Государственное образовательное учреждение высшего образования
«КОМИ РЕСПУБЛИКАНСКАЯ АКАДЕМИЯ ГОСУДАРСТВЕННОЙ СЛУЖБЫ И УПРАВЛЕНИЯ»
(ГОУ ВО КРАГСиУ)

«КАНМУ СЛУЖБАӦ ДА ВЕСЬКӦДЛЫНЫ ВЕЛӦДАН КОМИ РЕСПУБЛИКАСА АКАДЕМИЯ»
вылыс тшупӧда велӧдан канму учреждение
(КСдаВВКРА ВТШВ КУ)

Кафедра экономики и управления

УТВЕРЖДЕНА
решением Ученого совета
от 01.12.2022 № 3

ПРОГРАММА ГОСУДАРСТВЕННОЙ ИТОГОВОЙ АТТЕСТАЦИИ

Направление подготовки – *38.03.03 Управление персоналом*

Направленность (профиль) – *«Управление персоналом организации»*

Уровень высшего образования – *бакалавриат*

Форма обучения – *очная, заочная*

Сыктывкар
2022

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Подготовка к процедуре защиты ВКР

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Перечень информационных технологий, программного обеспечения и информационных справочных систем

< ijhp_kk_ ih^]hlh\d_ d =B: bkihevamxlky ke_^m

Информационные технологии	***Перечень программного обеспечения и информационных справочных систем***

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Ресурсы информационно-телекоммуникационной сети «Интернет»

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http://www.mpsf.org/ - F h k d h \ k d b c g Z m q g u c h [s _ k l \ _ g g u c n h g
http://www.rsl.ru/ - J h k k b c k d Z y] h k m ^ Z j k l \ _ g g Z y [b [e b h l _ d Z
http://www. rusneb.ru/ - G Z p b h g Z e v g Z y w e _ [e b j h l g d Z Z y [b
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http://www.rspp.ru - J h k k b c k d b c k h x a i j h f u r e _ g g b d h \ b i j _ ^ i j
http://www. rosstat.gov.ru - N _ ^ _ j Z e v g Z y k e m ` [Z] h k m ^ Z j k l \ _ g g
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http://www.rkomi.ru - H n b p b Z e v g u c k _ j \ _ j J _ k i m [e b d b D h f b
http://www.komi.gks.ru - L _ j j b l h j b Z e v g u c h j] Z g N _ ^ _ j Z e v g h
] h k m ^ Z j k l \ _ g g h c k l Z l b k l b d b i h J _ k i m [e b d _ D h f b
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Economy") H [s _ k l \ _ g w g h g h f b q _ k d b c k _ j \ _ j
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J h k k b c k d h c N _ ^ _ j Z p b b
http://www.cefir.ru - P _ g l j w d h g h f b q _ k d b o b n b g Z g k h \ u o b
j Z a j Z [h l h d
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^ _ e h \ h c b g n h j f Z p b b
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http:// www.e-xecutive.ru - K h h [s _ k l \ h f _ g _ ^ ` _ j h \ b i j h n _ k k b h g Z

< d Z q _ k l \ h ***ресурсов сети «Интернет»*** h [m q Z x s b c k ` _ l i h
k h] e Z k h \ Z g Z x m q g u f d h \ h ^ b l _ e _ f b k i h e v a h \ Z l v b g u _ j _
\ u i h e g _ g b y \ u i m k d g h c d \ Z e b n b d Z p b h g g h c j Z [h l u
m l \ _ j ` ^ _ g g h c l _ f h c

J Z a ^ 3. e N H G > H P ? G H Q G U K O ? > K L <

3.1. I_j_q_gv dhfi_l_gpbc dhlhjufb ^he`_gh\eZ^_lv h[mqZxsb\cjk_yamevlZl\h_gbHyIHI < H

< j_amevlZl_ hk\h_gbyZ ijZ\ejZ\fjmZ\ZuimkdgbdZ ^he [ulv knhjfbjh\Zgmugb_jkZevgu h[s_ijhn_kkbhgZevgu_ ijhn_kkbhgZevgu_ dhfi_l_gpbb

Mjh_gv knhjfbjh\Zgggh_jkZevguo dhfiD_l_gpbc M

Kbkl_fgh_ b djblbq_kdh_ fure_gb_ Kihkh[_g h djblbq_kdbc ZgZeba b kbgl_a bgnhjfZpbb ijbf_gylv j_r_gby ihklZ\e_gguo MD-1) aZ^Zq

JZajZ[hldZ b j_ZebaZpby ijh_dlh\ Kihkh[_g hij jZfdZo ihklZ\e_gghc p_eb b \u[bjZlv hilbfZevgu_ k bkoh^y ba ^_ckl\mxsbo ijZ\h\uo ghjf bf_xsboky j_k MD-2).

DhfZg^gZy jZ[hlZ b eb^_jkl\hkms_kl\eylv khpbZ \aZbfh^_ckl\b_ b j_Zebah\u\Zlv k\hMD-3).jhev \ dhfZg^_

DhffmgbdZpby Kihkh[_g hkms_kl\eylv ^_eh\mx mklghc b ibkvf_gghc nhjfZo gZ]hkm^Zjkl_gghf N_^_jZpbb b bghkljZgghf uMD-4).yaud_ Zo

F_`dmevlmjgh_ \aZbfh^_ckl\b_ Kihkh[_g f_`dmevlmjgh_ jZaghh[jZab_ h[s_kl\Z\q_kdhZevgh b nbehkhnkdhf dhgMD-5).dklZo

KZfhhj]ZgbaZpby b kZfhjZa\blb_ \ lhf qbke_ a Kihkh[_g mijZ\eylv k\hbf \ujkl_jZ\Zlv b j_Zebah\ ljZ_dlhjbx kZfhjZa\blby gZ hkgh_ ijbgpbih\ h[jZah `bagb MD-6).

KZfhhj]ZgbaZpby b kZfhjZa\blb_ \ lhf qbke_ a Kihkh[_g ih^^_j`b\Zlv ^he`guc mjh_gv nbabq_kdhc h[_ki_q_gby iheghp_gghc khpbZevghc b ijhn_kkbh MD-7).

;_ahiZkghklv `bag_^_yl_evghklb Kihkh[_g kbha^Z\Zlv b ih^^_ ih\k_^g_\ghc `bagb b \ ijhn_kkbhgZevghc ^_yl_evgh `bag_^_yl_evghklb ^ey khojZhc_gbky_^ijbjhh[g_ki_q_ mklhcqb\h]h jZa\blby h[s_kl\Z \ lhf qbke_ ijb m]j qj_a\uqZcguo kblmZpbc b \h_gMD-8).o dhgnebdlh\

Bgdexab\gZy dhfi_l_glghklv Kihkh[_g bkihe ^_n_dlheh]bq_kdb_ agZgby \ khpbZevghc b ijhn_kkb vghc MD-9).

Wdhghfbq_kdZy dmevlmjZ \ lhf qbke_ nbgZ

Kihkh[_g ijbgbfZlv h[hkgh\Zggu_ wdhghfbq_kdb_ j

h[eZklyo `bag_^_yl ghklb MD-10).

=jZ`^ZgkdZy iKhbpbbpy Kihkh[_g nhjfbjh\Zlv g_l_jibfh_ hl

dhjjmipbhgghfm ih_^_gbx MD-11).

Mjh_gv knhjfbjh\Zgghklb h[s_ijhn_kkbhgZevgu

HID

Kihkh[_g ijbf_gylv agZgby gZ ijhf_`mlhq

wdhghfbq_kdhc hj]ZgbaZpbhgghc mijZ\e_gq_kdh

ikbohehbq_kdhc l_hjbc jhkkbckdh]h aZdhgh^Zl_e

i_jkhgZehf ijb j_r_gbb ijhn_kkbhgZevguo aZ^Zq HID-1).

Kihkh[_g hkms_kl\eylv k[hj h[jZ[hldm b ZgZeba ^Zg

aZ^Zq \ kn_j_ mijZ\e_gby i_jkhgZehf HID-2).

Kihkh[_g jZajZ[Zlu\Zlv b hkms_kl\eylv f_jhijbylb

j_ZebaZpbx kljZl_]bb mijZ\e_gby i_jkhgZehf

^hdmf_glZpbhggh_ khijh\h`^_gb_ \Zlv hj]ZgbaZpbh

khpbZevgu_ ihke_^kl\by HID-3).

Kihkh[_g ijbf_gylv kh\j_f_ggu_ l_ogheh]bb b f_

mijZ\e_gby i_jkhgZehf _klb ^hdmf_glZpbhggh_ k

HID-4).

Kihkh[_g bkihevah\Zlv kh\j_f_ggu_ bgnhjfZpbhg

ijh]jZffgu_ kj_^kl\Z ijb j_r_gbb ijhn_kkbhgZevguo a HID-5).

Mjh_gv knhjfbjh\Zgghklb ijhn_kkbhgZevguo dhfi

Kihkh[_g hkms_kl\eylv ^_yl_evghklv ih hj]Zgba

khpbZevghc ihebdb ID-3).

3.2. J_amevlZlu hk\h_gby HI <H ihdZaZl_eb hk\h_gby dhfi_l_gpbu agZgby mf_gby \eZ^_gby

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
MD-1	Kihkh[ghklv hkms_kl\eylv djblbq_kdbc b kbg bgnhjfZpbb ijbf_gylv kbkl_fguc ih ^ey j_r_ ihklZ\e_gguo	>he`_g agZlv hkgh\gu_ f_lh^u djblbq_ ZgZebaZ b hkgh\u kbkl_f dZd h[s_gZmqgh]h f_lh^Z ijbgpbiu djbl_jbb ijZ\b ihkljh_gby km`^_gby b hp >he`_g mf_lv ZgZebabjh\Zlv aZ^Zqm hkgh\u djblbq_kdh]h ZgZ kbkl_fgh]h ih^oh^Z hkms_kl\eylv ihbkd g_h[ j_r_gby ihklZ\e_gghc aZ^ bgnhjfZpbb djblbq_kdb h gZ^_`ghklv jZaebqguo bk bgnhjfZpbb nhjfbjh\Zlv kh[kl_ggu_ hp_gdb]jZfhlgh b eh]bq Zj]mf_glbjmy k\hx lhqdm hkms_kl\eylv djblbq_kdb kh[jZgghc bgnhjfZpbb gZ khhl_lkl\b_ __ mkeh\byf j_r_gby ihklZ\e_gghc aZ^	Nbehkhnby Eh]bdZ	- \oh^ghc l - aZsblZ <	- ijhclb \oh^gh_ l_kl_bjh\Z - h[hkgh\Zlv Zdlm \u[jZgghc l_fu bkke_ - knhjfmebjh\Zlv hlv_d ij_^f_l p_eb b a bkke_^h;\Zgby - hij_^_eblv kljmdlmj - eh]bq_kdb b Zj]mf_ baeh`blv jZkdju\Z_fu_ - hl\_lblv gZ ^hiheg \hijhku - hij_^_eylv kh[kl ihabpbx \ j_r ijhn_kkbhgZ ijhjeof - khhlg_klb b_hj_lbq_ iheh`_gby k ijZdlb\dh kms_kl\mxsb_ jZ \aZbfhk\yav ijhlb \hagbdZ dbx f_`^m gbfb
MD-2	Kihkh[_g hij_^_eylv aZ^Zq \ j ihklZ\e_gghc \u[bjZlv hilbfZevgu_ kihkh[u	>he`_g agZlv hkgh\gu_ ijbgpbiu b dh h[eZklb p_e_iheZ]Zgby j_r_gbc f_lh^u]_g_jbjh\Zgby Z j_r_gbc b ijb_^_gby khihklZ\bfhfm \b^m ^e hilbfZevgh]h j_r_gby	Bklhjby Bklhjby fbjh\uo pb\beba Bklhjby J_kim[ebdb Dhfb Iheblheh]by	- \oh^ghc l_ - aZsblZ <D	- ijhclb \oh^gh_ l_kl - eh]bq_kdb b Zj]mf_ baeh`blv jZkdju\Z_fu_ - hl_lblv gZ ^hiheg \hijhku

