

I b]j Yfg]hÅh'6fYa Yb'i bX'Gcd\]Y'8f]b_Yf
=bgh]hi h'ghUfhYb'gdUbbYbXY'?ccdYfUh]cb

8]Y'I b]j Yfg]hÅh'6fYa Yb'\Uh'Y]bYb'?ccdYfUh]cbgj YfhfU['a]h
XYa 'Gcd\]Y'8f]b_Yf'≠gh]hi hi bhYfnY]W.bYhž'i a 'X]Y
\]ghcf]gWY'A i g]_dÅXU[c []_ni 'ghÅf_Yb"

6fYa Ybž'8Yi hgW\`UbX'!'8]Y': cfgW\i b[gghY`Y'<]ghcf]gWY
A i g]_dÅXU[c []_Ub'XYf'I b]j Yfg]hÅh'6fYa Yb'\Uh'Y]bYb'bYi Yb
?ccdYfUh]cbgj YfhfU['a]hXYa 'Gcd\]Y'8f]b_Yf'≠gh]hi h'fG8 ≠
[YgW\`cggYb""8]Y'Zcfa Y`Y'J YfY]bVUfi b[ž'X]Y'Ua 'i, "5dfj`&\$&)
i bhYfnY]W.bYh'k i fXYž'gh'XUg'9f[YVb]g'Y]bYf'Ub['Å\ f][Yb
Ni gUa a YbUfVY]hi bX'n]Y'h'XUfUi Z'UVž'GmbYf[]Yb']b': cfgW\i b[ž
@Y\ fY'i bX'k]ggYbgW.UZh]W.Yf'E i U]Z]_Uh]cb'ni 'gW.UZZYb"DfcZ'8f"
: fY]U'<cZa Ubb'j ca 'G8 =i bX'DfcZ'8f"5'YI UbXYf'ž'7j Yh_c'j cb
XYf'I b]j Yfg]hÅh'6fYa Yb'k YfXYb'ib'X]YgYa 'F U\ a Yb'Yb[
ni gUa a YbUfVY]hYb"**I b]'6fYa Yb'**VYf]W.hYhž'XUgg'XUg'G8 =j cf
U`Ya 'a]h'J cfhfU[gj YfUbghU'hi b[Ybž'J YfÖZZYbh]W.i b[Yb'i bX
dfc'Y_hcf]Ybh]YfhYb'?ccdYfUh]cbYb'9I dYfh]gY'Y]bVf]b[h"

9]b'nYbhfU`Yg'9`Ya Ybh'XYf'J YfY]bVUfi b[]gh'X]Y'I bhYfghØhni b[
j cb'k]ggYbgW.UZh]W.Yb'A]hUfVY]hYfb'Ub'XYf'I b]j Yfg]hÅh'6fYa Yb
VY]'Y\ fYb'E i U]Z]_Uh]cbgUfVY]hYbž'XUfi bhYf'Dfca ch]cbYb'i bX
<UV]'hUh]cbYb""8 UfØVYf'\]bUi g'g]bX'[Ya Y]bgUa Y '@Y\ fU_hj] hÅhYb
]b': cfa 'j cb '@Y\ fUi ZhfÅ[Yb'Z0f'G8 ≠A]h[]YXYf'gck]Y'[Ya Y]bgUa Y
@Y\ fj YfUbghU'hi b[Yb'j cf[YgY\Yb"

F Yggci fW\ bUi ghUi gW\ 'i bX'bYi Y'≠a di `gY

6Y]XY'DUfhbYf'[Yk Å\ fYb'g]W\Ni [Ub['ni ': cfgW\i b[gfYggci fW\b
i bX'9]bf]W\hi b[Ybž'i a 'X]Y'k]ggYbgW.UZh]W.Y'Ni gUa a YbUfVY]h
k Y]hYf'ni 'bhYbg]j]YfYb""8]Y'FY_hcf]b'XYf'I b]j Yfg]hÅh'6fYa Ybž

DfcZ'8f"đ hU; Øbh\Yfž\Uh'X]Y'i bhYfnY]W.bi b['XYf'J YfY]bVUfi b[
dYfgÒb`]W`j cf[Ybca a Ybžk Ug'X]Y'6YXYi hi b['X]YgYg
5V_ca a Ybg'i bhYfghfY]W'h"8 Ug'G8 ž'XUg'gY]h'gY]bYf'; fØbXi b['ja
š\ f'&\$%ni bÀW gh'Ui Z'X]Y'a i g]_k]ggYbgW UZh]W'Y': fUi Yb! 'i bX
; YgW`YW hYfZc fgW i b['gdYn]U`]g]Yfh'k Ufž'\ Uh'gY]b'5fVY]hgZY`X
a]hYfk Y]Y'Ui Z'_i`hi f[YgW]W'h]W'Y'5gdY_hY`i bX'dÀXU[c[]gW'Y
DYfgdY_h]j Yb`Ui g[Yk Y]hYh"

