

GUW gYb 'gi W h'X]Y '@]YVY. 'B Yi Y '8 Uh]b [! HfYbXg'ZØf'?' fYUh]j Y 'G]b [`Yg°

⊕'GUW gYb 'gi W Yb'ja a Yf'a Y\ f'G]b [`Yg' _fYUh]j Y
DUfhbYfk Y [Y''B Yi Y '8 Uh]b [Zcfa UhY 'i bX '9j Ybhg'ZØfXYfb 'XUg
?YbbYb`YfbYb"



F cggUi ž'8Yi hgW `UbX '! ⊕'GUW gYb'nY][h'g]W `Y]b
VYa Yf_Ybgk YfhYf'HfYbX. '⊕ a Yf'a Y\ f'A YbgW Yb `YVYb 'U`Y]b'i bX
gi W Yb'bUW `bYi Yb'K Y [Ybž'i a 'j]\fY'<YfnYb'ni 'ÖZbYb"'⊕ '⊕\f
&\$&('gh]Y ['X]Y'NU\`XYf'U`Y]bghY\YbXYb': fUi Yb'i bX'A AbbYf'Ui Z
fi bX'-') \$"\$\$\$' `Y]b`Yf\YV`]W Yf'5bgh]Y ['ja 'J Yf [`Y]W `ni `XYb`Yhk U
, \$ ("\$\$\$'G]b [`Yg]a '⊕\f'&\$'\$ "'8]Yg'Ybhgdf]W h'Y]bYa '5bhY]'j cb
Yhk U`Y]bYa 'J]YfhY`XYf'; YgUa hVYj Ö`Yfi b ['GUW gYbgž'X]Y'g]W
U_hi Y`'Ui Zfi bX' ('A]`cbYb`VY`Äi Zhžk]Y'gi **YXXYi hgW Y"XY**
VYf]W hYhY"

8]Y'; fØbXY'ZØf'X]YgYb'5bgh]Y ['g]bX'gc'j]Y`ZÄ'h] ['k]Y`X]Y
U`Y]bghY\YbXYb'A YbgW Yb'gY`Vgh'G]b [`Yg]b'GUW gYb'bi hnYb
ni bY\ a YbX`_fYUh]j Y'A Yh\cXYb'ni f'DUfhbYfgi W Yž'X]Y`ØVYf'X]Y

hfUX]h]cbY`Yb`C b`]bY!D`UhhZcfa Yb`\]bUi g[Y\Yb" J cf`C fhž
VY]gd]Y`gk Y]gY`]b`F cggUi`]a`@UbX_fY]g`A`]hhY`gUWk gYbž`k YfXYb
gdYn]Y`Y`9j Ybhg`k]Y`5`dU_Uk UbXYfi b[Yb`cf[Ub]g]Yfhž`i a`G]b[`Yg
Y]bUbXYf`b`À\Yfni Vf]b[Yb"5i Wk`6Uf\cdd]b[`]b`j YfgWk]YXYbYb
g`ÀWk]g]Wk Yb`Gh`XhYb`YfZfYi`h]g]Wk`[fc» Yf`6Y`]YVh\Y]hi`bX`V]YhYh
Y]bY`hc`Y`Y`Y`Y[Yb\Y]h`ni a`?YbbYb`YfbYb"

@]j Y!8 Uh]b[`i bX`bYi Y`9j YbhZcfa UhY

9]b`[Ubni`bYi Yg`?cbnYdh`\Uhig]Wk`]b`XYb`YhnhYb`A`cbUhYb
YhUV`]Yfh.`@]j Y!8 Uh]b[!9j Ybhg"8 UVY]`_ca a Yb`Ui ZXYf`6Ø\bY
G]b[`Yg`ni gUa a Ybž`i a`]b`Y]bYf`i bhYf\U`hgUa Yb`5ha cgd`\`ÁfY
dchYbn]Y`Y`DUf`hbYf`_YbbYbni`YfbYb"8]YgY`J YfUbghU`hi b[Yb
[Yk`]bbYb`XYi hgWk`UbXk`Y]h`Ub`Dcdi`Uf]h`Áhž`i bX`Ui Wk`]b`GUWk gYb
\`h`X]YgYf`HfYbX`9]bni ["8]Y`J YfUbghU`hi b[gfY]\Y`?Ybbh]\f
gWk`cb`3`Vf]b[h`@]j Y!8 Uh]b[!9`Ya YbhY`]b`X]Y`F Y[]cb`i bX`gc f[h
ZØf`fY[Yg`b`hYfYggY"8]Y`; fØbXYf]b`6YhØ`6ØgfU`\YVh\Yfj`cfž`XUgg
XYf`\i a`cf] c`Y`5gdY`_hi bX`X]Y`_fYUh]j Y`Df`ÁgYb`hUh]cb`XYf
6Y]hf`Á[Yž`X]Y`c`Zh; YX]Wk`hY`c`XYf`a`i`g`_U`]gWk`Y`9]b`U[Yb`i a`ZUggYbž
]a`J`cfXYf[fi bX`ghY\Yb"6Y`]X]YgYb`9j Ybhgž`X]Y`c`Zha`U`g
Ui`gj`Yf`_Ui`Zh]g]bXž`Z]bXYb`Xi`fWk`gWk`b]hh]Wk`%\$\$\$`; `ÁghY`ni`gUa`a`Yb
`b]Wk`h`bi`f`i`a`@]YVYž`gcbXYfb`Ui`Wk`bYi`Y`; fYi`bX`gWk`UZhYb`ni
gWk`]Y» Yb"

