



H YgXUhg'S "%İS " S

% >bi Ufmlc & A UfW

667 FUX|c(' X| |HU fmfYgf|UzWVYzgUH`]ML

Dfc[fUa a Yg]b h |ggM]Yg'a UnVYdi fWUgYXcb`78"

`7cbHUM667 GWcc`g6fcUXWghF WfX]b| gzhYd\cbYS, +\$%&+&&+&`

H YmUFYUgc Uj Uj`WYcb XYa UbXcb h Y667 k Wg|hYZf gYj Yb XUhg'dcg|lfUba |gg|cb"

¥`H\|gdi V]W]cb WbhU]bg`Wdmf[| \ha Uhf]U. dYfa |gg|cb\UgVYyb`cMU]bYXZcf`|gWbhYblg|c VY
Wd]YXcf fYdfcXi WXZcf i gY]b gWcc`gUbXW`Y| Yg'



-bhcXi Wjcb` ,
 Dfc[fUa a YCbY5i [i gi gUbX<]gCa]`YfbYkE)
 Dfc[fUa a YHk c K \]`YMi `5fYG`Yd]b[`fbYkE ,
 Dfc[fUa a YHfYYH`YB Yk Di ddm %
 Dfc[fUa a Y: ci f Hh gHci V Yga YHch` %
 Dfc[fUa a Y: lj YBcU`g5f` %
 Dfc[fUa a YG]l H`YJYmBc]grB][\h &S
 Dfc[fUa a YGy Yb B][\hKU` &
 Dfc[fUa a Y9][\h< i [c UbXh Y6i ``mi fc[` &S
 Dfc[fUa a YB]bYA cHGa Y`ni a dYf &
 Dfc[fUa a YHb`Gi dY`G]Xh YG]``mGU g] Y8c[` ' &





K YWa Ylc h YGdf]b['88\$ 'gY]YgcZ< cdZ_G]d'UbX'i a d





5 hci [\ YUWdfc[fUa a Y]gcb`mZi fhYb'a]bi hg`cb[žUX]hcbU`ha Yg`ci `XVY`
a UXYUj U`WYZf`h Ycf[Ub]g]hcb`cZh YW] XfYb VZcfYh Ydfc[fUa a YZUbXZcf Z fh Yf`
dfUMjWUbXXj Ycda YbhcZgdYUg_]`gcf`a cj Ya Yblg`UMk UfXg`

HUWYfg`UYbWi fU YXhc`VWw a Y]bj c j YZ]b`cfXf`lc U]Xh YW]`XfYb]i bXfghbX]b[`
UbX`Yb`cna YbhcZh YH]g]bj c j YX`

1 Yj a





H\lggcfm]gU`Uci hUH[YfW`YX5i [i gi g"5i [i gi gk c_Yi d'cbYXUmZY]b[.
 X]ZfYbhZca `bcfa U`UbXhci [\hhUh`Y`UX`cgh\lgga]Y`HYgcfmZ`ck g5i [i gi g
 cb`lg`ci fbYmrc `UbX`lga]gg]b[`ga]Y"< YWJa Vg'fYg'gd Ug`Yg]b hYgyUUbXXUbWg'
]b hYfUj"5ZM'hYfUj"5i [i gi g`cc_g]b U[fYUv][di XX`YzgYg`lg`cj Ymga]YUbX
 fYU]gygh.U]hk Ugh YfYU`Ucb["< Y]ggc`Uddm`YgUfgXUbWb[`UbX`a d]b[Zcf`cm

- ➔ 'A U_Y`i [Yga]`Yg'
- ➔ :]bXUgdUW"
- ➔ `i a d]b[`lk c`ZYhrc`lk c`ZYh"6YbX`Y]g'rc`gUfhUbX`Ub]g`"
- ➔ @YU]b[`cbYZchrc`h`Ych`Yf"
- ➔ `GUbXg]`"
- ➔ `GfYfW]b[`Ufa g`UbX`Ub[Yfg"Gck `mgfYfW`Ufa g`cbYUhU]ja`Yh`Yb`Ub[Yfg"
- ➔ FYU `UbX`]ghb"

- ➔ ``GfYfW]b[`Ufa g`UbX`Ub[Yfg"Gck `mgfYfW`Ufa g`cbYUhU]ja`Yh`Yb`Ub[Yfg"
- ➔ ``7fUk `]b[Zcfk UfXg"
- ➔ ``Gcd`UbX`]ghb"
- ➔ ``7fUk `]b[`VUWk UfXg"
- ➔ ``GUbXi d`UbX`]ghb"
- ➔ ``7`ja`V]b[`lfYg"Di ``UbXg]fYfWk]h`Ufa`g"
- ➔ ``b`UgdUWZgd`Ug`]b[`]bk`Uhf"i a dZ_]W`Y]g`UbXgk`]b[`Ufa`g"
- ➔ ``GUbXg]``UbX`]ghb"
- ➔ ``:]bXUgdUW"
- ➔ ``<`UddmXUbWb["I`gYnci`f`k`c`YVcXmrc`XUbW"
- ➔ ``<`UddmXUbWb[`Ufci`bXfcca`"
- ➔ ``GUbXg]`"
- ➔ ``<`i`[Yga`]`b[`ZUWgZUbXfYdYU"
- ➔ ``i a d]b[`lk c`ZYhrc`lk c`ZYh"6YbX`Y]g'rc`gUfhUbX`Ub]g`"
- ➔ ``GUbXg]``UbX`]ghb"





- ➔ 'GfYHW]b[Ufa g'UbX'Úb[Yfg"Gck `mgfYHW'Ufa g'cbYUhiU]ja YZ`ck YXVm'Úb[Yfg"
- ➔ '7]a V]b[IfYg"Di ``'UbXgfYHW'k]h Ufa g"
- ➔ :]bXUgdUW'
- ➔ < Uddm'XbV]b["
- ➔ 'i a d]b['lk c'ZYhlc'lk c'ZYh'6YbX`Y] g'lc g'LfhiUbX'Úb]g`"
- ➔ FYdYU'U`cZU'cj Y'
- ➔ '@YXck b]b'UgdUW'cZnci f'ck b"7`cgY'nci f'YmYg'UbX'h.]b_ 'cZgca Y'h.]b['b]W'

- i ' H.]b_ 'cZ'h.]b[g'h.Uha U_Y'nci 'ga]Y"8fUk 'cf'dU]bhUd]W' fYcZnci f'ZUW'k]h 'UV] [.....
 \Uddm'ga]Y"'
- i '@cc_]b'Ua]ffcf"A U_Y'\Uddm'ZUWg"Hfmlc'a U_Y'gUX'UbX'Z'bbm'ZUWg'hc"
- i '@cc_ Uhd]W' fYg'cZdYcd`Ya U_]b['X]Z'fYbh'ZUWg"7Ub'nci 'h`]'Z'h Ym'UFY'\Uddm'gUX'Z
 Ub] fmicf'Ubbcm'X3
- i ' Cb'nci f'ck b'cf'k]h 'ch'Yfg]b'h'YWU'gg'zh]b_ 'cZ'h Ya Ubm'X]Z'fYbh]b]a Ug'zV]fXg'UbX'
]bgYm'g'nci 'Wb'ÚbX]b'h'Y'í b['Y'



