

6fck bg'F cc_]Y'E i]bg\cb'đ X_]bg
5ffYghYX'cb'8ca Ygh]WJ]c`YbWŰ'7\Uf[Yg

7`Yj Y`UbX'6fck bg'fcc_]Y'E i]bg\cb'đ X_]bg'k Ug'UffYghYX']b
6fck UfX'7ci bhm'cb'Xca Ygh]Wj]c`YbWŰ'WŰUf[Ygž'fU]g]b[
WŁbWŰfbg'UVci h'd`UmYf'WŁbXi WŰ"



6fck UfX'7ci bhmž': `cf]XUž'! G5'!'đ'U'ghUfh']b[`XYj Y`cda Ybh
Zcf'Zcch/U``ZUbgž'7`Yj Y`UbX'6fck bg'fcc_]Y'fi bb]b[`VUW_
E i]bg\cb'đ X_]bg'k Ug'UffYghYX']b'6fck UfX'7ci bhmž': `cf]XUž'cb
GUhi fXUmž'đ `m'%&ž&\$&)"`H\Y`&%!mYUf!c`X`ZUWŰg'gYf]ci g
U``Y[Uh]cbgž'gdYWŰZ]WŰ``m'U'WŰUf[Y`cZ'Xca Ygh]Wj]c`YbWŰ'UbX
VUhhYfmž'WUhy[cf]nYX'Ug' hci WŰ'cf'ghf]_Y#VUhhYfm#Xca Ygh]W
j]c`YbWŰž'`UWŰcfX]b[`hc'<YUj m"WŁa "

đ X_]bgž'ZfYg\`cZ'U'WŰ'YVfUhyX'WŁ``Y[Y`WŰfYYf'Uh'C`Y`A]gg'UbX
C\]c'GhUhyž'k \YfY`\Y`Ua UggYX'Ub']a dfYgg]j Y`' ž+,) `fi g\]b[
mUfXg'UbX' () `hci WŰXck bgž'fYa U]bYX']b'`U]'Ug'cZ'GUhi fXUm'b][\hž
k]h\`bc'VcbX'gYh"<]g']b]h]U`WŁi fh'UddYUfUbWŰ']g'gWŰYXi `YX'Zcf
Gi bXUm'a cfb]b["`H\]g'UffYgh'UXXg'Ub'i bUb]h]WŰdUhyX'hk]gh'hc'k \Uh

k Ug`Yl dYWhYX`hc`VY`Ub`Yl Wjh]b[`Ybhfm]bhc`h\Y`B: @UZhYf`VY]b[
XfUZhYX` *h\`cj YfU``]b`h\Y`&\$&) `B: @8fUZh``H\Y`6fck bg`\UX`\][\
\cdYg`Zcf`ž X_]bgž`d`Ubb]b[`Zcf`\]a `hc`d`UmU`d]j chU`fc`Y]b`h\Y]f
cZYbg]j Y``]bYi dž`YgdYWU`mUZhYf`dUfh]b[`k Umg`k]h\`ZfUbW\]gY
`Y[YbX`B]W_`7\i VV"

5`7cbhfcj Yfg]U`HfUW`F YWcfX

H\]g`]bWjXYbh]g`bchh\Y`Z]fghcZ]hg_]bX`Zcf`h\Y`6fck bg``žZc``ck g`U
g]a]Uf`WUgY`]bj`c`]b[`XYZYbg]j Y`hUW`Y`A]_Y`<U``ž`ž`k` \c`ZUW`X
Xca Ygh]Wj]c`YbW`W\Uf[Yg`]b`&\$&(`"<U``g`]b]h]U`UffYgh`hf][[YfYX
U`gYf]Yg`cZ`Yj Ybhgž`YUX]b[`hc`U`d`YU`XYU`Zcf`U`YggYf`W\Uf[Y`UbX
i`h]a UhY`mU`Z]j Y![Ua Y`gi gdYbg]cb`UZhYf`VY]b[`d`UW`X`cb`h\Y
7ca`a]gg]cbYf g`9l Ya`dh@[ghž`Ug`fYdcfhYX`Vm`DYbb@[j Y`Wca` "

H\Y`7`Yj Y`UbX`6fck bg`cf[Ub]nUh]cb`]g`Uk UfY`cZ`h\Y`dfYX]WUa Ybh
gi`ffci`bX]b[`ž X_]bg`UbX`]g`fYdcfhYX`m[Uh\Yf]b[`a`cfY
]bZcfa Uh]cb`UVci`h`h\Y`WUgY``H\Y`m`a`i`gh`bUj][UhY`h\Y`]a`d`]WUh]cbg
cZ`h\Y`B: @g` DYfgcbU`7cbXi`Wh`Dc`]Wmž`k` \]W\` \c`Xg`U``
d`UmYfg`i`bg][bYX`fcc_]Yg`]bWi`XYX` UW`ci`bhUV`Y`Zcf`h\Y]f
UWh]cbg`cZ`h\Y`Z]Y`X``<ck Yj Yfž`ž X_]bg`]g`h\Y`cbY`XfUZh`d]W`mYh
hc`g][b`\]g`fcc_]Y`WcbhfUWmž`k` \]W\`Wca`d`]WUhYg`a`UhYfg`Ug
bY[ch]Uh]cbg`\cj Yf`Ufci`bX`d`UmYfg`gYY_]b[`a`cfY`[i`UfUbhYXX
a`cbYm"

