

9]ba U`][Y`8 G! ? c`Y_h]cb`Y`fYb` † `Yg
J YfbY. `5VYbhYi Yf`Ui Zj]Yf`F`ÀXYfb`°

8G`5i hca cV]`Yg`df`ÀgYbh]Yfh`X]Y` † `Yg`J YfbY`?c`Y_h]cb`
Ui » Yf[Yk`Ò\`b`]WXY` : U\fnYi [Y`]bgd]f]Yfh`j cb`J YfbYg
5VYbhYi Yfb`ž`UV` † `]`b`² ghYffY]W`Yf\`À`h`]W`"



ÒghYffY]W`]gW`Y`8 G`Ghc`fYg`ž`² ghYffY]W`!`5a` `%%" ' † b] '\$&)
df`ÀgYbh]Yfh`8G`5i hca cV]`Yg`Y]bY`bYi Y`?c`Y_h]cb`ž`X]Y`XYb
]_cb]gW`Yb`Zf`Ubn`Òg]gW`Yb`G`W`f]ZhghY`Yf` † `Yg`J YfbY`Y`f`h`"i bhYf
XYa`H]hY` 7c`Y`W]cb` † `Yg`J YfbY` i a`ZUggh`X]Y`GYf]Y`X]Y`A`cXY`Y
8G`" ž`8G`B`..(ž`8G`+`i bX`8G`B`... "8]YgY` : U\fnYi [Y`]bX`b`]W`h`bi`f
5i hca cV]`_i bghk`Yf`_Y`ž`gcbXYfb`Ui`W`<ca`a`U[Yb`Ub`J YfbYg
UVYbhYi Yf`]W`Y` ; YgW`]W`hYb`ž`X]Y`@YgYf`gY]h`š` \` \`i bXYfhYb
ZYggY`b`"8]Y`?c`Y_h]cb`k`]fX`UV`9bXY` † `]`b`ÒghYffY]W`]gW`Yb`8G
Ghc`fYg`j YfZØ[VUf`gY]b`i bX`_Ubb`UV`gcZc`fh`VYghY`h`k`YfXYb`ž`k`]Y`
a`YX]U`"ghY`Ub]g`"W`a` `VYf]W`hYh`

≠bgd]f]Yfh`j cb`_`Ugg]gW`Yb`K`Yf`_Yb`k`]Y`F`Y]gY`ni`a`A`]hhY`di`b`_h
XYf`9fXY`ž`&`\$`\$\$\$`A`Y]Yb`i bhYf`XYa`A`YYf`i`bX`≠`,\$`HU[Yb
i`a`X]Y`K`Y`h`ž`hfU[Yb`X]Y` : U\fnYi [Y`]gdYn]Z]gW`Y`8Yg][bY`Ya`YbhYž

X]Y`g]W\`X]fY`h`Ui Z`J YfbYg`Yd]gW\Y`5VYbhYi Yf`VYn]Y\`Yb``8]Y
?c``Y`_h]cb`ZY]Yfh`b]W\h`bi f`X]Y`?fYUhj]]h`h`i bX`XYb`9fZ]bXYf[Y]gh
XYg`5i hcfg`z`gc bXYfb`Ui W\`gY]bY`VYXYi hYbXYb`6Y]hf`A[Y`ni f
GW]YbW`! :]Wh]cb!@]hYfUhi f`z`XU`đ` `Yg`J YfbY`f%, &, %- \$) Ł`U`g`Y]bYf
XYf`6Y[f0bXYf`X]YgYg; YbfYg[]`h"

6YgcbXYf\Y]hYb`XYf`A cXY``Y

›XYg`A cXY``XYf`7c``YWh]cb`đ` `Yg`J YfbY`]gh`Y]bn][Ufh][`i bX`\YVh
g]W\`Xi fW\`gdYn]Y``Y`8Yg][ba Yf_a U`Y`\Yf] cf``8Yf`8G`` `đ` `Yg
J YfbY`z`Yf\`A`h]W\`]b`Y]bYa` `Ui Z`Z`A``][Yb`@Ugi f]h!6`Ui žj YfZ0[h`0VYf
[i]`cW\]YfhY`7\`fca d`U`YhhYb`a]h`XYa` `A ch]j` `Y]bYg`gh``]g]YfhYb
C`_hcdi gi bX`V]YhYh`Y]b``i l i f]0gYg`đ`hYf]Yi f`a]h`9hYfbU`6`i Y`i bX
DYUf`5`WU`bhUfU"

8Yf`8G`B..(`đ` `Yg`J YfbY`z`]bgd]f]Yfh]j cb` `đ` , \$`HU[Yb`i a` `X]Y
K Y`h` ž]gh`a]h`Y]bYf`Y]bn][Ufh][Yb`?ca dUgg!; fUZ]_`Ui Z`XYf
A chcf\`Ui VY`Ui g[YghUhhYh`i bX`V]YhYh`%-`Nc``@`A 5!5`i ZY`[Yb
gck]Y`YI`_i g]j Y`5`i a]b]i a gW\i hnd`UhYb``8Yf`K U[Yb`]gh`gck c\`
U`g`j c``Y`Y`_hf]gW\Y`U`g`Ui W\`]b`j YfgW\]YXYbYb`< mVf]Xj Uf]UbhYb
j YfZ0[VUf`ž`k cVY`X]Y`j c``Y`Y`_hf]gW\Y`J Yfg]cb`Y]bY`F Y]W\k Y]hY`j cb
V]g`ni` `() \$`_a` `V]YhYh"

