

< YggYb`ja `?`ja Uk UbXY`. `DfY]gj Yf`Y]\i b[  
Y\fh]bbcj Uh]j Y`?ca a i bYb`

GhUXh: fUb\_YbVYf[ `f9XYfŁ`Ui g[ YnY]WbYh`Z0f  
?`ja UZc`[ YbUbdUggi b[ `Ui ZXYf?`ja U!D`UhhZcfa `]b`< YggYb  
Ua `&\*"'đ b]`&\$&) "



: fUb\_YbVYf[ `f9XYfŁ`8 Yi hgW`UbX`!5a `&\*"'đ b]`&\$&) `k ]fX`ja  
<ci gY`cZ@c[ ]gh]Wg/ `A cV]`]hm`fk`c`a Ł`Ua `: `i [ \UZYb`XYf`5i Zh\_U`h  
ni f?`ja U!D`UhhZcfa `?`\_`ja U"Ni`\_i bZh"< YggYb` [ YZY]Yfh`"8]YgY  
VYXYi hYbXY`J YfUbgH`hi b[ `Vf]b[ h`Dc`h]\_Yfž`K ]fhgW`UZh`i bX  
?ca a i bYb`ni gUa a Ybž`i a `g]W`ØVYf`XYb`?`ja UgW`i hn  
Ui gni hUi gW`Yb`i bX`[ Ya Y]bgUa `@0gi b[ Yb`ni `YfUfVY]hYb`"8]Y  
J Yf`Y]\i b[ `XYf`DfY]gY`Ub`X]Y`Ygg]gW`Yb`?`ja U!`?ca a i bYb`nY][ hž  
XUgg`g]W`9b[ U[ Ya Ybh`Ui gnU`h`i bX`Yg`]b`< YggYb`Xi fW`Ui g  
: cfhgW`f]hhY`[ ]Vhž`Ui W`k Ybb`ja a Yf`bcW`j ]Y`ni `hi b`]gh"

9]b`VYgcbXYfg`YfZfYi `]W`Yg`6Y]gd]Y`]gh`X]Y`GhUXh`? UggY`ž`X]Y`Z0f  
]\fY` A ]ha UW`!6Ui ghY`Yb`ni f`YbYf[ Yh]gW`Yb`GUb]Yfi b[  
Ui g[ YnY]WbYh`k i fXY`"đ`XYf`?UhY[ cf]Y`?`ja UZc`[ YbUbdUggi b[

k i fXY`X]Y`GhUXh: fUb\_YbVYf[ `f9XYfL[ YY\fhz`X]Y`VY]`XYf  
BYi [ YghU`hi b[ `XYg`?`cghYfi a ZY`Xg`VYgcbXYfYb`K Yfh`Ui ZX]Y  
5bdUggi b[ `Ub`\_]a Uh]gWXY`J YfÅbXYfi b[ Yb`Y[ h"

? `]a UgW`i hn`]b`XYf`6Ui`Y]hd`Ubi b[

8]Y`6YXYi hi b[ `XYf`6Ui`Y]hd`Ubi b[ `Z0f`XYb`?`]a UgW`i hn`\_Ubb  
b]W`h`cW`[ Ybi [ `Y]b[ YgW`Åhnh`k YfXYb`"G]Y`ghYi Yfh`X]Y  
`Ub[ Zf]gh][ Y`fÅi a `]WXY`9b`hk ]W`\_i b[ `i bX`Y[ h`X]Y: `ÅW`Ybbi hni b[  
ZYghz`k Ug`X]fY`\_hYb`9]bZi gg`Ui ZX]Y`9bYf[ ]YZZ]n]Ybn`i bX`XYb  
9bYf[ ]Yj YfVfUi W`\_`Uh"8 Ug`6Ui [ YgYhnVi W`\_f`bUi ; 6L`Z0fXYfh`X]Y  
bUW`\_`U`h][ Y`gh`ÅXhYVUi `]WXY`9b`hk ]W`\_i b[ ž`X]Y`Ui W`\_]b`<YggYb  
bcW`\_`cd]a ]Yfh`k YfXYb`\_Ubb`"I a k Y`hgW`i hnVY`Ub[ Yž  
]bgVYgcbXYfY`X]Y`Bi hni b[ `YfbYi YfVUfYf`9bYf[ ]Ybž`a 0ggYb`U`gc  
VY]`YXYa `6Ui`Y]hd`Ub`a ]hVYXUW`h`k YfXYbž`k ]Y`X]Y`6UmYf]gW`Y  
@UbXYgUbghU`h`Z0f`I a k Y`h`\_Yfj cf`\_YVh"

