

6UmYfb!HU`Ybh`i fV][`ØVYffUgW h`A Ø`Yf
a]h`@UhhY!K YhhY`i bX`G]Y[Yf`ÀWY`b`°

æbUg`i fV][ž`&%ž`[Yk]bbh`K YhhY`[Y[Yb`H\ca Ug`A Ø`Yf`i bX
nY][hgY]b`HU`Ybh`VY]a` : 7`6UmYfb`A ØbWYb``: Ubg`ZY]Yfb`XYb
a` Ò[`]WYb`BUWZc`[Yf`j cb`BYi Yf``



6UmYfbž`8Yi hgW`UbX`!`5a` `%' " ' ð b] ' & \$ &) ž`]ba]hhYb`XYf
]bhYbg]j Yb`J cfVYfY]hi b[Yb`XYg` : 7`6UmYfb`A ØbWYb`ZØf`]\f`YfghYg
Gd]Y`XYf`?`i V!K Y`ha Y]ghYfgWUZh[Y[Yb`5i W`UbX`7]hmž`gcf[hY
Y]b`Ui ZgY\YbYffY[YbXYf`A ca Ybh`ZØf`5i ZfY[i b[`]a`HYUa` ``8Yf
&%!`À\`f][Y`Hcfk Ufh`æbUg`i fV][ž`XYf`gY]h`đbi Uf`&\$&) `]a` `? UXYf
XYf`6UmYfb`ghY`hž`ghY`hY`g]W`]b`Y]bYf`i a cf] c``Yb
<YfUi gZcfXYfi b[`H\ca Ug`A Ø`Yfž`XYa` ``Ub[`À\`f][Yb`6UmYfb!
I f[YghY]b``9f`ZcfXYfhY`A Ø`Yf`ni`Y]bYf`K YhhY`YfUi g.`) \$`9i fcž
k Ybb`Yf`X]Y`@UhhY`hf]Zn``I bX`hUhg`ÀW`]W`ž`a`]h`Y]bYa` `df`Än]gYb
GW`i gg`Ui g`[fc»Yf`9bhZYfbi b[``]Y»`I fV][`X]Y`@UhhY`_`]b[Yb`i bX
[Yk Ubb`X]Y`K YhhYž`gY`f`ni`f`6Y[Y]ghYfi b[`gY]bYf`A]hgd]Y`Yf`i bX
XYf`Ubk YgYbXYb`A]hUfVY]hYf]b`XYg`GcW]U`!A YX]U!HYUa` gž`X]Y`X]Y
GnYbY`Z]a` hY``5Vgc`i`h`i`ggVU``VYf]W`hYhž`XUgg`X]Y`Yi`d\cf]gWY

F YU_h]cb`XYg`HYUa`g`XYb`GdfØgg`b[`]b`XYb`A`]hY`di`b`_hfØW_hY`"

8]Y`XmbUa`]gWXY`6Y[Y[bi b[`k i fXY`j`cb`A`Ø`Yf`a`]hj`]Y`<i`a`cf`
_ca`a`Ybh]Yfh`"8]YgYf`nY][hY`g]Wk`nk`Uf`Ài`»`Yf`]W`i`bVYY]bXfi`W_hž`
ZUbX`XYbbcW`c`VYbXY`K`c`fhY`ZØf`X]Y`GcW]U`!A`YX]U`!A`]hUfVY]hYf]bž`
X]Y`hc`Yg`A`UhYf]U`Y]b[YZUb[Yb`U`hY`"8]Y`:`Ubg`Ui`Z`GcW]U`A`YX]U`
fYU[]YfhYb`Xi`fWk`Y[`VY[Y]ghYfh`Ui`Zi`fV][g`@]ghi`b[`i`bX`bU`a`Yb`
Ubž`XUgg`Yf`XUg`DchYbn]U`U`hž`Y]bYg`HU[Yg`XYf`B`UWk`Zc`[Yf`j`cb`
A`Ubi`Y`B`Yi`Yf`ni`k`YfXYb`"6UmYfb!Gdcfhj`cfghUbX`A`U`i`9VYf`U`Ø`hY`
g]Wk`YVYbZU`g]b`5bYf`_Ybbi`b[`i`bX`c`VhY`i`fV][g`Zi`»`VU`Yf]gWk`Yg`
?ØbbYb`"

