

< Ua Vi f[`]bj Ygh]Yfh'&\$\$"\$\$\$'9i fc `]b
: fY]k]``[Ybdfc ^Y_hY °

< Ua Vi f[`ZØfXYfh: fY]k]``[Ybdfc ^Y_hY `a]h`V]g`ni `` "\$\$\$\$
9i fc"5bhfU[ghY``i b[`V]g' "%`5i [i gh&\$&) `ZØf`gc n]U`Y
↳]h]Uh]j Yb"



< Ua Vi f[!A]hhYž`8Yi hgWk `UbX`!`9g`hi`h`g]Wk `Y]b][Yg`]b`GUWk Yb
ZfY]k]``[Yg`9b[U[Ya Ybh`]b`< Ua Vi f[``8Yf`< Ua Vi f[Yf`GYbUh`\Uh
_Øfn`]Wk `X]Y`bYi Y`9b[U[Ya YbhghfUhY []Y`VYgWk `cggYbž`X]Y`XUfUi Z
UVn]Y`hž`X]Y`l bhYfghØhni b[`ZØf`ZfY]k]``[Y`Dfc`^Y_hY`]a` [YgUa hYb
GhUXh[YV]Yh`ni`j YfghYh][Yb``8]Yg`k i fXY`a]h[fc»Yf`Ni gh]a a i b[
XYf`6Øf[YfgWk UZh]b`XYf`YhnhYb`@Y[]g`Uhi`fdYf]cXY`YffY]Wk`h`l bhYf
XYa`A`chc`9b[U[Ya Ybh`ZØf`5`Y`k YfXYb`b]Wk`h`bi`f`X]Y
5bhfU[gj YfZU`fYb`Y]bZUWk Yf`[YghU`hYhž`gcbXYfb`Ui Wk `X]Y
FU`a YbVYX]b[i b[Yb`ZØf`Yb[U[]YfhY`6Øf[Yf]bbYb`i bX`6Øf[Yf
j YfVYggYfh`@Ui h`\Ua Vi f["XY`ghY`Yb`ZØf`XUg`J`f`&\$&)
]bg[YgUa h`&\$\$"\$\$\$'9i fc`Ub`: ØfXYfa]hhY`b`ni`f`J`YfZØ[i b[ž`k`c`ZØf
X]Y`GhUXh`nk]gWk Yb`) "\$\$\$\$`i`bX`" "\$\$\$\$'9i fc`dfc`Dfc`^Y_hj Yf[YVYb
_Ubb"

8]Y`K]W h[_Y]h`XYf`ZfY]k]`][Yb`9b[U[Ya Ybhg`]b`<Ua Vi f[`Ubb
b]W h[Ybi [`VYhcb`h`k YfXYb" `Dfc`Y`_hY`ž`X]Y`j cb`Yb[U[]YfhYb
6Øf[Yf]bbYb`i bX`6Øf[Yfb`[YhfU[Yb`k YfXYbž`gc`Yb`XUVY]`Y`ZYbž
`c`_U`Y`BYh`nk Yf`_Y`ni`gh`Å`f`_Yb`i bX`gdYn]Z]gW`Y`N]Y`[fi ddYbž`k]Y
ni a`6Y]gd]Y`]; YZØW`hY`hY`c`XYf`A YbgW`Yb`a]h`6Y`b]bXYfi b[Ybž
[Yn]Y`h`ni`i bhYfghØ`hnYb" `8]Yg`]gh`VY`gcbXYfg`fY`Yj Ubh`]b`Y]bYf`NY]hž
]b`XYf`XYf`gcn]U`Y`Ni gUa`a Yb`U`h`a Y`f`XYbb`Y`[YZfU[h`]gh" `8]Y
5bhfU[gZf]gh`ZØf`X]Y`Dfc`Y`_hY`]a` `Ű`f`&\$&) `Äi Zh`V]g`ni a` `%"
5i [i gh`&\$&) ž`k Ug`U`Yb` `hY`fY`gg]YfhYb`Ui g`fY]W`YbX`NY]h` []Vhž`]`fY
`XYb`ni`Yb`hk]W`_Y`b`i bX`Y]bni fY]W`Yb"

