



MMAN3200

@jbYUf'GmgHYa g'UbX'7 cbhfc`

HYfa `Cby`##`&\$&%

GWcc`cZA YWUbjWU`UbX`A Ubi ZUW`fjb[`9b[]bYYfjb[`##`I BGK `9b[]bYYfjb[]

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 cbXUmñ: f]XUmñ

f7`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 ñ fy`Gñ XYbtg](#)

D\cbY

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

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

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

fZ *%&Ł- ' ,) '(\$- +'-GWcc`C ZWYH

H D`YUgY'bcH`hUh`hY'GWcc`C ZW`k]`bch_bck `k \Yb#Zmci fWci fgY`Wcbj Ybcf`]g'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 Ybždfc[fYgg]cbžWUg\`fYei YgržWci fgY`]ggi Yg'cf`dfc[fUa !fY`UhX`ei Yf]Yg

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

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

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

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

- Y"["UXa]gg]cbgžZYgždfc[fUa gžWYX]hHfUbgZYf

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

- B 6. hY`fY`Yj UbhYUa 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\hY'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 YWUUb]WU`z`Y`YWf]WU`z
\mXfUi`]Vz`h`Yfa U`UbX`dbYi a Uh]WgmghYa g/`]bYUf]gUh]cb`"GmghYa`UbU`mg]g`hYWXb]ei Yg.`gc`i`h]cb`Vm
@Ud`UWV`hUbgZcfa`a`YhcX`"HfUbgZf`Z`bW]cbg`UbX`V`c`W`X]U[fUa g`"GmghYa`fYgdcbgY.`fYgdcbgY`cZ]fgh
UbX`gYVcbX`cfXYf`gmghYa`g`hc`]a`di`gY`z`ghY`d`z`fUa`d`UbX`dYf]cX]W]bdi`hg/\][`Yf`cfXYf`gmghYa`fYgdcbgY/
WcbW`d`hcZ`gmghYa`g`hUV]`]mz`Udd`]WU]cbg`"7`cbW`d`hcZ`Wcbfc`"G`hUV]`]mW]hYf]U/i`gY`cZF`cch@cW`g`UbX
6cXY`Zcf`gmghYa`UbU`mg]g`"G]a`i`Uh]cb`cZ`]bYUf`UbX`bcb!`]bYUf`gmghYa`g`"6Ug]WdUgg]`Y`UbX`UbX`UW]j`Y

@YUfb]b['Ci hWca Y	95 'GHU[Y %7ca dYHbWYg
UbX'Wca d'YI žXca U]bg	

HYUWX]b['GhfUHY[]Yg'

@YWhi fYg]b' hY' Wci fgY' UfY' XYg][bYX'hc' d'fcj]XY' hY' VUg]W hY' cfmVY\]bX' hY' WcbW' d'rg' hU [\H': c'f'a cgh WUggYgž' YWhi fY' b'chY'g'g']XYg'k]' VY' Uj U] UV'Y' cb]bY' UbX' VY' Zc'fY\ UbX' "Gh' XYb'rg' UfY' Yb'Wci fU[YX'hc' Ug_ ei Ygh'cbg'Xi f]b['hY' WUggYg"

h]g'j Yfm]a d'c'f'U'bh'Z'c'f'h']fX'mY'U'f'gh' XYb'rg'hc' VY' UV'Y'hc' i gY'a i 'h'd'Y'gci fW'g": c'f'h'U'h'fY'U'g'c'bz'U'd'U'f'h'Z'ca hY' h'I h'cc_ 'UbX' d'fcj]XYX' YWhi fY' b'chY'g'ž'gYj YfU' fY'Wca a Yb'XYX' h'I h'g' UfY']g'h'Y'X' "M'ci 'UfY' k Y'Wca Y'hc' W'cbgi 'h'inci f' YWhi fY'fg'cb' h']g"

8Ya' cb'gh'U'h'cbg' UfY' XYg][bYX' Z'c'f' d'f'U'W']W' Udd']W'h'cbg' c'Z'h'Y' h'Y'c'f'Y'h']W' W'cbW' d'rg']b'f'c'Xi W'X']b' YWhi fYg' 5' Wca d'fY\ Ybg]]Y' g'Y'h'c'Z'h' hc'f]U' d'fc'V'Ya' g'k]' VY' d'fcj]XYX' VY' Zc'fY\ UbX' "Hk' c' i'm'd'Y'g' c'Z'XYa' cb'gh'U'h'cbg'k]' VY' c'f[Ub]g'Y'X'ž'g'h'U'b'X'U'f'X' UbX']b'h'f'U'W']Y"

