

J Yfa i a a hY`[fY]ZYb`J]Y`ZU`h!
J YfUbghU`hi b[`]b`6UX` : fY]Ybk U`XY`Ub`°

5a`%*" "\$*" &\$&)`k i fXYb`HY]`bY\`a Yf`Y]bYf`J YfUbghU`hi b[
[Y[Yb`FYWXhgYI hfYa`]ga i g`]b`6UX` : fY]Ybk U`XY`j cb
j Yfa i a a hYb`5b[fY]ZYfb`UhhUW_]Yfh"



6UX` : fY]Ybk U`XYž`6fUbXYbVi f[ž`8Yi hgW\`UbX`!`5a`%*" "> b]
&\$&)`_Ua`Yg`ni`Y]bYa`Vfi hU`Yb`,`VYf[f]ZZ`Ui ZY]bY`J YfUbghU`hi b[
]b`6UX` : fY]Ybk U`XYž`X]Y`g]W\`[Y[Yb`FYWXhgYI hfYa`]ga i g`]W\`hYhY`
8]Y`J YfUbghU`hi b[`a`]h`XYa`H]hY` : Øf`Y]b`Vi bhYg`6UX
: fY]Ybk U`XY`gc`hY`Y]b`ghUf`_Yg`NY]W\`Yb`ZØf`Hc`YfUbn`i bX`J]Y`ZU`h
gYhnYb`"8cW\`ghUhh`Y]bYf`Zf]YX`]W\`Yb`Ni gUa`a Yb`_i bZi`ghØfa`hYb
Yhk U`%\$`V]g`%)`j Yfa i a a hY`5b[fY]ZYfž`X]Y`a`]h`GW\`U[k Yf`_nYi [Yb
Ui g[YghUhhY`h`k UfYbž`X]Y`GnYbY`i bX`UhhUW_]YfhYb`X]Y`HY]`bY\`a Yfž
XUfi bhYf`Ui W\`j]Y`Y`A`]h[`]YXYf`XYf`@`6HE`Ž`7ca`a`i`b]hm`"8Yf
J cfZU`YfY][bYhY`g]W\`_i fn`j cf`XYa`6Y[]bb`XYf`J YfUbghU`hi b[ž
[Y[Yb`%&`I` \fž`i bX`ZØ\`fhY`ni` ; Yg]W\`hgj`Yf`Yhni b[Yb`VY]
a`]bXYghYbg`ink Y`DYfgcbYbž`Y]bYa` (+!`>\`f][Yb`i bX`Y]bYa
)`(!`>\`f][Yb`"

8]Y`C f[Ub]gUhc f]b`XYf`J YfUbg hU`hi b[ž`đ`Y` ; f]Yb]mž`VYf]W hYh`
j`cb`Yf`YV`]W`Yb`J`Yf`Y`ni b[Yb`i`bX`XYa`G`W`c`W`ž`XYb`X]Y`
5bk`Yg`Yb`XYb`ž`Y]bg`W``Y»`]W`?`]b`XYf`ž`Yf`]h`Yb`U`h`h`Yb`"
;`Ø`W`_]W`Yf`k`Y]g`Y`_`c`b`b`h`Yb`X]Y`5b[fY]Z`Yf`bc`W`j`c`f`XYa`9]b`h`f`Y`Z`Y`b`
XYf`Dc`]nY]Z`Y`Y`b`" `đ`Zc`[`Y`X`Y`g`g`Yb`U`h`X`Y`f`G`h`U`U`h`g`g`W`i`h`n`X]Y`
9fa`]h`i`b[Yb`Ø`V`Y`f`b`c`a`a`Yb`ž`X`U`<]b`k`Y]g`Y`U`i`Z`Y]b`Yb`d`c`]h]g`W`
a`c`h]j`]Y`f`h`Yb`5b[f]Z`V`Y`g`h`Y`Y`b`"9`g`k`]f`X`k`Y[Yb`X`Y`g`J`Y`f`X`U`W`h`g`U`i`Z`
g`W`k`Y`f`Yb`@`U`b`X`Z`f]Y`X`Y`b`g`V`f`i`W`Y`f`a`]h`Y`h`"6`f`U`b`X`Y`b`V`i`f[g`
đ`b`Y`b`a`]b]g`h`Y`f`F`Y`b`Å`K`]`_`Y`j`Y`f`i`f`h`Y]`h`Y`X`Y`b`5b[f]Z`g`W`U`f`Z`i`b`X`
V`Y`h`c`b`h`Y`X]Y`B`c`h`k`Y`b`X][`_`Y]h`ž`X`Y`f`U`f`h][`Y` ;`Y`k`U`h`h`U`h`Y`b`Y`b`h`g`W`]Y`X`Y`b`
Y`b`h[Y[Yb`ni`h`f`Y`h`Y`b`"

