<<?>?GB?

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IbeZl_khf fh]ml aZgbfZlvky ex^b Z[khexlgh jZagh]l
iheZ Z lZd`_ k jZaguf mjh\g_f nbabq_kdhc ih^b]hlh\db
eZl_k wnn_dlb\gh ihfh]Z_l jZa\blbx \ughkeb\hZklb kbe
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Fgh]b_ kqblZxl qlh aZgylby gZ lj_gZ^\jZkbfgZ fZl
jZagu_ f_lh^bdb Gh wlh kh\k_f g_ lZd Lh h\Zjm]h_ gZ
dZd _^bgheh_

Fu j_dhf_g^m_f kh\f_lZvl_k h[uqgufb lgbk
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_joghklguo b \gmlj_ggbo GZ lj_gZ`_jZo \u dZqZ_l_ i
KihfhsvxIbeZl_kuZ[m^_l_ ijhjZ[Zlu\Zlv lZd gZagZ_fuc]
guc kehc furp ^h dhlhjh]hmkjZgh\gb_ydZd ijZ\hgh
^h[bjZxlky^a : wlh hq_gv b hq_gv ihe_agh <^h[Z\hd \u i
k\hbf l_ehf gZmqbl_kv qm\kl\h\Zlv _]h klZggh_c baysgh

DHFIE?DKU MIJ:@G?GBC
IH KBKL?F? IBE?K ‹

GUJYXSBC E?;?>V

MijZ`g_gmdj_ieyfurpukibgu r_b b ie_q

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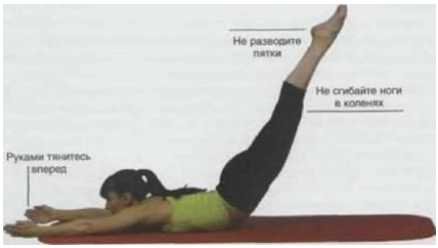

2. GZ ih^t_f_ hlhj\bl_ jmdb hl iheZ gZ \^ljo^ \ulygbl kh[hc eZ^hgyfb \gmljv b i_j_dZlbl_kv \i_j_^ gZ]jm^v h ihe.Zlj_^klZ\vl_ qlh gujy_hf_ aZ fyq

3. KjZam `_ gZ \u^ho_ i_j_dZlbl_kv gZaZ^heZlju\Zy ]j Ij_^klZ\vl_ qlh \u [jhkZaZ^ fyZq]gbeh\m >_j`bl_ jmdb b g ijyfufb \h \jy_fi_j_dZlh\ G_ aZijhdb^u\Zcl_]hZlh\m ijb i \i_j_^ b g_ ih^_j]b\Zcl_ _x \h \j_fy i_j_dZlZ gZaZ^ ^ bg_jpbb Ih^gbfZcl_kv hl]jm^b b ^gu[y]hZcjoghZlv r_b ^ey ih^^_j`Zgby _kZ]heh\u

J_dhf_g^Zpbhevamcl_ bg_jpbx dZyZi\ij_gZaZ^ Ih\lhjblv jZa

GH@GBPU

MijZ`g_gb_ mdj_iey_l^furpjuZkly]b\Z_l fhgrpu ki

1. E_`Z gZ kibg_ jZa\_jgbl_ gh]b b hllygbl_ ghkdb jmdb \gba \^hev dhjimkZ ijb`fbl_ eZ^hgb d ihem

2. Khkj_^hlhqb\rbkv gZ ijb[eb`_gbb imidZ d kibg_ ih^gbfbl_ gh]b _jlbdZ_ejvog G_ aZijhdb^u\Zcl_]heh\m \uly]b\Zcl_ aZ^gxx ih_joghklv r_b

3. Ijh^he`Zy ih^gbfZlv dhjimk ghlygdZ[bkvlehd Hlhj\bl_ kibgm hl iheZ b \ulygbl_ __ d ihlhedm hklZ\ ehiZldZo g_hkbjl_g_]h gZ r_x beb gjZ[jebdbvl_ `b\hl d kibg_ b gZh\o_ gZijy`_gb_f y]h^bp \u\_^bl_ lZak\i_j_^ i_q_gby [_ahiZkghklb ih^gylhyjlb kZ[he`_ghklb dhjimkZ ih^klZ\vl_ jmdb ih^ ihykgbpm

4. GZ \^ho_ jZa_^bl_ gh]b h^gm \i_j_^ aZ]heh\m ^j
ihem ^\Z`^u ijm`bgy KhojZgycl_ dhjimk g_ih^\b`guf

5. GZ \u^hg_h`gbpZfkf_gbl_ gh]b beg\uh ijm`
gysbo ^\b`ygb

J_dhf_g^Zpbb

KhojZgycl_ klZ[bevgh_ iheh`_gb_ [_^_j ijb kf_g_ i
g_ l_jycl_ dhglj hev G_h[oh^bfmx kheijZ^gy gbZaZgh]h
\Zcl_ gZijy`_gbr_f fjxrgh]h ij_kkZ b y]h^bp

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rbj_ \h \j_fy ijm`bgysbo ^\b`_gbc gh g_ k]b[Zcl_ bo \ dh

G_ aZ^_j`b\Zcl_ ^uoZgb_

?keb qm\kl\m_l_ ^bkdhfnhjl beb [he,vkibgueZklb r_
beb aZiykl\iyhimklbl_ mijZ`g_gb_

<uihegbl_ ih ih\lhj_gby k dZ`^hc gh]b

<?EHKBI?>

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1. KhojZgyb^gylh_ iheh`_gb_ dhjimkZjZi`gk_eg_by ©gh`gbpu ijh^he`Zcl_ ih^^_j`b\Zlv [_^jZ b ihykgbpm jn ^himkdZcl_ jZa]baZgbk lvyo

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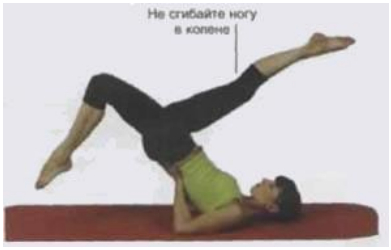

3. GZ u\^ho_ kh]gbl_ e_\mx gh]m \ dhe_g_ ihlygbl_k y]h^bp_

4. Ih^ly]b\Zy e_\h_ dhe_gh d]jm^b himklbh_ ijZ\mx]m gZaZ^emdIjih^klZ\vl_ qlh \u klZjZ_l_khvlbmgZjZZ\v g eyo [hevrh]h _ehkbi_^Z \h \j_fy ^\b`_gby Z dZhjimk ijb rbf jmdZf

5. Ih\lhjbl_ lh `_ k ^jm]hc gh]b jZaZ\gb\h_ch g ]hc Zdp_glbjmy \gbfZgb_ gZ \uly`_gbb gh]b aZk]heh\m b gmlvky ghkdhf iheZ <u^ho \uihegdyfZdk\bfZfevgh]h jZa\ ^_gby gh]Gijb\Zebjh\Z.gbb

Ihf_gycl_ gZijZ\e_gb_ ^\b`_gby b \uihegbl_ ih\lh ^jm]mx klhjhgm

J_dhf_g^Zpbb

* Ijb kf_g_ gh] m^_j`b\Zcl_ lZa g_ih^\b`guf

* >ey dhgljhey ^\b`_gby bkihevamdl_glfZrjkbeu m^_j`b\Zicmihd ijb[eb`_ggbhf\hdgihqgbdm G_ ijh]b[Zcl_kv ihykgbp_ bgZq_ \u g_ kfh`_l_ m^_j`b\Zlv `b\dg_llygmluf \uiyqb\Zlvky

* ?keb qm\kl\m_l_ ^bkdhfnhjl bZkl[hevb\ hkibgu beb aZiykl\vjbimklbl_ mijZ`g_gb_

* Ih hdhgqZgbb himkkbglm gZ ihe kh]gbl_ gh]b \ dhe iehlgh ijb`fbl_ klhieumd ih

FHKLBD G: IE?Q:O

MijZ`g_gbZijZ\e_gh gZ fh[bl\ZgZ\hbgu iha\dhgh gh]h klhe[Z

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2. Ijb[ebavl_ imihd d iha\hghqgbdm b ukh\ulbg y]h^bp l_ aZ^gxx ih_joghklv r_b <ulygbl_ h^gm gh]m i_j_^ l gbl_ __ \ ihabbpebZxl._k

3. GZ \^ho_ ih^gbfbl_ \ulygmlmx gh]m _jo dZd fh gh lhevdh ohhj_ihdZ kibgZqgg_l gZmkdZlvky d ihem

4. GZ \u^ho_ himklbl_ gh]m \gb_a__\ully[b\ZZb k_^ l_ dhe_gb\j≤hy himkdZgby gh]b m^_j`b\Zcl_ lZa g_ih^ iZjZee_evguemih

J_dhf_g^Zpbb

KhojZgycl_ ih^gylh_ b Z[khexlgh g_ih^\b`gh_ ihel ijb ih^t_f_ b himkdZgbb gh]b >Z\bl_ hihjghc gh]hc \ i `_l khojZgblv .[ZeZgk

>_j`bl_ gh]m \uigyfhc g_ ijh]b[Zcl_kv \ ihykgbp_
jZkkeZ[eycl_ gh]m b g_ dZekZZcl_kv _x i
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lygbl_ dhe_gb d]jm^b ^ey jZkkeZ[e_gfbkyi^wlkugb\pu aZl
ijyfbl_ kibgm b \ulygbl_ gh]hc i_j_^ kh

KDJMQB<:GB? KIBGU

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e_]dbo LZd`_\ZjZlakyb kbeZ[dhklv furp kibgu hZ`
1. Ky^vl_ijyfh jmdb \ klhjZgmjh\g_ ikeh\ghbdhl
dhkgmlvky [hdh\uo kl_g dhfgZlu Iehlgh kh`fbl_ gh]b \ i
eZl_gZlygbl_ klhiu gZ k_[y GZ \^ho_ kdhgp_gbjbjmcl_k
`_gbb imidZ d iha\hghqgbdm b h^gh\j_f_gghf@hlh ih^t_f_
agZqaZlyZebx Ihlygbl_kv fZdmrdhc _jo ylidZfhe\d Z i
j_^

GZ ^\ho_ih_jgbl_ dhjihkeZklb lZeibZm\x klhj
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aZ\Z\eZcl_kv gZaZ^ b g_ hdjm]eycl_ kibgm \ h[eZklb ihyk
g_ ^eh_g dZkZlvky iheZ
Mkbeb\Zcl_ \u^ho ih^gbfZy]jm^gmx de_ldZm \h \j_fy
gb.y

Ij_^klZ\,vdl_h \u`bfZ_l_ \ha^mo ba e_]dbo bdb \h^m l
]h ihehl_gpZ G_ hlju\Zcl_ hlyihdbZb[y^hZbpu

3. <ha\jZsZykv \ bkihe^lgh_gb_ \^hol_gbm_sZy dZd e_]db_ gZihegyxlky k_`bf \ha^mohf M^_j`b\Zucl_ ie_q fb jmdbulygmlufb \ klhjhgu Ih\lhjZavdZh`^mklhlj gm

J_dhf_g^Zpbb

FZdkbfZevgh \uly]b\Zcl_ r_x b iha\hghqgbd _j \j_fy kdjmqb\Zgby \ h[hbo gZijZ\e_gbyo

Kdjmqb\Zgb_ ^he`gh ijhlhkeZ^kdlvlZebb Z g_ ie_c Ihijh[mcl_ ihf_klblv jmdb aZ ]heh\m b ily\l+jheh_\Z^\b`_ _k_kl_gguf h[jZahf ^he`gZ ijh^he`Zlv kdjmqb\Zgb_ ki \hjZqb\Zcl_]heh\m aZ]jZgbpm dhfnlyjlgh]h iheh`_gb

GZ ijhly`_gbb \k_]h myiijeZh`ghk`bfZcl_ y]h^bpu b aZ^gb_ qZklb \gmlj_ggbo ih\_joghkl_c [_^_j lygbl_ k m^_j`b\Zcl_ igly]ufbiyldb+k_^_ggufb \f_kl_

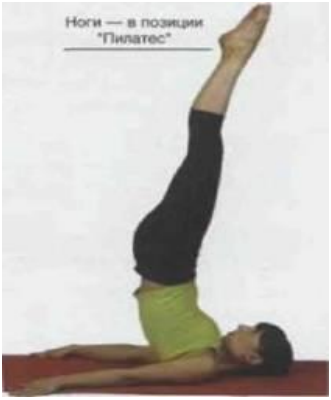
>ey mkeh`g_gby ^h[Z\vl_ e_]db_ ijmyb\gdZb_ ^\b`_ ^mx klhjhgm ^ey ihegh]h ^mZ_gbye\ldbo

