

A Ub[c/ ă \$' - /g'GdcfhVUf. 'K]Y'GY`Z!
GYfj]W!?!?]cg_Y`XYb`l a gUhn`i a " \$!
ghY][YfhYb`°

9fZU\ fYb`G]Yž`k]Y`A Ub[c g'Gdcfhg`6Uf`]b`C \]c`Xi fW
a cXYfbY`HYW\bc`c[]Y`i bX`GY`VghVYX]Ybi b[g_]cg_Y`] \fYb
GYfj]W`cdh]a]Yfhi bX`XYb`l a gUhn`ghY][Yfh`



7c`i a Vi gž`C \]cž`l G5`!`đ`XYf`\Yi h][Yb`gW`bY`YV][Yb`K Y`h`XYf`
; Ughž`fYi bXgW`UZh`Yfk UfhYb`i; ÀghY`b]W`h`bi f`[i hYb`GYfj]W`ž
gcbXYfb`Ui W`Y]bY`bU`h`cgYž`YZZ]n]YbhY`9fZU\fi b["8]Y`NY]h
XfÅb[hž`i bX`XUg`nY][Yb`U`hi Y`Y`9b`hk]W`i b[Ybž`k]Y`ni a `6Y]gd]Y`
X]Y`gdUbbYbXY`HfUbgZcfa Uh]cb`VY]`A Ub[c g'Gdcfhg`6Uf`]b
7c`i a Vi gž`C \]c`<]Yf`\Uh`XUg`HYUa`i a`XYb`7c!6Yg]hnYf`5m\Ua
5`Ua a Uf`Y]bYb`VYY]bXfi W`YbXYb`K UbXY`Xi fW`X]Y`9]bZ\fi b[
a cXYfbYf`HYW\bc`c[]Yb`j c`nc[Ybž`]bgVYgcbXYfY`Xi fW`X]Y
=a d`Ya Ybh]Yfi b[]j cb`Gei UfY g`@Đgi b[Yb`"A Ub[c g`\Uh`g]W`j cb
Y]bYa`hfUX]h]cbY`Yb`@c`U`ni`Y]bYa`nY]h[Ya`À»Yb`9f`YVb]g
Ybhk]W`Y`hž`XUg`BYi Ygi bX`DfU`h]gW`Yg`j YfY]bh`" @Ui h`< c hY`

HYW bc`c[mBYk g`k i fXY`Xi fW`X]Y`I a ghY``i b[`Ui ZY]b`Wci X!
VUg]YfhYg`DC G!GmghYa`i bX`a cXYfbY`?]cg_Y`b]W`h`bi f`XYf`GYfj]W`
VYgW`Yi b][hž`gcbXYfb`Yg`[UV`Ui W`Y]bYb`J Yf_Ui ZgUbgh]Y[`j cb
` \$i`i bX`k Yfhj c``Y`bYi Y`?i bXYb`cbhU`hY"

9]b`YbhgW`Y]XYbXYf`5gdY`hž`XYb`A Ub[c`g`Yf_Ubbh`\Uhž]gh`XYf`
K i bgW`XYf`; ÅghY`bUW`5i hc bca`]Y`i bX`GY`VghVYgh]a`a`i b["
Y`b`]W`k`jY`]b`j]Y`Yb`a`cXYfbYb`<chY`g`k]fX`Ui W`X`Yf`Ui Z
GY`VghVYX]Ybi b[`[YgYhnh"; ÅghY`_ÖbbYb`X]fY`h`Ua`?]cg_
VYghY`Ybž`k Ug`X]Y`K UfhYnY]hYb`j Yf_Øfnh`i bX`XUg`DYfgcbU`
YbhUghYh`9]b`_UfYf`J cfhY]`ž`XYb`8][]hUU`n`Yfj`cf\YVhž`XU`gc`W`Y
?]cg_Y`]b`XYf`@U[Y`g]bXž`Ui W`X]Y`5bZcfXYfi b[Yb`XYf`hYW`!UZZ]bYb
FY]gYbXYb`ni`YfZØ`Yb`"8]YgY`FY]gYbXYb`gW`ÅhnYb`X]Y
A Ò[`]W`_Y]hž`\fY`6YghY``i b[Yb`i bX`DfÅZYfYbnYb`bUW`Y][YbYb
K ØbgW`Yb`ni`[YghU`hYb`Y]b`YW`hYg`D`i g`ZØf`X]Y
?i bXYbni`Zf]YXYb`Y]h"

8]Y`J cfhY]`Y`j cb`GY`VghVYX]Ybi b[g_]cg_Yb

8 Ug`Df]bn]d`XYf`GY`VghVYX]Ybi b[`Uh`b]W`h`bi f`XYb
J Yfk U`hi b[gUi`Zk UbX`j Yff]b[Yfhž`gcbXYfb`Ui W`X]Y`9ZZ]n]Ybn
XfUgh]gW`Yf\Ò\h`A]h`Ui hca`Uh]g]YfhYb`?]cg_Yb`_ÖbbYb`; ÅghY
gW`bY`Y]bW`YW_Ybž`N]a`a`YfgW`ØggY`Xfi W_Yb`i bX`]\fY`?cbhYb
j Yfk U`hYb`U`Y`g`ja`<UbXi`a`XfY`Yb`"K]Y`GI ⇒K cf`X`VYf]W`hYhž
j YfVYggYfb`X]YgY`?]cg_Y`X]Y`5i`ZhfU[g[YbUi`][_Y]h`XUb`_]\fYf
]bhi`]h]j Yb`6Ybi`hnYfcVYfZÅW`Yb`Yf\YV`]W`"

