

IEST7001

9b[U[]b['GW]YbW' Zcf'9bj]fcba YbhU``@YUXYfg\]d

HYfa `C bY`##`&\$&%

7 ci fgY`Cj Yfj]Yk

GHJZ`7cbHJW`8YHJ]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]`UV]`]m	@cW]hcb	D\cbY
@Ji fU`A W@Ji W\`Ub	`Ui fU"a WUi W\`Ub4 i bgk "YXi "Ui	A cbXUm)!*`cfVm Uddc]bha Ybh	A cfj Yb`6fck b F cca `&*-	d`YUgY`i gY

7 ci fgY'8YHJ`g

7 fYX]hDc]bhtg *`

Gi a a UfmicZhY'7 ci fgY

9ZYWj Y'Ybj]fcba YbH`YUXYfg\]d`UbX`WUfY`jg`XYdYbXYbhcib`UWW`fUH`UbX`fYgdcbg] Y`]bZcfa`Uhc`b`UVci`h`ci`f`Ybj`]fcba`Ybhtg`-`Vi`h`ck`Xc`k`Y`_`bck`h`Y`k`c`f`X`3`H`]\`g`W`ci`fgY`]b`h`c`Xi`W`g`z`Yi`Ua`]b`Yg`z`UbX`XYa`mgh`Z`Yg`U`X`j`YfgY`f`Ub`[`Y`c`Zg`W`Y`b`h`Z`W`a`c`X`Y`g`c`Z`Y`bj`]fcba`YbH`Y`b`[`U`[`Ya`Yb`h`UbX`_`bck`Y`X`[`Y`" `H`Y`W`ci`fgY`U`ja`g`h`c`a`U`_`Y`h`Y`Z`Ja`]`]U`f`U`gd`Y`W`g`c`Z`g`W`Y`b`W`g`h`f`Ub`[`Y`UbX`h`Y`g`h`f`Ub`[`Y`U`gd`Y`W`g`Z`Ja`]`]U`f`z`Y`b`W`ci`f`U`[`]b`[`Y`a`V`c`X`]Y`X`Yi`d`Y`f`]Y`b`W`c`Z`g`W`Y`b`h`Z`W`a`Y`h`c`X`g`U`g`k`Y`" `U`g`g`h`i`U`h`b`[`g`i`W`d`f`U`W`]W`g`k`]h`]b`h`Y`]f`d`c`]h`W`UbX`W`h`f`U`W`c`b`h`i`h`g`h`f`c`i`[`h`Ub`U`mg`]g`UbX`h`f`c`i`[`h`a`Y`Y`h`b`[`k`]h`Y`i`d`Y`f`g`" `M`c`i`k`]`" `Y`U`f`b`h`c`V`Y`W`c`a`Y`W`c`a`Z`c`f`U`V`Y`k`]h`h`Y`i`g`Y`c`Z`U`f`Ub`[`Y`c`Z`g`W`Y`b`h`Z`W`a`c`X`Y`g`c`Z`Y`i`d`c`f`]b`[`Y`bj`]fcba`YbH`ei`Y`g`h`c`b`g`UbX`h`c`W`U`Y`b`[`Y`m`c`i`fgY`Z`h`h`]b`_`UVci`h`h`Y`" `ja`]h`g`z`]b`g`[`h`g`z`UbX`W`c`b`h`i`b`[`Y`b`W`Y`g`c`Z`g`W`Y`b`h`Z`W`d`f`U`W`]W`" `H`]\`g`W`ci`fgY`]g`g`i`]h`U`V`Y`Z`c`f`V`c`h`g`W`Y`b`h`Z`W`" `m`i`UbX`b`c`b`!`g`W`Y`b`h`Z`W`" `m`i`f`U`]b`Y`X`g`h`X`Y`b`h`g`"

