

Annual Report 2012

Content:

1. Information about organization
2. Mission
3. Registered project - Support of clients of Rehabilitation Institute Kladruby in their future social rehabilitation
 - 3.1 Objectives of the project
 - 3.2 Key activities
 - 3.3 Retraining opportunities
 - 3.4 Further objectives of the project
4. Program of the Foundation of the Czech Insurance Company
 - 4.1 Diagnosis and individual social counseling
 - 4.2 Career counseling
 - 4.3 Motivational events
 - 4.4 Therapeutic workshops, individual counseling
 - 4.5 Education
 - 4.6 Monitoring
5. Realized activities
6. Wrote about us
7. International conferences, competitions and awards
8. Feedback from our clients
9. Other registered project
10. The balance sheet projects of CFE (ŠnV)

1. Information about the organization

Public beneficial company Chance for education was established by the founding charter in the form of a notarial record on 20th of February 2009

The only founder of the company is Centrum andragogiky, Ltd., with its Head Office in Škroupova 631, Hradec Králové 2, 500 02, identification number 27489698, registered in the Commercial Register kept by the Regional Court in Hradec Králové in the section C, number of insertion 22067, www.centrumandragogiky.cz.

This company provides comprehensive services in the field of further education, adult education and human resource management. It also provides consulting services in the areas of grants from EU funds, technical assistance in project preparation and management of grants. Its aim is to offer education, open courses and certified courses to full satisfaction of the client. Educational programs are certified by the Ministry of Labour and Social Affairs, Ministry of Education, Ministry of Interior and the Ministry of Health.

Scope of services:

a) public education, and in particular:

- the organization of open courses, events and workshops focused on the issue of equal opportunities, corporate social responsibility, work-life balance, etc.
- education aimed at improving knowledge and skills of the elderly,
- consulting services in the field of education,
- the creation of and operation of information websites,
- publication of promotional materials for the purpose of information and education;

b) international cooperation in the field of education, namely:

- transfer of know-how, methods and procedures,
- organization of cultural, sporting and social events,
- development of tourism and interest in knowledge;

The Company may perform community service in addition to the provision was based, as well as other activities ("Additional Activities"), provided that the additional activity will be achieved through more efficient use of assets while not compromising the quality, range and availability of community services.

Subject matter and scope of supplementary activities of public beneficial company (manufacturing, trade and services) not included in the enclosure 1-3 of the Trade Act, namely:

- a) non-formal education and training, courses, training courses, including teaching,
- b) operation of arts, cultural, educational and entertainment facilities, organization of cultural and entertainment events, exhibitions, fairs, shows, and similar events,
- c) advisory and consulting services, expert studies and reports,
- d) advertising, marketing, media representation;

Management Board:

Chairman: PhDr. Marie Jírů
Members: PhDr. Jindřiška Šťavová
Ing. Lucie Bělinová

Statutory authority:

Director: Ing. Daniel Suchochleb

Supervisory Board:

Bc. Renata Jírů till 19th of June 2012
Ing. Petra Škopová from 19th of June 2012
Ing. Jana Šedová from 5th of March 2010
Nikol Jírů till 19th of June 2012
Bc. Anežka Révayová from 19th of June 2012

2. Mission

The mission of the non-profit organization Chance for education is to lead through consultation and training programs socially and health disadvantaged people to orientation in the real world, for finding and learning about oneself, the social and labor integration and thus the psychological balance.

3. Registered project

In 2010, the company obtained a financial grant upon request within call for proposals no. 44 GG 2.1 OP LZZ: Support of clients of Rehabilitation Institute Kladruba in their future social rehabilitation registration number CZ.1.04/2.1.01/44.00095.

The project was funded by the ESF Czech Republic through the Operational Programme Human Resources and Employment and state budget of the Czech Republic. The project was finished on 30th of April, 2012.

Projekt, který byl financován z prostředků ESF ČR prostřednictvím Operačního programu Lidské zdroje a zaměstnanost a státního rozpočtu ČR skončil 30. 4. 2012.

Place of realization: Rehabilitation Institute in Kladruba and regions

Employees to the date 31. 12. 2012:

Vlasta Krejčová	project manager
David Bureš	financial manager
Ing. Lucie Svobodová	administrative manager
Bc. Barbora Stöckel	diagnostician
MUDr. Lucie Dostálová	diagnostician
Mgr. Jiřka Marková	personnel manager
Mgr. Petra Peřoutová	retraining guarantor

Budget

The total amount of the grant was 5 275 726,40 CZK



Rehabilitation institute Kladruba

3.1 Objectives of the project

The project was intended for clients of the Rehabilitation Institute. Its aim was to facilitate the social rehabilitation of these clients by allowing retraining and subsequent mediation of work in accordance with their qualifications and health capability. The specific objective of the project was to create a database of cooperating companies, adequate jobs and adequate retraining in order to be to place

clients of the institution in the labour market after the completion of the project. Individual clients entered through balance and working diagnosis and on the basis of them was recommended appropriate retraining. At the same time were negotiations taking place with companies about the possibility of placement clients after retraining. Individual clients underwent retraining selected according to their health possibilities after their successful completion (and completion of rehabilitation) entered arranged jobs.

The project includes activities that help to overcome the difficulties which can occur during integration into the labour market.

The project supported by ESFCR resulted from the experience of employees of Rehabilitation Institute Kladruby who, based on personal interviews with clients deemed necessary to complete the medical rehabilitation with:

- clients' motivation to engage in an active life, including the labour market
- social work and diagnostics,
- guidance in selecting a job,
- training and retraining focused on the application in the appropriate position.

The project offered people with disabilities:

- possibility of preparing to return into the labour market already during the medical rehabilitation
- preparation for the job according to corresponding possibilities
- possibility to participate in workshops and discussions with persons who have successfully returned to the labour market

3.2 Key activities

- balance and work diagnostics of RI Kladruby clients
- motivation of clients
- retraining
- cooperation with companies
- verification of the effectiveness of shared jobs
- monitoring and project management

3.3 Retraining opportunities

To the clients of RI Kladruby were offered tailored retraining and assistance in their subsequent placement in the labour market.

Courses accredited by the Ministry of Labour and Social affairs:

- care of people with health handicap in the family
- psychical stress management, burnout syndrome
- current legislation in social services
- healthy communication
- individual planning
- music therapy
- and others

Courses accredited by the Ministry of education, youth and sport

- trainer
- call centre operator
- sales representative
- project manager
- financial consultant
- principles of enterprising
- PC operator
- and others

3.4 Further objectives of the project

Creating a database of cooperating enterprises, including descriptions of suitable jobs and their claims, database of job seekers from among the clients RI Kladruby and others with information on health status, qualifications or optimal range-time linking these databases with existing and functioning databases for the same target group.

