



# CVEN4953

F YgYUfWx 'H\Yg]g' 7

HYfa 'Cby''##'&\$&%

GWcc``cZ7 ]j ]'``UbX`9bj ]fcbaybU`9b[ ]bYYf]b[ ``##`I BGK ``9b[ ]bYYf]b[

7 ci fgY`Cj Yfj ]Yk`

GhJZZ'7 cbhJW`i8YhU]`g`

7cbj Ybcfg`

B Ua Y`	9a U]`	5j U]`UV]]]m`	@cW]h]cb`	D\cbY`
≠Jb`Hi fbYf`	]Ub`"hi fbYf4 i bgk "YXi "Ui`	Ya U]`	I BGK `K UHYf` F YgYUfW` @UVcfUhcfmž` A Ub`mJ U`Y`	\$&, \$+%- , \$\$`

GWx cc``7 cbhJW`i≠Zcfa Uh]cb`

[9b\[ \]bYYf\]b\[ `Gh XYbhGi ddcfhGYfj \]Wg`](#) -`H\Y`Bi WYi g`!`Ybfc`a`Ybž`dfc[ fYgg]cb`WXYW`gž`WUg\`fYei Yghgž`  
Wci fgY`]ggi Yg`cf`dfc[ fUa !fY`UH`X`ei Yf]Yg`

[9b\[ \]bYYf\]b\[ `≠Xi g\]f\]U`HfU\]b\]b\[ `](#) -`≠Xi g]f]U`HfU]b]b[ `ei Ygh]cbg`

[I BGK `Gh Xm5VfcUX`](#) -`gh XmUVfcUX`gh XYbhYbei ]f]Yg`fZcf`]bVci bX`gh XYb]gk`

[I BGK `9I WxUb\]Y`](#) -`gh XYbhYI WxUb[ Y`Ybei ]f]Yg`fZcf`]bVci bX`gh XYb]gk`

[I BGK `: i hi fy`Gh XYb\]g`](#) -`dchYbh]U`gh XYbhYbei ]f]Yg`Y"[ ""UXa ]gg]cbgž`ZYgž`dfc[ fUa gž`WfYX]hfUbgZYf`

D\cbY`

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

fž`\*%&Ł`-` , ) `+`\*`%-`9b[ ]bYYf]b[ `≠Xi g]f]U`HfU]b]b[ `

fž`\*%&Ł`-` , ) ``%+-`-`I BGK `Gh Xm5VfcUX`UbX`I BGK `9I WxUb[ Y`fZcf`]bVci bX`gh XYb]gk`

## 7ci fgY'8YHJ]`g

7fYX]hDc]bHg`(`

Gi a a UfmcZ`hY'7ci fgY

<cbci fg'F YgYUfW`H\Yg]g'dfcj ]XYg'Ub'cddcfh b]mZcf'mci`hc`Vf]b[ `hc[ YhYf'Yb[ ]bYYf]b[ `df]bW]d'Yg`YUfbYX'cj Yf'mci f'dfYj ]ci g'mYUfg'cZghi XmiUbX'Udd'mhYgY'df]bW]d'Yg'hc`]bbcj Uhj Y'mgc'j Y'dfcV'Ya g'gi Wk Ug'hY'XYj Y'cda YbhcZU'gdYW]Z]WXYg][ b'z'dfcW'gg'UbX#f'hY' ]bj Ygh[ Uh]cb'cZU'\mhc'hYg]g'"H\Yg]g'dfc'YW'g'UfY'W'ca d'Yi ž'cdYb!YbXYX'dfcV'Ya g'hUhiU'ck`fcca`Zcf'mci f'WYUhj ]mž'UbX'hY'UW'e i ]g]h]cbž UbU'ng]g'UbX' ]bhYfd'fYUh]cb'cZfYgi`hg'"H\YfY'UfY'a i`h'd'Y'dcgg]V'Y'gc'i`h]cbg'cf'W'cbW i ]g]cbg'Uh'hY'ci`hgYh UbX'gi Z]W]YbhW'ca d'Yi ]mhc`fYei ]fY'U'XY[ fYY'cZdfc'YWh'd'Ubb]b[ "'H\Y'hYg]g'fYei ]fYg'mci`hc`Z'ca i`UhY'dfcV'Ya g' ]b'gW]Ybh]Z]Wcf'Yb[ ]bYYf]b[ `h'fa g'za UbU[ Y'U'h'W'k]W]d'fc'YWh'UbX'Z]bX'gc'i`h]cbg'Vm'Udd'm]b[ gW]Ybh]Z]WUbX'Yb[ ]bYYf]b[ `a Y'h'cXg'"Mci`k`]'U'gc'XYj Y'cd'hY]f'UV']mhc`k`cf\_]b'U'fYgYUfW`UbX'XYj Y'cda YbhYbj ]fcba Ybh'Mci`a i gh]XYbh]ZmU'gi dYfj ]gcf'UbX'dfc'YWh'd]cf'hc`Ybfc` ]b[ ]b'h]g'W'e i fgY'"H\]g' ]g'hY'Z]fghW'e i fgY'cZ'hY'"`W'e i fgY'fYgYUfW`hYg]g'ghf' W'h'fY"

