



## ГОСУДАРСТВЕННОЕ ЗАДАНИЕ

**областному автономному образовательному учреждению дополнительного профессионального образования  
«Новгородский институт развития образования»  
на 2015 год и плановый период 2016 и 2017 годов**

### ЧАСТЬ I

1. Наименование государственной услуги, по которой устанавливается государственное задание

№ п.п.	Наименование государственной услуги	Единица измерения государственной услуги
1	2	3
1.1.	Реализация дополнительных профессиональных программ повышения квалификации (в том числе с применением электронного обучения и/или дистанционных образовательных технологий)	1. Среднегодовое число слушателей (чел.)
1.2.	Реализация государственной услуги по аттестации в целях установления квалификационной категории педагогических работников организаций, осуществляющих образовательную деятельность и находящихся в ведении Новгородской области, педагогических работников муниципальных и частных организаций, осуществляющих образовательную деятельность (приложение №1)	2. Число документов, поданных на аттестацию (ед.)
1.3.	Организационно-методическое обеспечение аттестации руководителей государственных областных образовательных организаций, подведомственных департаменту и лиц, претендующих на должность руководителя в государственных областных образовательных организациях, подведомственных департаменту образования и молодежной политики Новгородской области (приложение №2)	3. Число документов, поданных на аттестацию (ед.)
		4. Число часов на оказание

	<p>Hj]ZgbaZpby ojZg_gby dhfie_dlh\Zgby ma_gZhb :b^h]g v^h\Zgby ^hdmf_nhg^Z Jhkkbckdhc N_^ jZpbb h[jZamxsbok y \ ^_y h]e vghklb ^_iZjIZf_gIZ b ^</p> <p>Zjovuo ^hdmf_igbre'h`_gb_`</p> <p>Hj]ZgbaZpbyhggbq_kdh_b bgnhZgZebhgghkdh_h[ki_q_gb_Qkeh^h^h]Zah\Zi]evgucgby ijhp_^mj_ebp_gabjh\Zgby b ]hk^b^Zpbb hgZahZdZdZevZgZahZpbcZgbaZpbc hkhgbaZpbc b hj]ZgbaZpbc hkms_kl\eyxsbovg[h]Zah\Zi_evgsnx^k^eyksebo h[j]Zah\Zi_gmx ^_yl evgh^Zvr aZy\db_gZ b]b^Zgga ]hkm^Zjkl\_ggmx ZZddj_pbx _^</p> <p>BgnhjfZpbbZggZheblbq_kdh_b hj]ZgZhaZpbbkqgh khijh\hk^grbxsbo ijh]jZffu h[s_]h h]ZahZgZyg bmq_[gbdZfb b</p> <p>i_q_gby hj]ZgbaZpbc j_Zebamxsbo</p> <p>m[gufbtkh[by</p>	<p>m]kem]</p> <p>Qkeh hij]ZgbaZpbc j_</p> <p>grbxsbo ijh]jZffu</p> <p>ZahZgZyg bmq_[gbdZfb b</p>
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DZI\_]hjby ihlj\_[bl\_e\_c ]hkm^Zjkl\\_gghc mkem]b

<p>i i</p>	<p>GZbf_Z gbdZ[h] jbb_ih] [ble_c</p>	<p>Hkgh ij_^hklZ e_gby [_aah f_a^gZy qZklbggh ieZlgZy ieZlgZy !</p>	<p>Dhebq_kl\h ihlj_[bl_e_q_e _^</p>				<p>Dhebq_kl\h ihlj_[bl_e_hafh`gh hdZaZlv \uih egbl ]hkm^Zjkl\_ggmx mkem]m`j qe _^ !</p>			
		<p>hlq_lg nbgZhg \uc]h^</p>	<p>l_dms nbgZhg \uc]h^</p>	<p>hq_j_^ nbgZhg \uc]h^</p>	<p>ieZgh\uc i ]h ]h</p>	<p>l_dms nbgZhg \uc]h^</p>	<p>hq_j_^ nbgZhg \uc]h^</p>	<p>ieZgh\uc b ]h^ ]h^</p>		

	N b a b q _ k d b a \h e b p Z m k e _ n a ] Z g Z y										
	N b a b q _ k d b a \h e b p Z m k e _ n a ] Z g Z y										
	N b a b q _ k d b a \h e b p Z m k e _ n a ] Z g Z y										
	N b a b q _ k d b a \h e b p Z x j b ^ _ a ^ g Z y q _ k d b p Z e m k e m ]										
	X j b ^ b g k d b _ e b p Z _ a ^ g Z y m k e m ] Z										
	X j b ^ b g k d b _ e b p Z _ a ^ g Z y m k e m ] Z										

l h d Z a Z b Z e Z d l \_ j b a m x s b \_ d l Z [ t \_ f k l h r d Z a u \ Z \_ f h c ] h k m ^ Z j k l \ \_ g g h c m k e m ] b  
l h d Z a Z l \_ e b o Z j Z d l \_ j b a m x s b \_ f h c Z p h k r h \ h Z j k d Z a g u g Z c m k e m ] b

i i	GZbf_gh\ ihdZaZI_ey	? b gbpZ baf j_gby	F_lh^l jZkq_lZ	AgZq_gb_ihdZaZ\Z hdZau\Z ]hkm^Zjkl\_ggh hlq_lg   l_dms   hq_'gh   ieZgh\ucbh nbgZhgk nbgZhgk nbgZhgk ]h^ ]h^ \uc]h^ \uc]h^ \uc]h^					Bklhqc bgnhjfZpb agZq_gbbZi l_ey_bkoh ^Zgu_ey j,lq_l	b h hdZa ^gu- _]h-
	<p>&gt;hey kemrZihe_c i</p> <p>emqb\rbonf^gdud</p> <p>h ih\ur_gbbbd\Ze</p> <p>nbdZpbb</p> <p>&gt;hey ij_ih^Z\Zl</p> <p>hjjZgbaZpbbb^hiheg</p> <p>l_evgh]h ijhm_kkb</p> <p>gZevgh]h hZjZyah\ ijhr^rbo ih\ur</p> <p>gb_d\ZeZpbbd</p>		<p>hlghr gb</p> <p>qbkeZnke</p> <p>rZl_e_c i</p> <p>emqb\rbo</p> <p>^hdmgf_u h</p> <p>ih\ur_gbb</p> <p>d\ZebnZbd</p> <p>pbb [d h</p> <p>s_fm_qbkem</p> <p>kemrZl_c</p> <p>aZ_bkdexq</p> <p>gb_f_kemr</p> <p>l_e_c_klqb</p> <p>e_gguo ih</p> <p>m\Z_bv_e</p> <p>guf ijbbq</p> <p>gZf</p> <p>hlghr gb</p> <p>qbkeZ_ij</p> <p>ih^Z\Zl_e_c</p> <p>ijhr^rbo</p> <p>ih\ur_gbb</p> <p>d\ZebnZbd</p> <p>pbb d h]s</p> <p>fm dhebq</p> <p>kl\m ih i</p> <p>^Z\Zleic h</p> <p>]ZgZa</p> <p>pbb</p>						<p>@mgZe \u^Zqb</p> <p>^hdmf_glm\ h i</p> <p>\ur_gbb d\Ze</p> <p>nbdpbb</p> <p>Dhibb ^hdmf_</p> <p>lh\ h ih\ur</p> <p>gbb d\ZeZnbd</p> <p>pbb \ebqguo ^</p> <p>eZo</p>	

	<p>&gt;hey ij ih' e  hj]ZgbaZpbb^hiheg  l_evgh]h ijhm kkb  gZevgh]h hZgZyah\  bf_xsbo mq_gmx kl  i_gv mq_gmh a\  b beb aglZobqby</p>		<p>hlg hr gb -  qbkeZ ij -  ih^Z\Zl_e_c  bf_xsbo  mq_gmx kl  i_gv p h  s_fm d h e  q_kl\m ij  ih^Z\Zl_e_c  hj]ZgZa  pbb</p>					<p>Dhibb ^h gmf  lh\ h ijbk\h_gbb  mq_ghc kl_i_gb  beb agZdb\ hle  qby \ ebqguo ^  eZ o</p>
	<p>&gt;hey kemrZIZe  qbke_gguo gZ dmi k u  hl qbkeZ \k ho i^Z  ]bq_kdbo b jmdh\h^  sbo jZ[hlgbdh\  ^Z\rbo aZy\dm gZ h  q_gb_</p>	<p>_c a  dmi k u  i^Z  dh\h^  i  gZ h</p>	<p>hlg hr gb -  qbkeZ en  rZl_e_Z a  qbke_gguo  gZ dmi k u  h[s_fm d  ebq_kl\m  ^Z]h]bq  kdbo m d j  \h^ysbZ j  [hlgbdh\  ih^Z\rbo  aZy\db gZ  h[m_q  gb_</p>					<p>aZy\db kemrZl  e_c ijb dZau h  aZqbke_gbb ke  rZl_e_cubZ  q_^h dmf_glh\ h  ijhoh^_gbb  dmjkh\ migZe u  ihk_s_gby aZg  lbc kemrZl_eyfb</p>
	<p>&gt;hey kemrZl je  kh\ ijhr ^rbo h  q_gb^bk]Zgpbhghf  j_bf_hl h[s_h]h d  ebq_kl\Z kemrZl_e  aZ ]h^</p>	<p>_c d m  h  ghf  h d  e</p>	<p>hlg hr gb -  qbkeZ en  rZl_e_c  dmjkh\  ijhr^rbo  h[m_q_gb\  ^bklZggbh  ghf j_bf -  dh[s_fm  de b q_kl\m</p>					<p>ijbdZau hkaZqb  e_gbb kemrZl  e_c b \u^Zq ^  dmf_glh\hh ij  oh^_gbbkl\m</p>

			ker;l_e- aZ ]h^						
	Hlkmlkl\b_ h[hkg \Zgguo`ZehZkpmr l_e_c dmjkhZb'bo [h h^Zl_e egZ^ kl\by jZ[hTghZ\ - gbaZpbb							`migZebj_ ] kljZpbb_n[jZs gbc ]jZ^Zg	
	Hlkmlkl\b_ h[hkrdh\Z guo`Zeh[ ih]_ [bl e_c mlgZ^m]lcky jZ[hlgbdh]Zgza pbb  >hey m^h\eg l\hj_ guo h[jZs_gbc km[ _dlh\ \kn_jh h[jZa \Zgby gZ hdZaZgb dhgkmevlZpbhgghc ih^^ j`db ih Zl_kl pbb i_m]Zp_kdbbo jZ[hgbdh\		hlg hr gb - qbkenZ \e_l\hgj_ guo hZj s_gbc km[ _dlh\ \kn j_ h[jZZh\ gby gZ hd aZgbg dh kmevlZgpbh ghc^h ^ j`db ih ZTl_kdbb i_^Z]h]bq kdbo jZ[h gbdh\h s_fm kpb h[jZs gbc					`migZebj_ ] kljZpbb_n[jZs gbc ]jZ^Zg	

	<p>Hlkmlkl\b h[ghkrgh\Z  guo`Zeh[ihl] [bl  e_c mlgzm\ dky  jZ[hlgbdh]Zgza  pbb</p> <p>&gt;hey m^h\eg l\hj  guo h[jZs_gbc km[  dih\ \kn jhh[jZa  \Zgby gZ hdZaZgb  dhgkmevlZpbhgghc  ih^^_j`db jmbh\h^  l_e_c ]hkm^Zjkl\  guo h[eZklgzo h[j  ah\Zl-evguo Zj]Zgba  pbc b ebp inj_g^  xsbo gZ^he ghklv  jmdh\h^ey</p>		<p>Hlghrgb  qbkenh  \e_l\hg  guo hZj  s_gbc km[  _dih\ \kn  j_h[jZah\  gby gZ hd  aZgb g dh  kmevlZgpbh  ghc ^h  ^_j`dbmj  dh\h^elc  ]hkm^Z  kl\_gguo  h[eZklguo  h[jZah\  l-evguo h  ]ZgZabc b  ebp ijg l_gZ  ^mxsbo  ^he`ghklv  jmdh\h^bl  eyd h[s_fm  dhebp  kl\jmdh\  ^bl_e k ]h  m^Zjklg  guo h[eZk  guo h[hZa  \Zl-evguo  hj]ZgZabc  b ebpj  l</p>					<p>`migZebj_]Zs  kljZpbb h[jZs  gbc</p>
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	[bl_e c mg ^_ckl\by jZ[hlgbdh\ h]]Zc;pb								g b
	> hey j]ZgbaZpbc eZklb paZsbo ijh]jZffu h[s_]h h[jZah\Zgby mmqZkl xsbo \ fhg]hjb		hlg h_r gb qbkeZ Zh[j ahZ_evguo h[j]ZgZpbc h[eZklb j Zebamxbo ijh]jZffu h[s_]h h jZah\Zgby mqZkl\m sbo \ fhg lhjbg]_d h[s_fmkgb em TZdjbo ]ZgbaZpbc						we_dljhgZy [Za fhgblhjb]Z
	> hey hj]ZgbaZpbc h eZklb paZsbo ijh]jZffu h[s_]h h[jZah\Zgby mmqZkl xsbo \ f_]h]jbyo		hlg h_r gb qbkeZ Zh[j ahZ_evguo h[j]ZgZpbc h[eZklb j Zebamxbo ijh]jZffu h[s_]h h jZah\Zgby mqklxm sbo \ fh ijbylbyo d h[s_fmkgb em TZdpo h ]ZgbaZpbc						`mjgZe m] iZ i k_s_gbchf_j ijbylbc
	> hey hj]ZgbaZpbc Zebamxsb]j f	j							

	fu h s_  h h Z gby_ iheghklwx h[_ l_q_ggu d g b d Zfb b_mq_  gufb ykh[h fb \ kh h k l \ b b k ^_ckl\mxsbf aZdhg ^Zl_evkl\hf  Hlkmkl\b_ h[hkg \Zgguo`Zeh[ihij [bl_e_c m g z m]b ^_ckl\by jZ[hlg b dh\ h j]Zg p b b								fhgblhjbgl h[_ki_q_gghklb mq_[gbdZfb b mq_[gufbhik [byfb  `migZebj_ ] kljZpbb h[jZs gbc
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H[t\_f hdZau\Z\_fhc ]hkm^Zjkl\\_mg b e g r a k e i m p l y a Z l g e l

