

: f]YX`UbX`c\`bY`6Øf[Yfa Y]ghYf. `7\`Ucg`]a
F Uh\`Ui g`bUW\`5V k U\`°

⊕: f]YX`UbX`k i fXY`6Øf[Yfa Y]ghYf`A U]_`?cgW\U_`UV[Yk Å\`h`
9]bY`BYi k U\`ghY\`h`ZØf`XYb`&, "GYdhYa VYf`&\$&) `Ub"



: f]YX`UbX`ž`8Yi hgW\`UbX`!`⊕: f]YX`UbX`f@UbX`_fY]g`CXYf!GdfYYŁ
]gh`X]Y`dc`h]gW\Y`@UbX`gW\UZh]b`6Yk Y[i b[` [YfUhYb`ž`bUW\XYa
6Øf[Yfa Y]ghYf`A U]_`?cgW\U_`j cf`XfY]`K cW\Yb`UV[Yk Å\`h`k i fXY`
8]Yg[YgW\U\`Xi fW\`Y]bYb`6Øf[YfYbhgW\Y]Xž`VY]`XYa`+` `DfcnYbh
XYf`HY]`bY\`a Yf`ZØf`X]Y`5V k U\`gh]a a hYb`"8]Y
GhUXhj YfcfXbYhYbj YfgUa a`i b[`UhhY`XYb`6Øf[YfYbhgW\Y]X
]b]h]]Yfh`ž`bUW\XYa`J cfk ØfZY`ØVYf`I bhÅh][`_Y]hi bX`Y]b`j Yf[]ZhYhYg
5fVY]hg_`]a U`Ui hi[Yk cfXYb`k UfYb`"⊕g[YgUa h`k UfYb`&") (\$
6Øf[Yf`k U\`VYfYW\h][hž`i bX`&+`DfcnYbh`XYf`K Å\`Yf`Y\`bhYb`X]Y
5V k U\`UV`"A U]_`?cgW\U_`ž`dUfhY]`cgž`]gh`XUa`]h`b]W\h`Åb[Yf`]a
5a h`J]Y`Y`XYf`J cfk ØfZY`[Y[Yb`]\`b`i a ZUggYb`A Åb[Y`]b`XYf
J Yfk U`hi b[`i bX`Y]b`_f]h]gW\Yg`GW`fY]VYb`XYf`Y\`Ya U`][Yb
?Åa a Yf]b`Gi gUbb`6Øb]gW\`ž`X]Y`Yfbgh\UZhY`DfcV`Ya Y`]a`F Uh\`Ui g

UbgdfUW`i bX`Y]bY: Ø\fi b[g_f]gY`_f]h]g]YfhY" ð`Y]bYf
GcbXYfg]hni b[`VYgW`cgg`X]Y`GhUXhj YfcfXbYhYbj YfgUa a `i b[žY]b
8]gn]d`]bUfj YfZU\ fYb`[Y[Yb`?cgWU`_Y]bni `Y]hYb"8]Yg`U`Yg`ZØ\fhY
ni `Y]bYa `Yf\Ø\hYb`8fi W`Ui Z`XYb`6Øf[Yfa Y]ghYfž`k Ug
`YhnhYbX`]W`ni `gY]bYf`5Vk U\`ZØ\fhY"8]Y`Gh]a a i b[`]a `FUh\Ui g
\ÀhhY`g]W`gY]higY]bYa `FØW_hf]h`YXcW`j YfVYggYfž`k]Y`5I Y`
6YW_Yfž`XYf`dUfhY]`cgY`j cfg]hYbXY`XYf
GhUXhj YfcfXbYhYbj YfgUa a `i b[ž`VYf]W`hYh"

B Yi Yg`GhUXhcVYf\Ui dh`]b`G]W`h

B UW`XYf`5Vk U\`]gh`X]Y`Dcg]h]cb`XYg`6Øf[Yfa Y]ghYfg`j U_Ubhž`i bX
Y]b`bYi Yf`K U\`hYfa]b`ghY\h`VYfY]hg`Z]gh"5a `&, "`GYdhYa VYf`&\$&)
gc``X]Y`K U\`ZØf`Y]b`bYi Yg`GhUXhcVYf\Ui dh]ghUhhZ]bXYb" Gc``hY`Yg
bchk YbX][`gY]bž`_ØbbhY`Ua `%"`C`_hcVYf`Y]bY`Gh]W`k U\
ghUhhZ]bXYb"8Yf`U`hi Y`Y`6Ui Ua hg`Y]hYf`5bXfYUg`GW`i `n`ZØ\fh
]bhYf]a]gh]gW`X]Y`5a hg[YgW`ÀZhYž`k]fX`YXcW`9bXY`5i [i gh`VY]XY
DcghYb`UV[YVYb"Ni XYa `ghY\h`X]Y`; Ya Y]bXY`j cf`XYf
<YfUi gZcfXYfi b[žY]bYb`bYi Yb`:]bUbnW`YZ`ni `Z]bXYbž`XU`X]Y
V]g\Yf][Y`?Àa a Yf]b`]a `A U][Y_ØbX][h`Uh"ð`XYb`YhnhYb`j]Yf
>U\ fYb`[UV`Yg`VYfY]hg`ZØbZ`?Àa a YfYfž`k Ug`X]Y`Ni j Yf`Àgg][_Y]h
XYf`<Ui g\U`hgnU\`Yb`VYY]bhf`ÀW`h][h`Uh"9]b`; fi bX`ZØf`X]YgYb
DYfgcbU`j YfgW`Y]»`g]bX`_ca`d`]n]YfhY:]bUbngcZhk UfYž
nk]gW`Yba YbgW`]W`Y`?cbZ]_hY`i bX`Ui W`?fUb`_Y]hgZ`Yž`gc`XUgg
Y]bY`?fY]ga]hUfVY]hYf]b`j cfØVYf[Y\YbX`i bhYfghØhni b[`VY]`XYb
:]bUbnYb`Y]ghYh"

