



**MMAN4952**

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

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- B 6. hY`fY`Yj UbhYUa g`]ghYX`Uvcj Y`a i ghVY`WcbUWYX` - gh XYbhYbei ]f]Yg

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Gi a a UfmcZhY'7 ci fgY

H\Y'hYg]g'dfcj ]XYg'Ub'cddcfh b]mZcf'mci`hc`Vf]b[ `hc[ YhYf'Yb[ ]bYYf]b[ `df]bW]d'Yg`YUfbYX'cj Yf mci`f'dfYj ]ci`g'mYUfg'cZgh XmiUbX'Udd'mhYgY'df]bW]d'Yg'hc`]bbcj Uhj Y'mgc'j Y'dfcV'Ya`g'gi V\`Ug'hY XYj Y'cda YbhcZU'gdYWZWXyg][ bZ'dfcW'gg'UbX#cf'hY ]bj Ygh[ Uh'cb'cZU'\md'chYg]g" H\Yg]g'dfc YW'UfY W'a d'Yi Z'cdYb!YbXYX'dfcV'Ya`g'hU'U`ck`fcca`Z'cf'mci`f'WYUhj ]mZ'UbX'hY'UW'e] ]g]h'cbZ'UbU'mg]g'UbX ]bH'fdYU]h'cb'cZfYgi`hg" H\YfY'UfY'a`i`h'd'Y'dcgg]V'Y'gc'i`h'cbg'cf'W'cbW]g]cbg'Uh'hY'ci`hgYh'UbX'gi Z]W]Ybh W'a d'Yi ]mhc`f'Yei ]fY'U'XY[ fY'cZ'dfc'Y'W'id'Ubb]b[ "H\Y'hYg]g'f'Yei ]fY'g'mci`hc`Z'fa`i`Uh'`dfcV'Ya`g`]b gW]Ybh]Z'W'cf'Yb[ ]bYYf]b[ `h'fa`gZ'a`UbU[ Y'Ub'h'W'b]W]d'fc'Y'W'h'UbX'Z]bX'gc'i`h'cbg'Vm'Udd'm]b[ `gW]Ybh]Z]W'UbX Yb[ ]bYYf]b[ `a`Y'h'cXg" Mci`k` ]`U'gc'XYj Y'cd'h'Y]f'UV] ]mhc`k`cf\_]b`U'fYgYUfW'`UbX'XYj Y'cda Ybh Ybj ]f'cba`Ybh`Mci`a`i`gh]XYbh]Zm'U'gi`dYfj ]gc'f'UbX'dfc'Y'W'id'f'cf'hc`Yb'cf`]b[ ]b'h]g'W'e] fgY" H\]g`]g'hY gY'W'cbX'W'e] fgY'cZ'hY" `W'e] fgY'hYg]g'gf]i`W'h`fY"

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H\Y'hYg]g'dfcj ]XYg'Ub'cddcfh b]mZcf'hY'gh] XYbh'hc`Vf]b[ `hc[ YhYf'Yb[ ]bYYf]b[ `df]bW]d'Yg`YUfbYX'cj Yf hY]f'dfYj ]ci`g'mYUfg'cZgh XmiUbX'Udd'mhYgY'df]bW]d'Yg'hc`]bbcj Uhj Y'mgc'j Y'dfcV'Ya`g'gi V\`Ug'hY XYj Y'cda YbhcZU'gdYWZWXyg][ bZ'dfcW'gg'UbX#cf'hY ]bj Ygh[ Uh'cb'cZU'\md'chYg]g" H\Yg]g'dfc YW'UfY`a`i`gh VY`W'a d'Yi Z'cdYb!YbXYX'dfcV'Ya`g'hU'U`ck`fcca`Z'cf'gh] XYbh'WYUhj ]mZ'UbX'hY'UW'e] ]g]h'cbZ'UbU'mg]g'UbX ]bH'fdYU]h'cb'cZfYgi`hg" H\YfY'a`i`gh VY'a`i`h'd'Y'dcgg]V'Y'gc'i`h'cbg'cf'W'cbW]g]cbg'Uh'hY'ci`hgYh'UbX gi Z]W]YbhW'a d'Yi ]mhc`f'Yei ]fY'U'XY[ fY'cZ'dfc'Y'W'id'Ubb]b[ `Z'ca`h'Y'gh] XYbh`H\Y'hYg]g'f'Yei ]fY'g'hY gh] XYbh'hc`Z'fa`i`Uh'`dfcV'Ya`g`]b`Yb[ ]bYYf]b[ `h'fa`gZ'a`UbU[ Y'Ub`Yb[ ]bYYf]b[ `dfc'Y'W'h'UbX'Z]bX'gc'i`h'cbg'Vm Udd'm]b[ `Yb[ ]bYYf]b[ `a`Y'h'cXg" Gh] XYbh]U'gc'XYj Y'cd'h'Y]f'UV] ]mhc`k`cf\_]b`U'fYgYUfW'`UbX'XYj Y'cda Ybh Ybj ]f'cba`Ybh`

