

7cWŁU'6YUWŁ`Hi fbg`%\$\$.`7Y`YVfUhY`k]h\`
8fcbYgž`A i g]WŁ`UbX`<]ghcfm°

7cWŁU'6YUWŁž`U'6fYj UfX`7ci bhm[Ya ž`WŁ`YVfUhYg`]hg`%\$ \$h\`
Ubb]j YfgUfmik]h\`U`k YY`_`cZYghj]]h]Yg`UbX`U`gdYWŁUW`Uf`
XfcbY`g\ck`"



7cWŁU'6YUWŁž':`cf]XUž`I G5`!`7cWŁU'6YUWŁž`U`[Ya`_]b`6fYj UfX`
7ci bhmž]g[YUf]b[`i d`Zcf`U`j]VfUbh`WŁ`YVfUh]cb`Ug`]h`a Uf_g`]hg`
%\$ \$h\`Ubb]j YfgUfmih\]g`a cbh\`"?bck b`bch`cb`m`Ug`h`Y`gi fZ]b[`
WŁd]hU`UbX`h`Y`\`ca Yhck b`cZ`Y[YbX`?Y`m`G`UhYf`Vi h`U`gc`Ug`h`Y`
VUW`Xfcd`Zcf`h`Y`VY`cj YX`HJ`g\ck`' =8fYUa`_`cZ`>Ubb]Yž`7cWŁU`
6YUWŁ`\`Ug`a i WŁ`hc`\`cbcf`h\]g`ž`m`H`Y`WŁhm]g`dc]gYX`Zcf`U`
k YY`_`cb[`WŁbhYbb]U`WŁ`YVfUh]cb`ghUfh]b[`ž`m`) ž`WŁ]bW]X]b[`k]h\`
h`Y`: ci fh\`cZ`ž`m`ZYghj]]h]Yg`"A Umcf`?Y]h\`7Ud]nn]\`Ug`Ya d\`Ug]nYX`
h`Uh`7cWŁU'6YUWŁ`]g`a cfY`h`Ub`'† gh]hg`ghi bb]b[`g\cfYgž`
\[\`][\h]b[`h`Y`\]XXYb`hfYUgi fYg`cZ`f]j Yfgž`a Ub[fcj Ygž`UbX`h`Y`
Xc`d\]bg`h`Uh`WŁ`h\]g`dUfUX]gY`\`ca Y`"7Y`YVfUh]cbg`k]`ZYUhi fY`U`
gdYWŁUW`Uf`XfcbY`g\ck`_]bghYUX`cZ`hfUX]h]cbU`Z]fYk cf_gž`Ybgi f]b[`
U`a Ya cfUV`Y`YI dYf]YbWŁ`Zcf`U`U`UhYbXYYgž`Ug`:`cf]XU`HcXUm`

fYdcfhg"

H\Y`ghcf]YX`Yj`c`i`h]cb`cZ`7cWcU`6YUW\`VY[`Ub`k`]h\`B`Uh]j`Y`
5a`Yf]WUb`gYhh`Yfgž`Zc``ck`YX`Vm`Gd`Ub]g\`YI`d`cfYfg`UbX`ZfY`YX`
g`Uj`Yg`k` \c`YghUV`]g\`YX`h\Y`UfYU`g`YUf`m`Wca`a`i`b]h]Yg`d`cgh`7`j`j`
K`Uf``~~đ~~%`,` ,`,` ,`,`ž`U`[`fci`d`cZ`7cWcU`W]h]nYbg`di`fW`UgYX`h\Y`U`UbXž`
h\ci`[`\`]h`fYa`U]bYX`Uf[`Y`mi`bXYj`Y`cdYX`i`bh]`UhhcfbYm;`i`g`
9Xk`UfXg`hcc`_`W\Uf[`Y`cZ]hg`XYj`Y`cda`Ybh``7cWcU`6YUW\`k`Ug`
cZZ]W]U``m`Zci`bXYX`cb`đ`bY`)`ž`%-`&`)`ž`UbX`]bWcfdcfUhYX`cb`đ`bY`&`-`ž`
%-`)+``~~đ~~g[`fck`h\`UWW`YfUhYX`]b`h\Y`%-`*\$`g`Xi`Y`hc`h\Y`dfci`ja`]hm`
cZ`B`5G5`g`?`YbbYXmi`GdUW`7YbhYfž`k`\]W\``]Yg`↑`gh`%)`a`j`Yg`Uk`Um`
H\]g`WcbbYWh]cb`UhhfUWhYX`ZUa`j`]Yg`]bj`c`j`YX`]b`h\Y`gdUW`
dfc[`fUa`ž`gca`Yh]a`Yg`UZZYWh]cbUhY`m`fYZYffYX`hc`Ug`7`UdY`6fUhgž`
Ug`\][`\][`\hYX`Vm`h\Y`7cWcU`6YUW\`<]ghcfm"

