

5bXfYUg'8UbnYf'[Yk]bbh'X]Y'Gh]Wk U\`.
B Yi Yf'@UbXfUh'ZØf'HfUi bghY]b°

5bXfYUg'8UbnYf'fl fY]Y'K À\`YfL'[Yk]bbh'X]Y'Gh]Wk U\`ni a
@UbXfUh]b'HfUi bghY]b'a]h') (ž* 'i 'XYf'Gh]a a Yb"5a hgVY[]bb
]gh'Ua '%* "' * '] & \$ &) "



HfUi bghY]bž'8Yi hgWk`UbX`!5bXfYUg'8UbnYf'j cb`XYb`i: fY]Yb
K À\`Yfb`XUfZ'g]Wk`_ØbZh][`U`g`bYi Yf'@UbXfUh`XYg`@UbX_fY]gYg
HfUi bghY]b`VYnY]Wk`bYb"8]Y'Gh]Wk U\`Ua`j Yf[Ub[YbYb`GcbbhU[
VfUWk`hY`_`UfYb`5i ZgWk`i gg.`8UbnYfž`XYf') (ž* `DfcnYbh`XYf
Gh]a a Yb`Yf\]Y`hž`gYhnhY`g]Wk`[Y[Yb`gY]bYb`A]hVYk YfvYf`A Ufh]b
@JW_bYf'j cb`XYf`7GI ž`XYf`() ž(`DfcnYbh`Yf`Ub[hYž`Xi fWk"8Ua]h
g]bX`XUg`F]b[Yb`i a `X]Y'Gh]a a Yb`i bX`X]Y`5bgdUbbi b[`XYf
`YhnhYb`K cWk`Yb`j cfVY]ž`i bX`X]Y`6Øf[Yf]bbYb`i bX`6Øf[Yf`\UVYb
YbhgWk]YXYb"

J cb`fi bX`%() "\$\$\$`K U\`VYfYWk]h[hYb`bU\`a Yb`U`YfX]b[g`bi f" %ž
DfcnYbh`X]Y`A Ø[`]Wk`_Y]h`k U\`fž`]\fY`Gh]a a Y`UVni [YVYb"8]YgY
K U\`VYhY`][i b[`]gh`j Yf[`Y]Wk`gk Y]gY`[Yf]b[ž`k Ybb`a Ub`VYXYb`hž

XUgg]b`XYf`YfghYb`K U\`fi bXY`]a`đ b`X]Y`HY]`bU\`a Y`bcW\`Ö\Yf
k Uf``8Ua U`g`U[`A Ufh]b`@UW_bYf`a`]h` &ž-`DfcnYbhj`cfbYž`k À\fybX
8UbnYf`YX][`W\`&\$ž%DfcnYbh`Yfn]Y`hY``đg[YgUa`h`hfUhYb`]b`XYf
YfghYb`F`i bXY`bYi b`?UbX]XUhYb`Ubž`k cVY]`g]W\`VY]XY
DfchU[cb]ghYb`ZØf`X]Y`Gh]W\`k U\``ei U`]Z]n]YfhYb`"

8 Yf`K Y[`ni f`A`ÀbbYfj Uf]UbhY

9b[U[]YfhY`g]W\`A Ufh]b`@UW_bYf`ni j`cf`]a`K U\`_Ua`dŽž`gc`XUfZ
Yhnh`5bXfYUg`8UbnYf``XYf`]b`XYf`² ZZYbh]W\`_Y]h`cZi`U`g`A UW\`Yf
k U\`f[Ybca`a`Yb`k`]fX``X]Y` ; YgW\`W`_Y`XYg`@UbX`_fY]gYg`Y`]hYb``8`]Y
BYi`k U\``k Uf`b`chk`YbX][`ž`XU`XYf`V]g\`Yf][`Y`@UbXfUh`G]Y[`Zf]YX
GYVUgh]Ub`K U`W\`f7GI`Ł`]b`XYb`8Yi`hgW\`Yb`6i`bXYghU[`[`Yk`À\`h
k`i`fXY``K U`W\`k Uf`gY]h`&\$%(`]a`5a`h`i`bX`\`ÀhY`gY]bY`5a`hgnY]h`V]g
&\$&`*`Zcfh[YgYhnh``B UW\`gY]bYa`K YW\`gY`ØVYfbU\`a`ni`Yfgh`gY]b
GhY`j`YfhfYhYf`æ`gYZ?`cb\`Ài`gYf`X]Y`5a`hg[YgW\`À`ZnY`i`bX`k`UfhYhY
Ui`ZXYb`5i`g[Ub[`XYf`Gh]W\`k U\`"

