

9\ fYbUa h]b ; YfU. ' >Yhnh'J c fgW `À [ Y `ZØf  
5i gnY]W` bi b [ Yb `Y]bfY]W` Yb °

8]Y `GhUXh; YfU`gi W`h'J c fgW `À [ Y `ZØf`X]Y  
9\ fYbUa hgUi gnY]W` bi b [ '\$&)' "'9]bgYbXYgW`i gg. "' \$"  
GYdhYa VYf'&\$&)' "' ěZcfa ]YfYb`G]Y`g]W` \]Yf"



? c fba Uf\_h'+ž'\$+) ( ) ; YfUž`8 Yi hgW`UbX`!`9b [ U [ ]YfhY  
6Øf [ Yf]bbYb`i bX`6Øf [ Yfž`Ui Z [ YdUggh` ě`XYf`GhUXh; YfU`k ]fX`X]Y  
K YfhgW`Àmi b [ `ZØf`Y\ fYbUa h]W`Yg`9b [ U [ Ya Yb`h`cW` [ Y\U`hYb"  
5a `)' "'8YnYa VYfž`XYa ` ěhYfbUh]cbU`Yb`HU [ `XYg`9\ fYbUa hYgž  
k ]fX`'À\ f`]W`Y]bY`VYgcbXYfY : Yghj YfUbghU`hi b [ `j YfUbghU`hYhž`VY]  
XYf`X]Y`@]ghi b [ Yb`j`cb : fY]k ]`][ Yb [ Yk ØfX][ h`k YfXYb"'8]YgY  
HfUX]h]cbž`X]Y`j`cb`XYf`I B`gY]h`%-, ) [ YZØfXYfh`k ]fX`i bX`]b  
8Yi hgW`UbX`XYb`ZfØ\YfYb`HU [ `XYg`9\ fYbUa hg`Ua `&`8YnYa VYf  
YfgYhnh`\Uhž`V]YhYh`b]W`h`bi f`Y]bYb`5b`Ugg`ni f` : Y]Yfž`gcbXYfb`Ui W`  
X]Y`A`Ô [ `]W`\_Y]hž`\YfUi`gfU [ YbXYg`VØf [ YfgW`UZh`]W`Yg`9b [ U [ Ya Yb`h  
]b`XYb`A ]hY`di b\_h`ni `fØW`\_Yb"

K ]Y`XYf`C VYfVØf [ Yfa Y]ghYf`Ub`Àgg`]W`X]YgYf` : Y]Yf`]W`\_Y]hYb

VYhc b hž'g]bX`Yg`X]Y`nU\`fY]WXYb`9\`fYbUa`h]WXYbž`X]Y`i`bgYfY`  
;`YgY``gWUZh`ini`gUa`a`Yb\`U`hYb``G]Y``Y]ghYb`k`Yfhj`c``Y`6Y]hfÅ[`Y`]b`  
j`YfgW]YXYbghYb`6YfY]WXYbž`gY]Yb`Yg`Gdcfh!`cXYf`gc n]U`Y`  
9]b f]WXYh`i`b[`Ybž`\_i``hi`fY``Y`Dfc`Y`\_hY`cXYf`I`a`k`Y`h]b]h]Uhj`Yb``8`Ug`  
Yb`hgdf]WXYh`Ui`WXYb`9f[`YVb]ggYb`Y]bYf`5bU`mgYž`X]Y`nY][`hž`XUgg`]b`  
8Yi`hgW`UbX`bU\`Yni``%\*`A`j``cbYb`A`YbgWXYb`Y\`fYbUa`h]WXYb`U`\_h]`  
g]bX``9]b`;`fi`bX`a`Y\`fž`]bYb`XYb`j`YfX]Yb`hYb`8`Ub`\_`  
Ui`gni`gdfYWXYb`°`

## 9\`fYbUa`hgUi`gnY]WXYb`i`b[`'&\$&`)

Bi`b`]gh`Yg`k`]YXYf`Ub`XYf`NY]hž`J`c`fgWXYb`Å[`Y`Z0f`X]Y`  
9\`fYbUa`hgUi`gnY]WXYb`i`b[`'&\$&`)`Y]bni`fY]WXYb``5V`gcZc`fh`  
\_0bbYb`60f[`Yf]bbYb`i`bX`60f[`Yf`gck`]Y`C`f[`Ub]gUh]cbYb`k`Y`WXYž`  
X]Y`Y\`fYbUa`h]WXYgY]h`a`]bXYghYbg`Z0bZ`X\`fYb`]b`;`YfU`hÅh][`g]bXž`  
bca`]b]YfYb``8]Y`;`f]gh`YbXYh`Ua` ``\$``GYdhYa`VYf`&\$&`ž`U`gc`b]WXYh`  
`Ub[`Y`k`UfhYb`8Yb`Yb][`Ybž`X]Y`g]WXY`j`c`fghY``Yb`\_0bbYbž`Y]bY`gc`WXY`  
k`Yfhj`c``Y`h]h]Uhj`Y`ni`i`bhYfgh0hnYbž`ghY\`Yb`X]Y`;`cfa`i`UfY`Ui`Z`  
XYf`ghÅXh]gWXYb`K`YVgY]hY`k`k`k`"[`YfU`XY`#`Y\`fYbUa`hgnYb`hfU`Y`  
ni`f`J`YfZ0[`i`b[`"

