

đ [YbX`]WXY`Ui g`<c!7\]!A]b\!GhUXh
nY][Yb` \Y`XYb\ UZhYb`8 Ub_`]b`<U`H]b\

đ [YbX`]WXY`Ui g`<c!7\]!A]b\!GhUXh`fY]gYb`j ca`'&+"V]g`&- "
A U]`&\$&) `bUW`<U`H]b\ž`i a`j]YhbUa`Yg]gWXY`<Y`XYba`ØhYf`
ni`Y`fYb`"



<U`H]b\`ž`J]YhbUa`!`9]bY`8Y`Y[Uh]cb`j`cb`đ [YbX`]WXYb`Ui`g`<c!
7\]!A]b\!GhUXh`\Uh`_Øfn`]W`Y]bY`gma`Vc`]gWXY`FY]gY
i`bhYfbca`a`Ybž`i`a`j]YhbUa`Yg]gWXYb`<Y`XYba`ØhYfb`i`bX
?f]Y[gj`YhYfUbYb`]b`XYb`Dfcj]bnYb`B[\Y`5b`i`bX`<U`H]b\`ni
[YXYb`Yb`"8]Y`J`YfUbghU`hi`b[`ZUbX`j`ca`'&+"V]g`&- "`A U]`ghUhh`i`bX
i`a`ZUgghY`a`Y`f`U`g`%%(`A]h[`]YXYfž`XUfi`bhYf
;`Yk`Yf`_gW`UZhg`a`]h[`]YXYf`i`bX`đ [YbX`]WXY`"8]YgY`FY]gY`]gh`HY`]
Y]bYf`_b]h]Uh]j`Y`XYg`đ [YbX`]WXYb`Ui`g`<c!7\]!A]b\!GhUXhž`\fYb
8Ub_`i`bX`Ghc`n`[Y[YbØVYf`XYb`j]YhbUa`Yg]gWXYb`<Y`XYb
Ui`gni`XfØW`Yb`i`bX`X]Y`6Y]hfÅ[Y`j`cb`DfÅg]XYbh`<c`7\]!A]b\`ni`f
j]YhbUa`Yg]gWXYb`FY]c`i`h]cb`ni`k`ØfX][Ybž`k]Y`j]YhbUa`"j`b
VYf]W`hYh`"

5a`YfghYb`HU[`XYf`FY]gY`k`i`fXYb`Ub`\]ghcf]gWXYb`GhÅhhYb`k`jY`XYf

?fYi ni b['8cb['@cWi bX'XYf'; YXYb_ghÀhhY '@mHi 'Hfcb[
K Y)\fUi W\i bX'6'i a Yb'XUf[YVfUW\h"8UfØVYf'\]bUi g'VYgi W\hY
X]Y'8Y'Y[Uh]cb'nk Y]'j]YhbUa Yg]gW\Y'<Y'XYba ØhhYfž'nk Y]
?f]Y[gj YhYfUbYb'i bX'nk Y]'Y\Ya U'] [Y'ž [YbXZfY]k]'' [Yž'k cVY]
; YgW\Yb_Y'ØVYffY]W\hi bX'Gh]dYbX]Yb'Ub') \$'VYbUW\hY'] [hY
Ghi XYbhYb'j Yf[YVYb'k i fXYb"5i W\Z]bUbn]Y''Y'l bhYfghØhni b['ZØf
(\$'j cb', VYfgW\k Ya a i b[Yb'VYhfcZZYbY': Ua]]Yb'k Uf'HY]'XYg
Dfc[fUa a g"9]b'5i ghUi gW\ 'a]h'XYf'ž [YbXi b]cb'XYf'Dfcj]bn'<U
H]b\ fi bXYhY'XYb'YfghYb'HU['UV"

9f]bbYfi b[Yb'i bX'?i 'hi f

≠'XYb'XUfUi Z'Zc'[YbXYb'HU[Yb'gYmhY'X]Y'8Y'Y[Uh]cb']\fY
6Ygi W\Y'j b'XYf'Dfcj]bn'B [\Y'5b'Zcfh"GY'a UW\hYb'<U'h'Ua
B [i mYb'H\]'A]b\ '?\U]'A Ya cf]U''<ci gYž'XYf'B [i mYb'8i 'A Ya cf]U'
G]hY'gck]Y'Ua 'E i Ub['Hfi b['?'b['HYa d'Y'i bX'XYf'Hfi cb['6cb
<]ghcf]WU'F Y']WG]hY"9]b'VYgcbXYfYg'<][\'] [\h'k Uf'XYf'6Ygi W\
XYf'<Y]a UhXØfZYf'j cb'DfÀg]XYbh'<c'7\]'A]b\ž'GYb'i bX'<cUb[
Hfi "'5VgW\]Y» YbX'k i fXY'Ub'XYf'F Y']ei]YbghÀhhY'?]a '@Yb'Y]bY
?i 'hi fbUW\h'a]h'XYa 'H]hY'' J cb'6Yb'B\U'F cb['ni 'Cb_Y''<cg'GYb!
8cfZ 'cf[Ub]g]Yfhž'VY]'XYf'X]Y'HY]'bY\ a YbXYb'X]Y'_i 'hi fY''Yb
K i fnY'b'i bX'X]Y'; YgW\]W\hY'J]YhbUa g'ZY]YfhYb"

