

5`X]`]b`J]YWX hUWX .`DZUbX!; Y`X`ZØf`XYb
?]bXYf[UfhYb`gdYbXYb`i bX`\\Y`ZYb`°

⊕`J]YWX hUWX`Yfa`i`h][`h`5`X]`?`i`bXYbž`DZUbX[`Y`X`ni`gdYbXYbž
i`a`XYb`?`]bXYf[`UfhYb`GcbbYb!6`i`a`Y`6`cggYfgVYf[`ni
i`bhYfghØhnYb"



J]YWX hUWX ž`8`Yi`hgWX`UbX`!`⊕`XYf`5`X]!;]`U`Y`]b`J]YWX hUWX ž
6UmYfbž`[]Vh`Yg`gY]h`_i`fnYa`Y]bY`VYgcbXYfY`⊕]h]Uh]j`Y`ni`f
l`bhYfghØhni`b[`XYg`Øfh]WX`Yb`?`]bXYf[`UfhYbg`GcbbYb!6`i`a`Y
6`cggYfgVYf[`"5b`Y]bYf`Vi`bhYb`GdYbXYbVcl`ž`X]Y`j`cb`<i`VYfh
<Y]a`Yf`ž`Y]bYa`Yb[`U[]YfhYb`J`UhYfž`[`YZYfh][`h`k`i`fXYž`_ØbbYb
?`i`bXYb`]\fYb`DZUbXVcb`UV[`YVYb`"8]YgYf`GW`f]h`n]Y`h`XUfUi`Z`UVž
X]Y`Dfc`Y`_hY`XYf`?`]bXYf[`UfhYb_]bXYf`ni`ZØfXYfb`i`bX`ni`gÅhn]WX`Y
5bgWX`UZI`b[`Yb`ni`Z]bUbn]YfYb`"8]Y`≠YYž`Ui`ZXUg`DZUbX!; Y`X`ni
j`Yfn]WX`hYbž`_ca`a`h`b]WX`h`Ui`g`9][`Ybbi`hnž`gcbXYfb`]gh`Y]b`5`_h`XYf
Gc`]XUf]hÅh`a`h`h`XYf`9]bf]WX`hi`b[`ž`Ub`XYf`j`]Y`Y`?`]bXYf`:`fYi`XY
\\UVYb"

8]Y`Y]YVYj`c`""[`YghU`hYhY`GdYbXYbVcl`"Åb[`h`X]fY`_h`bYVYb`XYa

DZUjXUi hca UhYb"² ZZYbh]W_X]hgUfVY]hXi fW`X]Y`Hci f]gh! ðZc
J]YWXhUWXž`X]Y`ZØf`X]YgY`5_h]cb`k`f]Vhž`Uh`XUni`VY][`YhfU[`Ybž`XUgg
X]Y`?i bXYb`ØVYf`X]YgY`A`Ø[`]W_X]h`ni`f`l`bhYfghØhni`b[`]bZcfa`]Yfh
k`YfXYb`"A`]h`Y]bYa`Y]bZUWX`Yb`<UbX[`f]ZZ`_ØbbYb`g]Y`]`fYf
;`Ya`Y]bXY`Yhk`Ug`;`i`hYg`hi`b`i`bX`XYb`?]bXYf[`UfhYb`X]fY`_h
i`bhYfghØhYb"

F`YU`_h]cbYb`XYf`?`i`bXYb

8]Y`F`YgcbUbn`Ui`ZX]Y`GdYbXYbVcl`]gh[`Ya`]gW`h`"K`À`fYbX`Y]b][`Y
5`X]!`?i`bXYb`X]Y`ð]h]Uh]j`Y`d`cg]h]j`Ui`ZbY`a`Yb`i`bX`X]Y`:`ØfXYfi`b[
XYf`?]bXYf`i`bhYfghØhYb`a`ØW`hYbž`[`]Vh`Yg`Ui`W`_f]h]gW`Y
Gh]a`a`Yb`]b`XYb`gcn]U`Yb`A`YX]Yb`"9]b][`Y`Bi`hnYf`VY`ZØfW`hYbž`XUgg
X]Y`6cl`dchYbn]Y`Y`8]YVY`Ubn]Y`Yb`_ØbbhYž`k`À`fYbX`UbXYfY`XYf
A`Y]bi`b[`]g]bXž`XUgg`dYfgØb`]W`Y`GdYbXYb`Y`ZY`_h]j`Yf`k`Å`fYb`"
K`Ybb`Yg`XYa`?]bXYf[`UfhYb`]b`6`cggYfgVYf[`]ni`];`i`hY`_ca`a`hž
XUbb`ZU`fY`]W`Ua`?]bXYf[`UfhYb`gY`Vgh]j`cfVY]i`bX`ØVYf[`YVY
dYfgØb`]W`Y]bY`GdYbXY`j`cb`%\$\$`9i`fc`ž`Ài`»`Yfh`Y]b`?i`bXY`gY]bY
6YXYb`_Yb"

