

GdfUmYf! ?c`Y[Y`H9G5F`Ui g`GW`Ua a YfgXcfZY]b][Y`5fVY]hYb
dfÅgYbh]YfYbž`k Ug`X]Y`J]Y`ZU`h`XYf` ; fUZZ]h]! ?i bgh`]b`XYf`F`Y`[]cb
i bhYfghfY]W`h`"K Y]XYb"XY`VYf]W`hYhž`XUgg`

J U`YfU`K YghZU`ž`XYf`]b`K`Y]XYb`i bX`i a [YVi b[`U`g`VY`_Ubb`hYghYf`
; fUZZ]h]! ?ØbghYf`[]`hž`\Uh`Y]bY`VYk`Y[hY`?Uff]YfY`\]bhYf`g]W`"
GW`cb`]a`5`hYf`j`cb`%)`đ\`fYb`VY[Ubb`Yfž`g]W`ZØf` ; fUZZ]h]`ni
VY[Y]ghYfbž`]bgd]f]Yfhj`cb`Ā`hYfYb`GdfØ`Yfb`i bX`?i bghZ`a`Yb`"
&\$\$, `_Ua`Yg`U`YfX]b[g`ni`Y]bYa`Y]bgW`bY]XYbXYb`9f`YVb]g.`8]Y
Dc`]nY]Yfk`]gW`hY`]\b`VY]a`A`U`Yb`i bX`j`Yfi`fgUW`hY`Y]bYb
GUW`gW`UXYb`j`cb`Yhk`U`&\$`"\$`9i`fc`"8]YgYg`9fY][b]g`ZØ`fhY`XUni`ž
XUgg`K`YghZU`Zc`fhUb`X]Y`A`Ò[`]W`_Y]h`bi`hnhYž`Y[U`Ua
đ [YbXnYbhfi`a`K`Y]XYb`ni`gdfØ`Yb`i bX`]b`: c`[Y`gc[Uf
K`cf`_g`cdg`ZØf`↑`b[Y`?ØbghYf`Ubni`V]YhYb`"&\$%,`k`U[hY`Yf`XYb
GW`f]h`]b`X]Y`GY`Vgh`ÅbX][_Y]h`i bX`\Uh`gY]hXYa`5i`ZhFU[gUfVY]hYb
]b` ; fUZZ]h]ž`X][]hU`Y`gc`k`]Y`UbU`c[Y`≡`i`ghfUh]cbYb`YfghY`hž`i bX`Y]b
: Yfbghi`X]i`a`ni`a` ; fUZ]_Yf`UV[YgW`c`ggYb`"

; fUZZ]h]_i bgh`]b`XYf`6]`Xi`b`[

8cW`b]W`h`bi`f`]b`XYf`?i bghk`Y`h`\YffgW`h`5i`ZVfi`W`gh]a`a`i`b["`5b
XYf`DYghU`cnn]gW`i`Y`]b`K`Y]XYb`ghY`\h`Y]b`i`a`VUi`Ubž`XYf`XUg
GW`i`[Y`ĀbXY`b]W`h`bi`f`Z`b`_h]cbU`ž`gcbXYfb`Ui`W`Āgh`Yh]gW`
Ui`Zk`YfhYb`gc`""8]Y`GW`Ø`Yf]bbYb`i bX`GW`Ø`Yf`XYf`DfUI`]g`_UggY
UfVY]hYb`]b`Yb[Yf`?ccdYfUh]cb`a`]h`XYa`đ [YbXnYbhfi`a`K`Y]XYb
Ub`XYa`Dfc`Y`hž`i`a`XUg` ; Y`ĀbXY`a`]h` ; fUZZ]h]_i bgh`ni
j`YfgW`ØbYfb`"i`bhYfgh`hnh`k`YfXYb`g]Y`XUVY]j`cb`J`U`YfU`K`YghZU`
gY`Vgh`"8]YgYg`9b[U[Ya`Ybh`Vf]b[h`b]W`h`bi`f`: UfVY`i bX`?fYUh]j`]h`Åh
]b`XYb`GW`i`U`hU[ž`gcbXYfb`n]Y`h`Ui`W`XUfUi`Z`UVž`Y]b
UVk`YW`g`i`b[gfY]W`Yg`i`bhYff]W`hgUb[YVch`ni`gW`UZZYb`i bX`XYb
GW`Ø`Yf.]bbYb`X]Y`j`Y`Z`Ā`h][Yb`5b[YVchY`XYg`đ [YbXnYbhfi`a`g
b`Ā`Yfni`Vf]b[Yb`"DYghU`c`nn]gW`i`Y`K`Y]XYb`VYf]W`hYhž`XUgg`

