

7i ffm'i bX'6i h'Yf'Z0\ fYb'K Uff]cfg'ni a
D`Umc ZZ!G]Y['[Y[Yb'X]Y'; f]nn`]Yg°

ǰa a m'6i h'Yf'i bX'GhYd\Yb'7i ffm'Z0\ fYb'X]Y'K Uff]cfg'ni
Y]bYa '%&%!%*!G]Y['0VYf'X]Y'; f]nn`]Yg'ja 'B 65 'D`Um! ǰ!
Hi fb]Yf"



7\ UgY'7Yb hYfž'GUb': fUbW]gWc ž'i G5 '!`a 'Gd]Y`XYg'B 65'D`Um! ǰ!
Hi fb]Yfg'VYg]Y[hYb'X]Y'; c`XYb'GhUHY'K Uff]cfg'X]Y'A Ya d\]g
; f]nn`]Yg'a]h'%&%!%*`i bX'g]W\YfhYb'g]W\XUa]h'XYb'g]YVhYb'D`Uhn
]b'XYb'D`Umc Zg'XYf'K YghYfb'7cbZYfYbW" ǰa a m'6i h'Yf' =k Uf'XYf
6YghY']b'gY]bYa 'HYUa 'i bX'Yfn]Y'hY'' , 'Di b_hYž'k Å\ fYb'X'GhYd\Yb
7i ffm' + 'NÅ\`Yf'ni a 'G]Y['VY]hfi ["'6Y]XY'Gd]Y'Yf'`]YZfhYb'Y]bY
\YfUi gfU[YbXY'@]ghi b[ž'X]Y'ja '7\ UgY'7Yb hYf']b'GUb': fUbW]gWc
ghUhhZUbX"

8]Y'K Uff]cfg'Z0\ fhYb'XUg'Gd]Y`nY]hk Y]gY'a]h'V]g'ni '&\$'Di b_hYbž
VYj cf'X]Y'; f]nn`]Yg'Y]b'7ca YVUW_ghUfhYhYb"7i ffm'k Uf'ja 'j]YfhYb
J]YfhY`VYgcbXYfg'ghUf_'i bX'Yfn]Y'hY'Xcfh%) 'Di b_hYž
Y]bgW\`Y>`]W\Y]bYg'YbhgW\Y]XYbXYb'8fY]di b_hk i fZg'a]h'bi f'%) \$

A]bi hYb`Ui Z`XYf`I \f"8]YgY`YbhgWXY]XYbXYb`Di b_hY`gck]Y`nk Y]
: fY]k ØfZY`]b`XYb`YhnhYb`GY_i bXYb`g]WXYfhYb`YhnhYbX`]W`XYb
G]Y[`ZØf`X]Y`K Uff]cfg"

Gd]Y`j Yf`Ui Z`i bX`DYfZcfa UbW`g

⊕`XYf`YfghYb`<Ä`zhY`nY][hY`; c`XYb`GhUhY`gY]bY`8ca]bUbnž
i bhYfghØhnh`Xi fW`6i hYf`i bX`7i ffmž`X]Y`Ua`9bXY`Ui W`a]h`]\fYb
GhUh]gh]_Yb`[`ÄbnYb`_cbbhYb.`6i hYf`gW`cgg`%&`j cb`&\$`i bX
j Yfk UbXY`hY`%&`j cb`%, `: fY]k ØfZYbž`k Ä`fYbX`7i ffm`-`j cb`&&
K ØfZYb`hfUZi bX`ni gÄhn`]W`, `FYVci bXg`gck]Y`(`5gg]ghg
j YfnY]W`bYb`_cbbhY`"8Yga cbX`6UbY`k Uf`XYf`VYghY
Di b_hYgUa a`Yf`ZØf`X]Y`; f]nn`]Yg`a]h` \$`Di b_hYb`/`Ä`A cfUbh
Yfk]gW`hY`Yg`gW`k Yf`k Y[Yb`Y]bYf`?bØW`Y`j Yf`Yhni b[`i bX`VfUW`hY
Yg`Ui Z`&&`Di b_hY`"