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

- % 8 Yj Y'cd'U'XYg][ b'cf'U'dfcW'gg'cf']bj Ygh[ Uh'U'\md'chYg]g'Z'`ck ]b[ ]bXi`ghfm'UbX'dfcZ'gg]cbU` Yb[ ]bYYf]b[ `gh'UbX'UfXg"
- & 7 f]h]W]m'fYZYW'h'cb'U'gdYW]U'gh]VcXmcZ\_b'ck`YX[ Y'fY'Uh'Y'X'hc'hY]f'hYg]g'hc'd]W'
- ' " 5 dd'mgW]Ybh]Z]W'UbX`Yb[ ]bYYf]b[ `a`Y'h'cXg'hc'gc'j Y'Ub`Yb[ ]bYYf]b[ `dfcV'Ya` "
- (" 5 bU'mgY`XU'U'c'V'Y'W]j Y'mi`g]b[ `ei`Ub]h]h]j Y'UbX'a`Uh'Ya`Uh]W]a`Y'h'cXg"
- ) " 8 Ya`cbg'h'U'h'cf'U`UbX`k`f]h'Y'b`W'a`a`i`b]W]h'cb`]b'dfcZ'gg]cbU`UbX`Um'X'ca`U]bg"

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5`gh XYbhUWj ]hYg fYei ]f]b[ 'a Ubi ZJWñ fY' ]b'hY'A YWUbjWU`UbX'A Ubi ZJWñ f]b[ '9b[ ]bYYf]b[ 'fA A 9Ł  
k cf\_g\cd'g\ci 'X'VY'X]gW ggYX'k ]h'hY'k cf\_g\cd'dYfgcbbY`UhihY' ]bWd]cb'cZ'hY'k cf\_"H\Y'k cf\_g\cd  
dYfgcbbY`a i gh\Uj Y'hY'cddcfri b]mhc'UXj ]gY'UbX' ]bZi YbW'hY'XYg][ b'hc'\Y'd'a ]b]a ]gY'UggYa V'mž  
a Ubi ZJWñ fY'cf'Z bW]cbU`dfcV'Ya g"

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YggYbh]U'hc'mci f'hYg]gž'hYb'a U\_Y'gi fY'hUhmci 'X]gW gg'mci f'fYei ]fYa Ybhg'Ug'YUfmUg'dcgg]V'Y'k ]h'hY  
K cf\_g\cd#@UVcfUhcfmA UbU[ Yf"Mc'ci 'g\ci 'X'dfcj ]XY'Yb[ ]bYYf]b[ 'XfUk ]b[ g'k \]W'UfY'Z]fghUddfcj YX'Vm  
hY'UVcfUhcfmC =7"Mc'ci 'g\ci 'X'a U\_Y'Yj YfmYZc'fhc'a ]b]a ]gY'hY'K cf\_g\cd'cUX'Vma cX]h]b[ 'YI ]gh]b[  
Yei ]da YbhfU'hYf'hU'Vi ]X]b[ 'Zca 'bYk žUbX'Vm\_YYd]b[ 'mci f'XYg][ bg'g]a d'Y





UggYgga YbhdYfZcfa UbWžmci 'UfY`Y`][ ]V`Y`lc`Udd`mZcf`GdYWU`7 cbg]XYfUh]cb`df]cf`lc`gi Va ]h]b[ `Ub

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I BGK `Ug`Ub`cb[c]b[ `Wca a ]ha Ybhlc`ZcghYf]b[ `U`W`hi fY`cZ`YUfb]b[ `]bZcfa YX`VmiUWUXYa ]W]bhY[ f]m`5`  
I BGK `gh`XYbhg`Uj`Y`U`fYgdcbg]V`]hmlc`UX`YfY`hc`h`g`df]bW]d`Y`cZUWUXYa ]W]bhY[ f]m`D`U[ ]Uf]ga  
i bXYfa ]bYg`UWUXYa ]W]bhY[ f]m]UbX`]g`bchlc`YfUHX`Uhl`BGK`"B`SY[Sde\_`SfG@E|`[e VWX` VW`Se ge[`Y`  
fZWi`ad/e`ad[VWSe`aXafZW`S`V`bSee[`Y`fZW\_`aXSe`kagdai` `z`

