

ÿ fnhYa Ub [Y `] b ' 6 fUbXYbVi f [. ' % + \$
NU\ bÄfnhY `ZY\ `Ybž`Xfc\ h
I bhYfj Yfgcf [i b [3

⊕ ' 6 fUbXYbVi f [`ZY\ `h'Yg'Ub ' < Ui g! ' i bX `NU\ bÄfnhYb " F i bX
(- \$ 'ÿfnhY `g]bX `U_hi Y `` i bVYgYhnhž`k Ug`ni
J Yfgcf [i b [gYb [dÄggYb `ZØ\ fh"



6 fUbXYbVi f [ž`8 Yi hgW\ `UbX `! ' ⊕ ' 6 fUbXYbVi f [`ghY\ `Yb `X]Y
; Ygi bX\ `Y]hgX]YbghY `j cf`Y]bYf`Yfbgh\ UZhYb `< YfUi gZcfXYfi b [" `8 Yf
A Ub [Y ` Ub `NU\ bÄfnhYb `i bX `< Ui gÄfnhYb `YffY]W\ h`U`Ufa `]YfYbXY
5i ga U» Y" `@Ui h`nk d!cb`]bY `ZY\ `Yb `U_hi Y `` fi bX `%+ \$ `NU\ bÄfnhYž
k Ä\ fYbX `VY]`XYb `< Ui gÄfnhYb `Yhk U` ` &\$ `G]hY `i bVYgYhnh`g]bXž`XU
Yg`Ub [`YY][bYhYb `B UW\ Zc` [Yfb `a Ub [Y `h" `8]YgY
VYgcf [b]gYffY [YbXYb `NU\ `Yb `ghUa `a Yb `Ui g`Y]bYf `5bhk cfh`XYg
; Ygi bX\ `Y]hga `]b]ghYf]i a g`]b `DchgXUa `Ui Z`Y]bY `5bZfU [Y `XYf
@UbXhU [gUV [YcfXbYhYb `8 Ub]Y `U `C Ymb\ `Ui gYb `f5Z8 Ł"

⊕ gVYgcbXYfy `]b `&% `GhÄXhYb `k `]fX `ZØf `9bXY `&\$ & (`Y]bY

\Ui gÄfnh]WXY`l bhYfj Yfgcf[i b[`VYZØfW`hYh"8]YgY`G]hi Uh]cb
_ÖbbhY`g]W`Ui W`Ui Z: UW`ÄfnhY`Ui gXY`bYb"6YgcbXYfg`Vf]gUbh
]gh`X]Y`HUhgUW`Yž`XUgg`ja`J`cf`U`f`VYfY]hg" &\$`<Ui`gUfnhg]hnY`]b
6fUbXYbVi f[`i`bVYgYhnh`k`UfYb"6c`Xfc`h`]b`bYi`b`Gh`ÄXhYb`Y`]bY
l`bhYfj`Yfgcf[`i`b[`VY`]<Ui`hÄfnhYbž`]b`ZØbZ`VY]:`fUi`Yb`ÄfnhYb`i`bX`]b
a`Y`fYfYb`k`Y]hYfYb`VY]?]bXYf!`i`bX`<U`g!B`UgYb!C`fYb!Y`fnhYb"

Y`hYf`k`YfXYbXY`Y`fnhY`i`bX`VØfc`_fUh]gW`Y <`ØfXYb

8Ug`8i`fW`gW`b]hHgU`hYf`XYf`fi`bX`%"&+\$`J`YfhfU[`gnU`bÄfnhY`]b
6fUbXYbVi f[``]Y[`h`VY`])`ž`ž`ž`fYb"9]b`J`]YfhY`X]YgYf`Y`fnhY`]gh
gc[`Uf`Ä`hYf`U`g`*`\$`ž`ž`fYž`i`bX`V]g`&\$`\$`k`]fX`[`YgW`Ähnhž`XUgg`Yhk`U
(`+\$`NU`bÄfnhY`]b`XYb`Fi`YghUbX`[`Y`Yb`k`YfXYb"8]YgY
U`Ufa`]YfYbXY`,`VYfU`hYfi`b[`k`]fX`Xi`fW`c`Y`VØfc`_fUh]gW`Y
5i`ZU[`Yb`bcW`j`YfghÄf`_h"9VYf`UfX`GhY[``]W`ž`J`cfghUbXgW`YZ`XYf
?`UggYbnU`bÄfnh]W`Yb`J`YfY]b][`i`b[`6fUbXYbVi`f[`ž`k`Ufbhž`XUgg`]b
XYb`_ca`a`YbXYb`ZØbZV]g`nY`b`ž`fYb`a`]hY]bYa`J`Yf`i`gh`j`cb`&)`i
XYf`NU`bÄfnhY`ni`fYW`bYb`]gh"8]Y`6Øfc`_fUh]Y`k`]fX`U`g`Y]bYf`XYf
<Ui`dh[`fØbXY`ZØf`X]YgY`9bhk`]W`i`b[`Ub[`Y`ZØ`f`hž`k`cVY]
J`cf`gW`f]ž`hYb`ni`f`F`Y]b][`i`b[`i`bX`GhYf`]gUh]cb`a`YX]n]b]gW`Yf
ž`ghfi`a`YbhY`gck`]Y`5bZc`fXYfi`b[`Yb`Ub`VUff]YfY`ZfY]Y`DfUI`Yb`X]Y
5fVY]h`ni`gÄh`]W`YfgW`k`YfYbž`gc`ž`Øf[`Yb`<YfVYfhž`DfÄg]XYbh`XYf
@UbXYgnU`bÄfnhY`_Ua`a`Yf"

