

6i bXYgj YfZUggi b[g[Yf]Wk h'ghc d d h Nk Ub[gfÄi a i b['gWk k Ub[YfYf': fUi °

5a `%&"\$* "&\$&) `YbhgWk]YX`XUg`6J YfZ: `ØVYf`X]Y
Nk Ub[gfÄi a i b[`Y]bYf`\cWk gWk k Ub[YfYb': fUi `]b
GWk k UVUWk ž`X]Y `Ui Z`j YfZUggi b[gfYWk h]Wk Y `DfØZ` b[Yb `ghØ» h"



GWk k UVUWk ž`8Yi hgWk `UbX`!`9]b`VYk Y[YbXYf': U`VYgWk ÄZh][h
XYfnY]h`X]Y`2 ZYbh]Wk _Y]h`]b`6UmYfb. `8 Ug
6i bXYgj YfZUggi b[g[Yf]Wk h`fßJ YfZ: `U`Uh`YbhgWk]YXYbž`XUgg`X]Y
Nk Ub[gfÄi a i b[`XYf`K c`bi b[`Y]bYf`\cWk gWk k Ub[YfYb': fUi
j cf`Äi Z[`Ui g[YgYhnh`k]fX" `8]YgY`9bhgWk Y]Xi b[`Vf]b[h`b]Wk h`bi f
fYWk h]Wk Yž`gcbXYfb`Ui Wk `a YbgWk `]Wk Y`5gdY`hY`Ubg`@]Wk hž`XYbb
X]Y`Nk Ub[gfÄi a i b[`k Uf`i fgdfØb[`]Wk `ZØf`j]Yf`HU[Y`j cf`]`fYa
[Yd`UbhYb`?U]gYfgWk b]hh`Ub[YgYhnh"

8Yf`J Yfa]YhYf`\UhY`X]Y`Nk Ub[gfÄi a i b[`Ui Z; fi bX`U[Y`Y]bYg
J Yf[`Y]Wk g`j ca `%, "`↳bi Uf`&\$&(`VY]Y]bYa `5a hg[Yf]Wk h]b
GWk k UVUWk `VYUbhfU[h`@Ui h`6Yf]Wk hYb`j cb`Ygj "`]b Zc `ÄhhY`X]Y
VYhfc ZYbY': Ua]`Y`bUWk `XYf`F Äi a i b[`]b`Y]bYf`7cbhU]bYf!

Bchi bhYf_i bZhi bhYf[YVfUW h'k YfXYb'a ØggYb"8]Yg ZØ\ fhY`X]Y
: Ua]Y`XUni žVY]a`Jc`ghfYW_i b[g[Yf]W h'i]b`GWk UVUW`[Ya Å»`z
+*) U`NDC`Y]bYb`5bhfU[`Ui ZFÅi a i b[ggW i h`ni`ghY`Yb"8cW
Ua`%`"A U]`&\$&) `Y\ bhY`XUg; Yf]W h'X]YgYb`5bhfU[`UVž`k Y]`Yg
_Y]bY`g]hhYbk]Xf][Y`<ÅfhY`gU\`i bX`X]Y`[Ygi bX\Y]h]W Yb`: c`[Yb
XYf`Nk Ub[gfÅi a i b[`b]W h'Ui gfY]W YbX`[Yk ØfX][h'k i fXYb"

F YW h`]W Yf`<]bhYf[fi bX`i bX`A Ò[`]W _Y]hYb

8]Y`fYW h`]W Yb`F U\ a YbVYX]b[i b[Yb`ZØf`F Åi a i b[ggW i h`g]bX
_ca d`Yi`"8]Y; YgYh[YVi b[`g]Y\`h]j cfž`XUgg`A]YhYf`i bhYf
VYgh]a a hYb`l a ghÅbXYb`X]Y`A Ò[`]W _Y]h`\UVYbž`Y]bY
Nk Ub[gfÅi a i b[`Ui Zni`gW]YVYb"BUW`z`+&%`NDC`_Ubb`Y]b
A]YhYf`Y]bY`F Åi a i b[gZf]gh`VYU bhfU[Ybž`i a`NY]h`ZØf`Y]bY`bYi Y
K c\bi b[`cXYf`ZØf`dYfg`Øb`]W Y`5b[Y`Y[Yb\Y]hYb`k]Y; YbYgi b[
ni`[Yk]bbYb"9]b`5bhfU[`a i gg`XUVY]j cf`5VgW`i gg`XYf
a ØbX`]W Yb`J Yf\ UbX`i b[`YghY`h`k YfXYbž`i bX`X]Y`8Ui Yf`XYf
: f]gh`Y[h]a`9fa YggYb`XYg; Yf]W hgž`k]Y`Ui Z`fYW hgUb`k U`h!
VUW`"XY`ni`"YgYb`]gh"