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
	j_r_gby bko ^_ckl\mxsbo ijZ\h\uo g bf_xsboky j_kmjkh\ h]jZgbq_gbc	hkgh\gu_ f_lh^u ijbgylb \ lhf qbke_ \ mkeh\by g_hij_^_e_gghklb \b^u b bklhqgbdb \ha jbkdh\ ijbgylby q_r_fgbh mijZ\e_gby bfb djbl_jbb khihklZ\e_gby \ZjbZglh\ j_r_gby hkgh\gu_ ghjfZjb\hu ^hdmf_glu j_]eZf_glbjmx ijbgylby j_r_gbc \ dh ij_^f_lghc h[eZklb >he`_g mf_lv kbkl_fgh ZgZeb ihklZ\e_ggu_ p_eb jh\Zh aZ^Zqb b ij_^eZ]Zlv h j_r_gby bkihevah\Zlv bgkljmf kj_^kl\Z ^ey jZajZ[hldb j_r_gbc ijh\h^blv fgh]hnZdlhjgu we_f_glh\ ij_^f_lghc h[\uy\e_gby h]jZgbq_gbc i j_r_gbc jZajZ[Zlu\Zlv kyhlihklZ hp_gb\Zlv Zevl_jgZlb\gu mq_lhf jbkdh\ \u[bjZlv hilbfZevgu_ bkoh^y ba ^_ckl\mxsbo ij bf_xsboky j_kmjkh\ b h]jZ			- hij_^_eylv kh[kl ihabpbx \ j_r ijhn_kkbhgZevguo ijh - ijZ\bevgh ihk dhffmgbdZpbx ijb aZs

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
MD3	hkms_kl\eylv khpbZevgh_ \aZbfh^_ckl\b j_Zebah\u\Zlv jhev \ dhfZg^	>he`_g agZlv hkgh\gu_ ijbgpbiu b mijZ\e_gby q_eh\_q_kdb ^ey hj]ZgbaZpbb ]jmiih\h hkgh\gu_ f_lh^u ZgZeba \aZbfh^_ckl\by l_hj_lbq_kdbu_ bkigZdlbq_ Zki_dlu hj]ZgbaZpbb jZ[hlu hkgh\gu_ fh dhfZg^hh[jZah\Zgby b wnn_dlb\ghc dhffmgbdZp f_lh^u hp_gdb wnn_ dhfZg^ghc jZ[hlu f_lh^u ZgZebaZ dhfZg^g >he`_g mf_lv ijh_dlbjh\Zlv_`ebqghklgu]jmiih\u_ dhffmgbdZpbb \ukljZb\Zlv khpb \aZbfh^_ckl\by ijb]jmiih\ ijh_dlbjh\Zlv b hj]Zg dhfZg^gmx;jZ[hlm hij_^_eylv b dhjj_d dhfZg^gu_ jheb hij_^_eylv ihlj_[ghklb dhfZg^u \ h\eZ^_gbbZgby b mf_gbyfb hij_^_eylv k\hx jhev \ klZ\blv p_eb b nhjfmebjl k\yaZggu_ k __ j_ZebaZp	Wdhghfbq_kdZy l_hjby Wdhghfbdkhpbheh]by ljm MijZ\e_gq_kdbc mq_l F\jd_lbg]	-\oh^ghc l -aZsblZ <	-ijhclb \oh^gh_ l_kl - \u[jZlv f_l bkke_^h\Zgby -hl_lblv gZ ^hiheg \hijhku

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
MD4	Kihkh[_g hkms_kl\eylv ^_eh\mx dhffmgbdZpbx mklghc ibkvf_gghc n gZ]hkm^Zjkl yaud_ Jhkk N_^_jZpbb bghkljZgghf u yaud_ Zo	>he`_g agZlv ghjfu mklghc jjbqbylu_ ijhn_kkbhgZevghc kj_^_ \u[bjZlv klbev h[s_g ]hkm^Zjkl\_gghf yaud_ bghkljZgghf yaud_ ijbf_ kblmZpbb \aZbfh^_ckl\by ghjfu ibkvf_gghc j_qb ijhn_kkbhgZevghc kj_^_ >he`_g mf_lv ijbf_gylv bghkljZgguc mjh\g_^hklZlhqghf ^ey h ijhn_kkbhgZevghc kj_^_ _klb ^_eh\mx i_j_ib]hkm^Zjkl_gghf yaud_ bghkljZgghf yaud_ ijbf_gylv ghjfu b fh^_eb ih_^_gby d dhgdj_lghc ijhn_kkbhgZevgh]h \aZbf \ukljZb\Zlv fhgheh] _k ihebeh] k kh[ex^_gb_f g wlbd_lZ Zj]mf_glbjh\Zgg k\hb ihabpbb b b^_b	Hkgh\u ijZ\Z Ljm^h\h_ ijZ\h	-\oh^ghc l -aZsblZ <	- ijhclb \oh^gh_ l_ gb_ - h[hkgh\Zlv ZdlmZe [jZgghcfu bkke_^h\Zg - hij_^_eblv i_j_q_g lb\guo Zdlh\ g_h[oh ih^]hlh\db <DJ - hl_lblv gZ ^hiheg \hijhku - ijbf_gblv ghjfZl ijZ\h\u_ Zdlu ijb ih <DJ
MD5	kihkh[ghklv \hkijbgbfZlv f_`dmevlmjgh jZaghh[jZab_ h[s_kl\Z khpbZevgh bklhjbq_kdhf wlbq_kdhf	>he`_g agZlv h gZebqbb f_`dme jZaghh[jZaby h[s_kl\Z -\ bklhjbq_kdhf wlbq_k nbehkhnkdhf dhgl_dklZo ijbqbgu f_`dmevlmj jZaghh[jZaby h[s_kl\Z -\ bklhjbq_kdhf wlbq_k nbehkhnkdhf dhgl_dklZo	BghkljZgguc yaud Dmevlmj Z jmkkdhc j_qb >_eh\hc jmkkdbc yaud Dhfb yaud Hj]ZgbaZpbhggZy dmevl	-\ohg^hc l_ -aZsblZ <	- ijhclb \oh^gh_ l_kl - ih^]hlh\blv b hn fZl_jbZeu <DJ \ khhl ij_^ty\ey_fufb lj_[h\Z - eh]bq_kdb b Zj]mf_ baeh`blv jZkdju\Z_fu - hl_lblv gZ ^hiheg \hijhku

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
	nbehkhnkdhf dhgl_dklZo	>he`_g mf_lv \hkijbgbfZlv f_`dme jZaghh[jZab_ h[s_kl\Z -\ bklhjbq_kdhf wlbq_k nbehkhnkdhf dhgl_dklZo mqblu\Zlv f_`dme jZaghh[jZab_ h[s_kl\Z \ -k bklhjbq_kdhf wlbq_k nbehkhnkdhf dhgl_dklZo \ukljZb\Zlv \aZbfh^_c ex^vfb k mq_lhf bo khpb hkh[_gghkl_c			- ijZ\bevgh ihkljhb dhffmgbdZpbx ijb aZs - ih^]hlh\blv ^hdeZ^ <DJ - bkihevah\Zlv bklh bghkljZgghf yaud_ ih^]hlh\d_ d =B:
MD-6	kihkh[ghklv mijZ\eylv k \j_f_g_f \ukljZb\Zlv j_Zebah\u\Zlv ljZ_dlhjbx kZfhjZa\blby hkgh_ ijbg\ h[jZah\Zgby l_q_gb_ \k_c	>he`_g agZlv kh^_j`Zgb_ b ij kZfhhj]ZgbaZpbb b kZfhj ebqghklgu_ oZjZdl_jbl \hafh`ghklb kh\j_f_ggu_ lj_g^u jugd lZd`_ hkgh\u dZjv_jgh]h ijhn_kkbhgZevghc ^_yl_e >he`_g mf_lv wnn_dlb\gh hj]Zgbah\ kljmdlmjbjh\Zlv k\h_ \j_f Mf__l djblbq_kdb wnn_dlb\ghklv bkih \j_f_gguo b ^jm]bo j_k j_r_gbb ijhn_kkbhgZevgu ieZgbjh\Zlv p_eb b gZijZ khpbZevghc b ijhn_k ^_yl_evghklb k mq_lhf	Hj]ZgbaZpbhggh_ ih_^_ lkboheh]by Hj]ZgbaZpbhggZy dmevl Dhfb yaud Dmevlmjz-mbhgkdbo gZjh >_fh]jZnby	- \oh^ghc l - aZsblZ <	- ijhclb \oh^gh_ l_kl - hij_^_eylv kh[kl ihabpbx \ j_r ijhn_kkbhgZevguo ijh - ijZ\bevgh ihk dhffmgbdZpbx ijb aZs

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
		oZjZdl_jbklbd b l_g^_g jugdZ ljm^Z			
MD7	kihkh[ghklv kZfhhj]ZgbaZ kZfhh[jZah\Z	>he`_g agZlv hkgh\u kZfhhj]ZgbaZ kZfhh[jZah\Zgby >he`_g mf_lv ijbf_gylv gjZZdlbd_ hk kZfhhj]ZgbaZpbb b kZfhh >he`_g \eZ^_lv kihkh[ghklvx d kZfhhj]Z kZfhh[jZah\Zgbx	Hj]ZgbaZpbhggh_ ih_^_ lkboheh]by	-\oh^ghc l -aZsblZ <	-ijhclb \oh^gh_ l_kl - h[hkgh\Zlv Zdlm \u[jZgghc lbkke_^h\Z - knhjfmebjh\Zlv ij_^f_l p_eb b bkke_^h\Zgby - \u[jZlv f_l bkke_^h\Zgby -hij_^_eblv kljmdlmj - hij_^_eblv i_j hkgh\ghc ebl_ ih^e_`Zs_c l_hj_lb bkke_^h\Zgbx b ZgZe -ih^]hlh\blv b hn fZl_jbZeu <DJ \ khhl ij_^ty\ey_fufb lj_[h\Z -eh]bq_kdb b Zj]mf_ baeh`blv jZkdju\Z_fu -hl_lblv gZ ^hiheg \hijhku - hij_^_eylv kh[kl ihabpbx \ j_r ijhn_kkbhgZevguo ijh - khhlg_klb l_hj_l iheh`_gby k ijZdlbdh kms_kl\mxsb_ jZ \aZbfhk\yav ijhlb \hagbdZxsb_ f_`^m gl