## 7ci fgY'5]a g

H\Y`<cbci fg'F YgYUfW`H\Yg]g' ]g'Ub' ]bX]j ]Xi U'dfc'YWh]b'k` \]Wk`YUWk`gh' XYbhk`cf\_g'i bXYf'hY'[ i ]XUbW`cZU'bca ]bUhYX'a Ya VYf'cZ'hY'UWUXYa ]WghUZZfGi dYfj ]gcf'5`W'!GdYfj ]gcf'a Um'U'gc'VY'bca ]bUhYX'XYdYbX]b[ `cb'hY'gYhi d'cZ'hY'dfc'YWh'`H\Y'fYgYUfW`'a Um]bj`c'j Y'U'VcfU'hc'fmYi dYf]a Ybhgž`Z]Y'X'cf ]bXi ghfm'VUgYX' ]bj Ygh[ Uh]cbgž'XYg][ b'Udd' ]W]h]cbg'cf'hY'cfYh]W]f'fYgYUfW`"

H\Y`<cbci fg'F YgYUfW`H\Yg]g' ]U]a g'hc'dfcj ]XY'gh' XYbhg'k ]h'hY'cddcfh b]mhc`.

- I bXYfU\_Y'UbX'Yi YW`h'Ub'UWUXYa ]WfYgYUfW`d'fc'YWh'
- DfcXi W'U'gY'Z'W'cb]bYX'fYgYUfW`hYg]gž'k` \]Wk`a UmVY'i bXYfgh'cX'UbX'i gYX'VmichYfg'k ]h'h'W'k]W]`VUW\_[ fci bX'\_bck`YX[ Y' ]b'hY'gUa Y'X]gW]d' ]bY'UfYU'Ug'hY'hYg]g'hc'd]W'UbX'a Um`dch'bh]U'mVY'gi ]hUV'Y'Z'cf'di V' ]W]h]cb/
- DfYgYbh'hY]f'fYgYUfW` ]b'U'gYa ]bUf# ]XYc"

## 7ci fgY'@YUfb]b[ `Ci hW'ca Yg

5Zf'gi W'W'ggZ`mW'ca d'Yh]b[ `h\]g'W'e i fgYž'mci`g\ci`X'VY'UV'Y'hc`.

@YUfb]b[ `Ci hW'ca Y	95`GHU[ Y'%7ca dYhYbW]Yg
%`8Yj Y'cd'U'XYg][ b'cf'U'dfcW'gg'cf' ]bj Ygh[ UhY'U'\mhc'hYg]g`Zc`ck ]b[ ]bXi ghfm'UbX'dfcZ]gg]cbU'Yb[ ]bYYf]b[ `ghUbXUfXg"	D9&%"žD9&%"&žD9&%" žD9&%"(
&"`7f]h]W]`mfYZYW'icb'U'gdYW]U' ]ghVcXmcZ'_bck`YX[ Y'fY'UhYX'hc`hY]f'hYg]g'hc'd]W'	D9%"

HYUWX ]b[ 'GhfUHY[ ]Yg'

H\Y'Vci fgY' ]g' hUj [ \hUg'Ub' ]bX]j ]Xi U' fYgYUfWX' dfc' YWZ'hc' XYj Y'cd' U' Yj Y'c' ZfYgYUfWX' g\_]`g' UbX  
Ui hcbca m'

DF ⇨ 5 H9'GHI 8M

- 5g'U'fci [ \ [ i ]XY'cb'mz'Ub'Uj YfU[ Y'gh' XYbhk ci 'X'VY'YI dYW'X'hc'gdYbX'Uddfcl ]a UHY'm%\$'\ci fg  
dYf'k YY\_'cb'k cf\_'fY'UHYX'hc'h' ]g'Vci fgY"
- A cfY' [ i ]XUbW' ]g'bYXYX' ]b]h]U'mZ'ca' h'Y'gi dYfj ]gcf'k \Yb'h'Y'hc'd]W]g'VY]b[ 'XYZ]bYX'hc'YghUV' ]g\  
h'Y'c'V'Y'W]j Yg'UbX'a YhcXc'c[ mcZ'h'Y'h'Yg]g"