8]Y`Gi`W`Y`bUW`? UbX]XUhYb

9]bY`YfghY`ð`hYfYggYbh]b`ZØf`X]Y`j U_UbhY`6Øf[Yfa Y]ghYfdcg]h]cb
]gh`?Ufc`]b`@]g]YW_]Y"8]Y`(&!`À\ f][Y`j Yfk U`hi b[gZUW`k]fh]b`i bX
Cfhgj c fghY\Yf]b`_ØbbhY`Y]bY`k]W`h][Y`F`c`Y`]b`XYf`ni _ØbZh][Yb
dc`]h]gW`Yb`; YghU`hi b[`j`cb`:]f]YX`UbX`gd]Y`Yb"8]Y
6Yk YfVi b[gZf]gh`ZØf`XYb`6Øf[Yfa Y]ghYfdcg]hYb`YbXYh
j`cfUi`gg]W`h]W`9bXY`ž`j`&\$&)"`K`Y]hYfY`dchYbn]Y`Y`?UbX]XUhYb
k`i`fXYb`V]g`Ub[`]b]W`h`VY`_Ubbh`[Y[YVYb"

æ`?`cbhYi`h`XYf`6Øf[YfVYhY][i b[`i bX`XYg`9b[U[Ya Ybhg`XYf

?ca a i bU`dc`h]_`nY][h'g]Wk ž'XUgg`X]Y`5Vk U\`j cb`6Øf[Yfa Y]ghYf
 ?cgWk U_`Ui Wk`X]Y`Gh]a a i b[`]b`XYf`6Yj Ò`_Yfi b[`VYY]bZi ggh`Uh"
 9]bY`U_hi Y`Y`i a ZfU[Y`i bhYf`6Øf[Yfa Y]ghYf]bbYb`]b
 8Yi hgWk`UbX`nY][hž`XUgg`Y]b` ; fc» hY]`XYf`Dc`h]_Yf`X]Y`9fZc`[Y`XYf
 8Yi hgWkYb`9]b`Y]h`UbYf`_Ybbhž`YXcWk`Ui Wk`VYghY`h`9]b][_Y]h
 XUfØVYfž`XUgg`gdYn]Y``cghXYi hgWkY`DfcV`Ya Y`k Y]hYf`b
 VY`UbXY`h`k YfXYb`a ØggYb``9g`k]fX`Ui Wk`h`Ya Uh]g]Yfhž`XUgg`XYf
 : fUi YbUbhY]`]b`6Øf[Yfa Y]ghYf`Aa hYfb`]b`8Yi hgWk`UbX`bi f`VY]
 bYi b`DfcnYbh`Y][hž`k Ug`Y]bY`< YfUi gZcfXYfi b[`]b`GUWkYb
 ; YgWk`YWk hYf[YfYWk]h[_Y]h`XUfghY``h`Gc`WkY`H`Ya Yb`k YfXYb
 _ØbZh][`Ui Wk`ZØf`X]Y`bYi Y` : Ø\fi b[`]b` : f]YX`UbX`j cb`6YXYi hi b[
 gY]b`i bX`YfZcfXYfb`@Øgi b[Ybž`X]Y`gh`Af`_Yf`X]Y`6YXØfZb]ggY`XYf
 6Yj Ò`_Yfi b[`VYfØW_g]Wk]h[Yb"

: Øf`X]Y`6Øf[Yf`j cb` : f]YX`UbX`k]fX`X]Y`_ca a YbXY`K U\`
 YbhgWkY]XYbX`gY]bž`i a `Zf]gWkYb`K]bX`]b`X]Y`J Yfk U`hi b[`ni
 Vf]b[Yb`i bX`X]Y`UbghY`YbXYb`< YfUi gZcfXYfi b[Yb`Ubni [Y`Yb"
 8]Y`_ca a YbXYb`A cbUhY`j YfgdfYWkYb`gdUbbYbX`ni `k YfXYbž
 k `A`fYbX`g]Wk`X]Y` ; Ya Y]bXY`Ui ZX]Y`Gi WkY`bUWk`Y]bYa `bYi Yb
 GhUXhcVYf`Ui dh`VY[]Vh"

8]Y`bZcfa Uh]cbYb`ghUa a Yb`j cb`fVV&(ž`XYf`A `Af_]gWkYb
 5``[Ya Y]bYb`NY]hi b[`i bX`XYf`95: `6Yf`]bž`i a `Y]b`i a ZUggYbXYg
 6]X`ØVYf`X]Y`U_hi Y`Y`G]hi Uh]cb`]b` : f]YX`UbX`ni `j Yfa]hY`b"
 K Y]hYfY`8YhU]`g`i bX`9bhk]W`i b[Yb`k YfXYb`a]h`GdUbbi b[
 Yfk UfhYh"

8YhU]`g	
C fh	: f]YX`UbX`ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "a Un!cb`]bY"XY • k k k "YUZ!VYf`]b"XY

6Ygi WkYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b`bYh