9]b`Ui`Z[Y`Y`bXYf`GhYfb`]a`6UmYfb!<]a`a`Y`

8]Y`J`]hU`j`cb`ε`bUg`i`fV][`hfÀ[h`VYfY]hg`Y]b][Y`gdUbbYbXY`?Ud]hY`
]b`g]Wk`";`YVcfYb`Ua`",`"5i`[i`gh`&\$`\$`"b`9i`g_]fWk`Ybž`VY[`Y]hYhY`Yf`
X]Y`i`»`VU`k`Y`h`gY]h`gY]bYa`bYi`bhYb`@YVYbg`U`f`Xi`fWk`X]Y`
F`Y]Y`b`XYg`%":`7`?`Ø`b`"8cfh`Xi`fWk`]YZYf`U`Y`
đ`[YbXbUh]cbU`a`UbbgWk`UZhYb`8Yi`hgWk`UbXg`i`bX`[UV`]a`đ`U`f`
&\$`&`'`gY]b`DfcZ]XYVØh`Ui`Z`@]U`VUg]g`VY]a`đ`U`b`F`Y[YbgVi`f[ž`k`c`Yf`
Y]bXfi`W_gj`c`a`]h`%`%`Ni`!Bi`!!Gd]Y`Yb`]b`"9]bg`À`h`Yb`Ui`Zk`UfhYhY`
B`UWk`XYa`Yf`]b`X]Y`YfghY`A`UbbgWk`UZh`j`cb`?`Ø`b`ni`fØW`_Y`fhY`ž`k`Uf`
Yf`ni`6Y[]bb`XYf`GU]gcb`&\$`&`(#&)`GhUa`a`gd]Y`Yfž`VY]j`cf`Yf`
gWk`]Y»`]Wk`Ua`&+"`đ`U`bi`Uf`&\$`&)`gY]bYb`Ub[Zf]gh][Yb`J`YfhfU[`VY`]
6UmYfb`A`Ø`b`Wk`Yb`V]g`&\$`&`-`i`bhYfgWk`f]YV`"6i`bXYg`][U`Y`V`h`
Y`f`j`cfž`XUgg`i`fV][`VY]6UmYfb`VYgcbXYfg`ZØf`gY]bY`fi`U`][Y`5fh`i`bX`
gY]bY`Ui`g[YnY]Wk`bYhY`6U`j`YfhY]i`b[`i`YgWk`À`h`h`k`]fX`"

GY]b`8YVØh]b`XYf`i`9: 5`7`Ua`d]cbg`@U[i`Y`[UV`Yf`]b`Y]bYa`
5Wk`hY`Z]bU`!<]bgd]Y`[Y[Yb`6UmYf`@Y] Yf`_i`gYbž`k`c`VY]Yf`a`]h`
gY]bYb`[YfUXY`Y]ba`U`&%`đ`U`fYb`XYf`nk`Y]hØb[ghY`Hc`fk`Ufh]b`XYf`
;`YgWk`]Wk`hY`XYg`J`YfY]bg`]b`X]YgYf`d`fYgh][Yhf`À`Wk`h][Yb`F`Y]Y`
k`i`fXY`"J`YfgWk`]YXYbY`HfU]bYf`i`bX`Gd]Y`Yfž`XUfi`bhYf`<`Uffm`?`UbYž`
Ài`»`YfhYb`g]Wk`dcg]h]j`ØVYf`i`fV][`i`bX`c`VhYb`gY]bY`[Y`UggYbY`5fh`
Ui`ZXYa`i`Y`X`"

8]Y`9fk`Ufhi`b[Yb`ghY][Yb`

ð`XYf`6i bXYg`][U`]gh`l fV][`VYfY]hg`Y]b`\\Y}» Yg`H\\Ya U`i bhYf`XYb
 : Ubgž`X]Y`XYb`↑ b[Yb`?YYdYf`U`g`dchYbn]Y`Yb`B UWX Zc`[Yf`j cb
 A Ubi Y`BYi Yf`gY\\Yb" `GdcfhX]fY`_hc`f`7`\\f]ghcd`\\ : fYi bX
 VYnY]W\\bYhY`\\b`U`g`j]Y`j YfgdfYW\\YbXYb`↑ b[Yb`Hc`fk Ufh`a]h
 f]Yg][Ya `DchYbn]U`"Ni XYa `k]fX`j Yfa `i hYhž`XUgg`BYi Yf`dYfg`Öb`]W\\
 Ub`XYf`J YfdZ]W\\hi b[`j cb`l fV][`VYhY`][h`k Ufž`i a `X]YgYa `XYb
 VYgha `Ö[`]W\\Yb`9]bgh]Y[`VY]`6UmYfb`ni `Yfa `Ö[`]W\\Yb"
HfUbgZYfa Uf_h[]Vh`Ubž`XUgg`l fV][`a]h`Y]bYf`? ÖfdYf[fÖ» Y`j cb
 %ž - `a `i bX`VY]XZØ»][Yb` : Ä`\\[_Y]hYb`Ui g[YghUhhYh`]gh`
 9][YbgW\\UZhYbž`X]Y`]`b`]a `Hc`f`VYgcbXYfg`ZYI]VY`a UWX Yb"

8]Y`_ca a YbXYb`K cW\\Yb`_ÖbbYb`YbhgW\\Y]XYbX`ZØf`X]Y`? Uff]YfY
 XYg`↑ b[Yb`Hc`fk Ufhg`k YfXYbž`]bgVYgcbXYfY`k Ybb`Yf`k Y]hYf`\\]b`gc
 [`ÄbnYbXY`@Y]ghi b[Yb`k]Y`VY]`gY]bYf`gdc`bhUbYb`K YhhY`a]h`A Ø`Yf
 nY][Yb`_Ubb" `8]Y` : Ubg`k YfXYb`[YgdUbb`h`gY]bž`cV`l fV][
 hUhg`ÄW\\`]W\\`X]Y`\\c`\\Y` : i » ghUdZYb`j cb`A Ubi Y`BYi Yf`ZØ`Yb`_Ubb
 i bX`k]Y`g]W\\`gY]bY`? Uff]YfY`VY]a` : 7`6UmYfb`k Y]hYfYbhk]W`_Y`b
 k]fX"

8YhU]`g	
C fh	6UmYfbž`8Yi hgW\\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "UVgc`i hZi ggVU`""W`a • k k k "Vi bXYg`][U"W`a • k k k "hfUbgZYfa Uf_h"XY

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