

< cWk Uggyf[ YZU\ f'Ub 'XYf'9`VY. '5\_hi Y`Y  
DY[ Y`ghAbXY`gcf[ Yb`ZØf'5`Ufa °

5\_hi Y`Y`<cWk Uggyfk Ufbi b[ Yb`i bX`DY[ Y`ghAbXY`XYf'9`VY  
]b`GUWkgYb`Ua ` " %"\$) "&\$&)" "9fZU\fyb`G]Y`a Y\`f`ØVYf`F]g]\_Yb  
i bX`GW`i hna U» bU\`a Yb"



GWk ÒbUž`8Yi hgWk`UbX`!'5a` " %" 'A U] &\$&) `nY][ h`g]Wk`X]Y`@U[ Y`Ub  
XYf'9`VYž`Y]bYa` 'XYf`[ fØ» hYb`:`ØggY`9i fcdUgž`U`g  
VYgcf[ b]gYffY[ YbX`"5\_hi Y`Y`<cWk Uggyfk Ufbi b[ Yb`k i fXYb`]b  
GUWkgYb`Ui g[ Y[ YVYbž`k À\fybX`\YZh][ Y`FY[ YbZ`Y`]a`GØXYb  
8Yi hgWk`UbXg`]bgVYgcbXYfy`6UXYb!K ØfhYa VYf[ `i bX`6UmYfb  
[ YhfcZZYb`\UVYb`"8cfh`Z]Y`Yb`]b`?»`Y[ [ `]bbYf\U`V`j cb`&(`Ghi bXYb  
%` \$`@]hYf`FY[ Yb`dfc`E i UXfUha YhYfž`i bX`]b`6UX`K Òf]g\cZYb  
k Ufyb`Yg`%&-`@]hYf`"8]YgY`B]YXYfgWk`U[ ga Yb[ Yb`YffY]WkYb`X]Y  
K Yfh`Y]bYg`[ YgUa hYb`A cbUhg`i bX`j Yfgh`f`\_Yb`X]Y  
<cWk Uggyf[ YZU\`f`Yf\YV`]Wk`ž`k ]Y`Ui Wk`ghYfb`"XY`VYf]Wk`hYh"

9bh`Ub[ `XYf'9`VYž`X]Y`]b`HgWk`YWk]Yb`Ybhgd]b[ hi bX`Xi fWk  
C ghXYi hgWk`UbX`V]g`ni f`BcfXgYY`Z]Y» hž`g]bX`X]Y`DY[ Y`ghAbXY

YbhgWXY]XYbX`Z0f`X]Y`6Yi fhY]i b[ `XYf`<cWk UggYf[ YZU\f`"8]Y  
a ]hh`YfYb`B]YXf][ k UggYfghAbXY`fA BK Ł`XYf`YmhYb`nY\b`u\fy  
`U[ Yb`VY]`, &`Wá ž`k À\fybX`XYf`ÒWghY`<cWk UggYfghUbX`fk <K Ł  
Ua`%\*""5i [ i gh`&\$&\$`a ]h`%&\$(`Wá`j YfnY]WbYh`k i fXY`"8Yf  
Ni gUa a Yb`Ub[ `nk ]gWYb`B]YXYfgW`U[ ga Yb[ Yb`i bX  
DY[ Y`ghAbXYb`]gh`Yj ]XYbh` `VYgcbXYfg`]b`; YV]YhYb`k ]Y`8fYgXYbž  
8YggUi ž`A U[ XYVi f[ `i bX`K ]hhYbVYf[ Yž`X]Y`U`Y`YbhUb[ `XYg  
[ YgWk`ÀW`hYb`:`i ggj Yf`Ui Zg`]Y[ Yb`"

## < cWk UggYfk Ufbghi ZYb`]b`GUWgYb

8]Y`<cWk UggYfk Ufbi b[ Yb`k YfXYb`Xi fW`j YfgW]YXYbY  
`bgh]hi h]cbYb`\_ccfX]b]Yfhž`k cVY]`5`Ufa ghi ZYb`Z0f`i bhYfgW]YX`]WY  
; YZÀ\fxi b[ Yb`XYZ]b]Yfhg]bX.