Hfc`hn`XYf`i`bhYfgW`]YX`]W`Yb`A`Y]bi`b[`Yb`nY][`h`g]W`ž`XUgg`X]Y`⇒XYž
Ui`ZX`Yb`DZUjXVYhfU[`]ni`j`Yfn]W`hYbž`i`a`<`]ZgVYXØfZh][`Yb`ni
Y`ZYbž`j`]Y`Y`A`YbgW`Yb`Ub`gdf]W`h`"8]Y`GdYbXYbU`_h]cb`U`h`VYfY]hg
5i`Za`Yf`_gUa`_Y]h`YffY[`hi`bX`_ØbbhY`XUni`ZØ`fYbž`XUgg`bcW`a`Y`f
?i`bXYb`XUni`Yfa`i`h][`h`k`YfXYbž`Y]bYb`_Y]bYb`6YhfU[`]ni`f
:`ØfXYfi`b[`]XYf`?]bXYf[`UfhYb`dfc`Y`_hY`VY]ni`hfU[`Yb`"

8]Y`6YXYi`hi`b[`]XYf`l`bhYfghØhni`b[`

8]Y`ð]h]Uh]j`Y`nY][`hž`k`]Y`k`]W`h][`c`_U`Y`l`bhYfghØhni`b[`]ZØf
6]Xi`b[`]gY]bf]W`hi`b[`Yb`]gh`"8Yf`?]bXYf[`UfhYb`GcbbYb!6`i`a`Y
6`cggYfgVYf[`]gh]Ui`Zgc`W`Y`5_h]cbYb`Ub[`Yk`]YgYbž`i`a`X]Y
:`ØfXYfi`b[`]XYf`?]bXYf`ni`i`[`Yk`À`f`Y]ghYb`"8]Y`VYfY]h[`YghY`hYb
;`Y`XYf`Ui`g`XYf`GdYbXYbVcl`gc`Yb`_cb`_fYh`ZØf`bYi`Y`Dfc`Y`_hY`i`bX
5bgW`U`Z]`b[`Yb`]j`Yfk`YbXYh`k`YfXYbž`X]Y`XYb`?]bXYfb
ni`[`i`hY`_ca`a`Yb`"8]YgY`5fh`XYf`l`bhYfghØhni`b[`]gh`b]W`h`bi`f
Z]bUbn]Y`ž`gcbXYfb`Ui`W`Y]b`k`Yfh]c`Yg`NY]W`Yb`XYg
;`Ya`Y]bgW`U`Zh]g[`Y]ghYg"

CV i bX'k]Y`Ub[Y`X]Y`6cl`VY]`5`X]j YfV`Y]VYb`k]fXž`V`Y]Vh
 UVni k UfhYb``8cW`VYfY]hg`^Ynh]gh`_Ufž`XUgg`X]YgY`5_h]cb`Y]bY
 g]bbj c``Y`A`Ò[`]W`_Y]h`ZØf`X]Y`J]YW`hUW`Yf`6Øf[Yf`XUfghY``hž`i`a`]b
]\fYf`; Ya Y]bXY`U_h]j`ni`k`YfXYb`i`bX`X]Y`6]`Xi`b[`]\fYf`?]bXYf`ni
 i`bhYfghØhnYb``8]Y`dcg]h]j`Y`F`YgcbUbni`Ui`Z`X]Y`GdYbXYbVcl`_`ÖbbhY
 Ui`W`UbXYfY`; YgW`ÄZhY`]bgd]f]YfYbž`Ä`b`]W`Y`5_h]cbYb`ni
]b]h]]YfYbž`X]Y`k]YXYfi`a`XYf`; Ya Y]bgW`UZhini`[`i`hY`_ca`a`Yb"

K Y]hYfY`≠Zcfa`Uh]cbYb`ni`XYf`5_h]cb`i`bX`XYfYb`<]bhYf[`fØbXYb
 V]YhYb`X]Y`5fh]_Y`j`cb`6Yf`]b`@]j`Y`i`bX`DUggUi`Yf`B`Yi`Y`DfYggY"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	J`]`Y`W`h`U`W`ž`8`Y`i`h`g`W`_`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "VYf`]b!`]j`Y"XY • k k k "dbd"XY

6Ygi`W`Y`b`G]Y`i`bg`Ui`Z.`b!U[`"XY