	GZbf_gh\Zgb_ ihdZaZl_ey_	?^bgbp bafj_gby	AgZ_gb_ ihdZaZl_ey h[t_ hdZau\Z_fhc ]hkm^Zjkl\_ mkei	hlq_lgut_dms nbgZhgknbgZhgk ghc \uc \uc nbgZ kh\uc	b c q ↑ kh\uc ]h^	ieZgh\ucth ]h^		fZBklhggbd gghhZpbl h agZq_gbb ihdZa_ey
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	Kj_^g_]h^h\h_ qbkeh k m k e z h   Z e_ ech \_ d						JZkqzlg h k_l\_uh dZaZl_eb
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	Qbke m dmf_glh\ ih^Zgguzp byZ? Zb g b k d Z mkem]Z						;Zgd ^Zgguo h i_^Zb]h q_kdbZo_j [hlgbdZZo a y\b\rboky gZ Zll_kdbx ijbdZa_
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								iZjIZf_h ijbk\h_gbb dZl_lhjbc ijhldheu aZk_^Zgbc Z l_kZpbhgg dhflk t
Qbkeh ^hdmf_glh\ ih^Z gZguxo?g ZgZlp Zkl mkem]Z								;Zgd ^Zggguo h_jdh\hy^ sbo_jZih gbd_Zole pZo_ig_l ^mxsbo_gZ ^he`ghklv jmdh\h^bl ey aZy\b rboky_gZ Z l_kpZx ijbdZau ^ iZjIZf_gIZ ijhldheu aZk_^Zgbc jeZ\ghc_Zll klZpbhggghc dhfbtk
Qbkeh qZkh\ gZ hdZ anZkgebm] Zn k e m g b p Z								>hdmgf u Zjob\gh]h mqZ `mjgZe \ ^Zqb_Zjob guo kZhd `mjgZe mq_lZ dhgkmzevl pbc b ijh\ jh
Cbkeh h[jZah\ZI_evguo hj]Z	?^bgl							ljb dZ: / _

	<p>g b a Z p b c h k m s _ k l \ e y x s b \ g m  ^ _ y l _ e v g h k l v i h ^ Z \ r b o a Z b y \ d b g Z e b p _ g a  j h \ Z g b _ b ] h k m ^ Z j k l \ _ t j p m b x x Z d d j _ ^  m e k m ] Z</p>						<p>i Z j l Z f _ h  i j h \ _ ^ _ g b b  i j h p _ ^ m b j e  p g a b j h \ Z g b y  b _ Z d d j _ Z ^ b l  p b b h [ h Z a  \ Z l e u o  h i l Z g b a Z p b c  h [ e Z k l b  j _ _ k l p e  p _ g a b j h \ Z  g u o b _ Z d d j  ^ b l h g u o  h [ j Z a h \  l _ e v g b j o  ] Z g b a ,</p>
	<p>Q b k e h h j ] Z g b a Z p b c j _ Z e b f a m x s b g o b p j Z ] j Z  f u h [ s _ ] h h [ j Z a h m Z e b r y ] Z</p>						<p>J _ _ k l p e  p _ g a b j h \ Z  g u o b _ Z d d j  ^ b l h g u o  h [ j Z a h \  l _ e v g b j o  ] Z g b a Z p b c  W e _ d l i h g g Z y  [ Z a Z ^ Z g g u o  h [ h [ _ k i  q _ g g h k l b h  j Z a h \ Z m _ e  g u d j ] Z g  a Z p b c _ Z e  a m x s b d i j  ] j Z f f u [ h  s _ ] h h [ h Z a  \ Z g b y [ m q _  g b d Z f b b  m q _ [ g u f b  i h k h \ f b</p>

Ihjy^hd hdZaZgby ]hkm^Zjkl\\_gghc mkem]b

GhjfZlB\guc ijZ\h\hc Zdl j\_]mebjmxsbc hdZaZgb\_ ]hkm^Zjkl\\_gghc mkem]b

Dhgklblmpby JhkkbckdhicbnyfZyZpbbguf ]hehkh\Zgb\_dZ[jy ]h^Z

N\_^\_jZevguc aZdhg hl ]h^Z[jyNA ©H[ h[jZah\Zgbckdhc N^\_jZpbb

N\_^\_jZevguc aZdhg hl ]hg^Zy[jyNA ©H[hZhfguo mqj\_`^\_gbyo^a

IhklZgh\e\_gb\_ :^fbgbkljZpbb h[eZklb hIH[ ml\\_j`^\_gbb lneh`\_gby h nhjfbjh\  
kl\\_ggh]h aZ^Zgby h[eZklguf ]hkm^Zjkl\\_gguf mqj\_`^\_gbyf b nbgZgZ^Zgbyh[\_ki\_q\_g

IhklZgh\e\_gb\_ ^\_iZ[jZah\Zgby h eh^`ghc iheblbdb Gh\]hph^kdhc h[eZk©H[  
ml\\_j`^\_gbb Z^fbgbkljZlB\gh]h j\_]eZf\_glZ ij\_^hklZ\e\_gby ]hkm^Zpkle\_yggm^lZgkZ^lbg  
ebnbdZpbhgghc dZ^Z[jh]bbq\_kdbo jZ[h]ZgbbdhZpbc hkms\_kl\eyxsbo h[jZah\ZI\_evghmx`  
sboky \ \\_^Ggbb]hjh^kdhc h[eZkZl]h]bq\_kdbo jZ[hlgbdh\ fmgbbpbiZevguo b qZklguo hj]  
h[jZah\ZI\_evghmx ^\_ayl\_evghklv

Ihjy^hd bgnhjfbjh\Zgby ihl\_gpb\_e evghudZ ahuljZ [bhc ]hkm^Zjkl\\_gghc mkem]b

i	Kihkh[ bgbjh\Zgby	KhklZ\ jZaf_sZ_fhc ^h\h^bftcnhjZp	QZklhIZ h[gh\e_gby bgrjfZpl
	HnbpbZevguc kZcl GBJH <a href="#">KWWS</a>	H[ty\e_gb_	H^bg jZa \ f_kyp
	GZijZ\e_gb_ bgnhjZpbbhg	H[by\bk_gb_	I_j_^Zd^uf f_jhijbyl
	BgnhjZpbbhgg_u_ k[hjgbb	BgnhjZpby h j_ZebaZpbb h[eZkHghg pZ^_h^ ljh]jZffu jZa\blby ZpZah j_ZebaZpbb gZpbhgZevghc h[jZah\ZI_evghc bgbpbZlB\u ©GZrl\Zy rdt	
	Kj_^kl\Z fZkkh\hc bgnhjZpbb	BgnhjZpby[jZah\ZI_evghZgkm\h ohayckl\_gghc ^_yl_evghklbZaughjZlB\ghc [ mqj_`^_	H^bg jZa \ ]h^

Hkgh\Zgby ^ey ijbhklZgh\e\_gbyk\kiggh]hglaZ^ZgbyZ

< i	Hkgh\Zgb_ ^ey ijbhklZgh\le_gbrgdI qZklv klZlvy b j_d\bablu gh]frZ lZd gZ]h ij
	Hlkmkl\b_ ebp_gabb ijbhklZgh\jeZevguchZdhg < NA©H[ h[jZah\Zjrbkk b ^_ckl\b_ eb kdhc N_ ^_ε kl qZ

Hkgh\Zgb\lyk^eygh]h ij\_djZk ihgby\_gby jkhkm^Z]h ayZ^Zgb

< i	Hkgh\Zgb_ ^ey ijbhklZgh\le_gby lmgdl qZklv klZlvy b j_d\bablu ghjfZ l\b\gh ijZ\h\h]h
	:ggmebjh\Zgb_ ebp_gabb N_ ^_jZevguc aZdhg hl NA©H[ h[jZah\Zjrbkk b kdhc N_ ^_ε kl qZ
	Ebd\b^Zpby_`^_gby N_ ^_jZevguc aZdhg hl NA©H[ h[jZah\Zjrbkk b kdhc N_ ^_ε kl

lj\_ ^\_evgu\_ p\_gu lZjbn u gZ hieZlm ]hkm^Zjkl\\_gghc mkem]b  
AgZq\_gby ij\_ ^\_evguo p\_g lZjbnh\

< i	P_gZ lZjbn ?^bgbpZ baf_j_gbd\bablu Z]h]fgh]h ijZ\h\h]h ZdbZZxrk]ZgZ\eb p_gu lZjbn u eb[h ihjy^r_gb

Hj]Zg bkihegbl\_evghc \eZklb h[eZklb mklZgZ\eb\Zxsbc p]gu lZjbn u ]hkm^Zjkl  
lhjy^hd dhgljhey aZ bkiheg\_gb\_f]Zgmy^Zjkl\\_ggh]h a

< i	NhjZ dhgljhey l_jbh^bqghk Hj]Zg bkihegbl_evghc \eZklb h[eZklbg h kms ljhev bkiheg_g_f ]hkm^Zjkl\_

:gZeba hlq_lghk	hjf jZa \ ihem]h	biZjIzf hgIjZah\Zg	b f h e h ^ _ ` g h c i h e b l b d b	Gh\
l j h \ _ j d Z k h h l \ _ i k l b b y n Z d Z a \ i h e m ] h	h ^ k d h c _ h [ e Z k l b	h ^ k d h c _ h [ e Z k l b	b f h e h ^ _ ` g h c i h e b l b d b	Gh\
q _ k d h c j Z [ h l u _ b k i e g b l _ e y				
m k e h \ b y f g b z ^ Z				
l j h \ _ j d b i j h \ h ^ b f u l _ \ i k l f h j _ g _ h [ b k l b	b f i Z j I z f h g I j Z a h \ Z g b f h e h ^ _ ` g h c i h e b l b d b	b f i Z j I z f h g I j Z a h \ Z g b f h e h ^ _ ` g h c i h e b l b d b	b f h e h ^ _ ` g h c i h e b l b d b	Gh\
\ _ i k l \ b b k ^ _ c k l \ m x s b f a z d	j h ^ k d h c h [ e Z k m b _ h j ] Z g u ] h k m ^ Z j k l \ _ g g h c			
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			]hkm^Zjkl\_ggh]h aZ^Zgby hl aZieZg kdhf		
			aZ^Zgbb]gZ l_eaZlh jh\Zggh]h aZ^Zgby ihdZaZI_ey ey		
			guc i_jbh^ q_lguc i gby ihdZaZI_ey ey		
			j b h		
H[t_fu hdZau\Z_fhc \uihegy_fhc ]hkm^Zjkl					
DZq_kl\h hdZau\Z_fhc \uihegy_fhc ]hkm^Z					

Kjhdb ij\_^klZ\e\_gby b k i h e g h \ g b b ] h k m ^ Z j k l \ \_ g g h ] h a Z ^ Z g b y  
^h b x e y ] h ^ Z ^ h y g \ Z h y Z  
Bgu\_ lj\_[h\Zgby d hlq\_lghklb h[ bkiheg\_gbb ]hkm^Zjkl\\_ggh]h aZ^Zgby  
mqj\_`^\_g b z g n b g Z g h a \ h c k l \ \_ g g h c ^ k l b l i e e z g g h n Z d ^ h k l Z \ e \_ g b \_ h i \_ j Z l b \ g h c b g n h j f Z p t  
k d b o h l q \_ l h \ h [ b k i e g \_ g b b g h j f Z l b \ g u o ^ h d m Z j l g l f h \ g l Z a z i z h b z f b f h e h ^ \_ ` g h c h h e b  
j h ^ k d h c h [ e Z k l b

BgZy bgnhjfZpby g\_h[oh^bfZy ^ey \u\húé g e g b g b \_dfhg]ljkemy^ZajZl\\_gghZ h rdZ^gZhg\_b  
jZkibkZgb\_ iheh`\_gb\_ h[ hieZl\_ ljm^Z b jZkij\_^\_e\_gbb klbfmebjmxsb\_ }hú^eZ lgpZ efZ  
iheh`\_gby h kljmdlmjguo ihkZlú^ g e Z g j h y o ^ \_ g b \_ f \_ j h i j b y l b g h j f e z h d Z g e w g u Z d l u b i e Z g u  
j\_eZf\_gl bjmxsb\_ \gmlj\_ggxx kbkl\_fm dhgljhey dZq\_kl\Z ij\_^hklZ\ e\_gby mkem]



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 jZ[hlu jZ[hl jbbkhl^\_[h\Zgby d \uiheg\_gbx jZ[hlu jZ[hl

GZbf\_gh\Zgb\_ ]hkm^Zjkl\\_gghc jZ[hlu

Hj]ZgbaZpbhgh^hbq\_kdh\_hki\_q\_gb\_jZa\bib]jZa^k\Zgubh h[ieZk^hb\_gb\_  
 Hj]ZgbaZpbhgh^hbq\_kdh\_ h[\_ki\_q\_gb\_ ^\_yl\_evghkj]Zgh]ZpbcZ\lev\_gju\_onbabq\_  
 dmevlmjb eh`\_gb\_  
 BgnhjfpbhggZheblbq\_kdh\_ hj]ZgbaZpbhgh^hbq\_kdh\_ b wdki\_jlgh\_ h[\_kiq\_gb\_  
 kl\\_gghc \eZklb b f\_klgh]h kZfhmijZ\e\_gby Gh\]hZa^kZgby]hZk^k\kn\_j\_ h  
 Hj]ZgbaZpbhgggh\_ h[\_ki\_q\_gb\_kmi^Zjk^\_gdby]hZdl\_klZpbb ih h[jZah\ZI\_fevguf  
 fZf hkgh]h h[s\_]h b kj\_^g\_]h h[s\_]h]hZa^kZgby  
 Hj]ZgbaZpbhgggh\_ b flZlogbZekgh\_ h[\_ki\_q\_gb\_ ^\_yl\_kéjrh\h\_klbgfk\jrapZ^gmjau  
 ]hkm^Zjkl\\_gghc Zddj\_^bIZpbhgggh\_ki\_wjlk^]hZa^kZjkl\\_gghfm dhgljhex gZ^ah  
 h[jZah\Zgby

IhdZaZI\_eb oZjZdl\_jbamxs\_b\_dZq\_kl\h b kh^\_j`Zgb\_ \uihegy\_fhc ]hkm^Zjkl\  
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			?^bgbpZ	h ql gucm gZgk \uc	l_dmsb nbgZgk \uc	bq_gh nbgZgk \uc	ieZgh\ucb h	Bklhggb d bgnhZ pbb hZag q_gbb i dZaZI_ey koh^gu_ ^Zgu^ey -]h_jZkq IZ
1 i i	GZbf_gh\Zgb_	ihZaZI_ey	h^_j`Zgb_ jZ[					

