



MMAN3200

@jbYUf`GmgHYa g`UbX`7 cbhfc`

HYfa `CbY``##`&\$&%

GWXcc`cZA YWXUb]WU`UbX`A Ubi ZUW# f]b[`9b[]bYYf]b[`##`I BGK ``9b[]bYYf]b[

7 ci fgY`Cj Yfj]Yk

GHJZZ'7cbhJWñ'8YHU]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]UV]]]m	@cWUñcb	D\cbY
>cgY; i]j Ubh	^[i]j Ubh4 i bgk "YXi "Ui	A]WfcgcZñHYUa g J]XYc`7\Uñ<ci fg. H65	6i]X]b[`>%+ž F cca `) %8	- ' ,) `) * - '

@YWñ fYfg

B Ua Y	9a U]`	5j U]UV]]]m	@cWUñcb	D\cbY
NcfUb`J i `cj]W	n"j i `cj]W4 i bgk "YXi "Ui	A]WfcgcZñHYUa g J]XYc`7\Uñ<ci fg. H65	6i]X]b[`>%+ž F cca `) %8	- ' ,) `) * & * %

GWXcc``7cbhJWñ`ñZcfa Uh]cb

@cWUñcb

I BGK `A YWUñ]WU`UbX`A Ubi ZUWñ f]b[`9b[]bYYf]b[

5]bgk cft\ `Vi]X]b[`>%+ž@Y] Y`%`

5Vcj Y`7cZY`cb`7Ua di g

<ci fg

-. \$\$-) . \$\$da žA cbXUm±: f]XUñ

f`7`cgYX`cb`di V`]W\c`X]UmžGWXcc``gWYXi `YX`Yj Ybtg`UbX`I b]j Yfg]mG\i hXck b

K YV

[GWXcc``cZA YWUñ\]WU`UbX`A Ubi ZUWñ f\]b\[`9b\[\]bYYf\]b\[](#)

[9b\[\]bYYf\]b\[`Gñ XYbhGi ddcftGYfj \]Wg](#)

[9b\[\]bYYf\]b\[`ñXi gft\]U`HfU\]b\]b\[](#)

[I BGK `Gñ Xm5VfcUX`UbX`9I WUñ\]Y`fZcf`\]bVci bX`gñ XYbtgk](#)

[I BGK `: i h fy`Gñ XYbtg](#)

D\cbY

fž`*%&Ł- ' ,) ; ,) \$\$-`Bi WYi g`Gñ XYbh<i V

fž`*%&Ł- ' ,) `+*%`-`9b[]bYYf]b[`ñXi gft]U`HfU]b]b[

fZ *%&Ł- ' ,) ' %+- -' BGK 'Gh Xm5VfcUX'UbX'I BGK '9I WUb[Y'fŁcf']bVci bX'gh XYbhtŁ

fZ *%&Ł- ' ,) '(\$- +'-GWcc`C ZWYH

H D`YUgY'bcH`hUh`hY'GWcc`C ZW`k]`bch_bck `k \Yb#Zmci fWci fgY`Wcbj Ybcf'jg'cb`Wla di g'cf Uj U]UV`Y

9a U]

[9b\[\]bYYf\]b\['Gh XYbhGi ddcfhGYfj \]Wg](#) -W ffYbhghi XYbhYbei]f]Yg

- Y"["Ybfc`a YbŁždfc[fYgg]cbž`WUg\`fYei Ygrgž`Wci fgY`]ggi Yg'cf`dfc[fUa !fY`UhYX`ei Yf]Yg