7 ci fgY`@YUfb]b[`Ci hWc`a Yg

- %` 9i`Ua`]b`Y`UbX`U`dd`m`i`U`X`j`Y`fgY`f`Ub`[`Y`c`Z`g`W`Y`b`h`Z`W`a`Y`h`c`X`g`i`g`Y`X`]b`Y`bj`]fcba`YbH`W`U`f`Y`z`Y`U`X`Y`f`g`\]d`z`UbX`W`U`b`[`Y`!`a`U`_]b`[`
- &` I`g`Y`U`f`Ub`[`Y`c`Z`h`Y`c`f`]Y`g`c`Z`_`bck`Y`X`[`Y`h`c`Ub`U`mg`Y`g`W`Y`b`h`Z`W`d`f`U`W`]W`g`UbX`Ya`V`Y`X`h`Y`a`k`]h`]b`h`Y`]f`g`c`W`h`i`f`U`W`c`b`h`i`h`g`
- '` " `8`Y`Z`]b`Y`U`f`Ub`[`Y`c`Z`d`U`f`U`a`Y`h`f`g`i`g`Y`X`]b`Y`bj`]fcba`YbH`g`W`Y`b`W`g`z`]b`W`i`X`]b`[`h`Y`]f`f`Y`U`h`X`d`f`c`d`Y`f`h`Y`g`z`h`Y`]f`i`b`]h`g`z`X`ja`Y`bg`]c`b`g`z`UbX`h`Y`W`b`]e`i`Y`g`c`Z`a`Y`U`g`i`f`Y`a`Y`b`h`
- (` " `8`Y`g`W`]V`Y`h`Y`Y`g`g`Y`b`h`U`Y`Y`a`Y`b`h`g`c`Z`g`W`Y`b`h`Z`W`a`Y`h`c`X`g`z`Y`i`d`Y`f`]a`Y`b`H`X`Y`g`[`b`z`g`h`U`h`g`h`W`" `U`b`U`mg`]g`UbX`i`b`W`f`U`]b`h`Y`g`z`UbX`U`dd`f`Y`U`h`h`Y`]f`]a`d`c`f`U`b`W`]b`Y`bj`]fcba`YbH`W`U`f`Y`UbX`Y`U`X`Y`f`g`\]d`
-)` " `7`c`a`a`i`b`]W`U`h`Y`Z`Y`W`j`Y`m`k`]h`Y`bj`]fcba`YbH`g`W`Y`b`h`g`h`g`UbX`a`c`X`Y`f`g`z`U`g`k`Y`" `U`g`b`c`b`!`g`W`Y`b`h`Z`W`U`i`X`]Y`b`W`g`
- *` " `F`Y`W`c`[`b`]g`Y`UbX`W`c`b`h`i`h`i`U`]g`Y`g`c`i`b`X`g`W`Y`b`h`Z`W`d`f`U`W`]W`" `U`b`X`i`g`Y`h`]g`U`g`U`V`U`g`]g`h`c`a`U`_`Y`k`Y`" `!`[`f`c`i`b`X`Y`X`UbX`f`Y`g`d`c`b`g`]`Y`X`Y`W`]g`]c`b`g`U`V`c`i`h`Y`bj`]fcba`Yb`h`UbX`g`c`W`Y`f`m`e`i`Y`g`h`c`b`g`

HYUWk]b[`GhfUH[]Yg`

I`g`]b`[`" `Y`W`i`f`Y`g`z`U`W`j`]h`Y`g`]b`g`]X`Y`UbX`ci`h`g`]X`Y`c`Z`h`Y`W`U`g`g`f`c`c`a`z`UbX`f`Y`Z`Y`I`]j`Y`X`]g`W`g`g`]c`b`g`z`h`]g`W`ci`fgY`]b`h`c`Xi`W`g`U`bi`a`V`Y`f`c`Z`W`c`f`Y`g`W`Y`b`h`Z`W`X`]g`W`d`]b`Y`g`UbX`d`f`U`W`]W`g`" `H`]\`g`W`ci`fgY`i`g`Y`g`V`c`h`h`Y`c`f`m`i`UbX`d`f`U`W`]W`" `Y`i`d`Y`f`]Y`b`W`h`c`Y`b`W`ci`f`U`[`Y`m`c`i`h`c`X`Y`j`Y`c`d`U`k`U`f`Y`b`Y`g`g`c`Z`V`c`h`Y`a`V`c`X`]Y`X`UbX`g`c`W`h`i`f`U`W`c`b`h`i`h`g`c`Z`h`Y`g`W`Y`b`W`g`UbX`h`Y`]f`f`Y`Y`j`UbW`h`c`Y`bj`]fcba`YbH`W`U`f`Y`z`Y`U`X`Y`f`g`\]d`z`UbX`W`U`b`[`Y`!`a`U`_]b`[`" `

5ggYgga Ybh

5ggYgga YbhHUg_g

5ggYgga YbhHUg_	K Y][\h	8i Y'8UHŸ	Gh XYbh@YUfb]b[Ci hŤa Yg'5ggYggYX
K YY_`mF YgdcbgYg'	' \$l	Bch5dd`]WUVY	%ž&ž' ž(
:]bU`F Ydcfh) \$l	&* #\$(#&\$&%\$*.\$\$\$DA	' ž) ž*
E i]n'	&\$l	&- #\$(#&\$&%\$+.\$\$\$DA	%ž' ž(

5ggYgga Ybh8YHU]`g

5ggYgga Ybh%`K YY_`mF YgdcbgYg

GHfhXUHŸ. Bch5dd`]WUVY

8YHU]`g.

