

Hfcd]WU`Ghcf a`7\UbhU`.':`cf]XU'6fUWg  
Zcf'<YUj m'F U]bg'UbX'K ]bXg°

GhUm'i dXUHYX'cb'Hfcd]WU`Ghcf a`7\UbhU' / , '\$' - /g'dchYbh]U`  
]a dUWg]b':`cf]XU'Ug'h\Y'BUh]cbU`<i ff]WUby'7YbhYf'hfUW\_g  
X]ghi fVUbWg'h\]g`c`]XUm'k YY\_YbX"



B Ud`Ygž':`cf]XUž'I G5`!`5g'k Y`Ya VfUW`h\Y`YUh'cZ'gi a a Yf']b  
: `cf]XUž'h\Y'k YUh\Yf']g'UVci h'hc'hU\_Y`WbYf'ghU[ Y"5WŁfX]b[ 'hc'  
**B Ud`Yg'BYk g**ž'h\Y'BUh]cbU`<i ff]WUby'7YbhYf']g'\_YYd]b[ 'U'\_YYb  
YmY'cb'U'X]ghi fVUbW`h\Uh'a ][\h'gh]f'h\]b[ g'i d'U'cb[ 'h\Y'; i`ZUbX  
5h'Ubh]WŁUghg'h\]g`c`]XUm'k YY\_YbX"9I dYW`h\YUj m'fU]bž[ i ghm  
k ]bXgž'UbX'U'f]g\_`cZ']bWfYUgYX'f]d`W ffYbhgž'dUfh]W`Uf`m'Zcf  
VYUW[ cYfg'Yb'čm]b[ 'h\Y'gi b"'&g'U'WUgg]Wgi a a Yf'gWbUf]c  
\YfY']b':`cf]XU`↑gh'k\Yb'mci'h\]b\_'h\Y'gi b'g'g\]b]b[ 'Vf][\hž  
A ch\Yf'BUhi fY'XYW]XYg'hc'fYa ]bX'i g'k\c'g']b`WUf[ Y"

7i ffYbh'mž'h\YfY g'U`ck`WUbyW`Zcf'hfcd]WU`cf'gi Vhfcd]WU`  
XYj Y`cda Ybh]b'h\Y'5h'Ubh]W`<ck Yj Yfž'i d'hc'&\$`dYfWb h  
XYj Y`cda Ybh'WŁi`X`\UddYb']b'h\Y'bYI h'k YY\_]ZWŁbX]h]cbg'g\]Ži"

H\]g'a YUbg'k Y fY'bc'hei ]hY'ci h'cZ'h\Y'k ccXg'mYhž'YgdYW]U``m'k ]h\ h\Y'Z'fcbhU`Vci bXUfmdchYbh]U``m'ghU``b[ 'UbX'k YU\_Yb]b[ 'cZ'h\Y gci h\YUghYfb'I "G" 'WcUgh" H\Y': `cf]XU'8YdUfha Ybh'cZ'9a Yf[ YbWm A UbU[ Ya Ybh'Uggi fYg'fYg]XYbhg'h\Uh'h\YfY g'bc'X]fYWh'h\YfYUh]b h\Y'Wc'a ]b[ 'XUmgž'Vi h]hg'k ]gY'hc'fYa U]b'j ][ ]Ub'hUVci h'dchYbh]U` \YUj m'fU]bZU``UbX'[ i ghm'k ]bXg"

## A c b]hcf]b[ 'h\Y'Hfcd]Wg

G]a i`hUbYci g`mž'h\Y'B Uh]cbU`<i ff]WU]bY'7YbhYf']g'a cb]hcf]b[ 'Zci f h'fcd]WU`k Uj Yg" 'H\YgY' ]bWi XY.

- K Uj Y'% '9UghYfb'5h'Ubh]WU`cb[ ' &( K ž'a c j ]b[ 'k Ygh'Uh%% a d\"
- K Uj Y'&. '9UghYfb'5h'Ubh]WU`cb[ ' ' , K ž'a c j ]b[ 'k Ygh'Uh%+ a d\"
- K Uj Y' ' . '5ddfcUW\]b[ '@YggYf'5bh]'`Yg'U`cb[ ' ) - K ž'a c j ]b[ 'k Ygh'Uh%%'a d\"
- K Uj Y'( . '7Ybh'fU`7Uf]VVYUb'U`cb[ ' +( K ž'a c j ]b[ 'k Ygh'Uh &' 'a d\"

