

<]`ZY`ZØf`i bVY[`Y]hYhY` : `ØW h`]b[g_]bXYf.
9]b`@Y\ fYf]bbYb!Dfc ^Y_h`]b`6Yf`]b

HfYdhck !? ÒdYb]W_. `8]Y`<YfUi gZcfXYfi b[Yb`i bVY[`Y]hYhYf
a]bXYf`Ä\ f][Yf` : `ØW h`]b[Y`]b`6Yf`]b`i bX`X]Y`5i gV]`Xi b[
ei U`]Z]n]YfhYf`9fn]Y\Yf"

HfYdhck !? ÒdYb]W_ž`8Yi hgW`UbX`!`8]Y`G]hi Uh]cb`i bVY[`Y]hYhYf
a]bXYf`Ä\ f][Yf` : `ØW h`]b[Y`]b`8Yi hgW`UbX`V`Y]Vh`k Y]hYf\]b
XfUa Uh]gW`i bX`YfZcfXYfh`Xf]b[YbXY`A U» bU\`a Yb`" J]Y`Y`X]YgYf
‡ [YbX`]WYbž`X]Y`c\`bY`6Y[`Y]hi b[`Y]bYg`Yfk UW`gYbYb
: Ua `]YbUb[Y\`Øf][Yb`]b`X]Y`9I `Y]bFY]gYb`cXYf`ni fØW_[Y`UggYb
k YfXYbž`k]Y`XYf` : U``Y]bYf`%*!`Ä\ f][Yb` ; Ycf[]Yf]b`nY][hž]g]bX`cZh
[Ynk i b[Ybž`Ui ZXYf` : `i W`h]j cf`dYfg`Øb`]WYb`J YfZc`[i b[Yb`k]Y
XYf`5V`Y\bi b[`]`fYf`gYI i Y``Yb`≠Ybh]h`Äh`"8]YgY`‡ [YbX`]WYb
Z]bXYb`g]W`Äi Z[`]b`i bg]WYfYb`J Yf\`Ä`hb]ggYb`i bX`VYb`Øh][Yb
gdYn]Y``Y`I bhYfgh`Øhni b[`i bX`6YhfYi i b["

8]Y`%*!`Ä\ f][Y` ; Ycf[]Yf]bž`X]Y`g]W`U`g`\ca`cgYI i Y``ci hYhY`i bX
XUfUi Z]b`j cb`]`fYf` : Ua `]Y`i bX` ; YgY``gW`UZh`Ui g[YgW`cggYb
k i fXYž`ZØW`hYhY`bUW`8Yi hgW`UbX`"8cfh`k i fXY`g]Y`&\$&&]b`XYf
9fghUi ZbU\`a YghY``Y`XYg`HfÄ[Yfg` BUj]hUg `]b`6Yf`]b
i bhYf[YVfUW`h`≠fY`6YhfYi Yf]bž` ;]i `]`?Uf]ei `]ž`X]Y`&\$%, `gY`Vgh`U`g
; YZØW`hYhY`bUW`8Yi hgW`UbX`_Ua ž`\Uh]g]W`]bhYbg]j `i a`XUg
A`ÄXWYb`[Y_Øa`a`Yfh`" ?Uf]ei `]`]gh`gY]h`8YnYa`VYf`&\$&(`U`g
9fn]Y\Yf]b`UbYf`_Ubb`hi bX`\Uh`XUg`D]`chdfc`^Y`_hj`cb` BUj]hUg `ni f
5i gV]`Xi b[`]`cb`9fn]Y\Yfb`ZØf`i bVY[`Y]hYhY`a]bXYf`Ä\ f][Y
: `ØW h`]b[Y`]bg`@YVYb`[Yfi ZYb`"≠`X]YgYa`F`U\`a Yb`k i fXYb`VYfY]hg
&&`9fn]Y\Yf]bbYb`Ui g[YV]`XYhž`k`Ä\ fYbX`&%`k Y]hYfY`g]W`]b`XYf
5i gV]`Xi b[`VYZ]bXYb"