I?JHQBGGUC GH@

MijZ`g_gh ihkh[kl\m_l kbe_ \Zr_]h l_eZ

1. E_`Z gZ kibg_ jZa\_jgbhbgbkbeZl_kuly l_ jmdb \^hev dhjimkZ b iehlgh ijb`fbl_ jmdb d ihem gZijy]bl_ y]h^bpu GZ \ubhdkv ighlyZfb \ ihlhehd \u\h^y [_^jZ \i_j_^ Klhiu b ghk ^he`gu khklZgyvbh x jlbdZe Ij_^klZ\vl_ qhi_jhqbgguc,gdh`lhjuc kdeZ^u\Zxl Zb jZkde ^u\Zxl<_k l_eZ ^he`_g ijboh^blvky gZ ehiZldb

2. Kh`fbl_ y]h^bpu b \_jogb_ qZklb \gmlj_ggbo ih\_ [_^_j b hlhj\bl_ gh]b hl iheZ AZ kq_l @ gZ_ijy]_edby furp aZ\^bl_ gh]b aZ ]heh\m HklZgh\bl_kv dhjZdZ ndZ`__l_kv i_jdZlu\Zcl_kv gZ r_x



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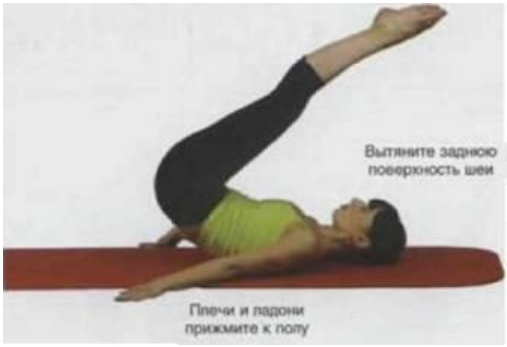

4. Dh]^Z kibgZ hdZ`_ehmyihgZghklvx gZ \u^ho_ himkl gh]b \gba b ih\lhjbl_ mijZjZga_gb_

J_dhf_g^Zpbb

>ey ihegh]h \h\e_q_gby \ jZ[hlm furp [_^j_j b y]h `b\Zcl_ ghhe_]dZ jZa\_jgmlufb gZjm`m b g_ jZyh\h^bl_ l `_gbb \k_mihjZ`g_gby

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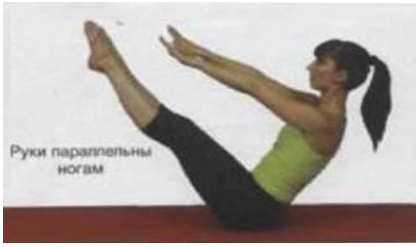

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pbxIbeZl_k\h_edZy \ jZ[hlm furpu \gmlj_gg_c ih_joghklb
b y]h^bp

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©]heh\hehfdZimkdZcl_ kibgm b]heh\m gZ ihe ih^ly]b\Z
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gbl_ gh]b ih^ m]ehf \ f hl iheZ ih^gbfbl_ jmudb _jo a
ihegbl_ ih^t_f dhjimkZ _jo dZ,db\aZZnjbdZkgbjmcl_ l_eh \
V-ihabpbb

2. GZ \^ho_ m^_j`b\Zy \_jogxx qZklv dhjim^kZ Z[khe \b`ghc himklbl_ gh]b \gba G_\ijhyl\gZpl_kvg_ hdjm]ey l_ ,himkdZy gh]bmKd_Zcl_ gh]b gb`y_ imajhgeyxs_gh dh ljhebjh\Zlv ^\b`_gb_ Iehlgh kh`fbGhgyd\bogZ ihe

3. GZ \u^hdh^gbfbl_ gh]b \ha\jZsZyakvx\ Khzj gycl_ _jogxx qZekZlvg_lih^\b`ghc Ij_^klZ\Zr_Z jgjm^v fZ]gblhf ijbly]b\Z_lky d ihlhedm Ih^gbfZy gh]bh lygbl_ ^b Himklbl_ ie_qb \gba ^ey jZkkeZ[e_gkbiygfuGp_kjZb b dZqb\Zcl_Zkvdkgbd_

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* M[_^bl_kv qlh mijZ`g_gb_ hkms_kl\ey_lky aZ ©p_glZjkbeu ^eywlh]h iehlgh kh`fbl_ y]h^bpu b hgmlj_gg _jogklb [_^_j

* Ij_^klZl_ qlh d sbdhehldZf ijbdj_ie_gu lygmsb _jo ijm`bgu khijhlb\e_gb_ dhlhjuo ijboh^blky ij_h^h ^\b`_gbb gh] \gba

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ih^lygbl_ dhe_gb d]jm^he^eyb jZ\kgZpu

* Dexq_\hc fhfmigjZ`g_bvhklhygguc dhgljhev ihwlhfm
\uihegycl_ ^\b`_gby f_^e_ggh b h[^mfZggh ^h iheghh h\eZ

Himklbl_ b ih^gbfbl_ jZaZ AZl_f hkV-Zgbl_kv
^ey ih^]hlh\dhed\hehZd_

=HEH<HEHFZD:

MijZ`g_gb_ ij_^klZ\ey_l kh[hc dhf[bgZpbx \ZjbZg
\h\e_dZjZ[hlm \k_ furpu l_eZ ikh[hljgkhheu

1. M^_j`b\Zcl_ dhjimkaby9 [ZegZkbjmy gZ dhiqbd_ b
ijb[eb`Zy imihd d iha\hgha\qgbkm_ gZjbabpbkbeZl_k

?keb \u ^_eZ_l_ iZmam ^ey hl^juZ`g_fgbvkm_jbb
©]heh\hehfdZ iheh`_gbb e_`Z gZ^gibfgbl_]b ih^ m]ehf \
45]jZ^mkhh\ iheZ ih^gbfbl_ jmdb _jo aZ]heh\m <uiheg
_f dhjimkZ _jo \dZjbZgbl_aZnbdkbjmcl_ -ihehp\b9

2. Ih^gbfbl_ jmdb _jo ?s_ iehlg__ ijb`fblh imihd d
ghqgbdm _s_ kbevg__ kh`fbl_ \gmlj_ggb_ ih_joghklb [_
pu qlh h[_ki_qbl ih^^_j`dm ihykgbqghfm hl^_em kibgu

3. GZ \u^ho_ gZqgbl_ \uly]b\Zlv l_eh, hi^ghkj_c ^ebg
f_ggh himk_dZgch]b d ihem bbjZkdj\qjogxx qZklv dhjimkZ
ijb`bfZy iha\hgdb d ihem ihhq_j_^gh

Ij_^klZ\vl_ qlh jZkly]b\Z_l_ fhsgmx ijmggbmgxm ijbd
d sbdhehld\Zfjm^bg_ F_^e_ggh himklbl_ dhjZkly ihe
_jogxx qZklv dhjimkZ hl sbdhefZkhd dijh`em iha\hghd a
iha\gdhf Lygbl_kv jmdZfb _jo aZ]heh\m

4 H[t_^bg-ycyb-c mjh\gbih^gbfb\lV-ihabpbx gh]b b
_jogxx qZklv dhjimkZ h^gh\j_f_ggh dhkgbl_kv jmdZfb
f_^e_ggh _jgbl-ikvabp9bx KlZjZcl_kv kdeZ^u\Zcl_ l_eh
kq_l ijb`bfZgby imidZ d iha\hghqgbdm b gZijy`_gby y]h

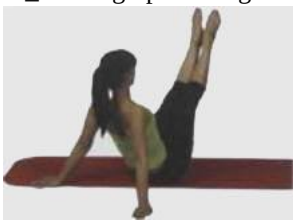
J_dhf_g^Zpbb

*JZkly]b\Zcl_ b kdeZ^u\Zcl_ l_eh gZkdhehvdh \haf
ebjmyb^_gb©p_gljhf kbeuG_ aZ^_j`b\Zcl_ ^uoZgbb_ bgZq
f_rZ_l_ kh[kl_gghfm ijh]j_kkm

*?keb \Zf ljm^gh \uihegylv ih^t_f ihijh[mcl_ baf_
jy^hd ^uoZgby himkdZgbg_Zd\uj^imok_Z ih^gZf\^ho_

*?keb qm\kl\m_l_ [hev \ h[e_Zkkbzhgbbgkv Ey]l_
gZ kibgm b ih^lygbl_ dhe_gb d]jm^yihvkgjZpkuke Z[e_gb

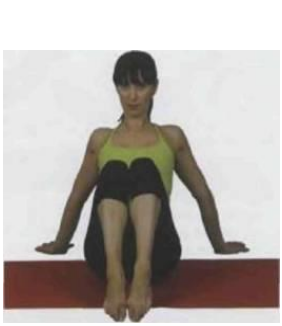
*AZdhgqb\ mijZ`g_gb_ hk-iZhgvbp_kbv \AZ_^bl_ jmdb
gZaZ^ b ihklZ\vl_ebioZgvZpZfb .gZaZ^

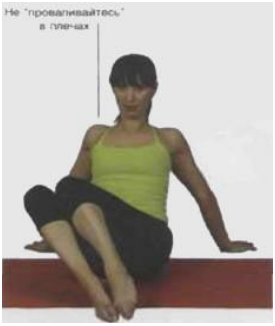


D:GD:G

MijZ`g_gbZijZ\e_gh gZ ih^^_j`Zgb_ jZ\gh_kby lr ijb jZ[hl_ gh] mdj_iey_l furpu [jxrgh]h ij_kkZ

1. <iheh`_gbb kb^y k ijyfhc b ke_]dZ hldeZgZ^gghc kib ihklZ\vl_ ijyfu_ jkmbghacZmijbl_kv yZb\hgihe a_jZgbl_ dbklb iZevpZfb gZaZ^ Kh]gbl_ gh]b \ dhe_gyo hllygbl_ gh] dZkZxlky iheZ

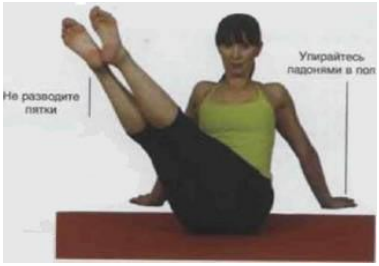




2. GZ \^ho_ g_ jZa\h^y gh] hl_^bl_GZhe\u_ghbo\ijZ\h _jgbl_ ghbk\h^gihe_h`_gb_ b ih\lhjbl_ ^\b`_gbj \e_\h Dimk g_ ^he`_g ^\b]Zlvky gm_jîbylf_hkikbk\h^blZ_ \jf_[kjl_ g_ uly]b\Zcl_ r_x \i_j_^

3. Ih f_j_ hk\h_gby ^\b`_gby ihke_ hl_^_gyby dhe_g_ fbl_ gh]b ih ^bZ]hgZeb jZa_jgmlbeZk_ih_^kbZ\vl_ qlh gh]b keb\eb\gvg_ jZkkeZ[eycl_ bo

4. Ih\lhjbl_ ^\b`_\g^bj_m]mx klhjhgm



J_dhf_g^Zpbb

*Ihfgbl_ qlh dhjimk ^he`_bg\Zhlv_kijhlqb\h\_kf\uijy e_gguf gh]Zf ihwlhfm _s_ kbevg__ ijb`emZ\ch_\jmfyb d i kf_s_gybp_gljZ ly`_klb b \uly]b\Zcl_ dhjimk _jo d ihlhe

*Kdhgp_gljbjmcl_ \gbfZgb_ gZ furpZo [jxZgZ]h ij_k qlh ihfh`_l kgylv gZ]jm^gbm khi_jdkg_c [_^_j

*G_@ijh\Zeb\Zcl_\kvie_qZo b g_ hdjm]eycl_ ihykgbp ih^gbfZcl_ ie_qb b g_ k]b[Zcl_ jmdb ijb \uijyfe_gbb gh]

