

F ØW_Yfh!A]hhY`gWÅi `Y`7cVi f[.`BYi Yg
Dfc`Y_h'ghÅf_h'GWÅ Ø`Yf`[Y[Yb` ; Yk U`h`

⊕`7cVi f[`k i fXY`XUg`Dfc`Y_h'`>hnh`]\f` `[YghUfhYhž`i a`X]Y
F ØW_Yfh!A]hhY`gWÅi `Y`Xi fWÅ`gcn]U`Y`I bhYfghØhni b[`ni
ghÅf_Yb"



7cVi f[ž`8Yi hgWÅ`UbX`!`⊕`7cVi f[`[]Vh`Yg`Zf]gWÅY`<cZZbi b[`ZØf
X]Y`F ØW_Yfh!A]hhY`gWÅi `Y`"J cf`nk Y]`>U\fyb`k Uf`X]Y`GWÅi `Y`k Y[Yb
; Yk U`hž`GUWÅVYgWÅ`ÅX][i b[Yb`i bX`5b[ghni ghÅbXYb`]b`XYf`? f]h]_ž
k Ug`ni `Y]bYa`Xf]b[YbXYb`<UbX`i b[gVYXUfZ`ZØ\fhY`"8]Yg`ghY`hY
Ui WÅ`XYf`ž [YbX\]`ZYgYbUh]a`ž`]'&\$&'`ZYgh`8cWÅ`Yhnh[Y\h`Yg
Ui Zk`Åfhg.`A]h`XYa`A cXY`d`fc`Y_h'`>hnh`]\f` `gc`Yb`X]Y
J cfUi ggYhni b[Yb`ZØf`Y]bYb`d`cg]h] Yb`K UbXY`[YgWÅUZZYb`k YfXYbž
k]Y`X]Y`**B c f X V U m Y f] g W Å Y`D f Y g g Y`V Y f] W Å h Y h`**

8 Ug`Dfc`Y_h]gh`Ua`%"`Bcj Ya`VYf`&\$&'`[YghUfhYh`i bX`k`]fX`j`cb
U`Yb`GY]hYb`i bhYfghØhnh`8Yf`GhUXhfUh`7cVi f[`U`h`XUZØf`&) "\$\$\$\$
9i fc`VYfY]h[YghY`hž`hfc`h`XYf`HUhgWÅYž`XUgg`X]Y`GhUXh`bi`f`ZØf
XYb`6Ui`i bhYf\U`h`ni ghÅbX][`]gh`9]b[`Ubn`VYgcbXYfYg`5i [Yba`Yf_

Y[h'XUg'Dfc_Y_h'Ui Z'X]Y'Ya ch]cbU'Yž_c[b]h]j Y'i bX'gcn]U'Y
: ÒfXYfi b['XYf'GWØ'Yf]bbYb"' "6Øf[Yfa Y]ghYf'7Ub'5mX]bž'gY'Vgh
Y\Ya U'] [Yf'GWØ'Yf'XYf'F ØW_YfhgW i 'Yž]gh'Y]bYf'XYf' [fc» Yb
6YZØfk cfhYf'X]YgYf' ð]h]Uh]j Y''9]b'k]W h][Yf'HY]'XYg'J cf\UVYbg
g]bX'j YfgW]YXYbY'HY]'dfc_Y_h'Yž'X]Y'XYfnY]hi a [YgYmh'k YfXYbž
i a 'X]Y'GWØ'Yf'U_h]j 'j]b'XYb'6]Xi b[gdfcnYgg'Y]bni VYn]Y\Yb"

J]Y`ZÀ`h][Y`5bgÀhnY`ni f`GhÀf_i b[`XYf GWØ`Yf

8 Ug'A cXY`dfc_Y_h'i a ZUggh'a Y\fyfY`gdUbbYbXY'HY]'dfc_Y_hY"
8 Ufi bhYf']gh'Y]b'gcn]U'Yg'?ca dYhYbnhfU]b]b[ž'XUg'gY]h'C_hcVYf
&\$&']b'?ccdYfUh]cb'a]h'XYa 'ðgh]hi h' 9f'YVb]g'DÀXU[c[]gW'g
ghUhz]bXYh''5i W'X]Y'K cf_g\cdg'i bhYf'XYa 'H]hY'' K ^'' K]ggYbž
K YfhYž'K]f 'g]bX'VYgcbXYfg'Yfk À\bybgk Yfh''<]YfVY]'UbXY'h'Yg
g]W' i a 'nY\b'K cf_g\cdg'ni f'; Yk U'hdfÀj Ybh]cbž'X]Y'j cb'XYf' [Z]
[; a V<'6Ua VYf['7cVi f['Ub[YVchYb'i bX'W!Z]bUbn]Yfh]j cb'XYf
9i 'g]bX''8]YgY'GWf]hY'gc''Yb'b]W'h'bi f'XUg'; Ya Y]bgWUZhg[YZØ\
ghÀf_Ybž'gcbXYfb'Ui W'X]Y'GWØ'Yf'ni f'U_h]j Yb'HY]'bU'a Y'Ua
GW i ''VYb'Ub'fY[Ybž'k Ug]b'XYf'\Yi h][Yb'NY]h'VYgcbXYfg'k]W h][
]gh"