[9b\[\]bYYf\]b\['ŁXi gfh\]U`HfU\]b\]b\[](#) -ŁXi gfh]U`HfU]b]b[`ei Ygh]cbg

[I BGK 'Gh Xm5VfcUX](#) -`gh XmiUVfcUX`gh XYbhYbei]f]Yg'fŁcf']bVci bX'gh XYbhtŁ

[I BGK '9I WUb\[Y](#) -`gh XYbhYI WUb[Y`Ybei]f]Yg'fŁcf']bVci bX'gh XYbhtŁ

[I BGK : i h fY`Gh XYbht](#) -`dch`bh]U`gh XYbhYbei]f]Yg

- Y"["UXa]gg]cbgž`ZYgž`dfc[fUa gž`WYX]h`hfUbgZYf

[GWcc`C ZWY](#) -`GWcc`[YbYfU`cZ]W`UXa]b]ghfU]cb`Ybei]f]Yg

- B 6. hY`fY`Yj Ubh`YUa g`]ghYX`Uvcj Y`a i ghVY`WcbhUWYX`Zcf`U`gh XYbhYbei]f]Yg

7ci fgY'8YHJ]`g

7fYX]hDc]bHg`*`

Gi a a UfmicZ`h`Y'7ci fgY

A cXY`g`cZd`mg]WU`gmghYa g`X]ZYfYbh]U`Yei Uh]cbg`Zcf`d`mg]WU`gmghYa g`]bWl X]b[`a YWkUb]WU`z`Y`YWf]WU`z
`mXfUi`]V`h`Yfa U`UbX`dbYi a Uh]WgmghYa g/`]bYUf]gUh]cb`"GmghYa `UbU`mg]g`h`Y`W`b]ei Yg.`gc`i`h]cb`Vm
@Ud`UW`h`UbgZcfa `a Y`h`c`X`"HfUbgZf`Z`bW]cbg`UbX`V`c`W`X]U[fUa g`"GmghYa `fYgdcbgY.`fYgdcbgY`cZ]fgh
UbX`gY`W`b`X`c`f`X`Y`f`gmghYa g`h`c`]a di `gY`z`gh`Y`d`z`f`Ua d`UbX`d`Y`f`c`X]W]bdi hg/\][`Y`f`c`f`X`Y`f`gmghYa `fYgdcbgY/
W`b`W`d`h`c`Z`gmghYa `g`h`U`V`]h`z`U`d`d`]WU]cbg`"7`cb`W`d`h`c`Z`W`b`f`c`"G`h`U`V`]h`m`W`h`Y`f]U/i`gY`c`Z`F`c`c`h`@`W`g`UbX
6`c`X`Y`Z`c`f`gmghYa `UbU`mg]g`"G]a i `Uh]cb`c`Z`]bYUf`UbX`bcb!`]bYUf`gmghYa g`"6`Ug]WdUgg]j`Y`UbX`UbX`UW]j`Y

@YUfb]b['Ci hWta Y	95 'GHU[Y'%7ca dYHbW]Yg
UbX'Wta d'YI žXca U]bg	

HYUWX]b['GhfUHY[]Yg'

@YWh fYg]b' hY' Wci fgY 'UFY 'XYg][bYX'hc'dfcj]XY'hY' VUg]W'hY'cfmVY\]bX'hY'WcbW'drg'hU [\h': cf'a cgh WUggYgž'YWh fY'bc'h'g'g]XYg'k]' VY'Uj U]UV'Y'cb]bY'UbX'VY'Zc'fY\UbX''Gh' XYb'g'UFY'YbW'ci fU[YX'hc'Ug_ ei Yg'h'cbg'Xi f]b['hY'WUggYg"

h]g'j Yfm]a dcfUbh'Zc'f'h]fX'mYUf'gh' XYb'g'hc'VY'UV'Y'hc' i gY'a i 'h'd'Y'gci fW'g": cf'hUhfYUgcbž'UdUfh'Zca hY'hI h/cc_'UbX'dfcj]YX'YWh fY'bc'h'g'g]Y'YfU'fY'Wta a YbXYX'hI h'g'UFY'']gh'X''M'ci 'UFY'k Y'Wta Y'hc W'cbgi 'h'nci f'YWh fYfg'cb'h]g"