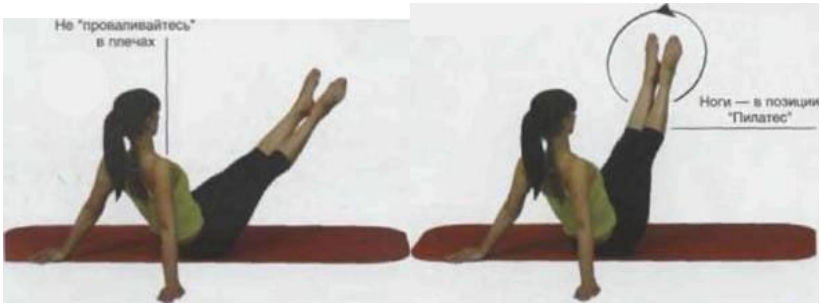
*?keb qm\kl\m_l_ ^bkdhf[mhejv\beh[eZklb kibgu beb ie_q±ijhimklbl_ mijZ`g_gb_

<uihegbl_ ih ih\lhj_gby \ dZg^mx klhjh

DJM=B GH=:FB

MijZ`g_gb_ mdj_iey_l[jxurghu]h ij_kkZklyb\Z_l i_j_^gxh\i_joghklv ie_qZ furpu]jm^b b jmd

1. HklZ\Zyk-vihaDp,bbhklZ\vl_ ijyfu_ jmdb gZgmZ^aZ k mijbl_kv eZ^hgyfb \ ihe b jZa_jgbl_ dbklb iZevpZfb gZ



2. GZ \^ho_ gZqgbl_ djm]h\h_ ^\b\ijZbhd ggbl]Zmfb m^_j`b\Zy bo \ ihebZbbk

Ij_^klZl_ qlh \Zrb gh]b kebebkv \ h^gmgljGevl_jycl_ gZ^ gh]Zfb b g_ jZkkeZ[eycl_ bo

3. Ijb himkdZgdjmh\hf ^\b`_gbb gh] _s_ kbevg__ ij fZcl_ jmdbemh ihqlh[u h[_ki_qblv ijhlb\h_k gh]Zf\h\j_fy

gby p_gljZ ly`Ljk^klZ\vl_ qlh \Zrijbjdmed_guihdm\u
g_ fh`_l_ ^\b]Zlv dhjimkhf Zevkdlhk\hu[lgu[bl\Zlv _]h _jo d
ihlhedm

4. GZ \u^ho_ _jgbl_ gh]b \ bkoh^ghZfuhdZhy`_djbm_]
^\b`_gb\f_\h b _jo

:dp_glbjhm_kv gZ \ha\jZs_gbb gh] \ p_glj b hZ_jr_gbb
\h]h ^\b`ygbkihevamy \kx vqg_gljZx k beuj_^klZ\vl_ qlh
ohlbl_ ih^lygmlv ijyfu_ gh]b d ghkm

5. DZ`^uc jZa f_gycl_ gZijZ\e_gb_ djm]h\hjeh ^\b`_gb
gyyjZs_gb\gZqZe_ djm]Z hg\Zu^hdh aZ_jr_gbb Kvhkj_^hlhq
l_kv gZ furpZo [jxrgh]h ij_kkZ b lZaZ qlh iadfm`kl kgylv
i_j_^gc ih_joghklb [_^_j

J_dhf_g^Zpbb

*Lygbl_kv]jm^vx _jo b gZaZ^Gijhl\Zkelh\iZcg_kv
\ie_qZo b g_ hdjm]eycl_Gi_hyikghbfZcl_ ie_qb b g_ k]b[Zc
jmdb ijb \uiheg_gbb djm]h\ gh]Zfb_gc_\lyigb^l_kbv_jr`
kibgm ijyfhc j_[^jbZl_k\\f_kl_

*?keb \Zf ly`_eh m^_j`b\Zlv jmdb ijyfufb dhimklbl_ lb

*?keb \u i_j_g_keb ljZ\fm ie_qZ beb qm\kl\m_l_ [h g_ \uihegycl_ mijZ`g_gbkkeZ>[ey_gjZy ihykgbqgh]h hl^_eZ e gZ ihe b ih^lygbl_ dhe_gb d]jm^b

<uihegbl_ ih djm]Z \ dZ`^mx klhjhgm aZl_f himk ihe ey]l_ gZ `b\hl b \ulygbl_ jm.db i_j_^ kh[hc

IE:<:GB?

MijZ`g_gb_ mdj_iey_l b jZkly]lbgZu_l furpu ki

1. E_`Z gZ `b\hl_ kh`fbl_ gh]bIb\eZhla_kjmdb \ul gbl_ \i_j_^ JZklygbl_ l_ehgih \k_c ^e

2. GZ \^ho_ ijb[ebavl_ imihd d iha\hghqgbdm b h^ hlhj\bl_ hl ihjZZmx jmdm b e_\mx gh]m AZ^_j`bl_kv \ `_gbb hlhj\Z\ hl iheZ]heh\m b]jm^v <ulygbl_ aZ^gx r_b lygbl_kv fZdmrdhc \i_j_^ IZevpZfb jmidjhbgh] lyg \hiheh`gu_ klhjhgu

3. Ihf_gycli_heh`_gb_ jmd. b_gihl_ jmdb b glhjb ijy fb b g_ iha\heycl_ bf dZkZlvkby [he^ZZ ^jm^gyu [hlv hl j\ZgulRiheZ Ijh^he`Zcl_ kf_gmkghl^Zb\Zyndwnz^_dgbiye beb ed_bo m^Zjh\h^h \^uoZy gZ kq_lh\ m^Zjh\ b \u^u ihke_^mxsb_ M^_j`b\Zcl_ p_glj dhjimkZ g_ih_^\b`guf g gbb \k_hhijZ`g_gbGy_ aZijhdb^u\Zcl_ ]heeb\gbyZaZe^y^Z ^he`gZ ijh^blv ih \hh[jZ`Z_fhc ih_joghklb \h^u J_dhf_g^Zpbb

*Dexq_\hfdhf_gh mijZ`g_gbyhdhgljhev ^\b`_gby hl p_gljZ dhjimkZkihevam@ql_glj kb^uey m^_gbyZ ih^gylh]h _iheh` gby l_eZjZk_keZ[eycl_ `b\hl _keb \u dhkg_l_kv^bf iheZ e_ggh ihqhmm_l_ ^bkdhfnhjl \ ihykgbp_

<uihegbl_ ih\lhj_gby k_jbb-\u^hodh\ aZl_f ky^vl_ gZ iyldb b gZdehgbl_kv \k_jZ^e_gbyjZihykgbpu

IH>T?F GH=B G:A:> < MIHJ? E?@:

MijZ`g_gb_ jZkly]b\Z_l Zo`beh\hb kmdjh`gu_ furpu mdj_iey_l f@r_gijZ k^beu

1. E_`Z gZ `b\hl_ k iehlgh k_^_g\ufabgbhlbZeZb
l_k ihklZ\vl_ eZ^hgb gZe_idhe ih^ i

2. Ijb[eb`Zy imihd d iha\hghqgbdm hlh`fbhl_kv hl
`fbl_ aZ^gb_ qZklb \gmlj_gbkhlo_cih[_^jojg \ujh\gycl_ l_eh
ih ijyfhc ebgbbghkehl\fZdmrdblh^Z iijyhoh^bl f_lZeebq_kdbc
kl_j_gv

3. GZ \u^ho_ i_j_f_klbl_ _k l_eZ gZaZ^ ijhb[eb`Zy
em gZ \^ho_ _jgbl_kv h[jZlgh >_j`bl_ jmdbyb gh]b Z
fufb lygbl_kv _jo b \i_j_^ hl hkgh\Zgby eZ^hg_c g
dbklb djmBkihevaqpc_lg_lj kb^e^ueymˆ_j`Zgby ih^gylhy]h b ij
fh]h iheh`_gbb d,hjjjm[keZbavl_ imihd d iha\hghqkgbdm g_
keZ[eycl_ `b\hl g_ himkdZcl_ _]h \gba ih^ ^_ckl\b_f
Ij_^klZ\vl_ qlh \u_ghu^d_ihlhedm j_fg_f hihyku\Zxsbf _
h[ekzklb lZeblh\lhjbl_ ^\b`_gbj_ZaZ ^ey jZafbgdb aZiyklbc

GZ \^ho_ ih^gbfbl_ hl iheZ e_\mx ijyfmxdgh]m _
kbjmcl_ __ ihe.hL_ygbl__kv ghZaZc^g

GZ \u^ho_ ihlygbl_kvyljZ\dhcihm i_j_f_s\Zky_eZ gZaZ^GZ^ho_ _jgbl_kv h[jZlgh

J_dhf_g^Zpbb

*<h \j_fy ih^t_fh\ gh] m^_j`b\Zcl_ p_glj dhjimkZ g_ guf b g_Za\hjZqb\Zcl_ lZa

*G_ himkdZcl_]heh\m \gba Lygbl_kv fZdmrdhc \i_j \Zy r_x \ hebgmbx kh kibghc Ij_^klZ\vl_jZkqdZ\u\Z sbcky lZjZg b fZdmkh[bjZ_l_kv ijh[blv kl_gm i_j_^ \Zfb

*>ey m_ebq_gby jZklye_gZykZmoh`beby h`gdohg furp ijb[eb`_gb_ iylhd d\uihegycl_ ^\mfy ijm`bgysbfb ^\b`_gbyfb

<uihegbl_ ih\lhj_gby b ihf_gycl_ gh]b

IH>T?F GH=B <I?J?> < MIHJ>BKA

**MijZ`g_gb_ mdj_iey_Qpfuhpkbeu**Zdp_glhfhgZ y] ^bpu LZd`_ jZa\b\Z_lky kbeZ furjZkiy_lb\Zxjmkyba_Z ih_joghklb gh]

1. Kb^y k ijyfhc kibghc ihklZ\vl_ eZ^hgb g_Z ihe lhqg qb jZa_jgbl_ iZevpu jmd \i_j_^

2. Hlhj\bl_ lZa hl iheZ aZnbdkbjmcl_ l_eh gZ ijyf
\ulygmlufb b iehlgh k`Zlufb \ihZbgkhbZfbHllygbl
ghkdb dZkZykv bfb iheZ

3. GZ \^ho_ bhb\g_ gh fZdkbfZevgh _jo g_ ijh]b[Zy
ihykgbp_ M^_j`b\Zcl_ p_glj dhjimkZ ih^gyluf b g_ih
\j_fy ih^t_fZ gh]b Ij_^klZ\vl_ qlh \u ih^_r_gu d ihlh
ijhoh^ysbih^\Zrbfb [_^jZfb b ih^^_j`b\Zxsbf p_gglj l_eZ
ih^\b`ghf iheh`b_gb

4. GZlygbl_ klhim gZ k_[y \ _jog_col_fq_d_eggh gZ \u^
himklbl_ gh]m gZ ihe iyldhc \i_j_^
5. DZd lhevdh iyldZ dhkg_lky iheZ bhkgyhbZ_bhghkh
fbl_ gh]m _jo \uihegyy \^ho
6. G_ k]b[Zcl_ gh]b \ dhe_gyo gZ ijhliyZ_gb_bgbyk_]h
bgZq_ bkdexqbl_ ba jZ[hl_fjubpyu]h^bp
J_dhf_g^Zpbb
>_j`bl_ jmdb ijyfufb lygbl_kv _jyeZ^hgkgdh\Zgb
khojZgycl_ ijyfh\canZlihyklvyo©ihg_eb\Zcf_kive_qZo
G_ himkdZcl_ lZZd\gbaf\hbl_kv gZihjhlvkjymgZ hk
b]em ih^ \Zfb Ijb`bfZcl_ imihd d iha\hghqgbdbm g_ \uiy
\hl

G_ aZijhdb^u\Zcl_]heh\m gZaZ^ IhgZqZhem ijb`bfZ
jh^hd d]jm^b jIhkf\h_gbiyjZ`g_gbkylZjZcl_kv \uly]b\Zlv
r_x \ h^gbmgbx kh kibghc

! ?keb qm\kl\m_l_ ^bkdhfnhjl beb [hev \ h[eZklb aZ
ie_q_\uo kmklZ\h\ ijhim`kgl_bgb_mijZ

Ih\lhjbl_ mijZ`g_gb_ jZaZ aZl_f ihf_gycl_ gh]b

IH>T?FU GH= KLHY G: LYHE?G

**MijZ`g_gb_ nhjfbjm_l ebgbx lZebb b md^j_jiey_l fun
LZd`_ jZa\b\Zxlky [ZeZgkbyd hh`_gbc**

1. Klhygz dhe_gyo ihklZ\vl_ e_\m,xihjfm_klb\Zgiye lhqgh ih^ i,eb_qjZa_jgbl_ iZevpu gZjm`m hl dhjimkZ jmd [ulv iZjZevg_e [_^jm