Disabled persons was offered free participation in accredited training and retraining courses and subsequent assistance in locating and arranging job tailored to their needs. Training was conducted by an individual education plan so that closely matched the client capabilities.

4. Program of the Foundation of the Czech Insurance Company

Since May 2012, the financial support of the project took the Czech Insurance Company Foundation (Nadace České pojišťovny). This project of support of people with disabilities continues and is being gradually extended to other programs.

The new program is divided into three parts:

- Return to life – client support of the Czech Insurance Company Ltd.
- Support of clients of the Rehabilitation Institute Kladruby for future social rehabilitation
- Support of clients of other rehabilitation centers - the integration of socially excluded groups in the labour market

The aim of the program is to facilitate the social and vocational rehabilitation by providing a retraining and a subsequent mediation of work in accordance with the qualifications and medical fitness of clients and other interested persons.

4.1 Diagnostics and individual social counseling

Within this activity, diagnosticians (a doctor and a social worker) conduct medical and balance diagnostics, which is an important part of the subsequent career counseling.

Diagnosticians are involved in:

- database preparation of suitable clients for participation in vocational rehabilitation
- development of appropriate motivational activities that help clients to overcome psychological barriers while making contact with HR consultants.
- work with clients of RI (Rehabilitation Institute) Kladruby and with clients who have left the RI and also with their families
- preparation of medical diagnostics based on medical reports and consultations with the client (potential, limitation, assessment of physical or other handicaps)
- preparation of balance diagnostics (family background, possible assistance, transportation, temporary residence, financial situation, possible job, working potential)
- preparation of a working diagnostics in consultation with the competent workers of surveyed companies about the client's current situation (wheelchair accessibility, individual needs, specific needs when moving in buildings, or other special needs)
- preparation of social counseling (invalidity pensions, related social services, possibility of simultaneous employment, etc.)

4.2 Career counseling

Direct work with clients:

- current needs related to employment (partial education, retraining, assistance in preparing a CV and letter of motivation , assistance in creation of an e-mail address suitable for correspondence with

an employer, overcoming of anxiety and fear of possible problems that may occur with employment...)

- setting goals and actions to achieve with regard to the current state of health, providing direct support and assistance in meeting these objectives
- partial labour - law counselling (the area of employment law - protected positions, contributions to the employment of persons with disabilities, medical assessment service, possibility of simultaneous employment and receiving disability benefits, etc.)
- comprehensive labour - law counselling of the client's situation (in collaboration with diagnosticians)
- job offers mediation, consultation with the client about the offers, client enrolment on a selection procedure (the support is provided to the extent of the current abilities of a specific client)
- selection of a suitable employer for direct addressing with a job application or creation of a new position
- possible supporting participation of our clients in a selection procedure
- preparation of excursions to selected employers

The most frequently reported current needs are:

Labour - law counselling, supplement education, how to self-present at the employer, where and how to search for a suitable advertisement for persons with disabilities, communication with the employer about health disadvantage, eliminating the stress of dealing with the employer, how to mention a longer work break in the CV, how to formulate one's handicap in a cover letter, to clarify capabilities of one's job – consultation on particular job offers, etc.

The most common barriers to clients in search of work are:

Non-stabilized state of health, planned surgery, following spa treatment, etc. These things affect a lot of people who can actively look for a job and can start working after that.

Overview of the different stages of the process of career counseling for the period from May 2012 to the end of 2012.

The following overview shows the situation of human resources in the aforementioned period. This review aims to capture the dynamics of the process - thus the constantly changing number of clients who could cooperate at that period, and the phases in which they were in each period.

Clients mentioned above went through the different phases in the process of vocational rehabilitation. Some clients went through the several phases, some of them repeatedly:

- clarification of current needs (e.g. in the field of disability pension, sick pay, state of health, etc.)
- clarification of current needs related to employment in the partial education (PC courses, foreign languages, etc.)
- clarification of current needs related to employment in the retraining
- labour - law counselling
- selection of the appropriate job classification (job, post) and its search
- selection procedures that our clients participated or personal visits of a client at the employer (discussing about job opportunities)
- formation/modification of CVs (including cover letters)
- dealing with the job centres to provide financial support for employers of people with disabilities or to create a socially useful (purposeful) job
- cooperation with a company looking for jobs - to expand job opportunities and improve the employability of our clients
- direct support of people who have started to work



Diagnosed persons (62)

Career counseling (56)

Chart : Diagnostics and career counseling

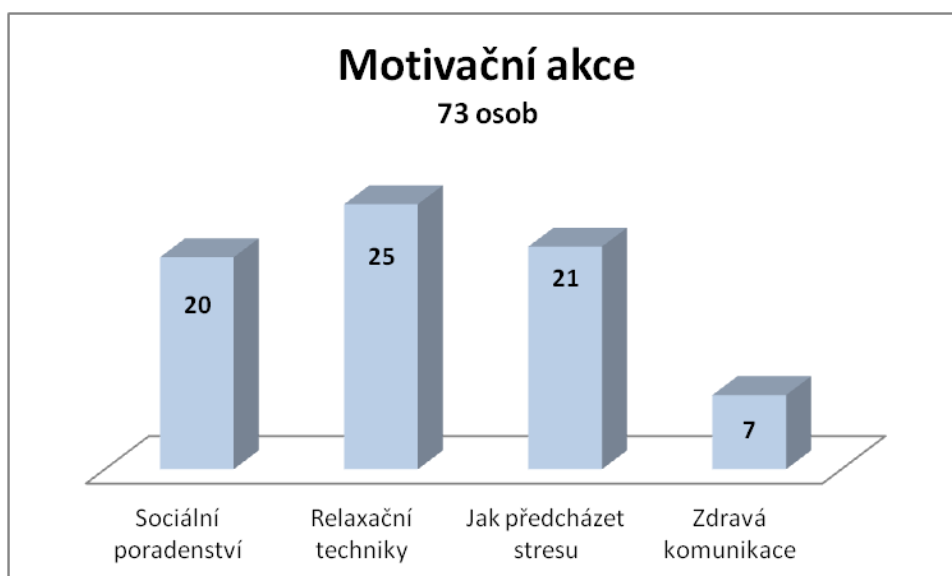
94 employers were contacted during the period of the implementation of the project.

4.3 Motivational events

The aim of motivational events prepared by the implementation team is:

- to familiarize clients with the services offered by Chance for Education NGO (non-governmental organization - Šance na vzdělání, o.p.s.)
- connection of experiences with employing persons with disabilities (OZP)
- consulting on social issues, employment, coping with stressful situations and proper communication
- individual support (therapy or psychological counseling)

There have been several motivational events which were attended by 73 people. The largest number of students and actively involved people participated in three conferences called "Talent and what next?" II., III., IV. 187 people came in total. The attached chart indicates the distribution of participants at other workshops.



