

J Y`hYb`ZY]Yfh. '9]b`A i gYi a`ZØf GW`c f b g h Y] b ZY [Y f`Y b h g h Y \ h`

⊕ J Y`hYb ž`6 f Ub XY b Vi f [ž`Y b h g h Y \ h`Y] b`Y] b n] [U f h] [Y g
GW`c f b g h Y] b ZY [Y f a i g Y i a ž`X U g`A m h \ Y b`i b X` ; Y g W] W h Y`X Y g
< U b X k Y f _ g`V Y \ U b X Y`h"



J Y`hYb ž`6 f Ub XY b Vi f [ž`8 Y i h g W \ U b X`! ⊕ J Y`hYb ž`6 f Ub XY b Vi f [ž`
Y b h g h Y \ h`Y] b` [U b n`V Y g c b X Y f Y g`A i g Y i a` .`8 U g`Y f g h Y`X Y i h g W Y
GW`c f b g h Y] b ZY [Y f a i g Y i a`k] f X`U`_ h i Y`j`c f V Y f Y] h Y h i b X`g c`g] W
] b h Y b g] j`a`] h`X Y f` ; Y g W] W h Y`i b X`X Y b`A m h \ Y b`f i b X`i a`X U g
GW`c f b g h Y] b ZY [Y f ! < U b X k Y f _`V Y Z U g g Y b`"8] Y g Y g`J c f \ U V Y b`] g h`b] W h
b i f`Y] b`<] [\`] [\ h`Z Ø f`X] Y`F Y [] c b ž`g c b X Y f b`U i W`Y] b Y`k] W h [Y
5 b Y f`_ Y b b i b [`Z Ø f`Y] b`< U b X k Y f _ ž`X U g`h] Y Z] b`X Y f`? i`h i f`j`Y f k i f n`Y`h
] g h`@ U i h`8 Y i h g W \ U b X Z i b`_`? i`h i f`k] f X`X U g`A i g Y i a`U i Z X Y a
; Y`Å b X Y`X Y f`? U W Y`c Z Y b Z U V f] _ ž`X U g`U i W`V Y f Y] h g`X U g`C Z Y b`!`i b X
? Y f U a] _ a i g Y i a`g c k] Y`X U g`< Y X k] [`6 c`U [Y b`A i g Y i a
V Y \ Y f V Y f [h ž`U b [Y g] Y X Y`h`g Y] b"

8] Y`? U W Y`c Z Y b V U i ! H f U X] h] c b`] b`J Y`hYb`] g h`b] W h i n i`i b h Y f g W`Å h n Y b ž`

[]h'g]Y'XcW'U'g]a a UhYf]Y''Yg'?i`hi fYfVY''?i`hi fghUUhgY_fYhÅf
HcV]Ug'8Øbck`fGD8Ě`cVhY'Øb[gh'X]Y'Yb[U[]YfhY'5fVY]h'XYg
: ÒfXYfj YfY]bgž'XYf'Ua`5i ZVUi`XYg'A i gYi a g'VYhY']][h'gh''8 UVY]
\\UbXY'h'Yg'g]W' i a`Y]b`Y]bn][Ufh][Yg'J cf\\UVYbž'XUg'\\]ghcf]gW'Y
K Yf_nYi [Y'i bX'8c_i a YbhY'Ui gghY''Yb'k]fX''8]Y [YbUi Yb'8YhU]`g
ni f'9fÒZZbi b['g]bX'U''YfX]b[g'bcW' i b_'Ufž'XU'g]Y`ZfØ\\YghYbg`]a
ſ\\f'&\$&+'YfZc`[Yb'_ØbbhYž'gc`X]Y'ϣZcfa Uh]cbYb'j cb`ghYfb"XY"

8 Yf'5i ZVUi`i bX'XUg'? cbnYdh'XYg'A i gYi a g

8 Ug'bYi Y'GW'cfbghY]bZY[Yfa i gYi a`k]fX'b]W'h'bi f'X]Y
\\UbXk Yf_]W'Y'GY]hY`VY'Yi W'hYbž'gcbXYfb'Ui W'X]Y`j]Y'Yb
A m\\Yb'i bX'5VYf[`Ui VYbž'X]Y'a]h'XYa`GW'cfbghY]bZY[Yf!
<UbXk Yf_] YfVi bXYb'g]bX"<]ghcf]gW'Y`K Yf_nYi [Y'i bX
8c_i a YbhY'k YfXYb'ZØf'X]Y'6Ygi W'Yf'Ui ZVYfY]hYhž'gcXUgg'g]Y
Y]bYb'i ba]hY`VUFYb'9]bXfi W_] cb`XYf'; YgW]W'hY'i bX'XYf
6YXYi hi b['XYg'<UbXk Yf_g'Yf\\U'hYb'_ØbbYb"

8]Y'GW'cfbghY]bZY[Yf!ϣbi b[Yb'gd]Y'Yb'YVYbZU`g'Y]bY'k]W'h][Y
Fc`Y`ja`5i ZVUi`XYg'A i gYi a g''8]YgY'?ccdYfUh]cb'j Yfgdf]W'hž'XUg
A i gYi a`ni`Y]bYa`YVYbX][Yb'Cfh'XYg'K]ggYbg'i bX'XYf'HfUX]h]cb
ni`a UW'Ybž'k`c'b]W'h'bi f'X]Y`J Yf[Ub[Yb\\Y]h[Yk ØfX][h'k]fXž
gcbXYfb'Ui W'X]Y`ni`_ØbZh][Y'6YXYi hi b['XYg'<UbXk Yf_g
i bhYfghf]W'Yb'k YfXYb'_Ubb''9]b'k U\\fYg'NY]W'Yb'XYf
K YfhgW'Àhni b['ZØf'X]Y`VYk U\\fhY'?i`hi f'i bX'X]Y`\\UbXk Yf_]W'Yb
: Å\\[_Y]hYb°

9]b`GhUbXcfh'a]h'HfUX]h]cb

8 Ug'; Y`ÀbXYž'Ui ZXYa`XUg'A i gYi a`YbhghY\\hž']ghj`cb`\\]ghcf]gW'Yf
K]W'h][_Y]h''8]Y`Gh]Zi b[`A i gYi a gghUbXcfh'J Y'hYb'\\Uh'VYfY]hg
&\$%,`X]Y`Y\\fk ØfX][Yb`A Ui Yfb`Yfk cfVYbž'X]Y'i bhYf
8 Yb_a`U'gW'i hn'ghY\\Yb''Gca]h'k]fX'XUg'[YgUa hY'9bgYa V`Yž'ni
XYa`Ui W'XUg'CZYb!`i bX'?YfUa]_a i gYi a`[Y\\Øfhž'fYj]hU`]g]Yfh
i bX`]b`X]Y`Ni`_i bZi[YZØ\\fh''J U'hYb'\\Uh'g]W'XUa]h'U'g'Y]b
NYbhfi a`ZØf'_i`hi fY''Y'6]Xi b[`i bX'\\UbXk Yf_]W'Y`HfUX]h]cb
d cg]h]cb]Yfh"

8]Y`J YfV]bXi b[`XYf`j YfgW]YXYbYb`A i gYYb`i bX`XYfYb
 5i gghY``i b[Yb`k]fX`XYb`6Ygi W]Yfb`X]Y`J]Y`ZU`h`i bX`X]Y`FY`Yj Ubn
 j cb`HfUX]h]cb`i bX`< UbXk Yf`_b`A`YfVf]b[Yb``; YfUXY`]b`NY]hYbž`]b
 XYbYb`X]Y; YgW]W]hY`]a`a`Yf`a`Y`f`]b`XYb`<]bhYf[fi bX`ni
 [YfUhYb`Xfc`hž`]gh`XUg`GW]cfbghY]bZY[Yfa`i`gYi`a`Y]b`k`]W]h][Yf
 GW]f]hž`i`a`_i`hi`fY``Yg`9fVY``YVYbX][`ni`U`hYb`i`bX`XYb`b`A`W]ghYb
 ; YbYfUh]cbYb`ni [`Ab[`]W]ni`a`UW]Yb`"

5VgW]`]Y» YbX`_Ubb`[YgU[h`k`YfXYb.`8 Ug
 GW]cfbghY]bZY[Yfa`i`gYi`a`Y]b`J`Y`hYb`]ghY]b`YfZfYi`]W]Yg`i`bX
 ni`_i`bZhgcf]Ybh]YfhYg`Dfc`Y`_hž`XUg`a`]hj`]Y``@]XYbgW]UZh`i`bX
 9b[U[Ya`Ybhj`cfUb[Yhf]YVYb`k`]fX``K`A`fYbX`k`]f`Ui`Z`X]Y
 9fÖZZbi b[`k`UfhYbž`V`Y]Vh`ZYgmi`U`hYbž`XUgg`X]Y`J`cfZfYi`XY`Ui`Z
 X]YgYg`_i`hi`fY``Y`<][`\\][`h`VYfY]hg`Y`hnh[`fc»`]gh`Gc`k`]fX`J`Y`hYb
 b]W]h`bi`f`ni`a`Y`GW]Ui`d`Um`U`bXk`Yf`_]W]Yf`HfUX]h]cbž`gcbXYfb
 Ui`W]ni`Y]bYa`C`fh`XYf`6Y[Y[bi b[`a`]h`i`bgYfYf`; YgW]W]hY`i`bX
 ?i`hi`f`i`bX`j`]Y``Y]W]h`_ca`a`h`XYf`Y]b`c`XYf`Ub`XYfY
 GW]cfbghY]bZY[Yf`j`cfVY]ž`i`a`gY]bYb`HY]`ni`f`YVYbX][`Yb
 6Ui`_i`hi`f`VY]ni`hfU[Yb`°

8YhU]`g	
C fh	J`Y`hYbž`6fUbXYbVi f[ž`8Yi hgW]`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "XYi hgW]`UbXZi b`_i`hi`f"XY • k k k "ghYfb"XY • k k k "k`Y`hYfVYhci`f"XY

6Ygi W]Yb`G]Y`i`bg`Ui`Z.`bU[!VfUbXYbVi f["XY