B Yi Yf'6Y][YcfXbYhYf'nY][hž'k]Y
=bhY[fUh]cb']b'5ggYb\Y]a '[Y`]b[h°

HcV]Ug'<cZa Ubbž'bYi Yf'6Y][YcfXbYhYf']b'<cW XcfZl
5ggYb\Y]a žVYhcb'igY]bY'gW XbY`Y' bhY[fUh]cb' i bX'X]Y
\Yfn`]W X Y ; Ya Y]bXY\_i `hi f"

5ggYb\Y]a ž'8Yi hgW X`UbX`!`a' F U\`a Yb`XYf`Øb[ghYb
9bhk]W_i b[Yb']b`XYf`C fhg[Ya Y]bXY`<cW XcfZl 5ggYb\Y]a ` \Uh
HcV]Ug'<cZa Ubbž'A]h[`]YX`XYf': fY]Yb`K Å\`Yf[Ya Y]bgW UZhi f' K ; Łž
Y]bY`VYXYi hYbXY`F c`Y`Y]b[Ybca` a Yb`"GY]h`Yhk U`ZØbZ`đ\`fYb`YVh
<cZa Ubb`a ]h'igY]bYf': Ua ]`Y` ]b`XYf'; Ya Y]bXY`i bX`k i fXY`]a
C_hcVYf`&\$\$( j ca` ; Ya Y]bXYfUh`ni a`Xf]hhYb`6Y][YcfXbYhYb
[Yk Å\`h`'8Yf` \*!>Å\`f][Y`ZØ\`h'g]W`]b'5ggYb\Y]a '[i h']bhY[f]Yfh
i bX`VYgW XfY]Vh`X]Y`8cfZ[ Ya Y]bgW UZhi U`g`\Yfn`]W`i bX`c`ZYZb`"8]Yg
k Uf`ZØf`\`b`k]W X h][ž`XU`Yf`g]W`b]Y`U`g`ni [ Ync[ Yb`[YZØ\`h`\Uhž`k Ug
]b`XYf`\`Yi h][ Yb`NY]h`Xi fW X Ui g`Yfk Å\`bYbgk Yfh`]gh"

8]Y`K U\`ni a` ; Ya Y]bXYfUh`ZUbX`Ua` -`"đ b]`&\$\$(`ghUhž'i bX`X]Y
9f[YVb]ggY`k i fXYb`Ua` "%%"đ b]`&\$\$(`]b`Y]bYf`G]hni b[ `XYg
K U\`Ui ggW X i ggYg`Z`gh[ YghY`h`6Y]`X]YgYf`K U\`k UfYb`&")) ,
DYfgcbYb`k U\`VYfYW X h][hž'k cVY]`%"++\*`Gh]a` a Yb`UV[Y[YVYb
k i fXYbž`k Ug`Y]bYf`K U\`VYhY][] i b[`j cb`* - ž(i` `Ybhgd]W X h`J cb
XYb`UV[ Y[ YVYbYb`Gh]a` a Yb`k UfYb`%"+%\*`[Ø`h][ ž`k Å\`fYbX`* \$
Gh]a` a nYhhY`ZØf`i b[ Ø`h][`Yf`_`Àfh`k i fXYb`"K U`hYf`GW X a ]h`Y]hYhY
X]Y`K U\`ž`i bX`X]Y`6Y`_Ubb`ha` UW X i b[`XYg`9f[YVb]ggYg`XUh]Yfh`Ui Z
XYb`%' "đ b]`&\$\$(("8YhU]`YfhY`9f[YVb]ggY`ni f`Gh]a` a Ybj`YfhY`]i b[
XYf`? UbX]XUhYb`k i fXYb`U`YfX]b[`g`b]W X h'gdYn]Z]n]Yfh`i bX`ghY\Yb
gca]h`bcW X`Ui g"

K]W X h][_Y]h`XYf`? ca` a i bU`k U\`Yb

8]Y'ca a i bU`k U\`Ybž'ni `XYbYb`Ui W\`X]Y`K U\`]b`<cW\XcfZ
5ggYb\Y]a `n\`hž'g]bX`Y]b`nYbhfU`Yf`5gdY`h`XYg`dc`]h]gW\Yb
GmghYa`g`]b`8Yi hgW\`UbX`"G]Y`i a`ZUggYb`X]Y`K U\`Yb`XYf
dUf`Ua`Ybhf]gW\Yb`J`YfhfYhi`b[`Yb`]b`]; Ya`Y]bXYb`i`bX`Gh\XhYb
gck`]Y`X]Y`8]fY`_hk`U\`]`cb`fC`VYf!`Ł6Øf[`Yfa`Y]ghYfb`"8`Ug
; fi`bX[`YgYhm`gW\`fY]Vh`]b`5fh]_Y`&, ž`5VgUhm`%ž`j`cfž`XUgg`X]YgY
K U\`Yb`U`[`Ya`Y]bž`i`ba`]hhY`VUfž`ZfY]ž`[`Y]W\`i`bX`[`Y\Y]a`YfZc`[`Yb
a`ØggYb`"`ϕ`j`]Y`Yb`6i`bXYg`À`bXYfb`g]bX`?ca a i bU`k U\`Yb`Xi`fW
X]Y`A`Ò[`]W\`_Y]h`XYg`?i`a`i`]YfYbg`i`bX`DUbUgW\]YfYbg`[`YdfÀ[`hž
k`Ug`XYb`K`À\`Yf]bbYb`i`bX`K`À\`Yfb`a`Y\`f`fY]\Y]hYb`VY]`]\`fYf
Gh]a`a`UV[`UVY`V]YhYh`"