Social counseling (20), Relaxation techniques (25), How to prevent stress (21), Good communication (7)
Annual report Chance for Education 2012

4.4 Therapeutic workshops, individual counseling

The autobiographical story of a client – person with disability (OZP) followed by a discussion about what helps and does not help to find a new way of life . There will be heard some information about individual support in working and psychological counseling as well.

To whom the seminar is intended for:

patient of RI Kladrby

family member

client of Chance for Education NGO (Šance na vzdělání, o.p.s.)

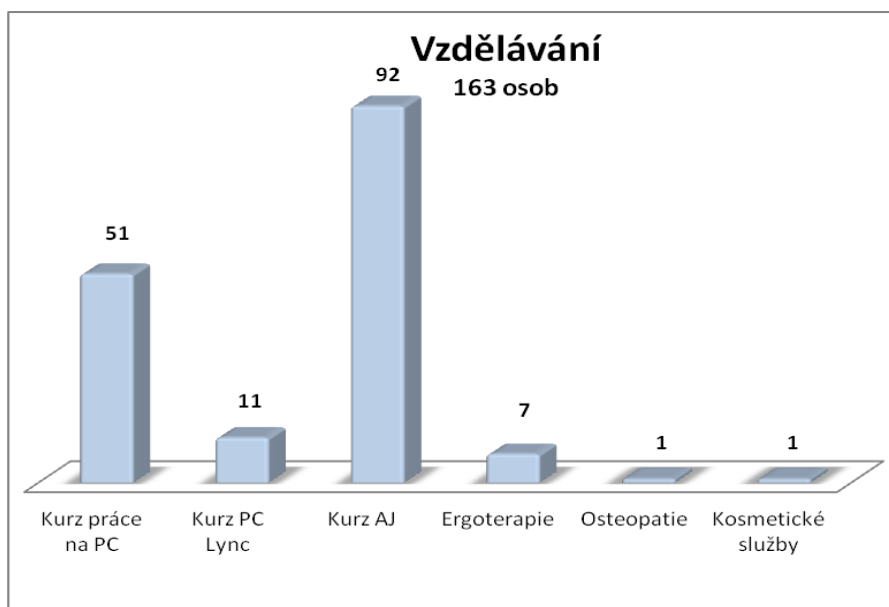
client of the Czech Insurance Company

Annotation:

The illness may be perceived as a challenge to change the way we live or to reconstruct our value orientation. Then it can be understood even as an opportunity given to us on our journey through life. It allows us to other, often completely unexpected perspective of what surrounds us and what is part of our daily life. It depends on us how we can take advantage of that opportunity.

Someone may be encouraged by these words, someone may be irritated. We will not impose you a positive thought or ignore the suffering of illness. We will share with you one authentic story of a woman about her illness that capsized her life upside down. You will learn how to feel , what helped and did not helped her to move on, search and find a new way of life and a new meaning of life. Her story will be accompanied by a therapist and consultant in the field of psychological and relationship problems .

4.5 Education



PC Courses (51), PC Lync Courses (11), English Course (92), Occupational Therapy (7), Osteopathy (1), Beauty Services (1)

Chart: Education

Within this activity, the complementary educational events such as PC courses are offered to clients, without which most of the work cannot be practised as well as a foreign language teaching, especially when the basics of the English language are required in a number of companies. Other training recommended on the basis of a working diagnostics is retraining, whether group or individual according to the client.

First Category of Education :

20 PC Kladruby Courses
4 PC Lync Courses
22 English Conversation Courses in RI Kladruby

Second Category of Education, retraining:

In the first phase of the project, clarifying of needs of clients and clarifying of a possibility of retraining due to their current state of health took place.

We have discussed the following retrainings with clients:

ambulance driver course, social worker course, occupational therapy course, tutor, course on creating Web pages, follow-up course on marketing, etc., there were :

2 Occupational Therapy Courses

1 Osteopathy Course

1 Beauty Services Course

4.6. Monitoring

There are regular meetings of the implementation team in RI Kladruby and the Czech Insurance Company. There were these actions :

Six meetings of the implementation team of the Czech Insurance Company (ČP) and the Chance for Education (ŠnV): 31st May, 21st June, 31st July, 12th September, 11th October, 5th November 2012.

The project team of CHFE (ŠnV) held 11 meetings in RI Kladruby (19th January, 29th February, 4th April, 31st May, 7th June, 31st July, 29th August, 17th September, 18th October, 5th November, 13th December 2012).

Discussed were:

- motivational seminars content
- extension and modification of the content of motivational courses
- the way of communication with clients
- suggestions for further cooperation with enterprises employing persons with disabilities
- suggestions for retraining courses
- suggestions of discussions with businesses and people with disabilities (OZP)



Meeting of the implementation team

5. Realized activities

a) Balancing and working diagnostics

62 newly diagnosed clients were added within the Foundation of the Czech Insurance Company's (NČP) balance and work diagnostics. Clients fill out a questionnaire for supported person when entering the project and attend the interview with the social and medical diagnostician. After an evaluation of working assumptions will participate in an individual interview with HR manager who acquainted of the possibilities of employment before the interview. The procedure with clients is

documented in annex named The Current List of Clients of Social Rehabilitation Project within the Competence of Human Resources .

b) Client Motivation

Social counseling, RI Kladruby

workshop on "World of work of people with handicap, or step by step to work" (I want to work, basic knowledge of legislation, how to build a CV, a cover letter, how to look for a job, where to look for an advice).

Dates: 14th August, 13th September, 23rd October, 15th November, 6th December 2012

Total number of participants: 20

Relaxation techniques in practice, or "Chance to gain a mental strength", RI Kladruby

The aim of the course is to familiarize yourself with the different kinds of techniques that help to increase physical endurance. There are several relaxation techniques: breathing techniques , the Jacobs progressive muscle relaxation, an autogenic training, a beneficial quietening. Another issue is an example of a reflex massage in terms of self-help with some pain and also the EFT method (basic information about the method, an example of how the methods works).

Dates: 28th – 29th April, 29th August 2012

Total number of participants: 25



Course: Relaxation techniques in practice

How to prevent an excessive stress, RI Kladruby

or "Setting a new stage of life" - practical advice on how to cope with everyday stress at work and in personal life.

Dates: 26th January, 29th March, 26th June 2012

Total number of participants: 21

"Healthy" communication - or using the "healthy" communication to improve our life quality, RI Kladruby

A workshop explaining the need for assertive communication at work and in personal life, communication in complicated situations.

Dates: 23rd February, 11th April 2012

Total number of participants: 7

Talent and what next? II. Prague, 25th January 2012

Chance for Education NGO held the second conference aimed to promote the employment of handicapped persons on the Czech labour market.

Because of the great interest of the participants at the first conference held in Brno on 30th June in 2011, the public service company Chance for Education decided to organize a similar event this time in the capital of the Czech Republic, Prague.