5bja U'XBW

7\ccgYhYhndYcZUja U'nei k Ubhlc VY]b h YXUbWfh]g'a] \hdYf\Udg'VYX]WUHXVmi
h\Ya i g]Wcf]bgfi a Yblg'nei UYi glb[žcf'nei Wi 'XWccgYUja UgZca 'lcXUng'gcfmi
cf Zca U'hd]Wici \Uj YWj YFX]b WUgg'

GUfhk]h W]'XfYb k cf_]b['cb'h]f'ck b'cf]b'lk cg"@Yh'YW]'XfYb Wa Yi d'k]h '
]XYUgUg'lc \ck 'h YUja Ug'nei \Uj YWcgYb'k ci 'Xa cj Y'D]W'gca YW]'XfYb k \c UY
ja]h]b['Ub'Uja U'dUf]W'Uf'mk Y'lc 'X'Ya cbgfU'lc 'h YWUgg'

Bck 'WccgYUg]Uf]b['dcgl]cb Zcf'h YXUbW'5 ``h'YW]'XfYb Wi 'XXc h'Yg'La Yh]b[žcf'
nei Wi 'X'Yh'YW]'XfYb 'WccgYk \]W'Uja U'g'UdYlc i gY'

7fYU'XUbWVmi]gh]b['lc'a i g]WbXXY]X]b['k \]W'Uja U'h'Ya i g]Wg'Xyd]W]b["'
7\]'XfYb Wb'a cj YU'U'h'Yg'La Yh'a Ycf'dYf\Udg'\Uj YX]ZfYbh]Uja U'g'a cj]b['Ui
X]ZfYbh]a Yg' h'YXUbW'Wb'V'Ya UXYUg'g'a d'Ycf X]Z'W'hUg'nei 'k]g'="Z]W]'XfYb UY
\Uj]b['X]Z'W'h]b'd]W]b['i d'a i g]WW'U]b[Ygi gYUXfi a žW'gcf'h'La Vci f]bY'lc 'Ybg fY
h'Ym_bck 'k \Yb'lc'a cj Ycb'lc 'h'YbY h]Uja U'a cj Ya Ybh'

7\ccgYU'YbX]b['g'Yei YbWcf'dcgl]cb Zcf'h YXUbW'DYf\Udg'W]'XfYb Wi 'Xa cj Ylc'





H\|g|g|c|f|m|g|U`U|c|i|h|h|Y|c|n|g|]b|n|c|i|f|V|X|f|c|c|a|"K|\|Y|n|c|i|`U|F|Y|g`Y|d|]b|]z|n|c|i|f|l|c|n|g|Z|]`
U|b|X|g|a|U`z|F|Y|i|d|U`b|]|\|h`c|c_|]b|]U|Z|F|n|c|i|"G|c|k|\|Y|b|h|Y|a|c|f|b|]b|]W|a|Y|g|h|Y|m|U|F|Y|j|Y|m|i
h|f|Y|X|U|b|X|]c|l|c|g`Y|d|i|b|h|`n|c|i|]c|V|U|W|l|c|V|X|k|\|Y|b|h|Y|m|\|U|j|Y|l|c|]c|l|c|k|c|f_|U`c|j|Y|f`
U|U|b`

➔ :]bXUgdUW'

➔ `C|b|h|d|c|Y|g|g|f|Y|W|U|f|a|g`\|]|\`z|k|]X|Y|h|Y|b|V|U|W|X|c|k|b|l|c|g|X|Y|g'

➔ `F|i|b|b|]b|]`U|f|c|i|b|X|f|c|c|a|"K|\|Y|b|`a|i|g|V|W|U|b|]Y|g|Z|F|Y|n|Z|V|b|X|X|c|k|b|U|b|X`c|c_|Z|f|c|a|]g|X|Y|
l|c|g|X|Y|E"

➔ `F|Y|d|Y|h|U|c|j|Y"

➔ `G|H|b|X|g|j|`U|b|X`|g|h|b|"

➔ `K|U_|Y|i|d|z|g|f|Y|W|U|f|a|g|U|b|X`Y|]g'

➔ `G|f|Y|W|U|f|a|g`\|]|\`U|c|j|Y|\Y|U|Z|a|c|j|Y|U|f|a|g|Z|f|c|a|]g|X|Y|l|c|]g|X|Y|U|c|j|Y|\Y|U|X"

➔ `K|U_|]b|]`f|k|U_|h|Y|k|U|n|c|i|f|Z|j|c|i|f|]h|l|c|n|k|c|i|`X|k|U_|E'

➔ `K|U_|]b|]`f|F|Y|d|Y|h|c|k|b|k|U_|c|f|W|d|m|g|c|a|Y|c|b|Y|Y|g|Y|E"

Ú u Y

G



- ➔ 'GfYHW]b["
- ➔ Fi bb]b[Ufci bXfcca žZYnZVbXXck bždYY_ Zfca 'gXYlc'gXY'
- ➔ 'GHa d]b["
- ➔ Hcnk U_]b["
- ➔ '@YXck b'cb h'YŪccf'UbXWcgYnci f'YmYg'

j' =Znci 'Wŷ XWccgYžk \]W'cbYcZnci f'lcng'k ci 'Xnci 'cj Ylc'W3
 j' 8fUk 'Ud]Wf fYcZnci f'Zj ci f]h'lcmlbX[]j Y]hUblā Y'
 j' H'Ygcfmk Ug'Uci hŷ Y\UFXk cf_ 'nci f'lcng'Xc lc'cc_ 'UZF'nci 'Uib]]\h'6Yk Yyb'
 Y' YfncbY]b h'YWUggžh]b_ 'cZU' h'YdYcd'Yk \c'Xc h]b] g'lc' \Yd'nci "'< ck 'a Ubrn
 Wb'nci U'Wa Yi d'k]h'3
 j' K \]W'cbYcZh YgYdYcd'Yk ci 'Xnci 'WccgYlc'W'UbXk \n3

A i gW'gLi Yg

7\] XfYb'gUbx]b UgdlUWlc'gUfh'K \Yb'hYa i g]Wm]]bgžW] XfYb'a cj YUfci bXfcca '
 UbXZYnYk \Yb'a i g]W'cdg"FUWYfgWb'a U_Yh]g[Ua YUgX]ZUW'hcf'YUgmUg'h Yni
 WccgYVniUg_]b['h'YW] XfYb'lc'a cj YUfci bX'h'Yfcca ']b'UW'FU]b'k Uhc'f'lc'ZYnY]b'U
 W'FU]b'dcgl]cb"

⇒XUgZcf'h'YHUWYf'lc'i gYa][\h]bW'XYžA cj Yei]W'm]b'U'ck 'dcgl]cb'žA cj Yg'ck 'ni
 gXYk Uhg'žA cj YUg'][\ 'Ug'nci 'Wb'žA cj YUg'ck 'Ug'nci 'Wb']b'Ug'ck 'k'Un'UbX'žA cj Y'
 ei]W'ncb'nci f'h'dlc'Yg'ŷK \Yb'hYa i g]W'cdgžW] XfYb'Wb'VYUg_YXlc'ZYnY]b'U'ck '
 g'UdYžU\]]\ 'g'UdYžUgd]_mg'UdYžh'Yg'UdYcZh'Yf'Zj ci f]h'lcmlUg'ga U'Ug'h'YniWbž
 Ug'k]XYUg'h'YniWbžUg'cb['UbX'h]b'Ug'h'YniWb'"