8Yf`8G`+`đ` `Yg`J YfbY`z`XYf`g]W\`Ui Z` : 0bZK cW\Yb`]a`6U``cb
VYn]Y\`h`z`V]YhYh`Y]bY`Y`Y[UbhY`? UfcggYf]Y ZUfVY`]b`GUd\`f]6`Ui` `i bX
Y]bY`đ`bYbUi gghUhh`i b[ž`X]Y`j cb`J YfbYg` Ui » Yf[Yk 0\`b`]W\Yb
F Y]gYb` `]bgd]f]Yfh`]gh`z`Y]bgW\`]Y»` `]W\`Y]bYf`gdYn]Y``Yb
G]hnVYni [`_cbnYdh]cb``5i W\`XYf`8G`B...`đ` `Yg`J YfbY`z`U`g
: `U[[gW\]Z`a` cXY``VY`_Ubb`h`z`VYgh]W\`h`Xi fW\`&%`Nc``[fc» Y
7Ugg]cd]U!: Y`[Yb`i bX`i l i f]0gY`đ`bYbUi gghUhh`i b[Yb`Ui g
dZUbn`W\`[Y[YfVhYa` `B UddU!@YXYf`i bX`a Ufa cf]YfhYa
5`i a]b]i a "

DfY]g]bZcfa Uh]cbYb`i bX
5bhf]YVga 0[`]W\`_Y]hYb

8]Y`DfY]gY`XYf`A cXY``Y`j Uf]]YfYb`Y`bUW\`5i gZ0\fi b[`i bX`5bhf]YV.

- 8G''`đ`Yg`J`YfbY.`UV`(`\$"+\$\$`9i`fc`fk`mVf]XŁŹ`UV`(`)`%&\$`9i`fc`f9!H9BG9Ł
- 8G`B..(`đ`Yg`J`YfbY.`UV`(`\$"-)`\$`9i`fc`fk`mVf]XŁŹ`UV`(``,`"*`+`\$`9i`fc`fD`i`[!`!<`mVf]XŁŹ`UV`(`)`%`*`+`\$`9i`fc`f9!H9BG9Ł
- 8G`+`đ`Yg`J`YfbY.`UV`(`)`+`%(`\$`9i`fc`fb`i`Y`<`8`]'%`\$ŁŹ`UV`*`%``&\$`9i`fc`fD`i`[!`]b!<`mVf]X`&&)`ŁŹ`UV`*`(`)`-`'`\$`9i`fc`fD`i`[!`]b!<`mVf]X`5K`8`''`\$\$Ł
- 8G`B..,(`đ`Yg`J`YfbY.`UV`(`)`++`&\$\$`9i`fc`fi`K`8`@cb[`F`Ub[`YŁŹ`UV`,`%&\$\$`9i`fc`f5K`8`@cb[`F`Ub[`YŁ

8]Y`5bhf]YVgcdn]cbYb`fY]WXYb`j`cb`9`Y`_hfca`chcfYb`i`bX`<`mVf]X!`HYW`bc`c`[`]Yb`V]g`\\b`ni`Hi`fVcX]YgY`ž`UV`\\`Àb`[`][`j`ca`i`[`Yk`À`\\`hYb`A`cXY`""`>XYg`:`U`\\fnYi`[`i]ghni`XYa`ia`]hia`cXYfbYb`HYW`bc`c`[`]Yb`Ui`g[`YghUhhYhž`X]Y`XYb`:`U`\\f`_ca`Zcfh`Yf`\\`Ò`\\Yb`ž`k`]Y`Y]b`gW`\\`ØggY`c`gYg`Ni`[`Ub`[`ggmghYa`ž`DUf`_gYbgcfYb`i`bX`ZcfhgW`f]hh`]WXY`&ZchU]ba`YbhgmghYa`Y`"5`_hi`Y`Y`J`YfVfUi`W`g!`i`bX`9a`]gg]cbgk`YfhY`j`Uf]]YfYb`Y`bUW`A`cXY`"i`bX`5bhf]YVg`_cbZ][`i`fUh]cb"

&g[`YgUa`h`V]YhYh`X]Y`7`c`Y`W]cb`đ`Yg`J`YfbY`Y]bY`Y]bn][`Ufh][`Y`J`YfV]bXi`b`[`j`cb`i]hYfUf]gW`Yf`&gd]fUh]cb`i`bX`a`cXYfbghYf`:`U`\\fnYi`[`hYW`bc`c`[`]Yž`X]Y`gck`c`\\`8Yg][`b`]YV`\\`UVYf`U`g`Ui`W`5i`hc]bhYfYgg]YfhY`UbgdfYW`Yb`k`]fX`"8]Y`A`Uf`_Ybd`\\`c`gcd`\\]Y`j`cb`8G`5i`hca`cV]Ygž`X]Y`g]W`X`i`fW`9`Y[`Ubn`i`bX`F`UZZ]bYggY`Ui`gnY]W`bYhž`k`]fX`X`i`fW`X]YgY`?`c`Y`_h]cb`Ui`Z`V`Y`Y]bXfi`W`_YbXY`K`Y]gY`j`Yf`_`ŌfdYfh`":`Øf`XYhU]`YfhYfY`&Zcfa`Uh]cbYb`]gh`X]Y`K`YVgY]hY`j`cb`**Ui`hc`[`YUf`"dh`Ya`dZY`\\`Ybgk`Yfh`**

8YhU]`g	
Cfh	ŌghYffY]W`]gW`Y`8G`Ghc`fYgž`2`ghYffY]W`
Ei`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"a`YX]U"ghY`U`b`h]g"W`a • Ui`hc`[`YUf`"dh

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`Y]bY!fY]gY`XY