

GWk Yf]b`fYhhYh`5hUfUI]U. `%%\$"\$\$\$\$`9i fc
ZØf`_i`hi fY`Y`6]`Xi b[`

8]Y`A i g]_gWk i`Y`5hUfUI]U`]b`GWk Yf]b`Yf\`Ä`h`%%\$"\$\$\$\$`9i fc
: ØfXYfa]hY`ni f`G]Wk Yfi b[`]\fYf`_i`hi fY`Yb
6]`Xi b[gUb[YVchY"



GWk Yf]b`ž`8Yi hgWk`UbX`!`8]Y`A i g]_!`i bX`?`i bghgWk i`Y`5hUfUI]U
]b`GWk Yf]b`_Ubb`Ui ZUha`Yb. `?`Øfn`]Wk`k i fXY`VY`_Ubbhž`XUgg`X]Y
9]b]Wk hi b[`Y]bY`Z]bUbn]Y`Y`i bhYfghØmi b[`]b`<`Ø`Y`j cb`%%\$"\$\$\$\$
9i fc`Yf\`Ä`h`8]YgY`: ØfXYfi b[`k i fXY`cZ]n]Y`j cb`?`i`hi f!`i bX
:]bUbnXYnYfbYbh`G]`j]c`<`cfb`Ub`X]Y`J`YfUbhk`cfh]Wk Yb`XYf
GWk i`Yž`8Uf]U`; cf[`Y`!GWk a]Xh`i bX`æ`\`Ubb`5`\`ž`ØVYf[YVYb"
8Ua]hghY][`h`X]Y`; YgUa hZØfXYfi b[`ZØf`X]Y`GWk i`Y`Ui Zfi bX`
(\$\$\$\$`9i fcžk Ug`ZØf`X]Y`bUWk`U`h][`Y`G]Wk Yfi b[`]\fYg
j]Y`Z`Ä`h][`Yb`6]`Xi b[gUb[YVchg]`j cb`YbhgWk Y]XYbXYf`6YXYi hi b[
]gh"

8]Y`9f\`Ø`i b[`XYf`A]hY`j]gh`b]Wk hiUi g`\`Y]hYfYa``<]a`a`Y`[`YZU`Yb"
<]bhYf[fi bX`g]bX`Yf\`YV`]Wk Y`Z]bUbn]Y`Y`GWk k]Yf][`_Y]hYbž`X]Y

Xi fW XUG'gc[YbUbbhY'<YffYbVYf[!! fhY]'Ui g[Y`Ogh'k i fXYb"
8]YgYg'l fhY]'`Uh'ni `Y]bYf':]bUbn]Yfi b[g`ØW_Y'j cb'fi bX'%'+"\$\$\$
9i fc`ZØf`XUG`Ui ZYbXY`đ\`f'[YZØ\fhž`X]Y`bi b`Xi fW`X]Y
l bhYfghØhni b[`j cb`GhUXhi bX`@UbX`A YW`YbVi f[!J cfdca a Yfb
hY]`k Y]gY'[YgW`cggYb`k YfXYb`_Ubb"G]j]c`<cfb`VYhc bhYž`k]Y
k]W]h[`X]Y`5hUfUI]U`ZØf`X]Y`_i `hi fY``Y`6]`Xi b[`j cb`?]bXYfb`i bX
đ [YbX`]W]Yb`]b`GWk Yf]b`gY]"

G]W]YfY':]bUbn]Yfi b[`ZØf`_i `hi fY``Y`6]`Xi b[

8cW`X]Y`<YfUi gZcfXYfi b[Yb`ZØf`X]Y`A i g]_gW]i `Y`g]bX`bcW`Ub[Y
b]W]hj cfvY]"`C`bY`ni gÅh`]W]Y`Z]bUbn]Y``Y`<]ZY`_ØbbhY`Yg`]b
bU\Yf`Ni _i bZh`ni `XfUgh]gW]Yb`9]bgW]b]hhYb`]a`6]`Xi b[gUb[YVch
XYf`GW]i `Y`_ca a Yb`"@Ui h`đZcfa Uh]cbYb`XYg`BcfX`_i f]Yfg`d`Ubh
X]Y`GW]k Yf]bYf`A i g]_gW]i `Y`Y]bY`ØZYbh`]W]Y`8Ya cbghfUh]cb
i bhYf`XYa `A chhc`?i `hi fY``Y`6]`Xi b[`]b`; YZU\`f`"8]YgY`Z]bXYh`Ua`
%- "`A U]`&\$&)`Ui ZXYa `GW]k Yf]bYf`A Uf`hd`Uhn`ghUhhž`i a `Y]b
NY]W]Yb`ni `gYhnYbž`XUgg`_i `hi fY``Y`6]`Xi b[`Y]b`; fi bXfYW]h]gh"