The conference entitled: "Talent and what next? II." took place on 25th January in 2012 in the hotel Globus in Prague 4. The main objective was to highlight the employment of handicapped persons on the Czech labour market and to bring this issue to general public, to share both positive and negative experiences and to learn the latest news in the field of employment. During the all-day program, participants had the opportunity to familiarize themselves with specialized lectures and presentations of speakers representing employers, government and non-profit organizations and institutions supporting the disabled. The program included the experience of handicapped persons who have already passed the process of finding a suitable job and could present their own experience.

The conference was hosted by famous Czech actor Pavel Nový that contributed to the pleasant atmosphere throughout the day.

Attendance : 60 people



Conference: "Talent and what next? II." in Prague

Talent and what next? III. Kladruby, 24th April 2012

Based on demand and great interest of the participants of previous conferences held in Brno on 30th June 2011 and in Prague on 25th January 2012, the public service company Chance for Education decided to organize another similar event this time directly at the Rehabilitation Institute Kladruby near Vlašim.

The conference, entitled "Talent and what next? III." took place on 24th April 2012. The main aim was also to bring closer the employment of handicapped persons on the Czech labour market to the clients of Rehabilitation Institute Kladruby and to general public.

During the all-day program, participants had the opportunity to meet with professional presentations of selected speakers from the employers, institutions supporting people with disabilities and state organizations. The program included the experience of handicapped persons who have already passed the process of finding a suitable job.

A tour through the Rehabilitation Institute and a workshop on career consulting was an interesting bonus for all participants.

Attendance : 67 people



Conference: "Talent and what next? III." in Kladruby

Talent and what next? IV. Prague, 7th November 2012

The public service company Chance for Education decided to organize another conference in Prague thanks to the support of the hosting organization T-Mobile Czech Republic, Ltd. directly at the company's place. Attendance was huge again. During the all-day program, participants had the opportunity to familiarize themselves with specialized lectures and presentations of speakers representing employers, medical institutions and companies supporting the disabled people. The disabled themselves shared their experience of passing the process of finding a suitable

job. A tour throughout the T-Mobile monitoring center was an interesting bonus for all the participants, and a workshop on career and social counseling was very beneficial for those interested in it. The conference was hosted by Mr. Daniel Rumpík from Radio Blaník, who made the atmosphere of the event very pleasant.
Attendance: 60 people



Conference: "Talent and what next? IV." in Prague

c) Therapeutic seminars

The story of ordinary life - I wanted to live - Autobiographical Story of Barbara Stöckel

Discussion about what helps and does not help to find a new way of life.

Moto: Disease can be perceived as a challenge to change the way we live, or

to reconstruct our value orientation. Then, however, it can be seen even as an opportunity given to us on our journey through life. It allows us another, often completely unexpected, point of view of what surrounds us and what is a part of our everyday life. It's only up to us how we can take advantage of the opportunity.

Information about work and psychological counseling.

Dates: 20th September, 25th October, 22nd November 2012

Number of participants: 8



Therapeutic seminar

d) Educational events

Participants became familiar with the basics of Word, Excel and PowerPoint. Classes were held in the computer classroom equipped due to the acquired grant in RI Kladruby.

Dates: 11th January, 30th January, 15th February, 5th March, 28th March, 18th April, 13th June, 15th June, 9th July, 11th July, 20th August, 22nd August, 19th September, 21st September, 17th October, 19th October, 20th November, 22nd November, 11th December, 13th December 2012

Accredited Occupational Therapy Course Praha 2, Albertov

The course was designed for workers who are in a direct contact with clients with disability or after some injury. This course does not replace the university occupational therapy studies, but provides participants the opportunity to look at their work with clients with various disabilities from the perspective of occupational therapists, for example, who knows what compensatory aid will be the best for particular client. Course graduates will not be able to practise the occupational therapy independently, but under the supervision of occupational therapist.

Overall objective: To intensify the knowledge and skills of participants in how to motivate users of social services through the elements of occupational therapy.

Partial objective 1: To introduce the possibilities of occupational therapy techniques and alternatives, methods and processes of vocational rehabilitation in relation to specific target groups of users.

Partial objective 2: To enable participants the practical training of use of selected occupational therapy techniques.

Date: 9th March - 28th April 2012, 21st September - 20th October 2012

Total number of participants: 7

Computer Course for advanced using the Live Meeting application

A unique event took place thanks to the Live Meeting application. This type of training is suitable for clients with limited physical activity and was tested for the first time with the support of a teacher being at his computer at home. Other participants were in the home or medical environment in their rooms. Thanks to the internet connection the teaching was shared with all the participating people. The teaching had to be well prepared and planned to have all the necessary technical background (PC, speakers (headphones) internet connection speed of at least 512 kbit/s, MS Office 2007 or MS Office 2010 installed). The course was suitable for students with basic PC skills and knowledge of terms (file, folder, icon, application, etc.). The course content was a basic text processing in Word, objects and their processing, spreadsheet processing, mail merge, preparation of long documents, working with long documents.

Basic spreadsheet editing in Excel, spreadsheet formatting, formulas in spreadsheets, computational operations, databases and their processing, chart creating, pivot tables and charts. The basic creation of presentation in PowerPoint, inserted objects, charts and tables in PowerPoint, animation, graphics.

Dates: March, September, October, November 2012

Total number of participants: 11

English course RI Kladruby, T-Mobile

The course was designed primarily to "permanent beginners" and intermediate students.

The basis of the classes was the **oral communication and the practical use of English in everyday situations on the road, at work, with friends, etc.**

Thematic fields of the course:

- Non-binding social conversation
- Telephoning in English
- English correspondence, CV in English

Dates: every Wednesday in February, March, April, October, November, December

Total number: 92

Craniosacral osteopathy:

The aim of the course was to teach gentle rehabilitation techniques. Theory and practice of treatment according to the Ten - Point Protocol of Palpation CSR and diagnostics.

Date: 16th November, 18th November 2012

Total number of participants: 1

Beauty services:

Hygiene and disinfection, somatology, beauty care, counseling and care in services, decorative cosmetics and make-up.

Date: 10th February - 17th April 2012

Number of participants: 1

6. Wrote about us

Prague magazine 1st March 2012:

It looks like that the one of the meaningful projects, which is here to help the disabled, is on its last legs and a longstanding effort that has had great results, thanks to the decision of "powerful men", will not have a chance to continue, and the money from the European Social Fund may apparently go elsewhere. Will be found an assistance to educate people after an injury?

The owner of the Center of Andragogy Marie Jírů MA immediately responded to the first information. But as I could expect she replied with not using the mild terms.

I do not understand why, because often there is money for errors and mistakes of "the highest men", and it is not for something as necessary as your help.

I believe we are not done with it, I am a realist, but I believe that someone thinking in the same way like us will appear if we logically explain what we want.

