

GhfY]h'i a `l _fU]bY!<]`ZY`]b`8fYgXYb. `K Yf Yf\`A`h`X]Y` : ÒfXYf[Y`XYf3

8fYgXYb`i bhYfghØhnh`%\$"\$\$\$`i _fU]b]gWXY` ; YZØW hYhY" `GhfY]h i a` : ÒfXYf[Y`XYf`nk]gWXYb`D`UhhZcfa`8fYgXYb`i bX 5i g`ÀbXYffUh`YbhVfUbbh"



8fYgXYbž`8Yi hgW`UbX`!`⊕`8fYgXYb`VfcXY`h`Yg.`8]Y`l`_fU]bY! <]`ZY`ghY`h`Ua`G`WXY]XYk`Y[`ž`i`bX`XUg`gc`f[`h`ZØf`Yf`YV`]WXY 8]g`_i`gg]cbYb" `B`U`h`U`]`U`6`c`W`ž`X]Y`V]g`Y`f`U`g`X`U`g` ;`Y`g]W`h`X`Y`f` l`_fU]bY`l`]`ZY`]b`X`Y`f`G`h`U`X`h`[`U`h`ž`_`Ø`b`X][`h`Y`U`b`ž`]\`f`Y`5`_`h`j`]h`A`h`Y`b` Z`c`f`h`n`i`g`Y`h`Y`b` `X`c`W` `]\`f`Y`C`f`[`U`b`]g`U`h`]c`b`ž`X]Y`D`U`h`h`Z`c`f`a`8`f`Y`g`X`Y`b`ž` g]Y`h`g]W` `a`]h`Z]b`U`b`n]Y`Y`b`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b`[`Y`b`_`c`b`Z`f`c`b`h]Y`f`h`6`c`W`_` i`b`X`]\`f`H`Y`U`a` `i`bhYfghØhnh`b`Y`h`k`U`%\$"\$\$\$`[`YZØW`h`Y`h`Y`A`Y`b`g`W`Y`b` U`i`g`X`Y`f`l`_fU]bY" `⊕`Y]bYf`G`h`U`X`h`ž`X]Y`V]g`9`b`X`Y`&\$&(` : ÒfXYf[Y`XYf` V`Y`f`Y]h`g`h`Y`h`Y`ž`X`Y`i`h`Y`b`X]Y`Ø`b`[`g`h`Y`b`9`b`h`g`W`Y]X`i`b`[`Y`b`U`i`Z` h]Y`Z`[`f`Y]Z`Y`b`X`Y`J`Y`f`À`b`X`Y`f`i`b`[`Y`b`]\`]b" `K`]Y`A`8`F`V`Y`f]W`h`Y`h`ž`k`]f`X`X]Y` G`h`U`X`h`_`Ø`b`Z`h][`%\$"\$\$\$`9`i`f`c`d`f`c`d`]\`f`ZØf`X]Y`l`_fU]bY!<]`ZY` V`Y`f`Y]h`g`h`Y`Y`b`ž`Y`X`c`W`Ø`V`Y`f`Y]b`5`i`g`g`W`f`Y]V`i`b`[`g`j`Y`f`Z`U`\`f`Y`b" `8`Y`f` N`i`g`W`U`[`X`U`ZØf`[`]b`[`U`b`X`Y`b`5`i`g`À`b`X`Y`f`f`U`h`8`f`Y`g`X`Y`b"

8]Y`G]hi Uh]cb`gW`A[h`c`Y`K`Y`Yb. `BYVYb`XYf`9a`d`Öfi`b[`i`bhYf`
XYb`VYhfc`ZYbYb`i`_fU]bYfb`a`Y`XYh`g]W`Ui`W`XYf`i`_fU]b]gW`Y`
6chgW`UZhYf`ni`K`cfh`"a`GhUXhfUh`ghÖ»h`X]Y`9b`hgW`Y]Xi`b[`Ui`Z`
?f]h]_/j`cf`U`Ya`X]Y`78I`!:`fU_h]cb`k`ØbgW`h`g]W`Y]bY`:`cfh`ZØ`fi`b[`
XYg`V]g`Yf][`Yb`5b[`YV`chg`"8]Y`:`fØ`bYb`U`UVYb`VYfY]hg`
5_hYbY]bg]W`h`VYU`bhU[`h`i`bX`Xf`Ab[`Yb`Ui`ZY]bYb`gYbg]V`Yb`
I`a`[`Ub[`a`]h`XYb`j`cf`Ub`XYbYb`Ghfi`_hi`fYb`i`bX`5_hYi`fYb`"