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
					- ih^]hlh\blv ij_a_glZ fZl_jbZe ih l_f_ <DJ - ih^]hlh\blv ^hdeZ^ ih
MD8	kihkh[ghklv bkihevah\Zlv f_lh^u b kj_ nbabq_kdhc dmevlmju h[_ki_q_gby iheghp_gghc khpbZevghc ijhn_kkbhgZe ^_yl_evghklb	>he`_g agZlv f_lh^u b kj_^kl\Z nl dmevlmju ^ey h[_ki_q_gb khpbZevghc b ijhn_k ^_yl_evghklb >he`_g mf_lv bkihevah\Zlv f_lh^u b nbabq_kd dmevlmju ^ey h iheghp_gghc khpbZev ijhn_kkbhgZevghc ^_yl_e >he`_g \eZ^_lv kihkh[ghklvx bkihevah\Z kj_^kl\Z nbabq_kdhc d h[_ki_q_gby iheghp_gghc ijhn_kkbhgZevghc ^_yl_e	Nbabq_kdZy dmevlmjZ >bkpbiebgu fh^meb ih dmevlmj_ b kihjlm	-\oh^ghc l -aZsblZ <	-ijhclb \oh^gh_ l_kl - ihdZaZlvnbabq_k]hlh\ghklv d k^Zq_ =
MD9	kihkh[ghklv bkihevah\Zlv ijb_fu i_j\ ihfhsb f_l aZsblu \ mk qj_a\uqZcguo kblmZpbc	>he`_g agZlv l_hj_lbq_ [_ahiZkghklb `bag_^_ ijZ\h\u_ ghjfZl_bq_kd hj]ZgbaZpbhggu_ hkgh\u `bag_^_yl_evghklb kj_^k ih\ur_gby [_ahiZkghklb kj_^kl\ b l_ogheh]bq_kdb ijbgpbiu [_ahiZkg `bag_^_yl_evghklb b ijbf_g_gby bo \ jZ[hl_ ghjfZlb\h\u_ ogbq_kdb_ hj]ZgbaZpbhggu_ hkgh\u	;_ahiZkghklv `bag_^_yl_ Hkgh\u [_ahiZkghklb b ljm^Z	-\oh^ghc l -aZsblZ <	-ijhclb \oh^gh_ l_k; - \uihegblv lj_[h l_ogbdb [_ahiZkghklb iZg^_fbb

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
		`bag_^_yl_evghklb kj_^ ih\ur_gby [_ahiZkghklb >he`_g mf_lv ijh\h^blv iZjZf_ljh\ \ha^moZ [jZmfbZ we_dljhfZ]gblguo baemq_gbc b mjh\gy \ha^_ckl\bc gZ bo k ghjfZlb\guf lj_[h\ b^_glbnbpbjh\Zlv hkgh\gu kj_^u h[blZgby q_eh_d f_lh^u aZsblu hl hi ijbf_gbl_evgh d kn_j ijhn_kgbZevghc ^_yl_ \u[bjZlv kihkh[u h[_ dhfnhjlguo mk `bag_^_yl_evghklb >he`_g \eZ^_lv ijb_fZfb Z\ZjbcguO b qj_a\uqZcgu hdZaZgby i_j\hc ihkljZ^Z\rbf gZ\udZfb h [_ahiZkghklb `bag_^_yl ijhb\h^kl_gguo [ulh\uo \ qj_a\uqZcguo kblmZpb hdZaZgby i_j\hc ^h\jZq_[		
HlD-1	agZgb_ kh\j_f_gghc nbehkhnbb dhgp_ipbc mijZ\e_gby i_jkhgZehf kmsghklb b	>he`_g agZlv hkgh\g aZdhghf_jgdhkgb_ipibjbgpbi b f_lh^u mijZ\e_gby i_jkh qbke_ hkh[_gghklb ^ ki_pbZebklh\ ijhnbevguo b ih^jZa^_e_gbc >he`_g mf_lvijbf_gy l_hj_lbq_kdebh`_ighby \ ijZ	L_hjby f_g_^`f_glZ Hkgh\u mijZ\e_gby i_jkh Hj]ZgbaZpbhggh_ ih_^_ Hj]ZgbaZpbhggZy dmevl L_ogheh]bb ijb_fZ gZ jZ Bggh\Zpbhggu_ l_ogh mijZ\e_gbb i_jkhgZehf	-\oh^ghc l -aZsblZ <	-ijhclb \oh^gh_ l_kl - h[hkgh\ZlZvdlmZev \u[jZgghc l_fu bkke_ - knhjfmebjh\Zlv ij_^f_l p_eb b bkke_^h\Zgby - \u[jZlv f_l bkke_^h\Zgby

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
	aZdhghf_jghk ijbgpbih\ f_lh^h\ mijZ\ i_jkhgZehf n ijbf_gylv l_hj_lbq_kdb_ iheh`_gby ijZdlbd_ mijZ\e_gby i_jkhgZehf hj]ZgbaZpbb	mijZ\e_gby i_jkhgZehf ;l ZgZebabjh\ijbf_gylv kh[jZ bgnhjfZpbx ih mijZ\e_ i_jkhgZehf\ ijhn_kkbhgZ ^_yl_evghklb >he`_g \eZ^_lv gZ\udZ hkgh\guo ijhp_kkh\ b i h[eZklb mijZ\e_gby i_jkh			- ijbf_gblv gZmqgu_ bkke_^h\Zgby ijb i <DJ \ lhf qbke_ klZl khpbheh]bq_kdb_ fZl_fZlbq_kdb_ k^j - hij_^_eblv kljmdlmj - hij_^_eblv i_j hkgh\ghc ebl_ ih^e_`Zs_c l_hj_lb bkke_^h\Zgbx b ZgZe - ih^]hlh\blv b hn fZl_jbZeu <DJ \ khhl ij_^ty\ey_fufb lj_[h\Z - eh]bq_kdb b Zj]mf_ baeh`bZv kdju\Z_fu_ \h - hl_lblv gZ ^hiheg \hijhku - khhlg_klb l_hj_l iheh`_gby k ijZdlbdh kms_kl\mxsb_ jZ \aZbfhk\yav ijhlb \hagbdZxsb_ f_`^m gl - ih^]hlh\blv ij_a_glZ fZl_jbZe ih l_f_ <DJ - ih^]hlh\blv ^hdeZ^ ih l_f
HID-2	agZgb_ Dh^_ Z^fbgbkljZlb\ ijZ\hgZjmr_gl Jhkkbckdhc	>he`_g agZlv klZlvb Z^fbgbkljZlb\guo ijZ\hg Jhkkbckdhc N_^_jZpbb dh^_dkZ Jhkkbckdhc N_^	Hkgh\u ijZ\Z Ljm^h\h_ ijZ\h	- \oh^ghc l - aZsblZ <	- ijhclb \oh^gh_ l_kl - hl_lblv gZ ^hiheg \hijhku

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
	N_^_jZpbb M]heh\gh]h d Jhkkbckdhc N_^_jZpbb b n_^_jZevguo aZdhgh\ \ hij_^_e_gby hl_lkl_gghk gZjmr_gby ljm^h\h]h aZdhgh^Zl_ev bguo Zd kh^_j`Zsbo g ljm^h\h]h ijZ\Z =jZ`^Zgkdh]h dh^_dkZ Jhk N_^_jZpbb \ hlghkys_cky ^_yl_evghklb dZ^jh\hc kem	n_^_jZevguo aZdhgh\Z hij_^_e_gby hl_lkl_g gZjmr_gby ljm^h\h]h aZd b bguo Zdlh\ kh^_j`Zs ljm^h\h]h ijZ\Z =jZ dh^_dkZ Jhkkbckdhc N_^ hlghkys_cky d ^_yl_evgh kem`[u >he`_g mf_lv ijbf_gylv ghjfZlb\guo ijZ\h\u_ Z j_]eZf_glbjmxsb_ ^_y dZ^jh\hc kem`[u b m i_jkhgZehf >he`_g \eZ^_lv gZ\udZ ijbf_g_gby ghjfZlb\guo Zdlh\ j_]eZf_glbjmxsbo dZ^jh\hc kem`[u b m i_jkhgZehf		- \uihegblv ijZdlb aZ^Zgb_ - ih^]hlh\blv ij_a_glZ fZl_jbZe ih l_f_ <DJ - ih^]hlh\blv ^hdeZ^ <DJ - hkms_kl\blv g_h[oh^bfhc ghfZlb\g ijZ\h\hc bgnhjfZpbb kijZ\hc bgnhjfZpbhggu kbkl_fZo b^[ZgZuo
HlD3	agZgb_ kh^_ hkgh\guo jZa KhpbZevgh]h Fb]jZpbhggh] ijZ\Z dZkZx khpbZevgh^h\ kn_ju kh^_j hkgh\guo ^hdmf_glh\	>he`_g agZlv kh^_j`Zg jZa^_eh\ KhpbZevgh]h Fb]jZpbhggh]h ijZ\Z d khpbZevgh^h\hc kn_ju kh hkgh\guo ^hdmf_glh\ F_` ljm^h\h]h ijZ\Z Dhg\_g ^j >he`_g mf_lv ijbf_gylv ghjfZlb\guo ijZ\h\u_ Z	Ljm^h\h_ ijZ\h MijZ\e_gb_ khpbZevguf i_jkhgZeZ	-\oh^ghc l -aZsblZ <	-ijhclb \oh^ghkbjh\Z - hij_^_eblv i_j ghjfZlb\guo Z g_h[oh^bfuo ^ey ih <DJ - hl_lblv gZ ^hiheg \hijhku - ijZ\bevgh ijbf ghjfZb\gu_ ijZ\h\u_ Zo

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
	F_`^mgZjhh ljm^h\h]h i Dhg_gpby F ^j	j_]eZf_glbjmxsb_ khpbZe jZ[hlgbdh\ >he`_g \eZ^_lv gZ\udZ ijbf_g_gby ghjfZlb\hu Zdlh\ j_]eZf_glb ijZ\hhlghr_gby \hagbdZ ih\h^m fb]jZpbhgguo h\ gZ\udZfb ijbf_g_gby ^hdmf_glh\ F_`^mg ljm^h\h]h ijZ\Z ijb g_h[o ^_yl_evghklb hj]ZgbaZ mijZ\e_gbx i_jkhgZehf			
HID-4	\eZ^_gb_ gZ jZ[hlu k \g_r hj]ZgbaZpbyf Fbgbkl_jkl\h ljm^Zkh pbZev aZsblu I_gkbhgguf nhg^hf Jhkkb N_^_jZpbb N khpbZevgh]h kljZoh\Zgby Jhkkbckdhc N_^_jZpbb N_^_jZevguf nhg^hf h[yaZl_evgh] f_^bpbgkdh]h kljZoh\Zgby	>he`_g agZlv kmsghkl ^_yl_evghklb b kljmdlm hj]ZgbaZpbc k\yaZgguo ^_yl_evghklb ih m i_jkhgZehf >he`_g mf_lv ijbf_g ijZdlbd_ agZgby h ^_yl_ \g_rgbo hj]ZgbaZpbc Fbgbkl_jkl ljm^Z b khp aZsblu JN I_gkbhggu Jhkkbckdhc N_^_jZpbl khpbZevgh]h kljZoh\Zgb N_^_jZpbb N_^_jZevg h[yaZl_evgh]h f_^ kljZoh\Zgby N_^_jZevgZ ljm^m b aZgylhklb dZ^jh kem`[u aZgylhklb gZ\e_gby >he`_g \eZ^_lv gZ\udZ \g_rgbfb hj]ZgbaZpbyfb h[_ki_q_gby wnn_dlb\gu	Hkgh\u]hkm^Zjkl_gg fmgbpbiZevgh]h mijZ\e_ Hkgh\u jZa\blby f_k kZfhmijZ\e_gby \ J_kim	- \oh^ghc l - aZsblZ <	- ijhclb \oh^gh_ l_kl - hij_^_eblv i_j hkgh\ghc ebl_ ih^e_`Zs_c l_hj_lb bkke_^h\Zgbx b ZgZe - hij_^_eblv i_j ghjfZlb\guo Z g_h[oh^bfuo ^ey ih <DJ - ih^]hlh\blv b hn fZl_jbZeu <DJ \ khhl ij_^ty\ey_fufb lj_[h\Z - hkms_kl\blv g_h[oh^bfhc bgnhjf kijZ\hqbg nhjfZpbhggu kbkl_fZo b [ZaZo ^Zg