<pre> Hikmkl h[hkgh\Zg `ZehgZk_e gbyZ^ kl\by jZ[h] dh\hj]Zg pbb </pre>	<pre> Ih^]h h\dZ(ch' gbeh`_gbc ih ijh\_^ gbx f_jhijbylbc f ggblhjbg]h\uo b kke_^ gZgbc Kghhj aZpbb kh]glZ\e blh]huo b ZgZeb]bq kdbo hlq ih\ ]ZajZ]h dZ djbl_jb_\_ ihdZaZl e_c g]h evgh baf_jbl_evguo fZl_j Zeh\ b f_lkdbq j_dhfg^Zpbc b]j]Zg aZpby jZ[hlu ih ijh\ ^_gbx h[eZklguo f jhijbylbc k_jZbnbd pbb kl]bjh\Zgby ijhp_^mj Zll_klZpbb wdk]h\ b ih ih^ ]h h\d_^lZc d mq klbx \h \k_]k]k]b hebfibZ^Zo bj dhgdm kZognB]fZpbhggh_ khijh\h^_gbh_f_j ijbylbc LbjZZbjh\ gb_fZ]bZeh\ hnhjfe_gb_rbgZgk \hc b gZ]jZ^gmc^hd f_g]Zpbi]beh`_gb_ &lt; </pre>						<pre> `mjgZ_ ]bkl]Zpbb h[]Zs_gbc </pre>	
<pre> &gt;hey ijh\ ^_gguohf ijbylbc ZT ieZgbjg\Z gu </pre>	<pre> j a </pre>						<pre> &gt;hey hij \_ ^_gguo f_jhij]b ]bc hZ a ieZgbj \Zgg </pre>	

	<p>Hlkmlkl h[hkgh\Zg `ZehgZk_e gbyZ kl\by jZ dh\ hj]Zg pbb</p> <p>&gt;hey ijh\ ^_gguohf_j ijbybc hZ_a ieZgbjg\Z gu</p>	<p>Hj]ZgbaZpby_ rl guob_f_jhijbylbc\ Gh\]hjh^kdhc h[eZklb \ kn_j_nbabq_kdhc mevlmju b kihjIZ</p>						<p>`mjgZ_ ]bkljZ_pbb h[jZs_gbc</p> <p>ljbdZau h ijh\_^ gbb fhj ijbylbc</p>	
	<p>Hlkmlkl h[hkgh\Zg `Zehihlj [bl_e_c mkle gZ^_ckl\by_ilgh_h[ jZ[h]gh\jh h]Zgh\ ]ZgZabb</p> <p>&gt;hey ijh\ ^_gguohf_j ijbylbc ZT ieZgbjg\Z guo</p>	<p>BgnhjfZpb rl ZgZebllbq_kdtb_ hj]Zg aZpbhggh m]h]bq_kdh_b wd gh_g ghc \eZklfb_klgh]h kZfhmijZ\^_gby Gh\ jh^kdhc h[eZklb \ kn j_ h[jZah\Zgby</p>						<p>`mjgZ_ ]bkljZ_pbb h[jZs_gbc</p> <p>ljbdZau h ijh\_^ gbb fhj ijbylbc</p>	
	Hlkmlkl	Hj]ZgbaZpbh{k	rl						`mjgZ_

f[hkgh\Zc `ZehgZk_e gbyZ^ kl\by_jZ[h dh\h4gza pbb	i_q_gb_ijh\ ]hkm^Zjkl\ gghc bl ]h\hc Zll_klZpbb ih ]jZah\Z[_evguf ij ]jZffZf hkgh\gh]h h[s_]h b ki_ ^g_]h h s_]h[jZah\Z							]bkljZr h[jZs_gb
Hikmkl h[hkgh\Zg `Zeh[ ihl [bl_e_c j lu_gZ^c jZ[hlgbdh\ ]ZgbaZpbb	Hj]ZgbaZpby b gZuevghogbq_kdh ]h[ki_q_gb fy]hijb ]h[ihwdki_j]baf k\ aZgguoijk\^g_f ]hkm^Zjkl]hggg ]jhey^gZjZ\ h[jZah\Zgby^Z kl\_gghc Zddj_	rl ]hijb k\ g_f ]hkm ]hkm						`mjgZ ]bkljZpbb h[jZs_gbc

lhdZaZl\_ey kh^\_j`Zgb\_ \uihegy\_fhc ]hkm^Zjkl\\_gghc jZ[hlu

1 i i	GZbf_gbh ihdZaZy	Kh^_Zgb_jZ[hlu	?^bgbb ]h[af_j gby	AgZq_gb_ ihdZaZl_ey kh^_j`Zgb_ \uihegy_fhc ]hkm^Zjkl\_gghc jZ[hlu				]hkm^Zjkl\_gghc bgnhjZpbb h agZq_gbb ihdZaZl_ey bkoh^gu_ ^Zgu_ ^ey _]h jZkq_IZ	
				hlguc nbgZhg \uc	l_dmsb nbgZhg \uc	hq_↑ gghc gZgk \uc	ieZgh\ucbh^j ]h^	]h^	
	Dhebq_ qZkh\ K[hj bgnhjz	]h^]hldZ ij]h' ih eh'_gbc ih ijh\ ^gbx f_jhijbylbc	qz ]hkm^Zjkl\_gghc						leZg ih ijbylbc ih jZebaZpbb ]hknj

		<p>khk\ e_gb_blh  b_ZgZeblbq kdbo h  q_lh\ JZajZ[hldZ  djbl_jb \ ihdZaZl  e_b f_lh^bq_kdbo  j_dhf_g^ZhpZ  gbaZpby jZ[hlu ih  ijh\ ^_gbx h[eZk  guo_f_jhijby  k_jlbnbdZp b^  ]h h\d^ l_cZd mq  klbx \h \k_chk kb  kdbo hebfibZ^Zo b  dhgdmjkZo Bgnhjf  pbhggh_khijh\h^  gb_f_jhijby bc L  lZ`bjh\Zgb_bfZl_j  Zeh\ hnhjfe_gb_  nbgZgkh\hc b  gZ]jZ^ghc ^ghdmf_  lZpbb</p>						<p>kl\_gc Z  [hlu ©Zj]  gbaZpbhggh  f_lh^bq_kdh_  b_bgnhZjf  pbhggh  ZgZeblbq  kdh[h_ki  q_gb_bZa\  lbybkT_fu  h Zah\Zgby  h Zklba  ghjfZlbg_u_  b_ijZ\h\u_  Zdlu ^liZ  lZf_glZ \  kn_j_mhk  ^Zj]gg hc  blh]h\hc Z\  l_klZpbb \  ^_gby h_ b  gZevggo b  nhjfZpgh  guobkl_f  i_j_\h^Z  mkem]d we_  ljhguc</p>
	Dhebq_ qZkh\ _	<p>Hj]ZgbaZpby_qz  ^_gb_f_jhijby bc \  Gh\ hjh^kdhZc h[e  klb \kn_j_nbab  q_kdhc dmevlmju b  kihjlZijbeh`_gb_  &lt;</p>						<p>leZg ih  ijby bc ih  j_ZebaZpbb  ]hkmj^Z  kl\_gghZc j  [hlu ©Zj]  gbaZpbhggh  f_lh^bq_kdh_  b_bgnhZjf  pbhg</p>

								ZgZet kdh_h[_ki q_gb_y^_ki l_evghkfb h[jZah\ l_evgujo_h jZgbaZpbc\ kn_j_bba q_kdhcvdme lmj
Dhebq- qZkh\	lh^\_^ gb   kZfhh[ke ^h\Zgby ^ yl_evghkfb_jhkm^Z kl_gguo h[Zah\ l_evguo hijZgba hTeZklb ^h\ kl_gguo ^ZiZjl f_glm b hj]Zgh\ mijZ\^_gby h[jZah\ gb_f ]hjh^kdh]h hdjm]Z b bmgbp iZevguo jZchgh\ aZ mq_[guc ]h^ijh\ ^_g^ f gblhjbh]k bkl-fu h[jZah\Zg^Zkmb aZ ]h^i\ khh \_lkl\bb k lhklZgh e_gb f ljZvbl e k\Z Jhkkbckdhc N ^_Zpbb hl < ijbdZabf F gbkl_jkl\Z hZjZah\ gby b gZmdb Jhkkb kdhc N_^_jZpbb hl < j ZebaZpbb;lb\						leZg ih ijbylbc ih bgnhjfbp hggh ZgZeb]bq kdhf]m]Z gbaZpbbhggh l_ogheh]bq kdhf]m]wd i_jlghfm h[_ki_q_gbx h]Zgh\m]hk ^Zikl\_gghc \ezklb b f_klgh]k fhmijZ\^ gby Gm] jh^kdh]c h ezklb \kn_j- h[jZah\Zgby	

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ZebaZpbb fyjihjb  
lbchi kha^Zgbx ^  
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ah\Zl\_evguo h]Zg  
aZpbydkhklhygby  
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		nhjfbjh\Zgth ijh\h\^_gbyb gZevgbugn h j f p hgguo kbkhjf fbjh\Zgb_ bzn hjf pbhgghc iheb lbd \ kn_j_ h[jZah\Zgby ijbeh`_gb_						
Dhebq_ qZkh\ _	Hj]ZgbaZpby qz ^ gb_ ]hkmgZjkl\ ghc b]h]h\hc Zll klZpbb h[jZah\ l_evguh]jZffZf hkgh\gh]h h[s_]h b kj^g]h h[s_]h h jZah\Zgby						leZg ih ijbylbc ih hj]ZgbaZpbb b ijh\^ gbx ]hkjm^Z kl\ gghc blh]h\hc Z l klZpbb ih h[jZah\ l_evguhij ]jZffZfkh gh\gh]h h s_]h b^kj g_]h h[s_]h h[jZah\Zgby  Ghjfb\gu ijZ\h\ud Z lu^ iZjl f_gIZ [j ah\Zgby b fheh^_ghc iheb lbd b Gh\]h^h kdhc h[	
Dhebq_ hj]ZgbaZp	HieZIZ mkek dh\l ba^h\ ih fZlv j b Ze g l_ogbq_k	=	=				leZgijh ^_gby ire Zg \ucijh\rc	



		h[_ki_q_gbx k_gguo \ k\yab k ij \ ^ gb_f f_yhijb lbc_ ijh\h^bfu hkms_kl\le_wd i_jbbau ]hkm^Z kT\_ggh]h dh gZ^ahjZ \ kh_j_ h jZaZgby						xjb^t_kdt ebp_b bb g^ \b^Z evguo il^ijbbg fZ]e_c ih^h^ iZj]Zf_g]Z h[]Zah\Zgby b fheh^_ ghc iheb Gh\]h^h kdhc hlt
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Hkgh\Zgby ^ey ^hkjhqgh]h ij\_djZs\_gby ]hkZngZjlel]hg]Zg]h\_aZb^Zgpa]h]j\_e]b]b^Z  
 lhjy^hd dhgljhey aZ bkiheg\_gb\_f ]hkm^Zjkl\\_ggh]h aZ^Zgby

1 i i	NhjfZ dhgljhd yjbb^bqghkHj]Zg bkihegbl_evghc \eZk kmb [kZ]kelyxsbcdhkg]ljhev iheg_gb_fm]Zjkl\_ggh]h aZ^Zgby								
	:gZeba hlq_lghcjZa \ ihe m]iZj]Zf_hg]Zah\Zgby b]heh^_`ghc iheblb d b]h]hZ k]b bgnh]bb ^b_								
	ljh\_jdb ijb\h^ fu_ \ khhkl]bb_k ^_ckl]m]sb]h aZ d ^b]hkl]b								
	ljh\_jdb ijb\h^ fu_ \ khhkl]bb_k ^_ckl]m]sb]h aZ d ^b]hkl]b								
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ljb eh`\_gb`\_g  
 d ]hkm^Zjkl\ \_gghfm aZ^Zgbx` hf[eZkl  
 ghfm h[jZah\Zl\_evghfm\_mqj`^vgbx`  
 gh]h ijh`hkgZevgh]h h[jZah\Zgby`  
 kdbc bgklblml jZa`blby h[jZah\Zgby`a`g

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 Jmdh\h^bl\_ev`^\_iZjIZf\_gIZ  
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 f\_jhijbylbc ih j\_ZebaZpbb ]hkm^Zjkl\ \_gghc m  
 p\_eyo mklZgh\`e\_gby d\ZebnbdZpbhgghc dZl`lhjbb i`^Z]h]bq`kdbo jZ[hlgbdh\`h]`  
 ah\Zl\_evngx`^\_yl\_evghklv b`gzoh^ysboky` \`^\_gbb Gh\]h]bq`kdbo jZ[hlgbdh\`h]`  
 iZevguo b`qZklguo hj]ZgbaZpbc` hkms\_kl\eyxsbo h[jZah\Zl\_evngx`^\_yl\_evghklv`a`

` i	F_jhijby	Kh^_j`Z ^_yl_ev`	Kjhdb ijh\`_	NhjfZ ij_`hklZ\`e_g
	ljb_f aZy\`e_gbc`Z pbx`	ijb_f aZgby`ij dZ`ijZ\`bevghklb` kl\Z`hnhjfe_gby` gby`i`]bkljZpby` gby`h]f`ldZ`ghf`_jZ`gZ aZy\`e`	< l_q_gb` b`dZq` aZy\`e` aZy\`e`	AZy\`e_`q`
	<`^_gb`_ [Zau`^z` k]mxsboky`i`^Z]h] jZ[hlgbdh\`	<\h^`bgnhjZpbb` Zgg`dboih`ijbgaZl` y\`e_gbx` <\h^`mklZgh\`e_g` Zll_klZpbb`b`k`k`	< l_q_gb` hfm` ghc`^Zlu`	;Z;`^Zgg`Zl_klmxsb` i`^Z]h]bq`kdbo`jZ[hlgbdh`

		i_jlbau ^ey dZ ^Z]h]bq_kdh]h jZ[hlgbdZ <g_k_gb dhjj dlb\ ih j_amev Z Zf h jZs_gbc i_^Z]h]bq_kdbob jZ[hlg dfr		
Hij_^_e_kjhdh\ ZZ pbb i_^Z]h]bq_kdbob dh\ ih^Z\rbo aZy\	Nhfjbjh\Zgb_k ^Z]h]bq_kdbob jZ[hlgbdh\ ^ey mk Zgh\ e_gby kjhdh\ Zll_klZpbb ZgZeba ^Z guo h gZebqbb d\Zebn dZpbhgghc dZl_]hjbb i_j\hc beb \ukr_c kjhdZo hdhgqZgby_bf_ s_cky d\Zebnbgghc dZl_]hjbb mk Zgh\ e_gb_ bg^b\b^mZevguo kjhdh\ Zll_klZpbb ^Z Z Zll_kl pbb b kjhdh\ wdki_jlbau Hlf ldZ gZ aZyZe_gbb ^ lu Zll_kl	< l q gb Zll_klZpbb ZgZeba ^Z d\Zebn dZl_]hjbb \ukr_c Zgby_bf_ Zll_klZpbb ^Z Z Zll_kl Zll_kl		ljh_luib fh  mklZ gbb ^Zlu Zll_klZpbb b k wdki_jlbau ^ey dZZ^h]h ]h]bq_kdh]h jZ[hlgbd
Hj]ZgbaZpby ijh\k i_jlbau ijhn_kkbhg ^_yl evghklb Zll_kl i_^Z]h]bq_kdbob jZ[h]	Nhfjbjh\Zgb_k Zll_klZpbb lhf mk Zgh\ e_gghc ^Zlu Zll_klZpbb ljb_f ^hdmf_glh\ ^ey ijh\_^_gby wdki_jlbau hl Zll_kl mxsboky b ^Z]h] q_kdbob jZ[hlgbdh\ \_jdZ dZq_kl\Zfbo hnhj e_gby i_j_^Zqg ^hdmf_ lh\ ^ey ijh\_^_gby wd i_jlbau ]eZ\gufj wdki_ lZf ljb_f Zll_klZpbb	< l q gb ^Z]h] ^ey ^Zlu ^ey ^hdmf_ ^Z]h] ^hdmf_ ^ey ^Z]h] ^Zlu		ljh_dl kibkdh\ Zll_o ky iZ]h]bq_kdbob jZ[hlgbd ^ey ]eZ\guo wdki_jlh\ lhf mk Zgh\ e_gghc ^Zlu klZpbb :ll_klZpbbhg^_eZ