I b'_YUbcfa U'[Ua YcZa i g]W'gLi Ygžbc'cbY]gUMi U'miDi h'ŷ]b'h]g[Ua Y'='Znci 'Xc'
 k'Ub'h'h'Yk'Ufa 'i d'lc'VYa cfYcZUWU'Yb[Ynci 'Wb'Ug_ 'h'YW] XfYb'lc'ZYnYUgei]W'mi
 Ug'h'YniWb'"5bnecbYk cW]b['cf'hU_]b['lc'cb['lc'ZYnYWŷi 'X'dY\Udg'Xc'Uj'Yg'Uf'
 † a dg'cf'gca Ych'Y'Y'Y'VŷY" 'H']g'UXXg'Ub'Y'Ya YbhcZ'Wa d'Yh]cb'k]h'ci hg'YbX]b['Ubrn
 cbYci lžk \]W]b'hi fb'Ybg'fYg'Y'YfncbY]g'UMj YZcf'h'Yk \c'Y'h'a Y'





GHU'h Ylcm

QhW] XfYb]b Uvfwf] gYk c Vfwg]Zh YWgg]g`Uf[YUbXgdUWU`ck gE'

CbYdYfgcb VYwa Yg'h.Y[]Ubh'H.Y[]Ubh_bY'gXck b]b'a]XXYcZVfwUbxWj Yfgh.Y]f`
YmYg'fbc`dYY_]b[E'

H.YhUWYf`di hgUhmcf`fYUg`fYcb`Uccf`]b ZcbhcZh]gdYfgcb"H]g'a i ghVYgca Yh]b[`
h.Uha U_YgUbc]gYk \Yb'a cj YXzg`W`Ug`U\UbXVY`cf`U]b`h`UifUhYg'

HUWYf`WccgYgcbYdYfgcb`lc`ghU'h Ylcm`K \Yb`hUWYf`dc]blg`lc`h`]gdYfgcb`h`Ym
a`cj`Yj`Yfmg`hUh`]m]blc`h`Ya`]XXYcZh`YVfwZHU`Yh`Ylcm`UbXWYd`VUW`ci`hcZh`Y
Vfw`5`gg`cb`Ug`h`Y[]Ubh`\Ufgh`YVY`cf`]b[]b[`bc]gYh`Ym`a`d`i`d`UbXWUgYh`Y
dYfgcb`k`c`g`c`Yh`Ylcm`Uci`bXh`Yci`hg]XYcZh`YVfwf]`gh`Ug`h`Ymk`ci`X`]b`h`Y[`Ua`Y
B`i`WzXi`W`[`ccgY`E'

H`Y[]Ubh`h`Yb`g]g`]b`h`Ya`U]b`Vfw`cZW`XfYb`UbXh`YdYfgcb`k`c`g`c`Yh`YfYUg`fY
VYwa`Yg`h`Yb`Yk`[]Ubh`

9a`d`U]gY[`ccX`g]b]b[`g_]`g`UbXVY]b[`U`Ylc`fYUWei`]W`mcb`h`Ygci`bX`cZh`YVY`g`
cf`]b[]b[`bc]gY'

:]bXUgdUWUbX`]YXck`b`"

GfYH`ci`hUg`cb[`UbX`h`]b`Ug`nci`WbZ`Ug`h`ci`[\ `nci`UfYk`U_]b[`i`d`]b`h`Ya`cfb]b[`
B`ck`Wf`i`d`Ug`h]bmUg`nci`Wb`Ug`h`ci`[\ `nci`UfYgbi`[[]b[`Xck`b`]b`nci`f`VXZcf`h`Y
b][\ `h`8`c`h`g`h`fY]h`a`Ygza`U_]b[`g`fYnci`g`fYH`j`Yfmg`ck`mYUW]h`a`Y'

@Yg]`UbXWcgYnci`f`YmYg`"





5bbU]gU`]]hY[]f`k`c`cj YgXc[g`CbYXUm\Yf`XUX]cc_`Yf`Zf`Uk`U_`]b`h`YWi`blfrñ
H`Yma`YhUZfa`Yf`k`c`\UX]gl`di`dd]Yg`5bbU]g`XUXU`ck`YX`\Yf`lc`WccgYcbY`5bbU
W`YX`\Yf`di`ddm`Hgg`Hgg`k`Ug`Ua`]gW]Yj`ci`g`di`ddmk`\c`[`Uj`Y5bbUVch`dfcVYa`g`UbX`
d`YUg`fYUgg`YhfUjYX`\Yf`lc`VYwa`YdUficZh`YZLa`]m`

➔ :]bXUgdUW'

➔ G]bX`]b`nci`f`gdUWZ`\UbXg`cb`\]dg`UbXk`][`[`Y`



- · 7fUk`fci bXUbXVUF_k \Ybnci `a YhUbchYf`Xc["
- · :]bXnci `dUfbYf`di g`zWJa VUbXfi b`cbnci f`Wi blfmk U_"
- · KU`h`cgYdi ddmUj`g"
- · HdleYlc`nci f`dUfbYfz`g\j Yf`UbX`g`U`YUbX`Wf`i`dZ`ghUg`Yd"
- · FYU`UbX`ghi`d`lc`~]ghb`lc`h`YybX`cZ`h`Yg`c`fm`

- i · 8c`nci `Uj`YUXc[3-g]hV[["cf`ga U`3K` \Uj]g]hW`YX3
- i · AU`YU`]ghcZX]ZZfYbhdYg`UbXfYdfYgYbhh`Ybi`a`Vf`g`cZYUW`]b`[`fUd`Z`fa`"
- i · 8fUk`nci`f`Zj`cf]hY`dYh`UbX`[`j`Y]h`Ub`Ua`Y`8`YgM]VYnci`f`d`Yhlc`UdUfbYf`"
- i · 7`UggX]gWgg]cbI` \ck`Xc`nci`WfY`Zcf`UdYf87ca`dUfYh`]gk`]h` \ck`nci`UfYWFYX`Zcf`Uh`ca`Y`"

5ffUb[YUj Uf]YmicZd]YWg`cZUddUfUhi`g`lc`dfcj]XYX]ZZfYbhi`Yj`Yg`zX]fYW]cbg`UbX`
 dUlk`Uhg`Zcf`h`YW]`XfYb`lc`Yl`d`cfYz`g`W`Ug`g`]dd]b[`fcdYg`z`WbYg`z`g`]h`i`Yg`UbX`WbYg`z`
 \ccd`g`z`VbWYg`z`VUb`VU`g`za`Ug`z`U`]`]h`i`U`V`Yg`UbX`W`a`V]b[`Z`Ua`Y`"

-Zdcgg]VYg`Yhici`h`h`Y`U`V`ZcfY`UbX`k`]h`U`g`a`i`W`UddUfUhi`g`Ug`nci`ZY`W`a`ZcfU`V`Y`
 i`g]b["

DUW`a`Ug`Ufci`bX`U`]`]h`i`U`V`Yg`UbX`W`a`V]b[`Yei`]da`Yb`h`"