8]Y`Df`ÁgYbn]j`cb`G]b[`Yg`]gh`VYgcbXYfg`]b`XYb`[fc» Yb`Gh`XhYb
GUWk`gYbž`k]Y`8`fYgXYb`i`bX`@]dn][ž`gdØfVUfž`X]Y`Y]bY`J]Y`nU\`Ub
5i`g[Y\!`i`bX`:`fY]nY]ha`Ò[`]Wk`_Y]hYb`V]YhYb" `@Ui`h`b`Yhng]b[`Yg"XY
bi`hnYb`X]Y`a`Y]ghYb`j`cb`\`bYb`XUg`b`hYfbYh`ni`f`DUf`hbYf`gi`Wk`Yž
Ui`Wk`k`Ybb`Yg`]b`GUWk`gYb`bi`f`k`Yb][Y`gdYn]U`]g]YfhY`G]b[`YV`ØfgYb
[]Vh"8Yb`bcWk`g]bX`bUh]cbU`Y`D`UhhZcfa Yb`k`jY`@cj`YGWk`i`h&(`i`bX
bYi`"XY`gY\`f`dcdi`Áf"5`hYf`i`bX`< Yf`_i`bZh`ghY`Yb`\]Yf`_Y]bY
<ØfXYb`XUfž`i`bX`X]Y`A`Ò[`]Wk`_Y]hYb`g]bX`gWk]Yf`i`bVY[fYb`nh"

8 Ug`VfY]hY`5b[YVch`Ub DUf`hbYfj`Yfa`]hh`i`b[Yb

: Øf`U`Yž`X]Y`Yg`Yhk`Ug`gYf]ØgYf`Ub[Y\Yb`a`ØWk`hYbž`[]Vh`Yg

a Y\fyfY`DUfhbYfj Yfa]h`i b[Ybž`X]Y`g]W\`U`g`VYgcbXYfg
 Ya dZY\`Ybgbk Yfh\`YfUi g_f]ghU``]g]YfYb"Ni`XYb`VYXYi hYbXghYb
 nA\`Yb`9`]hYDUfhbYfž`@Ya`cbGk Ub`i bX`DUfg\`d``8]YgY`D`UhhZcfa Yb
 V]YhYb`Y]b`j]Y`ZÄ`h][Yg`5b[YVchi bX`WWhYfYb`]bgVYgcbXYfY`ZØf
 U_UXYa`]gW\Y`G]b[`Ygž`5``Y]bYfn]Y\YbXY`gck]Y`↑ b[Y`A YbgW\Yb`]b
 5i gV]Xi b[`cXYf`Ghi X]i a ``8UVY`]gh`_Y]b`Y]bZUW\Yf`:`]fh[YZFU[hž
 gcbXYfb`XUg`Yfbgh\UZhY`GhfYVYb`bUW\`Y]bYf`Ub[Zf]gh][Yb
 6Yn]Y\i b["

Ni gUa a YbZUggYbX`Äggh]g]W\`gU[Ybž`XUgg`GUW\gYb`a Y\`f`K Y[Y
 XYbb`Y`V]YhYhž`i a`XYb`XYW`Y`bXYb`K`cfhYb`8U``]Y[h`k Ug`Ub
 bYi Yg`@VYb`Y]bni` \Ui W\Yb"8]Y`8]j Yfg]hÄh`XYf`9j Ybhg`i bX`X]Y
 J]Y`nU\`Ub`Cb`]bY!D`UhhZcfa Yb`gcf[Yb`XUZØfž`XUgg`G]b[`Yg
 _fYUh]j Y`i bX`Ui ZFY[YbXY`@Øgi b[Yb`Z]bXYb`_ØbbYbž`i a`]fYb
 HfUi a`dUfhbYf`ni`Z]bXYb"Ä]h`XYb`ni bY\`a YbXYb`5b[YVchYb`Ub
 _fYUh]j Yb`DUfhbYfgi W\Y!:`cfa UHYb`]gh`Yg`bi f`Y]bY`:`fU[Y`XYf`NY]hž
 V]g`g]W\`Ui W\`]b`GUW\gYb`bYi Y`@]YVYg[YgW\]W\hYb`YbhZU`hYb"

8YhU]`g	
C fh	F cggUi 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 "bYhng]b[`Yg"XY • k k k "g]b[`Yd]`ch"WŁa

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