8Ya cbghfU'h'cbg'UFY'XYg][bYX'Zc'f'UfUW]W'Udd']W]h'cbg'cZ'hY'hY'cfY'h]W'W'cbW'drg']b'fcXi W'X']b'YWh fYg" 5'Wta dfY\Ybg]j Y'gYhcZ'h'hc'f]U'dfcV'Ya g'k]'VY'dfcj]YX'VY'Zc'fY\UbX''Hk'c'hd'Y'g'cZ'XYa cbghfU'h'cbg'k]' VY'cf[Ub]gYXž'gh'UbX'UfX'UbX']b'h'fUW]j Y"

h' "gh'UbX'UfX" XYa cbghfU'h'cbgž'h]g'hY'XYa cbghfU'hc'f'k \c'gY'g'hY'dUW'UbX'k cf_g'cb'gY'YWh'YI Ua d'Yg" H\Y'h'a Yg'cZ'h'cgY'WUggYg'UFY'Zci bX']b'mci f'h'a Y'fUV'Yg"

h' "j'b'h'fUW]j Y" XYa cbghfU'h'cbgž'h]g'gh' XYb'g'k \c'k cf_']bX]j]Xi U'mcf'j'b'ga U''[fci dgž'UbX'hY'fY'Zc'fY'h]g i d'hc'hYa 'hc'gY'YWh'hY'YI Ua d'Yg'UbX'X]WU'h' hY'dUW''H\Y'XYa cbghfU'hc'fg'UbX'hY'YWh fY'f'k]'VY'cb \UbX'hc'dfcj]XY'[i]X'UbW''H\Y'gY'XYa cbghfU'h'cbg'k]'fi b]b'hY'a]XX'Y'() 'a]bi h'g'cZ'YUW'YWh fY'V'cW'ž'cb'k YXbYgXUmg"

:]bU'nž'hY'UV'k cf_]g]a dcfUbh]b[]j]b['mci 'hY'dfUW]W'UgdYW'g'cZ'gca Y'cZ'hY'WcbW'drg'YUfbi]b WUggYg"

5XX]h'cbU'a U'h'f'g. 'GYj YfU'bY'W'ggUf'mia U'hYa U'h]W'W'cbW'drg'UFY'fY[UfXYX'Ug'Uggi a YX'_bck'YX[Y'Zcf

5ggYgga Ybh

5ggYgga YbhHUg_g

5ggYgga YbhHUg_	K Y][\h	8i Y'8UHŸ	Gh XYbh@YUfb]b[Ci hWta Yg'5ggYggYX
HYghg'	(&		%ž&
:]bU'9I Ua'	(\$		%ž&
@UV'F Ydcfh	%	9bX'cZHYfa'fk YY_'%\$Ł	%ž&

5ggYgga Ybh8YHU]`g

5ggYgga Ybh%`HYghg

8YHU]`g.

H\YfY'k]`VY'fk c'Wta dcbYbfgžHYgh%]b'k YY_" Łk cfh' %&| 'UbX'HYgh&]b'k YY_+'Łk cfh' " \$|

5XX]h]cbU'XYHU]`g.

H\Y'HYghg'k]`fi b]]U'A ccX'Y"

Gi Va]gg]cb'bcHYg. 'cb`]bY'HYghg

5ggYgga Ybh&.:]bU'9I Ua

8YHU]`g.

:]bU'YI Ua]bU]cb'ZcW'g]b['cb'hY'a UHYf]U'Wc] YfYX']b'hY'gYWcbX'\U'ZcZhY'hYfa "

Gi Va]gg]cb'bcHYg. 'H\Y'YI Ua 'k]`VY'cb`]bYžj]U'A ccX'Y"

5ggYgga Ybh' . '@UV'F Ydcfh

8YHU]`g.

