

? fUhnYf'j cf'Yb hgW\ Y]XYbXYa ' :]bU`Y.
? ca a h'X]Y`F ØW_ _Y\ f' bUW\ '6UmfYi h\ 3

@Ycb'? fUhnYf'Ui g'6UmfYi h\ 'gd]Y`h'ja ' :]bU`Y`XYf
ZfUbnØg]gW\Yb '@[U'a]h'DUf]g'6Ug_YhVU`""F ØW_ _Y\ f']b`X]Y
<Y]a Uh'a Ø[`]W\ "



6UmfYi h\ ž'8Yi hgW\ `UbX`!`a`'6Ug_YhVU`""XfY\`h'g]W\`U`_hi`Y`""U`""Yg
i`a`'@Ycb'? fUhnYfž'XYb`&,`!`Å\`f][`Yb`'6Ug_YhVU`""gd]Y`Yf'Ui`g
6UmfYi h\ ž'XYf`XYfnY]h'ZØf`DUf]g'6Ug_YhVU`""Ui`Z`XYa`'DUf_Yh'h'ghY\`h"
? fUhnYf`\UhhY`gY]b`Y`mhYg`Gd]Y`j`cf`a`Y\`f`U`g`Y]bYa`'A`cbUh`i`bX
\`c`Z`h`i`b`i`b`Ui`Z`Y]bYb`'9]bgUhn`ja`'VYj`cfghY\`YbXYb` :]bU`Y`XYf
ZfUbnØg]gW\Yb`@[`U`[`Y`[`Yb`'5G`A`cbUW`ž`XUg`Ua`'G`c`b`b`hU[`'ghUfhY`h`" `đ
XYb`Y`mhYb`'đ\`fYb`_`c`b`b`hY`? fUhnYf`Y]b][`Y`VYXYi`hYbXY`9fZc`[`Y
ZY]Yfbž`XUfi`bhYf`XYb` ;`Yk`]b`b`XYf`7\`Ua`d]cbg`@YU[`i`Y`a`]h`XYb
6Ug_Yhg`6`c`b`b`ja`'đ\`f`&`\$`&`'`g`c`k`]Y`XYb`'9i`fcW`d`!`H]hY`a`]h`DUf]g
6Ug_YhVU`""ja`'đ\`f`&`\$`&`(`"8Yb`bc`W\`V`]YV`X]Y`'9i`fc`YU[`i`Y!GU]g`c`b
&`\$`&`)'ZØf`DUf]g`k`Yb][`YfZfYi`]W\.`8Ug`HYUa`'gW\]YX`ja`'J]YfhY`Z]bU`Y
a`]h`\$.`'`[`Y`[`Yb` :`YbYfVU\`W\`'ghUbVi`'Ui`gž`k`Ug`? fUhnYfg`GhfYVYb
bUW\`]bhYfbUh]cbU`Yb`H]hY`b`hfØvhY"

9]bY`FØW_Y`f`j]b`gY]bY`<Y]a`Uh`_Ubb`g]W`?`fUhnYf`b]W`h`
Ui`ggW`Y]Y»`Ybž`i`bX`gc`V`Y]Vh`UVni`k`UfhYbž`cV`Yf`k`Y]hYf`b`]b`DUf]g`
cXYf`j`Y`Y]W`h`UbXYfgk`c`ZØf`i`fcfY`gcf[`Yb`k`]fX`"5_hi`Y`Y`Y]`h`XYf`
:`c_i`g`Y`XcW`_`Uf`Ui`Z`XYb`V`Yj`cfghY`YbXYb`Gd]Y`Ybž`i`bX`X]Y`
J`cfZfYi`XY`Ui`Z`X]Y`:]bU`gYf]Y`]gh`VY]`?`fUhnYf`gdØfVUf`"8]Y`Y`hnhYb`
A`cbUhY`k`UfYb`[`YdfÄ`[`h]`cb`UfhYb`HfU]b]b[`gY]b`Y]hYb`i`bX`
9bhVY`fi`b[`Ybž`UVYf`ZØf`XYb`@Øk`Yb`]b`]a`]gh`XUg`_Y]b`:]fi`bX`
ni`a`i`5i`Z[`YVYb`"

@Y`c`b`?`fUhnYf.`9]bY`?`Uff]YfY`]a`i`5i`ZgW`k`i`b[

A`h`Y]bYf`VYY]bXfi`W`_YbXYb`:]fØ»`Y`j`cb`&%&`W`a`nÄ`h`?`fUhnYf`ni`
XYb`[`fØ»`YfYb`Gd]Y`Yfb`]b`XYf`@[`U`"BUW`gY]bYb`
j`]Y`j`YfgdfYW`YbXYb`5bZÄb[`Ybž`X]Y`VYfY]hg`a`]h`i`%`!`Hi`fb]YfYb`]b`
XYb`]U`fYb`&\$%&`V]g`&\$%)`VY[`UbbYbž`U`h`Yf`g]W`]b`XYf`
9i`fc`YU[`i`Y`YhUV`]Yfh`"6Yf]W`hY`j`cb`9i`fc`YU[`i`Y`6Ug`_YhVU`"
nY][`Ybž`XUgg`Yf`]b`XYf`GU]gcb`&\$&(`!&)`Y]bY`FY`\Y`j`cb`
5i`gnY]W`bi`b[`Yb`i`bX`GhU]gh]_Yb`UbgUa`a`Y`b`_cbbhYž`X]Y`gY]bY`
:]Ä`][`_Y]hYb`Y]bXfi`W`_gj`c`"i`bhYfa`Ui`Yfb`"

