

G_UbXU`Y`]b`XYf`<Ui dhghUXh. `DfØ[Y`ž GhfY]h`i bX`Dc`]nY]Y]bgÅhnY`°

⊕`K]YgVUXYb`Yfa]hhY`h`X]Y`Dc`]nY]`[Y[Yb`a Y\fyfY`DYfgcbYb
bUWx ; Yk U`hhUhYbž`XUfi bhYf`J cfZÄ`Y`a]h`?`]bXYfb`i bX
BUWxVUfb"



K]YgVUXYbž`8Yi hgWx`UbX`!`⊕`?`Ö`b`g]bX`X]Y`Y`hnhYb`HU[Y
[YdfÄ[hj cb`Y]b][Yb`\UbXZYghYb`5i gY]bUbXYfgYhni b[Ybž`X]Y`ni a
HY]`]b`X]Y`9fa]hhi b[Yb`XYf`Dc`]nY]`a ØbXYhYb`"BUWx
⊕Zcfa Uh]cbYb`j cb`6cf_YbYf`NY]hi b[`Yfa]hhY`h`X]Y`Dc`]nY]`bi b
[Y[Yb`XfY]`A`ÄbbYf`i bX`Y]bY`: fUi ž`X]Y`]b`j YfgWx]YXYbYb
[Yk U`hhÄh][Yb`J cfZÄ`Yb`j Yfk]W_Y`h`k UfYb`"⊕`Y]bYa `VYgcbXYfg
VYa Yf_Ybgk YfhYb`: U`]]gh`Y]bY` , -!`Ä`f][Y`: fUi `ni bhYf`J YfXUWx h
[YfUhYbž`bUWxXYa `g]Y`nk Y]`ž`b[Yb`a]h`Y]bYa `<c`nghYW_Yb`Ui Z
X]Y`<`ÄbXY`gWx`i ["8]Y`VY]XYb`?`]bXYfž` , i bX`-`!`Ä`fY`U`hž`\UhYb`Yg
[Yk U[hž`Ui Z`X]Y` ; fi bXghØW_ga Ui Yf`XYf`: fUi `ni `Y`hhYfbž`k Ug]`f
cZYbVUf`b]Wx`hidUgghY`"8]Y`Dc`]nY]`]b]a a h`XYb`J cfZU`gY`f`Yfbgh
i bX`Yfa]hhY`h`k Y[Yb`[YZÄ`f`]WxYf`?`ÖfdYfj Yf`Yhni b["

8cW\XUg]gh'b]W\h'XYf'Y]bn][Y'JcfZU`ž'XYf'ZØf'5iZgY\Yb'gcf[h''9]b
kY]hYfYf'GhfY]h]b'Y]bYa' A Y\ fZUa]]Yb\Ui'g'Yg_U]YfhYž'U'g'Y]b
) +!Å\ f][Yf'a]h'Y]bYa' J]Yf_Ubh!GhU\`fc\`f'Ui'Z'gY]bYb' (, !Å\ f][Yb
BUWVUfb`cg[]b["'8Yf'; fi bX'ZØf'X]Y'5[[fYgg]cb'k Uf'Y]b'Y\Yf
hf]j U'Yf.'8Yf'(, !Å\ f][Y'\UhhY'ja' ; UfhYb'i f]b]Yfh''8]Y
?cbgYeI Ybn.'8Yf'j Yf'YhhY'BUWVUf'a i gghY'a]h'Y]W\hYb
JYf'Yhni b[Yb']bg'?fUb_Yb\Ui'g''5i W\`Yf'k]fX'[Y[Yb'XYb
) +!Å\ f][Yb'Yfa]hhY'h"

GhfY]h'i a '7UVf]c

9]b'Xf]hhYfž'YVYbgc'a Yf_k ØfX][Yf'JcfZU`YfY][bYhY'g]W\]b'XYf
BÅ\Y'Y]bYg'\Ø\YfdY]g][Yb'7UVf]c'Yhg''9]b'*' !Å\ f][Yf'Y\bh'g]W\
a]h'gY]bYb'i bhYfUfa Yb'Ub'XUg': U\fnYi [žk Ug'VY]'XYa
') !Å\ f][Yb'5i hcZU\Yf'ZØf'a ÅW\h]['Ncfb'gcf[hY''BUW'Y]bYa
_i fnYb'K cfh[YZYW\h'gW\i VghY'XYf'Øb[YfY'XYb'Y'hYfYb'j ca'5i hc
k Y[žk cfUi Z]b'X]YgYf'X]Y': U\Yf'fØf'hfUh''8]YgY'9g_U'Uh]cb
YbXYhY'j]b'Y]bYa'5b[f]ZZXYg'') !Å\ f][Yb'Ui ZXYb'*' !Å\ f][Ybž'XYb
Yf'b]YXYf'gW'i ['i bX'V]g'ni a '9]bhYf'ZYb'XYf'Dc`nY]'Ua'6cXYb
ZYgh\]Y'h''Bi b'Yfa]hhY'h'X]Y'Dc`nY]'[Y[Yb'VY]XY'A ÅbbYf.'8Yf
' *' !Å\ f][Y'k Y[Yb'GUWVYgW\ÅX][i b['i bX'XYf'') !Å\ f][Y'k Y[Yb
?ØfdYfj Yf'Yhni b["