% Fi`b`cb`h`Y`U`ccf`]b`UbX`ci`hc`Z`h`Y`UddUfUhi`g`k`]h`ci`h`lci`W]b[`]hcf`UbncbY`Y`g`Y`"

& HdleYWFYZ`~m]b`UbX`ci`h`"

' · JYfnci`]Yh`i`W`ccg`Y`k` \Yb`lc`fi`b`UbX`k` \Yb`lc`h`d`lc`Y]b`UbX`ci`h`z`g`c`k`]b[`UW`Ub[`Yc`Z`
 g`l`Y`X`"





% HFJ Y`UMcgg`hYÛccf`cb`UbXg`UbX`ZMh`
 & Cb`h`Yk`cfX`Dj`cd`Ñ`fc`c`j`Yf`]b`U`cb[`h`]b`g`f`Y`W`Y`X`g`U`d`Y`f`U` `c/ `f`c`E`F`c`c`j`Yf`]b`U`
 g`a`U` `W`f`Y`X`g`U`d`Y`
 ' ` HFJ Y`UMcgg`hYÛccf`cb`UbXg`UbX`ZMh`
 (` Cb`h`Yk`cfX`Dj`cd`Ñ`U`b`W`cb`nei`f`V`c`h`c`a` `k`]h` `nei`f`Z`Y`h`c`Z`h`Y`Û`c`c`f`z`Y`]`g`g`f`Y`W`Y`X`"
 H`Y`b`W`c`c`g`Y`U`b`c`h`Y`f`d`U`f`h`c`Z`nei`f`V`c`X`m`r`c`U`U`b`W`cb`"A`U`_`Y`U`g`f`c`b[`ž`g`h` ` `g`U`d`Y`

% :]bXUgdUW`cb`h`Y`Û`ccf`"
 & A`c`j`Y`W`F`Y`Z` ` `m`c`j`Y`f`z`i`b`X`f`z`c`b`z`c`Z`Z`U`b`X`h`f`c`i` [` \ `h`Y`U`d`d`U`f`U`i`g`l`c`W`M`U`Y`U`d`U`h`k`U`z`
 g`U`f`]b[`h`Y`U`d`d`U`f`U`i`g`k`]h` `c`h`Y`f`g`"
 ' ` 5`X`X`f`c` ` `]b[`U`b`X`V`U`b`W`]b[`l`c` `nei`f` ` `e`i`f`b`Y`h`
 (` G`c`k` `nei`f`d`U`h`k`U`m`]b`W`X`]b[`l`k`c`f`c` ` `g`U`b`X`l`k`c` `V`U`b`W`g`l`c`U`d`U`f`h`b`Y`f`"
) ` :]bXUdUf`h`b`Y`f`"7` \ `c`c`g`Y`U`g`U`f`h`]b[`d` `U`W`U`b`X` `Y`U`X` `nei`f`d`U`f`h`b`Y`f` `c`b` `nei`f` ` ` `e`i`f`b`Y`m`c`j`Y`f`
 h`Y`U`d`d`U`f`U`i`g`"H`U`_`Y`W`F`Y`Z`l`c` `a`c`j`Y`g`c`k` `m`U`b`X`W`F`Y`Z` ` `m`g`c` `nei`f`d`U`f`h`b`Y`f` `W`b` `W`d`m`i`n`c`i`f`
 U`M`c`b`g`":]b[`g` ` `nei`f` ` ` `e`i`f`b`Y`m`]b`U`W`f`Y`X`i`d`g`U`d`Y`l`c`[`Y`h`Y`f`"
 * ` F`Y`d`Y`U`h`k`]h` `nei`f`d`U`f`h`b`Y`f` `Y`U`X`]b[` ` "

=b`U`gd`U`W`k`U` [`Y` `nei`f`H`U` `U`b`X`g`f`Y`W`i`d`H` `h`Y`b`V`U`f`_`
 C`f`[`U`b`]g`Y`W`] `X`F`Y`b`l`c` `d`i`h`U`k`U`m`Y`e`i`]d`a`Y`b`h`W`F`Y`Z` ` `m`i`f`C` `X`Y`f`W`] `X`F`Y`b` `W`b` ` \ `Y`d`k`]h` `h`]g`L`



H]h g]gU[cUhk \c`YUg`Yj Yfnh]b[žYj Yb`h`Yk Ug`]b[°CbYXUmH]h g`UX`hch UWY
 k \]W`a UXY` \]a `a]gYU`Y`UbXXfcj Y` \]a WUm`< Yk Ugj Yfnk cff]YX`k \Yb` \]g`
 Zfa nUXZ]YbXgg [[YghXX]ZfYbhk Ung`h`di ``ci h` \]g`hch`"

- :]bXUgdUW'
- GHbXZ`YhUdUfH`GfYW`f] [\hUfa žgfYW`~YhUfa žgfYW`Vch` Ufa g'
- Fi bžk]g]b[`UbX`h`fb]b[ž`] [\hmc`b`nci`f`ZYf'
- < c`Xnci`f`Ufa gci`hlc`VU`UbW`GHd`k]h` V] [`g`ck`gh`UX`ngh`dg'
- G]hX`ck`b"

- GHbX`]b`UgdUW'
- 6YbX`UbX`~]žk` Ug`]b[žg` U`_Y]hci`lžgfYW`UbX`dY] `ci`hlc`h`Yf] [\h`h`Yb`h`Y`YZf'
- G]hX`ck`b"
- G`ck` Ua]gYU`YZUW`UbX`fcW`Zca` `g]XY`h`c`g]XZ` \c`X]b[`nci`f`WYY`_ "
- :]bXUdUf`bYf`": UW`nci`f`dUf`bYf`Zfa` g`gfY`WXX"
- 5`di` ``g`VUW`g`ck` `mUg`6`~Yubg`h`ck` UFXg`5`fk`]h`ci`hlc`i`W]b[E'
- G`U`_YU`~cj`Yf`Zca` \YUX`h`c`Y'
- 7` \Ub[Ycj` Yf'
- G`UW`k]h`nci`f`Zch`UbX`dYW`k]h`nci`f`W]bž` \UbX`g`cb`k` Ugž`Y`Vck` g`di` g` YX`
 VUW`"
- G]hX`ck`b`UbX`~]g`h`b"
- 7` \ccgY` Ue` W`h`g`UW`k]h` W`k` gžf`YUW]b[`ci` h'
- V`E` V`i` ``a` U`_Y`W`f`mg` \UdYg]b`h`Y`U]fz`Ub[Yfg`YUX]b[`Ug` \c`fbg'
- cf`W` Xi` W`k` UXX`Y]b`UbX`ci` h'
- Fi`b`h`k`]g]b[`UbX`h`fb]b[ž`W`Ub[]b[`X]f`W]cb`i`g]b[U` `h`Y`gdUW'
- 7`f`Ug` `°: `cd`X`ck`b"
- G]h`i`d`UbX`~]g`h`b"





- · GfYHwi d'UbX:dY[f][\hUbX`YZi
- · :]bXUdUfbYf'
- · Di ``UbX`YUb'



:]bXUdUfbY"

% QhXVUW\hc VUW\UbX\k]ghfci bX\c YUW\gXY\c hci W'dUfbYf\g\UbXg"