GhY][YbXY`NU\`Yb`i`bX`d`c`]h]gW`a`c`h]j`]Y`f`h`Y` GhfUZhUhYb`

8Yf`J`c`f`Z`U```]b`6`U`X`:`f`Y]Y`b`k`U`X`Y`f`Y]`h`g]W`]b`Y]b`
V`Y`g`c`f[b]g`Y`f`f`Y[Yb`X`Y`g`6`]X`d`c`]h]g`W`a`c`h]j`]Y`f`h`Y`f`G`h`f`U`Z`h`U`h`Y`b`]b`
6`f`U`b`X`Y`b`V`i`f[`Y]b`"@`U`i`h`X`Y`f`U`_`h`i`Y``Y`b`6`]U`b`n`Z`Ø`f`&`\$`&` `k`i`f`X`Y`b`
]b`g[Y`g`U`a`h`("`\$`%`,`g`c`W`Y`f`G`h`f`U`Z`h`U`h`Y`b`Y`f`Z`U`g`g`h`ž`k`U`g`Y]b`Y`a`
F`Ø`W`_[Ub[`i`a` ,`ž`(`i` `]a`J`Y`f[`Y]W`n`i`a`J`c`f`U`f`Y`b`h`g`d`f]W`h`"8`c`W`
X]Y`NU\`Y`b`n`Y][Yb`ž`X`U`g`g`a`Y`f`U`g`X]Y`<`À`ž`h`Y`X]Y`g`Y`f`:`À``Y`ž`b`Å`a` `]W`
&`(+)`ž`X`Y`a`F`Y`W`h`g`Y`i`h`f`Y`a`]g`a`i`g`n`i`[Y`c`f`X`b`Y`h`k`Y`f`X`Y`b`a`Ø`g`g`Y`b`ž`
k`U`g`Y]b`Y`b`5`b`g`h]Y[`i`a`&`%`i` `]a`J`Y`f[`Y]W`n`i` `&`\$`&`X`U`f`g`h`Y``h`
6`Y`g`c`b`X`Y`f`g`U`U`f`a`]Y`f`Y`b`X`]g`h`ž`X`U`g`g`[`Y]W`n`Y]h][`X]Y`5`b`n`U`\`X`Y`f`
d`c`]h]g`W`a`c`h]j`]Y`f`h`Y`b` ;`Y`k`U`h`h`U`h`Y`b`i`a`(`&`i` `[Y`g`i`b`_`Y`b`]g`h`ž`k`U`g`
Y]b`Y`b`F`Ø`W`_[Ub[`j`c`b`" `\$`\$`U`i`Z`%`+(`:`À``Y`V`Y`X`Y`i`h`Y`h`"

8]Y`5`i`Z`_`À`f`i`b[`g`c`W`Y`f`G`h`f`U`Z`h`U`h`Y`b`[Y`g`h`U`h`Y`h`g]W`Y`X`c`W`b`]W`h`
]a`a`Y`f`Y]b`Z`U`W`"G`c`g`h]Y[`X]Y`5`i`Z`_`À`f`i`b[g`e`i`c`h`Y`]b`g[Y`g`U`a`h`j`c`b`(`,
i` `U`i`Z`)`%`i`"6`Y`g`c`b`X`Y`f`g`]a`6`Y`f`Y]W`X`Y`f` ;`Y`k`U`h`h`U`h`Y`b`[U`V`Y`g`
]b[Y[Yb`Y]b`Yb`Y]W`h`Y`b`F`Ø`W`_[Ub[ž`j`c`b` ,`\$`i` `U`i`Z`+`,`i`"8]Y`g`Y`
NU\`Y`b`k`Y`f`X`Y`b`]c`b`X`Y`b`đ`b`Y`b`a`]b]g`h`Y`f`b`i`b`X`D`c`]n`Y]Z`b`_`h]c`b`Å`f`Y`b`
j`c`f[Y`Y[h`ž`X]Y`X]Y`G]h`i`U`h]c`b`]a`6`i`b`X`Y`g`U`b`X`U`i`Z`a`Y`f`_`g`U`a`
V`Y`c`V`U`W`h`Y`b`"

