

9bhXYW_Y`XUg` H\ fYY!7]hm!
< cd !5VYbhYi Yf. `F UXY`b`Xi fW\ `6UXYbž
5UfUi `i bX`Gc`ch\i fb`°

9bhXYW_Yb`G]Y`XUg`/ ei ch/H\ fYY!7]hm!< cd`Vm6]_Y/ ei ch/
9f`YVb]g]b`6UXYbž`5UfUi `i bX`Gc`ch\i fb`a]h`UhhfU_h]j Yb
; i hgW\Y]bYbž`j ca `%"`đ b]`V]g`" %"5i [i gh`&\$&)" "



6UXYbž`GW\ k Y]n`!`8]Y`9f`YVb]gdUi gW\U`Y` H\ fYY!7]hm!< cd`Vm
6]_Y `V]YhYhj ca `%"`đ b]`V]g`" %"5i [i gh`&\$&)" Y]bY`gdUbbYbXY
A Ò[`]W\ _Y]hž`X]Y`Gh\XhY`6UXYbž`5UfUi `i bX`Gc`ch\i fb`U_h]j `ni
Yf_i bXYb"8]Y`đ]h]Uh]j Y`ghY`h`b]W\h`bi f`Y]bY`UhhfU_h]j Y
JYfV]bXi b[`nk]gW\Yb`X]YgYb`XfY]`Gh\XhYb`Yfž`gcbXYfb`ZÒfXYfh
Ui W\`X]Y`Ni gUa a YbUfVY]hi bX`XYb`h`ci f]gh]gW\Yb`5i ghUi gW\`"

F Y]gYbXYž`X]Y`Y]bY`BUW\h]b`Y]bYf`XYf`VYhY]][hYb`Gh\XhY`Vi W\Ybž
XØfZYb`g]W\`ØVYf`nY\`b`; i hgW\Y]bY`ZfYi Ybž`X]Y`ZØf`j YfgW\]YXYbY
9f`YVb]ggY`]b`U`Yb`XfY]`Gh\XhYb`Y]b`ØgVUf`g]bX"8]YgY`; i hgW\Y]bY

V]YhYb`j Yf[Øbgh][hY`DfY]gY`ZØf`GhUXhZØ\ fi b[Ybž`6Ygi WXY`]b
F YghUi fUbhgž`A i gYYb`i bX`c_U`Y`GdYn]U`h`hYb`"8 Ug`5b[YVch
ZØfXYfh`X]Y`9f_i bXi b[`XYf`Yk Y][Yb`_i `hi fY`Yb`i bX
_i `]bUf]gWXYb`<][\`][\hg"

5 hhfU_h]j Y`GhUXhUb [YVchY

›XY`XYf`XfY]`Gh`XhY`U`h`]\fYb`Y][YbYb`]\]ghc f]gWXYb`7\Ufa Y`i bX
V]YhYh`Y]bn][Ufh][Y`9bhXYW_i b[Yb`"5 UfUi`VYY]bXfi W_h`a`]h
Vi bhYb`?i `hi fdfc[fUa`a`Yb`i bX`gY]bYf`a`U`Yf]gWXYb`5`hghUXhž`]b
XYf`]\]ghc f]gWXY`GY`Yb`gk ØfX][_Y]hYb`Ui`ZY]bUbXYfhfYZZYb`
9]b`UXYbXY`F YghUi fUbhgž`6Uf`gi bX`; YgW`ÀZhY`gc f[Yb`ZØf`Y]b
`YVYbX][Yg`5a`V]Yb`hY"

6 UXYb`]\]b[Y[Yb`VYgh]W`h`Xi fW`Y`Y]bY`A`]gW`i b[`Ui`g`HfUX]h]cb`i bX
BUhi`f`"8]Y`[YgW`]W`hghf`ÀW`h][Yb`H`Yfa`U`V`AXYf`]b`XYf`GhUXh`UXYb
ni`a`9bhgdUbbYb`Y]bž`k`À`fYbX`X]Y`?ca`V]bUh]cb`Ui`g`]\]ghc f]gWXYb
i bX`nY]h[Yb`Øgg]gWXYb`6Ui`hYb`Y]b`]bhYfYggUbhYg`GhUXhV`]X`Yf[]Vh`
8]Y`F`Y[]cb`V]YhYh`Ui`›YfXYa` `Yfj`c`ffU[YbXY`A`Ø[`]W`_Y]hYb`ZØf
K`Y`b`Ygg`i bX`gh`Xh]gWXY`9bhXYW_i b[Yb`"

8]Y`VUfcW`Y`GhUXh`Gc`c`h`i`fb`]gh`VY`_Ubbh`ZØf`]fY
VYY]bXfi W`_YbXYb`]\]ghc f]gWXYb`A`Ui`Yfb`i bX`V]YhYh`b`YVYb
Yfgh`_Ugg][Yb`G`c`dd]b[a`Ø[`]W`_Y]hYb`Ui`W`n`U`fY]W`Y
A`Uf`_hVYgi`W`Y`"F`Ybca`a`]YfhY`A`i`gYYb`i bX`Y]bY`Yfj`c`ffU[YbXY
?i `]bUf]_`fi bXYb`XUg`9f`YVb]g`UV"

B UhØf`]WXY`J YfV]bXi b[Yb

8]Y`XfY]`Gh`XhY`g]bX`Xi fW`Y`VY`_UbbhY`F`UXk`Y[Y`a`]hY]bUbXYf
j`YfVi bXYbž`X]Y`Xi fW`U`V`k`Y`W`g`i b[g`fY]W`Y`@UbXgW`UZhYb`k`]Y
5i`Yb`i bX`GY`b`ZØ`fYb`"8`Yf`š`fUdUf`_`5Uf[Ui`i`bX`X]Y
5UfY`UbXgW`UZh]b`Gc`c`h`i`fb`V]YhYb`ni`g`À`h`]W`Y`A`Ø[`]W`_Y]hYb`ni`f
9f_i bXi b[`i`bX`a`U`W`Yb`X]Y`Hci`f`ni`Y]bYa`B`Uhi`fYf`YVb]g"

A`]h`X]Y`gYf`j`]Y`gY]h][Yb`DUi`g`W`U`Y`_`ØbbYb`F`Y]gYbXY`b]W`h`bi`f
U_h]j`gY]bž`gcbXYfb`Ui`W`X]Y`_i`hi`fY`Yb`G`W`À`h`Y`X`Yf`F`Y[]cb
YbhXYW`_Yb`i bX`X]Y`YbhgdUbbhY`5`ha`c`gd`À`fY`X`Yf`Gh`XhY`[Yb]Y›Yb`"

8]Y`Hci f]ga i gX]fY_hc fYb`XYf`VYhY]`][hYb`Gh`XhY`VYhcbYbž`XUgg
 XUg`?cbnYdh`XUfUi Z`UVn]Y`hž`X]Y`9f`YVb]ggY`ni`Yf[`ÀbnYbž`UbghUhh
]b`?cb_i ffYbn`ni Y]bUbXYf`ni`hfYhYbž`i bX`gca]h`bYi Y`hci f]gh]gW`Y
 6fØW_Yb`ni`VUi Yb`"

8YhU]`g	
C fh	6UXYbž`GW`k Y]n
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bUi "W` • UUf[Ui hci f]ga i g"W`

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