5dd'm]b['ghUH'Ygh]a U]cbžUbX'Wcbf'c'UddfcUWX'Ygžk cf_]b['k]h'U'[]j Yb'gmghYa "

H\Y'dfc YWfg'gdYWZVUH]cbg'k]`VY'fY'YUgYX']b'k YY_'*žhc'VY'gc'j YX'Xi]b['gi VgYei Ybhk YY_g"
Gi Va]gg]cb'cZfYgi'fg'k]`VY']b'k YY_'%\$"

5df]		<p>D8žD=UbX'D=8'Wčbfc`YfgžXYZ]hcb'UbX'UbU'mg]g j]U'F cch@cW'g'UbX'6cXY" F cVi'ghbYgg"7`cgYX`ccd DYfZcfa UbW'U[U]bgia cXY`i bWfU]bh]Yg'UbX dYfh fVU]cbg"</p> <p>.</p> <p>@YWh fY`&fK YXŁ</p> <p>GhUH`gdUW`fYdfYgYbU]cb"DfcWgg'a cXY`cZ@H= gmghYa g"G=GC'UbX'A A C`gmghYa g"Bcb`]bYUf WUgYg"@]bYUf]nU]cb`cZbcb`]bYUf`dfcWgg'a cXY`g"</p> <p>.</p>
K YY_ ; .) '5df]'!'-'5df]'	@YWh fY	<p>HfUbgZYfZ bW]cb'fl'cf@H=GC'UbX'A A C`WUgYgŁ" 7cbfc`UV`Y`WUbc]WU`Zcfa ""G]a]Uf]m hfUbgZcfa U]cb"Gc'i hcb`cZghUH`gdUW`Yei U]cb" A Uf]l`Yl dcbYbh]U"</p>
K YY_ - . %&'5df]'! '%* 5df]'	@YWh fY	<p>GhUV`]mUbU'mg]gžY][Ybj U'i Yg"GhUH`ZYXVUW`" Dc`Y`d`UW`a Ybh`7cbfc`UV`]mł</p>
K YY_ %\$. %- '5df]'! '& 5df]'	@YWh fY	<p>GhUH`Ygh]a U]cb"C VgYfj Yfg"C VgYfj UV`]mł =a`d`Ya Ybh]b[`ghUH`ZYXVUW`j]U`Ygh]a U]X`ghUH`g"</p>

F Ygci fWg

DfYgWf]VYX F Ygci fWg

@YWi fY bchYg UfY dfcj JYX VmihY YWi fYfg

9I Ua dY WcXY cZg]a i Uhcbg]b A UhUV UbX G]a i]b_

F YWca a YbXYX F Ygci fWg

8 \UbU'U_g\ a]z? ""A cXY]b[zUbU'mg]g'UbX'Wc'bfcc'cZXmbUa]WgmghYa g'f&bX'YXbE'VmK]'Ua '>'DU'a '==z
>c\b'K]Ym/ 'GcbgZ'WzBYk 'McF_z&\$\$ (z G6B '\$ (+% \$+' +\$ - ""f&\$\$*E"

>c\b'gcbzA "z>"K]_YzUbX'F ""? UHV]" ""7 cbfbc''9b[]bYYf]b[-Ub'bfbcXi Wc'fm7 ci fgY""f&\$\$&E"

B]gYzBcfa Ub'G""7 cbfbc''gmghYa g'Yb[]bYYf]b["">c\b'K]Ym/ 'GcbgZ&\$\$&E"

: fUb_]bZ; YbY: "z>"8Uj]X'Dck Y'zUbX'5VVUg'9a Ua]!B UY]b]"": YYXVUW_ Wc'bfcc'cZXmbUa]WgmghYa g'"
@cbXcb.'DYUfgcbz&\$\$&E"

fA cghcZhYgY Vcc_g UfY Uj U]UV'Y]b'hY']VfUfmE

7 ci fgY'9j U'i Uhcb UbX'8Yj Y'cda Ybh

%E'&\$\$%zk Y]bWi XY U'fY'Yj Ubhcd]W'Wc'bwWdh'5Wj] Y'Z]hYfgzVUgYX'cb'C dYfUhcb'5a d']Z]Yfg": cf
i bXYfgtUbX]b[]h'k Y'U'gc']bWi XY'hY'XYZ]b]hcb'cZ]a dYXUbW']b'hY'@Ud'UW'8ca U]b"K Y'U'gc' []j Y]hg
]b'hY'fdYfUhcb]b'hY'Z]Yei YbWmXca U]bZ]b'Wca V]bUhcb'k]h': ci f]Yf'fUbgZcfa 'f'hY'i gi U'k Umhc']b'hY'fdYh
Z]hY'fgz]b'hY'g][bU'dfcWgg]b['UfYUe"

