

H]hY`_Ua dZ'XYf': cfa Y`%.'K Yf'k]fX'XYf
k U\ fY'7\ Ua d]cb'&\$&) 3

A Ul 'J YfghUddYb'Äi »Yfh'g]W\ ni a 'gdUbbYbXYb
: cfa Y'!%]H]hY`_Ua dZ'&\$&) žXYf'g]W\ nk]gW\Yb'\a ž'@UbXc
Bcff]g'i bX'CgWUf'D]Ughf]'YbhZU'hYh"

6U\ fU]bž'6U\ fU]b'!'8Yf': cfa Y'!%]H]hY`_Ua dZ'&\$&) 'j Yfgdf]W\ hž
Y]b'gdUbbYbXYg'F YbbYb'ni 'k YfXYbž'XUg'g]W\ 'a Ö['W\Yfk Y]gY'ni
Y]bYa '8fY]_Ua dZ'nk]gW\Yb'A Ul 'J YfghUddYbž'@UbXc'Bcff]g'i bX
CgWUf'D]Ughf]'Ybhk]W_Y'b'_ÖbbhY""5_hi Y`Yf': Ø\ fYbXYf'XYf
K Y`ha Y]ghYfgW\UZh'gh'Bcff]gž'XYf'a]h'Y]bYa 'Di b_h'J cfgdfi b['j cf
J YfghUddYb'Ub'XYf'Gd]hnY''Y[hž[YZc'[h'j cb'D]Ughf]'i bX'; Ycf[Y
Fi ggY""A Ul 'J YfghUddYb'Äi »Yfh'g]W\ 'VYnØ['W\ 'XYf'5ha cgd\ÄfY
]a 'H]hY`_Ua dZ'j cfg]W\h] ['i bX'VYhcbhYž'XUgg'X]Y'Gh]a a i b['ja 'FYX!
6i ``!HYUa ' VYghYbg 'gY]"8YbbcW\ 'k UfbhY'Yfž'XUgg']b'Y]bYf
'Ub[Yb'GU]gcb' Y]bY'A Yb[Y'dUgg]YfYb 'ÖbbYž'k Ug'X]Y'8mbUa]_
XYg'K YhVYk YfVg'k Y]hYf'Ub\Y]nhž'k]Y'fd!cb`]bY"XY'VYf]W\ hYh"

J YfghUddYbž'XYf'&\$&('VYfY]hg'gY]bYb'j]YfhYb'K Y`ha Y]ghYfh]hY`
[Yg]W\Yfh'\UhhYž'nY][hY'g]W\ 'gck c\`U'g': U\ fYf'U'g'Ui W\ 'U'g
HYUa _c``Y[Y'fYg]'Ybh"HYUa W\YZ'7\]f]gh]Ub '<cfbYf'VYnY]W\ bYhY
]\b'U'g' A f" A ch]j Uhcf ž'k Ug'X]Y'5ha cgd\ÄfY'ja 'HYUa
i bhYfghfY]W\h" ð'XYf'U_hi Y`Yb'GU]gcb'ghY'h'FYX'6i ``j cf'XYf
<YfUi gZcfXYfi b[ž'g]W\ 'a Y\ f'Ui Z'XYb': U\ fYfh]hY`ni
_cbnYbhf]YfYbž'k Ä\ fYbX'X]Y'?cbghfi _hYi fgk Yfhi b[
j cfØVYf[Y\YbX'Ub'6YXYi hi b['j Yf']Yfh" ð'XYf'V]g\Yf][Yb'GU]gcb
_Ua 'Yg'VYfY]hg'ni 'gdUbbYbXYb'A ca YbhYbž'k]Y'XYa '6cl Ybghcdd!
: Y\Yf'j cb'Bcff]gž'XYf'YXcW\ 'c\ bY'gW\k Yfk]Y[YbXY': c`[Yb
V']YV"

GhUh]gh]gW\ Y'F U\ a YbVYX]b[i b[Yb

8]Y'+) "'GU]gcb'XYf': cfa Y!%K Y'ha Y]ghYfgWUZh'i a ZUggh
]bg[YgUa h'&('FYbbYb"' ð 'XYf'YhhYb'GU]gcb'&\$&('[Yk Ub
A W@UFYb'X]Y'?cbghfi _hYi fgk Yfhi b[ži bX'gYWg'Gdf]bhg'ZUbXYb'Ub
j YfgW]YXYbYb'FYbbk cWYbYbXYb'ghUhh'zi bhYf'UbXYfYa ']'b'A]Ua]
i bX'Gd]Y'VYf["'8]Y'FY]ZYbni hY]'i b['k i fXY'[YAbXYfh'zi bX'HYUa g
\UVYb'YfbYi h%' 'FY]ZYbgAhY'dfc': U\fyf'i bX'FYbbk cWYbYbXY
ni f'JYfZØ[i b["'8]Y'5bdUggi b[Yb'ja 'FY['Ya Ybh'z'Y]bgW'Y» 'W
XYf'8FG!Bi hni b['i bX'XYf'5bnU\`XYf'5bhf]YVgY]b\Y]hYb'dfc
: U\fyf'ž'\UVYb'XYb'K YhhVYk Yfv'ni gAhn'W'Ub[Y\Y]nh"K]_]dYX]U
V]YhYh'h]YZYfY'9]bV'W_Y]b'X]YgY'YbXYfi b[Yb"