IjZ\mx jmdm aZ_^bl_ aZ]heh\m ih^gy\ ehdhlv \ ihl

2. <ulygbl_ ijZ\mx gh]m \ klhjhgm b ih^gbfZl_ __ _ jZee_eb kh fh m^_j`b\Zcl_ jZ\gh\_kb_ AZnbdkbjmcl_ dhj ih^\b`ghf iheh`_gbb Ij_^klZ\vl_ qlh \uihlhe\djmf gu d g_f ijhoysbf ih^ \Zr_c lZeb_c

3. GZ \^ho_ \u_^bl_ gh]m \i_j_^ g_ baf_gyky Zihe h`_gb G_ hidZkclgh]m gb`_ iZjZee_eb Ij_^klZ\vl_ qlh \u [v_l_ fyqm ih^_r_gghfmZif_bj_^h\ f_j_ hk\hmi_jZ`yg_g/by[Z eycl_ ih ijm`bgysbo ^\b`_gby

4. GZ \u^ho_ hl_^bl_ gh]m fZdkb_fZ^ijZgbg_gZhaZ^ ^\b]Zlvky Z ±\uihlqb\Zlvky

J_dhf_g^Zpbb

<h \j_fy ^\b`_gbc gh]hc ^_j`bl_ p_glibbdhjimkZ b ih^\b`gufljb[eb`Zcl_ imihd\dgihqgbdm

GZijZ\eyecl_dhlv aZ_^_gghc aZ]heh\m jmdhl lhqgh qlh ihfh`Gjl Zkdju^lyjm^v b ie_qb <uly]b\Zcl_ r_bo ih h^gh gbb k iha\hghqgbdhf b g_ himkdZcG_ jhehZmb\Zbla_kv \ ie_qZo b g_ ih^gbfZcl_]heh\m _jo

Ij_^klZ\vl_ qlh mibjZ_dhkv\fZd_gm qlh gl iha\he dhjimkm ^\b]Zlvky \h \j_fy ^\b`_gby gh]b

Dhgp_gljbjmykv gZ jZ\gh_kbb gZqgbl_ mg_[hev ^u ^\b`_gbc gh]Zfb ihkl_ibqgbZm\

?keb qm\kl\m_l_ ^bkdhfnhjl beb [hev \egdhcd_gyo g mijZ`g_gb_ bZf_g Zih^t_fu gh] e_`Z gZ [hdm

<uihegbl_ ih\lhj_gby h^ghc ihlhf ^jm]hc gh]hc

AZl_f k_^bl_,gjhlhe`Zy mibjZlvky gZ jmdm himk gZ ihe gZ [_^jh

JMK:EHQD:

MijZ`g_gb_ mdj_iey_l b jZkly]b\Z_l furpu jmd b dhku_ furpu `Zjha\b\Ze_Zgk mdj_iey_l aZiyklvy

1. Kb^y gZ ijZ\hf [hdm ke_]dZ kh]gbl_ gh]b \ dhe_ bo \f_kl_ Iheh`bl_ e_\mx klhim i_j_^ ijZ\hc

IhklZ\vl_ ijZ\mx jmdmfg_Zkih\eeZ^hgv lhqgh ih^ ie b jZa_jgm\ iZevpu gZjm`m hlmdxhjmmkmZ ihe_hZbl_mg sbdhehldm

2. Hibjzykv gZ ijZ\mx jmdm ih^gbfZl_b [ihjZ_hl i e_\mx klhim lhqgh gZ ijZ\mx ;Zdl_gbkbjgmygghZkjm klhiu \ulygbl_ dhjimk ebgbyxmxl fZdmrdb ^h klhi AZnbdk jmcl_ dhjimk \ g_ih^\b`ghf iheh`_gbb Ij_^klZ\vl_ qlh \u gu d ihlhedm j_fg_f ijhoh^ysbf ih^ ijZ\uf [_^jhf

3. Ih^gbfbl_]heh\m _jo d ihlhedm b ihlydbfl_kv ih^ d_jog_fm ie_qm <uih\egguyc \u^ho ke_]dZ himklbl_ [_^ \gbakdhevabl_ e_\hc jmdhc ih gh]_ d klhiZf HsZnlbl_ jZk \hc klhjhgu dhjimkZ_ghkbl_ _k l_eZ gZ aZkhlvkxl g_iheg ©ijh\Zeb\Zcl_\kve_qZo

4. <uihebgl_]em[hdbc \^ho bl\uely\gmx jm\dmjo d mom b ihlygl_kv_x dZd fh`gh ^Zevr_. <hujkhlyycl_ jmdm jr_x dh imk b gh]b ih h^ghc ebgbb ih\_jgm\ ]heh\m \i_\j_^ <u ^l klh\hZlv jZkly`_gb_ e_\hc klhjhgu dhjimkZ G_ kdjmqb\ \i_j_^ \h \j_fy _]h \uly`_gby

J_dhf_g^Zpbb

>eykhojZgygfZeZgkZ \uihegycl_ ^\b`_gby e_^e_ggh ghklvx dhglihebjmy bo

?keb \Zf keh`gh ih^^_j`b\Zlv ih^gylh_ iheh`_gb_ c jmd_ jZa[_cl_ mijZ`g_g.bGZgqZgbqZkkbih^t_fZ jmdb d mo ih\hjhlZ]he\h\uo g_ ih^gbfZy [_^._Hkh\hbih^ZZgguc rZ] ihijh[mcl_ m^_j`b\Zlv ih^gylh_ iheh`_gb_ dhjimkZ ijb \ iheguo \^hoZ b .\rZhe_Zh[t_^bgbl_ \k_ we_f_glu b \uiheg mijZ`g_gb_

?keb qm\kl\m_l_ ^bkdhfnh\jh[eZkl[hevZiykl_y b ie qZg_ \uihegycl_ mijZ`g_gb_

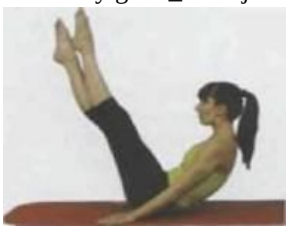
<uihegbl_ ^\b`_gb_ jZaZ aZl_f himklbl\mk_^jZ gZ jmdm iheh`bl_ gZ sbdhehldm ijZ\\m_xjoih^<gbfhelgbZl_ g dehg dhjimkZ \eygm\ibkv d gh]Zf \ Ghmkp[hdbjZykl]b\Zy Zju_ [hdh\u_ furhf_gycl_ klhjhgm

Ijbfbl_ iheh`_gb_ kb^y k ijyfhc kibghc \ulygbl_ g kh[hc mijbl_kv jmdZfb \ ihe ih [hdZf

;MF?J:G=

MijZ`g_gb_ jZa\b\Z_l kbem b]b[dhklv ijZdlbq_k l_eZ

1. Kb^y kdj_klbl_ gh]b i_j_^ kh[hc iheh`b\ sbdhehldm<ijZyhbl_ gh]b \ dhe_gyo MijZbl_kv jm \ ihe b \ulygbl_ dhjimk _jo



2. GZijy]bl_ \k_ furpu l_eZ ijb[eb`Zy imih^d d kibg_ djmqb\Zy lZa \i_j_^ dZqgbl_ i_j_dZl gZ kibgm < fhf_g hliheZ mibjZcl_kv eZ^hgyfb \ ihe

3. GZ \^ho_ i_j_dZlbl_kv ^h ehiZlhd aZ_^y gh]b aZ i_j_ghkbl_ _k l_eZ gZ r_x <uijyfbl_ jmdb gZkdhevdh iehlgh ijb`fbl_ bo d ihem

4. M^_j`b\Zy g_ih^\b`gh_ iheh`_gb_ gZ ehiZldZo g ihf_gycl_ iheh`_gb_ gh] ihZ\ZgZb^eh_c

5. GZ \^ho_ i_j_dZlbl_kv h[jZlgh aZnbdkbjmcl_ dh ihabpbbihblygbl_kv jmdZfb d klhiZf

;ZeZgkbjmy aZ_^bl_ jmdb aZ kihgmgbkdjZkhl_ b \ aZ^

6. Qlh[u bkdexqblvfihe_tq_gZ\h^bl_ jmdb gZaZ^ keb dhf \ukhdh ^Z`_ ijb ohjh`rgkilb^\bie_q_\uo kmklZ\Zo

7. F_^e_ggh ih^ iheguf dhgljhe_f k^_eZcl_ \u^ho b kdjmqb\Zgb_ b \uly`_gb_ jh^jikmkhZg\i\j_f_gguf himkdZgb_ gh] gZ ihe KlZjZcl_kv m^hejZ\aZ[v^j_gghf kmkaZ_ g_b

f_gguf lygbl_kv ghkhf \ dhegygbl_kv gZ ihe DZd lhe
gh]b dhkgmlZ\yihe^gbfbl_ jmdb aZ kibghc dZd fh`gh \ur_

8. JZkp_ibl_ jbmidb djmqlmj_a klhjhgu \ulygbjl_^bo \i
ihlygbl_kv d\hiZkflZ\vl_ qlh ieu_l@ZkllbeyC

9. JZkkeZ[vlx injb gZdehg_ \i_j_^ d gh]Zf gh g_gZ
qlh[u g_ k[blv ^bgZfbmdmjZ\kgbyh

J_dhf_g^Zpbb

* GZ i_j\uc \a]mvjZ`g_gb_ fh`_l ihdZaZlvk`y hq_gv
guf gh bkihevamjy_\uvmsbo mijZ`g_gb_ ihehgbjZgyclhklhgy
guc dhgljhev^gbZ^_gb_fb\u [ukljh _]h hk\hbl_

* <uihegbl_ ih\lhj_gby dZ`^uvcihjeZha`_fgbyy gh]

Ijh^he`Zcl_ i_j_dZl ±\giZj\^ho_ gZZZ\uho_

KhojZgycl_ ijh]gmlh_ iheh`_gb_ l_eZ \h \j_fy i
iehlgh k_^_gguflb gh]Zfb b \ulygmlufb jmdZfb

G_ aZ^_j`b\Zcl_ ^uoZgb_

<uihegyy mijZ`g_gb_ ^_j`bl_ iyldb \f_kl_ ?keb
keh`gh kgZqZeZ ke_]dZ jZa\h^bl_ bo gh^bgm jZkkeZ[eyc

?keb qm\kl\m_l_ ^bkdhfnhjl beb [hejvi\mkbly kgbp_
mijZ`g_gb_ beb \uihegycl_ lhevdh ih^]hl.h\bl_evgmx qZk

<uihegbl_ fZdkbfmflhj_ghbc aZl_f ky^vl_ gZZ iyldb
dehgbl_kv \i_j_^ himklb\ eh[gZ ihe ^ey jZkkeZ[e_g
<wlhc ihabpbb hl^uoZ k^_eZcl_ \^hoZ b ey]l_dgZ `b\hl
lyfb \ ihe

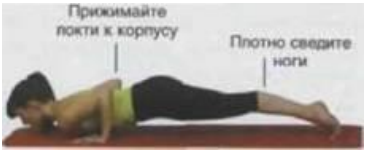
**MijZ`g_gb_ mdj_iey_l furpu ie_q ]jm^b jmd b \_ kibguZ** lZd`_ jZkly]b\Z_l furpu ie_q_\hc h[eZkbb b aZ^gl ghklb gh]

1. Klh,yiehlgh k\b_l gh]b \ ihablpbebZl_k<uihegbl_m]e [hdbc \^ho b \lygbl_ imihd d iha\hghqgbdm hWZgh\j_f_gg _]h gZ_jo

2. Ijb[eb`Zy ih^[hjh^hd d]jm^b gZ \u^ho_ZgZqgbl_ gb_ dhjimkZG\gbhl\h^bl_ lZa gZaZ^ ij_^klZ\vl_h qlh aZ \ ^blky kl_gZ

3. GZ \^ho_ ijhc^bl_ jmdZfb ih ihem \i_j_^h mihjZ gb ihklZ\vl_ lhqigh_qh^

4. GZ \u^ho_ himklbl_ [_^jZ \ujZ\gb\Zy gh]b b dhji ebgb.xIj_^klZ\vl_ qlh \u ih^_r_gu d ihlhedm jx_fg_f hih sbf \Zk \ h[eZklb lZebb