8]Y`A i g]_gW]i `Y`VYb`Øh][h`ni gÅh`]W]`]bg[YgUa h`%'+"\$\$\$`9i fcž
i a`]\fY`5b[YVchY`Ui ZfYW]hYf`U`hYb`ni `_ØbbYb`"8Uj cb`gc`Yb`
%\$\$\$`\$\$\$`9i fc`j cb`XYf`GhUXh`GW]k Yf]b`_ca a Ybž`k`Å`fYbX`
+"\$\$\$`9i fc`j ca`@UbX`A YW`YbVi f[!J cfdca a Yfb`VYb`Øh][h
k YfXYb`"8]Y`Z]bUbn]Y``Yb`A]hhY``]a`<Ui g\U`hgYb`hk i fZXYf`GhUXh
g]bX`YXcW`Ub[Yg]W]hg`XYf`Ub[YgdUbbhYb`]:]bUbn`U[Y`b]W]h
[UfUbh]Yfh`"J]Y`Y`ZfY]k`][Y`@Y]ghi b[Yb`k YfXYb`a ca YbhUb
_f]h]gW]`ØVYfd`fØZh"

?i `hi fY``Y`6]`Xi b[`U`g`; fi bXdZY]`Yf`XYf
; YgY``gW]UZh

?i `hi fY``Y`6]`Xi b[`gd]Y`h`Y]bY`nYb`hfU`Y`F`c``Y`ZØf`X]Y
DYfg`Øb`]W]_Y]hgYb`hk]W]_i b[`t b[Yf`A YbgW]Yb`i bX`hfÅ[h`ni
[YgY``gW]UZh]W]Ya `Ni gUa a Yb`U`h`VY]"`Dfc`Y`_hY`k]Y`?i bgh`i bX
A i g]_gW]i `Yb`V]YhYb`b]W]h`bi f`_fYUh]j Y
9bhZU`hi b[ga`Ò[`]W]_Y]hYbž`gcbXYfb`g]bX`Ui W`C`fhY`XYf`đ`_i]g]cbž
k c`[Ya`Y]bgUa Yg`GW]UZZYb`[Ya`Y]bgUa Y`K`YfhY`ZØfXYfh`"8]Y`

6i bXYgnYbhfU`Y`ZØf`dc`]h]gWk Y`6]`Xi b[`YVh`Yfj cfžXUgg`X]Y
 :]bUbn]Yfi b[`i`hi fY`Yf`6]`Xi b[gUb[YVchY`J YfUbk cfhi b[`Ui Z
 j YfgWk]YXYbYb`9VYbYb` `ca a i bU`ž@UbXYg!`i bX`6i bXYgYVYbY`
 YfZcfXYfh"

8U`X]Y`5bhfU[g`U[Y`ZØf` : ØfXYfa]hY`cZhigWk]Yf][`]ghž`k]fX
 ?fYUh]j]hÀhVY]`XYf`5bhfU[ghY`i b[`Ya dZc`Yb`"5VYf`Ui Wk`df]j UhY
 : ØfXYfYf`gck]Y`HY]`bU`a YVY]hfÀ[Y`g]bX`i bj Yfn]Wk hVUf`ZØf`X]Y
 :]bUbn]Yfi b[`X]YgYf`k]Wk h][Yb`6]`Xi b[gUfVY]h`8]Y`5hUfUI]U`bi hnh
 nU`fY]Wk Y`_fYUh]j Y`5bgÀhYž`i a`XYb`↑ b[Yb`A YbgWk Yb`j cb
 GWk Yf]b`Y]b`i a ZUggYbXYg`6]`Xi b[gUb[YVch`ni`g]Wk Yfb"

5b[Yg]Wk hg`XYf`VYj cfgh`YbXYb`<YfUi gZcfXYfi b[Yb`V`Y]Vh`ni
 \cZYbžXUgg`X]Y`Dc`]h]_`X]Y`6YXYi hi b[`XYf`_i`hi fY`Yb`6]`Xi b[
 Yf`Ybb`hi bX`YbhgdYfWk YbX`fYU[]Yfh`8Ybb`_`Uf`]gh`C`bY`[Yn]Y`hY
 l bhYfghØhni b[`Xfc`Yb`?Øfni b[Yb`i bX`Ø`YfY`6Y]hfÀ[Y`Ub`XYb
 GWk i`_]bXYfb`"8]Y`Ni`_i bZh`XYf`5hUfUI]U`ghY`h`Ui Z`XYf`?]ddYž`i bX
 ^XY`Gh]a a Y`nÀ`h`

8YhU]`g	
Cfh	GWk Yf]bž8Yi hgWk`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • gWk Yf]b!`c`_`U`"XY • k k k "bcfX`_i`f]Yf"XY • k k k "VdV"XY

6Ygi Wk Yb`G]Y`i bg`Ui Z.`bU[!a j "XY