

øX]gW\Yg'@YVYb'Ub'XYf'GUUf.
?cbhfcjYfgYb'i bX'DYfgdY_h]jYb']a
8]U`c[

DcX]i a gX]g_i gg]cb'ni f'J]Y'ZU'h'øX]gW\Yb'@YVYbg'Ub'XYf
GUUf'Ua' '&\$"'A U]']b'GUUfvfØW_Yb' '9]b'UXi b['ni f'HY]'bU\ a Y"



; i ghUj !F Y[`Yf!D`Uhn`%ž`*`*`%%`GUUfvfØW_Ybž`8Yi hgW\`UbX`!
5a`8]YbghU[ž`XYa' '&\$"'A U] '&\$&)' ž`ÅXh`X]Y`I b]j Yfg]hÅh`XYg
GUUf`UbXYg'ni f'DcX]i a gX]g_i gg]cb' øX]gW\Yg'@YVYb'Ub'XYf
GUUf3' '?cbh]bi]hÅhYb'i bX`6fØW\Y`'Y]b"'8]Y`J YfUbghU`hi b[`Z]bXYh
i a`%`,`"'\$`I` \f`]b`XYf`GhUXhV]V`]ch\Y_`GUUfvfØW_Ybž`]a`@YgYWUŽÅ
Ua` ; i ghUj !F Y[`Yf!D`Uhn`%ž`ghUhh`'Cf[`Ub]g]Yfh`k]fX`X]Y`8]g_i gg]cb
j cb`XYf`GhUVgghY`Y`7\`UbW`b[`Y]W\`Y]h`i bX
8]j Yfg]hÅhga UbU[Ya Ybh`XYf`I b]j Yfg]hÅh`]b`Ni gUa a YbUfVY]h'a]h
XYf`GhUXhV]V`]ch\Y_`GUUfvfØW_Yb"

8]Y`DcX]i a gX]g_i gg]cb`]gh`HY]'`XYf`J YfUbghU`hi b[gfY]\`Y` I XG`]a
8]U`c[`gck]Y`XYf`8]j Yfg]hm`K YY_g`XYf`I b]j Yfg]hÅh`8]Y

6Y[fØ»i b[`YfZc`[hXi fW`C VYfVØf[Yfa Y]ghYf`I k Y`7cbfUX`i bX
DfcZ`8f`F cVYfh`9fbghž`J]nYdfÀg]XYbh`ZØf`: cfgW`i b[`i bX
[YgY`gW`UZh`]W`Y`J YfUbhk c fhi b[`XYf`I b]j Yfg]hÀh`8]YgY
Ni gUa a Yb_i bZh`n]Y`h`XUfUi Z`UVž`j YfgW`]YXYbY`5gdY`hY`XYg
ØX]gW`Yb`@VYbg`]b`XYf`FY[]cb`ni`VY`Yi`W`hYb`"

DcX]i a g[ÀghY`i bX`8]g_i gg]cbg]b`U`hY`

Ni`XYb`Y]b[Y`UXYbYb`DcX]i a g[ÀghYb`[Y`ØfYb`6Yb`Ua`]b`7`U]h
j`cb`XYf`GmbU[c[Yb[Ya`Y]bXY`GUUfž`8f`": fUb`_`<]fgW`j`ca
8c_i a YbhUh]cbgnYbhf`i a`XYf`5fVY]hg_Ua a Yf`XYg`GUUf`UbXYgž
DYhfU`A`Y`W`Yfh`j`cb`XYf`FY`W`YfW`Y!`i`bX`b`Zcfa`Uh]cbgg`hY`Y
5bh]gYa`]h]ga`i`g`GUUf`UbX`fF`5G`GUUf`UbX`gck`]Y`@YU`F`U`W`]bž
Dfc`Y`_hY]hYf]b`XYg`?`i`hi`fZYgh]j`U`g`j]XX]gW`K`cW`GUUfVfØW`Yb`"
A`cXYf]Yfh`k`]fX`X]Y`8]g_i gg]cb`j`cb`DfcZ`8f`": UV]Ub`@Ya`a`Ygž
DfcZYggc`f`ZØf`?`i`hi`f!`i`bX`A`YX]Yb[YgW`]W`hY`Ub`XYf`I`b]j`Yfg]hÀh`"

8]Y`H`Ya`Yb`XYf`8]g_i gg]cb`VYn]Y`Yb`g]W`Ui`ZX]Y`9bhk`]W`_i`b[
ØX]gW`Yb`@VYbg`]b`XYf`FY[]cb`gY]h`%-`(`)`"9g`k`]fX`ØVYf
?`cbh]bi`]hÀhYb`i`bX`6fØW`Y`ja`ØX]gW`Yb`@VYbž`X]Y`J`Y`ZU`hi`bX
8]j`Yfg]hÀh`XYf`ØX]gW`Yb`?`i`hi`fYb`gck`]Y`ØVYf`[Y[Ybk`Àfh][Y
?`cbZ`_hY`i`bX`<`YfUi`gZc`fXYfi`b[Yb`[Ygdfc`W`Yb`"9]b`k`]W`h][Yg`N]Y`
]gh`Ygž`X]Y`G]W`hVuf`_Y]h`ØX]gW`Yf`⇒Yb]h]hÀhYb`ni`ZØfXYfb`"

< YfUi gZc`fXYfi`b[Yb`Xi`fW`5bh]gYa`]h]ga`i`g`

K`]Y`X]Y`VdV`VYf]W`hYhž`]gh`XUg`H`Ya`U`5bh]gYa`]h]ga`i`g`Y]b
nYbhfU`Yf`5gdY`_h]a`?`cbhYI`h`ØX]gW`Yf`G]W`hVuf`_Y]h]b
8Yi`hgW`UbX`"5bh]gYa`]h]ga`i`g`]gh`b]W`h`XUg`9f[YVb]g`XYg
J`Yf`U`hYbg`j`cb`ØX]bbYb`i`bX`ž`XYbž`gcbXYfb`ghY`h`Y]b`h]YZ
j`Yfk`i`fnY`hYg`DfcV`Ya`XUfž`k`Y`W`Yg`Ui`Z`XYb`K`Y`hV]`XYfb`gY]bYf
HfÀ[Yf`VUg]Yfh`"X`Ub!`Dui`G`UfhfY`VYhc`bhYž`XUgg`Ub]h]gYa`]h]gW`Yg
8Yb`_Yb`j`cf`U`Ya`X]Y`HfÀ[Yf`X]YgYf`⇒Yc`c[]Y`k`]XYfgd]Y[Y`hi`bX
b]W`h`Xi`fW`ØX]gW`Yg`@VYb`cXYf`<`UbXY`b`VYY]bZi`ggh`k`]fX`"

8]Y`_cb`_fYhYb`9fZU`fi`b[Yb`j`cb`ØX]bbYb`i`bX`ž`XYb`]b
8Yi`hgW`UbX`nY][Ybž`XUgg`g]Y`Ài`Z[]gck`c`a`]h`Ub]h]gYa`]h]gW`Yb
<`UbX`i`b[Yb`_cb`Zfcbh]Yfh`k`YfXYb`U`g`Ui`W`a`]h`XYf`j`YfnYffhYb`

Ni gW fY]Vi b['Y]bYf' C dZYfgW UZh "' b gVYgcbXYfY 'XYf'5bgW 'U[
Ui ZX]Y'GmbU[c['Y]b' <U''Y '&\$%- '\Uh'ni 'Y]bYf'j YfghÅf_hYb
a YX]U'Yb'5i Za Yf_gUa _Y]h'ZØf'XUg'H\Ya U'[YZØ\fh"

≠h]Uh]j Yb'k]Y'F ≠G'6Yf']b'i bX'XYf'6i bXYgj YfVUbX'F ≠G
Yb[U[]YfYb'g]W 'U_h]j ž'i a 'Ubh]gYa]h]gW Y 'HUhYb'ni
Xc_i a Ybh]YfYb'i bX'6YhfcZZYbY'ni 'i bhYfghØhnYb"'8]YgY
6Yk Y[i b[Yb'g]bX'YggYbn]Y''ž'i a 'XYb'8]U'c['ØVYf'5bh]gYa]h]ga i g
ni 'ZØfXYfb'i bX'X]Y'G]W hVUf_Y]h'ØX]gW Yf'8]j Yfg]hÅh'ni 'ghÅf_Yb"

>ØX]gW Y 'J]Y'ZU'h']b'8 Yi hgW 'UbX

8]Y'J]Y'ZU'h'ØX]gW Yf'≠Ybh]hÅhYb'k]fX'ni bY\ a YbX'g]W hVUfž
]bgVYgcbXYfY'Xi fW 'X]Y'Ni k UbXYfi b['Ui g'XYf'Y\Ya U'] [Yb
Gck 'Yhi b]cbž'X]Y'X]Y'XYa c[fUZ]gW Y '@U['Y]b'8 Yi hgW 'UbX
j YfÅbXYfh'\Uh"'8] []hU'Y'A YX]Yb'YfØZbYb'ni XYa 'bYi Y
A Ø[']W _Y]hYbž'ØX]gW Y'Gh]a a Yb'ni 'j YfhfYhYb'i bX'ni
Ufh]_i ']YfYb"

8 Ug'A U[Un]b' ≠h'U 'Zi b[]Yfh'U'g'8]g_i fgfUi a ž']b'XYa 'ØX]gW Y
i bX'b]W h'ØX]gW Y'Gh]a a Yb'; Y\Øf'Z]bXYb"'8]Y'G]W hVUf_Y]h
'ØX]gW Yf'8]j Yfg]hÅh'ghY'h'YXcW 'ja 'GdUbbi b[gZY'X'ni f
XYi hgW Yb'GY\bgi W h'bUW 'Y]bYf'YVYbX][Yb'ØX]gW Yb'?i 'hi f"
8]Y': fU[Yž'cV'X]YgY'G]W hVUf_Y]h'hUhgÅW ']W 'fYdfÅgYbhUh]j ']gh
cXYf'j]Y'a Y\f'X]Y'GY\b'gØW hY'XYf'; YgY''gW UZh'gd]Y[Y'hž'V'Y]Vh
_f]h]gW 'ni '\]bhYfZfU[Yb"'G]W hVUfY'J]Y'ZU'h'_ØbbhY'\Y'ZYbž'XYb
Nk Ub['ni f'F YdfÅgYbhUh]cb'ni 'ØVYfk]bXYb'i bX'XYb'8]g_i fg'ØVYf
5bh]gYa]h]ga i g'ni 'VYfY]W Yfb"

9]b'9b[U[Ya Ybh'gÅa h]W Yf'HY]Y'XYf'; YgY''gW UZh[Y[Yb
5bh]gYa]h]ga i g]gh'YbhgW Y]XYbXž'i a 'X]Y'ni _ØbZh][Y'G]W hVUf_Y]h
j cb'ØX]bbYb'i bX'ž XYb']b'8 Yi hgW 'UbX'ni 'ZØfXYfb"'': Øf
F ØW_ZfU[Yb'ni f'J YfUbghU'hi b['ghY\Yb'9ghY''Y'? 'Y]b!: fYmž'@Y]hYf]b
XYf'GhUVgghY''Y'7\UbW'b['Y]W \Y]h'i bX'8]j Yfg]hÅhga UbU[Ya Ybž
i bhYf'XYf'9!A U]!5XfYggY'X]j Yfg]hm4 i b]!gUUF'UbX"XY'ni f
J YfZØ[i b["

8YhU]`g	
C fh	; i ghUj !FY[`Yf!D`Uhn`%ž`*`*`%%%'GUUfVfØW_Ybž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i b]!gUUf`UbX"XY • k k k "VdV"XY

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