&E'5Wm U'mWc] Yf]b['U'fY'Yj Ubhcd]W'GhU'Y'gh]a Uhcb'#VgYfj YfgzZc'fVY]b['UV'Y'hc']a d'Ya YbhghU'Y
ZYXVUW_]b'U'fYU]gh]Wk Um'K Y'k]''U'gc'j Yf]Zm]h'k cf_]b[z'h'fci [\ 'fYU]gh]Wg]a i 'Uhcbg]b
A UhUV#G]a i]b_

' E'F Yd'UW'X'c'X'Z]g\]cb'\UbX'a UXY'6cXY'd'chg'Vmi g]b['dfcdYf'UbU'mg]g'j]U'Wca di h'f'gcZk UfY

(E'9I dYf]a YbhU'k cf_]g'XYg][bYX'hc'VY']bX]j]Xi U'zUbX'k \]W'Wlb'VY'gc'j YX'Zca '\ca Y'cf'Uhi b]"

@UVcfUhc'fmK cf_g\cd'WZcfa Uhcb

UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[]V'Y'hc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'hc'gi Va]h]b['Ub
UggYgga Ybhcf'g]h]b['Ub'YI Ua "

I BGK 'bck '\Ug'U': [Jhrc'G\]h#Gi Va \]hfi_Yžk \\]](#)W'a YUbg'hUh]Zmci 'UhtYa dhUb'YI Ua 'cf'gi Va]hU'd]YW'cZ
UggYgga Ybhž'mci 'UfY'XYWUf]b['mci fgY'Z]hYbci [\ 'hc'Xc'gc'UbX'WUbbch'Uhtf'Udd'mZcf'GdYWU'
7 cbg]XYfUhc'b"

: cf'XYHU]g'cZUdd'm]b['Zcf'GdYWU'7 cbg]XYfUhc'b'UbX'WcbX]h]cbg'Zcf'hY'Uk UfX'cZgi dd'Ya YbhUfm
UggYgga Ybhž'd'YUg'gYY'hY'jbZcfa Uhc]b'cb'I BGK 'g' [GdYWU'7 cbg\]XYfUhc'b'dU\[Y"](#)

D'YUgY'bc'hY'hUhighi XYbhg'k]'bchVY'fYei]fYX'hc'dfcj]XY'UbmXcW a YbhUfmYj]XYbW'hc
gi ddcfhiUVgYbW'g'Zca 'UbmWUggYg'a]ggYX'VYWU]i gY'cZ7CJ -8!%- 'di V']W\YU'h' a YUgi fYg'gi W'Ug
]gc'Uh]cb" I BGK 'k]'bchVY']bg]gh]b['cb'a YX]W'Wf]h]Z]W]hYg'Zca 'UbmcbY'XYYa YX'hc'VY'U'dcg]h] Y'WUgYž
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]Z]W]hYg'UfY'X]Z]W'h'hc'cVhU]b'UbX'di hUb'i bbYW'ggUfm]ghfU]b'cb
gh XYbhg'UbX'a YX]W'ghUZZ'

5dd']W]h]cbg'Zcf'gdYWU'Wcbg]XYfUhc'b'k]'VY'fYei]fYX'Zcf'UggYgga YbhUbX'dUfh]W]dUhc'b'UVgYbW'g'—
Vi hbc'XcW a YbhUfmYj]XYbW'Zcf'7CJ -8'%']'bYgg'cf']gc'Uh]cb'k]'VY'fYei]fYX"