		<p>^_e hl]eZ\guo v  ijh\_jdZ iheghlu b dZq  kl\Z\_jh dhfie dlZpbb  dZ_kl\Z hnhjfe kgby wd  i\_jTgh]h aZdexq gby  K[h] b ijh\_jdZ ^Zgguo h  kxklZ\_ wdkl\_jlguo  jimii\_dheba kl\_qZkh\  jZ[hlu dZ^h]h wdkl\_jZ  k\h^ ^Zgguo hnhjfe\_gb_  nbgZgkh\hc ^Zdmf\_gl  pbb ih hieZl\_ jZ[hlu  wdki_</p>		
<p>Hj]ZgbaZpby b ij  aZk^Zgbc Zll_kl  dhfbkkbb</p>	<p>Ba\ s\_gb qe_k  Zpbhgghcf\_gb bZ fljZlnb dhf  k^Zgby  lh^]h]h\dZ ih\ Zldb a  k^Zgbykb]eZkh\Zgb_  lh^]h]h\dZ klZl]bklbq  kdbo ^Zgguo d aZk^Zgbx  Zll_klZpbhgghc dhfbkkbb  lh^]h]h\dZ jZa^Zlhqgh]h  fZl_jbZeZ  lh^]h]h\dZ Zm^blhjbb  Hl[h] b ih^]h]h\dZ Zll  klZpbhgguo ^_e gZ aZk  ^Zgb\_dhfbkkbb  JZkij^_e gb\_bZll_klZp  hgguo fZl_jbZeh\ ^ey  jZkkfh]j_gb_e_gZfb  dhfbkkbb  Hnhjfe\_gb\_ijh]hdheZ  aZk^Zgby Zll_klZpbhgghc  dhfbkkbb  Hj]ZgbaZpby ih^ibkZgby  ijh]hdheZ aZk_</p>	<p>&lt; khh]l\_lkl\b  f]jZlnb dhf  k^Zgby  Zll_klZp  hgguo  fZl_jbZeh\  ^ey  jZkkfh]j_gb_e_gZfb  dhfbkkbb  Hnhjfe\_gb\_ijh]hdheZ  aZk^Zgby Zll_klZpbhgghc  dhfbkkbb  Hj]ZgbaZpby ih^ibkZgby  ijh]hdheZ aZk_</p>	<p>ih^]h]h\dZ ij  ih\_kl db ^gy aZk^Zgby  kbb  KIZl]bkl]bdZ  :ll_klZpbhgguo ^_eZ gZ  klm]xsbok y  ljh]hdheZ aZk^ZgbyZll_kl  pbhgghc dhfbkkbb  &lt;uibkbbajh]hdheZ  h_ijbk\h_gbb d\ZednbdZp  ghc dZl_]hjbb ^ey ^_iZ  f_glZ</p>	<p>ih^]h]h\dZ ij  ih\_kl db ^gy aZk^Zgby  kbb  KIZl]bkl]bdZ  :ll_klZpbhgguo ^_eZ gZ  klm]xsbok y  ljh]hdheZ aZk^ZgbyZll_kl  pbhgghc dhfbkkbb  &lt;uibkbbajh]hdheZ  h_ijbk\h_gbb d\ZednbdZp  ghc dZl_]hjbb ^ey ^_iZ  f_glZ</p>

		gZfb ZII_klZpbh fbkkbb Hnhjfe_gb_ \uibkdb ba ijhlhdheZ_h kjkdZo wd i_jlbau b ^ZluZZII_kl pbb ^ey ^_iZjIZf_gIZ Hnhjfe_gb_ \uibkdb b ijhlhdheZ_h ijbk\h_gbb d\ZebnbdZpbhgghc - dZI ]hjbb ^ey ^_iZ		
	Ih^]h h\dZ ZII_klZ fZI_jbZeh\ ^ey Z ojZg_	job\gh]h	<l_q_gb_	:II_klZptu ^_ ^eyj ob\Z
	BgnhjZpbhggh ^_gb_ ZII_klZpbb	Ih^]h h\dZ b jZa gZ kZ GIBJH bgZnjf pbb ih blh]Zf ijh\ ^_gby aZk ^Zgby ZII_klZpbhgghc dhfbkkbb ghjfZib\guo ^hdmf_glh\ ih ZII_klZpbb bgnhjfZpbb h kj ^g_h eZklguo agZq_gpyo ihd aZl_e_c g_aZ\bkbfhc hp_gdb dZq_klhZ h[jZa \Zgby f_lh^bq_kdbo fZI_jbZeh\ Ih^]h h\dZ ij_a_gIZpbc b im[ebqguo \uklmie_gbc Ih^]h h\dZ hi_iZib\ghc bgnhjfZpbb ih Z_Zeba pbb ]hkmkem]b ih aZijhkm mqj ^bl	<l_q_gb_	BgnhjZpby_gZ hnb kZcl ^_iZjIZf_gIZ b GBJ F_lh^bq_kdb_j_dhf_g^Z ^ey ZII_klmxsboky lj_a_gIZpbb b l_dkl_u \uk e_gbc HI_jZlgu_hlq_lu
	Dhgkmevlbjh\Zgb dZI ]hjbc jmdh\h^y ^Z]h]bq_kdbo jZ[h ]ZgbaZpbc hkms_ h]jZah\ZI_evngx v	ljh\ ^_gb_ dIZ spbc b i k_fbgZjh\ ghdhZhgbc \_ [bgZjh\ klhiejxZboZII_klZpbb gZ d\ZebnbdZpbhg_	<l_q_gb_	@mjgZe dhgk ljhlhdheu k_fbgZjh\ kh\ sZgbc \_[bgZjh\ F_lh^bq_kdb_fZI_jbZeu \hijkZf ZII_klZpblZ

<p>ghklv hj]Zgh\ m h[jZah\Zgb_f dmev bkdmkk\Z_nbaboy lmju b kihj]Z b ^jm wdkih</p>	<p>Jhjb h[h]h\h\bdZ f_lh^b kZhcjbZre b\ ]bo kn_j</p>	<p>bq_kdbo</p>	<p>ebnbdZpbhggu_</p>
<p>lh^]h]h\^dZ ijh_d]Z lb\guo ^hdmf_glh\ qb\Zxsbo ijh\_^_g klZpb</p>	<p>ljh_dlu ijbd hh]iZribd_aZk^Z klZpbhgghc dhfbk h khklZ\_Zll_klZ dhfbkkbb h kibkd_ ]eZ\gjuo wdki_ lZ</p>	<p>yg\Z Zgbc Zll kkbb Zpbhgghc</p>	<p>ljh_dlu]bdh ih ^yv ghklb Zll_klZpbhgghc kbb</p>
<p>lh^]h]h\^dZ klZl<b>k</b> bgnhjZpb</p>	<p>JZajZ] b azihe nhjf klZl<b>k</b>l<b>b</b>q_lk q_l<b>k</b>l<b>b</b> Dhe<b>q</b>_kl\ gguc j_amevlZih\ Zll_klZ bo aZg_k_gb_ \nhjfu q_lghkl<b>b</b> ljh]ghabjh\Zg<b>h</b>e<b>q</b> kl\Z Zll_kl<b>m</b>xs<b>b</b>oky ih ]h^</p>	<p>&lt; l-q-gb. dhc h ZgZeba klZpb b nhjfu h g<b>h</b>e<b>q</b> boky ih</p>	<p>?`_d\Zj]ZevgZy bgnhjZ ih_j_amevlZIZf Zll_klZpb Blh]h\uc hlq_l ih Zll_klZ</p>
<p>ljh\_^_gb_wdki_h n_k<b>k</b>bhgZevghc ^_y</p>	<p>ljh\_^_gb_wdki_h hhejvghk<b>k</b>l<b>b</b>_k^h\Zgby hij^_e_gb_Zkh<b>k</b>dZ\ i_l]ghc ]jm]iu j bgnh fb]h\Zgb Zll_kl<b>m</b>fh]h jZ[h]gbdZ_ ]hZjZ[h]h^ l_ey_h^Zl_b f_kl_kh[ k^h\Zgby ij^_h\Zjbl_evguc ZgZeba kh^_j_Zgby ^hdmf_glh\ i^_Z[h]bq_kdh]b jZ[h]g dZ ih djbl_jbyfZ Zll_kl pbhgghc hp_gdb nhjf jh\Zgby aZijhkZ gZ_g_h oh^bfmx tfZpb</p>	<p>&lt; l-q-gb. ZgZeba ZgZeba ^hdmf_glh\ jZ[h]g Zll_kl nhjf gZ_g_h</p>	<p>:ll_klZp<b>t</b>u^_i^h ]bq_k<b>q</b>Z[h]g<b>b</b>d</p>

		<p>ih g h[oh^b lh^]hTh\dZ b ijh\ ^ gb kh[ k ^h\Zgby nk -Zll kT fuf i ^Z]h]bq_Z dbf j [hlgbdhf lh^]hlh\dZ b hnhjfe_gb_ wdki_jlgh]h aZdexq_gby Nhjfbjh\Zgb Zbl klZp hggh]h ^eZ i ^Z]h]bq kdh]h jZ[hlgbdZ \ha\j s_gb dhIBC ^hdmf_glh\ d_ZgZeblbq_kZ\dc ljh\ ^ gb wdki_jlbau \ nhjf_ZgZebaZ\j ^klZ e_gby jZ[hlh^Zl ey hij ^e gb khklZ\Z wd i_jlghc_jmiiu ij ^\Zjbl evguc ZgZeba kh^ j_Zgby ^hdmf_glh\ i ^Z]h]bq_kdh]b jZ[hlg dZ ih djbt_jbyfZ Zll kl pbhgghc hp_gdb nhjf jh\Zgby aZijhkZ gZ g_h oh^bfmxbgnhjZpbx ih g h[oh^bfhklp lh^]hTh\dZ b hnhjfe_gb_ wdki_jlgh]h aZdexq_gby Nhjfbjh\Zgb Zbl klZp hggh]h ^eZ i ^Z]h]bq kdh]h jZ[F</p>	
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d ]hkm^Zjkl\\_gghfm aZ^Zgbx`h[eZklg  
ghfm h[jZah\Zl\_evghfm mqj`^v`gbx`  
gh]h ijhn\_kkbhgZevgh]h h[jZah\Zgby  
kdbc bgk\blml jZa\blby h[jZah\Zgby`a`g

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Gh]jh^kdhc h[eZklb

^\_dZ[jy ]h^Z = Rbjbg

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ebp`ij\_l\_g^mxsbo gZ`^he`ghk]v jmdh\h^bl\_ey` ]hkm^Zjkl\\_gguo h[eZklg]u`h[jZa  
\\_`^hfkl\\_gguo`^\_iZjIZf\_glm^` ]h^m

` i	F_jhijby	Kh^_j`Z ^_yl_ev!	Kjhdb ijh\_	Dhetkl\h`f_jhijb _`
	ljb_f`^hdmf_glh_ klZpbx	ljb_f`^hdmf_g h \_jdZ_ijZ\bevghZk q_kl\Z bo hnhj	< l_q_gb. b b d`	q_
	Hj]ZgbaZpby b ij dhfivxl_jgh]h l_klbj	Bgnh]fbjh\Zg klZg`poky h`kZl` ih\Zgby ljh\_`^_gb`l_klbj hagZdhfe`gb_xZll_klm s`]hky`k`j_amev klbjh\Zgby ih^	< l_q_gb. l`	J_amevIZlu l_k

		l_j^ZqZ j-am klbjh\Zgby\Zdl_klZp hggmx dhf		
Hj]ZgbaZpby b ij aZk^Zgbc ]eZ\gpc hgghc dhfbkkbb	Ba\ s_gb_ qe_k Zbb_h\j_f_gb_bZf_kl_ anbdhf k^Zgby lh^]hlh\dZ ih\Zkl db a k^Zgby b kh]eZkh\Zgb_ lh^]hlh\dZ jZa^Z ]hqgh]h fZl_jbZeZ lh^]hlh\dZ Zm^b]hjbb  lh^]hlh\dZ Zll_gklZpbh guo^e_gZ aZk^Zgb_d fbkkbb JZkij^e_gb_bZll_klZp hggw]fZl_jbZeh\^ey jZkkfh]j_gby_ qe_gZfb dhfbkkbb Hnhjfe_gb_ ijhlhdheZ aZk^Zgby_Zll_klZpbhgghc dhfbkkbb Hj]ZgbaZpby ih^]bkZgby ijhlhdheZ aZk^Zgby_ qe gZfb_Zll_klZpbhgghc d fbkkbb Hnhjfe_gb_ \uibkdb ba ijhlhdheZ ^eyZ^_iZjl f_g	<khhl\ ]kl\bZ _kl_ anbdhf	:ll_klZpbhggt  ljhlhdheZk^Zgpc ghc_Zll_klZpbhgghc dhf kbb  <uibkdb a ijhlhdheZ aZk ^Zgby ]eZ\ghc Zdl_klZp ghc dhfbkkbb	
Ih^]hlh\dZ_Zll_klZ fZl_jbZeh\^ey_Zjob\gh]h ojZg_		<l_q_gb_	:job\gu_ ^eZ ^ey ojZg_gby	
Egnhj]fZpbhggh ^_gb_Zll_klZpbb	Ih^]hlh\dZ b jZa gZ kZcl_GBjHZ bgnhj]f pbb ih_b]h]Zf ijh\^_gby aZk^Zgby ]eZ\ghc_Zll klZpbhgghc dhf	<l_q_gb_	Bgnhj]fZpby ^ey jZ gZ_hnbpbuzkZglo iZjlZf_glZ b GBjH	

		ghjfZlb\guo ^hd ih Zll_kl.	
Ih^]h h\dZ ijh_d Z lb\guo ^hdmf_g h\ qb\Zxsbo ijh\_ ^_gb klZpbb	ljh_dlu ijbd h[] Zinbd aZk_ ^Zgbc ]eZ ghZd Zll_klZpbhgghc d fbkkbb h khklZ\_ ]eZ\ghc Zll klZpbhgghc d	ljh_dlu ijbc	
Ih^]h h\dZ lbq_k bgnhjZpbb	Dhebq_kl\_ ggu j_amevlZlh\ Zll_klZpbb b bo aZg_k_gb_ l nhjfu h q_lgh	?^ d\Zj Zevgu kd_b_klZlbkl_bq_kdb_ h	
JZajZ[hldZ kh^_j`Z klh\ ^ey ijh\_ ^_gby l_jgh]h l_klbjh\Zgby	gbyajZ[hldZ l_zlh\uo a ^Zgcbv <\ ^_gb_ l_khh\ \ ij ]jZffm l_klbjh\Zgby	L_klh\u_ aZ^Zgby	

