

K cWXY`XYf`Ghi X]Ybcf]Ybh]Yfi b[.`HI
6Yf`]b`ÒZZbYh`] \fY`HØfYb`ZØf`5V]hi f]YbhYb`

8]Y`HI`6Yf`]b`ÀXhj ca`\$&`V]g`\$*`"đ b]`&\$&)`ni f
Ghi X]Ybcf]Ybh]Yfi b[gk cWXY`Y]b`"9fZU\fyb`G]Y`a`Y\`f`ØVYf
Ghi X]Yb[`Àb[`Yž`K`cf_g\cdg`i`bX`6YfUhi b[`Yb`ZØf`5V]hi f]YbhYb
i`bX`]bhYfbUh]cbU`Y`"đhYfYgg]YfhY`"



GhfU»Y`XYg`%+`"đ b]`%'`) ž`%\$`*`&`'`6Yf`]bž`8Yi hgW`UbX`!`8]Y
HYW`b]gWXY`!`b]j`Yfg]h`h`6Yf`]b`fHI`6Yf`]b`Ł`j`YfUbghU`hYh`j`ca`\$&`
V]g`\$*`"đ b]`&\$&)`Y]bY`K`cWXY`XYf`Ghi X]Ybcf]Ybh]Yfi b[ž`X]Y`g]W
Ub`Ghi X]Yb]bhYfYgg]YfhYž`]bgVYgcbXYfY`5V]hi f]YbhYbž`f]W`hYh`
K`À\fybX`X]YgYf`K`cWXY`\UVYb`HY]`bY\`a`Yf`X]Y`A`Ò[`]W`_Y]hž
i`a`ZUggYbXY`9]bV`]W`_Y`]b`XUg`Ghi X]YbUb[`YVch`ni`Yf`U`hYb`i`bX
dfU`_h]gWXY`H]ddg`ni`f`Ghi X]Ybk`U`\`ni`bi`hYb`"Gc`_`ÒbbYb
Ub[`Y\`YbXY`"đ[`Yb]Yi`fł]bbYb`VY]gd]Y`gk`Y]gY`@UVcfVYgi`WXY`]b`XYf
K`UggYfZc`fgW`i`b[`]UVgc`j`]YfYbž`k`À\fybX`ni`_`ØbZh][`Y`@Y\fyfł]bbYb
Y]bYb`hmd]gWXYb`Ghi X]YbhU[`Yf`YVYb`_`ÒbbYb`"Ni`g`Àh`]W`k`YfXYb
A]ha`UW`!`K`cf_g\cdg`ni`f`@W`hYW`b]_`Ub[`YVchYbž`gdYn]Y`"ZØf
9`Y`hfchYW`b]_Yf]bbYb`]b`gdYž`k`Ug`X]Y`J]Y`ZU`h`XYf`

Ghi X]YbUb[YVchY'i bhYfghfY]Wk h"

8]Y`YfghY`J`YfUbghU`hi b[`Ua` '\$&'`đ`b]`&\$&)`k`]fX`ØVYfk`JY[YbX
X][`]hU` `[YghU`hYhž`k`À`fYbX`X]Y`HU[Y`XUfUi`Z]`c`ffUb[]`[`j`c`f`C`fh`Ub
XYf`i`b]j`Yfg]h`h`b`'6Yf`b`'ghUhhZ]bXYb" `8`Ug`Dfc[fUa`a` `XYf
Ghi X]Ybcf]Ybh]Yfi b[gk`c`Wk`Y`i`a`ZUggh`nYbhfU`Y
`đ`Zc]`YfUbghU`hi b[Ybž`ZUWk`gdYn]Z]gWk`Y`'9]bV`]W`Y`ž`7`Ua`di`ghci`fYbž
@UVcfZØ`fi b[Yb`'gck`]Y`]bX]j`]Xi`Y`Y`'6YfUhi b[ghYfa`]bYž`i`a` `XYb
HY]`bY`a`Yfb`Y]bY`Z`bX]YfhY`K`U` `ni` `Yfa` Ò[`]Wk`Yb" `5i` Wk
]bhYfbUh]cbU`Y` `đ`hYfYgg]YfhYž`6Yfi`Zgh`h][`Y`i`bX`'9`hYfb`'g]bX` `Yfn`]Wk
Y]b[Y`UXYbž`X]Y`5b[YVchY`ni` `bi`hnYb"

I`bhYfghØhnYbXY`6YfUhi`b[`gUb[`YVchY

8]Y`U` `[Ya`Y]bY`Ghi X]YbVYfUhi b[`XYf`HI` `6Yf`b`V]YhYh`]\fY
I`bhYfghØhni b[`b]Wk`h`bi`f`k`À`fYbX`X]Yf`C`f]Ybh]Yfi b[gk`c`Wk`Y`ž
gcbXYfb`Ui`Wk`XUfØVYf` `]bUi`g`Ub" `8]Yg[YgWk]Y`h`i`bhYf`UbXYfYa
ØVYf`X]Y`X][`]hU`Y`F`Y` `Y` `K`Y[k`Y]gYf`Ghi X]i`a` `i`bX`XYb`DcXWUgh
`GYa`YghYfh]W`Yh` " `8`UfØVYf` `]bUi`g`f]Wk`hYh`g]Wk`Y]b`Dfc[fUa`a
gdYn]Y` `Ub` `Y]ghi`b[gghUf`_`Y`G`Wk`Ø`Y`f]`bbYbž`X]Y`UV`%`*` `đ`fYb
ghi`X]YfYb`a` Ò`Wk`hYb"

