

6Ui ghY ``Yb!7\ Ucg]b `GW`Ygk][!< c`ghY]b.
K]W h][Y`GdYffi b[Yb`Ua `%(" ' ð b]`

5_hi Y`Y`6Ui ghY ``Yb`i bX`J Yf_Y`fggdYffi b[Yb`]b`GW`Ygk][!
<c`ghY]b`Ua `%("\$*"&\$&).`K]W h][Y`ðZcg`i bX`i a`Y]hi b[Yb
ZØf`DYbX`Yf"



< Ua Vi f[ž`8Yi hgW`U`bX`!`ð`GW`Ygk][!<c`ghY]b`hi`h`g]W`Y]b][Yg
Ui ZXYb`GhfU»Yb``6Ui ghY ``Yb`i bX`GdYffi b[Yb`dfÄ[Yb`XYb`J Yf_Y`f
]b`XYf`F Y []cb``6YgcbXYfg`X]Y`5i hcVU`bYb`5%ž`5+`i bX`5`&%`g]bX
]a` : c_i g`XYf`6Ui UfVY]hYbž`X]Y`X]Y`J Yf_Y`fgg]hi Uh]cb`b]W`h`bi`f
j`cfØVYf[Y`YbXž`gcbXYfb`hY]`k`Y]gY`V]g`9bXY`&\$&)`VYY]bZi`ggYb
k`YfXYb``Gc`VYf]W`hYh`_b!c`b`]bYž`XUgg`X]Y` ; YgUa`h`Äb[Y`XYg
GhfU»YbbYhnYg`]b`GW`Ygk][!<c`ghY]b`VYY]bXfi`W`YbXY`- , +(ž) +
?]`ca`YhYf`VYhfÄ[hž`k`Ug`Y]bYb`[fc»Yb`i a`ZUb[`Ub`5fVY]hYb
VYXYi`hYh"

K`cfUb`a`ØggYb`g]W`X]Y`5i`hcZU`fYf.]bbYb`]b`XYb`_ca`a`YbXYb
K`cWYb`i`bX`A`cbUH`Yb`[Yk`Ø`bYb`3`8]Y`5`%`k`]fX`nk`]gW`Yb`DUbgXcfZ
i`bX`F`UhY`_Ui`]b`XYb`B`ÄW`hY`V]g`)`i`l`f`[YgdYffhž`i`a`b`chk`YbX][Y

F YdUfUhi fYb`Ub`GW UXghY`Yb`Xi fW\ ni ZØ\ fYb" Ni XYa`V`Y]Vh`X]Y
GhfYW_Y`nk]gW\Yb`BYi ghUXh!DY`nYf\U_Yb`i bX`@YbgU\`b`V]g`ni a
%-`" `đ b]`&\$&) `hY]`k Y]gY`Y]bgdi f][" : Øf`XYb`6fØW_YbbYi VUi
nk]gW\Yb`5\`fYbgVi f[`i bX`6Uf[hY\`Y]XY`\`Y} hYg`j c`` [YgdYffh`j ca
%`" `V]g`%) " `đ b]`gck]Y`j ca `&\$" `V]g`&&" `đ b]`&\$&) " `6]g`9bXY`&\$&)
k YfXYb`ni XYa`i a ZUb[fY]W\Y`6Ui UfVY]hYb`nk]gW\Yb`9i h]b`i bX
GWUfVYi hn`j cf[Ybca`a Ybž`X]Y`ZØf`Y]bY`i a`Y]hi b[`XYg`J Yf_Y\`fg
gcf[Yb"

5_hi Y`Y`6Ui ghY`Yb`Ui Z`XYb`5i hcVU\`bYb

8]Y`5+`]gh`YVYbZU`g`VYhfcZYb. `<]Yf`k]fX`XYf`5VgW\`b]hh`nk]gW\Yb
<Ua`Vi f[!GhY``]b[Yb`i bX`<Ua`Vi f[!<Y]a`Z`X`V]g`ni a`" %*`" `đ b]
&\$&) [YgdYffh`"9bhUb[`XYf`5&%`a`ØggYb`5i hcZU\`fYf.]bbYb`g]W\
Ui ZY]bY`GdYffi b[`XYf`5bgW\`i ggghY`Y`?`Y]b`6Uf`_Ui`C`gh]b
F]W\hi b[`?`Y`V]g`5i [i gh`&\$&) `Y]bghY`Yb`"K`Y]hYf\]b`k]fX
nk]gW\Yb`@Y`nYb`i bX`6UX`C`XYg`cY!B`cfX`Y]bY`i a`ZUggYbXY
: U\`fVU\`bYfbYi Yfi b[`V]g`9bXY`&\$&*`ghUhhZ]bXYb"

9]b`k Y]hYfYf`<`chgdch`XYf`6Ui ghY`Yb`]gh`X]Y`5&`" `<]Yf`_ca`a`hYg
V]g`ni a`%-`" `đ b]`&\$&) `]b`F]W\hi b[`<Ua`Vi f[`ni`Y]bYf`GdYffi b[
nk]gW\Yb`9`a`g\`cfb`i bX`HcfbYgW`"5i W\`X]Y`5i Z`i bX`5VZU\`fh
<Y]XY!K`Ygh`V`Y]Vh`V]g`ni a`&`" `đ `]`&\$&) `]c`` [YgdYffh`"GW\`Y} `]W\
g]bX`Ui W\`X]Y`6+) ž`6&\$`ž`6(\$(`i bX`6(`&`j`cb`6Ui ghY`Yb
VYhfcZYbž`k]Y`XUg`GhfU} YbdcfhU`j`Yf_Y\`fg`U[Y`"XY`]bZcfa`]Yfh`
9g`k]fX`Yfk`UfhYž`XUgg`X]Y`6Ui UfVY]hYb`Ub`XYb`6i bXYggghU} Yb
X]Y`J Yf_Y\`fgg]hi Uh]cb`YVYbZU`g`VY`UghYb`k YfXYb"

J Yf_Y\fg`U[Y`i bX`I bZU`nU\`Yb`]a` : c_i g

A]h`6Ui ghY`Yb`[Y\`Yb`VY`_Ubbh]W\`Ui W\`<YfUi`gZc`fXYfi b[Yb`ZØf
X]Y`J Yf_Y\`fgg]W\`Yf\`Y]hY]b\`Yf`"@Ui`h`_Zn`b`Y`h`[UV`Yg`]b`GW\`Ygk][!
<c`ghY]b`]a` `đ\`f`&\$%) `a`Y\`f`U`g` ,) "\$\$\$`J Yf_Y\`fgi bZ\`Yž`k`cVY]
X]Y`NU\`Ui Z`5i hcVU\`bYb`i a`&(ž)`i`Ubgh]Y["8]Y`5&%)`\`Uh]b
XYb`Y`hnhYb`nY\`b`đ\`fYb`X]Y`\`ØW\`ghY`i bZU`fUhYž`k`À\`fYbX`Y]bY
J YfVYggYfi b[`XYf`i bZU`nU\`Yb`Ui Z`XYf`5+`VYc`VUW\`hY`h`k`i`fXYž
k`Ug`XYb`i a`ZUb[fY]W\Yb`6Ui a`U} bU\`a`Yb`i bX
J Yf_Y\`fgUbcfXbi b[Yb`ni [YgW\`f]YVYb`k]fX`"9g`]gh`k]W\`h][ž`XUgg

g]W\`U`Y`J`Yf`_Y`fghY]`bY`a` Yf.]bbYb`XYf`F`]g]_Yb`VYk`i`ggh`g]bXž
]bgVYgcbXYfY`]b`6Ui`ghY`YbVYfY]WYbž`k`c`b]W\`h`Ub[`YdUgghY
 ;`YgW\`k`]bX][`_Y]h`i`bX`UbXYfY`[`fcVY`J`Yf`_Y`fgj`YfghØ»`Y`Åi`Z][`ni
 l`bZ`Yb`ZØ`fYb`_ØbbYb"

8]Y`Ub`U`hYbXYb`6Ui`UfVY]hYb`i`bX`X]Y`XUa`]h]`YfVi`bXYbYb
 J`Yf`_Y`fgVY`]bXYfi`b[`Yb`Vf]b[`Yb`[`fc»`Y`<`YfUi`gZcfXYfi`b[`Ybž
 k`cVY]`U`Y`5i`hcZU`fYf.]bbYb`[`YZcfXYfh`g]bXž;`YXi`X`ni`nY][`Yb
 i`bX`g]W\`fYW\`hY]h][`ØVYf`X]Y`U`hi`Y`Y`@U[`Y`ni`]bZcfa`]YfYb`"CV
 VY]a`DYbXY`b`ni`f`5fVY]h`cXYf`ZØf`F`Y]gYb`Ua`K`cWYbYbXY`
 j`cfUi`ggW\`Ui`YbXYg;`U`fYb`i`bX`X]Y`6YfØW`g]W\`h][`i`b[`XYf
 U`hi`Y`Yb`6Ui`ghY`Yb`g]bX`i`bYf`Ågg`]W\`ž`i`a`g]W\`Yf`Ubg`N]Y`ni
 [`Y`Ub[`Yb"

8YhU]`g	
Cfh	<Ua`Vi`f[`ž8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "j`Yf`_Y`fg`U[`Y"XY • k k k "_Zn"bYh

6Ygi`W\`Yb`G]Y`i`bg`Ui`Z.`bU[`!`Å`Ua`Vi`f[`"XY