5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

I BGK `Ug`Ub`cb[c]b[`Wca a]ha Ybhlc`ZcghYf]b[`U`W`hi`fY`cZ`YUfb]b[`]bZcfa YX`VmiUWUXYa]W]bhY[f]m`5`
I BGK `gh`XYbhg`Uj`Y`U`fYgdcbg]V`]hmlc`UX`YfY`hc`h`g`df]bW]d`Y`cZUWUXYa]W]bhY[f]m`D`U[]Uf]ga
i bXYfa]bYg`UWUXYa]W]bhY[f]m]UbX`]g`bchlc`YfUHX`Uhl`BGK`"B`SY[Sde_`SfG@E|`[e VWX` VW`Se ge[`Y`
fZWi`ad/e`ad[VWSe`aXafZW`S`V`bSee[`Y`fZW_`aXSe`kagdai``ž

D`U[]Uf]ga`]g`U`hmdY`cZ]bhY`YW`i`U`h`YZ`i`#iW]b`hU`_Y`a`UbmiZcfa`gž`Zca`XY`]VYfUHX`WX`YU]b[`hc`UWUXYbH`m`
W`dm]b[`Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK` `Ug`dfcXi`WX`U`k`YVg]h`k`]h`U`k`YU`h`cZ`
fYgci`fW`g`hc`gi`ddcfhgh`XYbhg`hc`i`bXYfgHbX`UbX`Uj`c]X`d`U[]Uf]ga`ž`]g]h`[gh`XYbh`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`"](#)
H`Y`@YUfb]b[`7`YbhY`Ugg]ghg`gh`XYbhg`k`]h`i`bXYfgHbX]b[`UWUXYa]W]bhY[f]m]UbX`ck`bchlc`d`U[]Uf]gY`
H`Y`mi`U`gc`lc`X`k`cf_g`l`cdg`UbX`W]b`Y`d`gh`XYbhg`cbY!`cb!`cbY`"

Mci`U`fY`U`gc`fYa`]bXYX`h`UhWUfYZ``h`a`Y`a`UbU[`Ya`Ybh]g`Ub`]a`dcfHbhdUfHcZgh`XmiUbX`cbY`cZ`h`Y`
]X`Ybh]Z`Y`X`W]i`gYg`cZ`d`U[]Uf]ga`]g`d`ccf`h`a`Y`a`UbU[`Ya`Ybh`G`h`XYbhg`g`l`ci`X`U`ck`gi`Z`W]Y`bh`h`a`Y`Z`c`f`
fYgYUfW`ž`X`fU]h]b[`UbX`h`Y`dfcdYf`fY`Z`fY`bW]b[`cZ`gci`fW`g`]b`dfY`dUf]b[`U`UggYgga`YbhH`g`_g`"

ž`d`U[]Uf]ga`]g`Z`ci`bX`]b`mci`f`k`cf`_`k`Y`b`mci`U`fY`]b`Z`fghmY`Ufž`mci`f`Y`W`i`fY`f`k`]`c`Z`Y`f`mci`Ugg]ghU`bW`hc`
]a`dfcj`Y`mci`f`UWUXYa]Wg_]`g`"H`Y`ma`UmUg`_`mci`hc`cc`_`Uh`gca`Y`cb`]bY`fYgci`fW`gž`U`h`Y`bX`h`Y`@YUfb]b[
7`YbhY`ž`cf`gca`Y`h`a`Yg`fYgi`Va`]h`mci`f`k`cf`_`k`]h`h`Y`dfcV`Ya`Z]`YX`"<ck`Yj`Yf`a`cfY`gYf]ci`g`]bgH`bW`g`]b`Z`fgh`
mY`Ufž`gi`W`Ug`gh`U`]b[`Ubch`Y`f`gh`XYbhg`k`cf`_`cf`dU]b[`gca`YcbY`hc`Xc`mci`f`k`cf`_`ž`a`UmVY`]bj`Ygh[`UH`X`
i`bXYf`h`Y`G`h`XYbhA`]gW`b`Xi`W`h`D`fc`W`Xi`fYg`"

