A mghYf]ÒgYf'HcX'j cb'A Ub[c!; fØbXYf.
K Ug'\À'h'gY]b'Gc\b'[Y\Y]a 3

≈gU_ '5bX]Wž; fØbXYf'j cb'A Ub[cž'ghUfV'&\$&('VY]'Y]bYa
K UbXYfi bZU''G'Y]b'HcX'k]fZh'i: fU[Yb'Ui Z/'9fa]hhi b[Yb
'Ui ZYb"

A cbhgYffUh!; YV]f[Yž'GdUb]Yb'!'≈gU_ '5bX]Wž'XYf'; fØbXYf'XYg
fYbca a]YfhYb'A cXYi bhYfbY\ a Ybg'A Ub[cž'ghUfV'Ua '(%("'
8YnYa VYf'&\$&('VY]'Y]bYa 'hfU[]gWYb'K UbXYfi bZU''ja
A cbhgYffUh!; YV]f[Y'j'b'GdUb]Yb''8Yf'+%:À\ f][Y'Z]Y''Ui g'Y]bYf
<Ò\Y'j cb'%) \$'A YhYfbž'k À\ fYbX'Yf'Ui ZY]bYa '[Yg]WYfhYb'DZUX
a]h'gY]bYa 'Gc\b' :εbUh\Ub'5bX]Wi bhYfk Y[g'k Ufž'XYf'U`g'Y]bn][Yf
5i [YbnYi [Y'XYg'J cfZU''g[]'h"K]Y'hn"XY'VYf]WYhYž'ZØ\ fhYb
l bgh]a a][_Y]hYb']b'XYb'5i ggU[Yb'j cb' :εbUh\Ub'ni f
K]YXYfUi ZbU\ a Y'XYf'9fa]hhi b[Yb'Xi fW'XUg'; Yf]W'h']b
A Ufhc fY''"

:εbUh\Ub' [UV'Ubž'XUgg'Yf'j cf'gY]bYa 'J UhYf''YZi bX'gdÅhYf'Y]b
; YfÅi gW '\ ÒfhYž'VYj cf'Yf'gY]bYb'J UhYf'ZU''Yb'gU\ "J cfZU''VYf]WYhY
XYi hYb'XUfUi Z\]bž'XUgg':εbUh\Ub'ni bÅW'gh'Yf'_ÅfhYž'k À\ fYbX
XYg'5i gZi [g'_Y]bY': chc'g[Ya UW'h'ni '\ UVYbž'k Ug'g]W'gdÅhYf'U`g
ZU'gW '\ YfUi gghY''hY''8]Y'Dc`nY'\ Uh'XU\Yf
; Yc`c\_U]g]Yfi b[ gXUhYb'j cb'≈gU\_'i bX':εbUh\Ubg'A cV]'hY`YZcbYb
Ub[YZcfXYfh''Ni XYa 'k]fX'j Yfa i hYhž'XUgg'XYf'5i gZi []
i bhYfbca a Yb'k i fXYž'i a 'Y]bYb'?cbZ]_hink]gWYb'J UhYf'i bX
Gc\b'ni '_ÅfYbž'XU']\fY'6Yn]Y\i b['Ub[YgdUbb'h'k Uf"

9]bZ'i gg'i bX'9fVY'j cb'≈gU_ '5bX]W

≈gU_ '5bX]W[fØbXYhY'A Ub[c'%- , ('ni gUa a Yb'a]h'gY]bYa '6fi XYf
B U\ a Ub'i bX'Yi dUbX]YfhY'XUg'i bhYfbY\ a Yb'ni 'Y]bYa '[`cVU'Yb

A cXY]a dYf]i a 'a]hØVYf'&+\$\$'J Yf_Ui ZgghY''Yb']b'a Y\ f'U`g`%&\$
@ÀbXYfb''6]g'&\$&' 'Yfn]Y`hY`A Ub[c`Y]bYb`FY_cfXi a gUhn`j cb`ØVYf
' ž%A]''UfXYb`9i fc''5bX]Wk Uf`Ui W`8]fY\_hcf`VY]'6UbWc`GUVUXY''
i bX`k i fXY` [YgW`Àhnh`ZØf`gY]bY`i bhYfbY\`a Yf]gW`Y`J]g]cb''GY]b
Gc\`b`æbUh\`Ub`\`UhY`Y]bY`NY]h`Ub[`X]Y`F c``Y`XYg`79C` ]bbYž`n]Y\`h
g]W`'YXcW`XYfnY]h`Ui g`XYf`I bhYfbY\`a YbgZØ\`fi b[ `ni fØW`ž`X]Y
'Yhnh`j cb`79C`Hcb]'Fi ]n'[ Y`Y]hY`h`k]fX''8Yf`J Yf`i ghj cb`gU\_`5bX]W
\`Uh]b`XYf`A cXYk Y`h`HfUi Yf`Ui g[Y`Øgh`Hcb]'Fi]n`Ai »YfhY`gY]b
6YXUi Yfb`ØVYf`5bX]Wg`HcX`i bX`k ØfX][`hY`gY]bY`ghfUhY[]gW`Y
: Ø\`fi b[ ggh`Àf`\_Yž`k]Y`gd c fhg\_`YYXU`Wc`a `VYf]W`hY`h"