& FYUW\][\ \hc hci WUcj Y\YU\UbX\h\fc [\`Y]g"

· Í ·K \Wai gWg\FYnai gfyW]b[3

' · C C K \S \H ū ū ū ū U ū U
· V Ū A Y5 A Y





BcU\ Vi |hUb\Uf_Ug\Y_bYk h\YfYk Ug[c|b| lc\YUÛccXUbX\Yk UbhXlc'gJ Y\lg
Za]mUbXhYUbja Ug"H\YUbja Ugk fYU`g UdYgUbX'gnYg"

- :]bXUgdUW'
- H|dlcY'[\hmUbXei]Yhñ
- A UfW'gfc| `rãgk|b|]b| `nci f'Ufa g'UbX`Z]b| `nci f'_bYYg"
- A c|YgXyk Ung' g|dZlc| Yh Yfzg|dZlc| Yh Yf"
- G|cdZg|hXck b'UbX'fYg'

➤ : Zfc| W\Xck bZa U Yk c'Údžd|UbX| d'gck `rãdž`Vi l'Xbl i d'Únci id'fWw' d"

- G|fYWi`fU`UbX'g|d|lc| Yh Yf`|h`c| ž` \lž`c`gYdg"
- G|cdUbX'Xck b'U]b| `nci f'd`bY'cb`nci f'g'Y'"
- `a@Z|nci f'd`Y| `g` `mh Yb`g|Ud`X'k bZei `V`iUbX'g'ci h|U`'Ñ
- G|U| R S

O V W R S

/ L I P Q €



- A U_YU`]gicZU`h\YUbjA Ug'lc`Wa Yci hcZh\YU_`î`cbYZcf`YUW`YHf`cZ`h\YUd\UWf`
- A U_YUZ]YnYcZh\YU_`UbXh\YUbjA Ugî`Whci hh\YUbjA Ug`
- K cfXUgg`VU]cb. h\]b_`cZdUfg`_]`YWd`UbX:gU`WfzdYb`UbX:dUdYf`
- 7ci bhcb`]b`lk`cg`

- % G_d]d fci bX`h\Yfccca žÚbX`UdUfHbYf`cb`Wd`dN`
- & @]g`h\Y]bgfi`W]cb`
- Í` \UbXg`lc` \UbXg`
- Í` ZYhlc`ZYh`
- Í` VUW]lc`VUW`
- Í` g]XYlc`g]XY`
- Í` YVck`g`UbX`_`bYg]lc`[`Yh`Yf`
- Í` Vclhca`lc`Vclhca`
- Í` `cbY`\UbXlc`cbYZ`ch`
- G_d]d]b`V]k`Yb`YUW`U]cb`":`]bX`UX]Z]fYbhdUfHbYf`YUW`]ja`Y`

- 9ei]da`Ybh`VU`g`g`_]dd]b[`fcdYg`ž`ccd`g`ž`VU`bVU]`g`ž`W`b`Y`g`
- % :]bX`UdUfHbYf`
- & 6U`V]k`Yb`lk`c.`ÚbXX]Z]fYb]k`Ung]lc`g`ybX`h`YVU``lc`nci`f`dUfHbYf`""`
- ? Yd`]hi`bXf`W]blfc`"
- GY`W]gca`YcZh`Y]XYUg]lc`g`ck`h`Y`WUgg`
- Hfm]U`U]b`
- FYdYU]k`]h`YUW`d]Y`W]cZYei`]da`Yb]i`
- 9bW]i`fU`Yh`Ydi`d]`g]lc`i`g`Yh`Y]f`\`UbXg`UbX`Z]h`UbX`f][`h`UbX`Y`Z]g]XYcZh`YVcXr]h`





hik Ug'b][\hlja Y"@]hYA ci gYWi X'bcig`Yd VWM gYh fYk fYU`g'f'g'cZgfUb[Yž
gWfmbc]gYg_Yd]b[\]a Uk_U_Y':]bU`m6]['A ci gY`Yh\]a Wa Y]b'c` \]g'VYXk \fYh Ymi
Vch Z`ZghUg`Yd UbX'gYdhf][\h'fci [\h YUfa °

- :]bXUgdUW'
- GWffn'fci bX'h Yfcca 'cb'nei f'lcYg'
- GWffn'UbX'ZYnY]b UgLh Yg`UdY'
- G]b_ g'ck `m'c'h YÛccf''
- A U_YUVf]X] Yg`UdYi g]b['nei f`UbXg'UbX'ZYmžUbX'WUk `cb`UbXg'UbX'ZYmž'



i`8]gWggk\Uha U_Ygnci`Z][\hbYX"
 i`8]gWgg\ck`kY_Yd'ci fgYj Yg'gUZY'ci hXccfg"
 i`A U_YUb][\hha Yd]WfYi gbl`WUFWU"
 i`A U_Yg [Uf'a]W"

I gYHla Vci f]bYlc`Wblfc`a cj Ya Ybl'
 %`b`lk`cgZ`ck`h`Y`YUXf`fU`Y`b]`b`X]ZfYbhk`Ung`g`dd]b[`z`cdd]b[`zfi`bb]b[`z`g`dd]b[`g`hdg
 &`Gcd`UbXWUb[`Yh`Y`YUXf`
 ' `FYdYhUbX`a`U`YUg`fcb[`z`U`[`mg`UdYhU`][`\`cf`ck`"Yj`Y`cb`f`d`cd`N
 (`FYdYhU`z`M`hg`cd`cb`X]ZfYbh`Vc`Xnd`Uf`g`lc`c`X`g`UdYhU`][`\`cf`ck`"Yj`Y`"

I gYh`YHla Vci f]bYzfi`W]b[`]hgck`n`
 %` :`UWdUfbYf`lc`a`]ffcf`a`cj`Ya`Yblg`
 &` <`UbXg`lc[`Yh`YzdUa`gUa`cg`h`ci`W]b[`"
 ' `Gck`mifUgYcbY`UbXi`d`UbXfci`bX]b`UV][`VfWZa`]ffcf]b[`nci`f`dUfbYf`
 (`FYdYhik`]h`h`Ych`Yf`UbX`
)` Hnik`]h`lk`c`\`UbXg`z`_`Yd]b[`Vch`nci`f`\`UbXg`Wc`gYlc[`Yh`Yf`
 *` CbYdUfbYf`VWwa`Yg`h`Y`YUXf`UbX`a`U`Yg`UdU`k`U`nk`]h`h`Yf`\`UbXg`]b`h`YUfz`
 WUb[`]b[`"Yj`Yg`UbXX]f`W]cb`"DUfbYf`a`]ffcfg`I`gYgck`zg`gU]bYX`a`cj`Ya`Ybl`
 +` 7`Ub[`Ycj`Yf`
 ,` GYWmdUf`g`z`f`c`VgYf`U]cb`"8]gWggk`\n`h`Ym`fY[`ccX]`Z`Wgcb`dUfbYf`zgck`
 a`cj`Ya`Yblz`]bh`Yg]b[`dU`k`U`h`





% =b lk cgž5 `YUgdUk Unk]h \UbXgZcf'6hc'a]ffcf"