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbieb gu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqg aZ^Zgbc Hp_ghqg fZl_jbZe	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
	N_^_jZevghc kem`[hc ih lj aZgylhklb dZ^jh\ufb Z]_glkl\Zfb kem`[Zfb aZg gZk_e_gby	ijhp_kkh\ \ hj]ZgbaZpbb kh[ex^_gbx kh-pbZevguo jZ[hlgbdh\			
HID-5	kihkh[ghklv ZgZebabjh\Zl j_amevlZlu bkke_^h\Zgbc dhgl_dkl_ p_ aZ^Zq k hj]ZgbaZpbb	>he`_g agZlv bklhqgbc g_h[oh^bfhc ijhn_kkb bgnhjfZpbb f_lh^u k[hjZ bgnhjfZpbb >he`_g mf_lv kh[b h[jZ[Zlu\Zlv bgnh ihemq_ggmx \ oh^_ i ijZdlbdb ijbf_gylv kh[jZggmx bgn ijhn_kkbhgZevghc ^_yl_e >he`_g \eZ^_lv gZ\udZ ghjfZlb-\gZ\h\uo ^hdmf gZ\udZfb h[jZ[hldb k bgnhjfZpbb	FZl_fZlbdZ L_hjby f_g_^`f_glZ L_hjby hj]ZgbaZpbb Hkgh\u mijZ\e_g dhgkmevlbjh\Zgby lhebleh]by MijZ\e_gb_ khpbZevguf i_jkhgZeZ F_lh^heh]bq_kdbc k_fbg MijZ\e_gb_ baf_g_gb hj]ZgbaZpbb	-\oh^ghc l -aZsblZ <	-ijhclb \oh^gh_ l_kl - hij_^_eblv i_j hkgh\ghc ebl_jZlm bklhqgbdh\ ih^e_`Zs l_hj_lbq_kdhfm bkke ZgZebam - hij_^_eblv f_lh^u ZgZ g_h[oh^bfu_ ^ey ijh_^_g bkke_^h\Zgby <DJ - ih^]hlh\blv b hn fZl_jbZeu <DJ \ khhl ij_^ty\eyfufb lj_[h\Zgby
ID-1	agZgb_ h jZajZ[hldb j_ZebaZpbb dhgp_ipbb mijZ\e_gby i_jkhgZehf dZ^jh\hc ihe hj]ZgbaZpbb kljZl_]bq_kdh	>he`_g agZlv hkgh\ j j_ZebaZpbb dhgp_ipbb i_jkhgZehf dZ^jh\hc hj]ZgbaZpbb hkgh\ klj mijZ\e_gby i_jkhgZehf nhjfbjh\Zgby b bkihe ljm^h\h]h ihl_gpbZe bgl_ee_dlmZevgh]h hj]ZgbaZpbb hl^_evgh]h	Hkgh\u mijZ\e_gby i_jkh <_^_gb_ \ ijhn_kkb ^_yl_evghklv Bggh\Zpbhggu_ l_ogh mijZ\e_gbb i_jkhgZehf MijZ\e_gb_ i_jkhgZehf h KljZl_]bq_kdbc f_g_^`f_ Eb^_jkl\h \ hj]ZgbaZpbb	-\oh^ghc l -aZsblZ <	-ijhclb \oh^gh_ l_kl - \u[jZlv f_l bkke_^h\Zgby -ijbf_gblv gZmqgu_ bkke_^h\Zgby ijb i <DJ \ lhf qbke_ klZl khpbheh]bq_kdb_ fZl_fZlbq_kdb_ b ^j

Dhfi_l_gpby		J_amevlZlu hk\h_gby ihdZaZl_eb hk\h_gby dh agZgby mf_gby \eZ	>bkpbiebgu fh^meb gZijZ\e_ggu_ gZ nhjfb dhfi_l_gpbb	<b^u hp_ghqgu aZ^Zgbc Hp_ghqg fZl_jbZeu	Kh^_j`Zgb_ hp_ghqgh]h aZ^Z
Dh^	Kh^_j`Zgb_				
	mijZ\e_gby i_jkhgZehf nhjfbjh\Zgby bkihevah\Zgb ljm^h\h]h ihl_gpbZeZ bgl_ee_dlmZe dZiblZeZ hj]ZgbaZpbb hl^_evgh]h jZ[hlgbdZ Z hkgh\ jZ\e_g bgl_ee_dlmZe kh[kl_gghklv mf_gb_ ijbf_ bo gZ ijZdlbd	lZd`_ hkgh\ mij bgl_ee_dlmZevghc kh[kl\ >he`_g mf_lv ijbf_gylv ijbgpbiu b ih^oh^u kljZl mijZ\e_gby i_jkhgZehf vj b hp_gb\Zlv dZ^jh\mx hj]ZgbaZpbb hij_^_eylv bkihevah\Zgby ljm^h\h]h bgl_ee_dlmZevgh]h hj]ZgbaZpbb hl^_evgh]h >he`_g \eZ^_lv f mijZ\e_gby bgl_ee_ kh[kl_gghklvx gZ\udZfb b j_ZebaZpbb dhgp_ipb i_jkhgZehf			- hl_lblv gZ ^hihegb \hijhku

* <oh^gh_ l_klbjh\Zgbb_ijkZevdhuf_l_gpbyf ijh\h^blky gZ hkgh\Zgbb bamq_
fh^me_c [Zah\hc qZklb h[jZah\Zl_evghc ijh]jZffu ih h[s_ijhn_kkbhgZevguf dh

d h f i _ l _ g p b y h ^ b k p b i e b g Z f f h ^ m e y b f \ Z ; Z a Z h \ h \ g h c q \ Z k h _ c q b w k e _ d l b \ g b f ^ u k p b i e b g Z f i h
\ u [h j m b a m q _ g g u f h [m q Z x] s h ^ Z b k y m i e _ g b y

<uimkdgZy d\ZebnbdZpbhggZy jZ[hlZ [ZdZeZ\j
gZmqgh]h bkke_^h\Zgby ^he`gZ hvjZ`[mqZxs_kh[g
kZfhklhyl_evgh ijbf_gylv l_hj_lbq_kdb_ iheh`_g
jZajZ[hldb b hiul kh\j_f_gguo hj]ZgbaZpbc

Ijb gZibkZgbb \uimkdghc d\ZebnbdZpbhgghc jZ
jZ[hluh[mqZxs_fm_hy g_h[oh^bfh ijhy\blv knhjfbjh\Zggu_
hk\h_gby h[jZah\Zl_evghc ijh]jZffu h[s_d
h[s_ijhn_kkbhgZevgu_ b ijhn_kkbhgZevgu_
ijh^_fhgkljbjh\Zlv mjh_gv ijhn_kkbhgZevghc ih^
kZfhklhyl_evgh]h bkke_^h\Zgby b dhee_dlb\ghc jZ[h

< ijhp_kk_ gZibkZgby \uimkdghc d\ZebnbdZpbhgghc jZ[hlu
h[mqZxsb^chey`_g mf_lv

ihklZ\blv b knhjfmebjh\Zlv ijh[e_fm bkke_^h\Z
k ba[jZgghc l_fhc

ijhjZ[hlZlv ki_pbZevgmx ebl_jZlmjm ih ijh[e_fZ

ijh^mfZlv f_lh^bdm k[hjZ bgnhjfZpbb b hkgh\gu
bkke_^h\Zgby

khklZ\blv ieZg \uiheg_gby hkgh\guo wlZih\ k[h

ijh^mfZlv h[smx dhgp_ipbx \uimkdghc d\Zebnb
[ZdZeZ\jkdhc jZ[hlu b l ^

3 Djbl_jbb hp_gdb j_amevlZlh\ \oh^gh]h l_klbj

K p_evx hij_^_e_gbyknhjfbjh\Zgghklb ieZgbjn
j_amevlZlh\ hk\h_gby h[jZah\Zl_evghc ijh]jZffu dhf
ijhoh^bh[yaZl_evgh \oh^gh_ l_klbjh\Zgb_ Mki_rgh_ i
l_klbjh\Zgby y\ey_lky h^gh\Zgb_ ^ey^him kdZ d ijhoh`^
]hkm^Zjkl_gguo Zll_klZ\pbZhgbc kZuo b

L_kl khklhbl ba \hijhkh\ gZ knhjfbjh\Zgghklv dZ
hk\h_gbx dhfi_l_gpbb \ hkgh\ghc ijhn_kkbhgZevg
ijh]jZff_ >ey ihemq_gby ^himkdZ g_h[oh^bfh hl\
fbgbfmf60%gZ \hijhkh\ l_klZ

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©g_m^h\e_l\hjbl_evghª

Hp_gdm ©hlebqghª aZkehm`b\Zxl ^biehfgu_ jZ[hlu l_f
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KljmdlmjZ jZ[hlu hp_g_gghc gZ ©hlebqghª
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Hp_gdZ ©g_m^h\e_l\hjbl_evghª ihklZ\e_gZ aZ ke_
g_^hklZldb

P_ev b aZ^Zqb knhjfmebjh\Zgbe g_dhkjhdl_lkl
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k^_eZlv ^hklh_jgu_ \u\h^u
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JZa^4.e F?LH>BQ?KDB:?L?JB:EU

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\uimkdguo d\ZebnbdZpbhgguo jZ[hl ª ba^Zgg_h_ i
f_lh^p_kdh]h kh_lZ =HM <H DJ:=KbM hl ‹

4.1. Hj]ZgbaZpkZyfhklhyl_evgZ[hluijb ih^]hlh\d_
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b __ aZsbl_ nhjfbjm_lky \ khhl_lkl\bb k lj_[h\Zgby
ih^]hlh\d_ <DJ b ijhp_^mj_ __ aZsblu

4.2. Ih^]hlh\dZ d aZsbl_ <DJ

Ih^]hlh\dZ d aZsbl_ b gZibkZgb_ l_dklZ ^hdeZ^
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P_ev b aZ^Zqb <DJ
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_^_gbb Z lZd`_ bo h[hkgh\Zgb_
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jZaj_r_gbx
=eZ\gh_ \gbfZgb_ \ ^hdeZ^_ ^he`gh [ulv aZhk
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I?J?Q?GV L?F <DJ
gZ 2±2023 mq_[guc]h^

