

6Ug_YhVU`!9A . '8Yi hgWY '8Ua Yb
hf]i a d\]YfYb '[Y[Yb 'HØf_Y]j cf
<Ua Vi f[°

8]Y`XYi hgWYb '6Ug_YhVU`Yf]bbYb '[Yk]bbYb '[Y[Yb 'X]Y
HØf_Y]', %.*) 'i bX`VYfY]hYb 'g]W`Ui ZX]Y '9i fc6Ug_Yh'&\$&)']b
<Ua Vi f['j cf"



< Y]XY`VYf[ž'8Yi hgW`UbX`!'8]Y`XYi hgWYb '6Ug_YhVU`Yf]bbYb
\UVYb'g]W`a]h'Y]bYa 'ØVYfnYi [YbXYb'G]Y['[Y[Yb 'X]Y`HØf_Y]'Ui Z
X]Y`VYj cfghY\YbXY`9i fcdUa Y]ghYfgW.UZhj cfVYfY]hYh" '⊕
< Y]XY`VYf['hfYbbhY'g]W`XUg`HYUa 'i a '6i bXYghfU]bYf]b '@]gU
H\ca U]X]g'a]h', %.*) 'j cb`\fYb'; Y[bYf]bbYb" '8]YgYg`HYghgd]Y`
ZUbX`bi f'_bUdd`nk Y]'K cWYb'j cf`XYa '5i ZhU`h'XYf`K ca Yb g
9i fc6Ug_Yh'ghUhz`X]Y`Ua ' &) "'A U]'&\$&)']b '<Ua Vi f['VY[]bbh" '8]Y
**GØXXYi hgWY`NY]hi b ['VYf]W`hYhž`XUgg'g]W`X]Y`Gd]Y`Yf]bbYb
bUW`Y]bYf`Xi fW`k UW`gYbYb`YfghYb`<U`VnY]h'XYi h]W`ghY][YfhYb"
6YgcbXYfg]'a `Xf]hYb`J]YfhY`nY][hYb'g]Y`]\f['UbNyg'?ØbbYbž`k Ug
YbhgWY]XYbX`ZØf`XYb`G]Y['k Uf"**

8]Y`VYghYb`K YfZYf]bbYb`XYg`Gd]Y`g`k UfYb` : f]YXU`6Ø\ bYfž`X]Y`&+
Di b_hY`Yfn]Y`hY`i bX`ni gÀhn`]W`%&`F YVci bXg`gUa` a`Y`hYž`gck]Y
9a`]`m`6Yggc]f`a`]h`%` `Di b_hYb`"Hfchn`XYf`ØVYfnYi [YbXYb`@Y]ghi b[
a`i`gg`XUg`HYUa` `U`YfX]b[g`Ui ZY]b][Y`k`]W`h][Y`Gd]Y`Yf]bbYb
j`Yfn]W`hYb`"?Ud]hÀb]b`A`Uf]Y` ; Ø]W`ZÀ`h`Ui Z[fi bX`Y]bYg
?fYi nVUbXf]ggYg`Ui gž`i bX`K` B`65!GhUf`GUhci` `GUVU`m`j`Yfn]W`hYh
Ui ZY]bY`HY]`bU\`a` Y`"8`fY]`@Y[]cb`Āf]bbYb`Ui g`XYb`i` G5` `@Ycb]Y
:]YV]W`ž`@`]gU` ; Y]gY`gØXYf`i bX`B`mUfU`GUVU`m`i`k`YfXYb`Yfgh`_i`fn
j`cf`XYa` `Hi`fb]Yf`ni`f`A`UbbgW`UZh`ghc»Ybž`k`Ug`ni`gÀhn`]W`Y
<YfUi`gZcfXYfi`b[Yb`a`]h]g]W`Vf]b[h`"8`Yf`8`Yi`hgW`Y`6`Ug`_YhVU`
6i`bX`\`YVh`\Yf]`cfž`XUgg`X]Y`HYUa`ni`gUa`a`YbZØ\`fi`b[]b`6`Ua`VYf[
ZØf`]b`hYbg]j`Y`A`YX]Yb`hfU]b]b[g[Ybi`hnh`k`i`fXYž`VYj`cf`X]Y` : fUi`Yb`]b
X]Y`Yb`hgW`Y]XYbXY`D\`UgY`\`fYf`J`cfVYfY]hi`b[`Y]b`hfU`hYb`"