F`YdYUH`X`d`U[]Uf]ga`fYj`Yb`]b`Z`fghmY`Ufž`d`U[]Uf]ga`U`Z`Y`f`Z`fghmY`Ufž`cf`gYf]ci`g`]bgH`bW`gž`a`UmU`gc`V`Y`
]bj`Ygh[`UH`X`i`bXYf`h`Y`G`h`XYbhA`]gW`b`Xi`W`h`D`fc`W`Xi`fYg`"H`Y`d`Y`b`U`h`Y`g`i`bXYf`h`Y`dfc`W`Xi`fYg`W]b`]bW`i`XY`
U`fY`Xi`W`h`cb`]b`a`Uf`gž`Z]`]b[`U`W`i`fgY`cf`Z`c`f`h`Y`a`cghgYf]ci`g`a`UH`Y`fg`f]`_Y`d`U[]Uf]ga`]b`Ub`l`cbci`fg`
h`Y`g]g`L`Yj`Yb`gi`gdYbg]cb`Zca`h`Y`i`b]`Yfg]m`H`Y`G`h`XYbhA`]gW`b`Xi`W`h`D`fc`W`Xi`fYg`UfY`Uj`U]UV`Y`Y`fY`.

[k`k`k`"\[g`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`\]W`<`cb`Y`g`m`i`U`b`X``D``U`\[` \]`U`f`\]`g`a`"\]`g`Z`c`i`b`X`\]`b`m`c`i`f`k`c`f`_`k`Y`b`m`c`i`U`f`Y`\]`b`Z`f`g`h`m`Y`U`f`ž`m`c`i`f`Y`W`i`f`Y`f`k`\]`c`Z`Y`f`m`c`i`U`g`g`\]`g`h`U`b`W`h`c`\]`a`d`f`c`j`Y`m`c`i`f`U`W`U`X`Y`a`\]`W`g`_\]`g`"H`Y`m`a`U`m`U`g`_`m`c`i`h`c`c`c`_`U`h`g`c`a`Y`c`b`\]`b`Y`f`Y`g`c`i`f`W`g`ž`U`h`Y`b`X`h`Y`@`Y`U`f`b`\]`b`\[`7`Y`b`h`Y`ž`c`f`g`c`a`Y`h`a`Y`g`f`Y`g`i`V`a`\]`h`m`c`i`f`k`c`f`_`k`\]`h`h`Y`d`f`c`V`Y`a`Z`\]`Y`X`"<`c`k`Y`j`Y`f`a`c`f`Y`g`Y`f`\]`c`i`g`\]`b`g`H`b`W`g`\]`b`Z`f`g`h`m`Y`U`f`ž`g`i`W`U`g`g`h`U`\]`b`\[`U`b`c`h`Y`f`g`h`X`Y`b`h`g`k`c`f`_`c`f`d`U`\]`b`\[`g`c`a`Y`c`b`Y`h`c`X`c`m`c`i`f`k`c`f`_`ž`a`U`m`V`Y`\]`b`j`Y`g`h`\[`U`H`X`i`b`X`Y`f`h`Y`G`h`X`Y`b`h`A`\]`g`W`b`X`i`W`h`D`f`c`W`X`i`f`Y`g`"](#)

5 WUXYa]W=Zcfa Uh]cb

7 fYX]hdc]bHg

7 ci fgY`WYX]h]g`WU`W`UH`X`]b`I` b]Hg!C Z 7 fYX]hfl C 7 E`H\Y`bcfa U`k cf`cUX`YI dYWWUh]cb`Zc`f`cbY`I` C 7]g`Uddfcl`Ja`UH`m`&`)\`ci fg`dYf`h`fa`"H\]g`]bW`i`XYg`WUgg`W`b`h`U`W`h`ci fg`z`df]j`UH`g`h`Xm`z`c`h`Yf`Y`U`fb]b[U`W`j`]h`Y`g`z`d`f`Y`d`U`f`U`h]cb`U`b`X`h`a`Y`g`d`Y`b`h`c`b`U`U`g`g`Y`g`g`U`V`Y`k`cf`_"