- K Yb][Yf`K UfhYnY]hYb`Ua`9a`dZUb[`k`Å`fYbX`Ghc`»nY]hYb
- FYXi`n]Yfi b[`j`cb`6YghY`ZY`Yfb
- 5i`hca`Uh]g]Yfi b[`ni`f`9bh`Ughi`b[`XYg`DYfgcbU`g
- 9f\Ò\hY`J Yf_Ui`ZgnU`Yb`Xi`fW`[Yn]Y`hY`I`dgY``]b[!
A Ò[`]W`_Y]hYb

8]Y`Y]b[YgYhnhYb`GmghYa`Y`g]bX`a`Y`f`U`g`bi`f`hYW`b]gW`Y
Gd]Y`YfY]Yb`/g]Y`g]bX`XUg`<YfnghØW`_Y]bYg`a`cXYfbYb
; Ugh[Yk YfVYgž`XUg`XYb`k`UW`gYbXYb`5bZcfXYfi b[Yb`XYf`?i bXYb
[YfYW`h`k`YfXYb`k`]"8]Y`8][]hU`]g]Yfi b[`j`YfÅbXYfh`X]Y`5fh`i`bX
K Y]gYž`k`jY`8]YbghY]ghi b[Yb`ja`<chY`[Yk YfVY`YfVfUW`h`k`YfXYbž

]bXYa`g]Y`X]Y`hYfU_h]cb`nk]gW`Yb`A`YbgW`i`bX`A`UgW`]bY`
 cdh]a`]Yfh"8UVY]`V`Y]Vh`XYf`A`YbgW`]a``A`]hhY`di`b`_h`A`]h`XYf`
 [Yg]W`YfhYb`b`Zcfa`Uh]cbgØVYfhfU[i`b[`Xi`fW`?]cg_Y`_ØbbYb`
 A`]hUfVY]hYf`bi`b`a`Y`f`NY]h`a`]h`XYb`;`ÅghYb`j`Yfvf]b[`Yb`i`bX`X]YgYb`
 Y]bYb`]bX]j`]Xi`Y`Yb`GYfj`]W`V]YhYb"

5VYf`k`]Y`g]Y`h`X]Y`Ni`_i`bZi`XYf`GY`VghVYX]Ybi`b[`ghYW`bc`c[]Yb`
 Ui`g3`8]Y`9bhk`]W`_i`b[`Yb`]b`XYf`?`=i`bX`X]Y`hY[`fU]cb`j`cb`
 V]ca`Yhf]gW`Yb`J`YfZU`fYb`_ØbbhYb`b]W`h`bi`f`X]Y`7`Y`W`!`]b!`
 DfcnYggY`fYj`c`i`h]cb]YfYbž`gcbXYfb`Ui`W`g]W`YfghY`Ybž`XUgg`X]Y`
 ;`UghZfYi`bXgW`UZh`a`YbgW`W`V`Y]Vh";`ÅghY`_ØbbhYb`VU`X`a`]h`
 Ga`Ufh`8Yj`]W`g`VY[`fØ»`h`k`YfXYbž`X]Y`]\fY`J`cf`]YVYb`VYfY]hg`
 _YbbYb`Y]b`HfUi`a`ZØf`j`]Y`Y`]b`XYf`6fUbW`Y`"K`]W`h][`V`Y]Vh`
 YXcW`ž`XUgg`HYW`bc`c[]Y`XUZØf`[`Ybi`mh`k`]fXž`X]Y`
 nk`]gW`Yba`YbgW`W`Y`J`Yfv]bXi`b[`ni`ghÅf`Ybž`b]W`h`ni`YfgYhnYb"

Ni`gUa`a`YbZUggYbX`]gh`ZYghni`U`hYbž`XUgg`X]Y`9bhk`]W`_i`b[`]b`ni`
 gY`VghVYX]YbhYb`HYW`bc`c[]Yb`b]W`h`bi`f`Y]bY`FYU_h]cb`Ui`Z`XYb`
 hYW`bc`c[]gW`Yb`c`fhgW`f]h]ghž`gcbXYfb`Ui`W`Y]bY`[`fi`bX`Y[`YbXY`
 5bdUggi`b[`Ub`X]Y`g]W`ghÅbX][`j`YfÅbXYfbXYb`9fk`Ufhi`b[`Yb`XYf`
 ;`ÅghY`"9]bY`_i`[`Y`K`U`U`Ub`HYW`bc`c[]Ybž`[`YdUUfh`a`]h`Y]bYa`
 J`YfghÅbXb]g`ZØf`X]Y`6YXØfZb]ggY`XYf`?`i`bXYbž`k`]fX`XYb`
 I`bhYfgW`]YX`nk`]gW`Yb`Y]bYa`X`i`fW`gW`b]h]W`Yb`i`bX`Y]bYa`
 VYa`Yf`_Ybgk`YfhYb`<`chY`Yf`YVb]g`Ui`ga`UW`Yb`<`chY`gž`X]Y`X]YgY`
 HfUbgZcfa`Uh]cb`UbbY`a`Ybž`g]bX`VYghYbg`Ui`Z[`YghY`hž`i`a`]b`XYf`
 bYi`Yb`Y`fU`XYf`;`UghZfYi`bXgW`UZh`YfZc`[`fY]W`ni`gY]b"

8YhU]`g	
Cfh	7c`i`a`Vi`gž`C`\]cž`l`G5
Ei`Y`Yb	<ul style="list-style-type: none"> • \`chY`hYW`bc`c[`mbYk`g`W`a • X][`]hUU`n`W`a • k`k`k`"gi`]Yk`cf`X`W`a

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`k`ca`,`+`XY