:`0f`X]Y`9]b fY]WXYi`b[`k`]fX`Y]bY`Ui`ggU[`Y`\_fÅZh][`Y`6Y[`f0bXi`b[`gck`]Y`  
X][`]hU`Yg`6]X!`cXYf`J`]XYca`UhYf]U`XYf`ni`9\`fYbXYb`VYb0h][`h`  
5i`WXY`X]Y`A`0[`]WXY`\_Y]hž`5b`hfÅ[`Y`dcghU`]gWXY`Ub`X]Y`  
9\`fYbUa`hgnYb`hfU`Y`cXYf`j`]U`9!`A`U]`Y]bni`fY]WXYbž`Yf`Y]WXYhY`fh`XUg`  
J`YfZU\`fYb``K`Yf`I`bhYfgh0hmi`b[`VYb0h][`hž`\_Ubb`g]WXY`hY`YZc`b]gWXY`  
i`bhYf`\$`\*)``,``,``,`!`%\$`+`&`]bZc`fa`]YfYb`"

## J`]Y`ZU`h`XYg`9\`fYbUa`hYg`

9\`fYbUa`h]gh`b]WXYh`bi`f`Y]bY`HÅh][`\_Y]hž`gcbXYfb`Y]bY`;`fi`bXgÅi`Y`  
i`bgYfYf`;`YgY``gWUZh``9gi`a`ZUggh`Y]bY`J`]Y`nU\`Ub`5`\_h]j`]hÅhYbž`  
j`cb`Gdcfh0VYf`gc n]U`Y`8]YbghY`V]g`\]b`ni`\_i`hi`fY``Yb`Dfc`Y`\_hYb`  
`,`VYf`,`\*`\$\$\$\$`Gdcfhj`YfY]bY`]b`8Yi`hgW`UbX`i`bX`a`Y\`f`U`g`Y]bY`  
A`j``cb`:`Yi`Yfk`Y\`f`Yi`hY`g]bX`bi`f`nk`Y]`6Y]gd]Y`Y`Z0f`X]Y`J`]Y`ZU`h`XYg`  
9b[`U[`Ya`Yb`hgž`X]Y`k`]f`]b`i`bgYfYa`@`UbX`Z]bXYb`\_0bbYb``5i`WXY`  
?`]fWXYb`i`bX`K`c`\`hÅh][`\_Y]hgc`f[`Ub]gUh]cbYb`V]YhYb`nU\`fY]WXY`  
A`0[`]WXY`\_Y]hYb`Z0f`X]Y`Yb][`Ybž`X]Y`\`fY`NY]h\`Yf[`YVYb`a`0WXYhYb`"

8Yf'6YXUfZ'Ub`Y\fybUa h]W\Yb`<Y`ZYfb`k`ÅW\gh'ghYh][ ž'VYgcbXYfg  
VY]'Cf[ Ub]gUh]cbYb`k`jY`XYb`HUZY`bž`X]Y`ni`bY\`a`Yb  
9ggYbggdYbXYb!5bZfU[ Yb`Yf\U`hYbž`gc`X]Y`8UhYb`j`cb`GhUh]ghU"

8Yf`=b`hYfbUh]cbU`Y`HU[ `XYg`9\fybUa hYg`Ua` )`"8YnYa`VYf`]gh  
b]W\h`bi`f`Y]b`5b`Uggž`i`a`ni`ZY]Yfbž`gcbXYfb`Ui`W\`Y]bY  
;`Y`Y[ Yb\Y]hž`X]Y`K` ]W\h][`\_Y]h`j`cb`:`fY]k` ]``[ YbX]YbghYb`ni  
i`bhYfghfY]W\Yb`"NU\`fY]W\Y`5\_h]cbYb`ZØfXYfb`X]Y`G]W\hVUf`\_Y]h`XYg  
9\fybUa`hYg`i`bX`gYhnYb`g]W\`ZØf`X]Y`5bYf`\_Yb`bi`b[ `XYf  
Y\fybUa`h]W\Yb`@Y]ghi`b[ Yb`Y]b`"

@Ugghi`bg`X]YgY`;`Y`Y[ Yb\Y]h`bi`hnYbž`i`a`XUg`9b[ U[ Ya`Ybh  
i`bgYfYf`A`]ha`YbgW\Yb`ni`k`ØfX][ Yb`i`bX`[ Ya`Y]bgUa`X]Y`VYghYb  
J`c`fg`W\`À[ Y`ZØf`X]Y`9\fybUa`hgUi`gnY]W\bi`b[ `&\$&)`Ui`g;`YfU  
ni`gUa`a`Ybni`hfU[ Yb`"8Ybb`YXYf`9]bgUhn`]gh`k` ]W\h][ ž`YXYf`6Y]hfU[  
nÅ\`h`"

8YhU]`g	
C`f`h	?`c`f`b`a`U`f`_`h`+`ž`\$`+` )`(`)`;`Y`f`U`ž`8`Y`i`h`g`W\`U`b`X`
E`i`Y``Y`b`	<ul style="list-style-type: none"><li>• k`k`k`"[`Y`f`U`"X`Y`</li><li>• X`Y`"k`_]`d`Y`X`]U`"c`f`[`</li><li>• X`Y`"gh`U`h`]gh`U`"W`č`a`</li></ul>

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