A cghW`i`fg`Y`k`cf`_`W`i`fg`Y`g`U`h`I` B`G`K`U`f`Y`*`I` C 7`U`b`X`]b`j`c`j`Y`U`b`Y`g`h`a`UH`X`%)`\$`\`ci fg`h`c`W`e`a`d`Y`h`z`Z`c`f`V`c`h`f`Y`[`i`U`f`U`b`X`]b`h`y`b`g]j`Y`h`y`fa`g`"9`U`W`X`W`e`i`fg`Y`]b`W`i`X`Y`g`U`d`f`Y`g`W`]V`Y`X`b`i`a`V`Y`f`c`Z`\`ci fg`d`Y`f`k`Y`Y`_`f`h`#`E`c`Z`g`W`X`Y`i`Y`X`Z`J`W`!`h`c`!`Z`J`W`U`b`X`#`c`f`c`b`]b`Y`W`e`b`h`U`W`i`5`b`m`U`X`X`]h`c`b`U`h`a`Y`V`Y`m`c`b`X`h`Y`d`f`Y`g`W`]V`Y`X`W`e`b`h`U`W`h`ci fg`g`\`ci`X`V`Y`g`d`Y`b`h]b`a`U`_]b[`gi`f`Y`h`U`h`m`c`i`i`b`X`Y`f`g`h`U`b`X`h`Y`Y`V`h`i`f`Y`a`U`h`Y`f`]U`z`W`e`a`d`Y`h]b[`h`Y`g`Y`h`U`gg][`ba`Y`b`h`g`z`Z`f`h`Y`f`Y`U`X]b[`z`U`b`X`f`Y`j`]g]b[`Z`c`f`U`b`m`Y`I`U`a`]b`U`h]c`b`g`"

C b!WJa di g`WUgg`UH`Y`b`X`U`b`W`Y

Di V`]WX]gh`U`b`W]b[`W`e`b`X]h]c`b`g`a`i`gh`V`Y`Z`c`k`Y`X`Z`c`f`U`Z`J`W`!`h`c`!`Z`J`W`W`U`gg`Y`g`"H`c`Y`b`g`i`f`Y`h`]g`z`c`b`m`g`h`i`X`Y`b`h`g`"

⇒ dcfhUbh@]b_g

- [A ccX`Y](#)
- [@UV`5WV`gg](#)
- [<YU`h`UbX`GUZYhm](#)
- [7ca`di`hb\[`: UW`hYg](#)
- [Gh`XYbhF`Ygci`fW`g](#)
- [7ci`fgY`Ci`h\]bYg](#)
- [9b\[\]bYYf\]b\[`Gh`XYbhGi`ddcfhGYfj`_W`g:7YbhfY](#)
- [A`U`YfgdUW`](#)
- [I`BGK`H\]a`YhUV`Y](#)
- [I`BGK`<`UbXVcc`](#)
- [I`BGK`A`YWX`Ub\]W`UbX`A`Ubi`ZUW`h`f\]b\[`9b\[\]bYYf\]b\[](#)
- [9ei`\]hUV`Y`@YUfb\]b\[`GYfj`_W`g](#)

⇒ U[Y`7`fYX]h

GmbYf[]Yg`]b`Gci`bX`&\$%*`

7F ⇒ CG

7F ⇒ CG`Dfcj`JXYf`7`cXY.`\$\$\$`-`,`;

5W_bck`YX[Ya`YbhcZ`7`ci`b]fm

K`Y`UW_bck`YX[Y`h`Y`6YXY[U`d`Ycd`Y`k` \c`UFY`h`Y`fUX]h]cbU`W`ghcX]Ubg`cZ`h`Y`UbXg`cb`k` \]W`I`BGK`
?`Ybg]b[hcb`W]a`di`g`]g`cW]hYX"