9]b`k ]W`h][ Yg`N]Y`]gh`X]Y`GYb`\_i b[ `XYg`9bYf[ ]Yj YfVfUi W`g`Xi fW`  
[ Yn]Y`hY`d`UbYf]gW`Y`J cf[ UVYb`"8 ]Yg`\_Ubb`VY]gd]Y`gk Y]gY`Xi fW`  
\_`c`\_Y`YbYf[ Yh]gW`Y`GhUbXUfXg`VY]a `6Ui Yb`i bX`GUb]YfYbž`XYb  
5i gVUi `j cb`K`Åfa YbYhnYb`i bX`X]Y`6Yf0W`\_g]W`h][ i b[ `j cb`: `ÅW`Yb  
Z0f`YfbYi YfVUfY`9bYf[ ]Yb`]a `: `ÅW`Ybbi hni b[ gd`Ub`YffY]W`h  
k YfXYb`"5i W`\_X]Y: 0fXYfi b[ `XYg`FUXj Yf`\_Y`fg`i bX`XUg  
DUf`\_fUi a a UbU[ Ya Ybh[ Y`\_0fYb`ni`XYb`A U» bU`\_a Ybž`X]Y`g]W`  
dcg]hj] `Ui ZXUg`?`]a U`Ui gk ]f`\_Yb`\_0bbYb"

8Yf`; YgW`ÅZhgz0\fyf`XYf`@95ž?`UfghYb`A W`\_cj Yfbž`ghY`hY  
Ub`Ågg`]W`\_XYf`DfY]gj Yf`Y]`i b[ `X]Y`B`chk YbX][ `Y]h[ Ya Y]bgUa Yf  
5bghfYb[ i b[ Yb`Z0f`X]Y`?`]a Uk YbXY`\_YfUi g`\_Jc`\_Yf`E i UgW`b]b[ ž  
DfcZYggcf`Z0f`FY[ YbYfUh]j Y`9bYf[ ]YgmghYa Yž`k UfbhY`Y]bXf]b[ `]W`  
j cf`XYb`?`cbgYei YbnYb`XYg`?`]a Uk UbXY`g`i bX`VYhcbhY`X]Y  
8f]b[ `]W`\_Y]hž`XYb`9bYf[ ]Yj YfVfUi W`\_bYi`ni`XYb`\_Yb`<YggYb  
fUb[ ]Yfh`VY]a `K ]bX`\_fUZhUi gVUi `U`\_hi Y`\_`Ui ZXYa `Z0bZh`YhnhYb`i bX  
VY]`XYf`Gc`UfYbYf[ ]Y`Ui ZXYa `j ]Yfh`YhnhYb`D`Uhn`]a  
6i bXYgj Yf[ `Y]W`\_`Y]b`I a ghUbXž`XYf`XYi h]W`\_a UW`hž`XUgg`\_]Yf  
Yf`\_YV`]W`Yg`DchYbn]U`\_i b[ Ybi hnh`V`Y]Vh"

A c h]j Uh]c b`Z0f`\_`Ygg]gW`Y`5`\_hYi fY

8]Y'?'`ja U!D`UhhZcfa `j YfghY\`h'g]W\`b]W\`h'bi f'U`g': Y]Yf'XYf'VYfY]hg  
 Yfn]Y`hYb`9fZc`[ Yž'gcbXYfb`j ]Y`a Y`f'U`g`5bgdcfb`ZØf'U`Y  
 \Ygg]gW\Yb`5\_hYi fYž'g]W\`ghÅf\_Yf'ZØf'XYb`?'`ja UgW\i hn  
 Y]bni gYhnYb`"8Ybb`k ]Y`gU[ h'a Ub`gc`gW\Øb.` 8U`Y[ h'k Ug`Ub`  
 8]Y`J YfUbghU`hi b[ `gc``nY][ Ybž'XUgg`Xi fW\`[ Ya Y]bgUa Y  
 ?ccdYfUh]cb`i bX`]bbcj Uh]j Y`5bgÅhnYž'k ]Y`g]Y`]b`? UggY`cXYf`]a  
 K YffU!A Y]» bYf!`fY]g`VY]gd]Y`\UZh`j cfUb[ Yhf]YVYb`k YfXYbž'Ui W\  
 ]b`UbXYfYb`?ca`i bYb`À\b`]W\Y`9fZc`[ Y`Yfn]Y`h'k YfXYb`\_ØbbYb`  
 N]Y`a`i gg`gY]bž`<YggYb`\_]`ja UZfYi bX`]W\Yf`ni`[ YghU`hYb`i bX  
 J YfUbhk cfhi b[ `ZØf`X]Y`\_ca`a YbXY`; YbYfUh]cb`ni`ØVYfbY`a Yb`"

A ]h'XYf`f]W\h][ Yb`D`Ubi b[ `i bX`Y]bYa`\_]`UfYb`i: c`\_i g`Ui Z  
 bUW\`U`h][ Y`9bhk ]W`\_i b[ `\_Ubb`<YggYb`b]W\`h'bi f`VY]`XYb  
 ?`ja Un]Y`Yb`bUW\`n]Y`Ybž'gcbXYfb`Ui W\`Y]bY`J cfV]`Xfc``Y`]a  
 Vi bXYgk Y]hYb`J Yf[ `Y]W\`Y]bbY`a Yb`"

8YhU]`g	
Cfh	: fUb`_YbVYf[ `fØXYfłž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "Zf"XY</li> <li>• k k k "`Zi "VUmYfb"XY</li> <li>• k k k "[ cj g\UfY"cf[</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[ !\YggYb"XY