8]Y`J`YfV]bXi`b[`ni`f`<]d!<cd! ?i`h`i`f`]gh`XUVY]`b]W`h`ni`ØVYfgY`Yb`"
; fUZZ]h]`]gh`Y]b`i`bj`Yf`_YbbVUfYf`HY`]X]YgYf`?i`h`i`fž`X]Y`]b`XYb
gd`Ā`hYb`+`\$Yf`i`bX`ZfØ`Yb`,`\$Yf`đ\`fYb`]b`XYf`Gci`h`\`6fcbi`i`bX
UbXYfYb`GhUX`hY`]Yb`BYk`Mc`f`_g`Yb`hghUbXYb`]gh`G]Y`\Uh`g]W`
a`]h`Yfk`Y]Y`k`Y`hk`Y]h]j`YfVfY]hYh`i`bX`dfÅ[hY`X]Y`a`cXYfbY`A`i`g]!

i bX`DUfhm_i`hi f`Xi fW`j`\fY`_Øbgh`Yf]gW`Yb`⊖bcj Uh]cbYb"
)!Y`Ya Ybhg"cf[`Yf`Ai hYfhž`XUgg` `X]Y`<]d!<cd!6Yk Y[i b[
 j]Y`ZÀ`h][Y`K YfhY`j Yfa]hhY`h`G]Y`_Àa dZi[Y[Yb`ghfi _hi fY`Yb
 F Ugg]ga i g`i bX`ZØf`[YgY`gW`UZh]W`Y`HY`\UVYž`k À\fYbX`g]Y
 [`Y]W`nY]h][`X]Y`?fYUh]j]hÀ`hi bX`⊗Ybh]hÀ`h`↑ b[Yf`A YbgW`Yb
 ZØfXYfh`GW`U[k ØfhYf`k]Y` 9l dfYgg`mci fgY`Z`i bX` :][\h`h`Y
 dck Yf`k YfXYb`]b`X]YgYa`?cbhYI`h`ni`_fUZh] c`Yb`A UbhfUg`ZØf`X]Y
 bÀW`ghY`; YbYfUh]cb"

⊖`5bVYhfUW`h`U`X]YgYf`9bhk]W`i b[Yb`k]fX`_`Uf.`K Y]XYb`]gh
 b]W`h`bi f`Y]b`C fhž`Ub`XYa` ; fUZZ]h]?i bgh`Yb`hghY`hž`gcbXYfb`Ui W`
 Y]b`C fhž`Ub`XYa` `X]YgY`?i bgh`Y]b`Y`k]W`h][Y`F`c`Y`]b`XYf`6`]Xi b[
 i bX`XYf`; YgY`gW`UZh`gd]Y`h`8]Y`J`Yfb]ggU[Y`j`cb` DC`K`9F`8F`⊖
 k]fX`gca`]h`HY`]Y]bYf`[fØ»YfYb`6Yk Y[i b[ž`X]Y`↑ b[Y`A YbgW`Yb
]bgd]f]Yfh`i bX`ni`Y]bYf`_fYUh]j Yb`9bhZU`hi b[`UbYf[h"

8YhU]`g	
C fh	@YXYfYfghfU»Y`*`ž`-`&`*`'`+`K`Y]XYb`]b`XYf C VYfdZU`nž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k Y]XYb"XY • dYghU`cnn]gW`i`Y!k Y]XYb"XY •)!Y`Ya Ybhg"cf[

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