



6UmYfbg'K]fhY '_Àa dZYb.
I a gUhnfØW_[Ub['hf]Zzh'X]Y'; Ughfc bca]Y
gWX k Yf°

6UmYfbg'; Ugh[Yk YfVY 'j YfnY]WX bYh'&\$&' I a gUhnfØW_[Àb[Y/
: UWX _fÀZhYVYXufZ'i bX'A Y\fk YfhghYi YfgYb_i b['ghY\Yb ']a
: c_i g'XYf'6fUbWX Y"



6UmYfbž'8Yi hgWX 'UbX !'8]Y 'B UWX f]WX hYb 'Ui g'XYf'; Ughfc bca]Y
g]bX 'XYfnY]h'U''Yg 'UbXYfY 'U'g'fcg]["6UmYfbg'K]fhY 'a ØggYb ']a
YfghYb '<U'V'U\f'&\$&' 'Y]bYb 'I a gUhnfØW_[Ub['j cb'&ž) 'DfcnYbh
]a 'J Yf['Y]WX 'ni a 'J cf'U\f'\]bbY\ a Ybžk]Y 'X]Y 'NY]h'VYf]WX hYh"
6YgbXYfg'XfUa Uh]gWX 'ghY ``h'g]WX 'X]Y '@U[Y]a 'b'&\$&' 'XUfžk c
X]Y 'I a gÀhnY 'i a '('DfcnYbh'UVgUW_hYb" '8Yf'B Y[Uh]j hfYbX '\Uh
g]WX 'gc[Uf']a 'J Yf['Y]WX 'ni a 'YfghYb 'E i UfhU'&\$&' 'k Y]hYf
j YfghÀf_h'<]YfVY]g]bX 'j cf'U''Ya 'X]Y 'gdY]gYb[YdfÀ[hY
; Ughfc bca]YžXUfi b hYf'F YghUi fUbhgž; UghghÀhYb 'i bX '9]gWXZAgž
VYhfcZZYbž'X]Y 'Y]bYb 'F ØW_[Ub['j cb' ' ž% 'DfcnYbh'j YfnY]WX bYh"

8]Y'; fØbXY'ZØf'X]Y'g]b_YbXYb'I a gÀhnY'ghY\Yb'bcW'']b'XYb
GhYfbYbž'XcW'a Ø[']WY'9]bZi ggZU_hcfYb'g]bX'X]Y'ÒZZYbh]WY
8YVUhY'ØVYf'ghY][YbXY'DfY]gY']b'XYf'; Ughfc bca]Y'gck]Y'X]Y
ØVYfXi fWgWb]h]W\c\Yb'bzUh]cbgnU\`Yb'"=a'; YgUa hYb'nY][h
g]W\`YXcW\`Y]b'[YgdU'hYbYg'6]X.'K à\ fYbX'XUg'; Ugh[Yk YfVY
dF]gVYfY]b][h`YX][']W\`%DfcnYbh'l a gUhñ'Y]bVØ»hžj YfnY]W\ bYh
XYf'6YfY]W\`6Y\YfVYf[i b['U'gc'<chY'g'i bX'7Ua d]b[d`ÀhnY'
Y]bYb'`Y]W\ hYb'5bgh]Y['j cb'%'%DfcnYbh'Hfchñ'XYf
I a gUhngY][Yfi b['a ØggYb'Ui W\ X]Y'6Y\YfVYf[i b[gVYhf]VVY
Y]bYb'FØW_[Ub['VY]XYb'6YgW\Àzh][hYb'i a '\$ž+ DfcnYbh
\]bbY\ a Yb"

6YgcbXYfY'<YfUi gZcfXYfi b[Yb'ZØf'<chY'g
i bX'F YghUi fUbhg

=a 'A U]'&\$&' fY[]ghf]YfhY'XUg'XYi hgW\Y'; Ugh[Yk YfVY'VVYbZU`g
Y]bYb'I a gUhñfØW_[Ub['j cb'&ž&DfcnYbh]a 'J Yf['Y]W\ ni a
J cfa cbUhžk Ug'U'g'XYf' fØ»hY'FØW_[Ub['gY]h'8YnYa VYf'&\$&%
Ub[YgY\Yb'k]fX'"bzUh]cbgVYfY]b][h'k UfYb'Yg'gc[Uf'(ž*
DfcnYbhžk]Y'N8: '\Yi hY'VYf]W\ hYh'6YgcbXYfg'VYhfcZZYb'k UfYb
X]Y'6Y\YfVYf[i b[gi b hYfbY\ a Ybž'X]Y'Y]b'VYhfcW\ h]W\ Yg'A]bi g
j cb'+ž\$'DfcnYbh'\]bbY\ a Yb'a i gghYb'8]Y
; Ughfc bca]VVYhf]VVYžY]bgW\']Y»']W\ F YghUi fUbhg'i bX'?bY]dYbž
\UhñYb'Yg'a]h' ž- 'DfcnYbh'ni 'hi b"