8 Ug'Dfc_Y_h] YfZc`[h'XUVY]'b]W'h'X]Y'Y]bgY]h][Y'J Yfa]h'i b['j cb
K]ggYbž'gcbXYfb'n]Y'h'XUfUi Z'UVž'X]Y'?]bXYf'i bX'ž [YbX'W]Yb'U'g
['Y]W'k Yfh][Y'DUf'hbYf'ja '@Yf'bd'fc'nYgg'a]hY]bni VYn]Y\Yb''8]Yg
nY][h'g]W'Ui W'j]b'XYf'9]bVYn]Y\i b['j cb'5'i a b]ž'X]Y'U'g'J cfV]'XYf
i bX'A Ybhc'fYb'Z b[]YfYb'gc''Yb''8]YgY' [Ubn\Y]h]W'Y
<YfUb[Y\Ybgk Y]gY']gh'Y]b'k]W h][Yf'GWf]hž'i a 'XUg'J YfhfUi Yb
XYf'GWØ'Yf]bbYb'j]b'X]Y'GW i 'Y'ni fØW'ni [Yk]bbYb'i bX'Y]b
d'cg]h]j Yg'@Yfbi a Z'X'ni 'gW UZZYbž'XUa]h'g]W'YXYg'?]bX
k c\ZØ\`h'i bX'YbhZU'hY'_Ubb"

? cbhYI h'i bX`k Y]hYfY`DYfgdY`h]j Yb

8]Y'<YfUi gZcfXYfi b[Ybž] cf'XYbYb'GW i 'Yb'j]b'6Yni ['Ui Z
; Yk U'hdfÀj Ybh]cb'ghY\Ybž'g]bX'b]W'h'bYi "'6YfY]hg'&\$&\$&'gYhnhY
g]W'X]Y'?i 'hi ga]b]ghYf'_cbZYfYbn'a]h'A U» bU'a Yb'ni f

; Yk U`hd fÄj Ybh]cb`Ui gY]bUbXYf`i bX`VYhcbhY`X]Y`Bchk YbX][`_]h
 ZØf`Y]b`UV[Ygh]a a hYg`J cf[Y\Yb" J YfgW]YXYbY`÷]h]Uh]j Yb
 k i fXYb`]bg`@YVYb`[Yfi ZYbž`i a`[Yk U`hj Yf\Yff`]WYbXY`A YX]Yb`ni
 _cbhfc``]YfYb`i bX`GWØ`Yf`]b`?f]gYbg]hi Uh]cbYb`ni`i bhYfghØhnYbž
 k]Y`Ui Z`6]`Xi b[ggYfj Yf`ni`YgYb`]gh"

8]Y`F ØW_Yfh!A]hhY`gWxi`Y`[Y\h`bi b`a]h[i hYa`6Y]gd]Y`j cfUb`i bX
 gYhnh`g]W]n]Y`ghfYV][`ZØf`Y]bY`Ni`_i bZhc`bY`; Yk U`h`Y]b`K]Y`X]Y
 9f[YVb]ggY`XYg`Dfc`Y_hg`j cb`Gcn]U`dÄXU[c[Y`A Uh\]Ug`J`Ö`_Yf
 nY][Ybž`[]Vh`Yg`VYfY]hg`YfghY`d cg]h]j Y`F ØW_a`Y`Xi b[Yb`8]Y
 A Y]bi b[Yb`i bhYf`XYb`F Ugha]h[`]YXYfb`XUfØVYf`ZU`Yb`U`YfX]b[g
 i bhYfgW]YX`]W`Ui`g`9]b][Y`gY\Yb`X]Y`; cfhgW]f]hhY`U`g`Y]bYb
 YW`hYb`@]W`hV`]W`_Ubž`k`Ä`fYbX`UbXYfY`g`_Ydh]gW`Y`Gh]a`a`Yb
 Yf\YVYb"

Ni`gUa`a`Yb[YZUggh`Äggh`g]W`gU[Yb.`8]Y`F ØW_Yfh!A]hhY`gWxi`Y`
 i bX`]f`Dfc`Y_h`→hnh`]f`nY][Ybž`XUgg`Yg`Y]bYb`_UfYb`K]`Y`ni`f
 J YfÄbXYfi b[`] []Vh`A]h]i bhYfghØhni b[`XYf`GhUXhi bX`Y]bYa
 Yb[U[]YfhYb`HYUa`Ui`g`DÄXU[c[Yb`gc``Yg`[Y`]b[Ybž`Y]bY`bYi`Yž
 dcg]h]j Y`GWxi`Uha`cgd`ÄfY`ni`gW`UZZYb`ni`a`K`c`Y`U`Yf
 GWØ`Yf]]bbYb"

8 YhU]`g	
C fh	7cVi f[ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bd!WcVi f["XY • k k k "WcVi f["XY • k k k "V]`Xi b[ggYfj Yf"XY

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