gU_`5bX]W\`]bhYf`Àggh`XfY]'?]bXYf.`æbUh\`Ubž`ž`X]h\`i bX`GUfU\`''9f
k Uf`ni j c f`a]h`BYi g`F U][`HUffU[ c`j Yf\`Y]fUhY`h`GY]h`gY]bYa
d`Øh`]W`Yb`HcX`ghY\`Yb`X]Y`9fa]hYf`i bhYf`8fi W`ž`X]Y` [YbUi Yb
l`a gh`AbXY`gY]bYg`Ghi fnYg`ni `'_`ÀfYb''6Yf]W`hYb`ni Zc`[Y`Yf\`Y`h
5bX]W]b`XYb`A cbUhYb`j c f`gY]bYa `HcX`A cfXXfc\`i b[ Ybž`k Y]'`Yf
g]W`'ZØf`gU`Y`Ui ggd`fUW`''6]g\`Yf`[]Vh`Yg`Y`XcW`_Y]bY`<]bk Y]gY
Ui Z: fYa Xj YfgW`i `XYbž`k Ug`X]Y`G]h`Uh]cb`ni g`Àh`]W`'VY`UghY`h"

8]Y`Ni \_i bZh`XYf`A cXYVfUbW`Y

8]Y`A cXYVfUbW`Yž`]b`XYf`5bX]WY]bY`VYXYi hYbXY`F c``Y`gd]Y`hYž
ghY\`h`j c f`Y]bgW`bY]XYbXYb`<YfUi gZcfXYfi b[ Yb''9]bY`_Øfn`]W
j YfØZYb`h`]W`hY`Ghi X]Y`XYg: Ug\`cb`7ci bW`''; Yfa Ubmik]Xa Yh`g]W
XYb`ghfi \_hi fY`Yb`<YfUi gZcfXYfi b[ Yb`i bX`XYf`bUW`\`U`h][Yb
HfUb`gZc`fa`Uh]cb`XYf`6fUbW`Y''8]YgY`Ghi X]Yž`X]Y`Ua`&, ''Bcj Ya VYf
&\$&(`ni [ `Àb[`]W`gY]b`k ]fXž`VY`Yi W`hY`h`X]Y`B`chk YbX][`_Y]hž
X][]hU`Y`@Øgi b[Yb`ni `bi hnYb`i bX`X]Y`5bZcfXYfi b[ Yb`Ub
bUW`\`U`h][ Y`DfcXi _h]cb`ni `YfZØ`Yb''l bhYfbY\`a Yb`k YfXYb`i bhYf
8fi W`\_[ YgYhnhž`i a k Y`hžfYi bX`]W`Y`DfcXi _h]cbgd`fc`nYggY
Y]bni ZØ\`fYbž`k Ug]bgVYgcbXYfY`ZØf`_Y]bY`i bX`a]hY`gh`AbX]gW`Y
6Yhf]YVY`Y]bY`[fc»Y`<YfUi gZcfXYfi b[ `XUfghY`hž`k]Y`
hYI h]`a ]hhY]'i b[ Yb`XY`VYf]W`hY`h"

èb`5bVYhfUW`h`XYf`U`\_hi Y`Yb`9b`hk]W`\_i b[ Yb`V`Y]Vh`UVni k UfhYbž
k]Y`g]W`'XYf`J Yf`i ghj cb`gU\_`5bX]Wgck]Y`X]Y`j]Y`Z`À`h][Yb
<YfUi gZcfXYfi b[Yb`XYf`A cXY]bXi ghf]Y`Ui Z`X]Y`A Uf`_Y`A Ub[ c`i bX
X]Y`[ YgUa hY`6fUbW`Y`Ui gk]f`\_Yb`k YfXYb"

8YhU]`g	
J c fZU``	K UbXYfi bZU``
C fh	A cbhgYffUh!; YV]f[Yz`GdUb]Yb
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "gd c fhg_YYXU"Wc a • k k k "hYI h]`a ]hhY]`i b[Yb"XY

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