h' "gh'U'b'X'U'f'X' "XYa' cb'gh'U'h'cbg'ž']h]g' h'Y' XYa' cb'gh'U'hc'f'k' \c' g'Y'h'g' h'Y' d'U'W' UbX' k' c'f_g' c'b'g'Y' YWhi YI Ua' d'Yg' H\Y' h'a' Y'g' c'Z'h'c'g'Y' WUggYg' UfY' Z'ci' b'X']b' m'ci' f' h'a' Y'f'U'V'Y'g"

h' "]b'h'f'U'W']Y' "XYa' cb'gh'U'h'cbg'ž']h]g' gh' XYb'rg' k' \c' k' c'f_]b'X']]Xi U' m'c'f']b' ga' U' [f'ci' dg'ž' UbX' h'Y'f'Y'Z'c'f'Y']h]g' i' d'hc' h'Y'a' hc' g'Y' YWhi h'Y' YI Ua' d'Yg' UbX' X']W'U'h' h'Y' d'U'W' "H\Y' XYa' cb'gh'U'hc'fg' UbX' h'Y' YWhi fY'f'k']' VY' c'b' \UbX' hc' d'fcj]XY' [i]X'Ub'W' "H\Y'g'Y' XYa' cb'gh'U'h'cbg'k']' fi' b']b' h'Y'a']X'X'Y' () 'a']bi' h'g' c'Z'Y'U'W' YWhi fY' V'c'W'ž' c'b'k' Y'X'b'Y'g'X'U'ng"

:]b'U' n'ž' h'Y' U'V'k' c'f_]g']a' d'c'f'U'bh']b' []j]b['m'ci' h'Y' d'f'U'W']W' U'gd'Y'W'g' c'Z'g'ca' Y' c'Z'h'Y' W'cbW' d'rg' Y'U'f'bh']b' WUggYg"

5XX]h'cb'U' a' U'h'f'g' G'Y' Y'f'U' b'Y'W'gg'U'f'm'ia' U'h'Y'a' U'h']W' W'cbW' d'rg' U'fY' fY[U'f'X'Y'X' U'g' U'ggi' a' Y'X' _b'c'k' Y'X[Y' Z'c'f' A' A' 5B' ' &\$ž']b' d'U'f'h'W' U'f' h'Y' @U'd' U'W' H'f'U'bg'Z'c'fa' ž'Ub'X'] Y'W'c'f' UbX' A' U'f']i' '5' [Y'V'f'U' "Hc' U'gg']gh' h'Y' gh' XYb'rg']b' fYj]g]b['h'c'g'Y' b'Y'W'gg'U'f'm'W'cbW' d'rg'ž' U'Y' b'f'm'e'i]n']g' W'Y'U'h'Y'X' c'b' A' c'c'X'Y' "H\Y' a' U'f_ Z'c'f' h'Y' '9' b'f'm'E' i]n' X'c'Y'g' B' C' H' W'c'b'f']vi' h'Y' hc' h'Y' hc' h'U' a' U'f_ Z'c'f' A' A' 5B' ' &\$ž' Vi' h'gh' XYb'rg' \Uj' Y' hc' d'U'gg']h]b' c'f'X'Y'f'hc' d'fc'W'Y'X' k']h' h'Y' W'ci' fgY' " @YWhi fY' \$' UbX' Hi' hc'f]U' G'Y'h' \$' g'Y'f'j' Y' h'Y' g'Ua' Y' di' f'd'c'g'Y']b' \Y' d']b['gh' XYb'rg' hc' fYj]g'Y' h'Y' f'Ye'i]f'Y'X' a' U'h'Y'a' U'h']W' _b'c'k' Y'X[Y' "5' W'X'Y'a']W'gh'U'Z'k']' VY' ['U'X' hc' 'U'bg'k' Y'f'ei' Y'gh'cbg'ž' c'a' 'gh' XYb'rg' U'V'ci' h' h'Y'g'Y' hc'd']W'g"

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'[]]b'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 'hg'k]''VY']b'k YY_'%\$"

5df]		<p>D8žD=UbX'D=8'Wcbfc`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>GhUHy`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`WU]cb]WU`Zcfa ""G]a]Uf]m hfUbgZcfa U]cb"Gc'i hcb`cZghUHy`gdUW`Yei U]cb" A Uf]l`Yl dcbYb]U"</p>
K YY_ - . %&'5df]'! '%* 5df]'	@YWh fY	<p>GhUV]`]mUbU'mg]gžY][Ybj U'i Yg"GhUHy`ZYXVUW`" Dc`Y`d`UW`a Ybh'7cbfc`UV]`]m'</p>
K YY_ %\$. %- '5df]'!'& 5df]'	@YWh fY	<p>GhUHy`Ygh]a U]cb"C VgYfj Yfg"C VgYfj UV]`]m' a d`Ya Ybh]b[`ghUHy`ZYXVUW`j]U`Ygh]a UHyX`ghUHy`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]ž? "A cXY]b[žUbU'mg]g'UbX'Wc'bfcc'cZXmbUa]WgmghYa g'f&bX'YXbE'VmK]'Ua '>'DU'a '==ž
>c\b'K]Ym/ 'Gcbgž'WžBYk 'Mcf_ž&\$\$ (ž'G6B '\$ (+% \$+' +\$ - "'f&\$\$*E"

>c\b'gcbžA "ž>"K]_YžUbX'F "'? UHV]" "'7 cbfcc'9b[]bYYf]b[-Ub'bfccXi Wc'fm7 ci fgY"'f&\$\$&E"

B]gYžBcfa Ub'G"'7 cbfcc'gmghYa g'Yb[]bYYf]b["'>c\b'K]Ym/ 'Gcbgž&\$\$"

: fUb_]bž; YbY: "ž>"8Uj]X'Dck Y'žUbX'5VVUg'9a Ua]!B UY]b]"': YYXVUW_ Wc'bfcc'cZXmbUa]WgmghYa g'"
@cbXcb.'DYUfgcbž&\$\$)"

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

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

%ž'&\$\$%ž'k Y]bWi XY U'fY'Yj Ubhčcd]W'Wc'bw'wh'5Wj] Y'ž]h'fgžVUgYX'cb'c dYfUhcb'5a d']žYfg": cf
i bXYfg]UbX]b[]ž'k Y'U'gc']bWi XY'hY'XYž]b]hcb'cZ]a dYXUbW']b'hY'@Ud'UW'8ca U]b"K Y'U'gc' []j Y]hg
]b]h'fd'fYUhcb']b'hY'žYei YbWmXca U]bž]b'Wca V]bUhcb'k]h': ci f]Yf'fUbgZcfa 'f'hY'i gi U'k Umhč']b]h'fd'fYh
ž]h'fgž]b'hY'g][bU'dfcWgg]b['UfYUč"

&č'5Wm U'mWčj Yf]b['U'fY'Yj Ubhčcd]W'GhU'Y'gh]a Uhcb'#VgYfj YfgžZc'fVY]b['UV'Y'hč']a d'Ya YbhghU'Y
žYXVUW_]b'U'fYU]gh]Wk Um'K Y'k]'U'gc'j Yf]žm]ž'k cf_]b[ž'h'fci [\ 'fYU]gh]Wg]a i 'Uhcbg]b
A UhUV#G]a i]b_

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

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

@UVcfUhc'fmK cf_g\cd'žZcfa Uhcb

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

I BGK 'bck '\Ug'U': [\]hrc'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 ['\rc'Xc'gc'UbX'WUbbch'UHf'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'hUhghi XYbhg'k]'bchVY'fYei]fYX'rc'dfcj]XY'UbmXcW a YbhUfmYj]XYbW'rc
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]WUhg'Zca 'UbmcbY'XYYa YX'rc'VY'U'dcg]h]Y'WUgYž
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]WUhg'UfY'X]Z]W'h'rc'cVHU]b'UbX'di hUb'i bbYW'ggUfm]gh]U]b'cb
ghi XYbhg'UbX'a YX]W'gh]UZ'

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`h`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`h`#`hW]b`hU`_Y`a`UbmiZcfa`gž`Zca`XY`]VYfUHX`WX`YU]b[`hc`UWUXYbH`U`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`ja`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`h`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_]`Uhgca`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`U`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`YdYUHX`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`U`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`U`h`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<`cbYgmiUbX`D`U\[\]Uf\]ga`\]gW`b`Xi`W`h`D`fc`W`Xi`fYg`"dXZ`](#)

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 dYWW]h]cb`Zc`f`cbY`I C 7]g`Uddfcl]a UH`m&) ` \ci fg`dYf`hYfa "H\]g`]bW`i XYg`WUgg`W`b`h`U`W`h` \ci fg`z`df]j UH`g`h Xn`z`c`h`Yf`Y`U`fb]b[U`W`j]h]Yg`z`dfY`d`U`f`U`h]cb`U`b`X`h]a Y`gd`Y`b`h`c`b`U`"Ugg`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` fY[i `U`f`U`b`X`]`b`h`y`b`g]j`Y`h`Y`fa`g`"9`U`V`X` `W`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`X`i` `Y`X`Z`J`W`!`h`c`!`Z`J`W` `U`b`X`#`c`f`c`b`]`b`Y` `W`c`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`c`b`h`U`W`i` \ci fg`g` \ci `X`V`Y`gd`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`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]Ub]W]b[`W`c`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`g`g`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`YWXUb\]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`7cXY`.\$\$\$-` ;

5W_bck`YX[Ya`YbhcZ`7ci`bhfM

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