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d ]hkm^Zjkl\\_gghfm aZ^Zgbx, fi[eZklg  
ghfm h[jZah\Zl\_evghfm mqj\_ ^v\_gbx ^  
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kdbc bgkfbml jZa\bZgbygZjZahh^

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^\_dZ[jy ]h^Z : = Rbjbg

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^jm]bo Zjob\guf\_glh \ ]h^m

< i i	F_jhijbylb_	Kh^_j`Zgb ^_yl_evghklb	Kjhdih \_^_gby	Dheba_kl\h jhijbylbc	Dheba_kl\hZghjf ^lb\guo_qZkh\gZ \uiheg_gb_h_f_j ijbylbc
	lib_f ^_e dhfbl_IZ ]h^gZ_ojZg_gb_ \	aiZb_f ^_e ih_^bgbbqgloxgv ZjZlhlZ kh k^Zlhaqguf hi kyfb k\_jdZ aZ		_^ oj	

		<p>^_e k ghf_gd^_i  ijh\_jdZ ijZ\bevg hklb  hnhjfe_gby^_e jZaf  s_gb_gZ kl_eeZ Zo \g  k_gb_k\_^_gbc \mq_lgu_  ^hdmf_glu</p>		
	<p>lh^]h h\dZ b i_j_mZ  f_g h\ aZ ]h^ ba Zjob  gZ ]hkm^Zjkl\Zgggb^Zjjkl\_gguc Zjob\</p>	<p>qZjthgbjh\Zgbh^_ek_gly[jv  b\Z\dZ^hdmf]hghh\  ^Zjjkl\_gguc Zjob\</p>		_ ^ oj
	<p>&lt; ^_gb_ mq_lg ugh  Zjob\Z</p>	<p>hdZjbb\_ \ ^mlky dghkZhygg h Zjob  mq_lZ ihkTmie_ugby\_u[  lby^_hdmf_g h\_ \ Zjob\  kibkhd nhg^h\  ebkl nhg^Z h nhg^Z  dgb]Z \u^Zqb Z_e ba oj  gbebsZ \h \j_f_ggh_  ih evah\Zgb_ l_m]gZe  ]bkljZpbb \u^Zhgguo d  ibc \uibkhd kijZ\hd  l_fZ]bkdbo fZ]_jbZeh\  ]h]h]jZnbq_kdb_ mdZaZl  eb</p>		aZibk_c
	<p>KhklZ\e_gb_ ]h^h\ u  eh\ bk_c^_e ihkThy  ojZg_gbyebqghfnZm</p>	<p>aZ]Zae^g_gb_ leibkvZd  gZ]h]hc hibkb \khh]l\_ikl  h]b k ghf_gdeZ]m]hc  ^_e k^Z]h]qghc hibkvx</p>		_ ^ oj
	<p>KhklZ\e_gb_ Zdlh\  gbb d_mgbgTh_gbx  ih^e_Zsobj_g_gbx  ^hdmf_glu^_iZ k</p>	<p>hgZubkZegb_ZdZZ  gh_ee_gghc nhjff  geZ_gb_Zdlh]h]dZ]  d_jZkkfh]j_gbx</p>		_ ^ oj



		dhgljhev aZ bki ijbgyluo PWD j_r_gbc		
	Dhgkmevlbjh\Zgb dh^_iZj Zf_@ Zjm]b hijZgbaZpkf_bqgbdh\ dhfie_dlh\Zgby Zjob	jZhhlg^_gb_dhgkmevlZqpbgh pjh\hijhkZf_ijZdlb q_kdh]h_ijbf_gj_gby gh bfZb\guo b_b_lh^ q_kdbo^hdmf_glh\ih^ ehijhba\h^kl\m_b_Zjob ghfm^_emZghihkd_b kh\_jgk h\Zgbm^hd f_g Zpbhggh]h_h[_ki_q gby mijZ\^e_gby	] dhgklZpbc	
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d ]hkm^Zjkl\\_gghfm aZ^Zgbx h[eZklghf  
h[jZah\Zl\\_evghfm mgj\\_`^\_gbx ^hhiegbf  
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i i	F_jhijby	Kh^_j`Z ^_yl\_evghklb	Kjhdbh \_`^_gby	Nhjfij_h klZ\`e_gby	Dhebg_kl\IZ h[eZklghf \uiheg_gbh f_j ijbyll
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	F_jhijbylby k h]mqZxsfbfky b \hl				
	K_jlbnbdZpby ih gZevguo d\ZebnbdZ	lh^]hlh\dZ ijh h ebc_gby h ijh\ k_jlbnbdZpbb lh^]hlh\dZ ijh d]h ijbdZah\ ]jZnbdh\ \^_gby jZajZ[hldZ DBFh\ djbl_jb\_ \ hp_gdb <^_gb_ ijh]hd_	fZj fZc ghy]jyb ^_dZ[jv d]h h\ ij b	BgnhjfZpbh kijZ\dZ	



		<p>^Zgby wdki_jlgk  kbb  Kh]eZkh\Zgb [Zau ijh\  ^_gby k ilbnbdZ pbb  lh^]hlh\dZqjZhf kl  BgnhjZpbhggh khij  \h^_gb kZcl KFB  H[h[s_gb_t</p>		
<p>H]eZklgZy hebfib  dhl_ogbq_kdh]h ijhn  mqZsbokyeZkkh\h  h[jZah\Zl_evguoZhj  pbc h[eZklb</p>	<p>JZajZ[hldZ ijh h :ij_e  beby^eh] hebfibZ^  \$ZajZ[hldZ aZ^Zgbc  Zg]ZagbaZpby jZ[hlu  jb  Hnhjfe_gphldheh\  Hj]ZgbaZpbhggh khij  \h^_gb hebfibZ^u  lmj^bklZgpbgguc  lmjhgguc ijbh[j_l_gb  dZgph\Zih\ hnhjfe_gb_  ^biehfh\b_l^  Hj]ZgbaZpby p_j_fhgbb  gZ]jZ^_gby ih[_^bl_e_c  BgnhjZpbhggh khij  \h^_gb kZc</p>	<p>ljh_dl ih_  gby hebZ^u  L_dklu fheb  ibZ^guo aZ^Zgbc  gZ_lmjZ  ljh_dl ijbZaZ  ih_blh]Zf fheb  ibZ^u  ljhldheufheb  ibZ^u</p>		
<p>J_]bhgZevguc wIZ  ^u rdhevghdh\ Khxai  ]hkm^Zjkl\Z ©JhZkb  ]mkv_bklhjbq_kdZy  h[sghklv^a</p>	<p>Dhjj_dlbjh\dZ FZj  h^_gby hebfibZ^hdly[jv  ]jZgteaZpby jZ[hlu  ]bmoh\gZy  Hnhjfe_gb_ijhldheZ  Hj]ZgbaZpbhggh khij  \h^_gb hebfibZ^u  BgnhjZpbhggh khij  \h^_gb kZcl KFB  Hj]ZgbaZpby gZijZ\^_gby  dhfZg^u gZ aZdexqbl_e  guc wIZi heb</p>	<p>ljh_dl ih_  gby hebfibZ^u  ljhldheufheb  ibZ^u  ljh_dl ijbZaZ h  gZijZ\^_ggh_d  fZg^u gZ xaZde  qbl_evguc wIZi</p>		
Dhfe_dkgh_khijh				

	f_jhijbylbc ih hjjZ ijh\ ^ gby dhgdmjkguo h [hjh\ dZg^b				
	hjjZgbaZpby b ij jZ[hlu dhgdmjkgghc ih hl[hjm dZg^b^Zl Gh\]hjh^kdhc h[eZkl ijbk m ^ gb ij fbb ^_glZ Jhkk bck dhc ^ey ih^^_j`db lZeZg fheh^_`b \ ]h^m	JZajZ[hldZ hp dhfbk kbb K[hli dhgdmjkgubo Zeh\ ljh\ ^_gb_ dhfbk kbb Hnhjfe_gb_ ijhlhdheZ Hnhjfe_gb_ ^hdmf_glh\ BgnhjZpbhggh_ kh \h ^_gb_ kZc	FZ bxe fZI_j	ljhlhd ljh_dl ijb dZ	aZ
	hjjZgbaZpby b ij dhgdmjkggh]h hl[mjZ q_gb_ ij fbb ©=hki ebdb c Gh\]hjh^a	JZajZ[hldZ hp dhfbk kbb K[hli dhgdmjkgubo Zeh\ ljh\ ^_gb_ dhfbk kbb Hnhjfe_gb_ ijhlhdheZ Hnhjfe_gb_ ^hdmf_glh\ BgnhjZpbhggh_ khij \h ^_gb_ kZc	Bxe Z\]n fZI_j	ljhlhd	
	hjjZgbaZpby b ij jZ[hlu wdki_jlghc ih jZkkfhlj_gbx oh h[jZah\ZI_evguoz hij pbc h ijbk\h_gbb l\h dhee_dlb\Zf_h[t ^b a\Zgby ©H[jzaph\	K[hli dhgdmjkgib dhfbk kbb ZlZck\ ^_gb_ dhfbk kbb ZlZck\ ^_gb_ fhlb\bj l\h_zggh\bf aZdex bl\gb\l fbb ij ^ty\ fuf lj [h\Zgbyf b h \hafh ghklb ijbk\h_gby a\Zgby hnhjfe_gb_ ijhlhdheZ hnhjfe_gb_ b hlijZ\dZ ^hdmf_glh\ bgnhjZpbhggh_ khij \h ^_gb_ l KF	FZj bxc gby h k ey	ljhlhd	
	HjjZgbaZpby b ij jZ[hlu dhgdmjkgghc	JZajZ[hldZ hp ebkl	hdlyl	ljhlhd ljh_dl ijb	

	<p>ih hll[hjm dZg^b  Gh\]hjh^kdhc h[eZk  gZ mqZklb_j hkhk[psc kdlh  gh\h]h^g_c _ed_</p>	<p>K[hj dhgdmjkg b  Zeh\  hhc\ ^_gb dhfbk kbb  Hnhjfebg ijhlhdheZ  Hnhjfe_gb b hlijZ\dZ  ^hdmf_glh  BgnhjZpbhggh_ khij  \h^_gb_kZc</p>			
	<p>Hj]ZgbaZpby jZ[h  ©Khnby^a ih ih^lhZh\  sboky d j_]bhgZeZvg  dexqbl_evghfm wLZig  jhkkbckdhc hebfZbZ  sboky</p>	<p>Hj]ZgbaZpby  gb_maZgy bc ih\ ih^hZh  dfmmZasboky dvj_]bhgZe  ZfmkwLZim &lt;k_]hkkb  KdmcqhebfibZ^u rdhe  gbdh\  Hj]ZgbaZpby b ijh\  gb_aZgy bc ih\ ih^hZh  d_d aZdexqbl_evghfm  wLZim &lt;k_jhkkbckdhc  hebfibZ^u rdhev gbdh\  JZajZ[hldZ mq_]gh  f_lh^bq_kdh]hgh]_k  gby ijhp_kkZ h[mq_gby  BgnhjZpbhggh_ khij  \h^_gb_kZc</p>	<p>&lt; l_q-  Mq_]gZy nr  f_gLZpby  BgnhjZpby  kZcl_ GBJH</p>	<p>gZ</p>	
	<p>H]eZklghc dhgdnk  kbhgZevgh]h fZkl_ j  ^b h[mqZxsboky</p>	<p>lh^]hlh\dZ ijh h  jeh\Z_gby h ijh\  dhgdmjKZ  lh^]hlh\dZ ijh dlh\  ijbdZah\ j]Znbdh\ ij  \^_gby dhgdmjkguo f  jhijby bc  JZajZ[hldZ DBFh\ b  djbl_jb_\ hp_gdb  &lt; ^_gb_ ijhlhdheh\ aZk  ^Zgby hj]dhfb x]Z b  jb dhgdmjKZ  Kh]eZkh\Zgb_  </p>	<p>N_]jZ  gby]jv</p>	<p>ljh_d  ih  gby h dhgdmjK  ljh_d  i bdZaZ  ih_b]h]Zfg dh  dmjKZ  ljhlhdheu_aZk  ^Zgby hj]dhfb   lZ_b_xjbg dh  dmjKZ  lh^]hlh\dZh jZ[  qbo_f_kl ^ey  mqZklgbdhg\  dmZ dh</p>	

