

? ]Y`Yf`K cWXY`&\$&) . .: UVY`\ UZhY  
: UVY`k YgYb`YfcVYfb`X]Y` : ÒfXY`°

8 ]Y`? ]Y`Yf`K cWXY`&\$&) `]gh`YfÒZZbYh`J ca `&%"`V]g`&- "'đ b]  
Yfk UfhYh`X]Y`GhUXh` `A ]`]cbYb`6Ygi WXYf`i bX`gdUbbYbXY  
9j Ybhg"



? ]Y`ž`8Yi hgWY`UbX`!`8 ]Y`? ]Y`Yf`K cWXY`&\$&) `k i fXY`\Yi hYž`Ua  
&"'đ b]ž`ZY]Yf`]WY`YfÒZZbYh`6Y]`ghfU`\`YbXYa`K`YhhYf`[ UV`XUg  
9fÒZZbi b[ gg][ bU` `Ub[ !\_i fn!`\_i fn!`Ub[ `Y]b`\cWY`\_Uf`Àh][ Yg`Hf]c  
UV.`6i bXYgfUhgdf`Àg]XYbh]b`5b`\_Y`F`Y`\`]b[ Yfž`< UbXVU`!  
BUh]cbU`gd]Y`Yf`Fi bY`8U`a`\_Y`i bX`? ]Y`g`C`VYfVØf[ Yfa`Y]ghYf`i`Z  
?`Àa`dZYf`ghUbXYb`9`fZ`fWYh[ YV]YhYbX`Ui`ZXYf`6Ø`bY`  
A ]b]ghYfd`f`Àg]XYbh`8`Ub]Y` ; Øbh`Yf`bi`hnhY`XYb`A`ca`Ybhž`i`a`Ui`Z  
XYa`F`Uh`Ui`gd`Uhn`X]Y`GWY`]Zg[ `cW`\_Y`ni` `Ài`hYb`i`bX`gWYfnhYž`Yf  
\UVY`bi`f`XYb` : UggUbg]WY`]a`6UmYfbnY`h[ Ya`UWYhž`i`a`gY]b  
=a`U[ Y`Ui`Zni`dc`]YfYbž`k`Ug`ZØf`XYb`YfghYb`GWY`a`i`bn`Yf`gcf[ hY`

8 ]Y`GhUXh`? ]Y`fYWY`bYh`a` ]hY]bYa` `a`Ugg]j`Yb`6Ygi`WXYfUbg]h`fa  
i`bX`\Uh`ni`f`G]WXYf\Y]hY]bY`9]bVU`lbg]hU`»`YbFY[ Y`i`b[ `Ub`XYf`

?]Y`b]Y`Y]b[YZØ\fh`K Å\fybX`a Ub`ja`j Yf[ Ub[ YbYb`đ\`f`bcW`' ž)  
A ]`]cbYb` ; ÅghY`nÅ\`hYž`cZZh`a Ub`\Yi Yfž`a ]h`fi bX`XfY]`A ]`]cbYb  
6Ygi WXYf.]bbYb`Y]bYb`[ i hYb`Ni gdfi W`ni`Yf\U`hYb`"B]W`h`bi`f`j`cf  
XYf`cZZ]n]Y`Yb`9fØZZbi b[ ž`gcbXYfb`Ui W`XUj`cf`k`UfYb`VYfY]hg`j`]Y`Y  
A YbgW`Yb`Ub`XYf`?]Y`Yf` : ÖfXY`i bhYfk`Y[ gž`i`a`X]Y`YfghYb`GhÅbXY  
i bX`?`cbnYfhY`ni`[ Yb]Y»Yb`"