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3. JZa\blb_ l_ogheh]bc nhjfbjh\Zgby dZ^jh\h]h j_a_
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14. JZa\blb_ l_ogheh]bc mijZ\e_gby dhfi_l_gpbyfb i_
15. Jhev dZ^jh\hc iheblbdb \ j_ZebaZpbb.kljZl_]bb h
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22. Nhjfbjh\Zgb_ dhjihjZlb\ghc dmevlmju hj]Zgba \ebygby gZ i_jkhgZe hj]ZgbaZpbb
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41. HilbfbaZpby ijhp_kkZ ^_e_]bjh\Zgby iheghfh
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42. Jhev dhffmgbdZpbc \ kbkl_f_ h[_ki_qmijZ\ewnb_y
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52. Hkh[_gghklb gZ[hjZ b hl[hjZ i_jkhgZeZ gZ
ij_^ijbylbyo
53. Ijh[e_fu ijh]ghabjh\Zgby b ieZgbjh\Zgby ihlj_[gh
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\ hj]ZgbaZpbb
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ih_^_gb_ khljm^gbdh\
69. Bkke_^h\Zgb_ ^bkpbiebgZjguo hlghr_gbc \ kh\j_f
lj_[h\Zgby ijh[e_fu \ebygb_ gZ ih_^_gb_ jmb_bdh\h
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72. MijZ\e_gb_ nhjfbjh\Zgb_f dhfZg^u hkh[_gghklb]
\hafh`ghklb jZa\blby dhfZg^ghc dhfi_l_glghklb
73. F_lh^u hp_gdb wnn_dlb\ghklb ^_yl_evghklb dhfZ
74. F_lh^u jZa\blby eb^_jkdbo dZq_kl\ khljm^gbdh\ h
75. :gZeba wnn_dlb\ghklb jZaebqguo fh^_e_c eb^_jk
76. Klbeb b f_lh^u jmdh\h^bl\ebygb_ gZ hj]ZgbaZpbh
khljm^gbdh\
77. Kh\j_f_gguc jmdh\h^bl_ev lj_[h\Zgby ih_^_gb_
wnn_dlb\ghklv
78. F_lh^u mijZ\e_gby dhgnebdlZfb \ hj]ZgbaZpbb
79. Dhgne-bdlg_^`f_gl dZd l_ogheh]by mijZ\e_gby
80. F_^bZlb\gZy dhfilv_jmdh\h^bl_ey \hafh`ghklb ih
jmdh\h^bl_ey \ hj]ZgbaZpbhgguo dhgnebdlZo
81. :gZeba klbey _^_gby i_j_]h\hjh\ f_g_^`_jZ b hp_
82. Bkke_^h\Zgb_ hkh[_gghkl_c \eZklb b \ebygby \ h
hkgh\gu_ \b^u \eZklb_cklb\ gZ hj]ZgbaZpbhggh
83. FZgbimebjh\Zgb_ b ^h]h\hjgu_ hlghr_gby dZd f_l
ih_^_gb_f ex^_c ^hklhbgkl\Z b g_^hklZldb
84. Dhffmgbd Zpby \ hj]ZgbaZpbb \b^u dhffmgbdZpbo
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85. MijZ\e_gq_kdZy h[jZlgZy k\yav dZd f_lh^ kh_jr_
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86. Kh\j_f_ggu_ l_ogheh]bb b kh_jr_gkl\h\Zgb_ ijhp
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88. KjZ\gbl_evguc ZgZeba hkh[_gghkl_c jZ[hlu b il
kh\f_klguo ij_^ijbylbyo b f_`gZpbhgZevguo dhjih
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94. F_lh^u kh_jr_gkl\h\Zgb-yikkbhophbeZhe]bqh_kdh]h debfZ
hj]ZgbaZpbb hp_gdZ bo wnn_dlb\ghklb gZ ijbf_j
95. Bggh\Zpbb \ hj]ZgbaZpbb b bo \ebygb_ gZ ih_^_
96. JZ[hlZ_jkhgZehf nhjfZevgufb b g_nhjfZevgufb f_
wnn_dlb\ghklv

97. <ebygb_ i_jkhgZeeh]bc gZ wnn_dlb\ghklv jZ[hlu
dmevlmjm hj]ZgbaZpbb
98. JZa\blb_ \gmljbdhjihjZlb\gh]h h[mq_gby aZ^Zq.b
99. Hkh[_gghklb ihy_^hljm^gbdh\ gZ jZaebqguo wlZiZ
hj]ZgbaZpbb
100. JZajZ[hldZ b j_ZebaZpby dZ^jh\hc iheblbdb kh\
hj]ZgbaZpbb
101. F_lh^u jZa\blby q_eh_q_kjlZo j_Zmjkh\
102. NZdlhju wnn_dlb\ghklb hl[hjZ i_jkhgZeZ \ hj]Zg
103. Hkh[_gghklb ijhnbrZdlhdb dhgnebdlh\ ijb hl[hj_
i_jkhgZeZ
104. F_lh^u mijZ\e_gby Z^ZilZpb_cjkhlpbZgbdZ
105. L_ogheh]bb ieZgbjh\Zgby dZjv_ju b bo \ebygb_
khljm^gbdh\
106. JZajZ[hldZ kbkl_fu hp_gdb j_amevlZlb\ghklb ljm
107. :kk_kf_gl dZd l_ogheh]bybhpy_jmdhb\hjZal_e_c
108. :gZeba ijhpZ m\hevg_gby dZjZ[h_ugkeih_jkhgZehf
109. H[mq_gb_ i_jkhgZeZ dZd bgkljmf_gl jZa\blby hj
110. Ki_pbnbdZ nhjf b l_ogheh]bc dZ^jh\h]h h[_ki_q_
kem`[u
111. DZ^jh\uc ijhnZcebg] dZd kh\j_fl_ogZeh_jkhgZe
112. :gZeba ijbf_g_gby dZ^jh\h]h ebabg]Z b dZ^jh
^_yl_evghklb hj]ZgbaZpbb
113. :gZeba ihl_gpbZeZ ijbf_g_gby kh\j_f_gguo dZ^
hj]ZgbaZpbb
114. Hkh[_gghklb ijbf_g_gby lmoklZenZbgjkZngZeZ \
kh\j_f_gguo hj]ZgbaZpbyo
115. Kh_jr_gkl\h\Zgb_ kljmdlmju b jZ\kljZgbaZpbyo dZ^
116. Ih\ur_gb_ wnn_dlb\ghklb hj]ZgbaZpbb hieZlu
[x^`_lguo hj]ZgbaZpbc b ij_^ijbylbc
117. :m^bl \hagZ]jZ`^_gbc b imlb ih\ur_gby bo wnn_
118. JZa\blb_ kljZl_]bb mijZ\e_gby i_jkhgZehf \ hj]Z
119. :gZeba b kh_jr_gkl\h\Zgb_ dZ^jh\h]h bgn
ijZ\h\h]h h[_ki_q_gby kbkl_fu mijZ\e_gby i_jkhg
120. Hkh[_gghklb b gZijZ\e_gby kh_jr_gkl\h\Zgby k
i_jkhgZehf \ fZaeh_fk[_b
121. JZajZ[hldZ l_ogheh]bb wnn_dlb\ghc ^_yl_evghk
122. F_lh^u ih\ur_gby wnn_dlb\ghklb ijhp_kkZ gZcfZ
123. JZa\blb_ kbkl_fu Zm^blZ gZcfZ b m\hevg_gbc \
124. Ih\ur_gb_ wdhghfbq_kdhc wnn_dlb\ghklb f_lh^h
125. JZajZ[hldZ kbkl_fu b l_ogheh]bc gZ[hjZ b hl[h
ki_pbnbdb ^_yl_evghklb hj]ZgbaZpbb

126. JZa\blb_ kbkl_fu ieZgbjh\Zgby h[mq_gby i_jl
hp_gdb dZq_kl\Z h[mq_gby
127. :gZeba \gmljbhj]ZgbaZpbhggh]h ^\b`_gby
kh_jr_gkl\h\Zgb_ ijZb_e_mgby ^Zgguf ijhp_kkhf
128. JZajZ[hldZ ijhp_^mju b kh_jr_gkl\h\Zgb_ f
jZaebqguo dZl_]hjbc i_jkhgZeZ
129. Kh_jr_gkl\h\Zgb_ kbkl_fu b f_lh^h\ dhgljhey i_
130. Hkh[_gghklb ijbf_g_gby kh\j_f_gguo dZ^jh\uc
mkeh\by[eZ]hijbylghc \g_r.g_c kj_^u
131. Bkke_^h\Zgb_ \ebygby]_g^_mjhZh_gdl_jiZ_jkZgZ
\ hj]ZgbaZpbb
132. Bkke_^h\Zgb_ ijhp_kkh\ nhjfbjh\Zgby dZ^jh\h]h
j_a_j\Z \ kh\j_f_gghc hj]ZgbaZpbb
133. Hkh[_gghklb jZa\blby wfhbbh_eZe_dgZ]hjmdh\h^b
kj_^g_]h a_gZ gZ ijhfure_gg.hf ij_^ijbylbb

<k_ l_fu \uihegyxlky gZ ijbf_j_ dhgdj_lghc hj]Zg

Ijbeh`_gb_

l_j_q_gv l_f ih ijbhjbl_lguf gZijZ\e_gby \ J_kim[ebdb Dhfb]hkm^Zjkl_ggu hj]Zgh\ J_kim[ebdb Dhfb f_klgh]h kZfhmijZ\e_gby \ J_kim[ebd_ Dhfb j_dhf_g^m_fuo ^ey gZibkZgby d\ZebnbdZpbhgguo ^biehfguo jZ[hl

‹	GZbf_gh\Zgb]hkm^Zjkl_gg hj]ZgZ hj]ZgZ f_klg kZfhmijZ\e_g	l_j_q_gv l_f j_dhf_g^h\Zgguo ^ey gZibkZgby dmjkh\uo b \uimkdguo jZ[hl
=hkm^Zjkl_ggu_ hj]Zgu J_kim[ebdb Dhfb		
1	Fbgbkl_jkl\h a^jZ\hhojZg_gb J_kim[ebdb Dhf	HilbfbaZpby [x^`_lguo jZkoh^h\ 2. HdZaZgb_]hkm^Zjkl_ggh\ mjkh\uo b \ kn_j_ a^jZ\hhojZg_gby 3. Ihjy^hd jZkq_lZ ^hieZlu ^h fbgbfZevgh]h jZaf_jZ hieZlu ^h ^jZ\hhojZ J_kim[ebdb Dhfb
2	Fbgbkl_jkl\h dmevlmju lmj Zjob\gh]h J_kim[ebdb Dhf	1. Wlghdmevlmjgu_ dZd ihbhjb lmjbklkdh]h bgZ_ijkf_j_g J_kim[ebdb Dhfb 2. Wlghdmevlmjguc Zki_dl \ kn_j_ lmjbafZ 3. Wdkdmjk-ihagZ\Zl_evguc lmjbaf \ J_kim[ebd_ Dhfb 4. Wdheh]bq_kdbc lmjbaf \hafh`ghklb b i_jki_dlb\u _]h jZa\blby \ J 5. Wdheh]bqijkde_fu nhjfbjh\Zgby lmjbklkdh]h deZkl_jZ gZ l_jjblhjb 6. P_glju gZjh^guo om^h`_kl_gguo ijhfukeh\ \ kbkl_f_ ihagZ\Zl J_kim[ebdb Dhfb 7. Lmjbklkdbc [j_g^ j_]bhgZ dZd j_kmjk jZa\blby \gmlj_gg_]h b \t_a 8. Lmjbkl-h_dj_Zpbhgguc ihl_gpbZjZ kgZkhjhf ebdb 9. Kh[ulbcguc lmjbaf \ J_kim[ebd_ Dhfb ijh[e_fu b i_jki_dlb\u 10. I_jki_dlb\u jZa\blby ju[heh\gh]h lmjbafZ \ J_kim[ebd_ Dhfb 11. :gZeba jZa\blby k_evkdh]h lmjbafZ \ J_kim[ebd_ Dhfb 12. Jhve g_fZl_jbZevgh]h gZke_^by \ jZa\blbb lmjbafZ Jhev bg-l_jgg_heh]bc \ jZa\blbb lmjbafZ 14. JZa\blb_ wdheh]bq_kdh]h lmjbafZ b nhjfbjh\Zgb_ lmjbklkdh]h ijh 15. JZa\blb_ wdhlmjbafZ \ gZpbhgZevguo ijbjh^guo iZjdZo