& 5 hfU Yghe ghd]bU'U [mg\UdYUh

A

hf 6'g ' 6Zlg'U g





: ì hYh YWhUbx8UgnhYXc["j YX]b'hYgUa Y\ci gy"8UgnL_YXlc'[c'ci hcb`cb[
 k U_gVi hi: ì hY\UX'byj YfVYb'ci hcZhY[UFXb"CbYb]]\h8Ugnk YbhZf'Uk U_ UbX
 : ì hYXYWXYXlc`c]b\Yf"H\Ym\YUX`chgczgfUb[Ybc]gYg'UbX: ì hYk UgU`]hYgWYX"
 ðik Ug8Ugn\ck Yj Yf'k \c[ch]b'lc'fci VYk \Yb'g\Y[ch'cc bYU'gca Yk]XWh_]hYbg"
 H\Ya ch\Yf Whik Ugj YfmUb[fmiU8UgnUbX: ì hY\UXlc'Wa Ylc'h YfYgWY": ì hYk Ug'g'
 d'fci Xlc \Uj YgJ YX\]gZ]YbXcb\Yf'Ufghf]d'ci hcZ\Yf[UFXb"8Ugnk Ugd'YUgX\Yf'
 Z]YbX: ì hYk Ug'g' VUj Y'

- :]bXUgdUW'
- GfYhWVch' Ufa gUcj Y\YUX'UbXVf]b[Ufa gg'ck `mXck b'lc'gXY'
- GfYhW'UbXnuk b'hfYhja Yg'lc'h Ya i gW
- G_d]d'cb'h Ygdclz\]] _bYg'gk]b[Ufa g'g']d'Zghf'UbXZghf'
- G'cd'UbX`]ghb"
- KU_ 'gck `mLbXei]YhmL'fci bX'h Yfcca "
- ~~Ufa g'g']d'Zghf'UbXZghf'~~

- G'UbXi d'zg'fYhW'UbXnuk b'hfYhja Yg'
- Hk]hW'nci f'bcgY'
- Ga U`zbYfj ci gg'hYdgk]h \i bWYXg\ci UbX





H\YhUWYfzcf\UbUVYdi d\zXya cbgfhUhgVUUbVb\ UVYUbVU\ 'cbVUW'cZhYjf\UbX" fDa d\UjgYhYgh\`bYggcZhYVcXrzhYUfa UbXhYVYUbVU\ 'L

5g_W\XFYb\lc`Wdmh\jgVYUbVU\ VUUbVb\ "Bck Ug_ h_Ya`lc`VUUbW'hYVYUbVU\ 'cb` h_Yjf\`YUX"

5Zhf`U`h`YW\XFYb\`U`Yf\YXh\jgUg_`h`Ya`lc`g\ck`U`h`YX\ZfYbhk`Ung`h`YmWb` VUUbW'hYfVYUbVU\ "H\jg\ci`XVYj`YfmWYUj`YzVi`h\Z\h\jg'bchi\`j`Yh`YWUgg\XYUg` g`WUgi`glb\`Ub`YVckzU`_bYzUz`czUg\ci`Xf`UbXgc`cb"

7\`XFYb`Wb`WYd`Uci`bX`h`Yfcca`k`j`h`UVYUbVU\`cb`h`Yjf\`YUXz`g\ci`XfzYVck`cf` \UbXzUbX`cb`h`YhUWYfjg`gl`bU`ZYnY`UbX`VUUbW'h`YVYUbVU\`cb`UX\ZfYbhdUfi` cZhYjfVcXm9a`d\Ujg`h`YWbWdlicZVUUbWf`bch\j\`g\ci`XVYa`cj`j\`"@cc_`Zcf` Wa`d`Yh`gh\`bYgg`Zcf`UWi`bhcZU`Ygh`Zci`f"

I`gY`h`Y\`ccX`Y`Ua`d`Yg`Ug`X`Ya`cbgfhUjcbg"

5g`U`Ygg`b`Y`h`bglcbzZ`ck`h`YdfcWxi`fYUvcj`YUbX`fydYUih`YVWYd\j\`UbX`VUUbVb\`i`bh`h`YW\XFYb\`U`Ya`UXYUgla`d`Yg`Yei`YbW`cZUci`bX`h`fYX\ZfYbhVUUbWg"

<`U`Ygca`YW\XFYb`k`UW\j\`ch`Yfga`U`Yi`d`Ug`Yei`YbW`zh`Yb`Ug_`h`Ya`lc`gk`Ud`cj`Yf" 5g_`h`YW\XFYb\lc`cc_`Zcf\`ccX`Y`Ua`d`Yg`cZVUUbW`K`\mXc`h`Ym`h`j\`_`j`h`k`Ug`U\`ccX` Y`Ua`d`Y3

5g_W\XFYb\lc`e\j`k`j`h`dUfhYfgUbXk`cf_`ci`hUVUUbVb\`g`Yei`YbW\`b`dUjg" H`Y` a`cj`Ya`Yblg`j\`b\`j\`h`YVUUbVb\`d`cg\j`cbgWb`Ugc`VYWUb\`YX"7\`XFYb`Wi`X`d`Yz`cfa` h`Yf`g`Yei`YbW`lc`h`YWUgg`=Zh`YmWdYk`j`h`h`gzhfm\`fci`dgcZZci`fzcf`UX\j\`a`i`glVcf` WUb\`Yh`Y`Yei`j`da`Ybhi`h`Ydcgg\j\`j`Yg`UY`Yb`X`Ygg`

:`i`hYGHdg\gU\`ccX\`Ua`Ylc`ei`j`Yhb`WUgg`Xck`b"

CbYW\X`g`UbXg`ZM\j\`Uk`UmZca`h`Ych`Yfgzd`Un\j\`h`YdUficZD`i`h`h`Y7U`H`H`Y` ch`Yfg`j`bYi`d`U`ci`h`S`d`UW`g`Uk`Un`cf`k`\`Un`j`Yf`X\g`UbW`j`g`Udd`f`cd`f\`U`Y`Z`cf`h`Y`g`d`UW`nci` \`U`j`Y`j`U`U`V`Y`h`Y`m`f`Y`h`Y`k`j`X`W`h`_`j`h`b`g"

H`Y`_`j`h`b`g`l`f`m`l`c`W`Y`d`i`d`c`b`:`i`h`h`Y7U`H`K`\`Y`b`:`i`h`Y`i`f`b`g`f`c`i`b`X`h`Y`_`j`h`b`g`a`i`g`h` Z`Y`n`Y`=Z`:`i`h`Y`g`Y`g`U`b`n`c`b`Y`g`h`d`d`j\`Z`f`k`U`F`X`\`Y`W`g`c`i`h`h`Y`f`b`Ua`Yz`Ub`X`h`U`h`W`X`\`U`g`h`c` H`U`_`Y`h`f`Y`U`f\`Y`g`h`d`g`V`U`W"

H`Y`U`f`g`h`W\`X`lc`W`Y`d`i`d`c`b`:`i`h`Y`g`h`Y`k`j`b`b`Y`z`U`b`X`V`W`a`Y`g`:`i`h`Y`Z`f`h`Y`b`Y`h`f`c`i`b`X`