GdUbbYbXY`J YfUbghU`hi b[ Yb`i bX`B Yi Yg`Ui Z  
XYf`?]Y`Yf`K`cW`Y`Y`

9]b`<][ \`][ \`h`XYf`?]Y`Yf`K`cW`Y`g]bX`X]Y`fi bX`(` \$\$`\_cghYb`cgYb  
?`cbnYfhYž`X]Y`Ui Z`&\$`6Ø\`bYb`ghUhhZ]bXYb`"A ]h`XUVY]`g]bX  
VY`\_UbbhY`?`ØbghYf`k`]Y`8]Y`Df]bnYb`i bX`5`j`Ufc`Gc`Yfž`X]Y`U`Yg  
[ YVYb`k`YfXYb`"I bhYf`XYa`A`chhc` : UVY`\UZhY` : UVY`k`YgYb`k`]fX  
Ui W`X`Yf`Gdcfh`b]W`h`ni`\_i`fn`\_ca`a`Yb.` , VYf`("\$\$\$`GdcfhYf`Ui`g  
a`Y`\`U`g`\*`\$`B`Uh]cbYb`hfYhYb`]b`j`YfgW`]YXYbYb`FY[ UhhYb`a`]h  
%)`\$\$`6cchYb`Ub`"8]Y`5U`fY[ UhhU`j`cb`?]Y`b`UW`9W`YfbZÖfXY`k`]fX  
a`]h`&`+`hY]bY`a`YbXYb`đW`hYb`Y]bYb`FY`\_cfX`Ui`ZghY`Yb`i`bX`XYf  
bYi`Y]b[YZØ\fhY`Gdcfh`K`]b[ Zc`]b[ `gcf[ h`ZÖf`Zf]gW`Yb`K`]bX`VY]  
XYb`K`UggYfgdcfhUfhYb`"

9]bY`5bY`\_XchY`Ui`g`XYa`A`Uf]bYghØhndi`b`\_h`Fi`bX`%`\$`\$`\$`  
6Ygi WXYf`k`UfYb`VY]a`C`dYb`G\]d`XUVY]ž`UVYf`b]W`h`U`Y`  
bU`a`Yb`X]Y`a`Uf]h]a`Y` ; UghZFYi`bXgW`UZh`fi`\][ \`]b`"G]YVYb  
8Ya`cbghfUbhYb`k`i`fXYb`ZYgh[ Ybca`a`Ybž`bUW`XYa`g]Y`a`]h`?`U`U`\_g  
ni`f` : fY[ UhhY`6UmYfb`d`UXXY`hYb`i`bX`X]YgY`VYgdfØ`hYb`"8]Y  
 ; fi`ddY`Bc`DYUW`"Bc`7`]a`UhY`đ`gh]W`VY`\_UbbhY`g]W`ni`]\`fYf  
5\_h]cb`"

A`cV]`i`bX`g]W`Yf`i`bhYfk`Y[ g`k`Å\`fybX`XYf  
J`YfUbghU`hi`b[

I`a`X`Yb`6Ygi WXYf.]bbYb`X]Y`5bfY]gY`ni`Yf`Y]W`hYfbž`k`]fX`XYf  
ÖZYb`h]W`Y`B`U`j`Yf`\_Y`\f`]b`?`]Y`Ui`Z[ Yg`hc`W`\_h`"9g`ghY`\Yb`ni`gÅ`h`]W`Y`  
6i`ggY`VYfY]hi`bX`X]Y`6U`b`i`bhYfbY`a`Yb`gY`hYb`"Åb[ YfY`NØ[ Y  
Y]bž`VYgcbXYfg`i`bhYf`XYf`K`cW`Y`"8]Y`@]Y`(`(`ZÅ\`fh`hÅ[ `]W`]a  
%)`!A`]bi`hYb`!HU`\_h`nk`]gW`Yb`<Ui`dhVU`b`cZ`i`bX`FYj`Yb`h`ci`VfØW`\_Yž`

k cVY]`X]Y`9ffY]WVUf\_Y]h`ZØf`U`Y`k` ]W h][ Yb  
 J YfUbghU`hi` b[ gZ`ÅW`Yb`g]W`Yf[ YghY`h]gh`Ni`XYa` `[ ]Vh`Yg`Y]b  
 ?]Y`Yf!K`cW`Y!H]W`\_Yh`ZØf`%` `9i`fc`ž`XUg`ZØf`nY`b`HU[ Y`[ ]`hi`bX  
 b]W`h`ni`XYb`Ghc»nY]hYb`k`Yf`\_hU[ g`nk`]gW`Yb`\*`i`bX`%\$`I` \f  
 j`Yfk`YbXYh`k`YfXYb`\_Ubb"

