

@Y]dn]['gi W\ h' ? ca dUfgYb. 'GhUfhY 'XY]b
:]`a UVYbhYi Yf `^Yhnh`

⊕ '@Y]dn]['k YfXYb '? ca dUfgYb 'ZØf'X]Y '5F 8!GYf]Y' 9]bgdfi W\ ž
GWUhn 'i bX'X]Y'FH@GYf]Y' 8Yf '@Y\fyf ' [Ygi W\ h"
6Yk YfVi b [Yb'g]bX'V]g'5i [i gh'&\$&) 'a Ò [`]W\ "



@Y]dn][ž'8Yi hgW\ `UbX' ! ⊕ '@Y]dn]['hi h'g]W\ ' [YfUXY'Y]b][Yg']a
:]`a VYfY]W\ `: Øf'X]Y' bYi Y'5F 8!F Y]\Y' 9]bgdfi W\ ž'GWUhn 'i bX
X]Y'FH@GYf]Y' 8Yf '@Y\fyf 'k YfXYb '? ca dUfg]bbYb' i bX
'ca dUfgYb' [Ygi W\ h' '8 Ug'6YgcbXYfY. '5'h'cXYf' ↑ b [ž'U`Y
BUh]cbU`]h`hYb' i bX ; YgW\ `YW\ hYf'g]bX' \Yfn`]W\ 'Y]b [Y`UXYbž
a]hni a UW\ Yb" '8]Y'8 fY\UfVY]hYb'g]bX'ZØf'XYb'NY]hfUi a 'j cb
5i [i gh'V]g'Bcj Ya VYf'Ub [YgYhnhž'i bX'ZØf'j]Y'Y' _ÖbbhY'g]W\ 'Y]bY
gdUbbYbXY'A Ò [`]W\ _Y]hYf [YVYbž'\]bhYf'XYb' ? i `]ggYb'XYf
:]`a k Y`hni 'gW\ bi ddYfb" '@Ui h'@J N'g]bX']bgVYgcbXYfY'DYfgcbYb
nk]gW\ Yb '%* 'i bX'&&' \YfYb' [YZfU [hž'X]Y'GW\ Ø'Yf]bbYb' i bX
GW\ Ø'Yf'XUfghY`Yb'gc`Yb"

9]b' [Yf]b [Yf'5i Zk UbXž'XYf'g]W\ `c\bh'8]Y' ? ca dUfgYb'a ØggYb'Ub

Y]b`V]g`XfY]`HU[Yb`j`YfZØ[VUf`gY]bž`i`bX`X]Y`6YnU\`i`b[`Ubb`a`]h
a`]bXYghYbg`%'`\$`9i`fc`dfc`HU[`Xi`fW\Ui`g`UbgdfYW\YbX`gY]b`
Ni`XYa` `ÖbbYb`Ni`gW`À[Y`ZØf`?cghØa`UbdfcVYbž`<`UUfgW\`b]hhY
cXYf` ,`VYfghi`bXYb`\]bni`_ca`a`Yb`" `hYfYgg]YfhY`_ÖbbYb`g]W\`Ui`Z
XYf`K`YVgY]hY`XYf`5[Ybhi`f`:`]a` [Yg]W\hYf`Uba`Y`XYb`i`bX`]`fY
8UhYb`gck`]Y`:`chcg`ØVYfa`]hhY`b`"9]b`Y]bZUW\Yf`K`Y[ž`i`a``HY]`
X]YgYf`Ui`ZfY[YbXYb`Dfc`Y`_hY`ni`k`YfXYb`°

J]Y`ZÀ`h][Y`Dfc`Y`_hY`]b`XYf`F`Y[]cb

8cW\`@Y]dn][`]gh`b]W\h`X]Y`Y]bn][Y`GhUXhž`]b`XYf`Z]`a`]gW\Yg`@YVYb
di`g]Yfh`"K`À`fYbX`X]Y`8fY\`UfVY]hYb`ni` `9]bgdfi`W\ž`GW\Uhn` `]cb
5df]`V]g`ž` `]&\$&)`]b`XYf`I`a` [YVi`b[`]ghUhhZ]bXYbž`[]Vh`Yg`Ui`W\
nU\`fY]W\Y`UbXYfY`gdUbbYbXY`Dfc`Y`_hYž`X]Y` [YfUXY`]b`XYf`F`Y[]cb
fYU`]g]Yfh`k`YfXYb`"9]b`6`]W`_Ui`ZXUg`U`_hi`Y`Y` ;`YgW\Y\Yb`nY][`h`8]Y
8fY\`UfVY]hYb`ni` `B`À`W\ghY`5i`gZU\`fh` ;`ØW`_` `Ui`ZYb`j`cb`5bZUb[`V]g
A`]hhY`ž` `]b`9]gYbUW\`"Ni`XYa` `Z]bXYh`a`Ub`XYfnY]h`X]Y`GYf]Yb` `&
:`fUi`Yb`ZØf`U`Y`:`Y`Y` `gck`]Y` `Dc`]nY]fi`Z`%`\$` `Ui`ZXYf`@]ghY`XYf
Dfc`Xi`_h]cbYbž`X]Y`]b`<`U`Yž`@Y]dn][`i`bX`B`Ui`a`Vi`f[` [YXfY\`h
k`YfXYb`"8Ug`g]bX`XcW\`U`Yg`hc`Y` ;`Y`Y[Yb\Y]hYb`ZØf
:`]a`VY[Y]ghYfhY`°`h`Zcfa`Uh]cbYb`ni`X]YgYb`Dfc`Y`_hYb`i`bX`XYf
F`Y[]ghf]Yfi`b[`g]bX`i`bhYf`Z]`a`]gg]a`c`"XY`ni`Z]bXYb`"