So let's go!

The concept of the project, which is carried out under the auspices of the non-governmental organization Chance for Education NGO (the Center of Andragogy, Ltd. is the founder of this organization) is divided into three parts: work with people right after an injury in the hospitals, education of relatives of these people and work directly with the disabled in institutions in order to motivate them to work and provide them a job.

Is everybody always interested in your help?

No, because they often do not realize what to expect in reality. There are nurses and doctors to help them in a hospital, but they are alone at home. There comes a turn, not only clients, but also their close relatives, who take care of them, come back to us. They are told everything they need to know, especially, what our assistance is, what they have to - or should - do for their close relatives.

Does it mean that your work is based on experience, knowledge and practice?

The entire project was based on the experience of the employees of the Rehabilitation Institute Kladruby. That experience was based on personal interviews with clients and the employees felt it necessary to enrich the medical rehabilitation:

- with the clients' motivation to engage in an active life, including the labour market
- with the counseling in selecting the appropriate job
- with the balance and working diagnosis
- with the education and retraining focused on the employment

It looks like as if the clients themselves just watched their health in a rehabilitation centre, do what the doctors "prescribe" and would rather not think about what happens when they return home, wouldn't they?

Mostly, yes. Fortunately for them, it's all history. They focused mainly on the current treatment, expected and required improvement of the staff through appropriate rehabilitation and adequate health care. They did not think ahead that one day they would come out of the rehabilitation centre and would be forced to take care of their difficult future life.

What "motivation" actions do you offer?

Those that familiarize clients with options such as the "use" of leisure time, but they also provide career counseling that is precisely what directs them to educational, retraining and then into working orientation.

Do you employ them wisely?

From the beginning, our entire project was set up so that the clients did not have time to think about the negative aspects of their situation, but they should be able to participate in the work process as quickly as possible and that should also facilitate their lifestyle.

If I'm not mistaken, one of your (female) clients is now part of the team, right?

Yes. A (female) client from Kladruby works for us as a diagnostician who managed and manages the preparation of new clients for career counseling in an excellent way. She herself managed to work with clients very quickly, for her, it became the main purpose of her life. She gained energy and thanks to it, she decided to complete gradually a college education. She was forced to suspend her studies because of her handicap some time ago. She is happy now with her bachelor's degree and continues studying to obtain a master's degree.

Do you have more similar clients?

I may seem conceited, but there are many of them among the clients of Rehabilitation Institute Kladruby. The way to a meaningful life opened in front of them. It's nice to see and hear that a way back to life have opened for them thanks to our implementation team. They are grateful they have somewhere to go not only with an asking for advice, but they also have the opportunity to participate in the necessary retraining or the educational process for realizing their request or a secret dream.

And last but not least, thanks to you they are recommended to suitable jobs chosen by you from a rich database of cooperating companies.

But this project, supported by the European Union, should end in April 2012. Unfortunately we could not justify continuation of the project, although the new application was in our eyes even more comprehensive and with more significant involvement of further education and also offers of various job classification.

Isn't that a shame?

It would be a shame, and in some cases a personal tragedy to stop the whole activity of this target group and let the clients without the way out. It would mean, among other things, to finish the running working process of our disabled colleague who would get into a very difficult life situation. The project was identified as a very meaningful and especially nowadays extremely necessary by independent evaluators in several competitions. The beginning of work rehabilitation turned out to be the most appropriate time to change the mindset of clients during the whole medical rehabilitation.

So - what's next?

Our intention is obviously to raise funds to continue with the project for the Rehabilitation Institute Kladruba clients, but also to expand our activity into other rehabilitation centers across the country. To search for new companies willing to cooperate with us, to help finance activities that are truly unique here.

HR Expert 19th April. 2012:

Employment of Persons with Disabilities - Jitka Markova MA, personnel manager at Chance for Education NGO

Currently, we are experiencing a growing interest among employers of job opportunities that are especially designed for handicapped workers. In this context, HR officers are turning to us and our founder the Centre of Andragogy with an offer of cooperation. In this context, there are the employers both large and small, Czech and multinational corporations.

There are many reasons that lead to increased employer's attention **in creating these job offers**. For example, apart from the mandatory share payment or **the possibility of drawing contribution to support the employment of disadvantaged people**, we can see in practice the more frequent active approach to social responsibility of companies. Finally, we should mention the fact that employers want to **create suitable employment opportunities** for people with disabilities regardless of legislation or social responsibility. In a word, they want to help to a particular man.

Work requirements

Of course, a very important thing here is the meaningful and mutual relationship between the employer and the employee. In other words, first important thing is that the meeting of job requirements placed on the particular position have to work. I am thinking, of course, of the employer on the open labour market rather than a training program for persons with disabilities which allows you to learn new skills and contributes to the development of other areas.

Length of working time

People with disabilities often prefer part-time jobs. The employer may in fact find many valuable opportunities for mutual satisfaction. In this way, the development of the place where the worker is at work only a few days a week or every day in a reduced time can emerged. For example, part-time jobs proven very well in administrative positions dealing with department support in activities that would otherwise delay full-time workers from professional work. This include copying, creating simple documents and spreadsheets, entering data into databases, etc. Part-time jobs also found representation in manual work.

Also important is the way the job applicant look at it. Reduced working time gives one a space to find an appropriate load to his current state of health. It also allows the employee to balance daily workloads, for example, by rehabilitation, sufficient time for rest, etc. These factors contribute significantly to the fact that such employee will be reliable for the employer without increased work absence in the long term.

Suitable jobs for people with disabilities, specific workplace conditions

There are actually many suitable jobs for handicapped workers. If we realize that among people with disabilities are people with physical, intellectual, mental, sensory and other disability, we will see a wide range of professions that is offered. And if we also look at the diversity of education (vocational schools, special schools, high schools and colleges) the offer is very wide. Experience has shown that HR officers are sometimes embarrassed of the setting of specific conditions in the workplace and sometimes they feel even a little fear. The most common reasons include concerns about the time and financial demands.

In this context, I would like to mention one specific example from practice which can be an inspiration when setting the specific conditions in the workplace. This include work assistance offered

by some organizations engaged in promoting the integration of disabled people into the labour market. Assistance is provided free of charge and is used primarily for a new worker to manage the job requirements, and possibly as a communication support at workplace. Adequately set work assistance is very appreciated by employees and employers.

What to do when filling a job by a disabled person

In connection with it, I would like to mention two examples of how to address the disabled person directly or through cooperation with organizations supporting persons with disabilities in the labour market.