9b[U[Ya Ybh`8cW`_U`g`i bhYfghØ`hnYf

9]b`k]W h[Yf`DUf`hbYf`ZØf` `h]Uh]j Yb`i bX`J YfY]bY`]gh`XUg
9b[U[Ya Ybh`8cW`_ž`k Y`W`Yg`<Ua Vi f[Yf`Dfc`Y`_hY`VY]`XYf
: ØfXYfa]hhY`VYgW`UZZ b[`i bX`J Yfk U`hi b[gZfU[Yb` `]`Zh" `GY]h`ØVYf
&\$`Ű`fYb`i bhYfghØ`hnh`X]Y`6Øf[Yfgh]Zhi b[`<Ua Vi f[`Y]bY`i bX
a]hhY`[fc»Y`[Ya Y]bbØ`hn][Y`Hf`Å[Yfž`XUa]h`X]YgY`gY`Vgh`@Øgi b[Yb
ZØf`]`fY`<YfUi gZcfXYfi b[Yb`Z]bXYb`_ØbbYb" `N]Y`]gh`Ygž`XYb
Ni [Ub[`ni`i bhYfgW`]YX`]W`Yb` : ØfXYfYfb`ni`Yf`Y]W`hYfbž`k Ug`ZØf
X]Y`i a gYhni b[`nU`fY]W`Yf`Dfc`Y`_hY`YbhgW`Y]XYbX`gY]b`_Ubb" `8 Ug
9b[U[Ya Ybh`8cW`_ZØfXYfh`gca]h`b]W`h`bi`f`X]Y`GY`Vghgh`ÅbX][_Y]h
XYf` `h]Uh]j Ybž`gcbXYfb`Ui W`X]Y`J]Y`ZU`h`XYg`_i`hi fY`Yb`@YVYbg
]b`<Ua Vi f[" `8]Yg`k]fX`j cb`Vi Yf[Yfgh]Zhi b[!` \ Ua Vi f["XY
UbgW`Ui` `]W`Xc`_i a Ybh]Yfh"

8]Y`bYi Y`9b[U[Ya YbhghfUhY []Yž`X]Y`Ui ZXYb`ZfØ`YfY`GhfUhY []Y
j cb`&\$%(`Ui ZVUi hž`VY]b`U`hY`hY]bY`F Y]`Y`j cb` : cfXYfi b[Ybž`X]Y
XUfUi Z`UVn]Y`Ybž`XUg`ZfY]k]`][Y`9b[U[Ya Ybh`k Y]hYfni Yb`hk]W`_Y`b"
Ni`XYb`?Yfbn]Y`Yb`[Y`ØfYb`X]Y`Gh`Å`f`_i b[`XYg`9b[U[Ya Ybhg`]a
Gcn]U`fUi a`gck]Y`X]Y` : ØfXYfi b[] cb`8][]hU`]g]Yfi b[gW`UbW`b"
5i W`XYf`5i ghUi gW`i bX`X]Y`J YfbYhni b[`XYf`5`_hYi fY`gc`Yb
j YfVYggYfh`k YfXYbž`k]Y`U`_h]j c`]"XY`VYf]W`hYh" `9]b`VYgcbXYfYg
5i [Yba Yf`_`]Y[h`Ui ZXYf`K YfhgW`Åhni b[`XYf`9b[U[]YfhYb`i bX`XYf
i bhYfghØ`hni b[`i bhYffYdf`ÅgYbh]YfhYf` ; fi ddYb"

9]b`6`_]W`_]b`X]Y`Ni`_i bZh

8]Y'<Ua Vi f[Yf'9b[U[Ya YbhghfUHY []Y'nY][hž'XUgg'X]Y'GhUXh'VYfY]h
]ghž']b'X]Y'Ni _i bZi'XYg'ZfY]k]`][Yb'9b[U[Ya Ybhg'ni]bj Ygh]YfYb"
I a'X]Y'J]Y'ZU'h'i bX'X]Y'K]W h][_Y]h'XYg'Y\ fYbUa h]WYb
9b[U[Ya Ybhg'k Y]hYf'ni 'g]WYfbž'a ØggYb'X]Y
F U\ a YbVYX]b[i b[Yb'k Y]hYf\]b'j YfVYggYfh'k YfXYb"
J YfdZ]W h i b[Yb'k]Y'Y]b'g]WYfYg'6i X[Yh'i bX'X]Y'ghÅf_YfY
9]bV]bXi b['XYf'K]fhgW UZh'g]bX'k]W h][Y'Di b_hYž'X]Y']b'XYf
k Y]hYfYb'9b h k]W _i b['VYfØW_g]W h][h'k YfXYb'gc``hYb"8 Ug
[YgY`gW UZh]W Y'A]hY]bUbXYf'k]fX'Xi fW'X]YgY'≠h]Uh]j Yb
[YZYgh][hž'k Ug'Yhnh]W 'U''Yb'<Ua Vi f[Yf]bbYb'i bX'<Ua Vi f[Yfb
ni [i hY_ca a h"

A]h'X]YgYb' bYi Yb'A U» bU\ a Yb'i bX'i bhYfghØhni b[gUb[YVchYb
k]fX'<Ua Vi f['Y]b'GhØW_WYb''YVYbgk YfhYf"8]Y'GhUXh']gh'Ui ZXYa
VYghYb'K Y[ž'Y]b'J cffY]hYf'ZØf'VØf[YfgW UZh]W Yg'9b[U[Ya Ybh'ni
k YfXYb' 'XUg'gc``hY'i bg'U''Y'ZfYi Yb°

8YhU]`g	
C fh	<Ua Vi f[!A]hYž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "\Ua Vi f["XY • k k k "U_h]j c`]"XY • Vi Yf[Yfgh]Zhi b[!\Ua Vi f["XY

6Ygi WYb'G]Y'i bg'Ui Z.'bU[!\Ua Vi f["XY