DfchYgh'Ui Z'A U``cfWU. ', "\$\$\$'ZcfXYfb '
K Yb][Yf'Hci f]ga i gž'a Y\f'@YVYb '°

A U``cfWU`Yf`YVh'FY_cfXhci f]ga i g'&\$&) ž'k À\fYbX', "\$\$\$
A YbgWYb'[Y[Yb'A UggYbhci f]ga i g'i bX'K c\bi b[gbch
dfchYgh]YfYb"

D`UĀU`X/ , \$' - /9gdUb mUž`DU`a Už`GdUb]Yb`!`8]Y`6U`YUfYb
ghY\Yb`j`cf`Y]bYa``đ\`f\`i`bXYfhgca`a`Yf`]a``đ\`f`&\$&) ž`XU`Y]bY
fY`\_`cfXj`YfXĀW`h][`Y`NU\`j`cb`ØVYf`&\$`A`j``cbYb`6Ygi`W`Yfb
Yfk`UfhY`h`k`]fX``8]Yg`Āgh`YXcW`Ui`W`a`Ugg]j`Yb`DfchYgh`Ui`Z
A`U`c`fWU`Ui`gž`k`c`\`Yi`hYž`Ua``%\*``đ`b]`&\$&) ž`fi`bX`,`"\$\$\$`A`YbgW`Yb
]b`DU`a`U`[`Y`[`Yb`XYb`ØVYfVcfXYbXYb`A`UggYb`h`ci`f]ga`i`g`Ui`ZX]Y
GhfU»`Y`[`]b`[`Yb``8]Y`8Ya`cbghfUh]cb`VY`[`Ubb`Ua`D`Uhn`D`UĀU
X`9gdUb mU`i`bX`ZUbX`]\`fYb`5VgW`i`gg`Ua`DUggY][`XY`6cfb`"

C`f`[`Ub]g]Yfh`k`i`fXY`X]Y`5`\_h]cb`j`cb`XYf`đ]h]Uh]j`Y`A`Ybmg`hi`f]ga`Yž
a`Āg`j`]XU`f`i`K`Yb][`Yf`Hci`f]ga`i`gž`a`Y`f`@YVYb`Ĺ``8]Y`HY]`bY\`a`Yf
g`\_`UbX]YfhYb`Y]XYbgW`Už`i]W`G`c`[`Ubg`k`]Y`K`Yf`A`U`c`fWU``YVhž
nYfgh`Øfh`g]Y`b]W`h`i`bX`ZcfXYfhYb`Y]bY`XfUgh]gW`Y`6Y`[`fYbni`b`[
XYf`6Ygi`W`YfnU\`Yb`i`bX`Y]b`A`cfUhc]i`a`ZØf`?`fYi`nZU\`fhgW`]ZZY`"
đ`i`a`Y`Di`ĉ`ž`XYf`GdfYW`Yf`XYf`đ]h]Uh]j`Yž`\_f]h]g]YfhY`X]Y
F`Y`[`]cbU`fY`[`]Yfi`b`[`gW`UfZ`ZØf`]\`fY`Ě`bcfUbn`i`bX`X]Y
i`bni`fY]W`YbXYb`A`U»`bU\`a`Yb`ni`f`:`ØfXYfi`b`[`bUW\`U`h][`Yf`
Hci`f]ga`i`gdfU`h]_`Yb`"

DfchYgh`Ui`g`j`YfgW`]YXYbYb`6Yk`Y`[`[`fØbXYb

8Yf`5bgh]Y`[`XYg`Hci`f]ga`i`g`\`Uh`Ui`W`bY`[`Uh]j`Y
6Y`[`Y]hYfgW`Y]bi`b`[`Yb``đ`gVYgcbXYfY`X]Y`K`c`\`b`\_`cghYb`Ui`ZXYf
đ`gY`g]bX`i]b`XYb`YhnhYb`đ\`fYb`ghUf`\_`Ub`[`Ygh]Y`[`Ybž`k`Ug`ni`Y]bYf
U`i`hYb`K`c`\`bi`b`[`gbch`ZØ\`fh``8]Y`HY]`bY\`a`Yf`XYf`DfchYghY`\_`Ua`Yb
Ui`g`U`Yb`HY]`Yb`XYf`đ`gY`i`bX`Y`[`hYb`XYb`i`c`\_i`g`Ui`ZX]Y
GW`k`]Yf][`\_Y]hYbž`X]Y`9]b\`Y]a`]gW`Y`YhnhYf`YVYb``9]b\`Y]a`]gW`Y
a`ØggYb`Ui`Z`[`fi`bX`XYf`\`c\`Yb`DfY]gY`]b`XUg`<`]bhYf`UbX`n]Y\`Ybž`k`Ug
c`Zi`a`]h`i`Ub`[`Yb`DYbXY`nY]hYb`i`bX`GhUi`g`Y]b\`Yf`[`Y\`hž`X]Y`Xi`fW`X`Yb
Hci`f]gh]\_j`Yf`\_Y\`f`bcW`j`YfgW`ĀfZ`h`k`YfXYb`"

@Ui`h`6Yf]W`hYb`XYg`8]Uf]c`XY`A`U`c`fWU`ØVYfhfUZ`X]Y`NU\`XYf
8Ya`cbghfUb`hYb`X]Y`UbZĀb`[`]W`Yb`9fk`Ufhi`b`[`Yb``J]Y`Y`DfchYgh`Yf
Uf`[`i`a`Yb]h]YfYbž`XUgg`J`Yfa`]YhYf`Ui`Z`[`fi`bX`XYf`i`_fUh]j`Yb
:`Yf]Ybj`Yfa`]Yhi`b`[`Yb`ni`bY\`a`YbX`XUni`bY][`Ybž`a`a`cV]`Yb`Ub
Hci`f]ghYb`ghUhh`Ub`9]b\`Y]a`]gW`Y`ni`j`Yfa`]YhYb``đ`Zc`[`YXYggYb
a`ØggYb`g]W`c`_U`Ub`gĀgg][`Y`A`YbgW`Yb`c`Zi`a`]hi`bg]W`YfYb
K`c`\`bj`Yf\`Ā`hb]ggYb`i`bX`\`c\`Yb`A`]Yhd`fY]gYb`UVZ]bXYb`"

2 _cbca]gW\ Y`5i gk ]f\_i b[ Yb`XYg`Hci f]ga i g

8]Y`k ]fhgW\ UZh`]W\ Yb`NU\`Yb`nY][ Ybž`XUgg`XYf`Hci f]ga i g`ZØf
A U`cfWU`Y]bY`VYXYi hYbXY`F c`Y`gd]Y`h" `a `d\ f`&\$&([UVYb`X]Y
Yhk U`% ž) `A]`]cbYb`Hci f]ghYb`Ui Z`XYb`ϕgY`b`]bg[ YgUa h`&&ž(
A]`]UfXYb`9i fc`Ui gž`k Ug`Y]bYa `5bgh]Y [`j cb`%&i `]a `J Yf[`Y]W\
ni a `J cf`U\`f`Ybghdf]W\h"8Yf`Hci f]ga i g`\Uh]bnk]gW\ Yb`Y]bYb
5bhY]`j cb`ØVYf`(\$i `Ua `; YgUa hY]b\_ca a Yb`A U`cfWUg"

J cf`XYa `<]bhYf[fi bX`XYf`ni bY`a YbXYb`?f]h]_`Ua
A UggYbhci f]ga i g`Z]bXYb`b]W\h`bi f`Ui Z`A U`cfWUž`gcbXYfb`Ui W\`]b
UbXYfYb`gdUb]gW\ Yb`Gh`XhYbž`k]Y`VY]gd]Y`gk Y]gY`6UfW`c`bUž
DfchYghY`ghUhh"8]YgY`6Yk Y[i b[Yb`nY][ Ybž`XUgg`X]Y`Gcf[Yb`ØVYf
X]Y`bY[ Uh]j Yb`: c`[ Yb`XYg`Hci f]ga i g`i bX`X]Y`@YVYbgei U]h`h`XYf
9]b`Y]a ]gW\ Yb`j cb`[ fc`»Yf`6YXYi hi b[ `g]bX"9]b`HY]`XYf
DfchYgh]YfYbXYb`]b`DU`a U`hfi [`XUg`6UbbYf`A U`cfWU]`gh`b]W\h`ni
j Yf`\_Ui ZYb ž`k Ug`]\fY`9bhgW`cggYb`Y]h`i bhYfghfY]W\hž`g]W\`[Y[Yb
X]Y`?ca a Yfn]U]g]Yfi b[ `]\fYf`<Y]a Uh`ni `k Y`fYb"

K]Y`g]W\`X]YgY`8mbUa ]\_Yb`Yb`hk ]W`Y`b`k YfXYbž`V`Y]Vh
UVni k UfhYbž`XcW\`X]Y`I bni Zf]YXYb`Y]h`Ui Z`XYf`ϕgY`k]fX
XYi h]W\ž`k `À`fYbX`X]Y`Hci f]ga i gnU\`Yb`k Y]hYf`\]b`ghY][ Yb`"

8YhU]`g	
C fh	D`U`A`U`X/ ` \$' - /9gdUb`mUž`DU`a Už`GdUb]Yb
E i Y`Y`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW\ Ui "XY • k k k "%k Xf"XY

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