- It is good for the HR officer to mention, except the requirements that are given for the job offered, the information in the job advertisement that the post is convenient for persons with disabilities. People with disabilities often do not respond to a job advert, where is not explicitly mentioned the possibility of work for handicapped people, although all the requirements of the job are completely fulfilled.
- Another option employers are increasingly using is the collaboration with organizations focused on promoting the employment of people with disabilities. This method provides HR officer many positive benefits, such as counseling on employment legislation people with disabilities (OZP), cooperation when identifying or even creating suitable jobs, individual approach when filling positions, support for setting specific conditions, etc.

Employers themselves can contact these organizations with an offer of cooperation. Or just be open, if you as an HR officers, are addressed by that organizations.

Let me give you one example how such cooperation can proceed. A lady who after a change in her health can move by a wheelchair turned to us. Our client cannot be employed in her original profession of a nurse, so we have identified several new jobs that follow her experience in a logical way. We also addressed the department of human resources of specific employers. After a mutual exchange of information among some of them we discovered that currently is not possible to fill a suitable position. But we were lucky, a leading worker of human resources department offered a part-time job on the basis of CV and cover letter in an information office.

HN 11th October 2012 Press Release CIC (ČP):

CZK 1,725,000 FOR RETURN OF THE INJURED BACK TO ACTIVE LIFE

Every year in car accidents more than 25,000 people are injured, approximately 3,000 of them suffers a serious injury that requires long-term treatment and a following intensive support of the injured. A legendary music group Team headed by Palo Habera along with the Czech Insurance Company decided to help the seriously injured motorists after accidents.

A series of concerts called Habera & Team Final Tour, supported by the Czech Insurance Company, culminated this year at the beginning of June. Concert tour to Czech and Moravian towns had an extraordinary response at the fans – 69,200 tickets has been sold. CZK 25 from each sold ticket will be donated for charity, which is CZK 1,725,000 in total. These financial resources will be devoted to non-profit organizations Chance for Education NPO, which dedicates to involving people seriously injured after a crash back to an active life. "In all the concerts there was an extraordinary atmosphere and the fans were really wonderful. I have always wanted to play in front of a sold out O2 Arena, and this time we succeeded. Moreover, our fans with the support of the Czech Insurance Company helped the project, which makes sense at these times of alarming number of accidents," says Pavol Habera, the frontman of Team. "While the accident happens very quickly, following treatment and rehabilitation of severe injuries takes many months, sometimes even years. Many clients remain confined to a wheelchair forever or their abilities to work are fundamentally limited. If a serious accident happened to them in their youth, further life is often completely meaningless for them. We help them not to surrender, to start a fight with adversity, to look for new life opportunities and just go on," said Vlasta Krejčová, the executive director of Chance for Education NPO and adds: " While there are similar programs supported by a state in Western Europe, our program is unique and stands on a partnership with the Czech Insurance Company here in the Czech Republic. I would therefore thank the CIC Foundation (Nadace ČP) and the music group Team for help. "

The Return to Life Program implements the Chance for Education NGO in a partnership with the Czech Insurance Company either in rehabilitation centres or in the place of permanent residence of clients whose life changed in one moment after a serious car accident or serious illness attack. Individual psychotherapy, career counseling and retraining courses are part of the programme for these people to be successful in the new situation, to be self-sufficient and to be the least dependent on external assistance. Every year hundreds of people go through the programme. Support of the Return to Life Program is one of the key priorities of the CIC Foundation (Nadace ČP) which helps in fulfilling the mission of the Czech Insurance Company.



Cheque handover to the Czech Insurance Company Foundation

Prague magazine 1st November 2012:

The Czech Insurance Company – Chance for Education NGO (founded by the Centre of Andragogy)

It is the largest insurance company in the Czech market, celebrating the 185th anniversary of the founding this year, insures almost all areas of our life, supporting culture and sport, has its Foundation,

supports many charitable and prevention programs, and this year decided to cooperate with Chance for Education .

It calls itself...

THE CZECH INSURANCE COMPANY

On the profile page of the insurance company we have read that the mission of this traditional leader in the market is to help people at key moments of their lives. We would probably expect it from such insurance company; the programme of integrating the severely injured person involved in the accident back to an active life is a pleasant surprise, and this programme is implemented through the Chance for Education NGO. During their treatment in rehabilitation centers or afterwards at home, this organization provides individual psychotherapy, career counseling and retraining courses for these people to be successful in the new situation, to be self-sufficient and to be the least dependent on external assistance in a new life situation.

Our questions were answered by Jana Ritterová from the union of liquidation of health damage.

Mr. directress , there are surely many offers of cooperation among the applicants so why have you chosen generally beneficial cooperation with Chance for Education ?

CFE's (ŠnV) activity profile best fit to our ideas about further development of the specific activities of the Czech Insurance Company focused on helping clients with severe permanent damage to health, who finds himself in a difficult situation. We were convinced by present results of CFE (ŠnV), personal enthusiasm and high professionalism of all staff and their ability to offer services directly in a rehabilitation centre at the moment when patients have started to realize the pitfalls of their new life.

"While the accident happens very quickly, following treatment and rehabilitation of severe injuries takes many months, sometimes even years. Many clients remain confined to a wheelchair forever or their abilities to work are fundamentally limited. If a serious accident happened to them in their youth, further life is often completely meaningless for them. We help them not to surrender, to start a fight with adversity, to look for new life opportunities and just go on, " said Vlasta Krejčová, the executive director of Chance for Education NGO and adds: " While there are similar programs supported by a state in Western Europe, our program is unique and stands on a partnership with the Czech Insurance Company here in the Czech Republic.

How does the cooperation with Chance for Education NGO look like?

We cooperate with CFE (ŠnV) mostly in the social and vocational rehabilitation, whose aim is to find a new job for clients that will match their qualifications and health within the support of the possible retraining. Either clients of the Czech Insurance Company or general public can enter the Return to Life Programme. Every year hundreds of people pass the program.

Can you name any significant or well-known personality which have recently passed with success Return to Life programme?

We do not make any difference in approach between known and unknown people - the important thing is what will be the result and how the clients will be satisfied with that result. There are many clients to whom we fully took account of their specific needs and thus opened up the possibility within an individual approach to compensation, which would not be noticed by them during the standard liquidation process, they would not even know how to deal with it. The success of the program measures the percentage of people that have successfully managed to integrate to an active life. Individual names of the Return to Life Programme clients cannot be said, we are of course bound by the law protected personal data.

According to what you choose from the offers for cooperation in this area?

Liquidation of insured events from the insurance of liability for health damage is always a very sensitive matter. We work with a number of external partners and we choose them very carefully. Cooperation with the Chance for Education NGO is unique in this context. In addition, this year we managed to convince to cooperate the popular Pal'o Habera music group Team promoting the Return to Life Programme in series of concerts, and together with the Czech Insurance Company Foundation contributed to its realization by amount of CZK 25 with each ticket sold - it was CZK 1,725,000 in total!

The director often has the best service at its company, if necessary. Have you ever taken advantage of it?