		<p>^_gby dhg lh^]hlh\dZ jZ[hqbo f_kl ^ey mqZklgbdh\ dhgdmjkZ Hj]ZgbaZpby jZ[hlu jb dhgdmjkZ ljbh[j_l_gb_ ih^Zjdh\ ^ey ih[_^bl_e_c dhgdmjkZ ljh\_^_gb_aZdexqbl_e gh]h_f_jhijblyby BgnhjZpbhgggh khij \h^_gb_kZcl_KFB lh^]hlh\dZ fZl_jbZeh\ ^ey mqZklby \jhkkbckdhf dhgdmjk Hj]ZgbaZpby mhqZklby i [_^bl_e_c hl hg\n]hj kdhc_h[eZklb \h &lt;k_jh kbckdhf nbggdem_jkZ H[h]s_gb_ l</p>		<p>lh^]hlh\dZb iehfh\ mgZklg dZf_b ]jZfm l i [_^beyf ljbh[j_l_gb ih^Zjdh\ ib[_^ l_eyf BgnhjZpbhgggh ZgZeblbq_kdZy kijZ\dZ</p>	
	<p>Hj]ZgbaZpby b ij f_jhijbylbc ih ijhbb d^_lkdh]h^hjh`ghih[_^bl_e_c h[eZklghkhv^a ljZgkihjlgh]h ljZ\ fZl obagZmjkZ xguohbgZijZilj_ev kh\f_klgh k MF&lt;&gt; h]kbbbi_gby @k;_a@iZahiZkgh_ Gh]\jhjh^kdhc h[eZklgh dh_e_kh^a kZ &lt;dh_ehkh^P h[eZklgh]h_n_klb\Zekyb@&lt;dbc_wlZi dhgdmjkZc jh`gZy [_ahiZkghklvBgnhjZpbhgggh_hkh^j&gt;hjh`gZy h[mqZxsboky h]jZah\Zl^_egb_kZcl GZahmdZ^a guo_hj]ZgbaZpbc^ Gh]\jhjh kdhc_h[eZklb h[eZklgh]h dhgdmjkZ xguo bgki_dlhjh\ ^\b`agby @;_ hiZkgh_dhe_kh^a h[eZklgh]h dhgdmjkZ kj_^b i^Z]h]h\ jh^bl_ec c b ^_l h]jZah\Zl_evguoZ_hj]Zgba pbc j_ZebamxstZ</p>	<p>ljbh[j_l_gb_ Hj]ZgbaZpby hlijZ\dahkZ ljZgkihjlgh]h ljZ\ fZl obagZmjkZ xguohbgZijZilj_ev kh\f_klgh k MF&lt;&gt; h]kbbbi_gby @k;_a@iZahiZkgh_ Gh]\jhjh^kdhc h[eZklgh dh_e_kh^a kZ &lt;dh_ehkh^P h[eZklgh]h_n_klb\Zekyb@&lt;dbc_wlZi dhgdmjkZc jh`gZy [_ahiZkghklvBgnhjZpbhgggh_hkh^j&gt;hjh`gZy h[mqZxsboky h]jZah\Zl^_egb_kZcl GZahmdZ^a guo_hj]ZgbaZpbc^ Gh]\jhjh kdhc_h[eZklb h[eZklgh]h dhgdmjkZ xguo bgki_dlhjh\ ^\b`agby @;_ hiZkgh_dhe_kh^a h[eZklgh]h dhgdmjkZ kj_^b i^Z]h]h\ jh^bl_ec c b ^_l h]jZah\Zl_evguoZ_hj]Zgba pbc j_ZebamxstZ</p>	<p>©&gt;hjh`( Z\dahkZ ljZgkihjlgh]h ljZ\ fZl obagZmjkZ xguohbgZijZilj_ev kh\f_klgh k MF&lt;&gt; h]kbbbi_gby @k;_a@iZahiZkgh_ Gh]\jhjh^kdhc h[eZklgh dh_e_kh^a kZ &lt;dh_ehkh^P h[eZklgh]h_n_klb\Zekyb@&lt;dbc_wlZi dhgdmjkZc jh`gZy [_ahiZkghklvBgnhjZpbhgggh_hkh^j&gt;hjh`gZy h[mqZxsboky h]jZah\Zl^_egb_kZcl GZahmdZ^a guo_hj]ZgbaZpbc^ Gh]\jhjh kdhc_h[eZklb h[eZklgh]h dhgdmjkZ xguo bgki_dlhjh\ ^\b`agby @;_ hiZkgh_dhe_kh^a h[eZklgh]h dhgdmjkZ kj_^b i^Z]h]h\ jh^bl_ec c b ^_l h]jZah\Zl_evguoZ_hj]Zgba pbc j_ZebamxstZ</p>	<p>ljh_dlu iZ ah\_h[ blh]Zo f jhijbylbc gh_ Zc gZy Z^a Zy ^ Zy</p>	

<pre> l_evngx ijh]j h rdhevgh]h h[iZahhZgby ©&gt; ih_gZy Za[mdZ^a h[eZklgh]h dhgdmjkZ ©AZ[h eb\Zy fZfZ^a ih ^Zdhbjh\ gbx fh^_e_c \ jog_c h^`^u beb Zdk_kkmZjh\hd_g_c`k\`_l \ha\jZsZxsbfbfZZ_jbZe fb kj ^b h[smoZy Z]j ah\Z[_evguo hj]ZgpaZpbc j Zebamxsbo ijh]hZifu ^ rdhevgh]h b gZqZevgh]h h s_]h h[i]Za[ </pre>					
<pre> Hj]ZgpaZpby b ij n_klb\ZeyhkljZgo ya dh©&gt;jm`lZ^a ^ey mq deZkkh[m]Zxsbo[k] ijhn_kkbhgZevguZ h^jZgah\ l_evguo hj]ZgpaZpby </pre>	<pre> lh^]hlh\dz ijh h eh`_gby h ijh\ Zs]hok]ylby h[eZkh\Zgb _[Z h^jZgah\ n_klb\Zey ijh]Zgah\ n_klb\Zey BgnhjZpbhggh h khij \h^_gb_ ijh\y^f gb ijh]Zgah\ n_klb\Zey wIZiZ`n_kTb\Zey H[h[s_gb_ blh]h\ </pre>	<pre> :ij_e fZ _`_gbb au ijh\ khij </pre>	<pre> ljh_dli iaZ n_klb\Ze BgnhjZpbh kijZ\dZ </pre>		
<pre> &gt;bkIZgpbhgguc rdhevguo wkk ©&gt; kZI_eb h Gh\]hjh^k e_a </pre>	<pre> JZajZ[hldZ ijh h èb]gby ih dkgdm]p dh]Zgah\ n_klb\Zey ijh]Zgah\ n_klb\Zey Hj]ZgpaZpby jZ[hlu ib Hnhjfe_gb_ ijh]hdheh\ GZ]jZ`^_gb_ ih[_^bl_e_c b ijba_jh\ BgnhjZpbhggh h khij \h^_gb_ KFB </pre>	<pre> :ij_e p </pre>	<pre> ljh_dlu iZ ah\ ljlhdheu_aZk ^Zgby `xj] dh dmjkZ BgnhjZpbh kijZ\dZ </pre>		

		GBJ			
Hj]ZgbaZpby b ij <k_jhkkbckdh]h dhg qbg_gbc	JZajZ[hldZ ijh h dmgjkyZ k dhgdmj ghqgucl <b>b</b> Kha^Zgb_jZ[hq_c ]jmiiu ih_hj]ZgbaZpbb_ ijh\_^ gby dhgdmjkZ ljh\_^_gb_ dhgdmjkZ Hj]ZgbaZpby jZ[hlu jb Hnhjfe_gb_ ijhlhdheh\ GZ]jZ_gb_ ih[_^bl_e_c b_ijba_ ih\ gZijZ\^_gb_ jZ[h] ih[_^bl_e_c gZ n_ ^_jZevguc wIZi BgnhjfZpbhggh_h khij \h^_gb_ KFB b kZcl GBJH	:\ m fd ah\ ljhlhdheu_aZk ^Zgby `xj@ dh dmjkZ BgnhjfZpbh kijZ\dZ			
Dhgdmjkgu_f_jhijbyjZ[h]gbdh\ kbkl_fu_h]jZah\Zgby b_h]jZah\ZI.					
H[eZklghc dhgdnk kbhgZevgh]h fZkl ghfbgZpbyfb ©Mqbl_ev ]h^Z ©Mqbl_ev a^hjh\ay ©<hkib ZI_ev ]h^Z ©FZkl_j ijhba\h^k h[mq_gby_a ©Jmdh\h^b jZah\ZM ghc hj]ZgbaZpbb	JZajZ[hldZ dh\ dZ]ZijhkdlZ iheh\ly dhgdkm ahj]ZgbaZpby jZ[hlu jb jZajZ[hldZ hp_ ghqguo e klghgh]h ijh\_^_gb_ k fbgZih\ eey_mgZkTgbdhh h[eZklg ]h_lmjZ khijh\h^_gb_ dhgdmjkZ hj]ZgbaZpby iblZgby ijh_b\Zgbyhkm]Zb ij h[j_l_gb_ dZgp	FZc fd ghqguo e h[eZklg	ljh_d  ih_ gby_h dhgdmjk_ ijh_d  ijbdZaZ ih blh]Zf dhgdmjkZ ih^ hlh\dZb_ iehfh\ eZmj_ZIZf b_lhq_lguZ ]j fhl ih[_^bf_ey bgnhjfZpbhggh ZgZeb bq_kdZy kijZ\dZ		

		<p>hnhjfe_gb_ ^bie  ^j  BgnhjZpbhggh_h khij  \h^_gb_kZcl_KFB  JZajZ[hTdZ_kp_lgZjby h  djulby b aZdjulby dh  dmjkZ  Hj]ZgbaZpby hldjulby b  aZdjulby dhgdmjkZ  lh^]hlh\dZ_hlijZ\dZ b  khijh\h^_gb_ ih[_^bl  e_c ghfbgZebc  k[by \h \k_jhk kbckdbo  dhgdmjkZo  H[h[s_gb_ i_^Z]h]bq  kdh]h_hiulZ_i_^Z]h]h\  ba^Zgb_k[hjgbdZ_ba  hiulZ ih[_^b</p>		
	<p>H[eZklghc dhgdmjk  i_^Z]h]bdb \hkibZ  [hlu_k^_lvfb_rdh  \hajZklZ_b_fheh^_  e_l_gZ_khbkdZgb_  gjZ\kl\_gguc ih^[\b]  ey^a h_qguc</p>	<p>JZajZ[hldZ_ijh_h  gby jhgdmjk_—  v[kj]ZgbaZpby jZ[hlu  ijbfb ©AZ  H[h]fe_gb_ ijhlh dheh\  BgnhjZpbhggh_h khij  \h^_gb_kZcl_GBJH  Hj]ZgbaZpby aZdjulby  dhgdmjkZ  lh^]hlh\dZ_fZI_jbZeh\ gZ  hdjm`ghc b_jhk kbckdbc  wIZiu  H[h[s_gb_ b</p>	<p>Bxg  hp  ljh_dI ih_  gby  ljh_dI ijbdZaZ  ih_th]Zf`gh  dmjkZ</p>	
	<p>Hj]ZgbaZpby b ij  dhgdmjkg[h]h hl[hjZ  mqbl_e_c</p>	<p>lh^]hlh\dZ_ijh  ZgrehZlbguo ^hdmf_glh\  lj_b_fazy\hd_gZmqZklb_  N[h]fbjh\Zgb_kibkdZ_b  hj]ZgbaZpby j[</p>	<p>FZj_bxc  ljh_dlu iZ  ah\  ljhlhdheu_aZk  ^Zgbc dhkgdmj  guo dhfb</p>	

		<p>s_kl\ ^_gguo wd  ljh\ ^_gb aZk ^Zgbc  dhgdmjkguo dhfbkkbc  J_cibg]h\Zgb m_qZklg  dh\ dhgdmjkh\ v_h j_ame   Z Zf hp_gdb wdk_ijh\  lh^]hlh\dZ kibkdh\ i  [-^bl_e_c n_^_jZevgh]h  b_h[eZkTgh]h_mjh\gy  lh^\ ^_gb_ blhg h\ dh  dmjkh\  :gZebIbq_kdbc hIq_l h  j_ZebaZpbb dhgdmjkZ  emqrbo mqbl_eh_c gZ_i  emq_gb ^_g_sgh]h ihh  j_gby \ ]h^kdhc h  eZklb ± h^u  lh^]hlh\dZ hIq_Zguo f  l_jbZeh\ ih aZljhkm F  gbkl_jkl\Z h[jZah\Zgby_b  gZmdb Jhkkbck_dhc N_^  jZpbb  H[h[s_gb_ hiulZ m_qZk  gbdh\ jZaf_s_gb_ f_l  ^bq_kdbo fZI_jbZeh\ gZ  kZcI  ljh\ ^_gb_ fhZkl_j  deZkkh\ ih[-^bl_eyfb  dhgdmjkg]h]h]Z  lh^]hlh\dZ k[hjgbdZ  ©Emqrb_ mgbl_hey Gh\  jh^kdhc h[eZklb^a  BgnhjZpbhggh_h khij  \h^_gb_ kZc</p>		<p>J_cibg] rb  dh\  Blh]h\u_hIq_lu  K[hjgbd_ ©Em  rb_ mqbl_ey Gh  ]h]h^kdhc Z h[e  klb^a</p>	
	<p>H[eZklghc dhgdmZ  l_evguo_hj]ZgbaZp  i^Zgbx [Zjv_jghc  </p>	<p>JZajZ[hIdZ ijh_h  bc_gihy kh dhgdmj  ghqguo e</p>	<p>FZj kg  ky[jvhp</p>	<p>ljh_dlu iZ  ah\  ljhIhdheu _</p>	





				jZah\Zgby\  hjh^kdhc Zh[e klb <sup>a</sup> ©Dhgkmev Z b\g hijZdlbq_kdZy ihfhsv k_fvyf \hkiblu\Zxsbf ^_l_c jZgg_lh \hajZklZ ^h e_l <sup>a</sup> ©H[s_kl\_ggh ijhn_kkbvlgZe gZy_hp_gdZ dZq kl\Z ^hrdhevgh]h h[jZahZgby <sup>a</sup> ©G_aZ\bkbZy hp_gdZ ^yl_e ghklb h[jZah\ l_evguo h]jZg aZpbc <sup>a</sup> ©F_lh^bq_kdb j_dhf_g^Zpbb ih j_ZebaZpbib Z^Z lb\guo h[jZah\ l_evguo hij jZff <sup>a</sup> F_lh^bq_kdb j_df_g^Zpbb ljh_dluijbZ ah\ iheh`_gbc ieZgh\ dk_gdmj guo aZy\hd ij a_g Z	
	Hj]ZgbaZpbhggh wdki_ilgh_khijh\h bggh\Zpbhgghc ^_y \kbkl_f_h]jZahZ	GZm f_lh^bq_kh ^jhg\h ^ gb ^ hyl kl_evg]h]ZlbaZpbc amxsbo bggrgu	Yg\Z evgZ[jv j_Ze	ljh_dlu gZ lb\guo ijZ\h\uo Zdlh\	



