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7 ci fgY'8YHJ`g

7 fYX]hDc]bHg '*`

Gi a a UfmicZ'h\Y'7 ci fgY

H\Y'UbU`mg]g'cZ'fk c!gdcc`ž hi fVcZ]bž[Ug!hi fV]bY'Yb[]bYg"

H\Y'W`bW`dhcZYI Yf[miUbU`mg]g'Zc'f'cdYb'h\Yfa cXmbUa]WgmghYa g'UbX'hc'Udd'mi'h\g]XYU'hc'h\Y
W`ca dcbYbHg'cZ[Ug'hi fV]bY'Yb[]bYg"

7\Ya]WU'fcW_Yhg'UbX']cb'h\fi ghYfg"

H\Y'UbU`mg]g'cZ\YUhYI W\Ub[Yfg'UbX'hc'h\Y'VUg]WUUbU`mg]g'cZ\YUhYfUbgZYf'Zca`gdUW`WUZI'

:]b]h' hja Y'h\Yfa cXmbUa]Wg'UbX'Udd'mi'hc']b]h'fbU'W`ca Vi gh]cb'Yb[]bYg"

<][\!gdYXX'dfcdi`g]cb'cdYfU]h]cbž'dUfh]W`UfmiZc'f'a]]hUfmi'YhU]fWUZI'

9`YW`f]WUUbX'\mVf]X'Y'YW`f]Wdfcdi`g]cb"

7 ci fgY'5]a g

5bU`mgY'h\Y'h\Yfa cXmbUa]WcdYfU]h]cb'cZU'fk c!gdcc`ž[Ug'hi fV]bYž'hi fVcZ]b'Yb[]bY"

I bXYfg]h]UbX'h\Y'W`bW`dhcZYI Yf[miUbX'hc'VY'UV'Y'hc'Udd'mi'h\g]hc'g]a d'Y'h\Yfa cXmbUa]WdfcW`ggYg'UbX
W`WYg"

6Y'UV'Y'hc'UbU`mgY'\YUhYI W\Ub[Yfg'UbX'hc'UddfYW]U]h' h\Y'X]Z]W`h]Yg]bj c'j Yg]b'UbU`mg]b['\YUhYfUbgZYf
k]h'fYgdYW`h'hc'gdUW`WUZI'

I bXYfg]h]UbX'Vc'h\W\Ya]WU'fcW_Yhg'UbX']cb'h\fi ghYfg"

I bXYfg]h]UbX'\][\!gdYXX'dfcdi`g]cb'Zc'f'a]]hUfmiU]fWUZI'

5bU`mgY'h\Y'VY\Uj]ci f'cZ]b]h'fbU'W`ca Vi gh]cb'Yb[]bYg'i g]b['h\Y'Z]b]h' hja Y'h\Yfa cXmbUa]Wg'UddfcUW"

I bXYfg]h]UbX'h\Y'X]Z]W`h]Yg Vi hU'gc'h\Y'VYbYZ]hg'cZY'YW`f]WUUbX'\mVf]X'Y'YW`f]Wdfcdi`g]cb'gmghYa g"

7 ci fgY'@YUfb]b['Ci hW`ca Yg

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5""<i [\Yg/ '6"8fi fmž&\$% † 7`WUfdU _ afađe S` V Vd[hWđ 8g` VS_ W fS`đ fkbWđ S` V Sbb^[USf[a` ež(h
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@"; i nnY`U/ '5"GWUffYHJž&\$% žHWZ[U'Wbđabg`đ[a` ekefW_ eł ;` fđavgUf[a` fa _ aVW[Y S` V abf_ [l Sf[a` ž
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>"5"7Ua VYfcg/ '8">"A ccf\ci gYž&\$%ž7j Wđk S` S`ke[e S` V VVđ[Y` abf_ [l Sf[a` XadSWđebSUW
hVZ[U'Wđ S` V ekefW_ ež9X]hcf!]b!Wk]Yž: ""?'@ žJ c"" &, žDfc[fYgg]b`UgřcbUi h]Vg`UbX`UYfcbUi h]Vgž5-5ž
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5`gi Va]gg]cbg'UfY'YI dYWYX'hc'VY'bYUhUbX'WYUfmgYhici H'Mci f'fYgi 'hg'UfY'hY'd]bbUWY'cZU`mci f'\UfX
k cf_'UbX'g\ci 'X'VY'hYUhx'k]h'Xi Y'fYgdYWf'DfYgYbh]b['fYgi 'hg'WYUfm[]j Yg'hY'a Uf_Yf'hY'VYgh'WUbWY
cZi bXYfgtUbX]b['mci f'a Yh'cX/Yj Yb']ZhY'bi a Yf]WU'fYgi 'hg'UfY']bVc'ffYWf'

UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[]V'Y'hc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'hc'gi Va]h]b['Ub
UggYgga Ybhcf'g]h]b['Ub'YI Ua "

I BGK 'bck '\Ug'U': [\]h\]c'G\]h#Gi Va \]hfi_Yžk \\]](#)W'a YUbg'hUh]Zmci 'UthYa dhUb'YI Ua 'cf'gi Va]hU'd]YW'cZ
UggYgga Ybhžmci 'UfY'XYWUf]b['mci fgY'Z]hYbci ['\ 'hc'Xc'gc'UbX'WUbbch'Uthf'Udd'mZcf'GdYWU'
7 cbg]XYfUhc'b"

: cf'XYHU]g'cZUdd'm]b['Zcf'GdYWU'7 cbg]XYfUhc'b'UbX'WcbX]h]cbg'Zcf'hY'Uk UfX'cZgi dd'Ya YbhUfm
UggYgga Ybhž'd'YUgY'gYY'hY'jbZcfa Uhc]b'cb'I BGK 'g'[GdYWU'7 cbg\]XYfUhc'b'dU\[Y](#)"

D'YUgY'bc'hY'hUhighi XYbhg'k]'bchVY'fYei]fYX'hc'dfcj]XY'UbmXcW a YbhUfmYj]XYbW'hc
gi ddcfhiUVgYbW'g'Zca 'UbmWUggYg'a]ggYX'VYWU]i gY'cZ7CJ -8!%- 'di V']W\YU'h'a YUgi fYg'gi W'Ug
]gc'Uh]cb" I BGK 'k]'bchVY']bg]gh]b['cb'a YX]W'Wf]h]Z]W]hYg'Zca 'UbmcbY'XYYa YX'hc'VY'U'dcg]h] Y'WUgYž
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]Z]W]hYg'UfY'X]Z]W'h'hc'cVHU]b'UbX'di hUb'i bbYW'ggUfm]gh]U]b'cb
gh XYbhg'UbX'a YX]W'ghUZZ'

5dd']W]h]cbg'Zcf'gdYWU'Wcbg]XYfUhc'b'k]'VY'fYei]fYX'Zcf'UggYgga YbhUbX'dUfh]W]dUhc'b'UVgYbW'g'—
Vi hbc'XcW a YbhUfmYj]XYbW'Zcf'7CJ -8 %-]'bYgg'cf']gc'Uh]cb'k]'VY'fYei]fYX']b'H' "

5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

I BGK `Ug`Ub`cb[c]b[`Wca a]ha Ybhlc`ZcghYf]b[`U`W`hi fY`cZ`YUfb]b[`]bZcfa YX`VmiUWUXYa]W]bhY[f]m`5`
I BGK `gh`XYbhg`Uj`Y`U`fYgdcbg]V`]hmlc`UX`YfY`hc`h`g`df]bW]d`Y`cZUWUXYa]W]bhY[f]m`D`U[]Uf]ga
i bXYfa]bYg`UWUXYa]W]bhY[f]m]UbX`]g`bchlc`YfUHX`Uhl`BGK`"B`SY[Sde_`SfG@E|`[e VWX` VW`Se ge[`Y`
fZWi`ad/e`ad[VWSe`aXafZW`S`V`bSee[`Y`fZW_`aXSe`kagdai` `z`

D`U[]Uf]ga`]g`U`hmdY`cZ]bhY`YW`i`U`h`YZ`i`#iW]b`hU`_Y`a`UbmiZcfa`gZ`Zca`XY`]VYfUHX`WX`YU]b[`hc`UWUXYbH`U`m`
W`dm]b[`Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK` `Ug`dfcXi`WX`U`k`YVg]h`k`]h`U`k`YU`h`cZ`
fYgci`fW`g`hc`gi`ddcfghi`XYbhg`hc`i`bXYfgHbX`UbX`Uj`c]X`d`U[]Uf]ga`z`j`]g]h`[gh`XYbh`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`"](#)
H`Y`@YUfb]b[`7`YbhY`Ugg]ghg`gh`XYbhg`k`]h`i`bXYfgHbX]b[`UWUXYa]W]bhY[f]m]UbX`ck`bchlc`d`U[]Uf]gY`
H`Y`miU`gc`lc`X`k`cf_g`l`cdg`UbX`W]b`Y`d`gh`XYbhg`cbY!cb!cbY`"

