

? cghYb`cgY`GcbbYbWfYa Y`ZØf`U`Y. `A cXY`
Ui g`XYb`B]YXYf`UbXYb`YfcVYfh
8 Yi hgW`UbX`

⊕`XYb`B]YXYf`UbXYb`[]Vh`Yg`_cgYb`cgY`GcbbYbWfYa Y!
GdYbXYf`Ub`GhfÅbXYb`i bX`GW`i`Yb`"8 Yi hgW`UbX`_ØbbhY
X]YgYg`A cXY`ni f`<Ui h_fYVg!DfÅj Ybh]cb`ØVYfbY`a Yb`



? Uhk]^`Ub`XYf`B cfXgYYž`B]YXYf`UbXY`!`⊕`XYb`YhnhYb`⋈\fYb
\Uh`g]W`X]Y`NU`XYf`<Ui h_fYVgZ`Y`]b`XYb`B]YXYf`UbXYb`a Y`f
U`g`j YfXcddY`h`9]b`; fi bX`a Y`fž`g]W`]bhYbg]j`a]h`XYa`H`Ya U
GcbbYbgW`i hn`Ui gY]bUbXYfni gYhnhYb`"K]Y`X]Y`a Yf`_i`f`XY
VYf]W`hYhž`gYhnh`XUg`@UbX`VYfY]hg`Ui Z]bbcj Uh]j Y`A U»bU`a Ybž`i`a
XYa`Ybh[Y[Ybni`k]f`_Yb`"5b`j YfgW]YXYbYb`C fhYb`k]Y`GhfÅbXYbž
GW`i`Yb`i bX`: Ygh]j U`g`k YfXYb`_cgYb`cgY`GcbbYbWfYa Y!GdYbXYf
VYfY]h[YghY`h`8]YgY`⊕]h]Uh]j Y`n]Y`h`XUfUi ZUVž`XYb`Ni [Ub[`ni
GcbbYbgW`i hn`ZØf`U`Y`ni`Yf`Y]W`hYfb`i bX`VYgcbXYfg`?]bXYfb`X]Y
K]W`h][`_Y]h`XYg`9]bWfYa Ybg`bÅ`Yfni Vf]b[Yb`

8]Y'≠YY'ghUa a h'Ui g'XYa ' ?fUb_Yb\Ui g'J Yb`c!J YbUmž'XUg
k À\fybX'XYf'7cfc bU!DUbXYa]Y'8Yg]bZY_h]cbga]hY`gdYbXYf'Ub
XYb'GhfÅbXYb']bghU''Yfh'\Uh''Bi b'k YfXYb'X]YgY'GdYbXYf'a]h
GcbbYbWfYa Y'[YZØ`hž'i a 'GcbbYbVfÅbXY'i bX'XYfYb': c`[Yb'ni
fYXi n]YfYb''≠'XYf'; Ya Y]bXY'?Uhk]^_Ub'XYf'BcfXgY'g]bX'VYfY]hg
%&\$'; fi bXgW\i`Yb'a]h'XYb'GdYbXYfb'Ui g[YghUhYhž'Ui W\]b'DUf_g
i bX'VY]:'[fc»Yb'9j Ybhg'Z]bXYb'g]W\X]YgY'dfU_h]gW\Yb'<Y`ZYf"

5i Z_`Àfi b[`]gh'XYf'GW\`ØggY`

8]Y'8Yfa Uhc`c[]b'?UfYb'j Ub'DcddY`Yb`\YVh'\Yfj cfž'k]Y'k]W\h][
XYf'GcbbYbgW\i hn']ghž'VYgcbXYfg'Ub[Yg]W\hg'XYf'HUhgUW\Yž'XUgg
Yhk U'YXYf'ZØbZhY'B]YXYf'ÅbXYf'ja '@Ui ZY'gY]bYg'@VYb'g'Ub
<Ui h_fYVg'Yf_fUb_Yb'k]fX"<Ui dhi fgUW\Y'XUZØf'g]bX
GcbbYbVfÅbXYžX]Y'cZhi bhYfgW\Àhnh'k YfXYb''I a 'XUg
6Yk i gghgY]b'ni`gW\ÅfZYbž'Yf\U'hYb'?]bXYf'Ub'XYb'GW\i`Yb
@YfbdU_YhY'a]h'≠Zcfa Uh]cbYb'ØVYf'X]Y'F]g]_Yb'j cb'<Ui h_fYVg"