: YYXVUW_k]`VY'[] Yb'i g]b['[YbYfU`Wca a Yb]g'UbX'a cXY`Ub]k Yfg"

Hi fb]h]b`gYh]b[. H\]g'Ugg][ba Ybh]g'gi Va]h]X'h]fci [\ `Hi fb]h]b'UbX'gh XYbh]Xc' bchgYY`Hi fb]h]b
g]a]Uf]h]mifYdcf]g"

5 HbXUbW F Yei JfYa Ybhg

5 HbXUbW j b YW fYg rk \YhYfj J U X]ghUbW cf] b dYfgcbE] g fYei JfYX Zcf h] g Wci fgY " Gh XYbhg k \c WJbbchVY dUfhcZ] j Y YW fYg a i ghia U_Y chYf UffUb [Ya Ybhg k] h hY Wci fgY Wcbj Ybcf hc a YYhWci fgY fYei JfYa Ybhg "

7 ci fgY GWYXi Y

[J Jk WUgg ha YhUVY](#)

Hja YhUVY

8 UhY	HmdY	7 cbhYbh
<p>GYa JbUf K YY_% %) : YVfi Ufm! %- : YVfi Ufm</p>	<p>GYa JbUf</p>	<p>hfcXi W]cb hc '9b[U[]b['GWYbW</p> <p>h]g]b]fcXi WcfmgYa]bUf'k Y'k]'' []j Y'Ub cj Yfj]Yk 'cZ hY Wci fgY Ug'k Y'' Ug Wcj Yf'h fYY'a U]b dfYa]gYg'cZ h]g Wci fgY.</p> <p>% " GWYbW]g'gcWU"</p> <p>& " H Y 'dck Yf'cZgWYbW WJb 'YUX'hc 'V'cW_g]b Vch]b Vch 'YUfb]b ['UbX Wca a i b]WU]b [] gWYbW fvi h hYgY Wb VY 'cj YfWca Y'k ' " Bi UbW X'i bXYfg hUbX]b ['cZgWYbW]g bYWWggUfmZcf' [fYUhYbj]fcba YbU' WfY"</p> <p>K Y'k]'' cc_ 'Uh—Ua cb ['a UbmX]ZYfYbhk Umg'cZ _bck]b [—k \UhdFYW]gY'm'gWYbW']g'' K Y'k]'' Ug'c [Yh'hc 'a YYhYUW 'chYf'UbX'ghUfh'YUfb]b ['k \Uhk</p>

K YY_% &*j Yf'h fYY'a U]b

h]g]b]fcXi WcfmgYa]bUf'k Y'k]'' []j Y'Ub

K YY_ ; .) '5df]'!' - '5df]'	GYa]bUf	9b[U[]b['GWYbW Dcgg]VY ZY Xff]d fXYdYbX]b['cb'7CJ =8 'gUZYmē:H65
K YY_ - . '%&'5df]'!' %* 5df]'	GYa]bUf	7ca a i b]WU]b['GWYbW : fca 'ci f'ēi fbYmēfci [\ 'hY Wēi fgY'gc Zfz'k Y _bck 'hUhgWYbh]Z]Wk cf_ 'WU'VY 'Vcēh]bhY'YVW' U'm UbX'W 'h fU'mVXU'Yb[]b["'K \Yb'k Y'k Ubhēc Wēa a i b]WU]gWYbWž\ck 'WU'k Y'Uj c]X'Y]hYf dUfcb]g]b['ci f'Ui X]YbWg'cf'cj Yf!Wēa d']WU]b['hY gWYbW3'ē'h]g'gYa]bUfz'k Y'k]''g\UfY'UbX'X]gW gg ci f'Z] ci f]h'YI Ua d'Yg'cZdi V']WYb[U[Ya YbhcZ UbX'k]h'gWYbW'Zc'f'hY'Ybj]fcbā Ybh'K Y'k]''h]b_ UVci hci f'Ui X]YbWg'fWēfdeUfY3'; YbYFU'di V']W3 @cVVm]b[3ē'UbX'fYZYWicb'ci f'Z]bU'dfc'YVWg"
K YY_ %\$. %- '5df]'!' &' 5df]'	GYa]bUf	@cj Y'UbX'gWYbW. 'gi ghU]b]b[k cf'Xg ē'h]g'Z]bU'gYa]bUfz'k Y'k]''fYh fb'hē'W 'h fU' UgdYVWg'cZgWYbWžVi h]b'U'X]ZYfYbhk Um'\ck 'WU'b gWYbh]Z]WdfUWVW' \Y'd'dYcd'Y'ē'ZU'']b'cj Y'k]h'hY k cf'X'Ufci bX'hYa 3'<ck 'k Y'gi ghU]b'ci fgY'j Yg'Ug dYcd'Y'Xc]b['hY'X]Z]W' h'k cf_cZdfcWgg]b['cZYb VXU'Yb[]b['XU'U'UVci h'hY'ghU'cZci f'd'UbYf3 K \Uh]g'hY'k cf_k Y'WUfY'UVci ha cgh[c]b[Zc'fk UfX'Z'UbX'k \Uhgc'f'g'cZWē''UVcfU]cbg'Xc'k Y bYXX'ē'VY'U'dUfhcZē'gi ddc'f'h'Uf3