9]b`k`Y]hYfYg`Dfc`V`Ya`]gh`XYf`A`Ub[`Y`Ub`NU`bUfnh`Y`ZYf]bbYb`i`bX
!`Y`ZYfbž`k`Ug`X]Y`@U[`Y`bcW`j`YfgW`ÄfZh"8]Y`6YZØfW`hi`b[`Ybž`XUgg
j`cf`U`Ya`Ui`ZXYa`@UbX`@ØW`Yb`]b`XYf`nU`bÄfnh]W`Yb
J`Yfgcf[`i`b[`Yb`hghY`Yb`_ÖbbhYbž`g]bX`VYfY]hg`F`YU`]hÄh"ž`ž`7`chhVi`g
g]bX`VY]gd]Y`gk`Y]gY`_Y]bY`bYi`Yb`DUh]YbhYb`a`Y`f`UbbY`a`VUf"

J`Yfgcf[`i`b[`g[`fUX`i`bX`Ä`bX`]W`Y <`YfUi`gZc`fXYfi`b[`Yb

ž`6fUbXYbVi f[`g]bX`fY[]cbU`[`fc»`Y`l`bhYfgW`]YXY`]a
J`Yfgcf[`i`b[`g[`fUX`XYf`NU`bÄfnhY`ni`j`YfnY]W`bYb"6c`U`h`XYf
@UbX`_fY]g`DchgXUa`!A`]hY`a`Uf`_`a`]h`,`%ž`%ä`X]Y`b]YXf][`ghY`8]W`hY

j cb`NU\bÅfnhYbž`k Å\fybX` : fUb_Z fhfCXYfŁ`a]h%(&ž&ı `U`g
 ØVYfj Yfgcf[h[]h`8]YgY`8]ZYfYbnYb`g]bX`Y]b`hmd]gWYg`A Yf_a U`
 XYf`ÅbX`)WYb` ; Ygi bX\Y]hgj Yfgcf[i b[" `@Ui h`VdV"XY`]gh`XYf
 Ni [Ub[`ni` ; Ygi bX\Y]hgX]YbghY]ghi b[Yb`]b`ÅbX`)WYb` ; YV]YhYb
 cZh`ghUf`_Y]b[YgWfÅb`_hž`k Ug`Ui Z`Y]bY`[Yf]b[Y
 6Yj Ò`_Yfi b[gX]W`hY`i bX`Ub[Y`5bZU\fhgk Y[Y`ni fØW`ni ZØ\fyb`]gh"

8]Y`<YfUi gZcfXYfi b[Yb`VYghY\Yb`b]W`h`bi f`]b`XYf
 NU\bUfnhd`fUI Ybž`gcbXYfb`Ui W`VY`]XYb`<Ui gÅfnhYb``5a Vi `Ub`hY
 JYfgcf[i b[gghfi _hi fYb`_cbnYbhf]YfYb`g]W` \Åi Z][`]b`[fØ»YfYb
 GhÅXhYbž`k cXi fW` ÅbX`)WY`FY[]cbYb`Y]XYb``<]Yf`\UVYb`X]Y
 9]bk c\bYf`cZh`Y]bYb`\Ø\YfYb`6YXUfZ`Ub`a YX]n]b]gWYf
 JYfgcf[i b[`i bX`g]bX`[`Y]W`nY]h][`a]h`Åb[YfYb`K Y[Yb
 _cbZfcbh]Yfh``æbcj Uh]j Y`JYfgcf[i b[g`cbnYdhY`k]Y`HY`Ya YX]n]b
 i bX`a cV`]Y`8]Ybgh`Y]ghYf`_ØbbhYb`\Y`ZYbž`X]Y`VYghY\YbXYb
 @ØW`Yb`ni `gW`]Y»Yb`i bX`X]Y`ni [Åb[`]WY`a YX]n]b]gWY
 JYfgcf[i b[`ni`j YfVYggYfb"

Ni gUa`a YbZUggYbX`Åggh`g]W`gU[Ybž`XUgg`6fUbXYbVi f[`j`cf
 j]Y`Yb`<YfUi gZcfXYfi b[Yb`]b`XYf` ; Ygi bX\Y]hgj Yfgcf[i b[`ghY`hž
 X]Y`b]W`h`bi f`X]Y`DUh]Yb]b]bYb`i bX`DUh]Yb`hYbž`gcbXYfb`Ui W`X]Y
 [YgUa`hY`a YX]n]b]gWY` ; Ya`Y]bgW`UZh`VYhfYZYb``C\bY`[YY][bYhY
 A U»bU`a Yb`ni f`BUW`k i W`gZØfXYfi b[`i bX`ni f`8YfY[i`]Yfi b[
 VØfc`_fUh]gWYf`<ØfXYb`_ØbbhY`g]W`X]Y`G]hi Uh]cb`k Y]hYf
 j YfgW`ÅfZYb`i bX`X]Y` ; Ygi bX\Y]hgj Yfgcf[i b[`XYf`6Yj Ò`_Yfi b[
 Yf\YV`]W`VYY]bhfÅW`h][Yb"

8YhU]`g	
Cfh	6fUbXYbVi f[ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "nk d!cb`]bY"]bZc • k k k "X]YVfUbXYbVi f[Yf"XY • k k k "VdV"XY

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