9]b`ni`g`h`n`]Wk`Yg`<`]ZgUb[YVch`ni`f`Ghi X]Ybk`U` `]gh`XUg
C`f]Ybh]Yfi b[ga`c`Xi` `ni`f`Ghi X]Ybk`U` `YbhgWk`Y]Xi`b[ž`XUg`gY]h`XYa
K`]bhYfgYa`YghYf`&\$&(`#&)`]b`?`fUZh]gh" `8]YgYg`A`c`Xi` `ž`i`bhYf`XYf
J`YfUbhk`cfhi b[`j`cb`'9f`UfX`Ncfbž`Yfa` Ò[`]Wk`h`XYb`HY]`bY`a`Yfbž
]\fY`Ghi X]Ybk`U` `c`XYf`XYb`VYfi`Z]Wk`Yb`5i`gV]`Xi`b[gk`Y[`ni
fYZY`_h]YfYb" `8]Y`DfØZ`b[gZcfa` `VY]b`U`h`h`Y]bY`DcfhZc`]cdfØZ`b[ž
k`c`VY]`X]Y`HY]`bY`a`Yf`Ui`Wk`]bX]j`]Xi`Y`Y`'9bhgWk`Y]Xi`b[gdfcZ]`Y
YfghY`Yb`_ØbbYb" `8`Ug`A`c`Xi` `i`a`ZUggh`k`]Wk`h][`Yg`K`]ggYb`ØVYf
A`B`H!Ghi X]Yb[`Àb[Yž`XYfYb` `đ`U`h`Y`gck`]Y`X]Y`9bhk`]W`i`b[`j`cb
gc`n]U`Yb`i`bX`'9bhgWk`Y]Xi`b[gZ`À`][`_Y]hYb"

DfU`_h]gWk`Y`'9]bgh]Y[`g`]\`ZYb`ni`f`Ghi`X]Ybk`U` `

B`Y`V`Y`b`X`Y`b`5b[YVchYb`XYf`HI` `6Yf`b`i`[]Vh`Yg`Y]bY`J`]Y`n`U` `Ub
i`bhYfghØhnYbXYb`F`Yggci`f`Wk`bž`X]Y`Ghi X]Yb]bhYfYgg]YfhY`Ui`Z`X]Y
Ghi X]Ybk`U` `j`c`f`VYfY]hYb`_ØbbYb" `5i`Z`D`UhhZcfa`Yb`k`]Y`

V]`Xi b[ggYfj Yf"XY`Z]bXYb`g]W`i a ZUggYbXY`bZcfa Uh]cbYb`ni
 Ghi X]Yb!`i bX`6Yfi ZgZY`XYfbž`ni`9][bi b[ghYghg`gck]Y`ni
 6Yk YfVi b[ga cXU`h`hYb"Ni XYa`ghY`h`X]Y`D`UhhZcfa`dfU_h]gW`Y
 9]bgh]Y[g\`ZYbž`k]Y`GW`bi ddYfghi X]Yb`i bX`J cfVYfY]hi b[g_i fgY
 ni f`J YfZØ[i b["

- UV]`6Yk YfVi b[gVcl`i`bZcfa Uh]cbYb`ni
 5i gV]`Xi b[gd`hYb`i bX`Ghi X]Yb[`Àb[Yb
- DcfhU`XYf`6i bXYgU[Ybhi f`ZØf`5fVY]h`6YfUhi b[gUb[YVchY
 ni`Ghi X]i a`i bX`6Yfi Z
- Dfc[fUa a`g`k]Y` A`B`H`[fØb`i`Cf]Ybh]Yfi b[gghi X]i a`Ub
 XYf`HI`6Yf`b

Gc`W`Y`F`Yggci fW`b`g]bX`YbhgW`Y]XYbXž`i a`GW`Ø`Yf`i bX
 Ghi X]Yb]bhYfYgg]YfhYž`]bgVYgcbXYfY`Ui g`b]W`hU`UXYa`]gW`Yb
 : Ua`j`]Ybž`[i`h`Ui Z`XYb`i`VYfhf]hh`i]b`X]Y`<cW`gW`i`V]`Xi b[
 j`cfni VYfY]hYb`i bX`X]Y`f]W`h][Y`Ghi X]Ybk U\`ni`hfYZZYb"

: Øf`k Y]hYfY`bZcfa Uh]cbYb`ni f`Ghi X]Ybk U\`i bX`ni`gdYn]Z]gW`Yb
 Ghi X]Yb[`Àb[Yb`VYgi W`Yb`G]Y`X]Y`GY]hYb`XYf`HI`6Yf`bž`XUg`
 A`cXi`hfUb`gZYfgmghYa`XYf`HI`6Yf`b`gck]Y`XYb`
 6]`Xi b[ggYfj Yf"

8YhU]`g	
J`c`f`ZU`^`	Gc`b`g`h][`Y`g
C`f`h`	GhfU»`Y`X`Y`g`%`+`"``ž`b]`%`'`ž`%`\$`*`&`'`6Yf`bž 8Yi`hgW`U`b`X
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"hi`"VYf`b • a`c`g`Y`g`_`c`b`h`c`"hi`!VYf`b"XY • k`k`k`"V]`Xi`b[`ggYfj`Yf"XY

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