

A]`hÅfØVi b[Yb`]b`5a VYf[!Gi `nVUWk .
@Åfa `i bX`J Yf_Y`f`Yfk UfhYh°

B]YXYf`ÀbX]gWXY`A]`hÅfØVi b[Yb`]a `@UbX_fY]g`5a VYf[!
Gi `nVUWk `j cb`("`V]g`, "`5i [i gh`&\$&) .
⊕Zcfa Uh]cbgj YfUbghU`hi b[Yb`i bX`J Yf_Y`fg`]bk Y]gY"



5a VYf[!Gi `nVUWk ž`8Yi hgWk`UbX`!`⊕`X]YgYb`HU[Yb`k]fX`XYf
@UbX_fY]g`5a VYf[!Gi `nVUWk `ni a `GWk Ui d`Uhn`ZØf`a]`hÅf]gWXY
5_hj]hÅhYb`XYf`b]YXYf`ÀbX]gWXYb`GhfY]h_fÅZhY""J ca `("`V]g`, "
5i [i gh]Z]bXYhXcfh`X]Y`, Vi b[` ` \$%A Um\Ya `ghUhz`X]Y`('`
Gc`XUhYbž`%&`F UXZU`fnYi [Y`i bX`) `<i VgWk fUi VYf`]bj`c`j]Yfh"
; Y`Y]hYh`k]fX`X]Y`, Vi b[`j cb`A U`cf`j Ub`;]YggY`XYg`8YZYbWk
<Y`]WcdhYf`7ca`a`UbX`"K]Y`c`VYfdZU`nYWk`c`"XY`VYf]Wk`hYhž`"Y[Yb
X]Y`GWk`k`Yfdi`b_hY`X]YgYf`; YZYWk`hgØVi`b[Yb`Ui`Z
<Y`]_cdhYfUi`Z`_Åfi`b[gZØ[Ybž`X]Y`hY]`k`Y]gY`bUWk`hg`i`bX`]a`ZFY]Yb
; Y`ÀbXY`Xi`fWk [YZØ`f`h`k`YfXYb"

8]Y`5bk`c`bYf`]b`XYf`C`VYfdZU`n`k`i`fXYb`VYfY]hg`ZfØ`nY]h][`Xi`fWk
XUg`@UbXfUhgUa`h]bZcfa`]Yfh`8UVY]`k`]fX`i`a`J`Yfgh`ÀbXb]g`ZØf`X]Y

Yfk UfhYhYb'6YY]bhfÅW h][i b[Yb'[YVYhYb" ðgVYgcbXYfY'a i gg'a]h
Yf\ Ò\hYa 'J Yf_Y\ f'Xi fW 'A]]hÅfZU\ fnYi [Y'gck]Y '@Àfa 'Xi fW 'X]Y
<Y`_]_cdhYfØVi b[Yb'[YfYW bYh'k YfXYb" '8]Y 'J YfUbhk cfh]W Yb
\UVYb'j Yfg]W Yfhž'XUgg'g]Y 'X]Y'6YY]bhfÅW h][i b[Yb'gc'[Yf]b['k]Y
a Ò[']W '\U'hYb'k YfXYb"

; fYbnØVYfgW fY]hYbXY'Ni gUa a YbUfVY]h

8cW 'b]W h'bi f']b'6UmYfb'g]bX'X]Y 'b]YXYf'ÀbX]gW Yb'GhfY]h_fÅZhY
U_hj] "'5i W 'Ua 'F \Y]b '\UVYb'g]Y '_Øfn`]W ']\fY`c []gh]gW Yb
: Å\][_Y]hYb'[YhYghYh" 'Nk]gW Yb'XYa ' &' "'i bX'&*" "A Åfn'&\$&)
ghUbX'Xcfh'Y]bY '[fc»Y 'HfUbgdcfhØVi b['Ui Z'XYa 'Dfc[fUa a ž'X]Y
g]W 'Ui Z'X]Y 'F \Y]bØVYfei Yfi b['nk]gW Yb'9a a Yf]W 'i bX'?U`_Uf
_c b n Y b h f] Y f h Y " ' @ U i h ' b] Y X Y f f \ Y] b ! h c h U " X Y ' b U \ a Y b ' X U V Y] ' f i b X
%* \$ ' A]] h Å f Z U \ f n Y i [Y ' h Y] "

8Ug'N]Y'X]YgYf', Vi b['k Uf'X]Y'Cdh]a]Yfi b['c []gh]gW Yf'5V'Ài ZY
i bX'X]Y': ÒfXYfi b['XYf'Ni gUa a YbUfVY]h'nk]gW Yb'XYb
b]YXYf'ÀbX]gW Yb'GhfY]h_fÅZhYb'i bX'XYb'XYi hgW Yb'6Y\ ÒfXYb" '9g
\UbXY'hY'g]W 'XUVY]'i a 'Y]bY'fY]bY'HfUbgdcfhØVi b['c\bY
; YZYW hga Ub Òj Yf" '8]Y'GhUXhj Yfk U'hi b[Yb'j cb'9a a Yf]W 'Ua
F \Y]bž'?U`_Uf'i bX'FYYg'\U'hYb'VYnØ[']W 'XYf'XUa]h] YfVi bXYbYb
J Yf_Y\ fgVYY]bhfÅW h][i b[Yb'VYfY]hg']a 'J cfZY'X'i a 'J Yfgh'ÀbXb]g
[YVYhYb" '6YgcbXYfg'VYhfcZZYb'k UfYb'X]Y '@+'nk]gW Yb'9a a Yf]W
i bX'FYYg'gck]Y'X]Y'6*+'gUa h'XYf'F \Y]bVfØW_Y'nk]gW Yb'FYYg
i bX'?U`_Uf"

5i gV`]W_ 'i bX'8Ub_'Ub'X]Y'6Yj Ò`_Yfi b[

ðg[YgUa h'nY][h'g]W ž'XUgg'X]Y 'b]YXYf'ÀbX]gW Yb'GhfY]h_fÅZhY
gck c\`]b'XYf'CVYfdZU'n'U'g'Ui W 'Ua 'B]YXYff\Y]b'U_hj]Y', Vi b[Yb
Xi fW ZØ\ fYbž'i a 'J cfVYfY]hi b[Yb'ZØf'Yj Ybhi Y''Y'9]bgUhngnYbUf]Yb
ni 'hfYZZYb'i bX'X]Y'Ni gUa a YbUfVY]h'a]h'XYb'XYi hgW Yb'6Y\ ÒfXYb
ni 'ZØfXYf" 'K]Y 'Ya a Yf]W "XY'ZYghghY''hž'VYXUb_Yb'g]W 'X]Y
b]YXYf'ÀbX]gW Yb'GhfY]h_fÅZhY]a 'J cfUi g'VY]'XYb'6Øf[Yf]bYb
i bX'6Øf[Yfb'ZØf'\f'J Yfgh'ÀbXb]g'i bX'X]Y'i bhYfghØhni b['k Å\ fYbX
X]YgYf', Vi b[Yb"

8YhU]`g	
C fh	5a VYf[!Gi `nVUW ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cVYfdZU`nYWc"XY • b]YXYff\Y]b!hc hU`"XY • k k k "Ya a Yf]W"XY

6Ygi WYb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY