

GW `Y]Z[UggY `]b : `cf]XgXcfZ. `GUb]Yfi b[
gc f[h`ZØf`Zf]gW Yg ; fØb`i bX`G]W Yf\Y]h°

⊕ : `cf]XgXcfZ`ghUfhYb`Ua ` , " ' & ' & \$ &) `GUb]Yfi b[gUfVY]hYb`]b
XYf`GW`Y]Z[UggY ži a `X]Y`5i ZYbh\U`hgei U`]hÅhi bX`XUg
A]_fc_]a U`ni`j YfVYggYfb"



GW `Y]Z[UggY ž`%&%\$`K]Yb ž`² ghYffY]W `!`a`<YfnYb`j`cb
: `cf]XgXcfZ`k]fX`X]Y`GW`Y]Z[UggY`YfbYi`hi`a`[YghU`hYhž`bUW`XYa
g]Y`X]Y`E`i`U`]hÅhgd`fØZ`b[`XYf`GhUX`h`b]W`h`VY`ghUb`XYb`U`h`8`jY
DfcV`Ya`Yž`X]Y`]a` : U`fVU`b`VYfY]W`Y`bh`XYW`_`h`k`i`fXYb`ž`g]b`X`Ui`Z
i`bni`fY]W`Y`b`XY`DZ`UghYf`_`cb`ghfi`_]`cb`Y`b`ni`fØW`_`ni`ZØ`f`Y`b`"8`jY
GhfU»`Y`b`V`Ui`U`fVY]hYb`ž`X]Y`9`b`XY`&`\$`&`UV[Y`g`W`c`ggY`b`k`i`fXY`b`ž
a`Ø`ggY`b`bi`b`Ui`Z`?`c`ghY`b`XYf`j`Y`f`Ub`hk`c`fh]W`Y`b`6`Ui`Z]`fa`U
k`jY`XYf`c`h`k`Y`f`XY`b`"8`jY`A`U[]`ghf`Uhg`UV`hY]i`b[`& , `U`h`X]Y`A`Å`b[Y`
]`XY`bh]Z]n]Y`fhž`i`b`X`X]Y`GUb]Yfi`b[`Y`f`Zc`[`h`Y`f`Z`f`i`_]W`Y`fk`Y]`gY
]`bb`Y`f`U`V`XYf` ; Y`k`Å`f`Y]`ghi`b[g`Zf]`ghž`k`jY`?`f`c`b`Y`VYf]W`hY`h"

6Y[]bb`XYf`5`fVY]hYb`]gh`XYf` , " ' & ' ži bX`Ubj`jg]Yfh`k`jfx`Y]b`Y`8`Ui`Yf
V]g`A`]hY`GY`dhYa`VYf`"6`Y`h`fc`ZY`b`g]b`X`X]Y`5`V`g`W`b]hY`nk`jg`W`Y`b

5b[YfYf'GhfU» Y'i bX'D]h_U[UggY"K À\fybX'XYf'6Ui UfVY]hYb'k]fX
X]Y'GW\Y]Z[UggY'ZØf'XYb'J Yf_Y\ f' [YgdYffhž'YXcW\ 'V'Y]VYb'X]Y
; Y\k Y[Y'VYbi hnVUf" Hfc hn'XYf' bchk YbX][Yb'GUb]Yfi b['_ÖbbYb
X]Y': i » [Àb[Yf'k Y]hYf\]b'i b[Y\]bXYfh'ZUb]YfYb"

I a [YghU`hi b[`i bX`l a k Y`hgW\ i hn

8]Y'I a [YghU`hi b[`XYf'GW\Y]Z[UggY`]gh'Y]b'HY]'`XYf'ghÀXh]gW\Yb
9bhg]Y[Y'i b[gcZZYbg]j Y" ð'XYb`YhnhYb'5fVY]hYb'k i fXYb` "\$\$\$
E i UXfUha YhYf'5gd\U'hYbhg]Y[Y`hi bX'% , `bYi Y'6Ài a Y' [YdZUbnhž
k Ug'X]Y'5i ZYbh\U'hgei U`hÀhi bX'XUg'A]_fc_]a U'j cf'C fh'Yf\YV`]W\Y
j YfVYggYfh' ðbg[YgUa h'ghY\Yb'bi b'() \$'E i UXfUha YhYf'ni gÀhn`]W\Y
; fØbZÀW\Yb'ni f'J YfZØ[i b[ž'X]Y'Ui W\`ni f'GYb_i b[`XYf
HYa dYfUhi fYb'VY]hfU[Yb'gc`Yb"8]YgY' ð]h]Uh]j Y`]gh'HY]'`XYf
VfY]hYfYb'6YghfYVi b[Yb'XYf'GhUXhž'X]Y': `ÀW\Ybj Yfg]Y[Y'i b[`ni
fYXi n]YfYb'i bX'k]YXYf'a Y\ f'bUhi fVY'UggYbY': `ÀW\Yb'ni
gW\UZZYbž'k]Y'K]Yb"[j "Uh'Ui gZØ\fh"

8]Y'bYi Yb'6Ài a Yž'XUfi bhYf'Ui W\`gYW\g'VYfY]hg'VYghY\YbXYž
\UVYb'bi b'Ni [Ub[`ni `Y]bYf'Ui hca Uh]gW\Yb'6Yk ÀggYfi b["
Ni XYa `gc f[h'X]Y`\Y`Y'DZUghYfi b[`XUZØfž'XUgg'X]Y'GhfU» Yb
k Yb][Yf'Ui ZY]nYb'i bX'FY[Ybk UggYf'VYggYf'j Yfg]W_Yfb'_Ubb"9]b
bi f'XfY]'NYbh]a YhYf'\c\Yf'F UbXghY]b'hfYbbh': U\ fVU\ b'j cb'XYb
; Y\k Y[Yb'i bX'DUf_ghfY]ZYbž'i bX'X]Y'; Y\ghY][Y'k i fXYb
j YfVfY]hYfhž'i a `a Y\ f'F Ui a `ZØf'DUggUbhYb'ni `gW\UZZYb"

J Yf_Y\fgg]W\Yf\Y]h'i bX'6Øf[YfVYhY]`][i b[

9]b'k Y]hYfYf': cfhgW\ f]h'h]gh'X]Y' ðghU`Uh]cb'j cb'bYi b'bYi Yb
G]hn[fi ddYb'gck]Y'Y]bYa `Hf]b_\mXfUbhYb"5i W\X]Y
J Yf_Y\fgg]W\Yf\Y]h'VY_ca a h'Y]b'Il dXUhY.; Y\ghY][j cfn]Y\i b[Yb
Ub'?fYi ni b[gVYfY]W\Yb'i bX'Y]bY': U\ fVU\ bUb\YVi b[`Ub'XYf
?fYi ni b[`GW\Y]Z[UggY# Y]ggY` [UggY'gc`Yb'X]Y
: i » [Àb[Yfei Yfi b[`j YfVYggYfb"8]Y'BYi [YghU`hi b[`XYf
GW\Y]Z[UggY'k i fXY'Xi fW\Y]bY'VfY]hY'6YhY]][i b[`XYf
5bfU]bYf.]bbYb'i bX'; Yk YfVYhfY]VYbXYb'j cfUb[Yhf]YVYbž'gcXUgg
J cfgW\`À[Y'i bX'»Yb'Xi fW\': fU[YVÖ[Yb'i bX
ðZcfa Uh]cbgj YfUbghU`hi b[Yb'Y]bZ]Y» Yb'_cbbhYb"

8]YgY`A U» bU\ a Yb`ghY\Yb`b]W`h`bi f`ZØf`Y]bY`Ui Z[Yk YfhYhY
 @YVYbgei U`h`h`b`X`Yf`GhUXhž`gc bXYfb`hfU[Yb`Ui W`ni `Y]bYf
 j]hU`Yb`GhUXhbUhi f`VY]"`8i fW`X]Y` : ÒfXYfi b[`bUhi fbU\Yf` : `ÀW`Yb
 gc``Y]b` [Ygi bXYg`i bX`fYg`]YbhYfYg`@YVYbgi a ZY`X` [YgW`UZZYb
 k YfXYb`"K]Y` ; fi Yb!]b!X]Y!GhUXh"XY` \Yfj cf\YVhž]gh`XUg`N]Y`
 XYf` ð]h]Uh]j Yž`bUhØf`]W`Y`G`W`UhhYbd`ÀhnY`ni `gW`UZZYb`i bX`X]Y
 6]cX]j Yfg]h`h`ni `ZØfXYfb"

8]Y`GhUXh`K]Yb`]bj Ygh]Yfh`]b`X]YgY`A U» bU\ a Ybž`i a `XUg
 GhUXh`_]a U`k Y]hYf`ni `j YfVYggYfb`i bX`XYb`6Yk c\`bYf.]bbYb`Y]b
 `YVYb`gk YfhYg`l a ZY`X`ni `V]YhYb`"9g`V`Y]Vh`ni `c`ZZYbž`XUgg`X]Y
 VYj cfghY\YbXYb`5fVY]hYb`nØ[] [`i bX`YZZ]n]Ybh`Xi fW` [YZØ\fh
 k YfXYbž`gcXUgg`X]Y` : `cf]XgXcfZYf.]bbYb`VU`X`j cb`XYb
 J YfVYggYfi b[Yb`XYf`G`W`Y]Z[UggY`dfcZ]h]YfYb`_ÒbbYb"

8YhU]`g	
C fh	GW`Y]Z[UggYž`%&%\$`K]Ybž`^2 ghYffY]W`
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_fc bY"Uh • dfYggY"k]Yb"[j "Uh • k k k "[fi Yb!]b!X]Y!ghUXh"XY

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