9]bY`VYgc`bXYfg`]b`hYfYggUb`hY`9`bhk`]W`\_i`b[`gY]h`&\$\$,`\_]gh`X]Y
9f`\_`Àfi`b[`XYf`GdYff`_`Ui`gY`ZØf`j`YfZUggi`b[`gk`]Xf][`ž`k`Ug`_`Y]bYfYb
DUfhY]Yb`i`bX`dc`]h]gW\Yb`; fi`ddYb`k`]Y`XYf`i`K`];`bYi`Y`7\`UbW\`b
Yf`ÒZb`Yh`\`Uhž`Ub`K`U\`Yb`hY]`ni`bY\`a`Yb`"8]Yg`\_`ÒbbhY`Ui`W\`XYf
; fi`bX`XUZØf`gY]bž`XUgg`<c`Za`Ubb`i`bX`gY]bY`DUfhY]\_c`Y`[`Yb`j`cb
XYf`6Yj`Ò`\_Yfi`b[`ni`bY\`a`YbX`i`bhYfgh`Ø`hnh`k`YfXYb`"8]Y
K`U\`VYhY]`][`i`b[`VY]`?ca a i bU`k U\`Yb`]gh`]a`8i`fW\`gW\`b]hh
b]YXf][`Yf`U`g`VY]`@`UbXhU[`g!`cXYf`6i`bXYghU[`gk`U\`Ybž`Y`XcW\`
nY][`Yb`c`\_`U`Y`H\`Ya`Yb`c`Zh`Y]bY`\`Ò\`YfY`BY][`i`b[`ž`\_`Y]bYfY`DUfhY]Yb
cXYf`6Øf[`Yf]b]h]Uhj`Yb`ni`i`bhYfgh`Ø`hnyb`"

8]Y`ϕ`hY[`fUh]cb`j`cb`bYi`Yb`6Øf[`Yfb`k`]Y`HcV]Ug`<c`Za`Ubb`]b`X]Y
8cfZ[`Ya`Y]bgW\`UZh`]gh`b]W\`h`bi`f`Y]b`dcg]h]j`Yg`6Y]gd]Y`ZØf
[`Y`i`b[`YbY`ϕ`hY[`fUh]cbž`gcbXYfb`Ui`W\`Y]b`5bnY]W\Yb`XUZØfž`XUgg
X]Y`A`YbgW\Yb`]b`XYf`FY[`]cb`c`ZYb`ZØf`J`YfÀ`bXYfi`b[`Yb`g]bX`"GY]bY
9fZU\`fi`b[`Yb`_`ÒbbhYb`U`g`6Y]gd]Y`X]YbYb`ZØf`UbXYfY`; Ya`Y]bXYbž
X]Y`a`]h`À\`b`]W\Yb`<`YfUi`gZc`fXYfi`b[`Yb`_`cbZf`cbh]Yfh`g]bX`"

8]Y`dc`]h]gW\Y`@`UbXgW\`UZh`Yb`hk`]W`\_Y`hig]W\`k`Y]hYfž`i`bX`Yg`V`Y]Vh
UVni`k`UfhYbž`k`]Y`g]W\`X]Y`b`ÀW\`ghYb`?ca a i bU`k U\`Yb`i`bX`X]Y
XUa`]h]j`YfVi`bXYbYb`8]g`\_i`gg]cbYb`i`a`c`_`U`Y`H\`Ya`Yb`i`bX
6YXØfZb]ggY`[`YghU`hYb`k`YfXYb`"8]Y`K`U\`]a`_`ca`a`YbXYb`ϕ\`fž`VY]
XYf`<c`Za`Ubb`YfbYi`h`gY]bY`Gh]a`a`Y`]b`XYf`Dc`]h]\_`Y]bVf]b[`Yb`k`]fXž
ghY\`h`XU\`Yf`]a`i`c`\_i`g`XYf`ÒZYb`h]W\`_Y]hgk`]f`_gUa`Yb`6Yc`VUW\`hi`b[`"

8YhU]`g	
J c fZU``	K U\`Yb
C fh	5ggYb\Y]a ž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "f\Y]bdZU`n"XY • k k k "j [!XUbbghUXh! gWUi Yfb\Y]a "XY • k k k "VdV"XY

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