

: `cf]XU`; Uhcfg`@YUX`F UW`Zcf`: ci f!GhUf  
K F`Gca ci f]Ub`K ]b[ c`

: ci f!ghUf`K F`Gca ci f]Ub`K ]b[ c`Ubbci bW`g`Wc`Y[ Y`XYW]g]cb  
cb`đ`m`%\*ž&\$&) ž`W`ccg]b[ `VYhk YYb`: `cf]XUž`A ]Ua ]ž`UbX  
Gci h`7Ufc`]bU"



GU]bh`5i [ i gh]bYž`: `cf]XUž`I G5`!`K ]h`U`Vi nn`h`Uh`g`d`U`d`UV`Y  
Ua cb[ `: `cf]XU`ZcchVU``ZUbgž`h`Y`ZcW`g`]g`cb`Zci f!ghUf`k ]XY  
fYW]j Yf`Gca ci f]Ub`K ]b[ c`Zfca`GU]bh`5i [ i gh]bY``5g`Y`[ YUfg`i`d  
hc`Ubbci bW`h`]g`Wc`Y[ Y`XYW]g]cb`h`]g`H`i fgXUm`Uh`&`d`a ``9Hž`h`Y  
YI W]hYa Ybh`gi ffc`i`bX]b[ `h`]g`W`c`]W`]g`Vi ]`X]b[ ``K ]b[ c`k ]``VY  
gY`YW]b[ `Zfca`U`Z]bU`hf]c`c`Z`W`bhY`bXYfg. `: `cf]XUž`A ]Ua ]ž`UbX  
Gci h`7Ufc`]bU": `cf]XU`]g`W`ffYbh`m`h`ci`h`Y`X`Ug`h`Y`ZUj`cf]hY`]b`h`]g  
fUW`ž`Ug`G="Wca`fYdcfhg`h`Uh`K ]b[ c`g`fYW`bh`c`ZZ]W]U`j ]g]h`d`UW`g  
h`Y`; Uhcfg`h`[ `h`cb`h`]g`gh"

5h`\*` ``UbX`%, )`dci`bXgž`K ]b[ c`g`d`h`mg]WU`ghUh`g`gYh`h`ja`UdUfh`cb  
h`Y`Z]Y`X``<Y`g`fUb`\_YX`Ug`h`Y`B`c``&\$`fYW]j Yf`UbX`B`c``%`-`cj`YfU`  
dfc`gdYWh`Vm`F ]j`U`g`đXi`ghfm`F`Ub\_]b[ ``5`ghf`cb[ `gYUgc`b`]b`&\$&(`

gUk`\'ja`WUhW]b[`\*)`dUggYg`Zcf`%ž\$(`\$`mUfXg`UbX`%&`hci`W`Xck`bgž`  
Z`fh\Yf]b[`\]g`fYdi`hUh]cb`Ug`U`hcd`i`bWca`a`]hhYX`k`]XY`fYW]j`Yf`b`  
h\Y`&\$&`\*`WUgg"

## 5`Ghfcb[`7`cbbYWh]cb`hc`:``cf]XU

K`\'Uh`a`U\_Yg`:``cf]XU`U`ghUbXci`h`W`c]W`Zcf`K`]b[`c3`5`W`cfX]b[`hc`  
`\]g`ghUhYa`Ybhgž`h`Vc]`g`Xck`b`hc`U`[`Ybi`]bY`Uha`cgd\YfY`UbX`  
ghfcb[`W`UW]b[`" `H\Y`:`Uhc`fg`W`UW]b[`Xi`cž`\YUX`W`UW`6]`m`  
B`Ud]Yf`UbX`fYW]j`Yfg`W`UW`6]`m`:`c`bnU`Ygž`\Ug`a`UXY`U`  
g][`b]Z]W`b]a`dUW`h`cb`K`]b[`c`g`XYW]g]cb!`a`U\_]b[`d`fc`W`gg" `  
Udd`fYW]UhYg`h\Y]f`VUW\_[`fci`bXg`]b`XYj`Y`cd]b[`mci`b[`hU`Ybhž`k`\  
W`\  
Y`bchYX`Ug`U`Z`bXUa`YbhU`ZUW`h`cf]b`\]g`XY`VYfUh]cbg" `H\Y`  
**Gdcfhg\_YYXU`**fYdcfh`W`bZ]fa`g`h\Uh`h\Y`W`bYWh]cb`\Y`\Ug`Vi`]h`  
k`]h\`h\Y`:``cf]XU`W`UW]b[`ghUZZ`cj`Yf`a`i`h]d`Y`j`]g]hg`\Ug`VYYb`  
d]j`chU`Xi`f]b[`\]g`fYWfi`]ha`Ybh`dYf]cX"

