

6YfbUi `]a `: c_i g.; Ygi bX\Y]hga Uf_h'Ua %+"`GYdhYa VYf`&\$&) `YfÒZZbYb

9bhXYW_Yb`G]Y`X]Y`nYbhfU`Yb`5gdY_hY`XYf
; Ygi bX\Y]hgk]fhgW\UZh`b`6YfbUi .`6YXYi hi b[ž`5fVY]hgd`ÀhnY
i bX`Ni _i bZhgdYfgdY_h]j Yb"



6YfbUi ž`8Yi hgW\`UbX`!`đ`6YfbUi`k`]fX`X]Y`; Ygi bX\Y]h
[fc>» [YgW\]f]VYb`"đ`Y]bYf`GhUXhž`k`c`i; Ygi bX\Y]h`b]W\h`bi`f`Y]b
\`Äi`Z] [Yg`H\Ya`U`]b`; `ØW_k`i`bgW\`_UfhYbž`K`YfVi`b[`i`bX`A`YX]Yb`]ghž
gcbXYfb`Ui`W\`Y]bY`hfU[`YbXY`F`c`"Y`]b`XYf`K`]fhgW\UZh`gd]Y`hž`[]Vh`Yg
j`]Y`ni`"VYf]W\hYb`"<`]Yf`ghY\Yb`ØVYf`("*)`\$`j`cb`fi`bX`%&`\$\$\$
gcn]U`j`Yfg]W\Yfi`b[`gdZ]W\h] [Yb`5fVY]hgd`ÀhnYb`]b`XYf
; Ygi bX\Y]hgk]fhgW\UZh`k`Ug`X]Y`6YXYi`hi`b[`X]YgYg`GY`hc`fg
XYi`h]W\`a`UW\h`6Øf[`Yfa`Y]ghYf`5bXf`Ä`GhU\`"YVh`"Yfj`cfž`k`]Y
nYbhfU`"X]Y`; Ygi bX\Y]hgVfUbW\Y`ZØf`X]Y`GhUXh`]ghi`bX`XUgg`X]Y
GhUXh`j`Yfk`U`hi`b[`g]W\`U_h]j`ZØf`XYb`5i`gVUi`"XYf
; Ygi bX\Y]hg]bZfUghfi`_hi`f`i`bX`X]Y`GW\UZZ`b[`ni`gÄhn`]W\Yf
; Yk`YfVYZ`ÄW\Yb`Y]bgYhnh`"8]Y`"c`_U`Yb`9]bf]W\hi`b[`Ybž`XUfi`bhYf
?fUb`_Yb`\Äi`gYfž`5fnhd`fUI`Ybž`DZY []Y]b]f]W\hi`b[`Yb`i`bX`5dch\Y`_Ybž

g]bX`j]hU`ZØf`X]Y`J Yfgcf[i b[`XYf`6Yj Ò`_Yfi b[`i bX`V]YhYb
nU\`fY]W\Y`5fVY]hgd`ÀhnY"

; Ygi bX\Y]h]gh`b]W\h`bi f`Y]b`k]W\h][Yg`H\Ya U`ZØf`X]Y`6Øf[Yfž
gcbXYfb`Ui W\`Y]b`VYXYi hYbXYf`K]fhgW\UZhgzU`hcf"@Ui h`Y]bYf
l bhYfgi W\i b[`XYg`6i bXYg[Ygi bX\Y]hga]b]ghYf]i a`g`]gh`X]Y
; Ygi bX\Y]hgk]fhgW\UZh]b`8Yi hgW\`UbX`Y]b`[fc» Yf
6YgW\`ÀZh][i b[ga`chcf"`, VYf`Y]b`gYW\ghY`XYf`[YgUa hYb
9fk YfVgh`Àh][Ybž`]b`Yhk U`+ž+`A`j`]cbYb`A YbgW\Ybž`UfVY]hYb`]b
X]YgYa`GY`hcf"8]Y`6fi hck YfhgW\ÒdZi b[`XYf
; Ygi bX\Y]hgk]fhgW\UZh]gh]b`XYb`YhnhYb`nY\`b`š\`fYb`ghYh][
[Yk UW\gYb`i bX`hfi [`&\$&(`a`]hfi bX`(-`\$ž&`A`j`]UfXYb`9i fc
]bg[YgUa h`%&ž) `DfcnYbhni f`6fi hck YfhgW\ÒdZi b[`]b`8Yi hgW\`UbX
VY]"