9]bY`XYf'9ffi b[YbgW UZhYb`XYg'G8 =]gh'XUg'Cb`]bY!@YI]_cb'ØVYf
Yi fcdÀ]gW'Y`bghfi a YbhU`]gh]bbYb`XYg'%,"'i bX`%- "'š\ f\i bXYfhgž
XUg'Y]bYb`k]W'h][Yb'6Y]hfU['ni f'G]W'hVUf_Y]h'\]ghc]gW'Yf
k Y]V`]W'Yf'A i g]_gW UZZYbXYf`Y]ghYh"8 UfØVYf`\]bUi g`YfgW]Yb
&\$&%Y]b`XfY]VÀbX][Yg'< UbXVi W`ni f'; YgW]W'hY`XYf
XYi hgW gdfUW][Yb`?cbgYfj Uhc]Yb`ja`%- "'š\ f\i bXYfhž'XUg']a
@UUVYf'J Yf'U['j YfÒZYbh]W'h'k i fXY"8 Ug'žgh]hi h[]Vh'ni XYa`Y]bY
GW'f]ZhYb'fY]\Y`YfUi g'i bX'gUa a Y'h@]hYfUhi f'ni f
a i g]_k]ggYbgW UZh]W'Yb'; YbXYfZc fgW i b["

9]bV`]W`_]b` ; YgW`YW hYfZfU[Yb`]b`XYf`A i g]_

9]b`k Y]hYfYf'5gdY_hž'XYf'ja`?cbhYi h'XYf'?ccdYfUh]cb'ni f'GdfUW'Y
_ca a hž]gh'XUg'6i W` Gci bX'i bX'GYI]ga i g` ; YgW`YW'h]ja
?`Ub['dcdi`ÀfYf'A i g]_ `f&\$%, ž'XUg'X]Y
; YgW`YW'hYfX]a Ybg]cbU`]hÀh]b`XYf'Dcda i g]_`VY`Yi W'hYh"@Ui h
XYb` : cfgW i b[gYf[YVb]ggYbž'X]Y`]b`Y]bYa`k Y]hYfYb'6i W'VY]hfU[
ni f'ZYa]b]gh]gW'Yb`A i g]_dÀXU[c[]_j cf[YghY`h'k YfXYbž'nY][h
g]W'ž'XUg']bgVYgcbXYfY`A`ÀXW'Yb`VY]a`Ni [Ub['ni f'FcW_a i g]_
Xi fW` ; YgW`YW'hgghYfYchmdY`i bX'Gcn]U`]gUh]cbga`YW'Ub]ga`Yb
VYbUW'hY]['h]g]bX"8 Ug'H\Ya`U`XYf'; YgW`YW'hYfj`YfhY`]i b['i bhYf
@Y`fYbXYb`k]fX`YVYbZU`g`_f]h]gW`VY`UbXY`hž'k]Y`]b`Y]bYf'Ghi`X]Y
ni f'; YbXYfj`YfhY`]i b['b`?ca`dcg]h]cbž'Y`Y_hfcU_i gh]gW'Yf
?ca`dcg]h]cb`i bX`A i g]_h\Ycf]Y`Ub`XYi hgW'Yb`<cW'gW'i`Yb
Ui Z[YnY][h'k]fX"<]Yf`Y[h'XYf': fUi YbUb'hY`]`Ub`DfcZYggi`fYb`]b
?ca`dcg]h]cb`VY`]YX][`]W`%(ž)`i` "

8]YgY`H\Ya`Yb`g]bX`j`cb`[fc»Yf`F`Y`Yj`Ubnž'XU`g]Y`XUni`VY]hfU[Yb
Òb`bYbž'; YgW`YW'hYffc`Yb`i bX`!ghYfYchmdY`]b`XYf`A i g]`ni
\b'hYfZfU[Yb`i bX`hfUb'gZc'fa`Uh]j`Y`5bgÀhnY`]b`XYf`A i g]_dÀXU[c[]_

ni `Z0fXYfb" `8 Ug`G8 =i bX`X]Y`I b]j Yfg]hÅh`6fYa Yb`gYhnYb`g]W
 XUfUi Z`]b`Z0f`Y]bY`_f]h]gW`YfY`5i gY]bUbXYfgYhni b[`a]h
 ; YgW`YW`hYf!`i bX`GYI i U`hÅhgV]`XYfb`i]b`XYf`dcdi `ÅfYb`A i g]_`Y]b
 i bX`VYhfUW`hYb`X]YgY`i fU[YghY``i b[Yb`U`g`k YgYbh`]W`Y`9`Ya YbhY
]\fYf`Ni gUa a YbUfVY]h"

8]Y`I bhYfnY]W`bi b[`XYg`?ccdYfUh]cbgj YfhfU[g`a Uf_]Yfh`gca]h
 b]W`h`bi f`Y]bYb`VYXYi hYbXYb`GW`f]h]b`XYf`Ni gUa a YbUfVY]h
 VY]XYf`bgh]hi h]cbYbž`gcbXYfb`Ui W`Y]bYb`5i ZhfU[ž`X]Y
 ; YbXYfZc`fgW`i b[`]b`XYf`A i g]_`k Y]hYf`j cfUbni hfY]VYb`i bX
]bbcj Uh]j Y`K Y[Y`]b`XYf`A i g]_`dÅXU[c[]_`ni `Ybhk]W`Y`b" `8Yf
 5i ghUi gW`j cb`FYggci fW`b`i bX`K]ggYb`k]fX`j cfUi gg]W`h`]W`ni
 bYi Yb`a di `gYb`Z0f`X]Y`i cfgW`i b[`i bX`@Y`fY`Z0`fYb"

8YhU]`g	
J cfZU``	F Y[]cbU`Yg
C fh	6fYa Ybž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i b]!VfYa Yb"XY • k k k "UWUXYa]U"YXi

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