

J Z6 'Ghi hh[Ufh'cXYf'5fa]b]U'6]Y`YZY`X.
K Yf'[Yk]bbh'XUg'8: 6!Dc_U`Z]bU`Y3

5a ' & (" \$) "&\$&) 'Z]bXYh'XUg'8: 6!Dc_U`Z]bU`Y'nk]gWXYb'J Z6
Ghi hh[Ufh'i bX'5fa]b]U'6]Y`YZY`X']b'6Yf']b'ghUhh" 'Ghi hh[Ufh'[]'h
U`g': Uj cf]h"



6Yf']bž'8Yi hgW\`UbX'!'5a ' & ("A U] &\$&) 'Z]bXYh'XUg'a]h
GdUbbi b['Yfk UfhYhY'8: 6!Dc_U`Z]bU`Y'nk]gWXYb'5fa]b]U'6]Y`YZY`X
i bX'J Z6 'Ghi hh[Ufh'i a ' & \$. \$ \$ 'I \ f']b'6Yf']b'ghUhh" '8 Ug'Gd]Y'k]fX
']j Y'ja 'N8: 'i bX'Ui ZG_m'ØVYfhfU[Yb" 'J Z6 'Ghi hh[Ufh'[]'h'U`g'_UfYf
: Uj cf]hž'bUW\XYa 'XUg'HYUa ']b'XYf'j Yf[Ub[YbYb'GU]gcb'U`g
J]nYa Y]ghYf']b'X]Y'7\Ua d]cbg'@YU[i Y'ni fØW_[Y_Y\fh']gh" 'HfU]bYf
GYVUgh]Ub'<cYbY» '\YVh'X]Y'6YXYi hi b['[fc» Yf'Gd]Y`Y'\Yfj cfž']b
XYbYb'XUg'HYUa 'ghUf_'i bhYf'8fi W_'dYfZcfa h'\Uh" ' ðgVYgcbXYfY
X]Y'Gd]Y`Yf'j cb'Ghi hh[Ufh'nY][Yb'Y]bY '[fØ» YfY']bX]j]Xi Y`Y'?`UggY
i bX'ghY\Yb']a ' : c_i g'XYg'6i bXYghfU]bYfg"

Ghi hh[Ufh'\Uh']b'gY]bYf'8: 6!Dc_U`fY]gY`VYY]bXfi W_YbXY
@Y]ghi b[Yb '[YnY][hž'a]h'G]Y[Yb '[Y[Yb'DfYi » Yb'A ØbghYfž

?U]gYfg`Ui hYfbž`5i [gVi f[`i bX`F 6`@Y]dn][" `đ`XYb`YhnhYb`XfY]
đ\`fYb`\Uh`XYf`J Z6`XfY]a U`XYb`8: 6!Dc_U`[Yk cbbYb`i bX`ghfYVh
bi b`bUW`gY]bYa `YfghYb`[fc»Yb`H]hY`gY]h`&\$\$*#\\$+"`GhØfa Yf`B]W_
K c`hYa UXY`\Uh]g]W`U`g`@Y]ghi b[ghfÀ[Yf`YhUV`Yfh`i bX`]gh
[Ya Y]bgUa `a]h`8Yb]n`i bXUj `Y]bYf`XYf`GW`ØggY`gd]Y`Yf`ZØf`XUg
HYUa "6]Y`YZY`X`\]b[Y[Yb`k]fX`j cb`fi bX`%\$\$"\$\$\$`: Ubg
i bhYfghØhnhž`X]Y`ZØf`Y]b`gh]a a i b[gj c`Yg`:]bU`Y`gcf[Yb"

6]Y`YZY`Xg`<]ghcf]gW`Yf`A ca Ybh

: Øf`5fa]b]U`6]Y`YZY`X`]gh`X]YgYg`:]bU`Y`Y]b`\]ghcf]gW`Yg`9ffY][b]gž
XU`Yg`XYf`YfghY`9]bni [`]b`Y]b`Dc_U`Z]bU`Y`]b`%&\$`đ\`fYb
J YfY]bg[YgW`]W`hY`]gh`6]Y`YZY`X`\Uh]b`XYb`YhnhYb`nk Y]`A cbUhYb
_Y]b`DZ]W`hgd]Y`j Yf`cfYb`i bX`k Y]gh`Y]bY`VYY]bXfi W_YbXY`GYf]Y
j cb`%`Gd]Y`Yb`c`bY`B]YXYf`U[Y`Ui Z`Ghc`n`_ØbbYb`g]Y`Ui ZXYb
G]Y[`ØVYf`6UmYf`@Yj Yf`_i gYb`]b`XYb`<U`VZ]bU`g`V`]W_Ybž`XYf
YbhgW`Y]XYbX`ZØf`XUg`9ffY]W`Yb`XYg`:]bU`g`k Uf"