8 Ug'FYbbYb']b'6U\FU]b'_cbbhYb'J YfghUddYb'i bX'gY]b
HYUa _c`Y[Y'GYf[]c'DAfYn'Xca]b]YfYbž'k cVY]'Ui W '@UbXc' Bcff]g
i bX'7\Uf'Yg'@YWFVWVY]'a Y\fyfYb'; Y'Y[Yb\Y]hYb'[i hY
9f[YVb]ggY'Yfn]Y'Yb'_cbbhYb"'8]Y'Di b_hYj YfhY]'i b['g]Y'h'k]Y
Zc`[h'Ui g. : Ø'XYb'YfghYb'D'Uhn'[]Vh'Yg'&) 'Di b_hYž'ZØf'XYb'nk Y]hYb
, 'i bX'ZØf'XYb'Xf]hhYb'%) 'Di b_hY"'8]YgY'GmghYa Uh]_gc f[h'XUZØfž
XUgg'gY'Vgh'_bUddY'9bhgWY]Xi b[Yb'Y]bY'Yf\YV'WY'K]f_i b['Ui Z
X]Y'; YgUa hk Yfhi b['\UVYb'_ØbbYb"' ð 'XYf'V]g\Yf][Yb'GU]gcb'\Uh
J YfghUddYb'VYfY]hg'Y]bXfi W_gj c`Y '@Y]ghi b[Yb'[YnY][h'z'XUfi bhYf
X]Y'gWbY`ghY'F i bXY'ja 'YfghYb'HYgh'XYg'Y\fygž'k Ug'X]Y
9fk Ufhi b[Yb'Ub']\b'bi f'k Y]hYf'Yf\Ø\h"

8]Y'< YfUi gZcfXYfi b[Yb'XYf'GU]gcb

J YfghUddYb'i bX' Bcff]g'nY][Yb'VY]XY'Y]bY'9bhgW'cggYb\Y]h'z'XYb
H]hY`ni '[Yk]bbYbž'k cVY]'Bcff]g'ni []Vh'z'XUgg]\a'XYf
'?]'Yf]bgh]b_h' a UbW'UbXYfYf': U\fyf'ZY'h"'8]Y'F]j U']hAh
nk]gWYb'XYb'VY]XYb'j Yfgdf]W'h'GdUbbi b['i bX'bYi Ufh][Y
< YfUi gZcfXYfi b[Ybž'gck c\`Ui ZXYf'GhfYW_Y'U'g'Ui W'ja
HYUa [YZØ[Y"'K A\fybX'7\Uf'Yg'@YWFVW] cb': YffUf]'V]g\Yf'bi f'&\$
Di b_hY'gUa a Y'b'_cbbhYž'\YVYb'g]W'X]Y'VY]XYb': Uj cf]hYb'XUb_
\fyf'_cbghUbhYb'@Y]ghi b[Yb'UV"'K]_]dYX]U'k]fZh'Y]b'@W'h'Ui Z
X]Y'\]ghc f]gWYb'@Y]ghi b[Yb'i bX'GhUh]gh]_Ybž'X]Y'XYb'U_hi Y`Yb
K YhhVYk Yfv'_cbhYI hi U]g]YfYbž'i bX'ghY][Yfh'gc'XUg' ð hYfYggY'Ub
XYf'`Ui ZYbXYb'GU]gcb"

8]Y'Ni gWUi Yf'_ØbbYb'g]W'Ui Z'Y]b'dUW_YbXYg'FYbbYb'ZFYi Ybž

k Ä\fybX'J YfghUddYbž'Bcfff]g'i bX'D]Ughf]'i a 'XYb'VY[Y\fhYb'H]hY`
 _Äa dZYb"A]h'Y]bYf'Ui ZfY[YbXYb'A]gWxi b['Ui g'GhfUHY[]Yž
 HU`YbhYb'i bX'XYf'i bVYfYWXYbVUfYb'BUhi f'XYg'5i hcFYbbgdcfhg']gh
 X]Y'GWxi ggZc`[Yfi b['bcWxi'Ub[Y'b]Wxi]b'G]Wxi"

8YhU]`g	
C fh	6U\ fU]bž'6U\ fU]b
E i Y`Yb	<ul style="list-style-type: none"> • fd!cb`]bY"XY • XY"k]_]dYX]U"cf[• XY"k]_]dYX]U"cf[

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