- 5`Ufa ghi ZY`%`?`Y]bYg`<cWk UggYf`f6Y[ ]bb`XYf  
5i gi ZYfi b[ Ł"
- 5`Ufa ghi ZY`&.`A ]hh`YfYg`<cWk UggYf`f], VYfZi hi b[ `j cb  
; f0b`UbXŁ"
- 5`Ufa ghi ZY`"`. ; fc»Yg`<cWk UggYf`f], VYfZi hi b[ `Y]bnY`bYf  
; fi bXgh0W\_YŁ"
- 5`Ufa ghi ZY`(. `GY\`f[ fc»Yg`<cWk UggYf`f], VYfZi hi b[  
[ f0»YfYf`:`ÀWYbŁ"

8]Y`?Ybbhb]g`X]YgYf`5`Ufa ghi ZYb`]gh`YbhgWXY]XYbXž`i a`Ui Z  
VYj cfghY\YbXY`; YZU\fyb`gWbY`fYU[ ]YfYb`ni`\_0bbYb`"Ni XYa  
ghY\Yb`<cWk UggYfnYbhfU`Yb`]b`YXYa`6i bXYg`UbX`VYfY]hž`i a  
Zf0`nY]h][ `ni`k UfbYb`i bX`X]Y`6Yj 0`\_Yfi b[ `ni`]bZcfa ]YfYb`"

## 9]b[ YgW fAb`\_hY`8UhYb`U[ Y`i bX`[ `cVU`Yf ?cbhYI h

5\_hi Y`g]bX`\_Y]bY`8UhYb`0VYf`<cWk UggYfghUbX`i bX`!k Ufbi b[ Yb  
Z0f`BcfXf\Y]b!K YghZU`Yb`j YfZ0[ VUfž`k Ug`Ui ZY]bY`a 0[ `]WY  
`bZcfa Uh]cbg`0W\_Y]b`XYf`6Yf]W`hYfghUhh b[ `]bk Y]gh`"8Y  
<YfUi gZcfXYfi b[ Yb`XYf`<cWk UggYf[ YZU\`f`g]bX`YXcW`b]W`h`bi f  
fY[ ]cbU`ž`gcbXYfb`VYhfYZZYb`k Y`hk Y]hž`k ]Y`GhUh]ghU`Ui ZnY][ h"

< cWk UggYf'g]bX'gY]h'&\$\$\$'XUZØf'j YfUbhk cfh]Wk ž'XUgg'ZUgh'' +  
 DfcnYbh'U''Yf'B Uhi f\_UhUghfcd\Yb'j YfnY]Wk bYh'k i fXYb"

8Yf'?`]a Uk UbXY`j YfghÅf\_h`Ui h'9l dYfhYb`X]Y'< cWk UggYf[ YZU\řž  
 XU`Y]bY`k Åfa YfY`5ha cgd\ÅfY'a Y`f`K UggYf'gdY]Wk Yfb`\_Ubb`i bX  
 gca ]h`X]Y`K U\fgWk Y]b`]Wk\_Y]h]bhYbg]j Yf`B ]YXYfgWk`À[ Y`ghY][ h``č  
 8Yi hgWk`UbX'g]bX'gWk`Åhni b[ gk Y]gY`+ž\*`DfcnYbh'U''Yf`5XfYggYb  
 Y]bYa`ghU]gh]gWk Yb`< cWk UggYff'g]\_c`Ui g[ YgYhnh``6YgcbXYfg  
 VYhfcZYb'g]bX`fi bX`(\$\$"\$\$\$`A YbgWk Ybž'X]Y`Ybh`Ub[ `XYg`F`Y]bg  
 i bX'gY]bYf`B YVYbZØggY`YVYb`i bX`]b`XYb`\_ca`a YbXYb`š\YfYb`a ]h  
 < cWk UggYf`fYWk bYb`a ØggYb"

8]Y`Xi fWk`< cWk UggYf'j Yfi fgUWk hYb`GWk`ÅXYb'g]bX`]a`a Ybgž`k ]Y  
 X]Y`?UhUghfcd\Y`j cb`&\$&%`nY][ hž`X]Y`a ]h`GWk UXYbggi`a`a Yb  
 VY]gd]Y`cg`k Uf``8Yf`8Yi hgWk Y`6i bXYghU[ `fYU[ ]YfhY`a ]h`Y]bYa  
 5i ZVUi !: cbXg`j cb`` \$`A ]`]UfXYb`9i fcž`XcWk`VØfc`fU]gWk Y  
 <ØfXYb`j YfnØ[ Yfb`XYb`K ]YXYfUi ZVUi ``Hfc`m`X]YgYf`F]g]\_Yb`k ]fX  
 XYf`K ]YXYfUi ZVUi `]b`[ YZÅ\`fXYhYb`; YV]YhYb`k Y]hYf[ YZØ\`fhž`k Ug  
 : fU[ Yb`ni f`Ub[ Zf]gh][ Yb`G]Wk Yf`Y]h`i bX`'?`]a UUbdUggi b[ `Ui Zk ]fZh"

8YhU]`g	
J c f ZU``	< cWk UggYf
I fgUWk Y	< YZh][ Y`F Y[ YbZÅ`Yž`l bk YhYf
C fh	GWk`ÖbUž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gUYWk g]gWk Y"XY</li> <li>• k k k "ghYfb"XY</li> <li>• XY"ghU]ghU"Wč`a</li> </ul>

6Ygi Wk Yb`G]Y`i bg`Ui Z.`b!U[ "bYh