

7Y`YVfUhY': fYYXca . 'Dc`\_ '7ci bhm' , \$' - /g  
I bZcf[ YhhUV`Y`ž bYhYYbh\`9j Ybhg`5k U]h°

8]gWcj Yf'i dWca ]b[ 'ž bYhYYbh\`W`YVfUh]cbg`UWfcgg`Dc`\_  
7ci bhmž\][ \`][ \h]b[ 'W`hi fU`\Yf]hU[ Y`UbX`Wca a i b]hm  
Yj Ybhg`Zfca 'ž bY`%' !&, ž`&\$&) "



Dc`\_ '7ci bhmž': `cf]XUž'I G5`!'5g'ž bYhYYbh\`UddfcUWXYg'cb'ž bY  
%- žDc`\_ '7ci bhm]g`Vi nn]b[ 'k ]h\`W`YVfUh]cbg`h\Uh\`cbcf'h\]g  
a ca Ybhci g`cWWUg]cb`]b`5a Yf]WUbb`\]ghcfm`H\Y`bYk Ygh`ZYXYfU`  
\c`]XUmž`cZ]W]U`m`bUa YX`ž bYhYYbh\`B Uh]cbU``bXYdYbXYbW`8Umž  
Wca a Ya cfUhYg`h\Y`Ya UbW]dUh]cb`cZ`Ybg`Uj YX`5Z]WUbb  
5a Yf]WUbbgž`a Uf\_]b[ 'h\Y`XUm]b`%, \*) 'k \Yb`I b]cb`gc`X]Yfg  
Ubbci bWX`ZfYYXca `]b` ; U`j Yghcbž`HYI Ug`H\Y`\c`]XUm`fYZYWhg`U  
d]j chU`WXUdhYf`]b`h\Y`bUffUh]j Y`cZ`h\Y`I b]hYX`GhUhYgž\][ \`][ \h]b[  
bch`† gh`h\Y`YbX`cZ`g`Uj Yfm`Vi h`U`gc`h\Y`W`hi fU`\Yf]hU[ Y`UbX  
fYg`]YbW`cZ`h\Y`6`UW`Wca a i b]hm"

G]bW`VY]b[ 'g][ bYX`]bhc`Uk`VmDfYg]XYbh`œY`6]XYb`cb'ž bY`%+ž  
&\$&%žž bYhYYbh\`Ug`hfUbgZcfa YX`]bhc`U`g][ b]Z]WUbb`h`a ca Ybh`Zcf

fYZYWh]cb`UbX`W`YVfUh]cb`"Df]cf`hc`]hg`ZYXYfU`fYWc[ b]h]cbž  
đ bYhYYbh\`UX`VYYb`W`YVfUhYX`Vm6`UW`5a`Yf]WUbg`Ug`9Uf`m`Ug  
%,`\*`ž`ZcW`g]b[`cb`ZUa`]m[`Uh`Yf]b[`gž`dfUmYfgž`UbX`Wc`a`a`i`b]hm  
Yj`Ybhg`C`j`Yf`h`Y`m`YUfgž`h`Y`ZYgh]j`h]Yg`Uj`Y`YI`dUbXYX`hc`]bWi`XY  
dUfUXYgž`Zc`X`ZYgh]j`U`gž`UbX`YXi`WUh]cbU`Yj`Ybhgž`g`ck`WUg]b[`h`Y  
f]W\`[`ghcfm`UbX`W`hi`fY`gi`ffci`bX]b[`h`Y`c`XUm`H`[`g`Yj`c`i`h]cb  
Yj`Yb`gUk`h`Y`c`XUm`VYWc`a`]b[`U`ZYXYfU`cbYž`h`Y`Z]fgh`g]bW  
A`Ufh]b`@`h`Yf`?`]b[`f`8`Um`k`Ug`YghUV`]g`YX`]b`%-`,`ž`Ug`fYdcfhYX  
Vm`I`G5`HcXUm`