H\Y`6][[Yf`D]Whi`fY

K]h\`h\Y`B: @i`bXYf`gWfi`h]bm`Zcf`\ck`]h\`UbX`Yg`Xca Ygh]W
j]c`YbW`WUgYgž`ei Ygh]cbg`UVci`bX`fY[UfX]b[`ž X_]bg`UffYgh`]b
h\Y`k U_Y`cZ`<U``g`]bWjXYbh``7\Ub[Yg`k YfY`]bgh]hi`hYX`UZhYf`di`V`]W
VUW`Ug`\`gi`ffci`bX]b[`][\!dfcZ]Y`WUgYgž`gi`W\`Ug`F`Um`F]W`b
&\$%(`ž`k` \]W\`YX`hc`U`ghf]b[Ybh`d`YfgcbU`WcbXi`Wh`dc`]Wm`bck
YbZcfW`X`UW`cgg`h\Y`YU[i`Y``5g`cZ`&\$&` ž`h\Y`B: @fYWcfXYX`Y`Yj Yb
Xca Ygh]Wj]c`YbW`WUgYgž`U`Z][i`fY`h`Uh`i`bXYfgWcfYg`h\Y`Wf]h]WU`
bUhi`fY`cZ`↑X]W]ci`g`mUXXfYgg]b[`gi`W\`]bWjXYbhg"

Dc`]Wm`fYZcfa`g`bck`a`UbXUhY`h\Uh`Z]fgh]h]a Y`Xca Ygh]Wj]c`YbW
cZYbXYfg`ZUW`U`g]l![Ua Y`gi gdYbg]cbž`k` \]Y`fYdYUh`cZYbXYfg

WU b`fY W j`Y`U`ZY h]a`Y`V U b`"H\Y`B: @g`WŁa`a`]h a`Y b`h`c`d f c j`X]b[
h f U]b]b[`U b X`Y[`U`c j`Y f g][`h`h`U g`V Y Y b`\\[`\\[`h Y X`V m`h Y
U d d c]b h a`Y b`h`c`Z`Y I`d Y f h g`_]Y`@]g U`f]Y`ž`k`\\c`U]a`g`h c`Y b g i`f Y`h`U h
]b j`Y g h][`U h]c b g`U f Y`h`c f c i`[`\\`U b X`ŧ`g h"

H\Y`6 f c k`b g ž`k`\\c`f Y W b`h`m`X f U`Z h Y X`f i`b b]b[`V U W`8 m`U b`G U a`d g c b
h c`V c`g h Y f`h`Y]f`V U W`Z]Y`X`U`c b[`g]X Y`j`Y h Y f U b`X f c a`Y`c f X ž`a`i`g h
[`f U d d`Y`k`]h`h`Y`c b[`c]b[`f U a`]Z]W h]c b g`c`Z`ž`X_]b g`U f f Y g h":`U b g
U b X`U b U`m g h g`U`]Y`U f Y`Y`Z`h e i`Y g h]c b]b[`h`Y`h`Y U a`g`j`Y h h]b[
d f c`W g g ž`d U f h]W`U f`m`U g`h`Y`f c c_]Y g`d f Y d U f Y`h c`f Y d c f h`Z c f`h f U]b]b[
W U a`d`c b`ž`m`%,`ž`k`\\Y f Y`h`Y`Z c W`g]g`U`f Y U X m i g`\\Z h]b[`h c k`U f X`h`Y U a
X m b U a`]W g`U b X`d`U m Y f`f Y`]U V`]h m"

K`\\]Y`ž`X_]b g`h U`Y b`h`c b`h`Y`Z]Y`X`]g`i`b X Y b]U V`Y ž`\\]g`c`Z Z]Y`X
]g g i`Y g`f U]g Y`W f]h]W U`WŁ b`W f b g`h`U h`a`U m i c j`Y f g`\\U X c k`\\]g`d c h Y b h]U`
WŁ b h f]V i`h]c b g`5 g`h`Y`6 f c k`b g`b U j`][`U h Y`h`g`h f c i`V`]b[`g]h i`U h]c b ž
h`Y`Y U[`i`Y`k`]W c g Y`m`i k`U h W X`\\c k`h`Y m]a`d`Y a`Y b`h`d c`]W]Y g
X Y g][`b Y X`h c`d f c h Y W h`U`d U f h]Y g`]b j`c`j`Y X"

5 g`U`k`U m g ž`h`Y`\\c d Y`]g`h`U h`d`U m Y f g`U f Y`\\Y`X`U W WŁ i`b h U V`Y`]b`U
k`U m`h`U h`U`]b g`k`]h`h`Y`j`U i`Y g`c`Z`g d c f h g a`U b g`\\]d ž`f Y g d Y W ž`U b X
]b h Y[`f]h m i k`]h`\\]b`h`Y`[`U a`Y"

8 Y h U]`g	
C f h	6 f c k`U f X`7 c i`b h m ž`:`c f]X U ž`I`G 5
E i`Y`Y b	<ul style="list-style-type: none">•`\\Y U j`m`WŁ a•`k`k`k`"d Y b b`]j`Y`WŁ a•`k`k`k`"Y g d b`WŁ a

6 Y g i`W X`Y b`G]Y`i`b g`U i`Z.`a`Y]b`!`k`]Y b`"b`Y h