

K UfbghfY]_ 'VY] Dcgh'i bX'8 < @. 'A ØbWXYb
ghY\ h'gh]` `Ua ' * "': YVfi Uf°

5a ' * "': YVfi Uf'&\$&) 'fi Zh'J YfX]']b'6UmYfb'ni 'K UfbghfY]_g'VY]
Dcgh'i bX'8 < @Ui Z'6YhfcZZYb'g]bX'hUi gYbXY'j cb
6YgWÅZh][hYb"

A ØbWXYbž'8Yi hgWÅ`UbX'!'5a ' * "': YVfi Uf'&\$&) 'fi Zh'X]Y
; Yk Yf_gWÅUZh'J YfX]']b'6UmYfb'ni 'K UfbghfY]_g'VY]'XYf'8Yi hgWÅYb
Dcgh'i bX'8 < @Ui Z'6YhfcZZYb'g]bX'j cf'U`Ya 'X]Y'6f]YZ'i bX'DU_Yh!
Ni ghY`i b[Yb']b'A ØbWXYb'i bX'a Y\fyfYb'UbXYfYb'GhÅXhYb" 'Fi bX
&"\$ \$ \$'6YgWÅZh][hY']b'Yhk U', \$'6Yhf]YVgghÅhhYb'g]bX'ni f
5fVY]hgb]YXYf'Y[i b['Ui Z[Yfi ZYbž'k Ug`Ui h'J YfX]' gdØfVUfY
5i gk]f_i b[Yb' 'Ui Z'X]Y'Ni ghY`i b['ni f': c`[Y`UVYb'k]fX"
<]bhYf[fi bX'X]YgYf'GhfY]_g'g]bX'`Ui ZYbXY'HUF]Z] Yf\UbX'i b[Ybž'X]Y
V]g\Yf'_Y]bY'[fY]ZVUfYb'9f[YVb]ggY'Yfn]Y'h\UVYb" 'J YfX]' ZcfXYfh
Y]b'9bh[Y'hd'i g'j cb'g]YVYb'DfcnYbh'i bX'ni gÅhn`]WXY'f'Ui VghU[Y
ZØf'X]Y'6YgWÅZh][hYb"

K]Y'hU[YggWÅUi "XY'VYf]WÅhYhž'[UV'Yg'VYfY]hg'Ua') "': YVfi Uf
Y]bYb'K UfbghfY]_ž'VY]'XYa' ('&'6Yhf]YVgghÅhhYb'VYhfcZZYb'k UfYb"
8]YgY'j cfUb[Y[Ub[YbYb'A U» bU\ a Yb'nY][Yb'Y]bY'Yg_U']YfYbXY
G]hi Uh]cb" 'J cf'X]YgYa'8Uhi a ž'Ua' (' "': YVfi Ufž'k i fXYb'ni XYa
6f]YZhYbhYb'VYghfY]_hž'k Ug'j cfUi gg]WÅh]WÅ'ni 'J YfnÒ[Yfi b[Yb'VY]
XYf'6f]YZni ghY`i b['ZØ\fyb'_Ubb"'8]Y'8Yi hgWÅY'Dcgh'[UV'Ubž'XUgg
X]Y'5i gk]f_i b[Yb'XYf'GhfY]_g'Ui Z'X]Y'J YfhY]'i b['j cb'6f]YZYb'Yfgh
Ua' : c`[YhU['gdØfVUf'gY]b'k YfXYbž'k Å\fybX']b'XYf'F Y[Y'a Y\ f
U'g' (\$'A]']cbYb'6f]YZY'Ub'bcfa U'Yb'K Yf_hU[Yb'VYZØfXYfh
k YfXYb"