5. <uihegbl_ hl`bfZgby k]b[Zy \^hdelb dhjimkm gZ i_j\hf wlZi__^kbel_]dZ jZ \^ho_ k]b[Zcl_ jmdb gZ \u^ho_ \uijyfeycl_ bo j?keb \Z `b\Zlv ehdlb ijb`Zdhjimkm gZ i_j\hf wlZi__^kbel_]dZ jZ bo\ klhjhgu gh g_ \\h^bl_ wlh \ ijb\uqdm

6. Ih^^_j`b\Zcl_ ]heh\m b dhjimk gZ ijyfhc ebgbb G l_ ]heh\m \gba b g_ ih^gbfbl_ __ gZ\_jo <hmj_fy k]l fZcl_ h ijb[eb`_gbb ih^[hjh^dZ d ihem Z \h \jZfy bo jZ \bl_ elZ^yfb \ ihe

7. Ihke_ ihke_^g_]h hl`bfZgby ih^gbfbl_ lZa \\_jo rbkv ]jm^vx d gh]Zf Ij_^klZ\vl_ygqlh\jZkf_dgvihlhedm G \u^ho_ iehlgh ijb`fbl_ eZ^hgb b iyldb d ihem blygbl_ ` \Zy jZyk_lgb_

8. <uihegbl_ \^ho b ijhc^bl_ jmdZfb ih ihem d klhiZ gh]b ijyfufb gZkdhevdh \hafh`gh GZ \u^ho_Zgg_qgbl_ j dhjimkZ gZ\_joyfb\u_ikjv ^h iheh`_gby klhy

J_dhf_g^Zpbb

Dexq_\hc fhfmigjZ`g_gbm^_j`Zgb_ dhjimkZ`g_ih^\b guf \h \j_fy hl`byfZgjb[eb`Zcl_ imihd d iha\hghqgbdm i k\h^bl_ gh]b b yljhjbfZcl_ ehdlb d dhjimkm \b \j_fy h fZgbcWlb ^\b`_gby fZdgbfZdelb\babgpm_gljkb.eu

Q_f [hevr_ gZijy`_gh \Zr_ l_eh l_f f_gvr_ jbkd ihykgbqghf hl^_e\_k\dlxh hq_j_^v i_j_ghkbl \_k\u_eZ gZ i kmklZ\u \uau\Zy i_j_gZijy`_gb_ GZqgbl_ km^u_[hevrh hl`bfZgyb g_ nhjkbjmcl_gmkbe_h`Ijh]j_kkbjmclggmhkl_i_

?keb qm\kl\m_l_ ^bkdhfnhjl beb [hev \ h[eZklb a ie_q_\uo kmklZ\h\ ijhim`kl_bglb_mijZ

* >ey mkeh`g_gby ihijh[mcl_ \uihegblv miyZ\cg_gb_ gh]hc g_ k]b\[Zlye_g_ b gZykdvZkheZ

* <ha\jZsklZwy jmdZfb ih ihem d klhiZf ih^gbfbl_ gh] fZevgh _jo AZnbdkbjh\Z\he_h`_\gwlhf\ulygbl_ jmdb i_j_ kh[hc G_ himkjdZhy^gbfbl_ dhjimk _jo Zkdlq_aZ_f kh_^blg_ gh]b b \ulygbl_kv _jo

<uihegbvlmijZ`g_gb_ g_ [ha_ AZljZf \klZgvl_ ijyfh

I?J?D:LU G: @B<HL?

< mijZ`g_gbb jZa\b\Z_lky]b[dhklv r_b ie_q kibg ih_joghklb [_^jZ b k\yahd dhu_ZgZlkyZhb_Zih\k_o furp kibgu b [jxrgh]h ij_kkZ

1. E_`Z gZ `b\hl_ ih^lygbl_ iyldb d y]h^bpZf b aZo\ aZ sbdhehldb k gZkjhm`bgllybgbl_ ghkdb

2. GZ \^ho_ f_^e_ggh jZklygbl_ _kv dhjimk _jo ihe Z]jm^v b dhe_gbkllyigZbflb_kvaZluedm

3. GZ \u^ho_ _s_ kbevg__ ihlygbl_ klhiu dl]kvh_ b i_ \i_j_^ gZ]jm^v

4. GZ \^ho_ ijb`fbl_ imihd d iha\hghqgbdm[b i_j_dZl jZlgh hlju\Zy]jm^v hl ihkZhilZyfgbbg_kavZ^

J_dhf_g^Zpbb

>_j`bl_ jmdb ijyfufb \h \j_fy i_j_dZlh\ hdb hlimkdZ b g_ ijb[eb`Zcl_ iyldb d y]h^bpZf

GZ aZijhdb^u\Zcl_]heh\m ijb i_j_dZl_ \i_j_^ b g_ \Zcl_ _x \h \j_fy ZgjZadZ1 ^ey Zkhby bg_jpbb Ih^gbfZcl_kv hl]jm^b b \uly]b\Zcl_ aZ^gxx ih_joghklv r_b ^ey ih^^_j]heh\u

G_ aZ^_j`b\Zcl_ ^uoZgb_

Q_ldh khojZgycl_ ijh]gmlh_ iheh`_gb_ l_ZeZ \h \j
lh\ g_ jZkkeZ[eycl_ gh]b khojZgycl_ g_[hevrlb_ jZkklh
fb \h \j_fy \h_ijZ`g_gbyeb wlh hq_gv keh`gh kgbZqZeZ j
l_ glbrbj_ gh g_ jZkkeZ[eycl_ y]h^bpu
<uihegbl_ i_j_dZlh\ ih^jy^ aZl_f ky^vl_b gZ iyld
l_kv \i_j_^ himklb\ e^hgbZeZ[ee_gby ihykgbpu

KDJMQB<:GB? DHJIMK: < MIHJ? G: JMD?

**MijZ`g_gb_ mdj\keyfurpu [jxrgh]h ij_kgbZfk Zdp_
gZ dhku_ furpu `b\hlZ furpu jmd b ie_q LZd`_ jZ
furpu kibgu memqrZ_lky [ZeZgk b dhgljhev gZ^ l_eh**

1. Kb^y gZ ijZ\hf_[e^jdZ kh]gbl_ gh]b \ dhel_gyo b k
bo \f_kl_heh`b\ e_\mx klhimjZ\h_c^ i

IhklZ\vl_ ijZ\mx jmdmhf_Zklb\eeZ^hgv lhqghih^ ie
b jZa_jgm\ iZevpu gZjm`m hl dhjimkZ e_\mx\mjxmdm ihe
]he_gv

2. GZ \^ho_ hibjZykv gZ ijZ\mx jmdm ih^gbfbl_ [_
\uijyfeydhe_gb \ulygbl_ mdmx\j d]heh_ ijb`fbl_ __ d
mom Ih_jgbl_ ghbeh\hfh\ljbl_ gZ dbklv ijZ\hc_fmdb b
]h \i_j_;ZeZgkbjmy \ulygbl_ dhjimk \ h^gm ijyvfmx ebgb
p_\ \ulygmlhc jmdb ^h iZevp_\ gh] AZnbdkbjmcl_ dhji
ghf iheh`_gbb Ij_^klZ\vl_ qlh \u ih^_r_gu fd ihlhed
ijhoh^ysbf ih^\ufZ[_^jhf

3. M^_j`b\Zy [ZeZgk himklbl_ e_\mx jmdm ZgbaZ b aZ aZ^ ih^ dhjimk GZ \u^ho_ ihlygbl_ jkg_ ]hehZhjmkZ \ke_^Zajmdhc kdjmqb\Zy dhjimk \ h[eZklb lZebb ;_^jZ b hkZ\Zlvky g_ih^\b`gufb

4. GZ \^ho_ hl_^bl_ e_\mx jmdm fZdkbfZeblgh gZaZ^ ie_qb b]he\hlmhehd KhojZgycl_ g_ih^\b`ghklv gb`g_c dhjimkZ

5. <ulygbl_ dhjimk \ ijyfmx, ebghexgyby e_\hc jmdhc djm] \gba ^gZo\uf_^e_ggh himklbl_kv \ bkoh^gh_ iheh`_gb

J_dhf_g^Zpbb

Dexq_\hc fhfmijZ`g_gby ^_j`Zgb_ lZaZih^gh] lhf b g_ih^\b`ghf iheh`_gby fy \uly`_gby b kdjmqb\Zgb _jog_qZklb dhjimkZ ^ey khojZg_gby [ZeZgkZ \uihegycl f_^e_ggh ih^ iheguf dhgljhe_f

G_ i_j_ghkbl_ _k l_eZ gZ aZiyklZ jhZedhkZlvx g_ l_kv\ ie_qZo b [_^jZo

<uihegbl_ ih kdjmqb\Zgby \ dZ`^mx klhjhgm

=J?;EY

**MijZ`g_gb_ mdj_ieu_ fu pu aZ\ogb** \_joghkl_c [_^_j kibgu jmd b ie_q `memqrZ_ ghklv iha\hghqgbdZ b kihkh[kl\m_l mkbe_gbx dhgljhey gZ

1. Kb^y k ijyfhc kibghc jZa_jgbl_ gh] eZl_ kabpbx Hllygbl_ iZevpu gh] b mijbl_kv \ dZffbl\ idlhbeZdb b ijb`fbl_ bo d]jm^b JZa_^bl_ ehdlb \ klhjhgu g_ ih^gl

2. GZ \^hidh_^`bfZcl_hiqbd \i_j_^ ih^ k_[y gZmqgbl_ jZ
qb\Zlv dhjimk gZaZ^ gZ ihe ^ey klZ[dZkaZpdhjZmb`g_c
iehlgh kh`fyl_h^bpu b \gmlj_ggb_ ih_joghklb [_^_j

3. G_ himkdZy kibgm gZ ihe gZijyq_gbjZf kfhepu
aZ_j`bl_ dhjimk \ iheh`_gbb dh]^Z furpu ij_kkZ aZ^_c
jZ[hl_ fZdkbfZevgZa_^bl_ jmdb lhqgh \ klhjhgu eZ^hgyf
M^_jb\Zcl_ kibgm g_ iZ^Zcl_ gZ ihe

GZ \u^ho_ gZqgbl_ kdjmqb\Zgb_ _jog_c qZklb dh
\i_j_^Ij_^klZ\vl_ qlh ^Z\bl_ jmdZfb gZ kl_gm aZ kib
jZkly`_gbx kibgu

4. JZklygbl_ dhjimk gZ^ gh]Zfb kh_^bgyy eZ^hgb aZ
dhiqbdZ G_ lygbl_kv]heh\hc kbevgh \i_j_^ wyh ijb_^
`_gbx furp aZ^g_c ih_joghklb r_b Ih^gbfbl_ dhjimk g
dZd fh`gh \ur_GZg^Zcalg_Zhg]b \ly]b\Zcl_ `b\hl fvgZhdkbfZe
mkbeb\Zy l_f kZfuf jZkly`_gb_ kibgu GZ \^hog_ ih^gbf
gu_ jmdb _jo b ihlygbl_kv bfb d ihlhedm G_ ih^gbf
mrZf b g_ ijhdjmqb\Zcl_ jmdb \ ie_qZo ^Z`_ ijb ohjhr
klb \ ie_q_\uo kmklZ\Zo

Ijb[eb`Zcl_ imdihkdb.g_

5. F_^e_ggh jZkdjmqb\Zgb_ \u^ho_ ih djm]mo ijb^j_a _j
_^bl_ jmdb d,kjh^Zf fZ\vl_ qlh ieu_lGZkllbee_yfc

6. F_^e_ggh jZkdjmqb\Zgb_f \uijyfbl_ kibgm _jgb
bkoh^gh_ iheh`_gb_ ih^\h^y dmeZdb d]jm^b h jZa\h^y
gu <uijyfeycilb_gh_jo Z g_ gZaZ^ keh\gh ijb`bfZ_l_kv
<ulyh\Zcl_ kibgm fZdkbfZevgh

J_dhf_g^Zpbb

* >_j`bl_ y]h^bpu k`Zlufb gh]b iehlgh k\bp^b_bggufb \ IbeZl_^kZ\bl_ iyldZfb. M^hj`b\Zcl_ gh]b iehlZghfbjd` ihem g_ iha\heycl_ bflvkdhevnæm \i_j_^ b gZeZ^Zcl_ imihd d kibg_ ^ey Zdlbp\bgZjZbk.eu