=Znci` \`U`j`Y`U`U`f\`Y`W`U`g`g`nci`W`b`d`U`ng`Y`f`U`\`Ua`YA` \`ja` A`c` —



< i [c k Ug Uga U` Zfc[k]h Uga U` WcU`" < Y`lj YX]b UdcbXk]h `clgcZch Yf Zfc[g`HAY
 V][[YgicZU`c Zh YgYk Ug Ub UghmZfc[`W`YXDcdYmYgk \c`_YXlc Vi `mk i [c"< i [c`
 k Ug gWfYXcZDcdYmYgi bh] `]gZ]YbXh YXi W`HU [\h\ja `ck lc`a U_YUj Yfm`ci XZ
 gWfmei UW]b[`bc]gY`K \Yb< i [c`a UXYh]g`bc]gYDcdYmYg[chg WUZ][\h\Y`cddYX`
 cZUbXby] Yf`Vch YfYX< i [c`U Ub"< i [c`k Ug Uk]gY Zfc[`k \c`lc`X`]gZ]YbXgUci hi
 VY]b[Vi `]YXZUg YXZcf h Y]f`Yd`UbXg`ccXi d`lc`h`YVi ``]Yg'

- :]bXUgdUWk]h`h`Ya i gW
- : 7fci WXck b`cb`lc`YgZ`UbXg]b`Zcbhlc`VU`UbW'
- : GfYhW`][\`UbXk]XYh Yb`ga U`UbX`ck k]h`h`Ya i gW
- : KU_ k]h`U[YZ`cb[`ghYdg]b]lc`U`h`YgdUWg'
- : i a d`lc`h`Ya i gW`UbXk]h`Vbh_bYg'
- : G]hXck b"

- : G]bXi d"
- : Gf]XYUfci bXh Yfcca`k]h`V][Vc`XghYg"A U_YV][`Ufa`a`cj`Ya`Yblg'
-





- · @ghb WfYZ ``m
- · GHubXi d"
- · @Uf[Ygf]X]b['ghdg'
- · GbYU_ cb h]dcYgUbXXUb[`YZfca k U]gf'
- · BÑ lj Yg`]hYk U YZBÑ lj Yg`Uf[Yk U Y
- BÑU_Ygga U` ghZ BÑ





I gYgdcbl YHbb]gWU`gcf`g`i hYgZUg` hYW]XFYb`h`hfck`Ug`ck`Ug`dcgg]VYzi`g]b[`
h]bma`cj`Ya`Yb]g`H`Yb`hfck`Ug`^][`Ug`dcgg]VY`H`Yb`hfck`Ug`Z]Ug`dcgg]VY`

5g`h`YW]XFYb`h`g`ck`X]Z]fYb]k`Ung`cZ]h`fck`]b[`Í`i`bXY`U`Y]z`VUW`k`UFXg`z`fci`bX`
h`Y]f`g]XY`UbX`g`c`b`"

D]W]gca`Y[`ccX`Y]Ua`d`Yg]h`X`Ya`cb]f]U]h`h`h`YfYg]cZ]h`YWUg`"

5g`h`YW]XFYb`h`k`U]W]Ud]U]f]b]f]U]b]X]f]m]l`W]d]m]h`Y]k`U]n]h`Y]m]h`f]Y]k`h`Y]f]VU`c`f`
g`i`h`Y`"

H`Y`Yg]c]b`W]b`V]Y]h`h`b]X]X`c]j`Y]f`U]b]i`a`V]f`c]Z]k`Y]Y`g]h`h`U]W]h`Y]V]U]g]W]h`W]b]l]e]i`Y]Z]f`
c]j`Y]U]f]a`h`f]c]k`]b[`Í`i`g]Y]U[`c]c]X]k`]X]Y]g]U]b]W]h`g]U]f]z]d]i`h]h`Y]c]d]d]c]g]h]Y]Z]c]h]l`h`Y`
h`f]c]k`]b[`U]f]a`Z]f]k`U]X]z]f]c]h]U]h`Y]f]i`b`_`U]b]X]Z`c`k`h`f]c]i`[`k`]h`h`Y]h`f]c]k`]b[`U]f]a`"

7`Y]f]h`Y]D]c]b]X`

H`]g]g]U[`Ua`Y]z]k`^]W`^]Y]d]g]h`Y]W]XFYb`]a`d]f]c]j`Y]h`f]c]k`]b[`Z]f`X]g]U]b]W]k`]h`c]i`h]f]Y]U]g]b[`
h`U]h]h`Y]m]U]Y]d]f]U]W]U]b[`U]g.]`^`h`Y]m]c]j`Y]h`i`

A`U]_`c]i`h`U]b]c]b]X]b`h`h`Y]a`]X]X]Y]c]Z]h`Y]f]c]c]a`k`]h`W]b]Y]g]z]f]c]d]Y]g]c]f`c]h`Y]f]g`]h]U]V]Y`
Y]e]i`]d]a`Y]b]h`C]b`m]h`Y]h`U]W]Y]f`]g]U`c]k`Y]X`]b`h`]g]U]f]Y]U]Z]h`W`Y]W]h`Y]Y]e]i`]d]a`Y]b]h]h`U]h`Z]U`g]b`
h`Y]h`U]h]f]h`

5g`^]U]Z]h`Y]W]U]g]h`g]h]b]X]z]f]U]b]X]c]a`^]m]g]d]U]W]X`c]i`h`z]c]b`c]b]Y]g]X]Y`c]Z]h`Y]d]c]b]X]U]b]X`^]U]Z]c]b`
h`Y]c]h`Y]f`h`Y]m]U]Y]U`h`c`V]Y]Z]c`[`g`;`]j`Y]Y]U]W]W]X]U]g]d]c]b[`Y]V]U`c`f`U]g`i`h`h`Y`h`Z]n]c]i`^]U]Y`





A c k U g U a c b _ Y n k] h U Z j c i f] h Y f U j b V c k W ^ c i f Y X ^ 1 a d Y " A c l g A i a ' k U b h X l e k U g ^ .
 h Y 1 a d Y f U g g ^ Y h c i [\ h] h k U g f Y U ^ m g a Y ^ n i A c X] X b c h i k U b h \ l g ^ 1 a d Y f k U g ^ Y X g c ^ \ Y
 U b X U ^ \] g Z] Y b X g ^ Y U Y X h Y 1 a d Y f U i c b Y Y b X U k U m Z c a ' A c l g A i a ' U b X ^ \ Y f Z] Y b X g ^
 k \ c k Y Y d i ^] b [' h Y c h Y f Y b X " H Y h i [: c Z k U f Y b X X k] h Y j Y f n e b Y Z U ^] b [] b l e h Y
 a i X U b X h Y 1 a d Y f k U g g c ^ a i X X m A c ^ \ U X l e k U g ^] h " B c h i c b ^ m X] X h Y 1 a d Y f ^ c c _ ^
 j Y f m W U b U b X W ^ c i f Z ^ U U b z] h k U g g c V [U Z Y f h Y h i [: c Z k U f h U h] h i a U X Y U [f Y U h
 \ U a a c W Z f ^ A c l e g ^ Y d] b ^