K`]b[`c`g`W`ca`a`]ha`Ybh`W`ci`X`Z`fh\Yf`Vc`ghYf`:``cf]XU`g`U`fYUXm`  
]a`d`fYgg]j`Y`&\$&`\*`fYWfi`]h]b[`WUggž`k`\  
W`\  
]g`W`ffYbh`m`fUb\_YX`Bc" `  
%(`cj`YfU`ž`ZYUhi`f]b[`%,`W`ca`a`]ha`Ybhgž`]bWi`X]b[`ZY`ck`Zci`f!ghUf`  
fYW]j`Yfg`ž`gh]b`K`]`Ua`g`UbX`A`Ufei`Yn`8`Ub]Y`" `Z`K`]b[`c`U`][`bg`  
k`]h\`:``cf]XUž`\Y`k`ci`X`VY`h\Y`:`Uhc`fg`g]l`h\`W`ca`a`]ha`Ybh`h\]g`  
a`cbh`"

## K`\'Uh`g`B`YI`h3

5g`ZUbg`Zfca`U`h\`fYY`d`fc[`fUa`g`fU`m`Zcf`K`]b[`c`g`\YUfhž`]h`  
fYa`U]bg`hc`VY`gYYb`k`c`\Y`k`]`i`h]a`UhY`m`W`ccgY" `H\Y`]bhYbg]hm`  
cZ`\]g`fYWfi`]ha`Ybh`YW`cYg`U`Uf[`Yf`hfYbX`gYYb`]b`\][`g`W`cc`  
ZcchVU`ž`k`YfY`Y`]hY`hU`Ybhg`\_]Y`K`]b[`c`bUj`][`UhY`U`UbXgWUdY`  
dUW\_YX`k`]h\`cdh]cbg`UbX`cddcfhi`b]h]Yg" `  
]g`Z]bU`gh`g\ck`g`h\Y`  
gW`cc`g`h\Uh`\Uj`Y`]bj`YghYX`]b`Vi`]X]b[`fY`Uh]cbg\]dgž`Ub`YggYbh]U`  
Y`Ya`Ybh`Zcf`Ub`m`Uh\`YhY`cc\_]b[`hc`Z]bX`h\Y]f`\ca`Y`cb`h\Y`Z]Y`X"

Ð`h\Y`[`fUbX`gW`Ya`U`cZ`W`Y`Y`ZcchVU`fYWfi`]h]b[`]b`:``cf]XUž`  
K`]b[`c`ghUbXg`ci`h`bch`cb`m`Zcf`\]g`hU`Ybh`Vi`h`U`gc`Zcf`h\Y`  
d`fca`]g]b[`Z`hi`fY`U\YUXž`fY[`UfX`Ygg`cZ`\]g`i`h]a`UhY`W`c]W`" `: `Ub`g`  
UfY`Y`Zh`cb`h\Y`YX[`Y`cZ`h\Y]f`gYUhgž`YU[`Yf`m`Uk`U]h]b[`H\i`fgXUm`g`

Ubbci bW'a Ybh'k \]W\`k ]``i bXci VhYX`mig\UdY`h\Y`a ca Ybhi a `Zcf  
YUW\`]bj c`j YX`dfc[ fUa ``: cf`h\Y`; Uhcfgž`U`Wca a ]ha Ybh`Zfca  
K ]b[ c`k ci `X`a Uf\_`Ubch\Yf`dcg]hj Y`ghYd`]b`gYW f]b[ `U`Vf][ \h  
Zi hi fY"

5g`k Y`UddfcUW\`h\Y`V][ `XUmž`h\Y`Wci bhXck b`Wcbh]bi Yg``K ]``  
K ]b[ c`W\ccgY`: `cf]XUž`A ]Ua ]ž`cf`Gci h\`7Ufc`]bU3`C b`m`h]a Y`k ]``  
fYj YU`k \]W\`dfc[ fUa `k ]``fYW]j Y`h\]g`XmbUa ]Wd`Uma U\_Yf g  
Wca a ]ha Ybhž`cbY`h\Uh`Wci `X`]bZi YbW`fYWfi ]ha Ybh`XmbUa ]Wg`]b  
mYUfg`hc`Wca Y"

8YhU]`g	
Cfh	GU]bh`5i [ i gh]bYž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "g]"Wca</li><li>• k k k "gdcfhg_YYXU"Wca</li><li>• k k k "i gUhcXUm\gg"Wca</li></ul>

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