I am proud of the fact that the Czech Insurance Company have dedicated to this issue for a long time. So far, fortunately, I can say that "The blacksmith's mare go barefoot," but I'm sure that in an emergency the Return to Life Programme will help me the same way, whether I'm a director or an employee. My work is not decreasing. Police statistics show that the number of victims of car accidents have risen. In 2011, the police investigated 75,137 accidents in total. 707 people have died, 3,092 people were seriously injured and 22,519 people were slightly injured. In comparison with 2010, the number of seriously injured have increased by 269 persons (9.5%), the number of slightly injured have increased by 909 persons (4.2%). That seriously injured persons are mostly clients of our program.

How long have you been working in the CIC (ČP)? Why did you choose this one? Would you change the job?

I joined the Czech insurance company in 1982 after a maternity leave. After a few years I wanted to go back to court (I'm a lawyer), but somehow I "get stuck" and it has continued to these days – I have worked at a number of different positions in the field of the insurance of responsibility for damage. The Czech Insurance Company is an emotional thing for me. I certainly would not change.

What does it come to your mind every time you start with a new activity, if you choose to support new projects? Does they always meet all your expectations?

I always use the same drive and conviction when concerning new activities as soon as I take them as my own, and I'm usually lucky to have great colleagues. My expectations are largely fulfilled - I guess I'm extremely lucky at my work.

Chance for Education NGO and its assistance to the disabled is a very demanding job requiring a lot of effort, expertise and patience of all involved, while not always brings the desired result immediately. Such long-distance run. Do you prefer it to sprint?

The issue of health damages is, more than anything else, a long time problem. The number of severely injured people have been increasing every year, although the reasons for these accidents are almost always the same – dealing most often with traffic accidents, falls from heights, falls after a collision on skis or unsuccessful jumps into the water. These people are waiting for rehabilitation at rehabilitation centres for weeks after a demanding surgery, and then the rehabilitation takes (e.g. in case the spinal injury) even several months. At this time we try to help and address them. Some may find a new job within a year or two after the accident, others may never. It is not definitely a sprint, although many of the wounded would certainly like sprinting again soon. Lasting values or a meaningful target can be achieved only by thorough patient everyday work and by systematic approach. To help our clients being able to go on.

7. International conferences, competitions and awards

Participation at the 12th Conference - Widdening Access, Euroguidance, Vienna, Austria, 16th - 17th October 2012

Chance for Education NGO participated in the conference "Widdening Access" thanks to the invitation of Euroguidance Vienna. The conference was a workshop where the NGO had its

informative stand. There was a great interest in the work of our NGO (o.p.s.) by similarly oriented foreign companies.

Conference Objective: Career counseling for specific groups of people

Participants: Ing. Petra Michaličková, Vlasta Krejčová

Competition - Project Manager of the Year 2012 - Charitable Project of the Year

Project Manager of the Year Competition is held by the organization of project managers in the Czech Republic, Project Management Company (SPR, o.s.), in cooperation with the publishing house Economia, Ltd. with the support of the Czech Television, Centre for Contemporary Art DOX and the artist Bořek Šípek.,

The mission of the competition is to evaluate the most important and successful project managers, managers and the projects themselves in public, private and non-profit sector across all sectors in the country. Competition introduced a project management trends and brought current view of what was happening in the world of projects.

Five finalists participated in the gala evening competition for the title of Project Manager 2012 in the category of **Charitable project 2012** that took place on 9th October in the DOX Centre for Contemporary Art. The **Chance for Education NGO was among them with the registered project funded by ESFCR " Client Support by Rehabilitation Institute Kladruby in their social rehabilitation."**

Within the programme of the gala, finalists presented themselves with their projects in an original way - only a limited number of 15 images were available to be shown to the jury and the public and a maximum of 15 seconds was allowed to speak about each image.

The winner of the category the Charitable Project of the Year became the project www.alberttriatlontour.cz - sports project for children from children's homes. The creator of this project is Tomáš Slavata.



Project Manager 2012

Competition - Czech National Award for Social Responsibility of Organizations – December 2012

At the award ceremony in the Spanish Hall of the Prague Castle in December 2012, the best companies and organizations were awarded in the National Quality Award of the Czech Republic and the National Award of the Czech Republic for Social Responsibility of Organizations (CSR) programmes.



National Award of the Czech Republic

In a public sector, the Diocesan Charity Ostrava - Ostrava, Třinec, Municipality of Třinec, Secondary Technical School and Technical Vocational School, Třemošnice, and Chance for Education NGO (ŠnV) gained the right to use the title of "Socially responsible organization"

As in other countries of the world, the leaders of the Czech Republic and other important public figures came to award the National prizes.

"Of course we cannot expect that thousands of companies would immediately participate in the National Quality Award competition. This participation is too difficult. It changes many well-established procedures in a company, it requires vision, strategy preparation and a lot of work. At the end, however, is a stronger and more competitive company with better economic results and this should be the interest of every entrepreneur. Therefore, we believe that the Czech companies shall accept this assistance offered," said Jan Taraba.

"Getting a prize we award, of course, requires much more effort than just to send the application and a half page profile or a financial accounts as in case of many other competitions.

On the other hand we offer significant value added for it: we provide participants the tools that lead the firm to bigger competitiveness, to improvement, to business excellence. Participation in National Award programme will strengthen the company, enhance competitiveness and substantially improve its financial outcomes," said Alena Plášková.

Competition - Visionaries 2012 - December 2012



Visionaries 2012

CzechInno Association in collaboration with partners prepared the project of Visionaries 2012 under the auspices of the Ministry of Industry Trade whose purpose is to reward innovative achievements in the Czech business. The project aims to promote the Czech innovative companies and to highlight ideas that led to the development of the company, and at the same time achieved a significant technological, social or economic contribution to society.

The project continues in the philosophy of the European strategy EU 2020 strategy and the Strategy of International Competitiveness of the Czech Republic for the period 2012 - 2020, in which an innovation and a shift towards a knowledge economy play an important role as a mean to increase the competitiveness of Czech companies. "The goal of our project was to find and show companies and entrepreneurs with a visionary approach to business who went with their ideas above the average of

entrepreneurial ingenuity," says David Kratochvíl, the chairman of the Board of Management of CzechInno Association. The organizers decided to award six of the dozens of registered companies for economic, social and technological benefits. Special award was received by the Chance for Education NGO for social benefits consisting of the project of Client Support by Rehabilitation Institute Kladruba of future social rehabilitation, which actively helps to prevent social and labour elimination of the clients of this rehabilitation centre. The Visionaries 2012 project is being implemented under the auspices of the Ministry of Industry and Trade.

