

7Y`YVfUhY`≡bXYdYbXYbW`8Um`:`]fYk cf\_g  
UbX`: i b`5k U]h`]b`J c`i g]U`

8]gWcj Yf`: ci fh\`cZ`đ`mZYgh]j ]h]Yg`]b`J c`i g]U`7ci bhmž  
]bWi X]b[ `Z]fYk cf\_gž`cWU`Yj Ybhgž`UbX`VYUW`UWWgg`XYhU]`g"



8UmhcbU`6YUW`ž`: `cf]XUž`I G5`!`5g`h\Y`: ci fh\`cZ`đ`m  
UddfcUW`Ygž`]hg`h]a Y`Zcf`: `cf]X]Ubg`hc`Vfi`g\`cZZ`h\Y]f`VYUW`  
hck Y`g`UbX`Xi`gh`cZZ`h\Y]f`VUfVYW`Y`[ f]`g"7Y`YVfUh]cbg`UfY`]b`Z`  
gk ]b[ žYgdYW]U`m`]b`J c`i g]U`7ci bhmž`k`YfY`Z]fYk cf\_g`WUg\`k ]h\`  
VYUW`dUfh]Yg`]b`U`Wc`cfZ`X]gd`Um`cZ`dUhf]ch]ga "`h`g`U`hfi`Y`  
5a`Yf]WU`b`hfUX]h]cbž`UbX`h\]g`mYUf`]g`YI`dYW`YX`hc`VY`bc`X]ZZYfYbh"

đ`m`(`]g`]bXYXX`U`ZYXYfU``c`]XUmž`gc`Xcb`h`VY`gi`fd]gYX`]Z`mci`  
Z]bX`VUb\_g`UbX`[ cj`Yfba`Ybh`cZZ]W`g`WcgYX"<ck`Yj`Yfž`fYhU]`Yfg`  
`]\_Y`Di`V`]I`UbX`K`U`a`Ufh`k`]``\Uj`Y`h\Y]f`Xccfg`cdYbž`k`]Y`7cghWc`  
k`]`hU\_Y`h\Y`XUm`cZZ`: ]fYk cf\_g`UfY`Y[ U`UWfcgg`: `cf]XU`cb`h\]g`  
XUhY`cbY`cZ`†`gh`h`fYY`XUm`g`k`Yb`h\Ym`WU`b`VY`Yb`c`mYX`  
Y[ U`m`a`U\_]b[`]h`U`\ch`h]W\_Y`h`Zcf`hck`bg`YU[ Yf`hc`W`YVfUhY"

: ]fYk cf\_g`UbX`9j Ybhg`; U`cfY

D`Ybhm'cZ]fYk cf\_`X]gd`Umg`UfY`bYX`i d`Zcf`fYg]XYbhg`UbX`j ]g]hcfg  
U`\_Y`b`J`c`i`g]U`UbX`:`U[`Yf`W`i`bh]Yg"8UmhcbU`6YUW`k`j`cgh`h`Y  
GhUf`GdUb[`YX`Gi`a`a`Yf`7cbW`fh`GYf]Ygž`gYh`hc`\_]W`c`Z`U`h`+`%)  
d"a`"ž`k`j`h`\_Z]fYk cf\_g`][`h]b[`i`d`h`Y`g`m`U`h`-`.(`)`d"a`"C`h`Y`f  
W`Y`V`f`U`h]cbg`j`b`W`i`X`Y`.

- 8Y6Ufm`(`h`c`Z`ž`m`i`fY`Y`X`c`a`:`Y`g`h`Z`f`c`a``\*`!`%`\$`.'`\$`d"a`"`
- 8Y`hcbU.`5``5a`Yf]W`b`6`U`gh`Z`f`c`a``)`!`-`d"a`"ž`Z]fYk cf\_g`U`h`  
-`.)`d"a`"`
- @U`Y`<`Y`Y`b.`7Y`Y`V`f`U`h]cb`k`j`h`\_U`d`U`f`U`X`Y`\_U`h`%`\$`\_U`a`"U`b`X`  
Z]fYk cf\_g`U`h`-`d"a`"`
- B`Y`k`\_G`a`m`f`b`U`6`Y`U`W`.`ž`m`i`(`h`\_7Y`Y`V`f`U`h]cb`Z`f`c`a``(!`-`.'`\$`  
d"a`"`
- :`\_U[`\_Y`f`6`Y`U`W`ž`D`U`a`\_7`c`U`gh`ž`U`b`X`6`i`b`b`Y``\_7`c`a`a`i`b]h`m`  
7Y`Y`V`f`U`h]cb`k`j`h`\_Y`j`Y`b`h`g`U``X`U`m`i`c`b[`"

