

DZY[Ya i hhYf'gi W h'Xf]b[YbX
I bhYfghØhnYf. '?]bXYf']b '7\Ya b]hn
k UfhYb °

6ÄfVY`GW ÒbZY`Xž`Y\Ya U`][Y`DZY[Ya i hhYf']b '7\Ya b]hnž
V`Y]Vh]a `?cbhU_h'a]h`DZY[Y_]bXYfb" `DZY[YZUa]]Yb`k YfXYb
Xf]b[YbX`[Ygi W h`



7\Ya b]hnž`8Yi hgW`UbX`!`†`7\Ya b]hn`[]Vh`Yg`A YbgWYbž`X]Y
g]W`a]h`[UbnYa `<YfnYb`ZØf`?]bXYf`Y]bgYhnYbž`X]Y`]b`gW`k]Yf`[Yb
@YVYbg`U[Yb`ghYW`Yb`"9]bY`gc`W`Y`DYfgc`b`]gh`6ÄfVY`GW ÒbZY`Xž
Y]bY`*, !`Ä`f`[Y`DZY[Ya i hhYfž`X]Y`gY]h`A U`]&\$&%]a`Fi` \YghUbX`]ghž
UVYf`]b`Yb[Ya `?cbhU_h`ni`]\fYb`Y\Ya U`][Yb`DZY[Y_]bXYfb
V`Y]Vh`"6YgcbXYfg`ni`G`Ubbcb`\Uh`g]Y`Y]bY`Yb[Y`6]bXi`b["8]Y
a]h`Yfk`Y]Y`&+!`Ä`f`[Y`YVh`bi`f`ZØb`Z`A]bi`hYb`j`cb`GW ÒbZY`X
YbhZYfb`h]b`]\fYf`YfghYb`Y][YbYb`K`c`b`i`b[`i`bX`a`Y]ghYfh`]\f`@YVYb
hf`ch`Y]bYf`]bhY`Y`_hi`Y`Yb`6YY]bhf`ÄW`h][i`b[`k`Y]h[Y`Y`b`X
gY`Vghgh`Ä`b`X]["HU[gØVYf`UfVY]hYh`G`Ubbcb`]b`Y]bYf
: ÖfXYfk`Yf`_ghU`hi`b`X`VYgi`W`h`b`UW`a]hhU[g`XYb`' `7`i`V`<Y]b`f]W

XYf'GhUXha]gg]cb'7\Ya b]hn"K Ybb'g]Y'l bhYfghØhni b['VfUi Wk hž
k YbXYh'g]Y'g]W'Ub']\fY'Ub['A\ f][Y'DZY[Ya i hhYfž'X]Y'g]Y'U'g'[i h
ni fYWk_h_ca a YbX'VYgWk fY]Vhž'UVYf'Ui W'ZYgh[YghY'h\Uhž'XUgg
G\Ubbcb'GWk k]Yf][_Y]hYb'VY]a '9ggYb'i bX'ja 'l a [Ub['a]h'; Y`X
\Uh"

A]WUY'GWk]fa Yf'j ca 'ž [YbXUa h'7\Ya b]hn'\YVh'\Yfj cfž'XUgg
XYf'6YXUfZ'Ub'DZY[YY'hYfb'k Y]hYf\]b'\cWk']gh"'5_hi Y''[]Vh'Yg']b
7\Ya b]hn'fi bX'' \$\$'DZY[Yj Yf\À'hb]ggYž'k À\YbX'% '?]bXYf'U_h]j
Ui ZXYf'Gi W'Y'bUW'Y]bYa 'bYi Yb'Ni \Ui gY'g]bX"'8]Y'; fØbXYž
k Ygk Y[Yb'?]bXYf']b'DZY[YZUa ']Yb'i bhYf[YVfUW'h'k YfXYbž'g]bX
cZh'fU[]gWk "' : Ua ']Yb']b' Bch'i bX' ? f]gYbg]hi Uh]cbYb' _ØbbYb' \fYb
?]bXYfb' b]W'h'a Y\ f'X]Y'bØh][Y'l bhYfghØhni b['V]YhYbž'k Yg\U'V
X]YgY'j cfØVYf[Y\YbX'cXYf'Ui W'Ab[YfZf]gh]['VY]'DZY[YZUa ']Yb
i bhYf[YVfUW'h'k YfXYb'a ØggYb"'8Yf'DZY[Y_]bXYfX]Ybgh'XYg
ž [YbXUa hY'g'gck]Y'XYf'7Uf]hUgj YfVUbX'ZØf'7\Ya b]hn'i bX
l a [YVi b['Y"'J"'_Øa a Yfb'g]W' i a 'X]Y'Gi W'Y'i bX'J Yfa]h'i b[
j cb'DZY[YY'hYfb"

J c fUi ggYhni b[Yb'ZØf'DZY[YY'hYfb

≠bhYfYgg]YfhY'A YbgW'Ybž'X]Y'XUfØVYf'bUW'XYb_Ybž'DZY[YY'hYfb
ni 'k YfXYbž'a ØggYb' C ZYb\Y]hž < Yfn'i bX'XYb'K]'Yb'a]hVf]b[Ybž
?]bXYfb' ' [Ubn'['Y]W'Ui g'k Y'W'Ya 'l a Z'X' 'Y]b'g]W'YfYg
Ni \Ui gY'ni 'V]YhYb"'9g'gd]Y'h'XUVY]'_Y]bY'F c''Yž'k]Y'U'h'X]Y
DZY[YY'hYfb'g]bX'cXYf'k c\Yf'g]Y'_ca a Yb"' ; Ygi W'h'k YfXYb
]bgVYgcbXYfY'dZY[YbXY'A ØhhYf'i bX'J AhYf'ZØf'?]bXYf'a '5'hYf'j cb
\$'V]g'%'('Ů\Yfb"'l a 'X]Y'ni _ØbZh][Yb'DZY[YY'hYfb'VYgha Ø[']Wk
j c fni VYfY]hYbž'V]YhYh'XYf'DZY[Y_]bXYfX]Ybgh'ZUW']W'Y
l bhYfghØhni b[ž'6YfUhi b['i bX'6Y['Y]hi b['Ub"'5i W'a UhYf]Y''Y
@Y]ghi b[Yb'k YfXYb'VYfY]h[YghY'hž'i a 'XYb'9]bgh]Y['ni
Yf'Y]W'hYfb"

8]Y'j YfgWk]YXYbYb'DZY[YUfhYb'g]bX'_'Uf'ghfi _hi f]Yfh
J c''nY]hdZY[Y'ZØf'?]bXYfž'XYfYb'9'hYfb''Ub[Zf]gh]['b]W'h'a Y\ f'ZØf
g]Y'gcf[Yb'_ØbbYbž'i bX'? i fnnY]hdZY[Y'ZØf'?]bXYfž'X]Y
j cfØVYf[Y\YbX'VYhfYi h'k YfXYb'a ØggYbž'VY]gd]Y'gk Y]gY'Ui Z[fi bX
j cb'? fUb_\Y]h'XYf'9'hYfb"'C f[Ub]gUh]cbgZcfa Yb'k]Y

DZY[YZUa]]Yb'g]bX'i bYf'Àgg]Wž'XU'nU\`fY]WY'?']bXYf']b
7\Ya b]hn']b'K c\ b[fi ddYb`YVYbž'cVk c\`g]Y']XYU'Yfk Y]gY']b
Y]bYf'ZUa]]ĀfYb' l a [YVi b['Ui Z[Y\cVYb'k ĀfYb"

: Ua]`]Ybghfi _hi fYb' i bX' l bhYfghØhni b[

9]bY']bhYfYggUbhY' : UW`hhY`XYg'H\Ya Ug'DZY[Y_]bX']gh'X]Y'8 i U']hĀh
XYf' : Ua]]Ybghfi _hi fYb" 'DZY[Y_]bXYf'\UVYb']b'XYf'FY[Y`nk Y]
: Ua]]Yb']\fY'<Yf_i bZhgZUa]]Y' i bX'X]Y'DZY[YZUa]]Y"8]YgY
Ghfi _hi f'V`Y]Vh'fY`Yj Ubhž'gY`Vgh'k Ybb`Yg`_Y]bYb'X]fY_hYb'?cbhU_h
ni `XYb`Y]V`]WYb'9`hYfb'[]Vh"9]b'cZYbYf'l a [Ub['a]h'XYf
<Yf_i bZhgZUa]]Y`Yfa Ō[`]W`h'Yg`XYb'?]bXYfbž'\fY' : fU[Yb' i bX
K ØbgWY`ni `Āi »Yfb" 'C Zh'YfZc`[h'X]Y`Ni gh]a a i b[`XYf`Y]V`]WYb
9`hYfb'ni f'5i ZbU\ a Y`XYg'?]bXYg']b'X]Y'DZY[YZUa]]Yž'k Ug`XUg
Ni gUa a Yb`YVYb`Yf\YV`]W`Yf`Y]W`hYfh"

8]Y'K]W`h[_Y]h'j cb'?cbhU_hYb'ni f'<Yf_i bZhgZUa]]Y'k]fX'Ui W`
j cb'XYb' : UW`Yi hYb`VYhcbh"9g[]Vh'FYW`hY`ZØf'?]bXYfž'X]Y`XYb
l a [Ub['a]h'VY]XYb'9`hYfbhY']Yb'g]WYfghY`Yb"8]Y'<Āi Z[_Y]h'XYf
'?cbhU_hY`Āb[h'XUVY]j cb'XYf'8Ui Yf'XYf'DZY[Yi bhYfVf]b[i b[
UVž]bgVYgcbXYfY`VY]j cfØVYf[Y\YbXYb'@Øgi b[Yb'g]bX'X]YgY
a Y]gh'Yb[Yf'[YghU`hYh"l bX'Ui W`X]Y`6Yn]Y\i b['ni ' ; YgW`k]ghYfb
cXYf' ; fc»Y`hYfb'gc`hY']b'XYf'D`Ubi b['j cb'<]Zga U»bU\ a Yb
VYfØW_g]W`h[h'k YfXYb"

: Øf' ðhYfYgg]YfhY`Ub`XYf'Fc`Y`U`g'DZY[YY`hYfb'[]Vh'Yg'nU\`fY]WY
ðZcfa Uh]cbgj YfUbghU`hi b[Yb" 'Gc`Z]bXYh'Ua`%\$" 'Bcj Ya VYf'&\$&)
Y]bY`ðZcfa Uh]cbgj YfUbghU`hi b['ja` ž [YbXUa`hghUhhž'i bX'Y]b
k Y]hYfYf'5VYbX'XYg'7Uf]hUgj YfVUbXg']gh'ZØf'XYb'%" 'GYdhYa VYf
&\$&) `Ub[YgYhh"6Y]XY' ; Y`Y[Yb\Y]hYb`V]YhYb' i a ZUb[fY]WY
ðZcfa Uh]cbYb' i bX'Y]bY'k]W`h[Y`D`UhhZcfa`ZØf'5i ghUi gW`i bX
l bhYfghØhni b["

5b[Yg]W`hg`XYf'nU\`fY]WYb'DZY[Y_]bXYfž'X]Y']b'7\Ya b]hn'Ui Z'Y]b
g]WYfYg'Ni \Ui gY'k UfhYbž']gh'Yg' i bYf'Àgg]Wž'XUgg'g]W`a Y\ f
A YbgWYb'ZØf'X]Y`J YfUbhk c fhi b[`U`g'DZY[YZUa]]Y`Yb'hgWY]XYb"
GW`]Y»]W`]gh`YXY`\Y`ZYbXY'<UbX'Y]bY'7\UbW`Ui Z'Y]bY`VYggYfY
Ni _i bZh'ZØf'X]YgY'?]bXYf"

8YhU]`g	
C fh	7\Ya b]hnž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "WYa b]hn"XY • k k k "i bhYfghi Yhni b[!X]Y! Ub_ca a h"XY

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