		16. I_jki_dlb\u jZa\blby \ lmjbafZ \ J_kim[ebd_ Dhfb 17. Ijh^\b`_gb_ j_]bhgZevgh]h lmjbafZ gZ \gmlj_gg_f b f_`^mgZjh^g 18. Ijbgpbiu mklhcqb\h]h jZa\blby \ lmjbaf_ b mkeh\by bo j_ZebaZpl 19. JZa\blb_ ^hklmigh]h lmjbafZ 20. Hkh[_gghkjZ hj]ZgbaZpbb wdklj_fZevguo lmjh\ b bo l_ogbq_kdh_ h[_ 21. Hj]ZgbaZpby wdkdmjkblkdhc ^_yl_evghklb gZ hkh[h hojZgy_fuo i 22. Bggh\Zpbhggu_ ih^oh^u d nhjfbjh\Zgbx wdkdmjkbb 23. Abfgbc lmjbaf \ J_kim[ebd_ Dhfb \ Zaby \ e_ig 24. =hkm^Zjkl_ggh_ j_]mebjh\Zgb_ lmjbklkdhc ^_yl_evghklb \ JN 25. <hijhku [_ahiZkghklb ijb hj]ZgbaZpbb ijbjh^guo \h^guo lmjh\ 26. J_dj_Zpbhgguc hl^uo \b^u ijh[e_fu i_jki_dlb\u -gZ hjebfu J_kK Dhfb
3	Fbgbkl_jkl\h gZpbhgZevghc J_kim[ebdb Dhf	Kh[ex^_gb_ \ J_kim[ebdb Dhfb _gkl\Z]jZ`^Zg g_aZ\bkbfh hl jZkdZ hlghr_gby d j_eb]bb m[_`^_gbc ijbgZ^e_`ghklb d h[s_kl\bkg_ijb[ gZ jZ[hlm Kh^_ckl\b_ khojZg_gbx bkdhgghc kj_^u h[blZgby b ljZ^bpb-h dmevlmjghfm jZa\blbx ij_^klZ\bl_e_c dhjuoguo hZh\ Jhekbckdh ijh`b\Zxsbo gZ l_jjblhjbb J_kim[ebdb Dhfb 3. KhojZg_gb_ wlghdmevlmjgh]h fgh]hh[jZaby b jZa\blb_ gZpbhg ijh`b\Zxsbo \ J_kim[ebd_ Dhfb JZa\blb_ gZpbhgZevguo \b^h\ Dhfb \ J_kim[ebd_ Dhfb \ J_kim[ebd_ guc Zki_dl Jhev bgklblmlh\ ]jZ`^Zgkdh]h h[s_kl\Z \ khojZg_gbb wlghdmev J_kim[ebdb Dhfb F_lh^u fhlb\Zpbb gZ]hkm^Zjkl_gghc]jZ`^Zgkdhc kem`[_ JZa\blb_ dhjihjZlb\ghc dmevlmju gZ]hkm^Zjkl_gghc]jZ`^Z

4	Fbgbkl_jkl\h h[jZah\Zgby g fheh^_`ghc ih J_kim[ebdb Dhf	1. Kh_jr_gkl\h\Zgb_ dZ^jh\h]h h[_ki_q_gby h[jZah\Zl_evguo hj]Zgb 2. :gZeba jZkoh^h\ gZ hieZlm ljm^Z \ ]hkm^Zjkl_ggu_ hj]ZgbaZpbb 3. :gZeba nbgZgkh\h]h khklhygby]hkm^Zjkl_gghc hj]ZgbaZpbc \ km 4. Hkh[_gghklb hkms_kl\e_gby dhgljhevgh-gZ^ahjghc ^_yl_evghklb h[jZah\Z h]jZgbqbl_evguo f_j 5. Ebp_gabjh\Zgb_ h[jZah\Zl_evghc ^_yl_evghklb \ kh\j_f_gguo mk mijZ\e_gby 6. Baf_g_gby \ kh^_j`Zgbb b ijhp_^mj_]hkm^Zjkl_gghc Zddj_^blZpbb ijbf_g_gbb k fZjlZ] Zddj_^blZpbhgguo ihdZaZl_e_c 7. Kh_jr_gkl\h\Zgb_ ij_^ijhn_kkbhgZevghc ih^]hlh\db h[mqZxsboky 8. Hj]ZgbaZpby b hkms_kl\e_gb_ h[jZah\Zl_evghc ^_yl_evghklb ij_^ijhn_kkbhgZevghc ih^]hlh\db h[jZah\ 9. :dlmZevgu_ Zki_dlu nhjfbjh\Zgby ijhn_kkbhgZevguo dhfi_l_g h[jZah\Zl_evgh]h ijhkljZgkl\Z 10. Kbkl_fZ h[jZah\Zl_evguo mkem] kj_^g_]h ijhn_kkbhgZevgh]h h[j 11. MijZ\e_gb_ dZq_kl\hf h[jZah\Zl_evghc ^_yl_evghklb hj]Zg 12. :gZeba ^_yl_evghklb mqj_`^_gbc hj]Zgh\ ih ^_eZf fheh^_`b J_] 13. ;_ajZ[hlbpZ fheh^_`b dZd khpbZevgZy ijh[e_fZ 14. =jZ`^Zgkdh_ b iZljbhlbq_kdh_ \hkiblZgb_ fheh^_`b \ h[jZah\Zl_evguo J_kim[ebd_ Dhfb \ mkeh\byo ijh\_^_gby ki_pbZevghc \h_gghc hi_ 15. ;Zjv_ju b i_jki_dlb\u jZa\blby ^h[jh\hevq_kl\Z \ J_kim[ebd_ Dhfb 16. BgnhjfZpbhggZy ihebldbdZ \ hlghr_gbb fheh^_`b 17. Hkh[_gghklb j_ZebaZpbb fheh^_`ghc ihebldbdb \ J_kim[ebd_ D 18. JZ[hlZxsZy fheh^_`v km[t_dl b h[t_dl]hkm^Zjkl_gghc fheh^_`g 19. J_ZebaZpby `bebsguo ijZ\ g_kh_jr_gghe_lgbo ijh[e_fu l_hjbb b 20. AZsblZ `bebsguo ijZ\ ^_l_c-kbjhl b ^_l_c hklZ\rboky [_a ihi_q_gby jh^bl_e_c ijZ\h\hc Zki_dl
5	Fbgbkl_jkl\h ijbjh^guo j_km hojZgu hdjm` kj_^u J_kim[eb	1. :dlmZevgu_ \hijhku ijZ\h\h]h j_]mebjh\Zgby \haf_s_gby \j_^Z i fbjZ 2. :gZeba baf_g_gby jmk_e j_d KukheZ <uq_]^Z \ jZchg_] Kudl jmkeh\uo ijhp_kkh\

		3. :gZeba baf_g_gbc \h^gh]h aZdhgh^Zl_evkl\Z Jhkkbckdhc N_^_jZ \ebygb_ gZ \h^hohayckl_gguc dhfie_dk 4. :gZeba khklhygby ih^a_fguo \h^ gZ l_jjblhjbb J_kim[ebdb Dhfb 5. KljZl_]bq_kdh_ ieZgbjh\Zgb_ \ kn_j_ h[jZs_gby k l_j^ufb hloh^Z 6. Bamq_gb_ gZijZ\e_gby khdjZs_gby ljZgkihjlguo jZkoh^\ \ \ dhffmgZevgufb hloh^Zfb k bkihevah\Zgb_f eh]bklbq_kdbo ijbgpbih 7. JZajZ[hldZ lbih\hc fh^_eb dhgl_cg_jghc iehsZ^db ^ey k[hjZ l_j^ wdheh]bq_kdh]h bwkZ^bfZjgh]bq_kdh]h aZdhgh^Zl_evkl\Z h\^ey gZ Dhfb 8. Hkh[_gghklb jZajZ[hldb wdheh]bq_kdbo fZjrjmlh\ \ mkeh\byo :jdl ©Dhfi_gkZpbhggh_ e_kh\hkklZgh\e_gb_ gh\h_ \ aZdhgh^Zl_ev hkms_kl\e_gby e_kh\hkklZgh\e_gby h^_e_kh\hkklZgh\e_gb b^_e_kh\hkklZgh\e_gb bjbyfb ebp \ klZlv_c E_kgh]h dh^_dkZ Jhkkbckdhc N_^_jZpbb 9. MklZgh\e_gb_ im[ebqgh]h k_j\blmlZ gZ a_feyo e_kgh]h nhg mklZgh\e_gbb im[ebqgh]h k_j\blmlZ gZ a_feyo e_kgh]h nhg^Z 10. :dlmZgeu \hijhku b ijh[e_fu hj]ZgbaZpbb n_^_jZevgh]h]hkm^ gZ^ahjZ e_kghc hojZgu Wnn_dlb\ghklv hkms_kl\e_gby n_^_jZev gZ^ahjZ e_kghc hojZgu
6	Fbgbkl_jkl\h nbabq_kdhc dm kihjlZ J_kim[e Dhfb	1. Bamq_gb_ h[s_kl_ggh]h fg_gby kj_^b ljm^hkihkh[gh]h gZk_e_g fZkkh\h]h kihjlZ \ J_kim[ebd_ Dhfb \ MjlZ^Zmkkgkdu\dZ jhjZ <hjdm :gZeba \g_rg_b fZdjh kj_^u FZjd_bkkh\^u \Zgby gZijZ\e_ggu_ g ljm^hkihkh[gh]h gZk_e_gby J_kim[ebdb Dhfb ihja_[gjhklb \ vbuadme ^hklmighklb dZd ih p_gh\hfm lZd b ih l_jjblhjbZevghfm ijbagZdm 3. :gZeba ihlj_[bl_evkdh]h kijhkZgb_ ha^hpadm_evlmu mkem]b b hijmkiZ deb_glh\ 4. Deb_glhp_gljbqgh_ j_]mebjh\Zgb_ ijb kha^Zgbb j_dhgkljmdpbb fZkkh\h]hlZ kijbf_g_gb_f f_oZgbafh\ =QI 5. Hp_gdZ wnn_dlb\ghklb ^_yl_evkgh\h kjZgmijZ\e_gby \ h[eZklbmjh b kihjlZ \ J_kim[ebd_ Dhfb 6. :gZeba kbkl_fu mijZ\e_gby nbabq_kdhc dmevlmjhc b kihjlhf \ J mjh\g_

7	Fbgbkl_jkl\h kljhbl_evkl\Z `bebs-gh dhffmgZevgh]h ohayckl\Z J_k Dhfb	J_ZebaZpby f_oZgbafZ ih dhfie_dkghfm jZa\blbx l_jjblhjbc ^ey `=jZ^hkljhbl_evgh]h dh^_dkZ Jhkkbckdhc N_^_jZpbb
8	Fbgbkl_jkl\h k_evkdh]h ohay ihlj_[bl_evkdh] J_kim[ebdb Dhf	1. Ihl_gpbZe]jhijhfure_ggh]h dhfie_dkZ J_kim[ebdb Dhfb hj]Zgba ij_^ijbgbfZl_evkdh]h ^_eZ ^ey. fheh^uo dZ^jh\ 2. <hijhku dZ^jh\h]h h[_ki_q_gby k_evkdhohayckl_gghcimlb jZ_k_eb_ g_^hklZlhqghklb jZ[hqbo ijhn_kl\bc b ki_pbZebklh 3. Kh_jr_gkl\h\Zgb_ ^_yl_evghklb hj]ZgbaZpbc b ij_^ijbyi_jZ hkms_kl\eyxsbo ^_yl_evghklv \.J_kim[ebd_ Dhfb 4. JZa\blb_ bgnjZkljmdlmju hilh\hc lhj]h\eb \ kbjkhijh_^h\hehkZ\evgh J_kim[ebdb Dhfb 5. :]jhijhfure_gguc dhfie_dk J_kim[ebdb Dhfb \ gh\uo mkeh\mZyp \hafh`ghklb b i_jki_dlb\u 6. Dhgp_ilmZevgu_ hkgh\u jZa\blby Z]jhijhfure_ggh]h dhfie_dkZ aZ \hafh`gu_ imlb j_r_gby
9	Fbgbkl_jkl\h aZghyklb b khpb aZsblu J_kim Dhfb	1. Kh_jr_gkl\h\Zgb_ f_lh^bq_kdbo j_dhf_g^Zpbc ih hij_^_e_gbx p_e]hkm^Zjkl_ggufb fmgbpbiZevgufb mqj_`^_gbyfb kmffZjgh]h wg_j]_lbq_kdbo j_k.mjkh\ b \h^u 2. G_kh_jr_gkl\h kbkl_fu hj]ZgbaZpbb ^hdmf_glhh[hjhlZ \ hj]ZgZc kh_jr_gkl\h.\Zgby 3. <ebygb_ wj]hghfbdb jZ[hq_]h f_klZ ki_pbZebklZ hj]Zgh\ bkiheg \uiheg_gby ih\k_^g_.\guo aZ^Zq 4. >hklmigukh\b j_f_ggu_ imlb hj]ZgbaZpbb ^hklmighc kj_^u gZ h[t_dl 5. G_^hklZldb wg_j]hkbkl_f klZpbhgZjguo mqj_`^_gbc Fbgbkl_jkl\Z wg_j]hj_k.mjkh\ 6. Ih^^_j`Zgb_ b kh_jr_gkl\h\Zgb_ l_dmhsk[hj_`mjhbgy ihwg_sj]gbc ij_^hklZ\e_gbx ]hkm^Zjkl_gguo mkem] \ kn_j_ khpbZevghc .aZsblu 7. BgnhjfZpbhggu_ kbkl_fu \ jZ[hl_ ]hkkem`Zsbo dZd kihkh[\gmlj_g