8 f]b[YbXYf`6YXUfZ`Ub` : UW`_f`ÄZhYb

: U`_c`@]YW_Yž`GhUUhgY_fYhÀf`XYf`78I ži bhYfghfY]Wkh`XYb
ghY][YbXYb`6YXUfZ`Ub`ei U`]Zn]YfhYa`DYfgcbU`]b`XYf`?]bXYf!`i bX
đ [YbX`]ZY``Jcb`XYb`ØVYf`%, "\$\$\$: UW`_fÀZhYb`]b`X]YgYa`6YfY]W
g]bX`YX][`]W`(-) \$`U`g`9fn]Y\Yf`UbYf`Ubbh``8]Yg`nY][h`XYb
U_i hYb`A Ub[Y`Ub`gdYn]Y``[YgW`i`hYb`: UW`_fÀZhYbž[YfUXY`ZØf
i bVY[`Y]hYhY`a]bXYf`Å\`f][Y`:`ØW`h]b[Y``5b[Yg]W`hg`XYf
ghY][YbXYb`NU\`Yb`j cb`a]bXYf`Å\`f][Yb`:`ØW`h]b[Ybž`X]Y`]b`XYb
`YhhYb`đ\`fYb`bUW`6Yf`]b`_Ua Yb` `` "&\$&]b`&\$&&`i bX`` "%\$(`]b
&\$&` ``XfÀb[h`X]Y`NY]hž`i a`X]YgY`@ØW`_Y`ni`gW`]Y»Yb"

8]Y`9]bZØ\`fi b[`j cb`gdYn]Y``Yb`5i gV]`Xi b[gdfc[fUa`a Ybž`k]Y`g]Y
j cb` B Uj]hUg`Ub[YVchYb`k YfXYbž`_ØbbhY`Ub[Zf]gh][`Y`ZYbž`X]Y
ei U`]hUh]j Yb`5bZcfXYfi b[Yb`]b`XYf`6YhfYi i b[`X]YgYf`j i`bYfUV`Yb
; fi ddY`ni`YfZØ``Yb``8]Y`5i gV]`Xi b[`i a ZUggh`k]W`h][Y`đ\`U`hY`k]Y
?]bXYfgW`i hn`i bX`Gcn]U`_ca`dYhYbnž`k Ug`j cb`XYf`9fn]Y\Yf]b`:]XUU
5`!< UnUb`U`g`VYXYi hYbX`ZØf`X]Y`?f]gYbVYk`À`h][i b[`VYgW`f]YVYb
k]fX"

J YfÀbXYfi b[Yb`]b`XYb`NU\`Yb`i bX
Z]bUbn]Y``Yb`5i Zk YbXi b[Yb

æa`đ\`f`&\$&(`gUb`_`X]Y`NU\`XYf`i bVY[`Y]hYhYb`a]bXYf`Å\`f][Yb
:`ØW`h]b[Y`]b`6Yf`]b`XfUgh]gW`Ui Z`bi`f`%"+(, žk Ug`Y]bY`hÀ[`]W`Y
5b_i bZh]j cb``YX][`]W`XfY]đ [YbX`]W`Yb`VYXYi hYh``æa`gY`VYb`đ\`f
[UV`X]Y`GhUXh`6Yf`]b`, *`A`j``cbYb`9i fc`ZØf`X]Y`6YhfYi i b[`X]YgYf
đ [YbX`]W`Yb`Ui`g``8]YgY`Z]bUbn]Y``Yb`A]hY`g]bX`bch`k YbX][ži a
XYb`VYgcbXYfYb`6Y\`UbX`i b[gVYXUfZYb`XYf`BYi Ub`_Øa`a`]b[Y
[YfYW`h`ni`k YfXYb"