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

H\Yfy`]g`bc`fYei`]fYX`hI hZcf`h]g`Wci fgY""5``fYUX]b[g`k`]``VY`Uj U]UV`Y`j]U`@Y[Ubtc"

F YWca a YbXYX`F Ygci fWg

5``fYUX]b[g`k`]``VY`Uj U]UV`Y`j]U`@Y[Ubtc"

7ci fgY`9j U`i Uh]cb`UbX`8Yj Y`cda Ybh

Gh XYbhZYXVUW_ [UhYfYX`j]U`A m9I dYf]YbWZA 9A`dfc[fUa`!fyj`]g]cb`]bhYfj]Yk`g`UbX`]bZcfa U`Xi`f]b[!

Gi Va]gg]cb 'cZ5ggYgga YbhiHUg_g

Hi fb]h]b 'Gi Va]gg]cb

≠mci 'YbWci bHYf'U'dfcV'Ya 'k \Yb'UH'Ya dh]b['hc'gi Va]hirci f'Ugg][ba Ybhi'fci [\ 'Hi fb]h]bž'd'YUgY
HY'Yd\cbY'9I HYfbU'Gi ddcfhcb'- ' ,) " ' ' %cf'Ya U] 'h'Ya 'cb'YI HYfbU'HY'hgi ddcfh i bgk "YXi "Ui "'Gi ddcfh

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

D`U[]Uf]ga `]g`i`g]b[`h`Y`k`c`f`X`g`c`f`]X`Y`U`g`c`Z`c`h`Y`f`g`i`U`b`X`d`f`Y`g`Y`b`h]b[`h`Y`a` `U`g`m`c`i`f`c`k`b`" `#`W`U`b`h`U`_`Y`a` `U`b`m`
Z`c`f`a`g`Z`Z`c`a` `X`Y`]V`Y`f`U`H`Y` `W`X`Y`U`H]b[`h`c`U`W`W`Y`X`Y`b`h`U`m`i`W`c`d`m]b[`Z`c`a` `U`g`c`i`f`W`k`]h`c`i`h`U`W`b`c`k` `Y`X[`Y`a` `Y`b`h`

- i bXYfghUbx'mci f'f][\hg'UbX'fYgdcbg]V]h]Yg'Ug'U'gh XYbhUhl BGK
- VY'Uk UfY'cZd'U[]Uf]ga ž'Wc'dmf][\hž' BGK 'Gh XYbh7cXY'cZ7cbXi W'Ubx'5Ww'dhUV'Y'I gY'cZ I BGK '⇒H'F Ygci fW'g'Dc`]Wm
- VY'Uk UfY'cZh'Y'ghUbxUfXg'cZVY\Uj]ci f'YI dYW'X'cZYj Yfmcby'jb'h'Y'I BGK 'Wca a i b]m
- 'cWJh'gYfj]Wg'UbX'jbZcfa Uh'cb'UVci hl BGK 'UbX'I BGK '@VfUfm

Gca Y'cZh'YgY'UfYUg'k]''VY'ZJa]]Uf'hc'mci ž'ch'Yfg'k]''VY'byk "'; U]b]b['U'gc'X'i bXYfghUbx]b['cZU''h'Y fY'UH'X'UgdYW'g'cZ9@G9'k]''\Y'd'mci 'a U_Y'h'Y'a cghcZmci f'gh X]Yg'Uhl BGK ""

[\hhd.##ji V'YW'i \]XYg"'\]VfUfm'i bgk "YXi "Ui #' \]gY#JVci h' \]gY](#)

5 WUXYa]W=Zcfa Uh]cb

: cf`YggYbh]U`ghi XYbh]bZcfa Uh]cb`fY`Uh]b[`tc.

- fYei Ygth]Zc`f`Yl H`bg]cb/
- `Uh`gi Va]gg]cbg`[i]XY`]bYg/
- fYj]Yk `cZa Uf_g/
- I BGK `<YU`h`UbX`GUZYmdc`]WYg/