K`YbXYdi`b_h`]b`XYf`<`]ZY

8]Y``,`VYf[`UVY`XYf`J`YfU`bhk`cfhi`b[`Ub`XYb`5i`g`Ab`XYff`Uhž`XYf`gY]h`
'`)'`J`YfYb`[`YZØW`hYhY`A`YbgW`Yb`i`bhYfghØ`hni`bX`ØVYf`%`%`\$`
A`]hUfVY]hYf`VYgW`ÄZh][`hž`k`]fZh`:`fU[`Yb`Ui`Z`K`c`hY`X]Y`GhUXh`
a`Ö[`]W`Yfk`Y]gY`Ui`W`bYi`Y`"a`di`gY`]b`XYf`
]bhY[`fU]cb`gZØf`XYfb`XYb`5fVY]h`gY`hYb`3`8]Y`gY`g`5b`]Y[`Yb`_`Öbb`hY`
Xi`fW`X]Y`GW`UZZ`b[`Y]bY`g`bYi`Yb`i`_fU]b]gW`Yb`NY`bhfi`a`g`]b`
8fY`gXYb`i`bhYfghØ`hni`k`YfXYb`"B`UW`Y`"b`Zcfa`Uh]cb`Yb`XYf`**GhUXh`
8fY`gXYb`**`d`Ub`h`X]Y`gY`g`NY`bhfi`a`ž`Y]bY`D`Uh`Zcfa`ZØf`gc`n]U`Y`i`bX`
]bhY[`fU]cb`gZØf`XYfb`XY`Dfc`Y`_hY`ni`gY]b`ž`X]Y`g]W`b]W`h`bi`f`Ub`X]Y`
i`_fU]b]gW`Y`7`ca`a`i`b]h`mž`gc`bXYfb`Ub`X]Y`GhUXh[`YgY`g`W`UZh`
]bg[`YgUa`h`f]W`hYh`"

<]YfVY]`gc`X`XYf`GW`k`Yfdi`b_h`]Ui`ZXYf`:`ÖfXYfi`b[`XYf`
9][`Yb]`YfU`bhk`cfhi`b[``]Y[`Yb`"9`g`k`]fX`Ub[`YghfYVhž`XYb`Ni`[`Ub[`ni`
5fVY]hž`6`]Xi`b[`ž`:`Ygi`bX`Y]h`i`bX`K`c`b`Yb`V]g`ni`a`"8`YnYa`VYf`
&`\$`*`ni`j`YfVY`ggYfb`"8]Y`gY`Y`f[`Y]n][`Yb`Dfc`Y`_hn]Y`Y`ghY`Yb`]a`
9]b`_`Ub[`a`]h`XYb`G]W`hk`Y]gYb`Ui`g`6`fØ`ggY`ž`X]Y`ØVYf`XYb`5gm`!`ž`
A`][`fU]cb`g!`i`bX`"b`hY[`fU]cb`gZc`b`Xg`f`B`A`"Ł`[`YZØf`XYfh`k`YfXYb`"8]Y`
**6i`bXY`gnY`bhfU`Y`ZØf`d`c`]h]gW`Y`6`]Xi`b[`ZØ`fh`Ui`gž`X`Ugg`gc`W`Y`
;**`Y`XYf`Y`bhgW`Y]XYb`X`ZØf`X]Y`"b`hY[`fU]cb`j`cb`
8f]h`ghU`Uhg`Ub[`Y`Ä`Öf][`Yb`g]b`X`i`bX`X]Y`@`YVY`bgVYX]b[`i`b[`Yb`
XYi`h`]W`j`YfVY`ggYfb`_`Öbb`Yb`"8]Y`GhUXh`U`h`VYfY]hg`
<`Ui`g`U`h`ga`]hY`"b`<`Ö`Y`j`cb`%`\$`\$`\$`\$`9i`fc`ZØf`&`\$`&`)`i`bX`&`\$`&`*`
VYfY]h[`YghY`"hž`i`a`gc`W`Y`"b]h]Uh]j`Yb`ni`i`bhYfghØ`hYb`"