8]Y'; Yk U`hg]hi Uh]cb']b'8Yi hgW\`UbX

8]YgY'JcfZÅ`Y'g]bX'HY]'Y]bYg'VYgcf[b]gYffY[YbXYb'HfYbXg'j]b
8Yi hgW\`UbXžk]Y'U_hi Y`Y'GhUh]gh]_Yb'VY'Y[Yb"@Ui h'GhUh]ghU
V'Y]Vh'X]Y'; Yk U'h_f]a]bU'hÅh'Y]b'VYXYi hYbXYg'H\Ya U''CVk c\
g]Y'k Yb][Yf'U'g:(i'XYf'[YgUa hYb'GhfUZhUhYb'Ui ga UW\hž
VYY]bZi ggh'g]Y'XUg'G]W\Yf\Y]hg[YZØ\`XYf'6Yj Ø`_Yfi b['ghUf_'`-a
Å\ f'&\$&('k i fXYb'WU''&%+"\$\$\$'; Yk U'hj YfvfYW\Yb'fY[]ghf]Yfhž'X]Y
\ØW\ghY'NU\`gY]h'&\$+\$+'BUW'U`XYf'5fVY]hž'X]Y'bUW'XYb'7cfc bU!
<cW\ nY]hYb'[Y'Y]ghY'h'k i fXYž'nY][h'g]W\ž'XUgg'X]Y'5bnU\`XYf
'; Yk U'hUhYb'gY]h'&\$&%k]YXYf'ghY][h'i bX'XUg'i a'ZUgh'Y]b'8f]hhY'
]a'JYf[`Y]W\`ni a'H]YZdi b_h'k Å\ fYbX'XYf'DUbXYa]Y''J]Y'Y
9I dYfhYb'ZØ\Yb'X]YgYb'5bgh]Y['Ui Z'gcn]U'Y'6Y`Ughi b[Yb'i bX
k]fhgW\UZh]W\Y'i bg]W\Yf\Y]hYb'ni fØW_"

8 Ug`6i bXYg_f]a]bU`Ua h`ZØ\`h'g]W\`hfchn`X]YgYf
 <YfUi gZcfXYfi b[Yb`cdh]a]gh]gWžXU`Yg`]a a Yf`\Ài Z][Yf`[Y`]b[hž
 ; Yk U`hhUhYb`Ui Zni _`ÀfYb"Gc`k i fXYb`&\$&(`Yhk U`+) i `XYf` : À`Y
 YfZc`[fY]W\` [Y`Ògh"8YbbcW`g]bX`X]Y`NU\`Yb`YfgW\`fYW_YbXž
]bgVYgcbXYfY`X]Y`ghY][YbXYb`NU\`Yb`j cb`hUhj YfXÅW\h][Yb
 † [YbX`]W\Yb`i bX`?]bXYfbžX]Y`]b`XYb`YhnhYb`†\`fYb`i a``%ž` i
 ni [Ybca`a`Yb`\UVYb"A`Ò[`]W\Y`i fgUW\Yb`]Y[Yb`]b`XYb
 dgmW\]gW\Yb`6Y`Ughi b[Ybž`X]Y`j]Y`Y`?]bXYf`i bX`† [YbX`]W\Y`Xi fW\
 X]Y`7cfcU!A U» bU\`a`Yb`Yf`YVh`\UVYb"

5``X]YgY`J cfZÀ`Y`i bX`XYf`ghUf`_Y`5bgh]Y[`XYf` ; Yk U`h]b]Yb`\UVYb
 b]W\h`bi`f`]b`?`Ò`bž`gcbXYfb`Ui`W\`]b`UbXYfYb`GhÅXhYb
 8Yi hgW\`UbXg`ZØf`6Ygcf[b]g[Ygcf[h`9g`V`Y]Vhni` \c`ZYbž`XUgg
 Xi fW\`dfÅj`Ybh]j`Y`A`U» bU\`a`Yb`i bX`[YgY`gW\UZh]W\Y
 l bhYfghØhni b[`XUg`G]W\Yf\Y]hg[YZØ\`XYf`6Øf[Yf`[YghÅf`h`k`YfXYb
 _Ubb`i bX` ; Yk U`hhUhYb`_ØbZh][`j`Yf\]bXYfh`k`YfXYb`_ØbbYb"

8YhU]`g	
C fh	K]YgVUXYbž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vcf_YbYfnY]hi b["XY • XY"ghUh]ghU"Wča • k k k "V_U"XY

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