

? YbXfU`GWĉhh`GdUf_`Yg`]b`6fYj UfX.`; fUbX
C dYb]b[`UbX`7\Uf]hm`Gi d d c f h`

? YbXfU`GWĉhh`cdYbg`]hg`Z]fgh`6fYj UfX`7ci bhm`ghcfY`Uh`H\Y
5j Ybi`Y`J]YfU`cb`đ bY`&+ž`Vccgh]b[``cWU`fYhU`]`UbX`W\Uf]hm
Y Zzc f hg"



H\Y`5j Ybi`Y`J]YfUž`J]YfUž`: `cf]XUž`I G5`!`?YbXfU`GWĉhhg
@UhYgh`đk Y``]b`6fYj UfX`7ci bhm

? YbXfU`GWĉhh`\Ug`cZ]W]U``m`W h`h\Y`f]VVcb`cb`]hg`Z]fgh`ghcfY`]b
6fYj UfX`7ci bhmž`bYgh`YX`Uh`H\Y`5j Ybi`Y`J]YfU``H\]g`a Uf_g`h\Y
) h\`ghcfY`Zcf`h\Y`]Wĉb]W`Yk Y`fm`VfUbX`UW`cgg`: `cf]XUž`U
hYghUa Yb`h`c`]hg`YI dUbX]b[`fYUW\`]b`h\Y`Gi bg\]bY`GhUhY``G]bW`
`Ui bW\]b[`Yf`Yk Y`fm`]bY`]b`&\$&&`k]h\`† gh`U`~) \$\$`]bj Ygha Ybž
? YbXfU`GWĉhh`\Ug`[fck b`\Yf`Vi g]bYgg`]bhc`U`bUh]cbk]XY`ghUd`Yž
_bck b`Zcf`]hg`V`YbX`cZ`UZZcfXUV`]hm`UbX`Y`Y[UbW`]b`Yk Y`fm
XYg][b``H\Y`Wĉa dUbmž`\YUXei UfhYfYX`]b`5i gh]bž`U`gc`VcUghg
Wĉ``UVcfUh]cbg`k]h\`\\[\!dfcZ]Y`VfUbXg`UbX`W`YVf]h]Yg`]bWi`X]b[
8]gbYm`UbX`8c``m`DUfhcb``

H\Y`[fUbX`cdYb]b[`W\`YVfUh]cb`]g`gYh`hc`_]W_`cZZ`cb`đ`m`%%`Uh`%\$
U"a`"ž`fi`bb]b[`hc`đ`m`%`"``đ`dfca`]gYg`Ub`UffUmicZYbh]W]b[`cZZ`fg
Zcf``cWU`g\`cddYfg``GdYbX`'†`gh`~`%\$`\$`UbX`gbU[`U`ZfYY`dU]f`cZ
YUff]b[`g`k`\\Y`gi`dd`]Yg`Ugh`5XX]h]cbU``mž`W\`Uf]hm`a`]bXYX
g\`cddYfg`WU`b`hU`_Y`\\YUfh`_bck`]b[`h\`Uh`&\$!`cZ`gU`Yg`Xi`f]b[`gY`YWh
\\ci`fg`k`]``VYbYZ]h`cWU`cf[`Ub]nUh]cbgž`gi`W\`Ug`h\`Y`GdUW`7cUgh
<YU`h\`:`ci`bXUh]cb`UbX`h\`Y`K`ca`Yb`g`7YbhYf`cZ`6fYj`UfX`7ci`bhm"

BYk`F`YhU]``@UbXgWUdY`

H\]g`YI`dUbg]cb`W`a`Yg`Ug`H\Y`5j`Ybi`Y`J`]YfU`]g`hfUbgZcfa`]b[`]bhc
U`fYhU]``\Uj`Yb`k`]h\`gYj`YfU`ZfYg\`YghUV`]g\`a`Ybhg``5`cb[`g]XY
?YbXfU`GW`h`hž`ch\`Yf`bYk`W`a`Yfg``_]Y`5a`Yf]WU`b`9U[`Y`Ci`hZ]hYfgž
5Yf]Yž`UbX`Gci`h\`Yfb`H]XY`\Uj`Y`fYW`bh`migYhi`d`g\`cd``5bh]W]dUh]cb
]g`VfYk`]b[`Zcf`h\`Y`cdYb]b[`cZ`BcfXghfca`F`UW_`]b`a`]X!C`W`h`VYfž
k`\\Y`Hca`a`m`6U\\Ua`U`UbX`@Yhg`D`Ubh`đ`UfY`cb`hfUW_`hc`cdYb`Vm
mYUf`g`YbX``<ck`Yj`Yfž`bch`U``h\`Y`bYk`g`]g`Vf][`\\h`A`]W\`UY`g`]g
Wcg]b[`ž`UbX`k`\\Y`U`Vi`]X]b[`dYfa`]h\`Ug`VYYb`Z]YX`Zcf`U`HfUXYf
æY`g`Uh`h\`Uh`cWU]cbž`XYhU]`g`fYa`U]b`i`bW`b`Z]fa`YX"