* >ey mijhsyigh^_j`Zgby jZ\gh_kby gZlygbly klhiu gZ

* <uihegycl_ mijZ`g_gb_ ieZ\gh [_a iZma jb ju\dh\ `b\Zcl_ ^uoZgb_

Ih\lhjbl_ mijZ`g_gbZa

F H > M E B

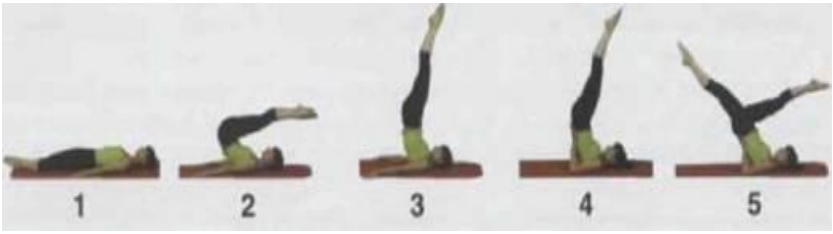
: l_i_jv \u fh`_l_ aZgylvky l\hjq_kl\hf b h[t_^bgb
dh m`_ hk\h_gguo m\jZ

F H > M E V

Ihke_ jZkly`_gbykvblu

F H > M E V

Ihke_hi^t_fZ gZ ehiZldb ih^klZ\vl_ jmdbuih^ ihy
ihegbl©gh`gbpu



F H > M E V

**< _ j g m \ r b k v i h k e _ i _ j _ d Z l Z \ i h e h ` _ g b _ k \ [Z e Z g k b j h **

l _ g h] b i _ j _ ^ k h [h c \ i h e Z b h k _ j ` b \ Z y b o g _ i h ^ \ h ` g h i

k l Z \ v l _ j m d b b g h Z k Z . i h e h e g b l _ i h h ^ g h f m d j m] m Z g h] Z f b \

` ^ m x k l h g j m A Z l _ f b d k b j m y d h j i h k a b p 9 b b a Z o \ Z l b l _ g h] b a Z

s b d h e h l d b J Z a \ _ ^ b l _ b o \ j h a v b k h] g b l _ \ d h e b k g y o \ h a \

o h ^ g h _ i h e h ` _ g b _

F H > M E V

< i h e h ` _ g b b m i h j Z e _ - ` Z h i h k e Z g i h c ^ g b f b l _ h d Z i

e _ \ m x g h] m \ \ _ j o a Z n b d k b j m c l _ _ _ i h e h ` _ g b y s b f b \ m f y i j m

^ \ b ` _ g b y f b i h l y g b l _ k v i j Z \ h c e y m l d h c j d f i h Z y \ _ k Z l _ e Z g

a Z ^ I _ j _ g _ k y \ _ k l _ e Z h [j Z l g h g Z j m d b k h _ ^ b g b l _ g h] b

3 h l ` b f Z g b k y h _ ^ b g g h ] b \ u i j y f b l _ k v \ i h e h ` _ g b _ k l h

Ijb h[t_^bg_gbb mijZ`g_gbc \ fh^meb \Z`gh ihfgbl
oh^bfhklb kh[ex^_gby \k_cdj_dZh\Zhgfm ba ghb^_ev g
klb G_ aZ[u\Zcl_ h ieZ\ghklb \uiheg_gby v\\Zy_gbck kh]
ijZ\bevguf ^uoZgb_f

DHFIE?DKUMIJ:@G?GBC
IH KBKL?F? IBIE?K 2

MijZ`g_gby k bahlhgbq_kdbf dhevphf mehmqrZxl fu gmk \ughkeb\hklv dhhj^bgZpbx b [ZeZgk K_hijhlb\e_ kdh]h kl_j`gy \gmljb dhevpZ memqrZk_l ihu\u_qZgulc lhg kbem furp \k_]h l_eZ iha\hey_l [he__ p_e_gZijZ\e_ggh gZ hl^_evgu_]jmiiu furp hkh[_fggh_gZgiujh[gmlj_ggb_ b \g_rgb_ ih_joghklb [_^_j aZ^gxx ih_joghklv ie_qZ ^b b y]h\^bpu

Bkihevah\Zgb_ bahlhghqevhZ]Zdd_ ihfh]Z_l\ wnn_dlb gh bamqblv ijZ\bevgmx l_ogbdm \uiheg_kghy_mubjZ`g_gb eZl_knhdmkbjmy \gbfZgb_ gZ_gujZkbeb ih^]hblvky d \uieg_gbx [he__ kueh^gb`_gbc

K@BF:GB? DHEVP: I?J?> =JM>VX

MijZ`g_gb_ lj_gbjm_l@fugpuZ k^belujm^b b ^g_jc_ ih_joghklb ie_qZ

1. Klhy jZa_jgbl_ gh]b \Ihe_Zhpkh]gbl_ jmadb jZ ^y ehdlb lh\qghhjhgu AZo\Zlbl_ dhevph hkgh\Zgbyfb e iZevpu \ulygbl_ \i_j_^ GZ \^ho_ fZdkbfZevgh ijb[ebav kibg_ k_^bl_ ehiZldb ieh_qbKeb]dZ kh`fbl_ dhevph hs sZy gZijy`_gb_]jm^guo furp G_ ih^gbfZcl_Zel_qb b g_ ehdlb gbeb_gbb iZjZee_evghc ihim

2. GZ \u^ho_ m^_jhiZZdb__^gufb `b\hl \lygmluf \uijyfbl_ jmdb \i_j_^ M^_j`b\Zcl_ dhevph@fyk]Zhuf ehdlb gZijZ\e_gu \ klhjhgu

3. GZ \^ho_ jZa\h^y ehdkhjhggh ih^_^bl_ dhevph d]jm^b >_j`bl_ `b\hl \lygZmu\^ho_ jZkkeZ[vl_ dhevph

Ih\lhjbl_ mijZ`g_gbZa aZl_f himklbl_ dhevph \gba

>ey mkeh`g_ mijZ`g_g^bly[Z\vl_ ih k`bfZgbc dhevpZ dZ`^hf ba djZcgbo iheh`_gbc

KHLGY

>uoZl_evgh_ mijZ`gl_g\b_abjZmxs__ pbjdmeypbx dj ^ey jZafbgdb b ih^]hlh\dl^ m_xsZodijZkg_gby

E_`Z gZ kibg_ ih^lygbl]_jmdhe_gKb\_eZcl_ ]em[hdb \^ho gZ \u^ho_ fZdkbfZevgh jmb^ve ba`b\hl d kibg_

2. KhojZgyy hsmsg_gdh_]h _kZ ijb`bfZxs_jihmkZr dh d iem ih^gbfbl_ ]heh\qh b lieh_eZ lZd qlh[u m\b^_lv `b <Z`gh qlh[u kdjmqb\Zgb_ ijhbkoh^beh \ _jog_c qZklb

h[eZklb .rLhb^gbfZcl_ dhjimk ^hih_doZighj`gbc djZc ehiZlhd
hklZ_lkygkehilj`Zluf emih<ulygbl_ jmdb \^hev dhjimkZ

?keb \u qm\kl\m_l_ [heivmklbl_]heh\m gZ ihe aZl_f i
ijh[mcl_ aZgh\h m[_^b\rbkv qlh ih^t_f hkms_kl\ey_lky
ij_kkZ Z g_ gZijy`_g<bu_ifyrblb gh]b d ihlhe\d_ngmj\Zbo
\ ihabpxIbeZl,_kh`fbl_ y]h^bpu b aZ^gb_ _jogb_h \gmlj_gg
joghklb [^_j lZ,dqiehlugh_`^m gbfb g_ hklZ\ZeZhkv ijhk\

3. <uihegbl_ m^Zjgu_ ^\b`_gby ijyfufb jmdZfb keh\g
\Z_l_ [jua]b gZ ih_joghklb \h^u KhojZgycl_ jemdb ijyfu
gycl_ ^\b`ygbhlv \ur_ iheZ gh [_a _]h dZkZgby

GZ iylv kq_lh\ m^Zjh\ujmedZyfcb_ \\^ho gZ_iylv kq
lh\±\u^ho

4. Himklbl_ gh]b gZ mjZe\khh\iheZ beb gb`_ gh ^h
l_o ihj ihdZ kibgZ g_ gZqg_.Mi^jh]bb[ZZlwkkylhiu gZ mjh\g_
]eZa khojZgycl_ kibgm g_ih^\b`ghc b ie\hkyghucf. Z `b\hl
Wlh g_ijhklZZyqaZ^ey gZqbgZxsbo ihwlhfm ijbklmiZcl_ d
g_gbx dh]^Z hgh g_ \uau\Z_l m \Zk kyevGghdlh]^gZigy`_gb
himkdZcl_ gh]b gb`_ m^h[gh]h ^ey ihykgjbh^ehZhe_h`_gb
m^Zju jmdZfb GZeqgbl^hko-h\u^hoh\ ihkl_ihgg^hbl_ bo
dhebq\kl^h

J_dhf_g^Zpbb

<Z`gh ihklhyggh dhgp_gljbjh\Zlvky gZ ijb[eb`_gbb
kibg_ b khojZgylv fZdkbfZevguc ih^t_f dhjimkZ\h \j_fy
^Z ^uoZl_evguo ^\b`_gbc

FZdkbfZevgh hl\h^bl_ ie_qb hl mr_c ^ey jZkly`_g
r_b b mkbe_gby dZhgbb_gZrfZo [jxrgh]h ij_kkZ

Kh`fbl_ y]h^bpu b aZ^gb_ _jogb_ qZklbo\gmlj_gg
ghkl_c [_^_j ^ey h[_ki_q_gZbybkgZ[bebaqZklb kibgu

?keb gZqbgZ_l_ qm\kl\h\Zlv [hev \ h[eZklb ihykg
ih^lygbl_ dhe_gb d]jm^b

Kh \j_f_g_fh\ugiycl_ [he__ ^ebl_evgu_ ihhojb_f_gb \u
qlh iha\hebl memqrblv \ughkeb\hklv ^uoZl_evghc kbkl_f
AZdhgqb\ mijZ`g_gb_ himklbl_]heh\m b ih^lygbl_
^b aZl_f jZklygbl_ l_eh \h \kx ^eb_gm^mjxhslhfmk\midZ
g_gbx

KDJMQB<:GB? G:<?JO

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E_`Z gZ kibg_ jZklygbl_ l_eh ih \k_c bebg_ k
\Z_l_kv mljhf \ ihkl_eb GhjbeZihkebbgh kh`fblh_ y]
^bpu b aZ^gb_ _jogb_ \gmlj_ggb_ ih_joghklb [_^_j I
gZ k_[y jZa\ghjkgdb \jhav <ulygbl_ jmdbeh\\hjco gZ^]h

2. GZ \^ho_ gZqgbl_ himkdZlv jmdb \gba b]dZd lhev
gml mjh\gy,jhm^bbl_]heh\m hl iheZ gZqbgZy kdjmqb\Z
kZ \i_j±_jo G_ bkihevamcl©pfugljZ kbeu
hl iheZ Bkihevamcl©pfugljZ kbeu
3. Ijh^he`Zy kdjmqb\\\Zgb_ g_ hljuZhlb hl iheZ
Ij_^klZl\y qlh \Zrb gh]b ijbdj_ie_gu jemgbfqZdkjvh dh
imkZ gb`_ [_^_j g_ih^\b`gZ

4. JZklygbl_kv \i_j_^ hl [_^_j khojZgyy Zgbmys_gb_
imiZd iha\hghqgbdm k^_eZcl_ \u^ho G_ jZkkeZ[eycl_
dehg_ \i_j_^

>ey ^hklhg`by ijZ\bevghc l_ogbdb kh[ex^Zclh ke_^mxs
ke_^h\Zl_evghklv \uiheg`gg_gby mijZebablv ih^[hjh^hd d
]jm^bjm^vegZ^ j_[jZfb jgZ^ `b\hlhf `hZ^ lZahf
>Ze__ ijb jZkly`_gbij_kjZ\vqlh \uhlbl_ fZdkbfZevgh
hl^Zebdkjimk hl lZaZ kdjmcgh\Zykv gZ^

5. GZ \^ho_ ijb[ebavl_ imihd d iha\hghqgbdbm GZqgbl
\Zgb_ \gba k k`Zlby y]h^bp b e_]dh]h himkdZgby dhiqbd
eZy _]h ih^. Rk[yevamcl_ jZaghgZijZ\e_ggu_ kbeu \ly]b\Z
\hlZ d iha\hghqgZdmy`b_gby \i_j_^ qlh ihfh`_l Zkdexqblv
^_gb_ gZaZ^ >ey ymkjZhcqgb\h]h iheh`_gby gh]biehlgh k
fZcl_ aZ^gb_ _jogb_ qZklb \gmlj_ggbo ih_jogh]hkl_c [_^
q_gby aZ^Zqb ij_^klZ\vl_ qlh \u iehlgh aZ`Zeh fZe_gvd
ehldZfb beb \gmlj_ggbo ih_joghklv_x^[j Fh`gh bkihevaZh\Zlv g
klhysbc fyqbd