<c!7\]'A]b\!GhUXhž'Y\Ya U'g'GU][cbž'k i fXY'bUW\XYf
K]YXYfj YfY]b][i b['j cb'BcfX'i i bX'GØXj]YhbUa 'i a VYbUbbh'i bX
]gh'\Yi hY'Y]b'VYXYi hYbXYg'k]fhgW\UZh]W\Yg'NYbhfi a 'XYg'@UbXYg"
8Yf': 'i [\UZyb'HUb'Gcb'B\Uh]gh'XYf' [fØ» hY'XYg'@UbXYg'i bX'k]fX
j cb']bhYfbUh]cbU'Yb': 'i [[YgY''gW\UZhYb'k]Y'9XY'k Y]ggž'Hi f_]g\
5]f']bYg'i bX'5]f': fUbW'Ub[YZc[Ybž'k Ug'X]Y'5bfY]gY'ZØf'Hci f]ghYb
Yf'Y]W\hYfh': Øf'X]Y'≠bYbghUXh' []Vh'Yg'j YfgW\]YXYbY
HfUbgZYfa Ø['W\ _Y]hYbž'XUfi bhYf'HUI]g'a]h
: YghdfY]gj YfY]bVUfi b[Yb'i bX'X]Y'6i g']b]Y'%) &ž'X]Y'ZØf'bi f') \$\$\$
8cb['fWU"'&\$'7Ybhl'ni f'J YfZØ[i b['ghY\hž'VYf]W\hYh'
i f`Ui VghfUW_Yf"Uh"

GY\Ybgbk ØfX][_Y]hYb']b' <c!7\]'A]b\!GhUXh

≠'XYf'GhUXh'VYZ]bXYb'g]W\ 'nU\ fY]W\Y'GY\Ybgbk ØfX][_Y]hYbž

]bgVYgcbXYfY`ja`8]ghf]_h%"`8]Y`?Uh\YXfU`Y`B`chfY`8Ua`Y`]gh`Y]b
 \YfUi`gfU[`YbXYg`6Ui`k`Yf`_`ja`ZfUbn0g]gWXYb`Gh]`ž`XUg`a`]h
 A`Uhf]U`]Yb`Ui`g`:`fUb`_fY]WXYfVUi`h`k`i`fXY`i`b`X`Y]b`Y`VY`]YVhY
 5hhfU`_h]cb`XUfghY`h`:`Øf`9]b`_Ui`ZgZfYi`X][`Y`Å`Xh`XYf`6Yb`H\Ub\
 A`Uf`_Yh`a`]h`Y]b`Yf`J`]Y`nU`\`j`cb`GhÅbXYb`ni`a``<`UbXY`b`Y]b`ž
 k`Å`fYbX`XUg`ja`ZfUbn0g]gWXYb`?`c`c`b]U`gh]`Y`ff]WXYhY`7]hmi`<`U`
 VYY]bXfi`W`_hž`Ui`W`k`Yb`b`Yg`b]WXYh`0ZZYb`h]WXYni`[`Åb[`]WXY]gh`8Yf
 K`]YXYfj`YfY]b][`i`b[`gdU`Ughž`Ui`W`i`bUV`Åb[`]Y]hgdU`Ugh
 [`YbUb`b`hž`k`Uf`V]g`%`-`+)`XYf`G]hn`XYf`FY[`]Yfi`b[`]GØXj`]YhbUa`g`i`b`X
 _Ubb`k`Å`fYbX`XYf`2`ZZbi`b[`]gnY]hYb`VYg]WXYh][`h`k`YfXYb`"

:`Øf`FY]gYbXYž`X]Y`Y]bY`5i`gnY]h`Ua`GhfUbX`gi`WXYbž`g]bX`J`i`b[`]HUi
 6YUWXY`ž`<`c`7cW6YUWXY`i`bX`@cb[`]`<`U]6YUWXY]b`XYf`I`a`[`YVi`b[
 VY`]YVhY`HU[`YgUi`gZi`[`gn]Y`Y`"GhÅ`XhYfY]gYbXYž`X]Y`]b`XYf`B`Å`Y`XYf
 nYbhfU`Yb`GY`Yb`gk`ØfX][`_Y]hYb`k`c`b`Yb`a`0WXYbž`Z]bXYb`ja
 8]ghf]_h%"`nU`\fY]WXYi`bhYf`_i`bZhg`a`0[`]WXY]hYbž`j`cb
 6i`X[`Yhcdh]cbYb`k`]Y`XYa`Hck`b`<`ci`gY`&`GU][`cb`V]g`\]b`ni
 [`Y`c`VYbYfYb`<`chY`g`k`]Y`XYa`@]VYfmi`7YbhfU`GU][`cb`F]j`Yfg]XY
 <`chY`ž`XUg`a`]h`Y]bYa`Dcc`i`bX`GdU`Ui`g[`YghUhhYh]gh`"

8YhU]`g	
C`f`h	<`U`H]b`\`ž`J`]YhbUa
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"j`]YhbUa`"j`b • k`k`k`"i`f`Ui`VghfUW`_Yf`"Uh

6Ygi`WXYb`G]Y`i`bg`Ui`Z`Y]bY!fY]gY`XY