		8. Kh_jr_gkl\h\Zgb_ ijh]jZffu kh^ jlmd bdh\ ]hkm^Zjkl_gguo mqj_`^ \ khhl\_lkl\bb k ^hkyfb_guh egy_fhc ^_yl_evghklb 9. Kh\j_f_ggu_ f_lh^u kihkh[u aZsblu ih^\_^hfkl\_gguo mqj_`^_gbc 10. Kh\j_f_ggu_ kihkh[u \uy\e_gby b ^j_kZgby jZa\blby ijhn_kkbhgZe khljm^gbdh\ ih^_^hfkl_gguo mqj_`^_gbc fbgbkl_jkl\Z ljm^Z 11. G_^hklZldb kbkl_fu L?ABK hilbfbaZpby nmgdpbhgZeZ kbkl_fu ihevah\Zl_ey
10	Fbgbkl_jkl\h pbnjh\h]h jZa k\yab b fZkkh dhffmgbdZpbc J_kim[ebdb Dhf	1. =hkm^Zjkl_ggZy ih^^_j`dZ hj]ZgbaZpbc bgnhjfZpbhgguo l_ogheh kn_j_ bgnhjfZpbhgguo l_ogheh]bc Nhjfbjh\Zgb_ [eZ]hijbylgjhdc bgnhjfZpbhgguo l_ogheh]bc 2. :dlmZevghklv b aZ^Zqb bfihjlha ^_sbgby \ 3. ljh_dl kbkl_fu aZsblu l_jjblhjbZevgh jZkij_^_e_gghc k_lb i_j_^Zq 4. lhkljh_gb_ ih^kbkl_fu h[_ki_q_gby bgnhjfZpbhgghc [_ahiZkghkl bgnhjfZpbhgghc bgnjZkljmdlm 5. Ex[mx l_fm k\yaZggmx k Z\lhfZlbaZpb_c ijhp_kkh\ gZijbf_j pb [b[ebhl_d b Zjob\ghc ^_yl_evghklb ihjlZe \ kn_j_ hojZgu ljm^Z b 6. BgnhjfZpbhggh_ h[_ki_q_gb_ ^_yl_evghklb hj]Zgh\ \eZklb 7. Fh^_ebjh\Zgb_ pbnjh\hc gbdh\
11	Fbgbkl_jkl\h xk J_kim[ebdb Dhf	1. BgklblmI fbjh\uo km^_c \ km^_[ghc kbkl_f_ Jhkkbckdhc N_^_jZpb 2. HilbfbaZpby gZ]jmadb fbjh\uo km^_c dZd kj_^kl\h ijZ\h\hc aZsb ih\ur_gby dZq_kl\Z ijZ\hkm^by 3. Kh_jr_gkl\h\Zgb_ djbl_jb_\ nhjfbjh\Zgby km^_[guo mqZkldh\ fbjh 4. :iiZjZl fbjh\h]h km^vb ijZ\h\Zy ijbjh^Z b kljmdlmjZ 5. Jhev ZiiZjZlZ fbjh\h]h km^vb \ ^hklmighklb ijZ\hkm^by 6. lmlb kh_jr_gkl\h\Zgby h[_ki_q_gby ^_yl_evghklb fbjh\uo km^_c 7. ljZdlbq_kdb_ Zki_dlu hdZaZgby]hkm^Zjkl_gguo mkem] \ kn_j_]jZ`^Zgkdh]h khklhygby \ we_dljhgghc nhjf_
12	Fbgbkl_jkl\h wdhghfbq_kdh]h jZa\blby ijhfure_gghklb	1. F_oZgbafu \aZbfh^_ckl\by h^Z[kh\ \eZklb]hkm^Zjkl_gghc \eZklb b [bag_kZ \ kn_j_ b ZgZeba fh^_e_c b.j_ZebaZpby 2. JZajZ[hldZ ieZlnhjf ^ey h[f_gZ bggh\Zpbyfb f_`^m ij_^ijbylbyfb J Mzl hj]ZgZfb]hkm^Zjkl_gghc \eZklb bggh\Zpbc b ijh^mdlh\ b_ kbg

	J_kim[ebdb Dhf	Dhf.b 4. Bg_klbpbhggZy ijb\e_dZl_evghklv bgh[h_gbdl_ ghpb Zkeb pJ_kim[ebdb 5. J_]bhgZevguc bg_klbpbhgguc klZg^Zjl bg^b\b^mZevgguh]hh klZ[_ J_kim[ebdb Dhfb 6. Kh]eZr_gb_ h aZsbl_ bb dihbslZ_gbh\eh`_gbc dZd gh\uc bgkljmf_gl ij J_kim[ebdm Dhfb ij_bfms_kl\h jbkdbx^w_dhgghcfbkqh_kdbZevguc wnn_d 7. J_]bhgZevgu_ f_ju ih^^_j`db mqZklgbdhh\c\g^_ryg_ewdghgkhfbbq_kdm[eb 8. <g_^j_gJb_]bhgZevgh]h wdkihjlgh]h klZg^ZjlZ gklJm_kim[ebd_jkD jbkdb 9. Jhev bgklblmlh\ jZa\blby \ wdhghfbd_ J_kim[ebdb Dhfb
13	Dhfbl_l J_kim Dhfb ih aZdmid	1. DhfieZ_gk dZd bgkljmf_gl fbgbfbaZpbb jbkdh\ \ jZf[h_kaZ]m^hydhl]hkm^Zjkl_ggupbbiZfevgguo gm`^ imlb j_ZebaZpbb 2. Dhgljhev b h[`Zeh\Zgb_ \ kn_j_ aZdmihd ijZdlbdZh gkjZdl_gkhce_kgbl 3. Ih^^_j`dZ fZeh]h b kj_^g_]h ij_^ijbgbfZl_evkl\ZjhjZk[hl_j_mkZ^meh \b^Zfb xjb^bq_kdbo ebp 4. =hkm^Zjkl\_ggu_ aZdmidb dZd bgkljmfij_^ijbgbfZl_evkl\Z]h 5. Eh]bklbdZ b mijZ\e_gb_ ]hkm^Zjkl\_ggufbfbbgbfjZgbpbiZev 6. MijZ\e_gb_ aZdmidZfbjk^\eyghfmgbpbiZevguo gm`^ 7. Kh_jr_gkl\h\Zgb_ f_oZgbafh\ hkms_kl\e_gby aZdmihd]hkm^Zjkl_g \ km[t_dl_ Jhkkbckdhc N_^_jZpbb 8. :gZeba j_ZebaZpbb dhgljZdlghc kbkl_fu \ fmgbpbiZevghf] hkjZdlh\
14	Dhfbl_l J_kim Dhfb bfms_kl_ a_f_evguo hlgh	1. IjZ\h\h_ j_]mebjh\Zgb_ hlghr_gbc gZ h[`_dlZfb g_`beuo ihf_s_gbc 2. Ijh[e_fu aZdhgh^Zl_evgh]h j_]mebjh\Zgby ijh_^_gby jh\h[jZgby h[s_kl\Z 3. G_k_gb_l\khg[kbdZfb ihf_s_gbc h[sbo jZkoh^h\ gZ kh^_j`Zgb_ b i_j_^Zgg\hj]hevah\Zgb_ xjb^bq_kdbf ebpZf 4. :gZeba jugdZ \ ijhp_kk_ hp_gdbb`bkfhklb hkijZ\gb^\evguf ih^oh^hf 5. Hp_gdZ klhbfhklb a_f_evguo mqZklh\ gbeya_f_evguo ieZl_`_c 6. Ijh[e_fu b imlb kh_jr_gkl\h\Zgby]hkm^Zjkl_gghc iheblbdb \ kn_ i_j_^Zq_ ijZ\ \eZ^_gby b beb ihevah\Zgby \ hlghr_gbb a_f_evguo mqZ J_kim[ebdb Dhfb

		7. Kh_jr_gkl\h\Zf g_oZgbafZ hkms_kl\e_gby mq_lZ g_bkihevam_fh]h hj]ZgbaZpbb f_jhijbylbc ih \h\e_q_gbx _]h \ wdhghfbq_kdbc h[hjhl 8. Nhjfu b f_lh^u hkms_kl\e_gby dhgljhey aZ bkihevah\Zgb_fvx i]hkm^Zjkl_ggh]h bfms_kl\Z aZdj_ie_ggh]h gZ ijZ_ hi_jZlb\gh ij_^ijbylbyfb Z lZd`_ gZ ijZ_ ohayckl_ggh]h _^_gby aZ ij_^ijbyl 9. IjZ\h\u_ b wdhghfbq_kdb_ hkgh\u hj]ZgbaZpbb ijh_^_gby dhgdm ^h]h\hjh\ ij_^mkfZljb\Zxsbo i_j_oh^ ijZ\ \eZ^_gby b beb ihevah\ bfms_kl\Z ih ^h]h\hjZf Zj_g^u gZ ijbf_j_ J_kim[ebdb Dhfb
15	Dhfbl_l J_kim Dhfb ih lZjbnZf	1. Hkh[_gghklb nbgZgykh_gghc ^_yl_evghklb ij_^ijbylbc hkms_k ihlj_[bl_eyf \ kn_j_ oheh^gh]h \h^hkgZ[`_gby b beb \h^hhl\_ j_]mebjh\Zgbx gZ mjh\gk_kmkd_dlZ N_^_jZpbb 2. Hkh[_gghklb nbgZgykh\_gghc ^_yl_evghklb ij_^ijbylbc hkms_k ihlj_[bl_eyf \ kn_j_ l_iehkgZ[`_gby ih^e_`Zsbo lZjbnghfm j_]m Jhkkbckdhc N_^_jZpbb 3. Bgkljmdpby ih ^_ehlj\mbaj\hZgZ bkihegbl_evghc \eZklb __ agZq_g 4. Kh\_jr_gkl\h\Zgb_ ijhp_^mj jZ[hlu k h[jZs_gbyfb ]jZ`^Zg \ ]hkm^Z
16	MijZ\e_gb_ J_k Dhfb ih hc h[t_dlh\ dmev gZke_^by	>ba-Zjhg_dl dgb]b Dbjchkp_nZgh\kdbc fhgZklujvª bklhjby fhgZk _]hZjobl_dlmjgh]h ZgkZf[ey Ijh_dl dhehjbklbq_kdh]h j_rmgevlmjgh]h \hgZke_^by sbjZkyih\eZklZxjb p_glj_]hjh^Z±Molug KlZjhc Mol_ gZ hkgdlm_jgh]h dhehjbklbq_kb ijbjh^gh]h hdjm`_gby >ba-Zjhg_dl fma__nbdZpbb h[tgdlh\ gZke_^by K_jz]hZkdgh]h kha_\h l_jjblhj.bb JZajZ[hldZ lbih\uo ijh_dlh\ ^ey ^_j_\yggh]h ^hfhkoijhpb_gejZkol\Zh DZ`uf Dhc]hjh^kgZ hMkl-PbevfZ gZ ijbgpbfZevfZ hbkhhl_lkl\by gh bklhjbq_kdhfmjZfgebdkms_kl\h\Z\r_c aZkljhcdb J_dhgkljmdpby dmevlmjgh]h kj_^u ebl_jZlmjgh]h fma_y BZj_ Dhm[jtZ dmevlmjgh]h gZke_^by j_]bhgZevgh]h akZnp_gby\Z©>hfed mHjp^Z hKgb=db Dhgp_ipby j_wdkihabpbb fma_y kj_^g_c h[s_h[jZah\Zl_evghc\rj Kudlu\dZj_ Dhgp_ipby [eZ]hmkljhckl\jZ^\hjbjh\u[s_klj_gguo a^Zgbc b `beuo b^c