D`U[ ]Uf]ga` ]g`U`hmdY`cZ]bhY`YW`i`U`h`YZ`i`#iW]b`hU`\_Y`a`UbmiZcfa`gZ`Zca`XY`]VYfUHX`WX`YU]b[ `hc`UWUXYbH`U`m`  
W`dm]b[ `Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK` `Ug`dfcXi`WX`U`k`YVg]h`k`]h`U`k`YU`h`cZ`  
fYgci`fW`g`hc`gi`ddcfhgh`XYbhg`hc`i`bXYfgH]bX`UbX`Uj`c]X`d`U[ ]Uf]ga`zj`]g]h`[gh`XYbh`i`bgk`"YXi`"Ui`#d`U\[ \]Uf\]ga`"](#)  
H`Y`@YUfb]b[ `7`YbhY`Ugg]ghg`gh`XYbhg`k`]h`i`bXYfgH]bX]b[ `UWUXYa ]W]bhY[ f]m]UbX`ck`bchlc`d`U[ ]Uf]gY`  
H`Y`miU`gc`lc`X`k`cf\_g`l`cdg`UbX`W]b`Y`d`gh`XYbhg`cbY!cb!cbY`"

Mci`UfY`U`gc`fYa`]bXYX`h`UhWUfYZ`h`a`Y`a`UbU[`Ya`Ybh]g`Ub`ja`dcfH]bhdUfHcZgh`XmiUbX`cbY`cZ`h`Y`  
]X`Ybh]Z`Y`X`W]i`gYg`cZ`d`U[ ]Uf]ga` ]g`d`ccf`h`a`Y`a`UbU[`Ya`Ybh`G`h`XYbhg`g`l`ci`X`U`ck`gi`Z`W]Y`bh]h`a`Y`Z`c`f`  
fYgYUfW`X`Z`X`fU`Z]b[ `UbX`h`Y`dfcdYf`fY`Z`fY`bW]b[ `cZ`gci`fW`g`]b`dfY`dUf]b[ `U`UggYgga`Ybh]Ug\_g`"

Z`d`U[ ]Uf]ga` ]g`Z`ci`bX`]b`mci`f`k`cf`\_`k`Y`b`mci`UfY`]b`Z`fghmY`UfZ`mci`f`Y`W`i`fY`f`k`]`c`Z`Y`f`mci`Ugg]ghU`bW`hc`  
]a`dfcj`Y`mci`f`UWUXYa ]Wg\_]`g`"H`Y`ma`UmUg`\_`mci`hc`cc`\_`Uhgca`Y`cb`]bY`fYgci`fW`gZ`U`hY`bX`h`Y`@YUfb]b[`  
7`YbhY`Z`cf`gca`Y`h`a`Yg`fYgi`Va`]h`mci`f`k`cf`\_`k`]h`h`Y`dfcV`Ya`Z]`YX`"<ck`Yj`Yf`a`cfY`gYf]ci`g`]bgH]bW`g`]b`Z`fgh`  
mY`UfZ`gi`W`Ug`gh`U`]b[ `UbchYf`gh`XYbhg`k`cf`\_`cf`dU]b[ `gca`YcbY`hc`Xc`mci`f`k`cf`\_`za`UmVY`]bj`Ygh[`UH`X`  
i`bXYf`h`Y`G`h`XYbhA`]gW`b`Xi`W`h`D`fc`W`Xi`fYg`"

F`YdYUHX`d`U[ ]Uf]ga`fYj`Yb`]b`Z`fghmY`UfZ`d`U[ ]Uf]ga`UZYf`Z`fghmY`UfZ`cf`gYf]ci`g`]bgH]bW`gZ`a`UmU`gc`VY`  
]bj`Ygh[`UH`X`i`bXYf`h`Y`G`h`XYbhA`]gW`b`Xi`W`h`D`fc`W`Xi`fYg`"H`Y`d`Yb`U`h`Y`gi`bXYf`h`Y`dfc`W`Xi`fYg`W]b`]bW`i`XY`  
U`fY`Xi`W`h`cb`]b`a`Uf`gZ`Z]`]b[ `U`W`i`fgY`cf`Z`c`f`h`Y`a`cghgYf]ci`g`a`UH`Y`fg`f]`\_Y`d`U[ ]Uf]ga` ]b`Ub`l`cbci`fg`  
h`Y`g]g`E`Yj`Yb`gi`gdYbg]cb`Zca`h`Y`i`b]`Yfg]m`H`Y`G`h`XYbhA`]gW`b`Xi`W`h`D`fc`W`Xi`fYg`UfY`Uj`U]UV`Y`Y`fY`.