9I`h`f`Y`a`]g`a`i`g`]b`8`Y`i`h`g`W`U`b`X`

8]Y'8YVUhhY'ØVYf'dc`h]gW`a ch]j]YfhY'?f]a]bU`]hÅh'a i gg'Ui W`]a
?cbhYI h'XYf'YI hfYa]gh]gW`Yb`GhfØa i b[Yb`]b`8Yi hgW`UbX
VYhfUW`hYh'k YfXYb" `a` `j\`f`&\$&'`k i fXYb`Yhk U`' -"(\$ \$
YI hfYa]gh]gW`Y`i bX`*\$"\$\$\$'dc`h]gW`a ch]j]YfhY`GhfUZhUHyb
fY[]ghf]Yfhž`VY]XY`K YfhY`ghY`Yb`<ØW`ghghÅbXY`XUF" `8Yf
FYW`hgYI hfYa]ga i g`Å`h'XUVY]`Y]bYb`VYgcbXYfg
VYgcf[b]gYffY[YbXYb`5bhY]ž`XU`[YgW`Åmh'(\$`*\$`\$`A YbgW`Yb`]b
8Yi hgW`UbX`X]YgYf`X`Yc`c[]Y`Ub`Åb[Ybž`XUfi bhYf`%(") \$ž`X]Y`U`g
[Yk U`hVYfY]h[Y`hYb"

Æg[YgUa h]gh'XYf`5bgh]Y[]j cb`fYW`hgYI hfYa]gh]gW`Yb`GhfUZhUHyb
Yb[`a]h'XYf`U`_hi Y`Yb`8]g`_i gg]cb`i a`X]Y`5gm`dc`h]_j YfVi bXYb"
8cW`Ui W``]b_gYI hfYa]gh]gW`Y`HUHyb`g]bX`[Ygh]Y[Yb.`8]YgY
j YfnY]W`bYhYb`Y]bYb`5bgh]Y[`i a`%'`*`i` `Ui Z]bg[YgUa h] (, : `Å`Yž
j]Y`ZUW`]b`Ni gUa a Yb`Ub[`a]h`?`]a U!`i bX
I a k Y`hgW`i hnU`_h]j]hÅhYb" `8]YgY`8mbUa]_Yb`a ØggYb`]a `?cbhYI h
Y]bYg`g]W`j YfÅbXYfbXYb`dc`h]gW`Yb`?`]a Ug`]b`8Yi hgW`UbX
[YgY`Yb`k YfXYbž`XUg`j cb`k UW`gYbXYf`Æhc`YfUbn`[YdfÅ[h]gh"

Jcf`X]YgYa`<]bhYf[fi bX`V`Y]Vh`UVni k UfhYbž`k]Y`X]Y`6Y`ØfXYb`Ui Z
JcfZ`Å`Y`k]Y`]b`6UX`:`fY]Ybk U`XY`fYU[]YfYb`k YfXYbž`i a`X]Y
G]W`Yf`Y]h`i bX`FYW`hY`U`Yf`6Øf[Yf`ni` ` [Yk Å`f`Y]ghYb"

: Øf`k Y]hYfY`ÆZcfa Uh]cbYb`ni`XYb`i fgUW`Yb`i bX`XYf`9bhk]W`_i b[
j cb`dc`h]gW`a ch]j]YfhYf'?f]a]bU`]hÅh`]b`8Yi hgW`UbXž`_ØbbYb`G]Y
XYb`5fh]_Y`Ui Z`GhUh]ghU`Y`gYb"

Ni gUa a YbZUggYbX`Åggh`g]W`gU[Ybž`XUgg`XYf`JcfZU`]]b`6UX
: fY]Ybk U`XY`b]W`h]gc`Yfh`VYhfUW`hYh'k YfXYb`_Ubbž`gcbXYfb`HY]
Y]bYg`[fØ» YfYbž`VYgcf[b]gYffY[YbXYb`HfYbXg`]ghž`XYf`gck c`\
Hc`YfUbn`U`g`Ui W`X]Y`G]W`Yf`Y]h`XYf`; Ya Y]bgW`UZh`]b
6fUbXYbVi f[` [YZ`Å`fXYh"

8YhU]`g	
C fh	6UX`:`fY]Ybk U`XYž`6fUbXYbVi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "Zf"XY• k k k "fVV&("XY

8YhU]`g

- XY"ghUh]ghU"Wc a

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