

6]ghfc!7UZÅ' @U'6cXY[i]hU'XY'F]hU
YfÒZZbYh'Ua 'D]fa UgYbgYf'6U\b\cZ°

BYi Y' [Ughfcbca]gWXY'<][\'] [\hg']b'D]fa UgYbg.' @U
6cXY[i]hU'XY'F]hU 'V]YhYh'HUdUg'i bX'DUY''U'Ua
<Ui dhVU\b\cZ"



D]fa UgYbgž'8Yi hgW\`UbX'!'8]Y'; Ughfcbca]YgnYbY']b'D]fa UgYbg
Yf\`À'hZf]gWXYb'K]bX.'`b'i ba]hhY`VUfYf'`BÀ\Y'ni f' 6cXY[U
9ghUW]i b '\`Uh'XUg'bYi Y'6]ghfc!7UZÅ' @U'6cXY[i]hU'XY'F]hU
YfÒZZbYh'8]YgYg'bYi Y'_i '\`]bUf]gWXY'5b[YVch'k]fX'j cb'F]hU'XY''Ug
A YfWXYg':][i YfYXc'J Y'n[Y'Y]hYh'i bX'VYZ]bXYh'g]W\`Ua
D]fa UgYbgYf'<Ui dhVU\b\cZ"@Ui h'f\`Y]bdZU`n"XY'`_cbbhYb
[Y'UXYbY'; ÅghY'VYfY]hg'Y]bY': Y]Yf'ja `bYi Yb'7UZÅ'Yf'VYb'i bX
g]W\`j cb'Y]bYf'5i gk U\`'Ub'HUdUgž'DUY''U'i bX'GW\]b_Yb
j Yfk Ò\bYb''UggYb"

8]Y'9fÒZZbi b['XYg' @U'6cXY[i]hU'XY'F]hU ']gh'Y]b'k Y]hYfYf'6Yk Y]g
Z0f'X]Y'J]hU']hÅh'XYf'; Ughfcbca]Y']b'8Yi hgW\`UbXž'X]Y'U'g
VYXYi hYbXYf'K]fhgW\UZhgzU_hcf'[]h'`BYVYb'XYf'J]Y'ZU'h'XYf'?ØWXY

nY][h'X]Y'6fUbWXY'Y]bY'VYa Yf_Ybgk YfhY'FYg]Ybnž]bgVYgcbXYfY
bUWX'XYb'<YfUi gZcfXYfi b[Yb'Xi fWX'X]Y'7CJ -8!%- !DUbXYa]Y"
Hfchn'Y]bYg'F ØW_[Ub[g'XYf'6YgWÅZh][i b[gnU\`Yb']b'XYf
; Ughfcbca]Y'j cb'*ž+'i']a'GYdhYa VYf'&\$&']a']Yf[`Y]W'ni a
J cfdUbXYa]Yb]j YUi' j cb'&\$%- ž[]Vh'Yg'dcg]h]j Y'9bhk]W'`i b[Yb']b
j]Y'Yb'FYghUi fUbhVYfY]WYbžY]bgW`]Y»`]W'7UZÅg'i bX'6]ghfcgžk]Y
X]Y'NU\`Yb'XYf'6fUbWXY'nY][Yb"

8]Y'; Ughfcbca]Y']b'NU\`Yb

@Ui hi[!k]Y![Ughfc"XY'VYhfi ['XYf'i a gUhn']b'XYf'; Ughfcbca]Y']a
>\f'&\$&%]bg[YgUa h') \$ž%A]`]UfXYb'9i fcž'k cVY]fi bX'%+- "&\$
; Ughfcbca]Yi bhYfbY\`a Yb'U_h]j 'k UfYb"Hfchn'Y]bYg'F ØW_[Ub[g
j cb'- ž+'i' 'XYf'i bhYfbY\`a Yb'j cb'&\$%- 'Ui Z&\$&\$']gh'X]Y'6fUbWXY
XUVY]ž'g]W'ni 'ghUV]'g]YfYb"'&gVYgcbXYfY'X]Y'6Y`]YVh\Y]h
fY[]cbU'Yf'DfcXi _hY'i bX'X]Y'Ni bU\`a Y'j cb'Cb`]bY!6YghY`i b[Yb
g]bX'HfYbXgž'X]Y'XYb'_ØbZh][Yb'9fZc`['XYf'[Ughfcbca]gWYb
6Yhf]YVY'ZØfXYfb'_ØbbhYb"

8 Ug'6]ghfc!7UZÅ' @U'6cXY[i]hU'XY'F]hU']gh'XUVY]'HY]'Y]bYg
HfYbXgž'k cbUWX']a a Yf'a Y\`f'; ÅghY'FYghUi fUbhg'a]h'fY[]cbU'Yb
DfcXi _hYb'VYj cfni [Yb'"8]Yg[YgW]Y\`h]b'Y]bYa '?cbhYi hž]b'XYa
+, 'i' 'XYf'; ÅghY'X]YgYb'K i bgW'Åi »Yfb'"8Yf': c_i g'Ui Z'Z]gWY
i bX'fY[]cbU'Y'Ni hUhYb'_ØbbhY'Ui W'XYa' bYi Yb'7UZÅ
ni [i hY_ca a Ybž'XU'X]Y'BUWX'ZFU[Y'bUWX'Ui h\Ybh]gWYb
[Ughfcbca]gWYb'9f'YVb]ggYb'k Y]hYf'ghY][h"

6 Yk Yfhi b[Yb'`i bX'E i U`]hÅhgg]WXYfi b[

9]b'k Y]hYfYf'5gdY_hž'XYf'ZØf'X]Y'; Ughfcbca]Y'j cb'6YXYi hi b[]ghž
g]bX'X]Y'; ÅghY!6Yk Yfhi b[Yb'"5i ZD`UhZcfa Yb'k]Y'Hf]dUXj]gcf
Xi fW'Åi Zh'YXY'6Yk Yfhi b[]Y]b'Ui hca Uh]gW'ØVYfk UWX'hYgg
GmghYa ž'XUg'XUZØf'gcf[hž'XUgg'bi f'_cbZcfa Y'6Y]hfÅ[Y
YfgWY]bYb'"Hf]dUXj]gcf'UfVY]hYhifi bX'i a'X]Y'i \f'XUfUbž'X]Y
E i U`]hÅh'XYf'6Yk Yfhi b[Yb'g]WXYfni ghY`Yb'`i bX'Ui ZJ YfghØ»Y
[Y[Yb'X]Y'7ca a i b]hm!F]W'h]b]Yb'ni'fYU[]YfYb"

8]Y'9fØZbi b[]j cb' @U'6cXY[i]hU'XY'F]hU']gh'gca]h'b]W'h'bi f'Y]bY

6YfY]WXYfi b['ZØf'XUg'_i`']bUf]gWXY'5b[YVch]b'XYf'GhUXhž'gcbXYfb
gd]Y[Y'h'Ui W'X]Y'HfYbXg'i bX'<YfUi gZcfXYfi b[Yb'k]XYfž'X]Y'X]Y
; Ughfcbca]YVfUbWXY']b'8Yi hgW'UbX'dfÅ[Yb'"8]Y'?ca V]bUh]cb
Ui g'fY[]cbU'Yb'Ni hUhYbž'HfUX]h]cb'i bX'XYa 'J YfghÅbXb]g'ZØf'X]Y
; ÅghY!6YXØfZb]ggY'_ÖbbhY'XYa '6]ghfc!7UZÅ'XYb' [Yk ØbgW'hYb
9fZc`['Vf]b[Yb"

8YhU]`g	
J c f ZU``	Gcbgh][Yg
C fh	D]fa UgYbgž'8Yi hgW'UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "f\Y]bdZU`n"XY • k k k "hf]dUXj]gcf"XY • [!k]Y![Ughfc"XY

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U["bYh