## 9j`Ybhg`GdUbb]b[`h`Y`7ci`bhm

H\]g`m`YUfž`W`YVfUh]cbg]b`Dc`\_`7ci`bhm`k`j`Ugh`cj`Yf`hk`c`k`YY\_gž  
k`h\`U`d`Yh`cfU`cZYj`Ybhg`XYg][`bYX`hc`Yb[`U[`Y`h`Y`Wc`a`a`i`b]hm  
UbX`W`YVfUhY`W`hi`fY`"GhUfh]b[`k`h\`U`dfY!W`YVfUh]cb`cb`đ`bY`%`ž  
h`Y`Hi`fbYf`7YbhYf]b`@U`Y`K`U`Yg`k`j`cgh`F/`6`UbX`Unn  
dYfZcfa`UbW`g`Uh`\*`d"a`"ž`k`h\`U`h]W`Yh`df]W`gYh`Uh`"``\$`hc`gi`ddcfh  
mci`h\`gW`c`Ufg\]d`dfc[`fUa`g`A`YUb`k`\]Yž`h`Y`F]hm`H`YUhfY]b  
K`]bhYf`<`Uj`Yb`k`j`gW`YYb`H`Y`G]I`Hf]d`Y`9][`hž`U`ZfYY`a`cj`]Y  
UVci`h`h`Y`\*,`,`h\`7YbhfU`DcghU`8]fYW`hcfm`6UhhU`]cbž`U`i`b]h`c`Z  
5Zf]WU`b`5a`Yf]WU`b`ZYa`U`Y`gc`X]Yfg`k`\c`\Y`dYX`Xi`f]b[`K`cf`X`K`Uf  
⇒ž`Uh`\*`.`\$`d"a`"

C`b`đ`bY`%(`ž`h`Y`ZYgh]j`h]Yg`Wc`b]bi`Y`k`h\`U`f]VV`cb!W`hh]b[  
W`fYa`cbm`Uh`-`U"a`"Zcf`h`Y`fYbUa`]b[`cZ`K`YVghYf`DUf`\_`hc`BY`Y  
A`UXU`mbbY`6fcc`\_g`DUf`\_]b`@U`Y`UbXž`U`hf]Vi`hY`hc`U`bchUV`Y`cWU`  
Z][`i`fY`"@UhYf`h`Uh`XUmž`Zfca`%%`U"a`"hc`(`d"a`"ž`h`Y`Fi`YVYb  
K`j`]Ua`g`Gdcfhg`7ca`d`YI`]b`K`]bhYf`<`Uj`Yb`k`j`ZYUhi`fY`U  
đ`bYhYYbh\`W`YVfUh]cbž`Wc`a`d`YhY`k`h\`j`Y`dYfZcfa`UbW`g`UbX`Ub  
UddYUfUbW`Vm`h`Y`6i`ZU`c`Gc`X]Yfgž`U`[`fci`d`h`Uh`\c`bcfg`h`Y  
`Y[`UW`m`c`Z`5Zf]WU`b`5a`Yf]WU`b`hfccdg`C`h`Yf`c`mci`g`Yj`Ybhg]bWi`XY  
h`Y`đ`bYhYYbh\`<`Yf]hU[`Y`8Um`Uh`đ`a`Yghck`b`7ca`a`i`b]hm`DUf`\_]b  
8Uj`Ybdcfh`UbX`h`Y`đ`bYhYYbh\`GhfYYh`Ygh]j`U`Uh`C`j`Yf`h`Y`6fUbW  
DUf`\_]b`6Ufhck`"

## 5`F`JW`HfUX]h]cb

5g`h`Y`a`U]b`W`YVfUh]cb`cZ`đ`bYhYYbh\`XfUk`g`bYUfYf`cb`đ`bY`%-`ž

h\Y'6Ufhck'7]j]W7YbhYf'k]''\c`X`U`ZYgh]jY`i bW\Ycb`Uh`%%U"a "ž  
UbX`h\Y`đJa Yg'D"5i gh]b`==7ca a i b]hm7YbhYf'k]''ZYUhi fY`Ub  
5[ f]ZYgh]j U`Zfca`'%%U"a "'hc`\*`d"a "'H\Y`XUm'k cb`hYbX`k ]h\ci h  
h\Y`7Y`YVfUh]b[ `: fYYXca`Yj Ybh`Uh`A Ufm g'6U[ Y`7UZY`]b  
@U\_Y`UbXž'gYh'hc`fi b`Zfca`\*`d"a "'hc`%\$`d"a "