8]Y'ghY][YbXY'A Y\fk YfhghYi Yf']b'XYf'; Ughfc bca]YžX]Y'Ui g
dUbXYa]VVYX]b[hYb'9f'Y]W\ hYfi b[Yb'fYgi 'h]Yfhž']Y[h'U_hi Y``'VY]
%- 'DfcnYbh'Ni _ØbZh][Y'5bdUggi b[Yb']b': cfa 'Y]bYf
XUi Yf'UZhYb'F YXi n]Yfi b['XYf'I a gUhngYi Yf'ZØf'GdY]gYb'Ui Z'+
DfcnYbhž'X]Y']a '?cU'h]cbgj YfhfU['j YfUb_Yfh'g]bXž'k YfXYb'VYfY]hg
gY\ b']W\ gh'\YfVY][YgY\ b'h'8Yf'8Y\c[UžXYf'<chY'!i bX
; UghghÀhhYbj YfVUbXž'XfÀb[h'Ui Z'bchñ YbX][Y'J YfÀbXYfi b[Ybž'X]Y
b]W\ h'bi f'I a gUhñfØW_[Àb[Y'ghcddYb'gc'`Ybž'gcbXYfb'Ui W\ X]Y
6Y'Ughi b[Yb'Xi fW\ '\Ø\YfY'DYfgcbU'_cghYb']bZc'[Y'XYf'9f'\Ø\i b[
XYg'A]bXYgh'c\bg'UV'žUbi Uf'&\$&*'8cfh']gh'Y]bY'9f'\Ø\i b['Ui Z'
%' ž- \$'9i fc'j cf[YgY\Ybž[Yzç[h'j cb'Y]bYa 'k Y]hYfYb'5bgh]Y[
Ui Z%'(ž* \$'9i fc'Y]b'žU\f'gdÀhYf'

8]Y'Fc``Y'XYg'8Y\c[U

↳ X]YgYf'_f]h]gWX Yb 'G]hi Uh]cb 'ghY\h XYf'8Y\c[U'XYb '6Yhf]VVYb 'ni f
 GY]hY 'i bX 'V]YhYh'nU\ `fY]WX Y 'I b hYfghØhni b[ga Ø[`]WX _Y]hYb 'Ub" 'J cb
 F YWX hgVYfUhi b[ØVYf'6Yhf]VVgVYfUhi b['V]g'\]b 'ni '<]ZYb 'ZØf
 9I]ghYbn[fØbXYf' 'XUg'BYhbk Yf_ '\Uh'ZØf'j]Y`Y`K]fhY`Y]b 'c ZZYbYg
 C \f" 'Gc 'k]Y`Yg'Ui Z XY\c[U!Vi bXYgj YfVUbX"XY '\Y]» hžgYhnh
 g]WX 'X]Y 'C f[Ub]gUh]cb 'Ui WX ']bhYbg]j 'ZØf'dc`]h]gWX Y 'H\Ya Yb 'XYf
 6fUbWX Y 'Y]bži a 'X]Y 'k]fhgWX UZh]WX Yb 'FU\ a YbVYX]b[i b[Yb 'ni
 j YfVYggYfb"

K]WX h]['ZØf'X]Y'; Ughfcba]Y ']b '8Yi hgWX 'UbX ']gh'X]Y '[Y[Ybk Åfh][Y
 Ni gd]hni b['XYf'DfcV`Ya YžX]Y 'Xi fWX 'XYb 'I a gUhngWX k i bX 'bcWX
 j YfghÅf_hk YfXYb" '8Yf'8Y\c[U!DfÅg]XYbh; i]Xc 'NÒ`]W_ '\Uh'Øb[gh
 VYhcbhžXUgg'X]Y 'k]fhgWX UZh]WX Y '6Y`Ughi b[g[fYbnY 'ZØf'j]Y`Y
 6Yhf]VVY 'VYfY]hg`YffY]WX h]gh" '9f'g]Y\h']b 'XYf '@U[Y`Y]b 'gWX 'YWX hYg
 Ca Yb 'ZØf'XYb 'k Y]hYfYb 'df]j UhYb ?cbgi a žk Ug'X]Y '6fUbWX Y
 ni gÅhn`]WX 'i bhYf'8fi W_ 'gYhnYb '_Obb hY"

8]Y'_ca a YbXYb 'K cWX Yb 'i bX 'A cbUhY 'k YfXYb 'U`gc 'Yb hgWX Y]XYbX
 gY]b " 'C V 'X]Y 'dc`]h]gWX Yb 'J YfgdfYWX Yb 'hUhgÅWX ']WX ']b 'X]Y 'HUh
 i a [YgYhnh'k YfXYb 'i bX 'cV 'X]Y 'K]fhY ']b '6UmYfb 'i bX '[Ub n
 8Yi hgWX 'UbX 'k]YXYf'hfcW_YbY : Ø» Y 'VY_ca a YbžV`Y]Vh
 UVni k UfhYb" '8]Y '9bhk]W_ 'i b[Yb ']b 'XYf'; Ughfcba]Y 'V`Y]VYb
 gdUb bYbX"

8YhU]`g	
Cfh	6UmYfbž8Yi hgWX 'UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nY]h"XY • k k k "nXZ\Yi hY"XY • k k k "XY\c[U!Vi bXYgj YfVUbX"XY

6Ygi WX Yb 'G]Y 'i bg'Ui Z 'i bgYfY! \chY`g"XY