Mci`UfY`U`gc`fYa`]bXYX`h`UhWUfYZ`h`a`Y`a`UbU[`Ya`Ybh]g`Ub`]a`dcfHbhdUfHcZghi`XmiUbX`cbY`cZ`h`Y`
]XYbh]ZYX`W]i`gYg`cZ`d`U[]Uf]ga`]g`d`ccf`h`a`Y`a`UbU[`Ya`Ybh`G`h`XYbhg`g`l`ci`X`U`ck`gi`Z]W]Ybh]h`a`Y`Zc`f`
fYgYUfW`Z`X`fU`Z]b[`UbX`h`Y`dfcdYf`fY`Z`fY`bW]b[`cZ`gci`fW`g`]b`dfY`dUf]b[`U`UggYgga`Ybh]Ug_g`"

Zd`U[]Uf]ga`]g`Zci`bX`]b`mci`f`k`cf`_`k`Y`b`mci`UfY`]b`Z]fghmYUfZ`mci`f`YW`i`fYf`k`]`cZ`Yf`mci`Ugg]ghU`bW`hc`
]a`dfcj`Y`mci`f`UWUXYa]Wg_]`g`"H`Y`ma`UmUg_`mci`hc`cc_`Uhgca`Y`cb`]bY`fYgci`fW`gZ`U`hY`bX`h`Y`@YUfb]b[`
7`YbhY`Z`cf`gca`Y`h`a`Yg`fYgi`Va`]h`mci`f`k`cf`_`k`]h`h`Y`dfcV`Ya`Z]YX`<ck`Yj`Yf`a`cfY`gYf]ci`g`]bgHbW`g`]b`Z]fgh`
mYUfZ`gi`W`Ug`gh`U`]b[`UbchYf`gh`XYbhg`k`cf`_`cf`dU]b[`gca`YcbY`hc`Xc`mci`f`k`cf`_`za`UmVY`]bj`Ygh[`UH`X`
i`bXYf`h`Y`G`h`XYbhA`]gW`bXi`W`h`DfcW`Xi`fYg`"

F`YdYUHX`d`U[]Uf]ga`fYj`Yb`]b`Z]fghmYUfZ`d`U[]Uf]ga`UZYf`Z]fghmYUfZ`cf`gYf]ci`g`]bgHbW`gZ`a`UmU`gc`VY`
]bj`Ygh[`UH`X`i`bXYf`h`Y`G`h`XYbhA`]gW`bXi`W`h`DfcW`Xi`fYg`"H`Y`dYbU`h`Yg`i`bXYf`h`Y`dfcW`Xi`fYg`W]b`]bW`i`XY`
U`fYXi`W]cb`]b`a`Uf_gZ`Z]b[`U`W`i`fgY`cf`Zc`f`h`Y`a`cghgYf]ci`g`a`UH`Y`fg`f]_Y`d`U[]Uf]ga`]b`Ub`l`cbci`fg`
h`Y`g]g`E`Yj`Yb`gi`gdYbg]cb`Zca`h`Y`i`b]`Yfg]m`H`Y`G`h`XYbhA`]gW`bXi`W`h`DfcW`Xi`fYg`UfY`Uj`U]UV`Y`Y`fY`.

[k`k`k`"\[g`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`\]W\]bhY`gh`XYbhA`\]gW`bXi`W`h`DfcW`Xi`fYg`dXZ`](#)

5 WUXYa]W=Zcfa Uh]cb

7 fYX]hdc]bhg

7 ci fgY`WYX]hg`W`W`UH`X`]b`I` b]hg!C Z 7 fYX]hfl C 7 E`H`Y`bcfa U`k cf`cUX`YI dYWUh]cb`Zf`cbY`I C 7

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- [A ccX`Y](#)
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- [7ca`di`hb\[`:UW`hYg](#)
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- [7ci`fgY`Ci`h\]bYg](#)
- [9b\[\]bYYf\]b\[`Gh`XYbhGi`ddcfhGYfj`_W`g:7YbhfY](#)
- [A`U`YfgdUW`](#)
- [I`BGK`H\]a`YhUV`Y](#)
- [I`BGK`<UbXVcc`](#)
- [I`BGK`A`YWXUb\]W\]`UbX`A`Ubi`ZUW`h`f\]b\[`9b\[\]bYYf\]b\[](#)
- [9ei`\]hUV`Y`@YUfb\]b\[`GYfj`_W`g](#)

⇒ U[Y`7`fYX]h

GmbYf[]Yg`]b`Gci`bX`&\$%*`

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7F ⇒ CG`Dfcj`]XYf`7`cXY.`\$\$-\$`-`,`;

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K`Y`UW_bck`YX[Y`h`Y`6YXY[U`d`Ycd`Y`k` \c`UFY`h`Y`f`UX]h]cbU`W`g`h`X]Ubg`c`Z`h`Y`U`b`X`g`c`b`k` \]W`I`BGK`
?`Ybg]b[h`c`b`W`a`di`g`]g`c`W`h`Y`X`"