7cUW`GhY`j Y`?Yff`Äi »YfhY`bUW`XYa`Gd]Y`gY]bY`Ni Zf]YXYb`Y]h
ØVYf`X]Y`D`UmcZZ`D`Uhn]Yfi b[`XYg`HYUa`g`bUW`, ` `Gd]Y`Yb"8]Y
9bhgWXY]Xi b[`Ui ZgY]hYb`XYf`; f]nn`]Yg`Z]Y`i b[`ØW`_]W`ž`U`g`g]Y`a]h
) ž(`GY_i bXYb`fYgh`]W`Yf`Gd]Y`nY]h`Y]bY`; ØbZ`GY_i bXYb!J Yf`Yhni b[
VY]a`9]bk`i fZ`VY[]b[Yb`"

D`Umc ZZ!DYfgdY_h]j Yb`i bX`UbXYfY`Gd]Y`Y

A]h`X]YgYa`G]Y[`UVYb`g]W`X]Y`K Uff]cfg`Y]bYb`D`Uhn`]b`XYf`YfghYb
Fi bXY`XYf`D`UmcZZg`[Yg]W`Yfhž`k`c`g]Y`XYb`<ci`ghcb`F`cW`Yhg`]b
Y]bYf`6Ygh!cZ]GjY`Yb!GYf]Y`[Y[YbØVYfghY`Yb`k`YfXYb"8Ug`YfghY
Gd]Y`VY[]bbh`Ua`GcbbhU["8]Y`; f]nn`]Yg`]\]b[Y[Yb`hfYhYb`[Y[Yb
XYb`; Yk]bbYf`XYg`Gd]Y`g`nk]gW`Yb`XYb`GUWf`Ua`Ybhc`?`]b[g`i bX
8U`Ug`A`Uj`Yf]W`g`Ubž`i a`XYb`YhnhYb`D`Uhn`]b`XYb`D`UmcZZg`ni
g]W`Yfb`"

⊕`Y]bYa`UbXYfYb`D`Uml`⊕!Gd]Y`[Yk`UbbYb`X]Y`C`f`UbXc`A`U[]Wa`]h
%&\$!-) [Y[Yb`X]Y`5h`UbhU`<Uk`_g"7c`Y`5bh`cbm`hfi [`&`*`Di b_hY
ni a`G]Y[`VY]"8]YgY`@Y]ghi b[`U`ZXYb`A`U[]Wž`g]W`X`Ug`g]Y`VhY
GYYX`]b`XYf`9UghYfb`7cbZ`YfYbW`ni`g]W`Yfbž`i bX`g]Y`k`YfXYb`bi b
[Y[Yb`X]Y`nk`Y]hd`Uhn]YfhYb`6c`ghcb`7Y`h]Wg`UbhfYhYb`"

8]Y`B65`D`Uml`b!Hi`fb]YfYž`X]Y`Ä`f`]W`bUW`XYf`fY[i``ÄfYb`GU]gcb
ghUhhZ]bXYbž`g]bX`VY`_Ubbh`XUZøfž`X]Y`GdUbbi`b[`j`cf`XYb`D`Umc`Zg
ni`Yf`Ø`Yb`"9]b`c`Z]n]Y`Yg`FY`_cfXVi`W`Zøf`X]YgY`Gd]Y`Y`YI`]gh]Yfh
YXcW`b]W`hž`i`bX`X]Y`9f[`YVb]ggY`nÄ`Yb`b]W`hni`XYb
`_i`a`i`YfhYb`GhUh]gh]_Yb`j`cb`Gd]Y`Yfb`cXYf`HYUa`gž`k`]Y`**B67`BYk**
Mc f_`VYf]W`hYh`"

8]YgY`Gd]Y`Y`UVYb`XYbbcW`Y]bYb`g][`b]Z]_UbhYb`9]bZi`gg`Ui`Z`X]Y
D`Umc`Z]F`Äb[`Y`i`bX`X]Y`Ni`gW`Ui`Yf`Yfk`UfhYb`gdUbbYbXY`8i`Y`Y`]b
XYb`_ca`a`YbXYb`K`cW`Yb`"

8YhU]`g	
J`c`f`ZU``	Gd`c`f`h
C`f`h	7`\ <ugy`7ybhyfž`gub`:`fubw]gwč`ž`i`g5< td=""> </ugy`7ybhyfž`gub`:`fubw]gwč`ž`i`g5<>
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"U`^UnYYfU"Wč`a • UdbYk`g"Wč`a • k`k`k`"bVWbYk`mcf_`"Wč`a

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