8]Y`GhfU»Yb`fi`bX`i`a`X]Y`J`YfUbghU`hi`b[ Yb`ž`k` ]Y`X]Y  
 F`Uh`U`i`gghfU»Y`i`bX`XYf`8`ØghYfbVfcc`\_Yf`K`Y[ ž`g]bX`UV`XYb  
 B`UW`a` ]hU[ gghi`bXYb`V]g`]b`X]Y`B`UW`h`h`bY]b`[ YgdYffh`ž`k`Ug`X]Y  
 D`Ubi`b[ `XYf`5`bfY]gY`YfZc`fXYfh`8`Yf`DUf`\_gi`W`X]Ybgh`XYf`5`dd  
 D9I`?`5`\_Ubb`h`Yf`Åi`»Yfgh`h`ZFY]W`gY]b`ž`i`a`nY]hb`U`h`Y]bYb  
 DUf`\_d`Uhn`ni`Z]bXYb`"8`Yg`K`Y]hYfYb`ghY`Yb`ZØb`Z`VYk`UW`hY  
 :`U`ffUXdUf`\_d`Å`hY`a` ]h`D`Uhn`ZØf`fi`bX`%`&)`\$`F`ÅXYf`ni`f`J`YfZØ[ i`b[ ž  
 i`bX`X]Y`j`c`Ui`g[ YghUhhYhYb`@Y]`f`ÅXYf`XYf`GdfchYb: `chY`gck` ]Y`9!  
 F`c`Yf`gc`f[ Yb`ZØf`YbhgdUbbhYg`i`bX`i`a`k`Y`h`ZFY`i`bX`]W`Yg  
 J`cfUb`\_ca`a`Yb"

?]Y`VY[ Y]ghYfh`U`gc`b]W`h`bi`f`a` ]h`h`fYf`gh]a`a`i`b[ gj`c`Yb`:`Y]Yfž  
 gcbXYfb`ghY`h`Ui`W`g]W`Yfž`XUgg`U`Y`6`Ygi`W`Yf`g]W`Yf`i`bX  
 VYe`i`Ya`j`cb`5`bUW`6`\_ca`a`Yb`"<]Yf`k`]fX`XYi`h]W`h`8]Y`?]Y`Yf  
 K`cW`Y`h`Uhb]W`h`bi`f`ZØf`GY[ Y`ZFY`i`bXYž`gcbXYfb`ZØf`U`Y`Y]b  
 [ fc»Ufh][ Yg`Dfc[ fUa`a`dUfUh"

8]Y`?]Y`Yf`K`cW`Y`Z]bXYh`j`ca``&%`V]g`&-`"i`ž`b]`&\$&)`ghUhh`ž`i`bX`a`Ub  
 \_Ubb`g]W`VYfY]hg`Ui`Z`XUg`5`W]cb!DU`\_Yh`XYf`\_ca`a`YbXYb`HU[ Y  
 ZFY`i`Yb`"K`Yf`X]Y`9fY][ b]ggY`h`Ui`hbU`h`Yf`YVYb`a`ØW`hYž`gc`h`Y`g]W  
 VYg]bbYb`i`bX`fYW`hY]h][ `Ui`ZVfYW`Ybž`XYbb`?]Y`]gh`VYfY]hž`h`fY  
 DZcfhYb`k`Y]h`ni`ØZbYb`"

K`Y]hYfY`h`Zcfa`Uh]cbYb`Z]bXYh`a`Ub`VY]`**B`8`F`ž`?`J`;**`?`]Y`i`bX`?`]Y`  
**A`U[`Un]b`"**

8YhU]`g	
C`fh	?]Y`ž`8Yi`hgW`h`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• k k k "_j [ !_]Y`"XY</li> <li>• k k k "_]Y`!a`U[ Un]b"XY</li> </ul>

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'X]Y!bUW\ f]W\ hYb "Wĉ a