8]Y`c`Z]n]Y``Y` ; YghghY``i b[`XYg`K U\`Yf[YVb]ggYg`YfZc`[`h`a`cf[Ybž
Ua`8]YbghU[ž`XYb`%) ``đ`ž`i`a`-`l`f`]a`@UbXfUh`gUa`h`HfUi`bghY]b`
8]YgY`G]hmi b[`]gh`ÖZZYbh]W\`ž`i`bX`X]Y`9f[YVb]ggY`k`YfXYb`Xcfh
YbX[Ø]h[`VYgh`À]h[`h`A`]h`XYa`6Y[]bb`XYf`bYi`Yb`5a`hgnY]h`Ua`%`*`
đ`]i`bX`Y]bYf`HY]`bU\`a`Y`Ub`XYf`b`ÀW\`ghYb`G]hmi b[`XYg`?`fY]ghU[g
Ua`%, ``đ`]k`]fX`8UbnYf`j`YfY]X][`h`"

9]b`bYi`Yf`K`]bX`]a`@UbX`_fY]g

5bXfYUg`8UbnYf`\Uh]b`XYb`j`Yf[Ub[YbYb`K`cW\`Yb`b]W\`h`bi`f`ZØf
gY]bY`dc`h]gW\`Yb`G]W\`hk`Y]gYb`[`Yk`cfVYbž`gcbXYfb`Ui`W\`XYb
?`cbhU`_`h`ni`XYb`6Øf[Yf]bbYb`i`bX`6Øf[Yfb`[`Ygi`W\`hž`i`a`]\`fY
5b`Y[Yb`VYgha`Ö[`]W\`ni`YfZUggYb``đ`gY]bYf`bYi`Yb`F`c``Y`U`g
@UbXfUh`k`]fX`Yf`[`Y`ZcfXYfh`gY]bž`X]Y`đ`hYfYggYb`XYg`@UbX`_fY]gYg`ni
j`YfhfYhYb`i`bX`X]Y`F]W\`hi b[`ZØf`X]Y`_`ca`a`YbXYb`đ\`fY
ZYghni`Y[Yb``8]Y`K U\`dYf]cXY`XYf`@UbXf`À`hY`VYhf`À[`h[`fi`bXg`À`h`]W\`
gYW\`g`đ\`fYž`i`bX`X]Y`5a`hgnY]hYb`XYf`A`UbXUhghf`À[`Yf`_`ÖbbYb`ØVYf
X]Y`K U\`nY]h`XYg` ; Ya`Y]bXYfUhg`cXYf`?`fY]ghU[g`\]bUi`g[Y\`Yb``Gc
k`]fX`8UbnYf`Ui`W\`ZØf`X]Y`_`ca`a`YbXYb`<`YfUi`gZcfXYfi`b[Yb`]a
@UbX`_fY]g[`Yk`UddbYh`gY]b`"

8]Y'9f[YVb]ggY'XYf'K U\`Yb'k YfXYb'j ca '@UbXYgUa h'ZØf'GhUh]gh]_ YfZUgghi bX'j YfØZYbh'Włh'k Y`WłYg'X]Y'J YfUbhk cfhi b['ZØf'X]Y cfXbi b[g[Ya Å»Y'8i fWł ZØ\fi b['XYf'K U\`Yb'hfÀ[h"K Y]hYfY <]bhYf[fØbXY'ni 'XYb'?ca a i bU'k U\`Yb']b'6UmYfb'Z]bXYb ðhYfYgg]YfhY'Ui Z'XYb'GY]hYb'XYg'6UmYf]gWłYb'GhUUhga]b]ghYf]i a g ZØf'ðbYfYgž'ZØf'Gdcfhi bX'ðhY[fUh]cb"; Ubn'_`Uf'ghY\h'ZYgh.'8Yf @UbX_fY]g'HfUi bghY]b`Uh'a]h'5bXfYUg'8UbnYf'Y]bYb'bYi Yb @UbXfUhž'XYf'Zf]gWłYb'K]bX'j]b'X]Y'J Yfk U'hi b['Vf]b[Yb'_ØbbhY"

: Øf'k Y]hYfY'ðZcfa Uh]cbYb'i bX'8YhU]`g'ni f'K U\`.'6UmYf]gWłYf F i bXZi b_ž'HfUi bghY]b"Wł a ž'GhUh]gh]_`6UmYfb"

8YhU]`g	
Cfh	HfUi bghY]bž'8Yi hgWł`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • k k k "hfUi bghY]b"Wł a • k k k "ghUh]gh]_"VUmYfb"XY

6Ygi WłYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY