

@Ughk U[Yb!B c hghUbX`]a `F \ Y]b!A U]b!
; YV]Yh. `G\ Uf]b[!⇒XY Y`gc``\ Y`ZYb °

9]b`bYi Yf`J c f gW`U[`]a `F \ Y]b!A U]b!; YV]Yh`n]Y`h`XUfUi ZUVž
X]Y`DUf_d`Uhn bch`ZØf`@Ughk U[Yb`Xi fW`Y]b`G\ Uf]b[!GmghYa
ni ``ÒgYb"



9f`Yb gYYž`8 Yi hgW`UbX`!`8]Y`DUf_d`Uhg]hi Uh]cb`ZØf`@Ughk U[Yb
]b`8 Yi hgW`UbX`]gh`XfUa Uh]gW`"6YgcbXYfg`]a `F \ Y]b!A U]b!; YV]Yh
[]Vh`Yg`a Ugg]j Y`9b[d`ÀggY"K]Y`X]Y: 5N`VYf]W`hYhž`g]bX
DUf_d`ÀhnY`i bX`F UghUb`U[Yb`Ybh`Ub[`XYf`5i hcVU`bYb`ØVYfZØ`h"
@UghmØ[Y`a ØggYb`Ui Z[fi bX`XYg`D`Uhn`a Ub[Y`g`ni bY`a YbX`]b
K c`bghfU» Yb`i bX`; Yk YfVY[YV]YhYb`dUf_Yb"

8]Y`Ub[YgdUbbhYb`J Yf\`À`hb]ggY`j YfUb`UggYb`XYb
FY[]cbU`j YfVUbX`: fUb_Zi fh# \ Y]b!A U]bž`Y]b`]bbcj Uh]j Yg`?cbnYdh
ZØf`Y]b`@Ughk U[Yb!GhY``d`Uhn!G\ Uf]b[`ni `Yb`hk]W_Y`b"8]YgYf
5bgUhn`g]Y`h`j cfž: `ÀW`Yb`]b`ÒZZYbh`]W`Ya `cXYf`df]j UhYa `6Yg]hn
U`g`Vi W`VUFY`DUf_d`ÀhnY`ZØf`@Ughk U[Yb`Ubni V]YhYb"8]Yg`gc``VY]
Y]bYf`HU[i b[`]a `5i [i gh`a]h`?ca a i bYbž`l bhYfbY`a Yb`i bX

6YhfY]VYfb`Y]bYg` Hfi W!DUF_]b[!GmghYa g `bÅ\Yf`YfÖfhYfh
k YfXYb"

GhUXhVYfY]WÅ Y`ghUf_`VYhfc ZZY b

9]b`VYgcf[b]gYffY[YbXYg`6Y]gd]Y`ghY`h`XYf`; Yk YfVYdUf_]b
9f`YbgYY`VY]`< UbUi `XUF" <]Yf`g]bX`X]Y: `ÅWÅYb`hU[gØVYf`i bX
bUWÅhg`ghUf_`ØVYfZØ`hž`k cVY]`X]Y: ðZfUghfi `_hi f`ZØf`gc`WÅY
DUF_] cf[Åb[Y`b]WÅh`Ui g[Yf]WÅhYh]gh" 9g`ZY`Yb`gUb]hÅfY`5b`U[Yb
i bX`5i ZYbh\U`hgfÅi a Yž`k Ug`ni `DfcV`Ya Yb`k]Y`A Ø`i bX
<]bhYf`UggYbgWÅUZhYb`ZØ`fhž`k]Y`A UfWGWÅ.]`b[`j cb`XYf`GhUXh
9f`YbgYY`ZYghghY`h"

ð`8Yi hgWÅ`UbX`ZY`Yb`U_hi Y`gWÅ`hmi b[gk Y]gY`nk]gWÅYb`&\$"\$\$\$
i bX`(\$"\$\$\$`5VghY`d`ÅhnY`ZØf`@Ughk U[Yb" `8]YgY`a]gg]WÅY`@U[Y
nk]b[h`@_k !: U\fyfž`K c\b`i`i bX`; Yk YfVY[YV]YhY`U`g`GhUbXd`ÅhnY
k Å\fybX`XYf`Fi \YnY]hYb`ni `j Yfk YbXYbž`k Ug`X]Y`5bk c\bYf`i bX
X]Y`J Yf`_Y\fgg]WÅYf\Y]h`ghUf_`VY`UghYh"

G]WÅ Yf\Y]hgf]g]_Yb`Xi fWÅ`ZU`gWÅ Yg`DUf_Yb

9]bY`i bhYfgi WÅi b[`XYg`5857`Ub`- *`F UghUb`U[Yb`nY][h
U`Ufa]YfYbXY`9f[YVb]ggY. `5b`ZUgh`YXYf`nk Y]hYb`X]YgYf`5b`U[Yb
k i fXYb`Yi hfYa Y`DUf_] YfghØ`Y`ZYgh[YghY`h" `ð; *, :`Å`Yb`dUf_hYb
@Ughk U[Yb`]a `UVgc`i hYb`< U`hYj YfVch`cXYf`Ui Z`b]WÅh`ZØf`g]Y
ZfY][Y[YVYbYb` : `ÅWÅYb" `Bi f`Y]bY`F UghghÅ`hY`Ybh_Ua`X]YgYb
DfcV`Ya Yb"

8]Y`Ghi X]Y`VY`Y[hž`XUgg`X]Y`DUf_g]hi Uh]cb`VYfY]hg`i a`&&`i` \f`]b
XYf`FY[Y`Ub[YgdUbbh]gh" ` , VYf`&`' ") \$\$\$`@_k !: U\fyf`Z]bXYb`YXY
BUWÅh`_Y]bYb`D`Uhn`i bX`g]bX`[Ynk i b[Ybž`j YfVch`gk]Xf][`ni
dUf_Ybž`k Ug`Y]b`Yf\YV`]WÅYg`G]WÅYf\Y]hgf]g]_c`XUfghY`h" : U`gWÅ
UV[YghY`hY`@Ughk U[Yb`_ØbbYb`ni `gWÅk YfYb`i bZÅ`Yb`ZØ`fYbž
]bgVYgcbXYfY`k Ybb`g]Y`9]bZU`fhYb`V`cW_]YfYb"

A U» bU\ a Yb`ni f`J YfVYggYfi b[`XYf`G]hi Uh]cb

5b[Yg]W\hg'X]YgYf'dfY_ÀfYb'@U[Y` \Uh'XYf'6i bX'Ub[Y_ØbX][hž- \$
 A]`cbYb'9i fc'j]b'XYb'6Ui 'j cb' ("\$\$\$'bYi Yb'@_k !GhY`d`ÀhnYb'ni
]bj Ygh]YfYb"8]Y`bYi Yb'GhY`d`ÀhnY`gc`Yb'ghfUhY[]gW\`ja '8fY!
 ?]ca YhYfIF UX]i g'j cb'5i hcVU\!5bgW\`i ggghY`Yb'Yb'ghY\Yb'ž'i a
 X]Y'9ffY]W\VUf_Y]h'ni 'j YfVYggYfb"9g'g]bX'Ui W\`9fk Y]hYfi b[Yb
 Ui Z5i hc\ØZYb'i bX']b'; Yk YfVY[YV]YhYb'[Yd`Ubh"

8Yf'5857`Ya dZ]Y`h'X]Y`Bi hni b['j cb']bhY`][YbhYb'DUf_g!
 GmghYa Yb'i bX'XYb'5i gVUi 'j cb'DUf_!@Y]h'i bX
 ðZcfa Uh]cbggmghYa Yb'ž'i a 'i bbØh][Y`Gi W\ZU\fhYb'ni 'j Yfa Y]XYb"
 8]YgY`A U»bU\`a Yb'k YfXYb'U'g'k Yfhj c``Ub[YgY\Yb'ž'i a `X]Y
 GhY`d`UhndfcV`Ya Uh]_`Ub[Zf]gh]['ni ``ØgYb'ž'Ui W\`k Ybb'g]Y`b]W\h
 U`Y]b'Ui gfY]W\Yb'k YfXYb'ž'i a `X]Y`VYghY\Yb'XYb
 <YfUi gZcfXYfi b[Yb'ni `VYk À'h][Yb"

8Yf'<UbX'i b[gVYXUfZ]gh'Xf]b[YbX"8Yf'A Ub[Y`Ub'GhY`d`ÀhnYb
 ZØf'@Ughk U[Yb']gh'Y]b'j]Y`gW\W\h][Yg'DfcV`Ya ž'XUg'gck c\`X]Y
 : U\Yf'U'g'Ui W\`X]Y`J Yf_Y\fgg]W\Yf\Y]h]b'8Yi hgW\`UbX'Yf\YV`]W\
 VY`UghYh"

: Øf'k Y]hYfY'ðZcfa Uh]cbYb'ni `X]YgYa `H\Ya U`VYgi W\Yb'G]Y`X]Y
 5fh]_Y`j cb'5857"

8YhU]`g	
J c fZU``	B chZU``
C fh	9f`YbgYYž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • dfYggY"UXUWXY • k k k "UXUWXY

6Ygi W\Yb'G]Y`i bg'Ui Z.`b!U["XY