8]Y'5i Z_`Àfi b[`]gh[YbUi gc`YbhgW\Y]XYbX'k]Y'X]Y'6YfY]hghY`i b[
j cb'GcbbYbWfYa Y''8]Y'hu[YggW\Ui "XY'VYf]W\hYh'j cb'XYb'cfhYbž
Ub'XYbYb'X]Y'GdYbXYf'ni`Z]bXYb'g]bXž'XUfi bhYf'X]Y'6UXYcfhY
8ca Vi f[ž'Nci hY`UbXY'i bX'9[a cbX''8]YgY'A U»bU\ a Yb`Ui ZYb
b]W\h'bi f']b'GW\i`Ybž'gcbXYfb'Ui W\`Ub'DUf_g'i bX': Ygh]j U'gž'k c
VU`X'YXYf'6Ygi W\Yf'X]Y'A Ø[`]W_Y]h'\Uhž'g]W\`YXYfnY]h'a]h
GcbbYbWfYa Y'ni`j Yfgcf[Yb"

9]b`A cXY``ZØf'8Yi hgW\`UbX3

≠'8Yi hgW\`UbX`\]b[Y[Yb'V`Y]Vh'XYf'GcbbYbgW\i hn'a Y]gh'Y]bY
dYfgØb`]W\Y'5b[Y`Y[Yb\Y]h''8]Y`\Ui h_fYVgdfUYj Ybh]cb"XY
k Y]gh'XUfUi Z`\]bž'XUgg'Ui W\`\]Yfni`UbXY'Y]b'ZÅW\YbXYW_YbXYg
5b[YVch'Ub'GcbbYbgW\i hna Ø[`]W_Y]hYb'Xf]b[YbX'bc h'k YbX][
k ÅfY''Dc`h]gW\Yf'K]`Y'ZY`\h'U`YfX]b[g'V]g'Ub[ž'i a 'XUg
b]YXYf'ÅbX]gW\Y'A cXY``ni`UXUdh]YfYb''8UVY]`_ØbbhY'Y]bY'gc`W\Y
≠]h]Uh]j Y'b]W\h'bi f'XUg'6Yk i gghgY]b'ZØf'GcbbYbgW\i hn'ghÅf_Ybž
gcbXYfb'j cf`U`Ya`?]bXYf'i bX'ž [YbX`]W\Y'gYbg]V`]g]YfYbž'k]Y
VYXYi hYbX'Yg]ghž'g]W\`j cf'GcbbYbVfUbX'i bX'<Ui h_fYVg'ni
gW\ØhnYb"

Ni gÀhn`jW`ni `XYb`GcbbYbWfYa Y!GdYbXYfb`k]fX`Ya dZc`YbžXUgg
 DYfgcbYb`a]h`Y`Yf`<Ui h`i bX`?]bXYf`a]bXYghYbg
 @]W`hgW`i hnZU`hcf` \$`j Yfk YbXYb`"i bX`XUg`b]W`hY]ba U`." \$
 A]bi hYb`j cf`XYa `GcbbYbVUX`gc`hY`X]Y`7fYa Y`[fc»nØ[][`i bX
 fY[Y`a Å»][`Ui Z[YhfU[Yb`k YfXYb`"5i W`k Ybb`GcbbYbgW`i hna]hhY`
 \Y`ZYbžj cf`GcbbYbVfUbX`ni `gW`ØhnYbžfY]W`hXUg`cZh]b]W`hUi gž
 i a `XUg`F]g]_c`ZØf`<Ui h_fYVg`ghUf`_ni `gYb_Yb`"8U\Yf`gd]Y`Yb
 Ui W`gW`ØhnYbXY`6Y`_Y]Xi b[`i bX`GW`UhhYb`Y]bY`[fc»Y`F`c`"Y"

≠g[YgUa hV`Y]Vh`ni `cZYbžXUgg`8Yi hgW`UbX`j cb`XYb
 B]YXYf`UbXYb`YfbYb`_Ubb`i bX`À\b`]W`Y`Dfc[fUa a Y`Y]bZØ\fhž`i a
 X]Y`<Ui h[Ygi bX\Y]h`gY]bYf`6Øf[Yf`ni `ZØfXYfb`"8Ug`6Yk`i gghgY]b
 ZØf`X]Y` ; YZU\fyb`XYf`GcbbY`gc`hY`YXY` ; YbYfUh]cb`YffY]W`Yb`i bX
 j cf`U`Ya `X]Y`>Øb[ghYb`dfÀ[Yb"

8YhU]`g	
Cfh	?Uhk]^`_Ub`XYf`BcfXgYYž`B]YXYf`UbXY
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Yf`_i f"XY • k k k "hU[YggW`Ui "XY • k k k "\Ui h_fYVgdfUYj Ybh]cb"XY

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