GI D9FJ €-€B

- H\YfY'UfY'bc'gdYWZ]W\ci fg'Ugg][ bYX'hc'h' ]g'Vci fgYz'YI W'dhZ'f'h'Y'gWXYXi 'YX'@ bW'h]a Y  
K cf\_g\cdg'fgYY'VY'ck E"



- Ug\_ga Ufhei Yghcbg
- UWei ]fY hX Y ]bj Ygh[ Uhj Y ]bghbWg bYYXYX hc Z]bX Ubgk Yfg
- bUj ][ UHr ]VfUf]Ygž UVcfUhc f]Ygž UfWk ]j Ygž XUHVUgYgž UbX chYf fYgYUfWk j Ybi Yg
- XYj Y cd hX YZYI ]V ]]mhc fYX]fYWhmci f fYgYUfWk ]Zmci f ]b]h]U d Ub Zcdg
- a UghYf hX Y UfhcZha Y'a UbU[ Ya Ybh
- g\UfdYb mci f Uf[ i a YbhU]cb\_g\_]`g
- cf[ Ub]nY U Yb[ h mid]YVW cZk f]h]b[
- dc`g\ mci f cfU Wta a i b]W]hcb\_g\_]`g VmidfYgYbh]b[ UbX XYZYbX]b[ mci f fYgYUfWk hc UWXYa ]WghUZZUbX ghi XYbfg

K cf\_ WcgY`mk ]h UWXYa ]WghUZZ

5h`Uf[ Y fYgYUfWk i b]j Yfg]h]Yg`\_LY I BGK žmci `Uj Y`\_LY m]U\_Yb WUggYg`k \YfY mci VUfY`m[ chhc`\_bck mci f`YVh fYf`K f]h]b[ U`hXg]g`cZYfg`hX`cddcfh b]mhc`k cf\_`cbY!cb!cbY`k ]h`Ub`UWXYa ]Wgi`dYfj`]gcf` Gi`Wk`fY`Uhcbg\]dg`W]b`Yb]Wk`mci`f`]b]h`YVh U`XYj`Y`cda`YbhUbX`UhYf`gYfj`Y`Ug`]bj`U`i`UV`Y`fYZYfYbW]g`Zc`f`dcg]f`fUXi`UhY`XY[`fYY`UbX`Ya`d`cma`Ybh`

CdYb`k ]bXck`g`]bhc`Z`hi`fY`dfcZYgg]cbg`

5b`cbci`fg`fYgYUfWk`hXg]g`k`]`[`]`Y`mci`U`hUgh`cZk`Uh]h]g`\_LY`hc`Xc`fYgYUfWk`]b`mci`f`ZY`X`" `hU`gc`a`][`h` \Y`d`mci`XYW]XY`k`Y`hX`Y`f`hc`di`fgi`Y`h`UhZ]Y`X`]b`mci`f`Z`h`fY`W]fYf`



&" fY!Ybfc`ZcfH\Yg]g'7 'U[ U]bžgUa Y'dfc YW!`bYYXg`WbgYbhcZUb`Uddfcdf]UHY`gi dYfj ]gcf/`ghi XYbh  
' " Gh XYbhXcYg`Z fH\Yf`k cf\_žfY!gi Va ]hg`h\Yg]g`UZfYf`U`a Ul`cZ\*`k YY\_g``5 agdeWa Uf`WUddYX`Uh  
) \$! ``Zgh``bchigUhgZUWcfmž`h\Yb`bYYXg`lc`fY!Ybfc``fH\]g`cdh]cb`]g`cb`mUj U]`UV`Y`]Zh\Y`cf][ ]bU`  
a Uf`k Ug` ( \$žCF`]Zh\Y`ghi XYbh]g`]b`h\Y]f`UghhYfa`VYžcfY`[ fUXi U]cbžfY[ UfX`Ygg`cZh\Y`cf][ ]bU`  
a Uf`k`




GhfhXUf.




Gi Va ]gg]cb 'cZ'5ggYgga YbhiHUg\_g

D`YUgY`fYZf`h`h`Y`A ccX`Y`dU[ `Y`cZ`h`Y`W`i fgY`Z`f`Z` f`h`Y`f`[ `i ]XUbW` `cb`UggYgga YbhiGi Va ]gg]cb"

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

6Yk UFY`5b`Ugg][ ba YbhH.Uh]bWĩ XYg`d`U[ ]Uf]gYX`a UHf]U`k ]`fYW]j Y`U`\$i : U]žUbX`gh XYbtg`k \c