8]Y`A UbbgW`UZh`_cbbhY`g]W`ni XYa `U`g`8f]h][U!A Y]ghYf`ZØf`X]Y`&"
6i bXYg][U`ei U`]Z]n]YfYbž`k Ug`XUg`GY`Vghj YfhfUi Yb`XYf`Gd]Y`Yf
Ybcfa `ghf`_h`6]Y`YZY`Xg`HfU]bYf`A]hW`?b]Uh`\Uh`X]Y`E i U`XYf
K U`\]b`XYf`5i ZghY`i b[`i bX`a i gg`g]W`nk]gW`Yb`7`f]ghcd`Yf
@UbbYfh`i bX`:]Y`I`<U[a Ubb`ZØf`X]Y`Dcg]h]cb`XYg`fYW`hYb
J YfhY]X][Yfg`YbhgW`Y]XYb`6]Y`YZY`X`k]fX`Ui Z`gY]bYb`Hcd!Hcf`À[Yf
đ`]Ub`?Ub]U`gYhYbž`XYf`]b`X]YgYf`GU]gcb`VYfY]hg`%+`HcfY`Yfn]Y`h
\Uh"

9]b`:]bU`Y`j c`Yf`A Ò[`]W`_Y]hYb

8 Ug[YgUa hY`:]bU`Y`]gh]j c`Yf`A Ò[`]W`_Y]hYb`ZØf`VY]XY
A UbbgW`UZhYb`Ghi hh[Ufh`_ØbbhY`a]h`Y]bYa `G]Y[`b]W`h`bi f`XYb
YfghYb`[fc»Yb`H]hY`gY]h`đ\`fYb`\c`Ybž`gcbXYfb`g]W`Ui W`ZØf`X]Y
I 9: 5`9i fcdU`@YU[i Y`ei U`]Z]n]YfYb`đ`XYf`Øb[ghYb`6Y[Y[bi b[
XYf`VY]XYb`HYUa `g`_cbbhY`Ghi hh[Ufh`Y]bYb`_UfYb`*. \$!G]Y[
Y]bZU`fYb`Hfchn`X]YgYf`j Yf[Ub[YbYb`8ca]bUbn`V`Y]Vh`6]Y`YZY`X
cdh]a]gh]gW`ž`XYbb`g]Y`\UVYb`g]W`XYb`F YgdY`_h`XYf`@[U
YfUfVY]hYh`i bX`[Y`Yb`a]h]j]Y`GY`VghVYk i gghgY]b`]bg`Gd]Y`"

8]Y`Dc_U`gU]gcb`Z0f`6]Y`YZ`X`i` a` ZUgghY`VYY]bXfi`W_YbXY`G]Y[`Y`
 ØVYf`K`YfXYf`6fYa`Ybž:`fY]Vi`f[`i`bX`i`b]cb`6Yf`]bž`i`bX`XUg`HYUa`
 ghfYVh`Ubž`X]Y`&&"`j`YfgW`]YXYbY`8`:`6!Dc_U`g]Y[`Yf`ni`k`YfXYb`i`bX`
 XYf`YfghY`7`i`V`j`cb`Ui`»`Yf`U`V`XYf`Hcd`Nk`Y]`@[`Yb`ni`gY]bž`XYf`
 XYb`Dc`hi[`Yk`]bb`h`8]Y`6Y[`Y[`bi`b[`j`Yfgdf]W`hž`Y]b`gd`Ubb`Yb`XYg`
 8`i`Y``nk`]gW`Yb`Y]bYa``YhUV`YfhYb`j`YfY]b`i`bX`Y]bYa``i`bXYfXc[`ni`
 k`YfXYbž`XYf`VYfY]h`]gh`Z0f`X]Y`[`fc`»`Y`6Ø`bY"

8]Y`J`cfZFY`i`XY`Ui`Z`XUg`8`:`6!Dc_U`Z]bU`Y`]gh`f]Yg][`i`bX`XUg`GhUX]cb`
 k`]fX`j`cfUi`gg]W`h`]W`]a``NY]W`Yb`XYf`Y]XYbgW`UZh`]W`Yb`5b`Àb[`Yf`
 VY]XYf`HYUa`g`YfghfU`Ybž`k`À`fYbX`Ghi`h[`Ufh`XYb`<`Yb`_Y`dch`i`bX`
 6]Y`YZ`X`Y]bYb`\\]ghcf]gW`Yb`Hf]i`a`d`\\]a``6`]W`_`U`h"

:`Øf`k`Y]hYfY``bZcfa`Uh]cbYb`ni`XYb`GhUh]gh]_Yb`i`bX`V]g`Yf][`Yb`
 @Y]ghi`b[`Yb`VY]XYf`HYUa`g`VYgi`W`h`X]Y`GY]hYb`j`cb`**NJ`K`ž`**
6i`bXYg`][`U`i`bX`:`c`c`hmg`hUhg`"

8YhU]`g	
J`c`f`ZU``	Gd`c`f`h
C`f`h	6Yf`]bž`8Yi`hgW`U`b`X
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"nj`k`"XY • k`k`k`"Vi`bXYg`][`U"W`a • Z`c`hmg`hUhg`c`f[

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