi`b[`gfYZcfa`Yb`ghYhg`i`bhYfgW`]YX`]W`ghY`N]Y`gYhni`b[`Yb
 j`YfZc`[`h`UVYb`"J`cb`XYf`GhY][`Yfi`b[`XYf`J`Yfk`U`hi`b[`g`fUZh`ØVYf
 X]Y`hfUbgdUfYbhY`];`YghU`hi`b[`j`cb`9bhgW`Y]Xi`b[`gd`fc`nYggYb`V]g`]\b
 ni`f`9f`Ø\i`b[`XYf`VØf[`YfgW`UZh]W`Yb`A`]hk`]f`_i`b[`U`XUg`k`Uf
 i`bX`V`Y]Vh`Y]b`nYbhU`Yg`H`Ya`U`9g`k`]fX`gd`Ubb`YbX`ni
 VYc`VUW`hYbž`k`]Y`X]Y`đ`<YggYb`U`g`J`c`ffY]hYf`]b`XYf
 J`Yfk`U`hi`b[`gfYZcfa`U[`]Yfh`i`bX`k`Y`W`Y`8Yb`_UbghØ»`Y`g]Y`]b`XYb
 dc`h]gW`Yb`8]g`_i`fg`Y]bVf]b[`h`"

:`Øf`X]Y`6Øf[`Yf]bbYb`i`bX`6Øf[`Yf`]b`<YggYb`ghY`h`ZYgh`8]Y
 [`Yd`UbhYb`F`YZcfa`Yb`_ØbbhYb`Y]bYb`YbhgW`Y]XYbXYb`l`bhYfgW`]YX
]a`hÅ[`]W`Yb`J`Yfk`U`hi`b[`gUV`Ui`Z`a`UW`Yb`"GW`Y`»`]W`]gh`Y]bY
 hfUbgdUfYbhYž`YZZ]n]YbhY`i`bX`VØf[`YfbU`Y`J`Yfk`U`hi`b[`XYf
 GW`ØggY`ni`Y]bYa`j`YfhfUi`Ybgj`c`Yb`J`Yf`Å`hb]g`nk`]gW`Yb`GhUUh
 i`bX`6Øf[`Yf`"C`V`X]Y`đ`]\`fYb`Ua`V]h]cb]YfhYb`D`Ub`YfZc`[`fY]W
 i`a`gYhYb`_Ubbž`V`Y]Vh`UVni`k`UfhYb`"

8YhU]`g	
C`f`h	<ØbZY`Xž`8Yi`hgW`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • cgh\YggYb!bYk`g`XY • k`k`k`"i`!\YggYb`XY • k`k`k`"VdV`XY

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