6YgcbXYf\Y]hYb`k]Y`[Ygi bX\Y]h]W Y`<YfUi gZcfXYfi b[Ybž`k]Y`ja
U_hi Y`Yb`: U`XYf`GWk Ub[YfYbž`_ØbbYb`Y]bY`F c`Y`gd]Y`Yb"
<]YfVY]`k]fX`nk]gW Yb`XYb`b`hYfYggYb`XYg`J Yfa]YhYfg`i bX`XYb
gcn]U`Yb`l a ghÅbXYb`XYg`A]YhYfg`UV[Yk c[Yb"GCn]U`Y`<ÅfhY ZÅ`Yž
Yhk U`Xi fW`8fc\i b[`XYf`CVXUW`cg][_Y]h`cXYf`[Ygi bX\Y]h]W Y
; YZÅ`fXi b[Ybž`_ØbbYb`ni`gÅh`]W Y`GW i hna U»bU\ a Yb`VYk]f`_Yb"
8Ug`6J YfZ`]b`?Uf`gfi`Y`]gh`XU\Yf`XYf`5bg]W hž`XUgg`Y]bY
[YbUi YfY`GUW Ui Z`Åfi b[`]b`6Yni [`Ui ZX]Y`[Ygi bX\Y]h]W Yb
F]g]_Yb`XYf`7cbhU]bYf! bhYfVf]b[i b[`bch`k YbX][`Yk YgYb`k ÅfY"

: c`[Yb`i bX`5i gV`]W

8]Y`9bhgW Y]Xi b[`XYg`6J YfZ` ž`X]Y`Nk Ub[gj c`ghfYW_i b[`V]g
a Ul]a U`gYW g`A cbUhY`Ui gni`gYhYbž`]gh`b]W h`bi f`Y]b`@]W hV`]W
ZØf`X]Y`VYhfc`ZYbY; Ua]Yž`gcbXYfb`\Uh`Ui W`k Y]hY]W YbXY
: c`[Yb`ZØf`Å\b`]W Y; Å`Y"8Yf; U`nY][hž`XUgg`VY]
Nk Ub[gfÅi a i b[Yb`b]W h`bi f`X]Y`fYW h`]W Yb`5gdY`hY`nÅ`Ybž
gcbXYfb`Ui W`X]Y`a YbgW`]W Y`?ca`dcbYbhY`WYUf`m]b`XYb

JcfXYf[fi bX'fØW_h" ð'Y]bYf'NY]hž]b'XYf'K c\bfUi a ']a a Yf
 _bUddYf'k]fXž]gh'XYf'GWxi hn'j cb'VYXØfZh][Yb'A]YhYfb'k]Wkh][Yf
 XYbb'Y"

5_hi Y`Y'9bhk]W_i b[Yb'ja 'A]YhfYWkhž'k]Y'XUg'6YfbYf'A cXY`cXYf
 XY'9]bZØ\fi b['j cb'A]YhdFY]gVfYa gYbž'n]Y`Yb'XUfUi ZUVž'X]Y
 FYWkhY'j cb'A]YhYfb'k Y]hYf'ni 'ghÅf_Yb'i bX'Nk Ub[gfÅi a i b[Yb'ni
 j Yff]b[Yfb"@Ui h'XYa ' ðZcfa Uh]cbgdcfhU`fYWX hYWX YW_"XY' []Vh
 Yg'nU\`fY]WXY'FYWkhY'i bX'A Ø[']W_Y]hYb'ZØf'A]YhYfž'g]W'YZZY_h]j
 [Y[Yb'Y]bY'Xfc\YbXY'Nk Ub[gfÅi a i b['ni 'k Y\fyb'i bX'\fY
 G]hi Uh]cb'ni 'j YfVYggYfb"

8]Y'8]g_i gg]cb'ØVYf'XYb'fYWkh]WYb'i bX'gcn]U`Yb'i a [Ub['a]h
 Nk Ub[gfÅi a i b[Yb'k]fX'gca]hUi W'k Y]hYf\]b'j cb'[fc»Yf
 6YXYi hi b['ZØf'X]Y'; YgY`gWUZh'gY]b"8Ybb'Ua '9bXY'gc`hYb
 \i a Ub]hÅfY'; Yg]Wghgdi b_hY'ib]W'h]b'JYf[YggYb\Y]h'[YfUhYb'
 VYgcbXYfg'k Ybb'Yg'i a 'XUg'K c\`j cb'gWk Ub[YfYb': fUi Yb'i bX
 \fYb': Ua]]Yb'[Y\h"

8YhU]`g	
Cfh	GWk UVUWž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "Ygj "]bZc • k k k "fYWX hgUb k U`h!VUW"XY • fYWX hYWX YW_"XY

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