Hj]ZgbaZp f_lh^bq_kdh_khijh\gh\h^g^bdeZ^Z ih^]hlh\db_ih\^_gby^]hh\dZ_b_lbjZ`bj Z\]mkl\hkdh]h_i^_hZ\]Zgb_kjZa^Zlhqguo`fZI ]h_nhjmZ`©H[jZah\Zggh\`b h[s_kl\h^a	J^Zdlbjh\Zgb_q BgnhjZpbhggh_h_khij \h^_gb_f_jhijbylby Hj]ZgbaZpby_jZd]hlu_k_ pbc_b^_bkdmk_kbhgguo iehsZ`	BxgZ\]n	FZI_jbZeuh jmfZ`lmgubc ^hdeZ^	
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BgnhjZpbhggh_` ^_gb_h[jZah\Zgby gb_kZcl]lZf_c	K[hj_hnhjfe_g_ sgZg]h_e_gbgnhjZpb b^_dZ[jv	Yg\Z	KZcl^_iZg lZ	
H]gh\`e_gb_h[eZk ^Zgguo_h^Zj_ggub^_K]hpc_bizgZeBaZbg`hjjfev [_^bl_e_c_b_ijba_mh]pbb^ gZjh^uo`k_jhkkbck^_Zoheg_gb_nhjf h[eZklguo_dhgdm]kguo_f_j ijbyll	JZajZ[hldZ ^K]hpc_bizgZeBaZbg`hjjfev AbZoheg_gb_nhjf guo_f_j	Yg\Z	;ZaZ^Z	
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i i	F_jhijby	Kh^_j`Zgb_ ^_yl	Kjhdb i_ ^_gby	NhjfZ ij_ ^klZ\ hlq_IZ	Dheba_kl\h c\ guo qZkh\ gZ_\ui gb_ f_jhijt
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	Hj]ZgbaZplh \_`^_gb _kiZ]IZdbZmu qZxsbooky]Gh\ jh^kdhc h[eZklb	JZajZ[hldZ bgnhjf; ibk_f ih \b^Zf kihjbZ aZpby b ijh\_`^_gbZ ]gbc ih \b^Zf kihj]Z bb_ j_amevIZih\ khj [Z^fbgihg eu`gu_ ]hgdb \he_c[he gZkl guc l_c	Yg\Z fZ hj]Zg khj\_gh\ h[h]s \gh\Zgbc	ljh_dl ijb ijh]hdheu IZ[ebpu khj\_gh\Zgbb ZgZe lbq_kdZy kijZ\dZ ih j amevIZIZf klZj\_gh\ gb\uklmie_gb_gZ kh\_sZgbyo ijh_dl ijbdZaZ	qZ
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		e_]dZy Zl [Zkd_l[he fbgmml[he khklZ\^_gb_ZgZebIbq_kdbjv kijZ\db_ih^]hlh\dZ ijh_dIZ ijbdZ	K_gly[jv kdbjv		
:gZeBa ijh\ rdhevgh]h b fmgk f h[jZ[hldZ j_ameZlZklm]eZ pbiZevgh]h wIzIz\bkIbq kdhc bgnhifZebIbq_kdbc <k_jhkkbckdbb ijh\^_gbb rdhevgh]h b fmg kihjl\b\guo\khj\pbiZevgh]h wIzih\ khklZ\^_gb_kh\_sZgbyo gh\Zgbc rdhevgh]h b fmgk f h[jZ[hldZ j_ameZlZklm]eZ ©lj_ab^_gIkdbb kh\_sZgbyo klyāZgbyā	Ih^]hlh\dZ bgnhifZ fmgk f h[jZ[hldZ j_ameZlZklm]eZ ZIZ\bkIbq kdhc bgnhifZebIbq_kdbc ijh\^_gbb rdhevgh]h b fmg pbiZevgh]h wIzih\ khklZ\^_gb_kh\_sZgbyo gh\Zgbc rdhevgh]h b fmgk f h[jZ[hldZ j_ameZlZklm]eZ kjh\^_gbb rdhevgh]h b fmg gbbpbiZevgh]h wIzIz\khj\_g \Zgt	<l q ch meZlZklm]eZ	BgnhifZpbh kikvfZ_ZgZebIbq_kdbc hlq_kIzIbklbq_kdbc hlq_l \uklmie_gb_gZ kh\_sZgbyo		qZ
Hj]ZgbaZplh \^_gb hI[h]hggh]h j_lbhgZevgh]h wIzIz\Zgbc ijh\^_gb khj_ <k_jhkkbckdbb gh\Zgbc ih \b^ZfhkihljZ k kihjl\b\guo\khj\leZkgm]ijzff ih^\^_gb gh\Zgbc rdhevgh]h b fmgk f h[jZ[hldZ j_ameZlZklm]eZ ©lj_ab^_gIkdbb kdkcjZ\ldb klyāZgbyā nbgZeZ j_lbhgZe gh]h wIziZk<k_jh kckdbbo kIghjbb khj\_gh\Zgbc rdhevgh]h b fmgk f h[jZ[hldZ j_ameZlZklm]eZ ab^_gIkdb_Zkhklyā gby	JZajZ[hldZ dhhj_ ijh_dIZ iheh\_gby_h ijh\ mgbz j_lbhgZevgh]h wIziZk gh\Zgbc ijh\^_gb khj_ leZkgm]ijzff ih^\^_gb khklZ\^_gb_ZgZebIbq	FZc ijh\ ijh\ k k k ZgZebIbq	Ijhlhdheu lZ khj\_gh\Zgbb_ZgZe lbq_kdZy kijZ\dZ ih j amevIzIz f kIzj\_gh\ gbc \uklmie_gb_gZ kh\_sZgbyo		qZ
Hj]ZgbaZIZ klby rdhevgh]h b fmgk f h[jZ[hldZ j_ameZlZklm]eZ aZdexqbl_evgh]h h^]hlh\dZ^_hdmf_gIh\ kh]eZ wIzi <k_jhkkbckdbb gh\Zgbc ih \b^ZfhkihljZ k kihjl\b\guo\khj\y\hgghc ZgZfb gh\Zgbc rdhevgh]h b fmgk f h[jZ[hldZ j_ameZlZklm]eZ	Ih^]hlh\dZ ijh_dIZ bgnhifZpbhgguo ibk h^]hlh\dZ^_hdmf_gIh\ kh]eZ gh\Zgbc ih \b^ZfhkihljZ k ZgZfb	bxc bxe fhdly[jv a	BgnhifZpbh ibkvfZ_ZgZebIbq_kd hlq_l ijhlhdheu lZ ebpu ij_a_gIzpbpbb \ klmie_gb_gZ kh\_s gbyo ijh_dlu i		qZk

	<p>©lj_ab^_g lh klyāZgby<sup>a</sup></p>	<p>khijh\h^_Zxsbo;pb hj]ZgbaZpby lhj` kl\ _gguo f_jhijbylbc hnbpbZevguo \klj_qk\hszgguo_gZijZ e_gbx^_e_lZpbb_h[eZklb_gZ &lt;k_jhkkbckdb_khj\gh\Zgby rdhevgbdh\ljlglakdb khklyāZgbykZ\e_gb_Zg eblbq_kdhc_kijZ\db_h[mqZklbb dhfZg^ \khj_\gh\Zgbyo \k jhkkbckdh]</p>			
	<p>:gZeba ijh\ rdhevggh]h_b_fmok fh[jZ[hldZ_j_ameklZ]eZklgh pbiZevgh]h_wlZiZ\bkibq_kdhc_bgnhjeZpbgbk &lt;k_jhkkbckdb_ajh\^_gbb_rdhevgb]h_b_fmog kihjlbg\guo_blj_pbiZevgh]h_wlZih\khklZ\e_gb_ rdhevgbdh\©ljZgZebibq_kdhc_kijZ\db_k\h ab^_gikdb_\kihjlh hlq_lZ_h_ijh\^_gbb gu_b]ju<sup>a</sup></p>	<p>lh^]hlh\dZ_bgnhjfZ ZiZ\bkibq_kdhc_bgnhjeZpbgbk pbiZevgh]h_wlZih\khklZ\e_gb_ ZgZebibq_kdhc_kijZ\db_k\h rdhevggh]h_b_fmogbpb_iZevgh]h wlZih\khj_\g</p>	<p>\_l_q_gb klZlkbTbq_kdhc hlq_l \uklmie_gb_gZ kh\ sZgbyo</p>	<p>:gZeb_kdbc_h klZlkbTbq_kdhc hlq_l \uklmie_gb_gZ kh\ sZgbyo</p>	<p>qZ hlq_l kh\ sZgbyo</p>
	<p>Hj]ZgbaZpjh \^_gb_ h]h]hggh]h_mZgbc ih \b^Zf_kihkTZ_kh]eZ j_]bhgZevgh]hgwlZijZijZff_ ih^ \_h_gb_bli &lt;k_jhkkbckdb_oh\ khklZ\e_gb_ZgZebibq_kdhc kihjlbg\guo_blj_kijZ\db rdhevgbdh\©lj ab^_gikdb_\kihjlbg gu_b]ju<sup>a</sup> nbgZeZ_j_]bhgZe gh]h_wlZiZk&lt;k_jh kbck@kihjlbg\guo blj_rdhevgbdh\ ©lj_ab^_gikdb_ kihjlbg\gu_t</p>	<p>JZajZ[hldZ_iheh`h \^_gbb_ijh\^_gbb mZgbc ih \b^Zf_kihkTZ_kh]eZ oh\ khklZ\e_gb_ZgZebibq_kdhc kihjlbg\guo_blj_kijZ\db rdhevgbdh\©lj ab^_gikdb_\kihjlbg gu_b]ju<sup>a</sup> nbgZeZ_j_]bhgZe gh]h_wlZiZk&lt;k_jh kbck@kihjlbg\guo blj_rdhevgbdh\ ©lj_ab^_gikdb_ kihjlbg\gu_t</p>	<p>bxg v khj_\g kh]eZ _h_gb_bli Zebibq_kdhc</p>	<p>ijh]hdheu_lZ khj_\gh\Zgbeb_ZgZ lbq_kdZy_kijZ\dZ ih_j amevIZIZf_klj_\gh\ hbc \uklmie_gb_gZ kh\_sZgbyo</p>	<p>qZ ZgZ ih_j gZ</p>
	<p>Hj]ZgbaZiZ klby_rdhevg</p>	<p>lh^]hlh\dZ_ijh_dIz ih^]hlh\dnhjFZpbhg</p>	<p>bxc bxe hdly]jv</p>	<p>BgnhjfZpbh ibkvfZ_ZgZebi</p>	<p>qZ</p>











		nhjfZpbtklZ\le_gb_ b ZgZebibq_k\^d			
:gZeba bgnh ih ]h^h\ufbkIZ klbq_kdbf hlg	h]jZ[hldZ kIZibklg InhjfZpbb khklZ\le_gb guzof hlg Ih\ ih nNjDZf :ND N\	yg\Z n\ bj_Zk\h	klZibklbq_kdb ZgZebibq_kdZy	kijZ\dZ qZ	
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		lh\uo t^h\Zc			
Hj]ZgbaZpbb kbfhc hp_gdb l_evghklb ]hkm^Z kT\_gguo h]Zah l_evguo h]Zggha]h khZ pbc h[eZklb ih]hs_gb_j ^hfkI\_gguo j^N lZf_glm	Hj]ZgbaZpby ijh\_Z ^bkbfc hp_gdb k_bjb\le_q_g ^Zh[s_kl\_gguo wdki jTh\ ah\ gh\_h[eZklgh]g h[s_kl\ ggha]h khZ ijbiZj]Zf_gl ih]hs_gb_j Zam evT N^Zjfm ebjh\Zgbh_jg bve ih djbl_jbyf g_aZ\bkbfc hp_gdb bga]yfg\ ihjy^hd ijh\_^_gby g_aZ\bkbfc hp_ db	K_gly :gZeb]bq_kdb\ db b_j_c]bg]bj ]hkm^Z kl\_gguo h]Zah\ l_evguo ZghjaZpbc h]eZklb ^\ihh kl\_gguo ^_iZj]Zf_glm			
Fhgb]hjbq]\ ghklb h]jZah\ guo hj]Zgba d gh\hfm mq_[gh h'	AZi heg_gb_rjZevg Zhl\oe lghklb \_jZajba d iZebl ]h\ b ]hkm^Z h]m]ZahZl\_evguo hj]Zg baZpbc	Bxg Z\]n fmgbp kl\_gguo baZpbc	?\_g^_evgZ bxevb ^g\_gZy bgnhjfZp d]ym^Z		
Fhgb]h]l]jmh mkl]hckl]Z duim^k gbdh\ ijhm_kk]Zah\ ggZevgh]h h]Zah gby	Nh]fbjh\Zgb_aZij m^k_gby ijhn_kkbhgZ Zah\Zg]eyZktb h[eZklghc ah]vbl_l]jm^Z h]aZgyl K[hj_h]jZ[h]ldZ_gb[h]s bgn]h]Zpbb egZibb_nhjf n^_jZevghchk]l]lg :gZeba kblmZpbb ih mkl]hc	?\_f_ky Zevgh]h h h[eZklghc h]aZgyl h]s nhjf lg ih l]jm^	K\h^gu_n		
Fhgb]hjbq]v lZih\ hk\h_gbyf^g fb hkgh\ghc h]k[hj h]jZah\Zl\_evgh ijh]jZffuh^ rdhevgh]h m]jZahZ \Zg	Bgnh]fbjh\Zgb]gbd ^gbl]hg]Z K[hj_ZgZeba b h]g[s_gb_b h]jZah\Zl\_evgh l]h\_jdZ ^hklh\_jg^klb ij_ ZahZ\_e_gghc]fZg]h Hnh]fe_gb_j_a	FZ bxc ZgZeb]bq_kdZy	Bgnh]fZpb ZgZeb]bq_kdZy	kijZ\dZ	
<^_gb_lzg guo ih hi_x'_Z s_fm h]mc	K[h] bgnh]fZpb ZH[h[s_gb_baZgZeb	Yg\Z'_ dZ[jv	;Zgd^Z		