H\]g'mYUf g'5h'Ubh]W\i ff]WU]bY'gYUgcbž'k \]W\ 'fi bg'Z'fca 'ž bY'%hc Bcj Ya VYf'' \$ž'\Ug'U'fYUXm'a Ub]ZYghYX' ]hg'Z]fgh'bUa YX'ghcfa ž Hfcd]WU`Ghcfa '5bXfYUž'Zcfa ]b[ 'cb'ž bY'&( "'8Ygd]hY' ]hg'ei ]W\_XYa ]gY'Xi Y'hc'i bZUj cfUV'Y'Wc'bX]h]cbgž'BC55'dfYX]Wg'UVcj Y! bcf'a U`UW]j ]hm'h\]g'gYUgcb'h\Ub\_g'hc'k Ufa Yf'cWU]b hYa dYfUhi fYg'UbX`ck Yf'k ]bX'g\YUf" 'H\Y' ]bg][ \h'Z'fca 'I G5 HcXUm'gi [ [ Yghg'h\Uh'k \]Y'ghcfa g'XYj Y`cd]b[ 'YUf`m]b'h\Y gYUgcb'cZ'Yf'gca Y'Wi Yg'UVci h'k \Uh'g'U\YUXž'h\Ym'Xcb h'hY``h\Y k \c`Y'ghcfm' 'Hmd]WU`mž'ž bY'ghcfa g'Uf]gY'bYUf'h\Y'I "G" gci h\YUgh WcUghž'h\Y'; i `Z'7cUghž'cf'h\Y'7Uf]VVYUbž'Vi h\ck 'a Ubm'k ]``hU\_Y g\UdY'fYa U]bg'hc'VY'gYYb"

## K \Uh'@]Yg'5\YUX

K ]h\ 'k ]bX'g\YUf'YI dYWYX'hc'fYa U]b`ck 'UbX'cWU]b hYa dYfUhi fYg' ]b'h\Y'; i `Z'fi bb]b[ 'UVcj Y'Uj YfU[ Yž'h\YfY g'gca Y dchYbh]U`Zcf'XYj Y`cda Ybh'g\ci 'X'Wc'bX]h]cbg'U'][ b'ZUj cfUV`m" '5g

k Y`j Ybhi fY`]bhc`đ`mž`]hg`U`[ c cX`]XYU`hc`\_YYd`Ub`YUf`hc`h\Y  
[ fci bX`UbX`ghUm`i dXUHYX`k`]h\`h\Y`ZcfYWUghg`"H\Y`B Uh]c b U`  
< i ff]WU b Y`7Y b h Y f`]bX]WU h Y g`U`\$`dYfW b h`W\UbW`cZ`Zcfa`Uh]c b  
h\ fci [ \`h\Y`bYI h`(`,` \ci fgž`Vi`h`h\]b[ g`Wci`X`W\Ub[ Yž`UbX`U  
[ fUXi`U`hfcd]WU`cf`gi Vhfcd]WU`XYj`Y`cda`Ybh`Wci`X`Ya`Yf[ Y`Ug`h\Y  
k YY`\_`i bZc`Xg"

5g`fYg]XYbhg`UbX`j`]g]hcf g`[ YUf`i d`Zcf`h\Y`:`ci fh\`cZ`đ`m  
W\`YVfUh]cbgž`gUZ`hm`fYa`U]bg`dUfUa`ci bh`6YUW\`[ cYfgž`YgdYW]U`m  
]b`bcfh\Yfb`:`cf]XU`UbX`h\Y`7Ufc`]bUgž`bYYX`hc`dUm`WcgY  
UhhYbh]cb`hc`h\Y`gi fZ`WcbX]h]cbgž`Ug`fci [ \`k UhYfg`UbX`f]d`W ffYbhg  
WU b`dcgY`gYf]ci`g`f]g\_g`"ñ`g`U`k Umg`VYhhYf`hc`VY`dfYdUfYX`UbX  
]bZcfa`YX"

Gcž`:`cf]X]Ubgž`k`\]Y`h\Y`gi a`a`Yf`gi b`VYW`cbgž`Xcb`h`Yh`mci`f  
[ i`UfX`Xck`b`Ug`k`Y`k`UXY`XYdYf`]bhc`h\Y`\i`ff]WU b Y`gYUgcb`"GhUm  
gUZ`ž`ghUm]bZcfa`YXž`UbX`Y`hg`\_YYd`k`UhW\]b[ `h\Y`g\_]Yg`hc[ Yh\Yf`°

8YhU]`g	
C fh	B Ud`Ygž`:`cf]XUž`I`G5
E i`Y`Yb	<ul style="list-style-type: none"><li>• k k k "b Ud`YgbYk`g"Wca</li><li>• k k k "b`WbcUU"[`cj</li><li>• k k k "i`gUhcXUm"Wca</li></ul>

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