

6Yf`]bYf'5`Ufa . 'GW`]Y»i b[Yb'j cb
GWk Ub[YfgW UZhgvYfUhi b[Yb'Xfc\Yb°

6fUbXYbVi f[g'<Ui g\U`hg_f]gY`VYXfc\h'6YfUhi b[gghY`Yb'ZØf
GWk Ub[YfY. ':]bUbn]Yfi b['ZY\`h'GW`]Y»i b[Yb'Xfc\Yb"



6fUbXYbVi f[ž'8Yi hgW`UbX'!`#6fUbXYbVi f['ghY\Yb'X]Y
6YfUhi b[gghY`Yb'ZØf'GWk Ub[YfY'i bX': Ua ']Yb'j cf'Y]bYf'YfbghYb
?f]gY" Hfchn'Y]bYg'FY_cfX\Ui g\U`hg'j cb'ØVYf" ('A]`]UfXYb'9i fcž
XYf'j b'XYb'_ca a YbXYb'nk Y]'š\fyb'j YfUVgW]YXYh'k i fXYž'V'Y]Vh
X]Y':]bUbn]Yfi b['X]YgYf'k]W'h][Yb'9]bf]W'h' b[Yb'i bni fY]WYbX"
8]YgY'G]hi Uh]cb'_ÖbbhY'ni 'a Ugg]j Yb'GW`]Y»i b[Yb'ZØ\fybž
k UfbYb': UWj YfVÅbXY'k]Y'X]Y'@= 5'XYf': fY]Yb'K c\`ZU\fhgdZY[Y"
@Ui h'XYf'š b[Y'K Y'h']gh'X]Y':]bUbn]Yfi b['ZØf
GWk Ub[YfgW UZhg_cbZ]_hVYfUhi b['j b'XYb'Yhnyb'š\fyb'b]W'h
Ui gfY]WYbX'Yf\Ö\h'k cfXYbž'cV'k c\`X]Y'?cghYb'ZØf'DYfgcbU'i bX
GUW'a]hhY`ghÅbX]['ghY][Yb"

8 Ug'GWk Ub[YfgW UZhg_cbZ]_h[YgYhn'j YfdZ]W'hYh'X]Y

@UjXYgfY[]Yfi b['ni f'6YfY]hghY`i b['ZÅWYbXYW_YbXYf'i bX
k c\bcfhbU\Yf'6YfUhi b[Yb'ZØf'gWk Ub[YfY': fUi Yb'"8Yb'U_hi Y`Yb
[YgYhn`]WYb'J cf[UVYb'ni Zc'[Y'gh'Y]bY'j c`nY]hVYgWÅZh][hY
6YfUhi b[gdYfgcb'dfc'('\$\$\$\$'9]bk c\bYf'bcchk YbX]["'8YbbcWk
g]bX`Ui h'XYb'6Yf]W hYb'j cb'8F?'6fUbXYbVi f['i bX'DUf]hÅh
6fUbXYbVi f['X]Y'[YgYhn`]WYb'J cf[UVYb']b'a Y\fyfYb
FY[]cbYbž'k]Y'I W_Yfa Uf_'i bX'CVYf\Uj Y'ž'b]W h'YfZØ`h"

6Yhfc ZZYbY 'F Y[]cbYb 'i bX '9]bf]Wk hi b[Yb

≠gVYgcbXYfY']b'XYb '@UjX_fY]gYb'I W_Yfa Uf_ž'CVYf\Uj Y`i bX
<Uj Y`UbX'gck]Y']b'XYb'_fY]gZfY]Yb'GhÅXhYb'DchgXUa 'i bX'7chhVi g
XØfZYb': fUi Yb'i bX': Ua]Y]Yb'Ui Z'ghUf_'Y]b[YgWk fÅb_hY'cXYf'[Uf
[YgWk `cggYbY'6YfUhi b[gUb[YVchY'\cZZYb"@Ui h'XYb
Gcn]U'j YfVÅbXYb'g]bX'X]Y'8F?!GhUbXcfhY']b'CFUb]YbVi f[ž
<Ybb][gXcfZž; fUbgYYž'GhfUi gVYf['i bX'6YfbUi 'U_i hij cb
GWk`Y»i b[Yb'VYXfc'h"8]Yg[YZÅ\fxYh'XUg'gY]h') :>U\fyb
Ui Z[YVUi hY'6YfUhi b[gbYhn'i bX'_ØbbhY'ni ``Åb[YfYb'K UfhYnY]hYb
i bX': U\fhYb'ZØf': fUi Yb']b'?f]gYbg]hi Uh]cbYb'ZØ\fyb"

8]Y'6YfUhi b[gghY`Yb'gd]Y`Yb'Y]bY'k YgYbh]WkY'Fc`Y'VY]XYf
I bhYfghØhni b['gWk Ub[YfY': fUi Yb'b]Wk h'bi f']b': fU[Yb'ni
GWk Ub[YfgWk UZhgUVVfØWkYbž'gcbXYfb'Ui Wk']b'6YfY]WkYb'k]Y
GYI i U'Ui Z_`Åfi b[ž'J Yf\Øhi b['i bX'gcn]U'Yf'I bhYfghØhni b["'9]bY
XUi Yf\UZhY'GWk`Y»i b['_ØbbhY'b]Wk h'bi f'XYb'Ni [Ub['ni
≠Zcfa Uh]cbYb'ØVYf'fYdfcXi _h] Y'FYWk hY'YfgWk YfYbž'gcbXYfb
Ui Wk'XUni 'ZØ\fybž'XUgg'k]Wk h[Y'DfÅj Ybh]cbga U» bU\ a Yb'ZØf
'?]bXYf'i bX': Ua]Y]Yb'k Y[ZU`Yb"

9]b'5i Zfi Z'ni f' < UbX`i b[

8]Y'@≡ 5'XYf': fY]Yb'K c\ZU\fhgdZY[Y'ZcfXYfh'Xf]b[YbX'Y]bY
9f\Ø\i b['XYg<Ui g\U'hgd`Ubg'j cb') 'Ui Z*ž'A]`]cbYb'9i fcž'i a
X]Y'6YfUHYfj Yf[Øhi b['i bX'X]Y'GUWk_cghYbdUi gWk U'Yb
Ubni dUggYb"C\bY'X]YgY'Z]bUbn]Y`Yb'A]hY`ghY\Yb'j]Y`Y
6YfUhi b[gghY`Yb'j cf'XYa '5i g"6YfY]hg']b'&\$&' \UVYb'g]Wk'ØVYf
%- "\$\$\$'F Uhg] WkYbXY'Ub'X]Y'9]bf]Wk hi b[Yb'[Yk UbXhž'k Ug'XUg
Ybcfa Y'6YXØfZb]g'bUWk'X]YgYb'GYfj]Wk'g'i bhYfghfY]Wk h"

: UWÅ_fÅZhY`]b`6fUbXYbVi f[`ghY\Yb`j cf`XYf`; YZU\ fž`UbXYfY
6YgWÅ`Zh][i b[ga Ò[`]WÅ_Y]hYb`]bg`5i [Y`ni `ZUggYbž`gY\Yb`g]Y`g]WÅ
XcWÅ`b]WÅh`]b`XYf`@U[Yž`a`]h`XYb`]a`a`Yf`k`Y]hYf`UbghY][YbXYb
@VYbYbg\U`hi b[g_cghYb`a`]h\U`hYb`ni`_`ÒbbYb`"5b[Yg]WÅhg`X]YgYf
VYgc f[b]gYffY[YbXYb`9b`hk`]W`_i`b[Yb`]gh`Yg`Ub`XYf`NY]hž`XUgg`X]Y
6fUbXYbVi f[Yf`@UbXYgfY[]Yfi b[`UbXY`h`i`bX`X]Y`Xf]b[YbX
VYbÒh][hYb`A`]hY`VYfY]hghY`hž`i`a`X]Y`9I`]ghYbn`X]YgYf
i`bj`Yfn]WÅhVUfYb`5b[YVchY`ZØf`: fUi`Yb`i`bX`: Ua`])`Yb`ni`g]WÅYfb`"
5bXYfbZU`g`_`ÒbbhYb`X]Y`: c`[Yb`ZUhu`gY]b`i`bX`Y]bYb`[fc»Yb
FØW_gWÅf]h`]b`XYf`: fUi`Yb`i`bX`: Ua`])`YbVYfUhi`b[`VYXYi`hYb`"

8YhU]`g	
Cfh	6fUbXYbVi f[ž8Yi hgWÅ`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "i b[Yk Y`h"XY • k k k "Xf`!VfUbXYbVi f["XY • k k k "dUf]hUYh!VfV"XY

6Ygi WÅYb`G]Y`i`bg`Ui`Z.`b!U["bYh