K`\_`Y`d`Y`f`g`c`b`U``Z]fYk cf\_g`V`f]b[`\_Y`I`W`h`Y`a`Y`b`h`ž`]h`g`]a`d`c`f`h`U`b`h`hc`b`c`h`Y`  
h`U`h`h`Y`m`U`f`Y`\_U`W`h`\_U`m`i`V`U`b`b`Y`X`c`b`\_J`c`i`g]U`7`c`i`b`h`m`i`V`Y`U`W`\_Y`g``9`j`Y`b`  
h`c`i`[\_`\_`:`\_c`f]X`U``U`k`\_U``c`k`g`h`\_Y`f`i`g`Y`c`b`\_b`X`Y`d`Y`b`X`Y`b`W`\_8`U`m`ž`c`W`\_`  
c`f`X]b`U`b`W`\_g`h`U`\_Y`d`f`Y`W`X`Y`b`W`\_`Y`f`Y`\_X`i`Y`\_h`c`\_Y`b`j`]f`c`b`a`\_Y`b`h`U`  
W`c`b`W`\_f`b`g``H`\_Y`]a`d`U`W`h`c`b`\_b`Y`g`h]b[`\_g`Y`U`\_h`i`f`h`Y`g`\_U`b`X``c`W`\_`V]f`X`g``\_U`g`  
d`f`c`a`\_d`h`Y`X`\_g`h`f]W`h`Y`f`f`Y[`i`\_U`h]c`b`g`ž`U`g``\_][`\_`\_][`\_h`Y`X`\_V`m`977i`ffY`b`h`

@cWU`F`Y[`i`\_U`h]c`b`g`5`f`Y`?`Y`m`

A`U`b`m`i`W`h]Y`g`k`j`h`\_b`\_J`c`i`g]U`7`c`i`b`h`m`\_U`j`Y`\_h`\_Y`f`c`k`b`\_Z]fYk cf\_g`  
f`Y[`i`\_U`h]c`b`g``:`c`f`]b`g`h`U`b`W`\_ž`]b`8Y`\_h`c`b`U`ž`Z]fYk cf\_g`a`i`g`h`V`Y`  
X]g`W`\_U`f[`Y`X`\_a`\_c`f`Y`\_h`\_U`b`\_`%`\$`\_Z`Y`h`\_Z`f`c`a`\_h`Y`a`\_d`c`f`U`f`m`i`g`h`U`b`X`g`\_c`f`  
Z`U`a`\_a`\_U`V`\_Y`\_a`\_U`h`Y`f]U`\_g`ž`k`\_`Y`\_B`Y`k`\_G`a`m`f`b`U`6`Y`U`W`\_d`Y`f`a`\_]h`g`  
g`d`U`f`\_`Y`f`g`\_V`i`h`i`d`f`c``\_V]h`g`\_a`\_c`g`h`Z]fYk cf\_g`k`j`h`\_c`i`h`\_U`d`Y`f`a`\_]h`  
9`X[`Y`k`\_U`h`Y`f`\_V`U`b`g`\_h`\_Y`\_d`c`g`g`Y`g`g]c`b`\_U`b`X`\_g`U`Y`\_c`Z`Z]fYk cf\_g`U`\_h`c[`\_Y`h`\_Y`f`ž`  
k`\_`\_W`\_`[`\_c`Y`g`\_h`c`\_g`\_l`c`k`\_h`\_Y`]a`\_d`c`f`h`U`b`W`\_c`Z`\_b`c`k`]b[``c`W`\_``U`k`\_g`  
8`U`m`h`c`b`U`6`Y`U`W`\_g]a`\_]U`f`\_m`i`d`f`c``\_V]h`g`\_U`b`m`i`X]g`W`\_U`f[`\_Y`\_c`Z`Z]fYk cf\_g`ž`  
a`\_U\_]b[`]h`Y`g`g`Y`b`h]U``Z`c`f`f`Y`g]X`Y`b`h`g`\_h`c`\_d`\_U`b`\_U`W`\_c`f`X]b[``m`