GhUf`_Yg`K UW\ghi a`XYf

; Ygi bX\Y]hg]bXi ghf]Y

8]Y`; Ygi bX\Y]hgk]fhgW\UZh`Vcca h`G]Y`\Uh`b]W\h`bi f`X]Y
K]fhgW\UZh]b`XYf`F Y []cb`Ub[Y`_i fVY`hž`gcbXYfb`Ui W\`nU\`fY]W\Y
=bcj Uh]cbYb`\Yfj cf[YVfUW\h`=b`8Yi hgW\`UbX`]gh`XYf
; Ygi bX\Y]hga Uf`h`[Ydf`À[hij cb`]bbcj Uh]j Yb`DfcXi`_hYb`]b`XYf
A YX]n]bhYW\b`_i bX`bYi Ufh][Yb`6Y\UbX`i b[g!`i bX
l bhYfgi W\i b[ghYW\b`_Yb"8Yf`]bXi ghf]Y`Y`HY]`VYfY]W\`]gh
VYgcbXYfg`U`hj`i bX`Y]ghYh`ØVYf`&%`DfcnYbhni f`K YfhgW\ÒdZi b[
XYf`[YgUa hYb`6fUbW\Y" `Hfch`XYf`< YfUi gZcfXYfi b[Ybž`k]Y`XYa
U`hi Y`Yb` : UW`_f`ÀZhYa Ub[Y`ž`]bgVYgcbXYfY`]a`DZY[YVYfY]W\ž
nY][h`X]Y`6fUbW\Y`Y]b`dcg]hj Yg`K UW\ghi a`i bX`Yb`hk]W`Y`hY`g]W\
bUW\`Y]bYa`FØW`[Ub[`]a`š\`f`&\$&\$`nØ[][`k Y]hYf"

8]Y`5i g[UVYb`ZØf`; Ygi bX\Y]hg`Y]ghi b[Yb`\UVYb`g]W\`&\$&`Ui Z
fi bX`(-)`A`j`]UfXYb`9i fc`VY`Ui ZYbž`k Ybb`Ui W\`a`]h`Y]bYa
`Y]W\hYb`FØW`[Ub[`]cb`\$ž*`DfcnYbh]a`JYf[`Y]W\`ni a`Jcf`U\`f"
8]Y`VfYbbYbXY` : fU[Y`V`Y]Vhž`k]Y`a`Ub`XYb`ghY][YbXYb`6YXUfZ`Ub
: UW`_f`ÀZhYb`XYW`Yb`_Ubbž`i a`XYb`\c`Yb`GhUbXUfX`XYf
a`YX]n]b]gW\Yb`J Yfgcf[i b[`g]W\Yfni ghY`Yb"

; Ygi bX\Y]hga Uf_h`U`g`A c h c f`ZØf`X]Y`Ni _i bZh

8]Y`6fUbWXY`k]fX`Ui W`j`c b`XYf`X][]hU`Yb`HfUbgZcfa Uh]c b`ghUf_
VYY]bZi`ggh"8Yf`6YfY]W`XYf`X][]hU`Yb` ; Ygi bX\Y]hgk]fhgW`UZh`Uh
g]W`U`g`_`Y]bYfž`XcW`k UW`gYbXYf`HY]`VYfY]W`YhUV`]Yfž`[Ygh`Åf`h
Xi fW`X]Y`U_hi`Y`Yb`<YfUi`gZc`fXYfi`b[Yb`i`bX`X]Y`B`chk`YbX][_Y]h
ni`f`8][]hU`]g]Yfi`b["DchYbn]U`Yž`X]Y`Yf`bcW`]Y[Ybž`_`ØbbhYb`X]Y
Ni`_i`bZh`XYf` ; Ygi bX\Y]hgX]Ybgh`Y]ghi`b[Yb`bUW`X`U`h][`j`Yf`Åb`XYfb`"

6YfbUi`_]gh`g]W`XYf`7`UbW`b`Ui`ZX]YgYa` ; YV]Yh`VYk`i`ggh`i`bX
k`]fX`k`Y]hYf`]b`Ub`XYf`J`YfVYggYfi`b[`XYf`
; Ygi bX\Y]hg]bZfUghfi`_hi`f`UfVY]hYb`"A`]h`Y]bYa``_`UfYb` :`c`_i`g`Ui`Z
k`Y]hYfY` :`ÅW`YbYfgW`]Y»`i`b[Yb`ZØf`X]Y` ; Ygi bX\Y]hgk]fhgW`UZh
a`UW`h`X]Y`GhUX`h`Y]bYb`GW`f]h`i]b`F`]W`hi`b[`Y]bYf`[`Yg]W`Yfb
Ni`_i`bZh`ZØf`X]Y` ; Ygi bX\Y]hgj`Yfgcf[`i`b[`XYf`6Yj`Ø`_Yfi`b[`"

≠g[YgUa`h`nY][`h`g]W`ž`XUgg`X]Y` ; Ygi bX\Y]hgk]fhgW`UZh]b`6YfbUi
b]W`h`bi`f`Y]bY`VYXYi`hYbXY`F`c`Y`]b`XYf`c`_`U`Yb`K`]fhgW`UZh]gd]Y`hž
gcbXYfb`Ui`W`U`g`=a`di`g[YVYf`ZØf`≠bcj`Uh]cbYb`i`bX`XYb
K`c`ghUbX`XYf`GhUX`h`k`]f`_h`"A`]h`ØVYf`("*)`\$`6YgW`ÅZh][`hYb`_]gh`g]Y
Y]b`i`bj`Yfn]W`hVUfYf`6YghUbX`hY]`XYg`@YVYbg]b`6YfbUi`i`bX`hf`Å[`h
ni`f`[`YgY`g`W`UZh]W`Yb`Ni`Zf]YXYb`Y]h`VY]"

8YhU]`g	
Cfh	6YfbUi`ž`8Yi`hgW`U`bX
Ei`Y`Yb	<ul style="list-style-type: none"> • VUfb]a`!U`_hi`Y`"XY • k k k "Vi`bXYg[`Ygi`bX\Y]hga`_]b]ghY`f]i`a`"XY • k k k "Vi`bXYgk`]fhgW`UZhga`_]b]ghYf]i`a`"XY

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