J`cfVYfY]hi`b[`i`bX` ; fi`ddYbd`\UgY`

⊕`XYb`_ca`a`YbXYb`HU[Yb`ghY\Yb`bcW`k`Y]hYfY`HYghgd]Y`Y`Ui`Z
XYa`Dfc[fUa`a`"5a``%&"`ž`b]`&\$&` `Zc`[h`Y]bY`6Y[Y[bi`b[[Y[Yb
6Y`[]Yb`]b`@Yi`j`Ybž`[YZc`[hj`cb`Y]bYa`k`Y]hYfYb`Gd]Y`Ua``%(`"ž`b]
]b`C`cghYbXY`"8`Ug`HYUa`k`]fX`Ua``%*"`ž`b]`&\$&` `bUW`<`Ua`Vi`f[
fY]gYbž`k`c`X]Y` ; fi`ddYbd`\UgY`XYf`9A`ghUhhZ]bXYb`k`]fX`"<`]Yf`hf]Zh
8Yi`hgW`U`bX`Ui`Z`GW`k`YXYb`f%-`"ž`b]lž`GdUb]Yb`f&\$`"ž`b]l`i`bX
; fc»Vf]hUbb]Yb`f&`"ž`b]l`"?`]W`Yf`V]YhYh`a`Y`f`⊕Zcfa`Uh]cbYb`ni
XYb`VYj`cfghY\YbXYb`Gd]Y`Yb`i`bX`XYa` `Hi`fb]Yf]Yf`Ui`Z`"

8]Y`J`cfVYfY]hi`b[Yb`Ui`ZYb`Ui`Z`<c`W`hci`fYbž`i`bX`XUg`HfU]bYfhYUa
\Uh]g]W`Y`\f[Y]n][Y`N]Y`Y`[YgYhnh`H\ca`U]X]g`Yf`_`ĀfhYž`XUgg`Yg
k`]W`h][`gY]ž`XYb`Gd]Y`gh]`i`bX`X]Y`?`cbnYdhY`Ub`X]Y`bYi`Yb
Gd]Y`Yf]bbYb`ni`j`Yfa`]hY`b`"8`UVY]`Y[h`XYf` : c`_i`g`b]W`h`bi`f`Ui`Z
hYW`b]gW`Yb` : Ā\][_Y]hYbž`gcbXYfb`Ui`W`Ui`Z`XYf`9`b`hk`]W`_i`b[
Y]bYf`ghUV]`Yb`HYUa`]XYbh]hÀh`"8]Y`⊕`hY[fUh]cb`↑`b[Yf`HU`Yb`hY
ghY`hY]bY`<YfUi`gZcfXYfi`b[`XUfž`UVYf`Ui`W`Y]bY`[fc»Y`7`\UbW`
ZØf`XYb`XYi`hgW`Yb`6`Ug`_YhVU`ž`i`a` `XYb` : Ub`g`Y]bYb`YfZc`[fY]W`Yb
Gca`a`Yf`ni`V]YhYb`"

A`h`XYa` `6`]W`_Ui`ZX]Y`K`A` `&\$&`*`]b`6`Yf`]b`k`]fX`XYi`h]W`ž`XUgg`XYf`
8`fi`W`_ghY][hž`X]Y`XYi`hgW`Yb`6`Ug`_YhVU`Yf]bbYb`YfbYi`h`Ui`ZY]bY
YfZc`[fY]W`Y`9`VYbY`ni` \YVYb`"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	<Y]XY`VYf[ž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW Y"XY • k k k "VUg_YhVU``!Vi bX"XY • k k k "_]W_Yf"XY

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