



Fost

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5 'mYUf'U[ cžZci fhYYb!mYUflc 'X ?UmU 'k Ug]b 'U 'gYd UfUhY 'c f'gY 'Z WcbH]bYX 'WUggfcca 'Zcfghi XYbhg'k ]h  
g][ b]ÚWUbh'Wc[ bUhj Y 'X ]gUV] ]hYg"? UmU 'g'U 'W Y YfZ 'zci h[ c]b[ 't ]f'k ]h '8ck b 'gnbXfc a Y "G Y '\UX 'VYYb ]b  
U 'gY 'Z Wcbh]bYX 'WUggfcca 'g]bWY '\_]bXYf[ UfhYb" <Yf'UWUXYa ]Wdfc[ fUa '\UX 'U'k Umg'VYYb [ YUfYX  
hck Ufx'ghi XYbhg'k ]h 'ck Yf'UV] ]hYg" H YfY '\UX 'VYYb 'bc 'cddcfhi b]hYg'Zcf? UmU 'hc 'VY 'Ufc i bX 'hmd ]MU`mi  
XYj Y'cd]b[ 'dYYfg'Y ]h Yf]b 'h Y 'WUggfcca 'c f]b 'gWcc 'UWh] ]hYg"

~~UmU~~Ng'd UfYbhg'k YfY 'WcbWfbYX 'h Uhg\Y 'k Ug'bchfYUW]b[ '\YfdchYbh]U 'UWUXYa ]MU`mc f'gCW]U`m'  
GYy]b[ '\Yf'Ug'U 'h YbU[ Yf' h YmfYU ]hYX 'h Uh? UmU 'bYYXXYX 'hc 'VY 'd fYd UfYX 'Zcf'\Yf'Z h fY" 'h YmH] \_YX 'hc  
?UmU Ng'YI W d h]c bU 'YX i WU]c b 'h Y UW Yf'Uvci h h Y ]fWcbWfbg" '5 b '9D'h YUa 'a YYh]b[ 'k Ug'gW YfYhc 'VR 'hc A



YY : `c f]XU 'bWi g]cb 'BYhk c f\_ 'Wc 'UVc fUhYg'  
k ]h 'U``X]ghf]Whg'gMcc`g]UbX 'X]gWYh]cbUfmidfc YWhg'h  
dfcj ]XY 'W g]h a ]hY X 'gYfj ]Wg'UbX 'g ddc f]g'Ybg f]b[ 'U``g] XYbhg  
k ]h 'X]gUV]]hYg'\Uj Y 'h Y 'g]a Y 'YXi WUh]cbU'zgc WU'zUbX 'Z h fY  
opportunities as their peers.

: B 'i gYg'U 'XUhU!Xfj Yb 'dfcV 'Ya !g]j ]b[ 'UddfcUW 'k ]h 'X]ghf]Whg'UbX 'gMcc 'g'h 'ZcW g]cb ]bWi g]j Y  
d fUWhWg'dfcj ]XYg'dfc ZYgg]cbU'XYj Y'cda YbhzhYWWb]MU'Ugg]ghUbW'zWcUWb]b[ 'UbX 'fYgci fWg'h ']bWfYUgY  
UbX 'a U]bH]b '\_bck 'YX[ Y 'UbX g\_]g'UbX 'g UfYg ]bZcfa Uh]cb h 'Y'd 'Vi ]X 'Wc 'UVc fUhj Y 'fY 'Uh]cbg\]dg  
YYh YYb 'Za ]Yg]gMcc 'g]UbX 'X]ghf]Whg"

: B 'gYfj ]Wg'UfY 'Uj U]UV Y 'Zcf'Za ]]Yg]YXi WUh]f]g'UXa ]b]ghfUhc f]g'UbX 'Wca a i b]hma Ya VYfg"

M i f: B 'ZUW]Uh]f'WUb 'dfcj ]XY 'mci 'k ]h ']bZcfa Uh]cb 'UbX 'fYgci fWg'h Uh]WUb 'Ugg]ghmci 'Ugmci 'VY[ ]b  
d 'Ubb]b[ 'k ]h 'h Y 'gMcc 'Zcf'mci fW]XNg]bWi g]j Y 'YXi WUh]cb"

5 XX]h]cbU'mz mci fW]XNg]hYUWb Yffy]c f'gMcc 'UXa ]b]ghfUhc f'WUb 'fYe i Ygh: B 'gYfj ]Wg'fY "[ "zgMcc '!VUgYX  
Wc bg 'hUh]cbz'dfc ZYgg]cbU'XYj Y'cda YbhzhYWWb]MU'Ugg]ghUbW'zUbX 'fYgci fWg'Zcf'gMcc 'hYua g'UbX 'g]UZZ  
a Ya VYfg'HY [ cU'cZhY : `c f]XU 'bWi g]cb 'BYhk c f\_ 'g'h 'dfcj ]XY 'Ugg]ghUbW 'hUhk ]'g ddc f]hdcg]hj Y  
ci hMa Yg'Zcf'5@gi XYbhg'k ]h 'X]gUV]]hYg'Uhmc i fW]XNg]gMcc "C i f'gYfj ]Wg'UfY 'ZYY 'h 'U ``; `c f]XU  
gMcc 'g