?YbXfU`GW`h`h`g`gi`W`W`gg`XcYgb`h`†`gh``]Y`]b`]hg`VYUi`h]Zi```Yk`Y`fm`/]h
ZcW`gYg`cb`\`cgh]b[`W`a`a`i`b]hmZcW`gYX`Yj`Ybhg``H\Y`VfUbX`]g
_bck`b`Zcf`fU]g]b[`cj`Yf``+\$`a`]``cb`Zcf`W\`Uf]hUV`Y`WUi`gYg`h\`fci`[`\
]b!ghcfY`]b]h]Uh]j`Yg`g]bW`&\$%&ž`Ya`d\Ug]n]b[`]hg`W`a`a`]ha`Ybh`hc
Vch\`ghm`Y`UbX`gcW]U``fYgdcbg]V`]`hm"

;`fck`]b[`:`Uf`UbX`K`]XY`

?YbXfU`GW`h`h`]g`bch`g`ck`]b[`Xck`b`Ubmh]a`Y`gccb``H\Y`W`a`dUbmž
Ug`bchYX`Vmi:`cfVYgž`]g`]b`U[`fck`h\`d\UgYž`U]a`]b[`hc`cdYb`&)
a`cfY`ghcfYg`h\]g`mYUf`U`cbY``H\]g`YbXYUj`cf`fY]bZcfW`g`h\Y]f
d\]`cgcd\`mi`h\`Uh`d\mg]WU``fYhU]``]g`j`]hU`Zcf`W`b`bYWh]b[`k`]h\
W`ghca`Yfg`UbX`Yb\`UbW]b[`VfUbX`dYgYbW``H\Y]f`ZU[`g\]d`ghcfY
\Ug`Yj`Yb`Ya`VfUW`X`h\`Ya`Yg``_]Y``Ya`cbUXY`Zcf`Yj`Ybhg`gi`W\`Ug
GL`GK`ž`g\`ck`WUg]b[`h\Y]f`ZU]f`Zcf`Yb[`U[`Ya`Ybh`UbX`YbhYfhU]ba`Ybh"

GW`h`h`cf][`]bU``mighUfhYX`\`Yf`ĉi`fbYmi]bhc`fYhU]``UZhYf`U`fcW_migh]bh
k`]h\`U`\`Uh`ghcfYž`UbX`g]bW`h\`Ybž`h\`Y`VfUbX`\`Ug`Yb`ĉmYX`Xci`V`Y!

X][`jh[fck h\`XYgd]hY`h\Y`gk`j^]b[`W\U``Yb[Yg`cZfYWb`h`mYUfg``H\Y
]bhfcXi`W]cb`cZ`h\Y``M`ck`F`cgY``W`bWdh`V`YbX]b[`K`YghYfb
W\Ufa`k`j`h\`W`b`hYa`dcfUfm`ghmYž`\Ug`cdYbYX`bYk`Uj`Ybi`Yg`Zcf
W`ghca`Yf`U``i`fY``K`j`h\`cj`Yf`%)`\$`ghcfYg`bUh]cbk`jXYž?YbXfU`G`W`h
UW]j`Y`m`W`h]j`UhYg`Ub`Ybj`jfcba`Ybh`cZ`k`Ufa`h\`UbX`W`a`a`i`b]hmž
fYZYW]b[`h\Y`j`U`i`Yg`cb`k`\]W`j`h`k`Ug`Zci`bXYX"

⊕`U`bi`hg\Y``ž?YbXfU`G`W`h`g`cdYb]b[`Uh`H\Y`5j`Ybi`Y`J`jYfU`jgb`h
↑`gh`UVci`h`Yk`Y`fm`j]hg`U`W`Y`VfUh]cb`cZ`W`a`a`i`b]hmYb[`U[`Ya`Ybhž
ZUg\]cbž`UbX`d\]`Ub`h`fcdm`K`\Y`h\Y`f`mci`fY``cc_]b[`Zcf`h\Y``UhYgh
UW`ggcf]Yg`cf`g]a`d`m`_YYb`hc`gcU`i`d`h\Y`W`YYfZ`Uha`cgd\YfY
Uh`h\Y`[`fUbX`cdYb]b[`ž]h`gYYa`g`_]Y`h\YfY`g`gca`Y`h\]b[`hc`VY`gU]X
Zcf`h\Y`gdUf`_Y`cZ?YbXfU`G`W`h`g`YI`dUbX]b[`dfYgYbW`j]b`:`cf]XU"

:`cf`a`cfY`XYhU]`gž:`cf]XU`HcXUm`g\UfYg`jbg][`hg`UVci`h`h\Y
[`fUbX`cdYb]b[`ž`k`\]Y`6\Ua`Bck`W`fcb]WYg`h\Y`VfUbX`g`ci`fbYm
UbX`fYWb`h`fY`c`WUh]cbg``Hc`XY`j`Y`XYYdYf`j]bh`?YbXfU`G`W`h`g
fYhU]`ghfUhY[`jYg`UbX`Z`hi`fY`d`Ubgž:`cfVYg`cZYfg`Ub`]bhf][`i`]b[
`cc_`Uh`h\Y`VfUbX`g`VfcUXYf`[`fck`h\`d`Ubg"

8YhU]`g	
Cfh	H\Y`5j`Ybi`Y`J`jYfUžJ`jYfUž:`cf]XUžI`G5
Ei`Y``Yb	<ul style="list-style-type: none">• k k k "Z`cf]XUhcXUm"W`a• V\Ua`bck"W`a• k k k "ZcfVYg"W`a

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`a`Y]b!k`jYb`bYh