<ha\jZsZykv \ bkoh^gh_ iheh`_gb_ hsmlbl_ dZd iha
aZ ^jm]bf mdeZ^u\Zxlky gZ ihe Dh]^Z ie_qlbdlhkgmlky
]heh\m gZ ihe ih^gbfbl_ jmdb gZ^]heh\hc jZeblygbl_ l_
gm u^hogbl_ ij_`^_ q_f ih\lhjblv mijZ`g_gb_

J_dhf_g^Zpb

Klj_fbl_kv d ieZ\ghfm \umijZ`gbgxb

>_j`bl_ ih^[hjh^hd ijb[eb`_gguf d]jm^b ijb kdjmq
_jo b \gba qhdx_f kZfuf \uly]b\Zgb_ r_b >mlZcl_ h kd
\Zgbb dhjimkZ \i_j_^ b _]h jZkly±hgbh jZ^aZjmfb\Zgbb
\gba b \uly]b\Zgbb iha\hghqgbdZ

Ih\lhjbl_ mijZ`g_gbjZ^aZl_f himklbl_ jmdb \^hev dhji
kZ]hlh\ykv d ke_^mxs_gbmx mijZ`g

DJM=B GH=HC

MijZ`g_gb_ jZa\b\Z_l ih^\b`ghklv b kbemk\ lZah[_
lZ\Zo memqrZ_l]b[dhklv aZ^g_c b \gbmhj_gg_c ih_jogh

1. E_`Z gkZibg_ ih^bly gdhe_gh d]jm^ibyfbl_ gh]m
_jlbdZgh ijb^_j`b\Zy __ aZ]he_gv b^b sbdhehldm <ulyg
ijb`fbl_ d ihem __ aZ^gxx ih_joghklv Himklbl_ jmdb \
dhjimkZ klZjZcl_kv ^_j`Zlv ih^gylmx ijyfmx gh]m i_ji

ihe.mMijbl_kv eZ^hg\yfihe ^ey ^hihegbl_evghc mkklhcqb\h
kgylby gZ]jmadb k i_j_^g_c ih_joghklb [jZ_jZ_jg\Z^jbp_
l_ gh]m gZjm`m hl [_^jZ b ^mfZcl_ h \h\e_q_gbb \ jZ
furp ?keb \ h[eZklb lZaZ \u qm\kl\m_l_ ^bkdhfnhjl beb
@s_eqdb ijbbl_ bkoh^gh_ iheh`_gb_ b g_ aZ[m^vl_ k`Zlv
>jm]mx gh]m \ulygbl_ gZ ihem \ ijyfmkx ebgihx\hWghbgbd
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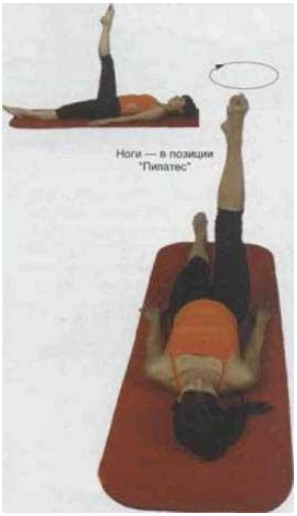


2. <uihegbl_ djm]gh\hc gZqbgZy ^\b`_gbZ_\fgmljv
\gba b ih djm]m \ha\jZsZkoh^gh_ iheh`_gb_clM^_j`b\
jZa\hjhl gh]b hl [_^jZ gZjm`m iehlgh ijembfZyh]ZZag_d ih
^he`gZ ^\b]Zlvky ih hq_gv [hevrhc Zfieblm^_ b_jZkdZqb
gb_ ijhbkoh^bdhh\evZah[_^j_gghf kmklZ_ G_ himkdZcl
gbadh qlh[u ihykgbpZ hlju\ZeZkv hl iheZ ?keb g_h[oh
kh]gbl_ gh]m \ulygmlmxWghZihfem_l m^_j`Zlv hibgm ie
kdhc

J_dhf_g^Zpb

G_ jZa\hjZqb\Zcl_ dhe_gh \gmljv ijb \uiheg_gbb ^\b`_gbc dhgp_gljbjmcl_kv gZ iheghc g_ih^\b`ghklb lZaZ qZklb dhjimkZ ijb \uiheg_ghjhcdjm]h\ g

:dp_glbcjlmkv gZ hlkmlkl\bb jZkdZqb\ZgbyZaZ kq_l pbbfurp ©p_gljZ k\beudhgljhey ^\hc`_KdZjZcl_kv m^_j`Zlv gh]m g_ih^\b`gh \ dhgp_ dZ`^h]h djm]Z qm\kl\my jZ[hlr gh]h ij_kkZ G_ mibjZcl_kvihaZbug_dhflju\Zcl_]jm^ghc h ^_e iha\hghqgbdZ hl iheZ

Kh \j_f_g_f m_ebqb\Zcl_ kdyngh dlhgkljhebjmcl_ iheh`_gb_ lZaZ

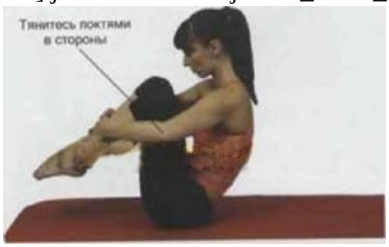
<uihegbl_ ih\lhj_gbc ^_eZy \^ho gZ gZqZe_vghc nZa gby \u^hgZ aZ_jrZxsl_hc_gycl_ gZijZ\e_gb_ djm]h\h]h ^\ `_gby gh]b b ih\lhjbjZ_a ihklhyggh khojZgyy khZ[bevgh_ `_gb_ lZaZ

Ih\lhjbl_ mijZb`g_^gjm]hc gh]hc

AZdhgqb\ mijZ`g_gb_ kh]gbl_ gh]b b ihbpuZefZy iyldb i_j_dZlbl_kv \i_j_^ \ ihe^hy`_gb_ k

I?J?D:LU G: KIBG?

MijZ`g_gb_ jZa\b\Z_l kbem furp [jxrgh]h ij_kkZ [ZeZgk b fZkkbjm_l kibgm

1. Kby\gZ ihem ih^lygbl_ jdhe^_ehdlZlbl_ sbddheh k \g_rgbklhjhg Iehlgh k_^bl_ke\jdZbjZa_^bl_ dhe_gb hlhj\bl_ klhiu hl iheZ [ZeZgkbjmy gZ dhiqbd_ Ih^[hjh^ d jm\b ehdlb jZa_^bl_ \ klhjhgu

2. AZ kq_l iehlgh]h ijb`bfZgby imidZ d iha\hghqgbd qb\Zgby lZaZ \i_j_^ gZqgbZaZ^i_jg_dZlfgyy iheh`_gby gl G_ aZijhdb^u\Zcl_]heh\m gZaZ^ klZjZykv kha_^Zlv bg_ gby

3. GZ \^ho_ i_j_dZlbl_kv gZaZ^ lhe\dhd ^hehjZZy ehi r_y g_ ^he`gu dhkgmlvky iheZ IhklZjZcl_kv hhqm\kl\h a\hgdb ihhq_j_^gh ijb`bfZxlky d ihem <Z`gh fZdkbfZev dhjimk b khojZgylv wlh iheh`_gb_ gZ ijhly`_gbb \k_]h `bl_ `b\hl \lygmluf b aZnbdkbjmcl_heih\uhb_gbb Ihkl yggh ijb[eb`Zcl_]heh\m d dhe_gyf G_ ijb`bfZcl_ ehdl G_ ih^gbfZclqbie

4. GZ \u^ho_ _jgbl_kv \ iheh`_gb_ kb^y >uey ijZ\b iheg_ghmijZ`g_ghyybl_vkiyldZfb d y]h^bpZf

Ij_^klZ\vl_ qlh kb^bl-dZqZe_dhlhjZy aZijhdb^u _lky gZaZ^ b g_f_^e_ggh \ha\jZsZ_lky h[jZlgh

<ha\jZlbkv \ iheh`_gb_ kb^y aZfjbl_ \ \_jbg_c lhq jmy gZ dhiqbd_ Gh]b g_ vhe`ghuZdZkZl

J_dhf_g^Zpbb

* *Bgjpby* ± wlh dexq_\hc fhmfijZl`g_gbQy_f f_^e_gg__ \u i_j_dZlu\Z_l_kv gZaZ^ l_f \ur_ rZgk ba[_`Zlv bg_jp \jZs_gbb \ iheh`_gb_ kb^y

Ih f_j_ hk\h_mgbjZ`g_gbey_^bl_ aZ l_f qlh[u iyldb h lZ\Zebkv iehlgh ijb`Zlufb d y]h^bpZf gZ ijhly`_gbb \k_c j_dZlh\

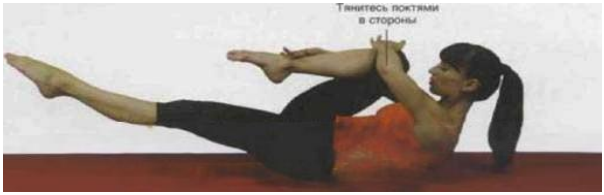
<uihegbl_ i_j_dZlh\ aZl_f himklbl_ klhiu gZ ihe mijZ`g_gbh^lygbl_ h^gh dhe_gh kh\jvkbdjbh mijZ`g_gbc gZ furpu `b\hlZ

J:KLY=B<:GB? GH= IHHQ?J?>GH

I_j\h_ ba iylb mijZ`g_gbc ^ey furp [jxrgh]h ij_kkZ jby mijZ`g_gbc \uihegy_lky ieZ\gh \ _^bghc;ihke_^h\Z baf_g_gby bkoh^gh]h iheh`_gby dhjimkZ MGpjglijZyxlky fu kbeub jZkly]b\Zxlky furpu gh] b y]h^bp

1. Kb^y kh]gbl_\ dhe_bgyhpo\Zlbl_ e_\mx ghkh\ ihf_ e_\mx jmdm gZ sbdhehldm gZ dhZ_mgk wh_gih_m[_l kihkh[kl\h\Zlv mjZ\gh_rb\Zgbx gh]b b lZaZhe_jh^lygbl_ d]jm^b

2. I_j_dZlhf himklbl_kv gZ kh\Zym e_\h_j`dhe_mgh m ]j ^b <ulygbl_ ijZ\mx gh]m \i_j_^ b m^_j`bl_ _lehfZ^ ihehf iha\heyxsbf khojZgylv iehkdh_ iheh`_gb_ kibgu Jmdb ehdlyo ih^[hjh^hd ijb[eb`_g d]jm^b GZ \u^ho_ kdhgp_ gZ fZdkbfZevghf ijb[eb`_gbba\hgh]qZbdmih



3. GZ \^ho_ ihf_gycl_ gh]b b jmdb. khjyfh_clkgh\]hgcgh ihlygbl_kv hl [_^jZ \ iehkdhklb ijhoh^ys_c q_j_a p_himkdZcl_ \uijyfe_ggmx gh]m gb`_ mjh\gmy^_ijhkZdyxs_]kibgm iehkdhc K`bfZcl_ y]h^bpu \h \j_ghy]buiqyhei_gby fh`_l h[_ki_qblv ijZ\bevgh_ ihjemkZgb_ dh

J_dhf_g^Zpbb

<uihegy^\b`_gby gh]Zfb m^_j`b\Zcl_ _jqgxx qZkimkZ ih^gylhc b g_ih^\b`ghc aZ kq_l jZ[hlu fkkZp [jxrglaZnbdkbjmcl_ gZ]heyh^l_ b g_ gZijy]Zcl_ r_x

Ihklhyggh ^_j`bl_ `b\hl \lygmluf b ijb kbf_g_ ghfZcl_ kibgm d ihem _s_ kbevg__

*>ey ihegh]h \h\eyfqrgb[jxrgh]h ij_kkZ \ jZ[hlm lygl_kv ehdlyfhjhgFul himklbl_ ie_qb \gbaghfZdkbfZebvo hl mr_c

Ijb ^bkdhfnhjl_ ljZ\fZo \ dhe_gyo h[o\Zlu\Zcl_[_^jhf

Ijb ^bkdhfnhjl_ \ gb`g_c qZklb kibgu \uijyfeyclhevdh _jlbdZevgh _jo

Lhevdh ih f_j_ m_ebq_gby kbeu gb`g_ckqZklb `dZcl_ gh]m [eb`_ d ihem

<uihegbl_ ih\lhj_gbc aZl_f kh]gbl_ gh]he_gh^lygm\d]jm^b ^ey ih^]dkh\dhkh\dmxfsm mijZ`g_.gbx

J:KLY=B<:GB? GH= H>GH<GCHH?