[k`k`k`"\[g`i`bgk`"YXi`"Ui`#d`U\[ \]Uf\]ga`\]W`<`cb`Y`g`m`i`U`b`X``D``U`\[` \]`U`f`\]`g`a`"\]`g`W`b`X`i`W`h`D`fc`W`Xi`fYg`"dXZ`](#)

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7 fYX]hdc]bng

7 ci fgY`WfYX]h]g`WU`W`UH`X`]b`I` b]hg!C Z 7 fYX]hfl C 7 E`H\Y`bcfa U`k cf`cUX`YI dYWU]h]cb`Zcf`cbY`I C 7 ]g`Uddfcl ]a UH`m&) ` \ci fg`dYf`hYfa "H\]g`]bW`i XYg`WUgg`WcbhUW`h\ci fg`z`df]j UH`g`h Xn`z`ch`Yf`YUfb]b[ UW]j ]hYg`z`dfYdUfU]h]cb`UbX`h]a Y`gdYbhc]b`U`UggYggUV`Y`k cf`\_"

A cghWci fgYk cf`\_Wci fgYg`Uhi BGK `UFY`\*`I C 7 `UbX`]bj`c`j`Y`Ub`Ygh]a UH`X`%) \$` \ci fg`hc`Wca d`YH`"9UWk Wci fgY`]bW`i XYg`U`dfYgW]YX`bi a VYf`cZ` \ci fg`dYf`k YY`\_`fl`#` E`cZgW`YXi `YX`ZUW`!hc!ZUW`UbX`#`f`cb`]bY WcbhUW`"5bmUXX]h]cbU`h]a Y`VYmc]bX`h`Y`dfYgW]YX`WcbhUW`h\ci fg`g` \ci `X`VY`gdYbh`]b`a U\_]b[ `gi`fY`h`Uh`mci`i`bXYfg]h]bX`h`Y`YW`i`fY`a`UH`f]U`z`Wca d`Yh]b[ `h`Y`g`Yh]Ugg][`ba`Ybng`z`Z`f`h`Y`f`fYUX]b[ `z`UbX`fYj`]g]b[ `Zcf`UbmYI`Ua`]bU]h]cbg"

C b!WJa di g`WUgg`UH`Y`bX`UbW`

Di V`]WX]gh]UbW]b[ `WcbX]h]cbg`a`i`ghVY`Zc`ck`YX`Zcf`U`H` `ZUW`!hc!ZUW`WUggYg`"Hc`Ybgi`fY`h`]g`z`cb`m`gh`XYbng`Ybfc`YX`]b`h`cgY`WUggYg`k`]`VY`U`ck`YX`]b`h`Y`fcca`"7`Ugg`f`cg`h`f`g`k`]`VY`U`h`UW`YX`hc`Wc`ffYg`dcbX]b[ `fcca`g`UbX`W]fW`UH`X`Ua`cb[ `UV`XYa`cbgf`U`h`fg`"Bc`c`j`Yf`Ybfc`a`Ybh]g`U`ck`YX`]b`ZUW`!hc!ZUW`WUgg`"Gh`XYbng`Ybfc`YX`]b`cb`]bY`WUggYg`WU`b`gk`Ud`h`Y]f`Ybfc`a`Ybh`Z`ca`cb`]bY`hc`ch`Yf`UXX]h]cbU`z`Vi`h`]a`]h`X`z`bi`a`VYf`cZ`cb!WJa`di`g`WUggYg`VmGi`bXUn`z`K`YY`\_%`D`YUgY`fY`Z`f`hc`mci`f`Wci`fgY`g]`A`]Wcgc`Z`HYUa`g`UbX`A`ccX`Y`g]h`Y`g`Zcf`a`cfY`]b`Zcfa`Uh]cb`UVci`h`WUgg`UH`Y`bX`UbW`Zcf`]b!dYfgcb`UbX`cb`]bY`WUgg`gYW]h]cbg#UW]j`]hYg"

Mci`f`Y`U`h`UbX`h`Y`Y`U`h`c`Z`h`cgY`]b`mci`f`WUgg`]g`W]h]W`m]a`dcft`Ub`h`Mci`a`i`ghg]h]Um`Uh`ca`Y`]Z`mci`UFY`g]W`cf`U`j`Y`VY`b`UXj`]gYX`hc`gY`Z]gc`UH`Vm`[BGK`YU`h`](#)`cf`[`cj`Yfba`Ybh]U`h`cf]h]Yg`"7i`ffYbh`U`Y`f`g`UbX`U`]ghc`Z`ch`g`d`ch`g`WU`b`VY`Zi`bX`

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