7YbhYbb]U``7Y`YVfUh]cb`9j`Ybhg

H\Y`gW`YXi`Y`]g`dUW`YX`k`]h\`YI`W]h]b[`Yj`Ybhg`Zcf`h\Y`WbhYbb]U`
W`YVfUh]cb``?`jW_]b[`cZ`cb`đ`m`)`ž`UWh]j`]h]Yg`k`j``]bWi`XY.

- D]W`YVU``Hci`fbUa`Ybh`Uh`-`U"a`"ž`cdYb`hc`U``g_]``
Yj`Y`gž`ZYUhi`f]b[``&`WcYX`Xci`V`Yg`hYUa`g`]b`U`Z`bž`fci`bX!
fcV]b`Zcfa`Uh"
- 5ei`Uh]W7YbhYf`C`dYb`Gk`ja`Zfca`-`U"a`"hc`&`d"a`"Zcf`
h\cgY``cc_]b[`hc`VYUh`h\Y`YUhž`k`]h\`cdh]cbg`Zcf`
gk`ja`a`]b[``Udg`cf`gd`Ug\]b[`k`]h\`_]Xg"
- GhfY`Yh`DUf`hm`VY[`]bb]b[`Uh`*`d"a`"ž`ZYUhi`f]b[``]j`Y`a`i`g]Wž`
B`5G5`gdYU`Yfgž`UbX`d`Ybhm`cZ`cdh]cbg`Zfca`c`WU``Zc`X`
hfi`W_g"
- 8fcbY`@[`\`h`G\`ck`GdY`WhUW`Uf`Uh`-`.`\$`d"a`"ž`k`]h\`h\Y`
VYghj`jYk`g`k`]h\]b`U``!)`a`j`Y`fUX]i`g`cZ`7]hm`<`U`ž`
YbWci`fU[`]b[`UhYbXY`Yg`hc`gYW`fY`U`[`ccX`j`jYk`]b[`gdch`
YUf`m"

H\Y`W`YVfUh]cbg`Wcbh]bi`Y`cb`đ`m`*`k`]h\`U`[`c`Z`hci`fbUa`Ybh`UbX`
Ub`cdYb`\ci`gY`Uh`h\Y`7ci`bhfm`7i`Vž`Zc``ck`YX`Vm`U`f]XUm`Ygh`
UbX`d`]ch`a`YYh`UbX`[`fYYh`cb`đ`m`%``i`fh\Yf`XYhU]`g`UVci`h`Yj`Ybhg`
cb`đ`m`%&`UbX`%`UfY`mYh`hc`VY`Ubbci`bW`Xž`Ug`bchYX`Vm`h\Y`7]hm

cZ'7cWŁU'6YUWŁ "

7cWŁU'6YUWŁ `]g`bch`ŧ gh`U`d`UWŁ `]hg`U`V`YbX`cZ`\\ghcfmž
WŁa a i b]hm'gd]f]hž`UbX`j]VfUbh`W `hi fY``K]h\\`]hg`WŁ`cfZi ``dUgh`UbX
dfca]g]b[`Zi hi fYž`fYg]XYbhg`UbX`j]g]hcf`g`U`]_Y`WŁb` ``cc`_Zcfk UfX`hc
Ub`i bZcf[YhhUV`Y`WŁbhYbb]U``VUg\\`h\\Uh`WŁ`YVfUhYg`Yj Yfmh\\]b[`h\\Uh
a U_Yg`7cWŁU'6YUWŁ `VY`cj YX``K `\\Yh\\Yf`]hg`h\\Y``U]X!VUW_`VYUWŁ
j]VY`cf`h\\Y`Y`YWŁf]WUha cgd\\YfY`cZ`h\\Y`WŁbhYbb]U``WŁ`YVfUh]cbgž
h\\YfY g`WŁfhU]b`mgca Yh\\]b[`hc`VY`gU]X`Zcf`h\\]g`]WŁb]W: `cf]X]Ub
WŁhm"

8YhU]`g	
Cfh	7cWŁU'6YUWŁž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "Z`cf]XUhcXUm"WŁa• k k k "WŁWŁUVYUWŁ "WŁa• k k k "WŁhmcZWŁWŁUVYUWŁ "WŁa

6Ygi WŁYb`G]Y`i bg`Ui Z. `a Y]b!k]Yb"bYh