8]Y`9i`fc`YU[`i`Yž`U`g`XYf`VYXYi`hYbXghY`Yi`fcdÄ]gW`Y`6Ug`_YhVU`!
K`YhhVYk`YfVž`V]YhYh`Gd]Y`Yfb`k`]Y`?`fUhnYf`X]Y`6Ø`bYž`]fY`HU`Yb`hY`
Ui`Z`Ä`ØW`ghYa`B`j`YUi`ni`nY][`Yb`"GY]h`]fYf`:]fØbXi`b[`]a`i`]U`f`
&\$\$\$`U`h`X]YgY`@[`U`j`]Y`Y`YfY`Ui`gU[`YbXY`Gd]Y`Yf`Yf]`cf[`YVfUW`h`
i`bX`]gh`ZØf`j`]Y`Y`J`YfY]bY`Y]b`HfUi`a`n]Y`"?"`fUhnYf`k`]fX`XUVY]`U`g`
Gd]Y`Yf`a`]h[`fc»`Ya`i`DchYbn]U`U`b[`YgY`Ybž`i`bX`gY]bY`V]g`Yf][`Yb`
9fZc`[`Y`]b`j`YfgW`]YXYbYb`K`YhhVYk`YfVYb`VY`Y[`Yb`gY]bY`
J`]Y`gY]h][`_Y]h`i`bX`GhÄf`_Y`"

9]b`6`]W`_`Ui`Z`X]Y`9i`fc`YU[`i`Y`

8]Y`9i`fc`YU[`i`Y`]gh`b]W`h`bi`f`ZØf`Gd]Y`Yfž`gcbXYfb`Ui`W`ZØf`:]Ubg`
Y]b`gdUbbYbXYg`9fY][`b]g`"8]Y`@[`U`]gh`hY`]k`Y]gY`[`YgW`c`ggYb`i`bX`
V]YhYh`j`cf`U`Y`a`i`XYb`ghÄf`_ghYb`A`UbbgW`UZhYb`Y]bY`XUi`Yf`UZhY`
HY]b`U`a`Y`"FY`_cfXg]Y[`Yf`k`]Y`DUbU`h`]bU]_cg`5h`Yb`i`bX`NG?`5`
A`cg`_Ui`i`UVYb`X]Y`Gd]Y`Yfn`U`Yb`i`bX`XUg`B`j`YUi`]b`XYb`Y`hnhYb`
nk`Y`]U`f`nY`b`hYb`[`YdfÄ`[`h`"8Yf`U`_hi`Y`Y`A`cXi`gž`a`]h`Y]bYf`
:]fi`ddYbd`UgY`[`YZc`[`h]`cb`D`Umc`Zg`i`bX`XYa`i`dfYgh][`YhfÄW`h][`Yb`

:]bU`': ci fž'gcf[h'ZØf'gdUbbYbXY`8i Y`Y'i bX'i bYfk UfhYhY
 K YbXi b[Ybžk]Y`g]Y`Ui W`]b`XYf`X]Yg`Å\`f][Yb`GU]gcb`ni`'gY\Yb
 k UfYb`"K Y]hYfY`8YhU]`g`ni`f`9i`fc`YU[i`Y`i`bX`]\`fYf`; YgW`]W`hY
 Z]bXYb`g]W`'Ui`Z`K`]_]dYX]U"

: Øf`@Ycb`? fUhnYf`i`bX`DUf]g`6Ug_YhVU``\`Y} hYg`bi`b`U`gcž`X]Y
 8Ui`a`Yb`ni`'XfØW_Yb`i`bX`'Ui`Z`Y]bYb`YfZc`[`fY]W`Yb`J`Yf`Ui`Z`XYf
 :]bU`gYf]Y`[`Y[`Yb`5G`A`cbUWc`ni`'\`cZZb`": Øf`X]Y': Ubg`k`]fX`Yg`Y]b
 9fY][`b]gž`XUg`X]Y`6Ug_YhVU``!K`Y`hia`]h`GdUbbi`b[`j`YfZc`[`Yb`k`]fX`°

8YhU]`g	
Cfh	6UmfYi`h\ž`8Yi`hgW`'UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "_i`f]Yf"XY • k k k "Yi`fc`YU[i`YVUg_YhVU``"bYh • XY"k]_]dYX]U"cf[

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