: Øf`X]Y`Ub[Y\YbXYb`?ca`dUfgYb`]gh`Yg`k`]W\h][`ni`k`]ggYbž`XUgg
:`]a`YfZU\`fi`b[`]b]W\h`b`Øh][`]gh`"8Ug`Yf`Y]W\hYfh`XYb`9]bgh]Y[
Yf\YV`]W\`"5V`>]bi`Uf`&\$&)` `]Y[h`XYf`A`]bXYgh`c`b`VY]`%&ž` `&`9i`fc
dfc`Ghi`bXYž`i`bX`ZØf`Y]bYb`?ca`dUfgYbY]bgUhn`j`cb`%`\$`Ghi`bXYb
_Ubb`a`Ub`a`]hY]bYf` ;`fi`bXdUi`gW\U`Y`j`cb`Yhk`U`%'`\$`9i`fc
fYW\`bYb`"8Ug`a`UW\h`X]Y`HY]`bU\`a`Y`b]W\h`bi`f`gdUbbYbXž`gcbXYfb
Ui`W\`i`_fUhj`"

GhU[YDcc` ` `8Yf`K`Y[`ni`a` `9b[U[Ya`Ybh

K`Ybb`Xi` `Ub`gc`W\Yb`Dfc`Y`_hYb`]b`hYfYgg]Yfh`V]ghž`]gh`X]Y`D`UhhZcfa
GhU[YDcc`Y]b`Y`k`Yfhj`c`Y`I`bhYfghØhni`b[` "<`]Yf`\UVYb`j`]Y`Y
?ØbghYf`VYfY]hg`d`c`g]hj`Y`9fZU\`fi`b[Yb`[Ya`UW\h`i`bX`\UVYb`]fY
YfghYb`9b[U[Ya`Ybhg`[YZ`bXYb`"GhU[YDcc`]gh`VY`_Ubb`h`XUZØfž
Y]bY`k`]W\h][Y`h`Zcfa`Uh]cbgei`Y`Y`ZØf`X]Y`:`]a`!`i`bX

H\YUhYfVfUbWXY'ni'gY]b"NU\`fY]WXY'dcg]hj]Y'FØW_a Y`Xi b[Yb'j cb
 ?ØbghYfb'nY][Ybž'k]Y'j]Y'ZÀ'h][`X]Y'A Ò[`]W_X]hYb'g]bXž'X]Y
 GhU[YDcc`V]YhYh"J cb`XYf`_cghYb`cgYb`F Y[]ghf]Yfi b[`V]g`\]b'ni
 Y]bZUWXYb`6Yk YfVi b[Yb`ØVYf`Y7\]ZfYb` `X]Y`D`UhhZcfa
 Yf`Y]WXYhYfh`Ygž?cbhU_hY`]b`XYf`6fUbWXY'ni`_bØdZYb"8 Ug`
**GhU[YDcc`k]fX`cZhj cb`DfcXi nYbhYb`i bX`GWXYi gd]Y`Yfb
 [`Y]WXYfa U» Yb`[YgWXYÀhnh`i bX`\Uh'g]WXY`U`g`i bgWXY`U[VUfYg
 K Yf_nYi [`ZØf`X]Y`æVgi WXY`YhUV`]Yfh"**

Ni gUa a YbZUggYbX`Àggh'g]WXY`gU[Yb.`CV`Xi `bi b`]b`@Y]dn][`Ub
 Y]bYa `?ca dUfgYb`cV`]bhYfYgg]YfhV]gh`cXYf`X]Y`gdUbbYbXY`K Y`h
 XYg`:]`a Ya UWXYb`g`Y]bZUWXY`a U`Ui g`bÀWXYghYf`BÀ\Y`_YbbYb`YfbYb
 a ØWXYhYgh` `X]Y`5b[YVchgdU`YhY`]gh`f]Yg]["I bX`k Yf`k Y]» ž
 j]Y`Y]WXYhV]gh`Xi `gWXYcb`VU`X`HY`]`Y]bYf`Ui ZfY[YbXYb
 :]`a dfcXi _h]cb`

8YhU]`g	
Cfh	@Y]dn][ž8Yi hgWXY`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "j n"XY • Z]`a]gg]a c"XY • XY"ghU[Ydcc`"Wca

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