F YU_h]cbYb' i bX' : cfXYfi b[Yb

J YfX]VYhcbh'X]Y'9fbgh\UZh[_Y]h'XYf': cfXYfi b[Yb'i bX'k Y]gh
XUfUi Z\]bžXUgg'X]Y'bÅW ghY'J Yf\UbX'i b[gfi bXY'ZØf'XYb'%'&"'i bX
%' "': YVfi Uf'&\$&) 'UbghY'h"8Ua]h'gc`YfbYi hij Yfgi W'h'k YfXYbž
Y]bY'9]b][i b['ni 'Yfn]Y'Yb"8]Y'J Yf\UbX'i b[g'Y]hYf]b'5bXfYU
?cW]g]i bhYfghfY]W'h'XYb'8fi W_ž'XYf'Ui Z'XYb'J Yf\UbX'i b[Yb
'UghYhžXU'X]Y'8Yi hgW'Y'Dcgh'XYb'Gd]Y'fUi a 'ZØf'@c\ bYf\Ø\i b[Yb
U'g' gY\ f[Yf]b['Ubg]Y\hž']bgVYgcbXYfY'Ui Z[fi bX'g]b_YbXYf
6f]YZa Yb[Yb'i bX'XYg'\c\Yb' b]j Ygh]h]cbgVYXUfZg"

@Ui h'VdV"XY']gh'XYf'5VXYW_i b[g[fUX'hUf]Z]W'Yf'6]bXi b[Yb']b
8Yi hgW'UbX'gY]h'&\$\$\$' [Ygi b_Ybž'k Ug'Ui W'5i gk]f_i b[Yb'Ui Z
X]Y'; Yk Yf_gW'UZh]gU_h]j]h'AhYb'\Uh"K Å\ fYbX']b': fUb_fY]W' i bX
UbXYfYb'Yi fcdÅ]gW'Yb'@ÅbXYfb'\c\Y'HUf]Z]bXi b[g[fUXY
VYghY\Ybž]gh'8Yi hgW'UbX'a]h'Y]bYa 'Cf[Ub]gUh]cbg[fUX'j cb'bi f
&\$i ']a '9I !J Yf['Y]W'U'g'k Yb]['ghfY]_ZfYi X]['VY_Ubbh"8]YgYf
?cbhYi h'_Ubb'X]Y'<YfUi gZcfXYfi b[Yb'j YfXYi h]W'Ybž'j cf'XYbYb
X]Y'; Yk Yf_gW'UZh'i bX']\fY'A]h['Y]XYf'ghY\Yb"

5i gk]f_i b[Yb'Ui Z'X]Y'Ni ghY``i b['i bX
2 ZZYb h`]W' _Y]h

8]Y'K UfbghfY]_g'k YfXYb'j cfUi gg]W'h]W'Yf\YV']W'Y
5i gk]f_i b[Yb'Ui Z'X]Y'6f]YZ'i bX'DU_Yhni ghY``i b['\UVYb"J YfX]
Yfa i h][h'X]Y'A]hUfVY]hYfž'Ub'XYb'GhfY]_g'hY]'ni bY\ a Ybž'k Å\ fYbX
X]Y'8Yi hgW'Y'Dcgh'g]W' i a 'X]Y'6Y']YZfi b['XYf
Ni ghY``ghØhndi b_hY'j cf'XYa 'GhfY]_VY[]bb'VYa Ø\h'\Uh"8]Yg
_ØbbhY'_i fnZf]gh][Y'9b[dÅggY']b'XYf'Ni ghY``i b['ni f': c`[Y'\UVYbž
i bX'Y]b][Y'6f]YZ_ÅghYb'_ØbbhYb'a Ø[']W'Yfk Y]gY''Yf'V'Y]VYb"

8]Y'_ca a YbXYb'HU[Y'k YfXYb'YbhgW'Y]XYbXž'i a 'ni 'VYcVUW'hYbž
k]Y'g]W'X]Y'G]hi Uh]cb'k Y]hYfYb'hk]W_Y'h'i bX'cV'X]Y
J Yf\UbX'i b[Yb'ni 'Y]bYa 'ni Zf]YXYbghY''YbXYb'9f[YVb]g'ZØ\ fYb
ZØf'X]Y'HUf]ZVYgW'ÅZh][hYbž'X]Y'ni bY\ a YbX']\fY'Gh]a a Y'ZØf
VYggYfY'5fVY]hgVYX]b[i b[Yb'[Y'hYbX'a UW'Yb"

8YhU]`g	
J c fZU``	K UfbghfY]_
I fgUWXY	`Ui ZYbXY`HUF]Zj Yf\UbX`i b[Yb
C fh	A ØbWXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "hU[YggWU i "XY • VdV"XY

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