- :] b X U g d U W ^
- G f Y W i d ^ [\ k] h f [\ h U f a "
- G f Y W i d ^ [\ k] h ^ Y h U f a "
- F Y d Y U h f Y Y h a Y g ^
- K U _] b [] b g] W n i a i X z ^ [\ ^ _ b Y Y g U f a g c i h i c U U b W ^
- H [: c Z k U f ^ Z Y h k] X Y U d U f z U f a g] b Z c b h ^ c X] b [f c d Y z ^ \ Y U Y f c d Y l e k U f X g ^
 V c X i z ^ Y b Z f k U f X "
- F Y d Y U H
- K U _] b [f c i b X f c c a z g f Y W] b [\] [\ U b X ^ c k W ^ Y M] b [V y f] Y g ^
- A U _ Y a i X d] Y g ^ g f Y W X c k b z d] W i d ^ a i X z d U h] h U b X d i h] h X c k b l e X f m ^
- H e ^ a i g] W U b X U d U f b Y f ^
- : U W d U f b Y f ^ H e ^ a i g] W ^ Y U Y ^ \ c U i h Y d f Y h b X "
- G] h X c k b U b X ^] g h b "
- G H b X i d "
- > c] b k] h d U f b Y f g b Y h i c n e i " < Y U Y ^ \ c z h k c U U b g h i k c "
- :] b X U b c h Y f ^ g Y h c Z d U f b Y f g " < Y U Y ^ \ c z h f Y Y U U b g h i h f Y Y ^
- K U _] b g e i Y W n i a i X z ^ [\ ^ _ b Y Y g "
- K U g ^ U f a g z ^ Y [g z h c Y g z ^ U f "
- G] h X c k b U b X ^] g h b "
- G H b X i d "
- K U Y k] h X U b [^ m U f a g l e ^ a i g] W





> i b[`Ygcb:]fY

@]bYh.YW]XfYb i d`UbX[]j YYUW`cZha Ya `h YbLa YcZU`i b[`YU]a Uzg W`Ug`]cbž
YYd\Ublža cb_Ynāh[Yf`UbXWYU":]j YU]a Ug]gUci hf[\hZcf`& `W]XfYb]b Uga U`
gdUW`=Znci `Uj Ya cfYgdUWZci f`X]ZfYb]U]a Ugk]`VYU]Y

9]h Yf`h YhUWYf`cf`UZk `W]XfYb`g]hfcZ]b`h Ya]XXYcZha YUfYU]Ug`i bhfg`H`Ym
g]UbXZ]b[`h Y`]bYcZU]a Ug"

H`Y`i bhfg`h`Ug]cfm]Uci h[c]b[`h`h`Y`i b[`Y`K` \Yb`h`Yma Yb]cb`cbYcZha YU]a Ugž
U`cZha YW]XfYb`k`c`Uj YVYb[]j Yb`h`U]U]a U`bLa Ya i g]hfm]c`fi b`h`h`Y`ch`Yf`YbX`
cZha Y`U`k]h`ci hVY]b[`W] [\hVmi`h`Y`i bhfg"

=Zha YW]XfYb`UfY`W] [\h`h`Ym]c]b`h`Y`i bhfg]UbX`W]U]a Ug`W]W

i

" =U





GjXk UgUGU gU YXc[k \c \UX'bc'ck bYf'UbX`lj YX]b`_YbbYg"GjXVUXmk UbhXU
 \ca YzUbXk UgUk Unglfn]b[l'c'g'ck 'dYcd'Y\ck Wj Yf\Yk UgVni' a d]b[zX][[]b[.
 UbXgb[]b["Gca Yh]b['Uk Ung'k Ybhk fcb['UbX]bg'UX'cZUbX]b[U\ca Yy YfncbY' gh
 W`YXGjXUg]`mgU gU YXc["CbYXUnGjXjgWj YfYUÚfY]bU\ci gY'UbXVUf_YXi bh`
 h.YÚfYa Yb Wa Ylc di hh YÚfYci h'GjX\UXVYb'gc VFU YÍ \YgJ YX6]`mġ\ci gY`
 6]`mġ; fUb gUjXhUhGjXWi `X`lj Yk]h`h`Ya "GjX'bek \UgU`cj Ym\ca Yk]h`lk c`
 ck bYfgk \c`cj Y\ja j Yfma i W"

- :]bXUgdUW'
- @jYXck b/Wf`i d]b UVU`"
- GfYW]bte U`cb[`g UdY'
- 7fYd'k]h`g'ck g'UXng'h'dg"
- Fi g\`ei]W`mUfci bX'fcca `k]h`ei]hZM'B c`Vi a d]b["
- GjXck b"

- GUbXi d"
- @YU\][\ Zca `cbYZchlc Ubch Yf'cj Yf`h`Yk U`"
- ? bYY`Xck b`UbXX][Z f]ci g'mk]h` \UbXg'
- GjXck b"
- Hc`a i g]W`ÚbXUdUfbYf"
- @]g]b"
- 7\ccgYlc VY'GjXcf`Ub`Ub[fmdYfgb"
- 5b[fmdYfgb`~]Zg`Vi W]Zh`fck`g`k Uhf`UbX'a U`Yg`Ub`Ub[fmZUW'
- GjXg`U`Yg`h`Yb WYdg`Uk UmZca `dUfbYf"
- @]ZibcgYgzk U_`Ufci bX'fcca `gb]ZÚb["
- 7`ja Vci hcZk]bXck Å
- Å Uf'cggn'fXÅ
- Å cj Yf'k U`Å
- Å i bXf`ZbWÅ
- Å h`fci [\ `h`Y[UFXybÅ
- Å fci bX`h`YV]fXhV`YÅ
- Å h`fci [\ `h`YUFWk Uh
- Gled`UbX`ZYhY'
- DfYhXlc VYh YÚfYa Ubza U`YV][`g`UdYg]b`Uf'k]h` Ufa g'





- · GUbXi d"
- · @YU'cj Yf'hYk U""
- · 8][Z f]ci g'mk]h \UbXg'
- · Gb]ZZfci bXfcca "
- · 7`]a Vci hcZk]bXck Å
- · Å UMcggntfXÅ
- · Å cj Yf'k U`Å
- · Å i bXfZbWÅ
- · Å h fci [\ h Y[fXybÅ
- · Å fci bXh.YV]fXhUV`YÅ
- · Å h fci [\ h.YUfWk Uh
- · Gted'UbX'ZYhY'
- · Di hci hih.YÚfYa U_]b[`Uf[YUfa 'a cj Ya Yblg]b'hYUf'
- · @YXck b'UbXfYU "

8cYg'UbnebYnei _'bck `Uj YUdY8K \Uh]g'h.YdYhW`YX3
 K \Uich Yf'g]'mh]b[gXc'dYgXc3
 5fYnei U[ccX'gb[Yf3K \Uh]g'nei f'Zj ci f]h'gcb[3
 5gUWUgg'gb['gca YZj ci f]h'U]a U'gcb[g'

6UbXg'cf`V]VgZcf'hU]g]b'k Ufa 'i d"
 < ccdgZVbWYg'g_]hYg'zfcDYg'za Uf_Yf`WbYg'UbX'a Ug"-Znei f'Yei]da Ybh]g`]a]hXz
 i gYk \Uinei `Uj YUj U]UVYlc WYU'h Ygl'a Ya cj Ya Ybhcddcfh b]hYg'H.YfYUfYgca Y
]XUgZcf X]ZfYbhYei]da YbhUh YYbX'cZh Yh Ya U]b U]j]lm]gY]cb"