6i h]h'XcYgb`hghcd`h\YfY`/cb`ž bY`&\$ž`h\Y`K ca Yb`cZ`đZi YbW  
BYhk cf`\_`k]''\c`X`h\Y]f`Ubbi U`ž bYhYb`h\`; U`U`Uh`@U\_Y`9j U  
9j Ybh`7YbhYf`]b`<U]bYg`7]hmž`Zc``ck YX`Vm`h\Y`: fYYXca`A i g]W  
: Ygh]j U`cb`ž bY`&%Uh`@U\_Y`9j U`7ca a i b]hmDUf`\_"5g`ž bY`k fUdg  
i dž`h\Y`&\$&) `: fYYXca`Ygh]j U`Uh`G]a dgc b`DUf`\_`7ca a i b]hm  
7YbhYf'cb`ž bY`&, `k]''d`fcj ]XY`U`ZfYY`d`UhZcfa`Zcf`a i g]Wž`ZccXž  
UbX`\]ghcf]WU`YI`\]V]hgž`fY]bZcfW]b[ `h\Y`Wča a i b]hm g`Wča a ]ha Ybh  
hc`YXi WU]cb`UbX`W`YVfUh]cb`"

@cc\_]b[ `6UW\_ž`A cj ]b[ `: cfk UfX

ž bYhYb`h\`g'g][ b]Z]WUbwW`[ cYg`VYmcbX`W`YVfUh]cbg` ]h'gYfj Yg`Ug  
U`fYa ]bXYf`cZ`h\Y`ghfi [ [ `Yg`ZUW`X`Vm`5Zf]WUbw`5a Yf]WUbg`UbX`h\Y  
cb[ c]b[ `ei Ygh`Zcf`fUW]U`↑ gh]W`UbX`fYWč[ b]h]cb`"H\Y`dcdi`Uf]hm  
cZ`h\Y`\c`]XUm`\Ug`gi f[ YXž`YgdYW]U``mZc``ck ]b[ `Yj Ybhg`h\Uh  
]`i a ]bUhYX`gmghYa ]WfUW]ga žgi W`Ug`h\Y`a i fXYf`cZ; Ycf[ Y`:`cmX  
]b`&\$&\$"ž bYhYb`h\`Ug`VYWča Y`U`ZcWU`dc]bhZcf`UW]j ]ga`UbX  
WU`g`Zcf`fYdUfUh]cbgž`hfUbgZcfa ]b[ `]h`Zfca`U`Wča a i b]hm  
cVgYfj UbW`]bhc`U`bUh]cbU`a ca Ybh`cZ`WčbhYa d`Uh]cb`UbX  
UXj cWUWmZcf`W`Ub[ Y`"H\Y`Z]fgh`W`YVfUh]cbg`cZ`ž bYhYb`h\  
]bWčfdcfUhYX`d`fUmYfž`g]b[ ]b[ ž`UbX`ZJa ]`mi[ Uh\Yf]b[ g`Vi`h`Uj Y  
g]bW`Yj`c`j YX`hc`YI`d`fYgg`XYYdYf`gcW]U`h\Ya Yg`h\fc i [ `ZccXž  
a i g]Wž`UbX`Wča a i b]hm g`c`]XUf]hm"

đ`h\Y`\YUfh'cZDc`\_`7ci bhmž`h\YgY`Yj Ybhg`bch'cb`m`\][ \`][ `h\ck  
ZUf`k Y`\Uj Y`Wča Y`Vi`h`U`gc`YI`Ya d`]m`h\Y`k cf`\_`h\Uh'gh]``Yg  
U\YUX""Hc`YUfb`a cfY`cf`Z]bX`UXX]h]cbU`ž bYhYb`h\`Yj Ybhgž`fYUW  
ci`h'hc`**gk U`g\4 h\Y`YX[ Yf"Wča "**7Y`YVfUhYž`fYZYWž`UbX`č]b`h\Y  
Wča a i b]hmUg`k Y`fYWč[ b]nY`ž bYhYb`h\`g`f]W`Y[ UWm`UbX`]hg`j ]hU  
]a dcfhUbW`]b`ci`f`Wč``YW]j Y`či fbYm`hck UfX`Ye i U`]hm`UbX`↑ gh]W`"

8YhU]`g	
Cfh	Dc`_`7ci bhmž: `cf]XUž! G5
Ei Y``Yb	<ul style="list-style-type: none"><li>• k k k "h\Y`YX[ Yf"WŁa</li><li>• k k k "i gUhcXUm"WŁa</li><li>• k k k "Vf]hUbb]WU"WŁa</li></ul>

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