		<p>l_j_\h^ Jhkm^Zjk  mkeml^y\so\ ih eg h f h q by  ^_iZj Zf_g w d jhguc  \b^  Hj]ZgbaZpby akZbb Z  ojZg_gb_ZgZebaZb jZkijhklj  g_gb_bgnhjZpZbb dh ^bg  dZq_kl\Z b jZakb by k  h jZaigby h e</p>		<p>pbt  ©Fhgblhjb] kbkl_fu  h[jZaZgby^a  Hlq_lu^gZgh\g^Z  guo_j_]bhgZegguo b  nhjfZpbhgguo kbkl_f</p>	
<p>&lt;g_^j_gbd  ljhgghc kbkl_fuey Z\ hfZlbaZpbbZkn_ju_h[j  mq_lZ dhglbg]ah Zgby_lh^]hlh\gZ ^hdmf  h[mqZxsboZkkyh Zpbb^ey ijh\^_gby Zmdp_b  gh\Zgbb Dhgp giZkoba^Zgb we_dljhgghc k  kha^Zgby ^d khcfn mq_lZ dhglbg] _glZ h[  ^_gjZevghc_f qZxsboky Khijh\hm ^gb_f  ^hfkl\_gghc kbkbpiZevguo hi_jZlhjh\ b  fu mq_lZ dhglbg]ijZlhjh\ h jZah\Zl evguo  lZ h[mqZxsboky]ijZgbaZpbc  hkgh\guf h[ZZahj]ZgbaZpby k[hj aZsb Z  l evgufh]jZ ojZg_gb_ZgZebaZb jZkijhklj  fZf b^hihegb gegb_bgnhjZpbbg h dhglb  guf h[s_h jZah]\_gl_h[mqZxsboky  l evguf ijh]jZ  fZf ml\_j^_gghc  jZkihjy_gb_f  ljZ\bl_evklkZ Jh  kbckdhc N_^_jZpbb  hl  &lt; j</p>	<p>:gZ( _ogbq_kdbo  &gt;_dZ</p>	<p>Nmgdpljh\Zg  we_dljhgghc kbkl_fu  mq_lZ dhglbg]m_glZ_h[  qZxsboky  Hlq_lu gZ hkgh\ ^Z  guo we_dljhgghc k  kl_fu</p>			
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d ]hkm^Zjkl\\_gghfm aZ^Zgbx h[efZrkighf  
h[jZah\ZI\\_evghfm mgj\\_`^\_gbx ^hhhegbl  
n\\_kkbhgZevgh]h h[jZah\Zgby ©Gh\]hjh^  
jZa\blby h[jZah\Zgby]^a^

ML<?J@>:X  
Jmdh\h^bl\\_ev ^\\_iZjIZf\\_glZ  
h[jZah\Zgby  
b fheh^\\_ghc iheblbdb  
Gh]hjh^Kdhc h[eZklb

^\_dZ[jy ]h^Z = Rbjbg

ih j\_ZebaZpbb ]hkm^Zjkl\\_gghfm aZ^Zgbx h[efZrkighf  
klZpbb ih h[jZah\ZI\\_evguf ijh]jZfZf hkgh\gh]h h[s\_]h b Zgbyg\_]h h[s\_]h

i i	F_jhijby	Kh^_j`Zgb_evgh	Kjhdb i_ ^_gby	NhjfZ ij_^klZ\ hlq_lZ	Dhebg_kl\h (\ guo qZkh\ gZ_\ui gb_`ijbyll
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	Hj]ZgbaZpby ^_gby ]hkm^Zjkl\_gghfm aZ^Zgbx h[efZrkighf ghc blh]h\hc ^Zlgby = B: klZpbb ih h[jZah\ZI\_evguf ijh]jZfZf hkgh\gh]h h[s_]h b Zgbyg_]h h[s_]h	ih\]hjh\dZn id]h\ ijbdZah\Zjv k_f ih_h]ZgbaZpbb^_idZ[jv ^Zlgby = B: hjh]hjh\dZbki_pbZe ijb\^_dZ_fuo_d`ijh\_` gby = B: Hij ^_e_gb_ f_kl jZkiheh` gb\imgh`ijh\_`^_gb`Z		ljh_dlu ijbdZah\ b bgnhjfZpbhggho i k_f klZl bklbqZykd bg nhjfZpbh`j_anzevl lZ = B: Hi_jZl bZg bgnhZ p) ih ]hjh^k	
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		<p>f_g  ^Ze__</p> <p>JZkij_ ^ e_gb f_ ^m imgdlZfb</p> <p>ijh\ ^_gby wdaZf_xgh\ h[mqZ</p> <p>sboky</p> <p>HI[hjb ih^]hjh\dZ jmdh\h^</p> <p>l_e_c b hj]ZgbaZlhjh\ IIW</p> <p>miheghfhq_gguo ij ^klZ\bl</p> <p>e_c =WD wdaZf_gZlhjh\</p> <p>kh[ k ^gbdh\ \ ^msbo kh[_k</p> <p>^h\Zgb_ ijb ijh\ ^_gbb mklghc</p> <p>qZklb wdaZf_gZ ih bghkljZggfm</p> <p>yaudm ki pbZebklh\ ih ijh\</p> <p>^ gbxbgkljmdlZ`Z_ b h[_ki_</p> <p>gbxeZ[hjZlhqguZ[hll_</p> <p>gbq_kdbo ki_pbzebklh\ b Zkk</p> <p>kl_glh\ ^ey_ebp kg h]jZgbq_</p> <p>gufb \hafh ghklyfb a^hjh\vy</p> <p>^Ze±H&lt;A</p> <p>Nhifbjh\Zgb_ b \ ^b_gb_j_]</p> <p>hgZevguo bgnhjfZpbhgguo k</p> <p>kl_f h[_ki_q_gby_gby\</p> <p>=B: h[mqZxsbooky_hk\hb\rbo</p> <p>hkgh\gu_ h]jZah\ZI_evgu_</p> <p>ijh]jZffu_hkgh]h h]s_lh b</p> <p>kj ^g_lh h]s_lh Zgh]Zah\</p> <p>^Ze_JBK b \g_k_gb_ k\</p> <p>^ gbc \ n_ ^_jZevgmx bgnh</p> <p>fZpbhggmkx_krb</p> <p>LbjZ`bjh\Zgb_ b iZd_lbjh\</p> <p>gb_ wdaZf_gZpbhgguo fZI_jb</p> <p>eh\ ^ey_eZpsb^B:\</p> <p>nhjf_hkghgh]h ]hkm^Zjkl\</p> <p>gh]h_wdaZf_gZ b ghkm^Zjkl\</p> <p>gh]h i_mkdgh]h wdaZf_gZ ^</p> <p>e_ H=W t</p>	<p>hdjm]m b fmv</p> <p>guf jZchgZf h]eZklb</p> <p>]hkm^Zjkl\ gguo h</p> <p>eZklguf h]jZah\ZI_e</p> <p>guf hj]ZgbaZihbyf</p> <p>=B:</p> <p>LbjZ`bjh\ZgbZdb</p> <p>lbjh\Zgb_ wdaZf_gZp</p> <p>hgguo fZI_jbZeyh\</p> <p>ebp *sZo =B\</p> <p>nhjf_H=W=kw</p> <p>ljh]hdheu aZk ^Zgbc</p> <p>d]nebdlghc dhf_bkkbb</p> <p>Hiq_l h jZ[h]_</p>	
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		<p>H[ ki q gb IIW bg h[oh^ fuf dhfi dlhf wdaZf_gZp hgguo fZl_jbZeh\ ^ey_ ijh\ ^_gby =B: Hj]ZgbaZpby \b^_hgZ[ex^_gby \j_ bf_ ©hneZcg^a \ IIW_gZ ^hfm H[jZ[hldZ b ijh\_jdZ wdaZf gZp hgguo jZ[h] H[hj b[mq_gb_ h[g_kl\ guo gZl^Zl_e_ich\_^_gb_ jZ[hlu ih bō Zddj_ ^blZpbb JZkkfhlj_gb_ Zii_ eny pbc h[ qZxsboky dhgnebdkg hc dhfb kb_c Dhhj^bgZpby jZ[hlu qe_gh\ =W D miheghfhq_gguo ij_ klZ\bl_e_c =WD &lt;uieZlZ dhfi_gkZplbb jZ[h gbdZf \ lhf qbke_i ^Z]h]bq kdbf ijb\ e_dZ_fufh d ih^] lh\d b ijh\_ ^_gbx #B: \ k hl\_lkl\bb k ^_ckl\mxsbfb lhjy^dZfb hieZlū m \ j_ ^ gufb lhklZgh\ e_gbbf_ljZ\ l_evkl\Z Gh\]hjh^kdhc h[e kTb iibdZahf ^_iZj]Zf_glZ h jZah\Zgby b fheh^b ghc ihe lbbd Gh\]hjh^kdhc bh Hj]ZgbaZpby \aZbfh^_ckl\by f ^m ^_iZj]Zf_hj]Zf \Zgby b fheh^_ghdbihe Gh\]hjh^kdhc h[eZ_</p>		
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		<p>jZevguf ]hkm^Zjk  [x^`_lguf h[jZaevguf  mqj_`^_gb f \ukr_kh ijhn  kbhgZevgh]h h[jZah\Zgby©Gh  ]hjh^kdbc ]hkm^Zjkl\_gguc  mgb\_jkb _l bf_gb YjhkeZ\Z  Fm^jh]h^a ihs kkl\_e\_gbx  ^_yl\_evghk b]bhgZevgh]h  p\_gljZ h[jZ[hldbZbghhf  Gh\]hjh^kdhc h[eZklb  Hj]ZgbaZpby bgnhjfbjh\Zgby  ih \hijkZf hj]ZgbaZpbb b  ijh\_^_gby =B:  H[_ki_q_gb_ hagZdhfe_gby  h[mqZxsboky k j_amevlZIZfb  =B:  libh[j_l_gb_ h[hjm^  jZkoh^guo fZl\_jbZeh \^ey ij  \_^_gby</p>		
<p>Hj]ZgbaZpby  ^_gby ]hkm^Z  ghc blh]h\hc  klZpbb ih hZ  l\_evguf ijh  fZf kj^g\_lh  ]h [hZah\Zgby</p>	<p>ih\h]h\dhZ ijh_dlh\ ijbZgZjv  Zpkli b_k_f ih hj]ZgbaZpbb^_jchZ[jv  ^Zlgby =B:  Zah\ h] b ih^]h]h\dhZbki\_pbZe  h]h\ ijb\_e\_dZ\_fuo\_d ijh\_^  gbx =B:  JZkij ^_e\_gb_ f\_^m IIW  h[mqZxsboky\ui mkdgbdh\  ijhreuoe_e_  Hl[h] b ih^]h]h\dhZbjmdh\h^  l_e_c b hj]ZgbaZihjh\ IIW  qe\_gh=WDI\_ogbg_kdb o ki  pbZebklh\ bkl_Zgklh\ ^ey  ebp k hj]Zgbq\_gg</p>	<p>ljh_dlu ijbZah\ b  bgnhjfZpbhggb o i  k_f  KIZl bkl b Zykdbg  nhjfZpbh j\_anzevl  lZ =B:  Hi_jZl bZgbgnhZ  ply ih ]hjh^kdhfm  hdjm]m b fmgppbiZe  guf jZchgZf h]eZklb  ]hkm^Zjkl\_ggulo h  eZklguf h[jZah\Zl_e  guf hj]ZgbaZipby  =B:</p>		

		<p>ghklyfb a^hjh`  Nhjfbjh\Zgb_ b \JBKgb  b \g_k_gb_k\^_gbc T n ^  jZevgm_x bgnhjZp bhggmx k  kl_fm  H[ ki_g_gb IIW bg_h[oh^  fuf dhfie dlhf wdaZf_gZp  hgguo fZl_jbZehjh\^ey i  ^_gb=yB:  H[jZ[hldZ b ijh\_jdZ wdaZf  gZphggguo jZ[hl  Hl[hj b[mq_gb_h[g_kl\  guo gZ[ex^Zlijh\c^_gb_  jZ[hlu ih bo Zddj_^blZpbb  JZkkfhlj_gb_Zii enypbc h[  qZxsbok_y b\_uimk dghbdh\ ij  reuo e_l dhgnebdhghgc d  fbkkb_c  Dhhj^bgZpby jZ[hlu qe_gh\  =WD  &lt;uieZIZ dhfi_gkZpbb jZ[h  gbdZf \ lhf qbke_i ^Z]h]bq  kdbf ijb\le_dZ_fufh d ih^I  lh\d b ijh\^_gbxh=B: \ k  hl\_Tkl\bb k ^_ckl\mxsfbf  lhjy^dZfb hieZlu m\j^  gufb lhklZgh\le_gbbf_ljZ\  l_evkl\Z Gh\]hjh^Zdhc h[e  kTb ijbZahf ^_iZj]Zf_glZ h  jZah\Zgby b fmech^beg  lbb Gh\]hjh^kZkcbh  Hj]ZgbaZpby \aZbfh^_ckl\by  f_ ^m ^_iZj]Zf_glth</p>	<p>ljhlhdheu aZk ^Zgbc  dlnbdlghc dhf bkkbb  Hlq_l h jZ[hl_</p>	
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		<p> \Zgby b fheh^ tlb d  Gh\]hjh^kdhc h[eZkl b b n ^  jZevguf ]hkm^Zjkl\_gguf  [x^\_lguf h[jZaevguf  mqj\_^_gb f \ukr kh ijhn  kbhgZevgh]h h[jZah\Zgby © Gh  ]hjh^kdbchkm^Zjkl\_gguc  mgb\ jkbl l bf gb YjhkeZ\Z  Fm^jh]h^a i ms kk\ e gb x  ^_yl evghklb j ]bhgZevgh]h  p_gljZ h[jZ[hldb Zbghhf  Gh\]hjh^kdhc h[eZkl b  Hj]ZgbaZpby bgnhjf bjh\Zgby  ih \hijkZf hj]ZgbaZpbb b  ijh\_^_gby =B:  libh[j_l_gb h[hjm^  jZkoh^guo fZehj\ ^dy ij  \_^_gby =B: </p>		
	<p> Hj]ZgbaZpby  ^_gby blh]h  qbg_gby b  gby </p>	<p> Hh[hj b ih^]h]h\dZbjmdYghZjv  ]hekc b hj]ZgbaZihjh\^ldw[jv  alehgq_kdbo ki_pbZebklh\ b  Zkkbkl_glh\ ^ey eb k hj]Zg  q_ggufb \hakhygh ra^  jh\vy  H[jZ[hldZ b ijh\h]duZ  khqbgc gba e gbc  lh^]h\dZ ijh_dlh\ ijbdZah\  b ibk_f ih hj]ZgbaZpbb ijh\  ^_gby blh]h\h]h khqbg_gby b  eh_gby  libh[j_l_gb h[hjm^  jZkoh^guo fZl_jbZ h </p>	<p> ljh_dlu ijbdZah\ b  bgnhjfZpbhggb o i  k_f  KlZl bklb q_ yk d bg  nhjfZ pb  Hi_jZl bZ g bgnhZ  ply ih ]hjh^kd hfm  hdjm]m b fmgv pbiZe  guf jZchgZf h[eZklb  ]hkm^Zjkl\_gguo h  eZklguf h[jZah\Zl_e  guf hj]ZgbyZih  blh]h\hfm khqb g_gbx  baeh\_gbx </p>	



		\ ^_ g b h]h\h]h khq æ h _by		HIql_h jZ[hI_	
	BLH=				