8. Feedback from our clients

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Dear Sir,

I would like to thank you by these lines for the care I have received during my long stay in the RI Kladruba. I was accommodated in the sixth department in a room that matched the several star hotel by its comfort and cleanliness. For the patient who was hospitalized for six months, it was a wonderful change. Amazing nurse care, physiotherapists expertise and excellent professional and human approach of doctors helped me to return to my life. I would like to highlight the work of Barbora Stöckel BA from the Chance for Education who helped me to overcome despair and to be well informed when dealing with the Social Security Administration (OSSZ). She also showed me new ways of starting career .

Jaroslava from České Budějovice

.....

The disease can be perceived as a challenge to change the way of life, or to reconstruct our value orientation. Then, however, it can be seen even as an opportunity given to us on our life journey. It allows us the other and often completely unexpected perspective on what surrounds us and what is a part of our daily life. It's only up to us how we can take advantage of that opportunity.

Bc. Barbora Stöckel

.....

Hello,

I would like to share my experience with an employment and putting up with disabilities. I definitely do not dare to say that I can advise someone. We are all individuals and certainly there are many people whose situation is far more complex. I'm facing the (congenital) cerebral palsy of kvadruparetic type. I've been struggling with the restrictions arising from this diagnosis all my life, a "life twist" due to the of injury or illness didn't occur to me. Although I've never gotten the experience of what was it like to dance, play soccer, etc., but on the other hand, I could "count on" my handicap since childhood, there was a possibility to adapt my life planning. It was obvious I would not be able to remain living in the village, where I came from, but after a high school I moved to Prague, where there were bigger opportunities of studying, independence and employment. For all those who are afraid or hesitating whether to look for a job or accept the offer: Go for it! You won't know if you can make it without trying it. You can always stay and "sit at home", but I think that at least it's worth trying. I won't give anyone false hope, how simple is it, how everyone is waiting for you and everyone is just trying to help. It's not like that, but there are more and more companies and institutions that allow the employment of the disabled. If a person makes efforts and is not afraid of the first rousal, it is not unrealistic to find a job even with a handicap. And most importantly - it's all about people. After a timid beginnings everything somehow settles down and you can live a normal working life. At least that's my experience. The current job is one of my few ones in a row (moving, graduation, but there was also a few thing I didn't want to do), so I dare to say, that it was not a coincidence. Starting work is certainly uneasy, but what in life is? So my recommendation is definitely not to be afraid and to try it!

Miroslav

9. Other registered project

In 2012, the company obtained a grant due to the application **within the call no. 3 for GP - Area of Support 3.2 OPVK: "Competence of trainers in Medical Education"**

The project, funded by the ESF Czech Republic through the Operational Programme of Education for Competitiveness, ends on 31th October 2013.

Project location: Hradec Králové Region

Budget: The total amount of the grant is CZK 2,113,860

Project objectives: The main objective of the project is to extend, complement and develop the knowledge, skills and competence of lecturers working in further specialized training in health care with an emphasis on new trends and practices in andragogic didactics, which is linked to the psychological, pedagogical, sociological and economic fields.

Partial objectives:

- to propose a model of comprehensive education of teachers in their professional skills, including the content and form of study
- to create study and methodological materials in written and e-learning version
- to realize a pilot training of every module
- to evaluate the progress and effectiveness of pilot training and edit the content and the form of individual modules based on that evaluation
- to train successfully 30 participants planned in the project
- to accredit a training program for medical education

To achieve the objective, a brand new educational program focused on this particular target group will be created, a further education of this group is not systematically arranged and an offer of educational institutions is not sufficient. After a formativ of an educational programme, an implementation phase will follow, which will be regularly evaluated and a content can be adjusted to the requirements of the target groups and evaluation results. After completion of the project, that educational programme will be included in the offer of education of the Chance for Education and offered in all regions of the Czech Republic.

10. The balance sheet projects of CFE (ŠnV)

The total amount of expenses in 2012 was CZK 3, 385, 000 of which the expenses were:

1. related to the implementation of the project "Support of clients of the Rehabilitation Institute Kladruby for their future social rehabilitation " Reg. No. CZ.1.04/2.1.01/44.00095 (hereinafter referred to as the Project Kladruby) amounted to CZK 777,000 (costs covered by the grant of MLSA)
2. related to the implementation of the project "Competence of lectors for medical education" Reg. No. CZ.1.07/3.2.10/03.0021 (hereinafter referred to as the Project LVZ) amounted to CZK 596,000 (costs covered by the grant from the Hradec Králové Region)
3. related to the implementation of the programme granted by the Czech Insurance Company Foundation (hereinafter referred to as the Project NF ČP) amounted to CZK 1,913,000
4. related to the fulfilment of community services amounted to CZK 99,000
5. over the period given, there were no costs to be payed to the legal representative (statutory director) and to the remuneration of the management and supervisory board

The total revenue in 2012 amounted to CZK 3,573,000 of which the expenses were:

1. within the main activity - a donation of CZK 100,000 was received
2. within the main activity - other revenue of CZK 3,000
3. within the Project Kladruby, an adequate amount of money was charged to income equal to the subsidy expenses spent on direct and indirect costs in 2012 - CZK 874,000
4. within the Project LVZ, an adequate amount of money was charged to income equal to the subsidy expenses spent on direct and indirect costs in 2012 – CZK 596,000
5. within the Project NF ČP, the financial contribution in amount of CZK 2,000,000 was charged to the income

The result of economizing before taxation is CZK 188,000 to 31th December 2012

Situation of small long-term tangible assets is CZK 445,000 to 31th December 2012

Situation of obligations to 31th December 2012

A) the Project LVZ

Liabilities to employees - CZK 27,248

Liabilities to ČSSA - CZK 6,742

Liabilities to health insurance companies - CZK 2,892

Liabilities to the tax office CZK 6,510

Other liabilities (statutory insurance, invoices) CZK 17,668

B) Project with NF ČP

Liabilities to employees - CZK 130,414

Liabilities to ČSSZ - CZK 48,887

Liabilities to health insurance companies - CZK 20,956

Liabilities to the tax office - CZK 25,445

Other liabilities (statutory insurance, invoices) - CZK 44,613

C) common activity

Invoices received - CZK 9,000

The development and the fund situation

Funds	Situation to 1st Jan 2012	Situation to 31st Dec 2012
Retained earnings	-62 039,36	-132635,04
Reserve fund	227 982,86	227 982,86

Information of the expected activity development of NGO (o.p.s.)

The public service company wants to continue with the activities, for that it was founded. RI Kladruby project, funded by the ESF Czech Republic, finished in April 2012. In May 2012, the realization of the targets that were determined by this project was followed by the cooperation with the Czech Insurance Company Foundation, from which we received a contribution for another activity in 2012. This cooperation will continue in 2013. We also received a grant for the project "Competence of lecturers for medical education" from the Hradec Králové Region in 2012, reg. no. CZ.1.07/3.2.10/03.0021. This project will continue in 2013.

In Hradec Králové: 24th June 2013

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