

6Ui ghY`Yb!7\Ucg]b`GWX`Ygk][!<c`ghY]b.
Gc`_ca a h'≠f`Xi fWX`°

5_hi Y`Y`≠Zcfa Uh]cbYb`ni`6Ui ghY`Yb`i bX`GdYffi b[Yb`]a
GhfU»YbbYhn`GWX`Ygk][!<c`ghY]bg`Ua`'%(" ' † b] ' & \$ &) "



GWX`Ygk][!<c`ghY]bž`8Yi hgWX`UbX`!`GWX`Ygk][!<c`ghY]b
_ca a h`b]WX`hni f`Fi` \Y` `XUg`GhfU»YbbYhn`V`Y]Vh`Ui Z[fi bX`j`cb
nU\`fY]WX`Yb`6Ui ghY`Yb`i bX`GdYffi b[Yb`]b`6Yk`Y[i b["5_hi Y`Y`
≠Zcfa Uh]cbYb`nY][Ybž`XUgg`X]Y` ; YgUa`h`Àb[Y`XYg`GhfU»YbbYhnYg
]b`GWX`Ygk][!<c`ghY]b`ghc`nY`- ", +(ž) + ?]`ca`Yhf`VYhf`À[h`?`B
Cb`]bY` \`À`h`X]Y`6Yj` Ò`_Yfi b[`hu[YgU`hi Y`ØVYf`U`Y`A`U»bU`a`Yb
Ui`ZXYa`@Ui`ZYbXYbž`gY]`Yg`Ui`ZXYb`5i`hc`VU`bYbž`6i`bXYgghfU»Yb
cXYf`]b`XYb`_Y]bYfYb`GhfU»Yb`i`bX`K`Y[Yb`XYf` ; Ya`Y]bXYb`"

≠`XYb`Y`hnhYb`HU[Yb`k`i`fXYb`]bgVYgcbXYfY`Ui`ZXYf`5i`hc`VU`b`5%
a`Y`fYfY`A`U»bU`a`Yb`Yf[f]ZYb`"Gc`k`]fX`]b`XYf`B`UWX`h`nk`]gWX`Yb
DUbgXcfZi`bX`F`UhY`_Ui`j`cb`&\$`V]g`)'I` \`f`Y]bY`GdYffi b[`ni`f
F`YdUfUhi`f`j`cb`GWX`UXghY`Yb`Xi`fWX`[YZØ`fh`5VYf`Ui`WX`X]Y`X]fY`_h

VYj cfghY\YbXYb`GUb]Yfi b[Yb`nk]gW\Yb`BYi ghUXh!DY`nYf\U_Yb
i bX`@YbgU\ bžX]Y`V]g`ni a`%-`" `đ b]`XUi Yfbž`gc f[Yb`ZØf`Y]b`k Yb][
5i ZFY[i b["`<]Yf`]gh`ghUf`_Yf`J Yf`_Y\`f`ni`Yfk UfhYbž`XU`X]Y
l a`Y]hi b[`ØVYf`X]Y`Y]bgdi f][Y`J Yf`_Y\`fgZØ\fi b[`ZØ\fh"

6Ui UfVY]hYb`]a`8YhU`

9]b`k Y]hYfYf`_f]h]gW\Yf`Di b`_h`VYhf]Zh`X]Y`J c``gdYffi b[Yb`nk]gW\Yb
5\`fYbgVi f[`i bX`6Uf[hY\Y]XYž`X]Y`gck c\`j ca`%`" `V]g`%) "`đ b]`U`g
Ui W`j ca`&\$`" `V]g`&`&`" `đ b][Yd`Ub`h]g]bX`" `K Å\`fYbX`X]YgYf`NY]h
k YfXYb`6fØW`_Yb`bYi`i [YVUi hž`k Ug`X]Y`F`Y]gY`ZØf`DYbX`Yf`Yf\`YV`]W\
j Yf`Åb[Yfb`_ØbbhY`" `5i W`Ub`XYb`5i hcVU\`b`_fYi nYb`6Uf[hY\Y]XY
i bX`nk]gW\Yb`9i h]b`i bX`GW\UfVYi m`k]fX`Xi fW\
J Yf`_Y\`fgi a`Y[i b[Yb`i bX`6Ui UfVY]hYb`V]g`9bXY`&\$&) `j]Y`
; YXi`X`[YZcfXYfh"