I bVY[`Y]hYhY`A]bXYf`Å\`f][Yž`k]Y`X]Y`; Ycf[]Yf]bž`a ØggYb`]b
8Yi hgW`UbX`]fYb`5gm`UbhfU[`gY`Vgh`ghY``Ybž`k Ug]bgVYgcbXYfY
ZØf`gY\`f`↑ b[Y`i bX`gW`i hnVYXØfZh][Y`DYfgcbYb`Y]bY`[fc»Y
< YfUi gZcfXYfi b[`XUfghY``h``@Ui h`XYb`J cf[UVYb`XYg`6i bXYgUa`hYg
ZØf`A][fUh]cb`i bX`:`ØW`h]b[Y`k]fX`k`À`fYbX`XYf`đcV\`i hbU\`a`Y
XYf`; Ygi bX\`Y]hgni ghUbX`i bX`XUg`5`hYf`XYf`A]bXYf`Å\`f][Yb
[YdfØZh``8Ug]đ [YbXUa`h`gd]Y`h`Y]bY`nYbhfU`Y`Fc``Yž`i a
g]W`Yfni ghY``Ybž`XUgg`XUg`?]bXYgk`c\`b]W`h`[YZÀ\`fXYh`k]fX`i bX

X]Y'6YhfYi i b['XYb'fY\h]W\Yb'J cf[UVYb'Ybhgd]W\h" <]Yfni
 [Y\Øfh'Ui W\X]Y'6YghY''i b['Y]bYg'J cfa i bXgž'XYf'ØVYf'Ugm!'i bX
 Ui g`ÀbXYffY\h]W\Y'?Ybbhb]ggY'j YfZØ[Yb'a i gg"

8]Y'6i bXYgfY[]Yfi b['\Uh'Yf_Ubbhž'XUgg'Yg'Xf]b[YbX'bc'hk YbX][
]ghž'X]Y'G]hi Uh]cb'i bVY['Y]hYhYf'a]bXYf'Ä\][Yf': `ØW\h]b[Y'ni
 j YfVYggYfb'i bX'X]Y'fY\h]W\Yb'F U\ a YbVYX]b[i b[Yb'gck]Y'X]Y
 6YhfYi i b[gUi gghYi Yfi b[Yb'ni 'fYzcf a]YfYb" 'hU[Yggd]Y[Y'"XY
 i bX'VUa Z"XY'nY][Yb'Yi Ya d'Uf]gW\Ui Z'XUgg'A U»bU\ a Yb']b'XYf
 5i gV]Xi b['j cb': UW_fÄZhYb'i bX'XYf'fY\h]W\Yb'J YfhfYhi b['j cb
 i bVY['Y]hYhYb'A]bXYf'Ä\][Yb'YbhgW\Y]XYbX'g]bXž'i a 'X]YgYf
 j i `bYfUV`Yb'; fi ddY'Y]bY'Ni _i bZh'ni 'Yfa Ø[`]W\Yb"

8]Y'<YfUi gZcfXYfi b[Yb'g]bX'[fc»ž'XcW\Xi fW\ '[Yn]Y'hY'Dfc'Y_hY
 i bX'Y]b'6Yk i gghgY]b'ZØf'X]Y'6YXØfZb]ggY'X]YgYf'; YZØW\hYhYb
 _Ubb'XUg'GmghYa 'j YfVYggYfh'k YfXYbž'gcXUgg'i bVY['Y]hYhY
 a]bXYf'Ä\][Y': `ØW\h]b[Y']b'8Yi hgW\UbX'X]Y'I bhYfghØhni b[
 Yf\U'hYbž'X]Y'g]Y'Xf]b[YbX'VYbØh][Yb"'Va ZgZ"XY'']ZYfh'k Yfhj c`Y
 9]bV']W_Y]b'X]Y'U_hi Y`Yb'9bhk]W_`i b[Yb'i bX'[YgYh'W\Yb
 J cf[UVYb"

8YhU]`g	
C fh	HfYdhck !?ØdYb]W_ž'8Yi hgW\UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y'"XY • k k k "VUa Z"XY • k k k "Va ZgZ"XY

6Ygi W\Yb'G]Y'i bg'Ui Z.'b!U["XY