F`Yggci`fW`b`ZØf`:`ØW`h`]b[`gd`fc`Y`_hY

8cW`X]Y`<`]Zg`Ub`XgW`UZh]gh`_ca`d`YI`i`bX`j`]Y`gW`W`h][`"J`ca`

9i fcdÄ]gWkYb`Gcn]U`ZcbXg`ØVYf`X]j YfgY`Gh]Zhi b[Yb`V]g` \]b`ni
gdYn]Y`Yb`Dfc[fUa` a` Yb`ZØf`[YZØWk hYhY`A` YbgWkYb` `X]Y
A` Ò[`]Wk`_Y]hYb`g]bX`i` a` ZUb[fY]Wk`"8]Y`i` bhYfghØhni b[`ZØf`
]bhY[fUh]cbgZØfXYfbXY`Dfc`Y`_hY`]gh`Yb`hgWkY`]XYbXž`XUa`]h`gck`c`\
X]YUb[Y` \`Øf][Yb`[YZØWk hYhYb`A` YbgWkYb`U`g`Ui` Wk`XYf`gh`AXh]gWkY`
Ni`gUa` a` Yb` \`U`hidfcZ]h]YfYb`_`ØbbYb`"5`Yb`j` cfUb`VYghY`h` \`h` \]Yf`Ui` Wk`
X]Y`7` \`Ub`Wk`ž`Xi` fWk` ;` Y`XYf`k`]Y`X]Y`j` ca` `5A` =` `cXYf`Xi` fWk` `c`_U`Y`
Gh]Zhi b[Ybž`X]Y`b`chk`YbX][Yb`FYggci`fWk`b`ZØf`Y]b` `Ub[Zf]gh][Yg`i` bX`
bUWk` \`U`h][Yg`5b[YVch`VYfY]hghY`Yb`ni` `_ØbbYb`"

8]Y`9bhk`]W`_i` b[Yb`fi` bX`i` a` `X]Y`i` _fU]bY` \]`ZY`]b`8fYgXYb`g]bX`
gck`c` \`Y]bY`<`YfUi`gZc`fXYfi` b[`U`g`Ui` Wk`Y]bY`7` \`Ub`Wk`"8`Ua`]h`Yg`
XYb`[YZØWk hYhYb`A` YbgWkYb`[i` h[Y` \`h`i` bX`X]Y` `bhY[fUh]cb`]b`X]Y`
GhUXh[YgY`gWk`UZh`[Y`]b[hž`gc`hYb`U`Y`5`_hYi` fY`Ub`Y]bYa` `GhfUb[
n]Y` \`Yb`"8]Y`GhUXh` \`Uh`X]Y`9fk`Ufhi` b[Ybž`i` cfXYfi` b[Yb`i` bX`
6YXYb`_Yb`XYf`j` YfgWk`]YXYbYb` `bhYfYggYbg[fi` ddYb`j` cf`5i` [Yb`"CV`
X]YgY`j` YfgWk`]YXYbYb`5bghfYb[i` b[Yb`j` cb`9fZc`[` [Y`_f`Øbh`g]bXž`
k`]fX`g]Wk`]b`XYf`bU`Yb`Ni`_i` bZhinY][Yb`"9]b`dYfa` UbYbhYf`
?ca` a` i` b]_Uh]cbgZi` gg`nk`]gWkYb`XYb`5`_hYi` fYb`]gh`XUVY`]
YggYbn]Y`ž`i` a` `Y]b`cdh]a` U`Yg`BYhmk`Yf`_ni` `gWk`UZZYb`"

8YhU]`g	
C fh	8fYgXYbž`8Yi` hgWk`UbX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "a`Xf"XY • k k k "XfYgXYb"XY • k k k "VdV"XY

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