8]Y`5+`nY][h`g]W\`YVYbZU``g`j cb`]`fYf`VYghYb`GY]hY`XYf`6Ui ghY``Ybž
a`h]Y]bYf`GdYffi b[`nk]gW\Yb`<Ua`Vi f[!GhY``]b[Yb`i bX`<Ua`Vi f[!
<Y]a`Z`X`V]g`_ca`a`YbXYb`A`cbhU[ž`XYa`%`" `đ b]`" `đ`XYf`5`&%]g]bX
X]Y`5i gk]f`_i b[Yb`XYf`GdYffi b[`XYf`5bgW\`i`ggghY``Y`?`Y]b`6Uf`_Ui
C`gh`V]g`5i [i`gh`ni`gdØfYbž`k Å\`fYbX`Yg`YVYbZU``g`ni`VY]XgY]h[Yb
: U\`fVU\`bYfbYi Yfi b[Yb`nk]gW\Yb`@YnYb`i bX`6UX`C`XYg`c`Y!B`cfX
V]g`&\$&*_`_ca`a`h"

K`Y]hYfY`GhØfi b[Yb`i bX`G]W\Yf\`Y]hg\`]bk`Y]gY

5i ZXYf`5&` `fi \Yb`X]Y`5fVY]hYb`b]W\h`" <]Yf`k]fX`Yg`V]g`%-`" `đ b]
Y]bY`GdYffi b[`nk]gW\Yb`9`a`g\`cfb`i bX`HcfbYgW\`]b`F]W\hi b[
<Ua`Vi f[[YVYb`" `5i W`XYf`J Yf`_Y\`f`nk]gW\Yb`<Y]XY!GØX`i bX
<Y]XY!K`Ygh`k]fX``Ui h`U`_hi Y``Yb`6Yf]W\hYb`V]g`ni a`đ\`f`&\$&*_
[YghØfh`gY]b`" `8]Y`6+) `gck]Y`X]Y`6&\$*_`_ca`a`Yb`b]W\h
i b[YgW\`cfYb`XUj cb` `Ui W\` \]Yf`ghY\`Yb`X]Y
: U\`fVU\`bYfbYi Yfi b[Yb`V]g`k`Y]h]b`XYb`Gca`a`Yf`\`]bY]b`Ub`" `8]Y
j c``ghÅbX][Y`@]ghY`XYf`6Ui ghY``Yb`i bX`GdYffi b[Yb`ghY``h`g]W\Yfž
XUgg`5i hcZU\`fYf`VYgha`Ø[`]W\`j`cfVYfY]hYh`g]bX`J`Yf`_Y\`fg`U[`Y`"

8UfØVYf`\]bUi`g`V]YhYh`XUg`J`Yf`_Y\`fgVUfca`YhYf`XYf`65Gh
]bhYfYggUbhY`9]bV`]W`_Y`]b`X]Y`J`Yf`_Y\`fgYb`hk`]W`_i`b[`]b

8 Yi hgW\`UbX" `A]h`U_hi U`g]YfhYb `NU\`Yb `dfc `A cbUh`nY][h`Ygž`XUgg
 XYf`GhfU» Ybj Yf_Y\`f`]bg[YgUa h`j cb`XYb`6Ui ghY``Yb`VYhfc ZYb`]gh"
 5i W\`XYf`5bhY]`j cb`GW\k Yf!`i bX`@Y]W\hj Yf_Y\`f`k]fX`YfZUgghž`k Ug
 ZØf`X]Y`D`Ubi b[`j cb`:` U\`fhYb`j cb`[fc» Ya `Bi hnYb`]gh`65Gh"

9]bY`HUhgUW\Yž`X]Y`g]W\`Xi fW\`U`Y`X]YgY`J YfÅbXYfi b[Yb`n]Y\`hž`]gh
 X]Y`ghÅbX][`k YW\gY`bXY`J Yf_Y\`fg`UbXgW\UZhž`X]Y`ZØf`5i hc ZU\`fYf
 ghYh][`bYi Y`< YfUi gZc`fXYfi b[Yb`VYfY]h\`Å`h`9g`V`Y]Vh`ni `c ZYbž
 XUgg`X]Y`6Ui UfVY]hYb`VU`X`UV[YgW\`cggYb`g]bXž`XUa]h`U`Y
 J Yf_Y\`fghY]`bY\`a Yf`k]YXYf`g]W\Yf`i bX`nØ[][`j cb`5`bUW\`6
 _ca a Yb"

8YhU]`g	
C fh	GW\`Ygk][!<c`ghY]bž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "j Yf_Y\`fg`U[Y"XY • k k k "VUgh"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`X]Y!bUW\ f]W\ hYb`Wca