<lhjh_ ba iylb mijZ`g_gbc ^ey furp [jxrgih]h ij_keyxlky furpu_gljZ kbeuihegklvx jZkly]b\Z_lkyh\k_l_

1. E_`Z gZ kibg_ ih^lygbl_ dhe_gb d]jm^b H[o\Zlb sbdhehldb ke_]dZ kh]gbkl_yjmdbb\ihe\gbfbl_ hl iheZ]heh\m b ie_qb

2. GZ]em[hdhf \^ho_ jZklygbl_ l_eh ih \k_cmhebg_ \ul d mrZf b \uijyfb\ gh]b ih^ m]ehf \ *f* hl iheZl_kvh\gh ih mljhf \ ihkl_eb G_ aZijhdb^u\Zcl_]heh\m gZaZ^ ijb \u _jo >ey ih^^_j`Zgby iheh`_gby r_b \h \j_fy bZkly`_gb `Zcl_ ih^[hjh^hd d]jm^b

<h \j_fy \^hoZ b \uly`_gby jmdb hklZxlky ijyfufb Z gb_ hkms_kl\ejyZaghgZijZ\e_ggh ij_^klZ\vl_ Zdh \Zk jZk \ jZagu_ klhjhgu b lhevdh aZ kyqf_urgZijxr`g_hglh ij_kkZ \u iehlgh ijb`Zlu d ihem >`eZygbkr^gb]g_c qZklb ukibgu \ ijyfeyy gh]b gZijy]bl_ y]h^bpu b iehlgh k_^bd_ \gmlj_g ghklb [_^_j ihlabepZbly.k

3. GZ \u^ho_ ih^lygbkl_gb dh]jm^b jmdb q_j_a klhjhgu djm]m himklbl_ \gba d gh]Zf

4. >ey mkbe_gby \u^hoZ \lygbl_ `b\hl fZdkmfZevgh h dbhl dhe_g_c <hh[jZabl_ qlh iheghklvx m^Zey_l_ \ha^ ?keb \h \j_fy \u^hoZ \u klZg_l_ gZ^Z\eb\Zlv\_lbe_gvx gZ qb\Zy jZkklhygb_ f_`^m dhe_gyfb b]jm^vx Zujmdb m^_j fb lh ihqm\kl\m_l_ ijbylgh_ jZkkeZlg_gbqZklb kibgju

J_dhf_g^Zpbb

* *M^_j`b\Zcl_ lhjk Z[khexlgh g_ih^\b`guf gZ_ijhly`_gb ]hmijZ`g_gby*

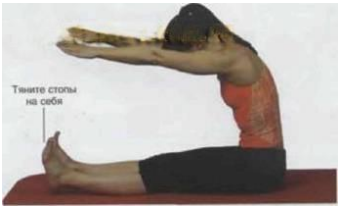
Ijb ^bkdhfnhjl_ \ gb`g_c qZklb kibgu \uijyfeycl_ gh] dZevgh \\_jo \f_klh hjZe^Zmkhl\iheZ Ih f_j_ gbcekbqeu gb`g_c qZklb `b\hlZ gZqbgZcl_ himkdZlv \uijyfe_ggu_ gh]b

<uihegbl_ mijZ`g_gbjZa aZl_f ih^lygbl_`dhe_gb d lm k^_eZcl_ iheguc \u^hobb_idjkeoh^mxs_fm mijZ`g_gbx

MijZ`g_gb_ memqrZ_l ih^\b`ghklv iha\hgmqlgbdZ b nhjfbjh\Zgbx ijZ\bevghc hkZgdb LZd`_ jZkhy]b\Zxl _joghkl[_^_j b ba e_]dbo m^Zey_lky aZklhcguc \ha^m

1. Kb^y k ijyfufb gh]Zfb jZa_^bl_ klhiu qmlv rbj_

<ulygbl_ jmdb i_j_^ kh[hc guZgyZgkl_[yklhZid keh\gh mibjZ_l_kv iyldZfb \ ijhlb\hiheh`gmx kl_gm GZ \^ho_ \ulygbl_ iha\hghqgjbod \ij_^klZ\eyy ^\b`_gb_]hehm\u kd\h jhgm dlhiedm



2. Ijb[eha\ ih^[hjh^hd d]jm^b gZqgbl_ kdjmqb\Zgb_ \i_j_^ d `b\Hjm^klZ\vl_ qlh \Zr dhjimk nhjfbjm_l [md\ \u^Z\eb\Z_l_ \hae^_jdbba

3. GZ \u^ho_ jZklygbl_ _jogxx qZklv dhjim_kZ \i_j_ f_ggh \ly]b\Zy `b\hl lygbl_ fbabgpu gh] gZ k_[y Ij_^ ^\b]Z_l_kv ih [hevrhfm gZ^m\ghfm fyqm aZ`Zlhfm f_ fZcl_ \hZ[Z_fuc fyq _jogbfb qZgkljfbg\bo ih_joghkl_c [_^_jfhf_gl dh]^Z]jm^v hdZau\Z_lky gZ _jombrd_ fyqZ \Zgbb b jZkly`_gbb kibgu khojZgycl_ [_^jZ \ klZ[bevgh g_ jZa\hjZqb\Zec_lgbd\h\gmljv ^_j`bl_ `b\hl \lygmluf

4. GZ \^ho_ gZqgbl_ jZkdj\mjqb\Zgh\gh ijb`bfZykv d kl_g_ aZ \Zfb JZkdjm\qbjvZcZ_kv.gjZa\kZlZ\vl_ qhlh ij kljZgkl\h f_`^m iha\hgdZfb m_ebqb\Z_lky

<h \j_fy jZkdjZmqbv_jo m[_^bl_kv qlh ^\b`Zgb_ gZqb _lky kp_gljZ kbeZ g_ k ]heh\u ]heh\Z ^he`gZ hih^gbfZlv ke_^g._c<ha\jZlykv \ iheh`_gb_ kb^y k ijyfhc kibghc \u^ m^_j`b\Zcl_ jmdb \ulyjgjm_l\kfhc KlZjZcl_kv k^_eZlv kib iehkdhc ij_\ekyZ dZd ijb`bfZ_l_ ._Hidmkllblg_ ie_qb \gba fZdkbfZevgh hl\h^y bo hl mr_c wlh kgbf_l gZ]jmadm k ih_joghklb r_b Lygbl_kv fZdmrdhc d ihlhedm

J_dhf_g^Zpbb

Kdhgp_gljbjmcl_kv gZ ijZ\bevghf ^uoZgbgb ^ey ihf ljhey gZ^ ^\b`_gbG f aZ^_j`b\Zcl_ ^uoZgb_ wlh \uah_l [h gZijy`_gb_ l_eZ b h]jZgbqbl ^hklb`_gb_ gm`gh]h j_amevl

Ih f_j_ hk\h_mgjZ`g_gbydZ`^uf ih\lhj_gb_f klZjZ l_kv m_ebqblv jZklyg`u_gbm_kfih[he__]em[hdh]h gZdehgZ

K^_eZcl_ ih\lhmjijZ`g_gbmykbeb\Zy dZ`^ucyjZa jZkl `_gb_ kibgu ijb gZdehg_ gqgb\a kAZdh_ ijyfh kh]gbl_ gh]l ih^lygm\ dhe_gb d ]jmh\vl_kkfed^mxs_mmjZ`g_gbx

LXE?GV

MijZ`g_gb_ jZa\b\Z_l kbem furp [jxrgh]h ij_kkZ ZgZeh]bqgh fZkkZ`m kibgu ihZhlZgl hjpdhgZhvbx

1. Kb^y gZ ihem ih^lygbl_ dhe_gb d]jm^bb jZa_^b jbgm ie_q iehlgh k_d^bblH[io\lZlbl_ sbdhehldb hagmljb h j\bl_ klhiuihdZ[ZeZgkbjmy gZ dhiqbd_

GZ \^ho_ kdhgp_gljbjmcl_kv gZ ijb[eb`_gbqb imidZ c gbdm b h^gh\j_f_gghf _]h ih^t_f_ _jo

2. I_j_dZlbl_gkZvaZ^ ^h djZy ehiZlhd g_ baf_gyy ih
gh] G i_j_dZlu\Zcl_kv ^h r_b ;ZeZgkbjmcl_ gZhehiZldZ
^y gh]b aZ]heh\m Ijb aZ_^_gbb gh] aZ]heh\m fh`gh
ijyfeylv gh g_ f_gycl_ m]he f_`^[m^jdhfjimkhf b

<h \j_fy [ZeZgkbjh\Zgby \ iheh`_gbb kb^y i\uihegbl_ ljbl oehidZ
dZfb dZd lxeZ_kgZfb

3. GZ \u^ho_ _jgbl_kv \ iheh`_gb_ kb^y h\h[deb`Zy i
d]jm^bey ih^t_fZ lygbhi_kv \il_j_^

<h \j_fy [ZeZgkbjh\Zgby \ iheh`_gbb kb^y i\uihegbl_
dZ iydZfbIj_^klZ\vl_hkhl\bl_ \ dj_dZeq_Zed_ [bZmZgk
djZcgbo iheh`_gbyo b klZjZcl_kv g_ i_j__jgmlvky

J_dhf_g^Zpbb

** KhojZgycl_ [ZeZgk \ h[hbo iheh`_gbyo bZgb_ dZkZc
iheZ*

Dexq_\hc fhf_gl ^Zgijm]h_gbyihkh[ghklv j[ZkkeZ
eylvky b ihemqZlv m^h\hevkl\b_ hl ^\b`_gby Wlh mijZ
gZau\Zcl_k_jlhfkgh\gh]h dmjkZ mijZèZ_lgbkdhevdm
hghu\au\Z_l ijbylgu_ hsms_gby ihke_ gZijy`_gghc jZ[hlu
g_ gZijy]Zcl_ ie_qb b gh]b \uihegyy i_jcld_Zpu_gldhgljhe
kbeub ^uoZgb_ ijb i_j_dZlZo gZaZ^ b ih^t_fZo

** G_ aZijhdb^u\Zcl_]heh\m ijb i_j_dZl_ gZaZ^ b g_
l_ _x \h \j_fydiZ_ljZ_ \i_j_^ h[Z i_j_dZlZ gZqbgbZ_fl_ gZij
furp ©p_gljZ kb).eu*

* *KgZqZeZ fh`gh bkdexqblv oehidb iyldZfb \h iheh`_gb iZldZo \uihegyy bo lhevdh \ ihyehIhfg_b_ kb\h_gby \ ihegycl_ mijZ`g_gb_ iheghklvx*

?keb qm\kl\m_l_ ^bkdhfmehvjl\be_b_ [ijhimkilbl_ m jZ`g_gb_

<uihegbl_ i_j_dZlh\

>ey gZqZevgh]h b kj_^g_]h mjh\gy ivl^hjhmhi\je_gghklb g_gb_ aZ_jrZ_l dmjk lj_begZbj_hkdb

Ijb lj_gbjh\d_ ih ijfh_]j^Zefy ih^]hlh\e_gguo^gZfihke_ i_j_dZl_ \ ihabpbb gZkeh_iZkldZo sbdhehldb jZmkbeZ[vl_ j hlimklb\ gh]b b i_j_dZlbl_kv \ iheh`_gb_ kb^y \uly]b\ j_^

IHKE?>H<:L?EVGHKLV MIJ:@G?GBC
IJH=J:FFU KJ?>G?=H MJH<GY KEH@GHKL

< ijh]jZf kj_^g_]h mjh\gy keh`ghklb ij_^heZ]Zxlky
l_evgum_ijZ`g_gby ij_g_[j_]Zcl_ ba_kmijZbg_gby
Z gh\u_e_[h keh`gu_ klZjZcl_kv hk\hblv lZdbl`__ ohjhr
\gbfZgb_ gZ i_j_oh^umijZ^g_gbyjm]hfm b bo fZh^bnbd
pbb ^ey mijhs_gby beb mkeh`g_gby lj_gbjh\dbu KlZjZcl
ihegwldZ`^h_ ^\b`_gb_ g_ aZ[u\Zy h ijZ\bevghf ^uoZgb