8Ygd]hY`h`Y`g`Y`\_f`Y`g`h`f]W`h]c`b`g`ž`]h`g`\_l`c`i`\_X`\_W`\_c`a`\_Y`\_U`g`\_b`c`\_g`i`\_f`d`f]g`Y`\_h`\_U`h`

fYg]XYbhg`UfY`\_YYb`hc`\_YYd`h\Y]f`W`YVfUh]cbg`]bhUW`"5WŁfX]b[ `hc  
BYk g!<i fbU`Cb`]bYžh\Y`WŁi bhm\Ug`Ub`UffUm`cZ`ZYgh]j`]h]Yg  
`]bYX`i dža`U\_]b[ `]h`U`df]a`Y`c`WUh]cb`Zcf`W`YVfUh]b[ `h\Y`c`]XUm`  
:cf`fYg]XYbhg`k`c`k`Ubh`hc`h`h\Y`VYUW`Ygž`ZfY`VYUW`dUggYg  
UfY`Uj`Uj`UV`Y`cb`]bY`cf`]b`dYfgcbž`k`]h`YI`]gh]b[ `dUggYg`j`U`]X`i`bh`  
h\Y]f`YI`d]fUh]cb"

GhUm`GUZY`UbX`9b`^cm°

5g`ZJa`j`]Yg`dFydUfY`Zcf`h\Y`c`]XUmž`]hg`k`cfh`fYa`Ya`VYf]b[  
gUZYhm]h]dg`Zfca`J`c`i`g]U`7ci`bhm: ]fY`F`YgW`Y`"? ]Xg`g`ci`X`bYj`Yf  
`UbX`Y`Z]fYk`cf\_gž`UbX`UXi`hg`g`ci`X`YI`YfW]gY`WŁi`h]cb`hc`dfYj`Ybh  
Ubmia`]g`Udg`"5`k`Umg`\_YYd`U`k`UhYf`gci`fW`bYUfVm`UbX`VY`gi`fY`hc  
WYUb`i`d`UžYfk`UfX`"F`Ya`Ya`VYfž`k`h`Y`h\Y`g\_]Yg`][`h`i`d`]b  
W`YVfUh]cbž`gUZYhm]g`ci`X`U`k`Umg`fYa`U]b`dUfUa`ci`bh"

Gcž`k`h\Y`f`mci`fY`hi`b]b[ `]bhc`U`WŁbWfhž`Yb`^cm]b[ `U`Z]fYk`cf\_g  
X]gd`Umž`cf`gcU\_]b[ `i`d`h\Y`gi`b`cb`h\Y`VYUW`ž`a`U\_Y`gi`fY`h`]g  
:ci`fh`c`Z`ž`m`]g`Z`YX`k`]h`Z`bž`ZJa`j`mž`UbX`U`h\Y`h`m`XcgY`cZ  
dUh]ch]ga`"<YfY`g`hc`U`ZUbhUgh]WW`YVfUh]cb`]b`J`c`i`g]U`7ci`bhm°

5g`h\Y`5a`Yf]WUb`5i`hca`cV]`Y`5ggcW]Uh]cb`dfYX]W`g`h`Uh`+`&`&  
a`j`]cb`dYcd`Y`k`j`hfUj`Y`Uh`YUgh`)`\$`a`j`Yg`Zfca`h`ca`Y`h`]g  
-bXYdYbXYbW`8Umž`]h`a`][`h`VY`k`cfh`ghUm]b[ `WcgY`hc`h`ca`Y`Zcf`U  
d]bh`c`Z`cW`VYf`UbX`Ub`i`ba`]ggUV`Y`VYUW`g]XY`Z]fYk`cf\_g  
gdYW`UWY`"<Uj`Y`U`Uddm`UbX`gUZY`ci`fh`c`Z`ž`m°

8YhU]`g	
Cfh	8Umhc`bU`6YUW`ž`:`cf]XUž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none"><li>• k k k "bYk g!&lt;i fbU`cb`]bY"WŁa</li><li>• YWW`ffYbh"WŁa</li><li>• k k k "bVWbYk mcf_"WŁa</li></ul>

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