		d\ZjlZeZo]hjh^Z Kudlu\dZjZ ;eZ]hmkljhckl\h h[t_^bg_gghc ^\hjh\hc l_jjblhjbb Hl^_eZ J_kim[ebdb-Dhf[b dlZ dmevlmjgh]h gZke_^by ©Lhj]h\uc ^\hj`Zk_ Dhffmgbklbq_kdZy GZpbhgZevghc ^_lkdhc [b[ebhl_db bf K \uy\e_ggh]h h[t_dlZ dmevlmjgh]h gZke_^by fgh]hd\Zjlbjguo `beuo 22 ±h[t_dlZ p_gghc Zjobl_dlmjghc \dZjlZu] Ku ;eZ]hmkljhckl\h ^\hjh\uo l_jjblhjbc `beuo ^hfh\ hlghkysboky]hjh^Z Kudlu\dZjZ me Kh_lkdZy E_gbgZ Bgl_jgZpbhgZev
Hj]Zgu f_klgh]h kZfhmijZ\e_gby \ J_kim[ebd_ Dhfb		
1	:FH =H ©Kudlu\	1. ljh[e_fu ijZ\h\h]h j_]mebjh\Zgby fmgbpbiZevgh]h dhgljhey b.gZij 2. Dhgp_kkby dZd kihkh[j_ZebaZpbb fmgbpbiZevgh]h gZ ijbf_j_ dh.g 3. Jhev hj]Zgh\ f_klgh]h kZfhmijZ\e_gby \ mgbpbiZevghc ij_^ijbylbc gZ ijbf_j_ dhgdj_lgh]h ij_^ijbylby mqj_`^_gby 4. Jhev fmgbpbiZevguo ij_^ijbylbc b mqj_`^_gbc \ jZa\blbb fmgbpb dhgdj_lgh]h ij_^ijbylby.mqj_`^_gby 5. Hiul km[t_dlh\ Jhkkbckdhc N_^ fmgbpbiZevguo h[jZah\Zgbc ih m lj_[h\Zgbc b ^hihegbl_evguo h]jZgbq_gbc ijb jhagbqghc ijh^Z`_ Ze _]h ijZdlbq_kdh]h ijbf_g_gby ijb j_]mebjh\Zgbb jugdZ ijh^Z`b Zed FH =H ©Kudlu\dZjª 6. J_]mebjh\Zgb_ jhagbqghc ijh^Z`b Zedh]hevghc ijh^mdpbb ijb hdZ h[t_dlZo h[s_kl_ggh]h iblZgby jZkiheh`_gguo \ fgh]hd\Zjlbjguo ^ l_jjblhjbyo emqrb_ fmgbpbiZevgu_ \hafh`ghklv bo ijbf_g_gby \ ] K 7. Hiul fmgbpbiZevguo h[jZah\Zgbc ih jZajZ[hld_ b ml_j`^_gbx k lhj]h\uo h[t_dlh\ \hafh`ghklb _]h ijbf_g_gby \ fmgbpbiZevguo h[jZ 8. Hiul fmgbpbiZevguo h[jZah\Zgbc ih ij_^hklZ\e_gbx f_kl ^ey hkms_kl\e ijh^mdpb_c k ijbmkZ^_[guo mqZkldh\ b ^bdhjhkZfb \hafh`ghklb h[jZah\Zgbyo J_kim.[ebdb Dhfb 9. IjZdlbdZ b ijh[e_fu hj]ZgbaZpby \ghbfhi Zckgby h[jZah\Zgbc hdZau\Zxsbfb mkem]b dbdr_jbg]Z <hafh`ghklb ijbf_g_gby aZjm \aZbfh^_ckl\by \ fmgbpbiZevguo h[jZah\Zgbyo J_kim[ebdb Dhfb

		10. Batylb_ m kh[kl_ggbdZ g_^\b`bfh]h bfms_kl\Z g^ebq jZkm^ Zo kl\_gg ijhp_^mjZ hkgh\gu_ hrb[db b imlb bo mkljZg_gby 11. Ijbf_g_gb_ Zglbfhghihevgh]h aZdhgh^Zl_evkl\Z \ hj]ZgZo f_klgh kgb`_gbx jbkdh\ gZjmr_gby Zglbfhghihevgh]h aZdhgh^Zl_evkl\Z d 12. <aZbfh^_ckl\b_ hj]Zgh\ f_klgh]h kZfhmijZ\e_gby k hj]ZgZfb]hk f_oZgbafu bo j_r_gby 13. Km^_[gu_ b bgu_ ijZ\h\u_ nhjfu aZsblu f_klgh]h kZfhmijZ\e_gby 14. :dlmZevgu_ ijh[e_fu gZ^_e_gby hj]Zgh\ f_klgh]h kZfhmijZ\e_gk iheghfhqbyfb gZ ijbf_j_ J_kim[ebdb Dhfb 15 IjZ\h\hc klZlmk Z^fbgbkljZlb\guo dhfbkkbc fmgbpbiZevguo h[jZa kZfhmijZ\e_gby __ iheghfhqby b nmgdpbb 16. Hkgh\gu_ ijZ\beZ xjb^bq_kdhc l_ogbdb ijZ\h\uo Zdlh\ hj]Z kZfhmijZ\e_gby 17. Hkh[_gghklb ijh_^_gby aZdmihd ih N_^_jZevghfm aZdhgm hl mqj_`^_gbc 18. We_dljhgguc ^hdmf_glhh[hjhl \ [x^`_lguo mqj_`^_gbyo ihjy^hd l 19. IjZ\Z h[yaZg b hl\_lkl\_gghklv gZgbfZl_ey `beh]h ihf_s_gby 20. J_r_gb_ ijh[e_fu h[_ki_q_gby-k`beh]_fm^_f cjbf_g_gby f_oZgba k_jlbnbdZlZ 21. Ihgylb_ `bebsgh]h kihjZ ihjy^hd jZaj_r_gby `bebsguo kihjh\ jZaj_r_gb `bebsguo kihjh\ JZaj_r_gb_ `bebsguo ^_e \ km^_ 22. >h]h\hj khpbZevgh]h gZcfZ aZdexq_gb_ \g_k_gb_ baf_g_gbc j 23. J_ZebaZpby `bebsguo ijZ\ kh[kl_ggbdZ `beh]h ihf_s_gby jZk Z\Zjbcguf 24. JZa\blb_ ljZkeb ©nbabq_kdZy dmevlmjZ b kihjlª \ fmgbpbiZevgh ©Kudlu\dZjª 25. Bklhjby jZa\blby hj]ZgZ f_klgh]h kZfhmijZ\e_gby \ h[eZklb nb Kudlu\dZj_ 26. Bklhjby jZa\blby \b^ kihjlZ gZ=H_jh©Kudlu\dZjª 27. Hkh[_gghklb ^_yl_evghklb kihjlb\guo rdhe kihjlb\guo rdhe h lj_[h\Zgbc n_^_jZevguo klZg^Zjlh\ kihjlb\ghc ih^]hlh\db ih \b^Zf k

		28. Dmjkh\Zy jZ[hlZ ©JZajZ[hldZ wkdbagh]h ijh_dlZ ©ZjhmkldhgZ f_kl_qdh Dbjmevª k mq_lhf dhgp_ipbb ©Kudlu\dZj klhebpZ e_kZª 29. Dmjkh\Zy jZ[hlZ ©JZajZ[hldZ f_lh^bq_kdbo j_dhf_g^Zpbc ih k h[s_kl_gguo l_jjblhjbyo iZjd ©Kljhbl_evª iZjd bf K F Dbjmjbg ©ih^ qZkZfbª K mq_lhf \b^h\h]h khklZ\Z b kms_kl\mxs_]h [eZ]hmk 30. Dmjkh\Zy jZ[hlZ ©Ij_^eh`_gby ih ij-bfmkl_gbx ^h\h_ckjZ kl bl_evghkl ] Kudlu\dZj k mq_lhf dZq_kl\_gguo oZjZm_jZkbb b kjehfZ lwq_kdbo 31. >biehfgZy jZ[hlZ ©:gZe-lajhi_m_jgh^cgh k_lb ] Kudlu\dZj b ijbeh`_g b kljhbl_evkl\mª 32. >biehfgZy jZ[hlZ ©:gZ^eh_ja`mebqk_lb ] Kudlu\dZj b ijbeh`_gby kljhbl_evkl\mª 33. GhjfZlb-ijZ\h\h_ h[_ki_q_gb_ b f_lh^bq_kdh_ jmdh\h^kl\h ^_yl_ev bgl_j_kh\ g_kh_jr_gghe_lgbo Z lZd`_ kh\_jr_gghe_lgbo g_^__kih ]jZ`^Zg 34. >_yl_evghklv hj]Zgbh\ ih_qbl_evkl\Z \ jZfdZo aZsblu ijZ\ b bgl_j_k p_eyo bo kh^_j`Zgby \hkiblZgby b h[jZah\Zgby 35. AZ^Zqb]hkm^Zjkl_ggh]h j_]mebjh\Zgby ^_yl_evghklb ih hi_d_ b 36. Hj]ZgbaZpby ijZ\h\h]h b-fn_hjf^Zpp_kgdhjhi_h q_gby ^_yl_evghklb h hi_db b ihi_qbl_evkl\Z 37. <uy\e_gb_ mkljhckl\h ^_l_c hklZ\rboky [_a ihi_q_gby jh^bl_e_ 38. Nhjfu mkljhckl\Z ^_l_c hklZ\rboky [_a ihi_q_gby jh^bl_e_c 39. Ijhn_kkbhgZevgZy kem`[Z ih hl[hjm `i^_gbx hi_dmgh\ jh^mkugh\bl_ jh^bl_e_c 40. AZsblZ ijZ\ g_kh_jr_gghe_lgbo hklZ\rboky [_a ihi_q_gby jh^bl 41. AZsblZ `bebsguo ijZ\ ^_l_c kbjhl b ^_l_c hklZ\rboky [_a ihi_q_g 42. IjZ\Z h[yaZggh_lkb\ bghklv hi_dmgh\ b ihi_qbl_e_c 43. Dhgljhev gZ^ahj aZ ^_yl_evghklvx hi_dmgh\ b ihi_qbl_e_c Z hi_dm g_kh_jr_gghe_lgbo 44. <uy\e_gb_ b mklZgh\e_gb_ hi_db ihi_qbl_evkl\Z \ hlghr_gbuo k g_ iheghklvx ^__kihkh[guo ]jZ`^Zg 45. Ihjy^hd kh_jr_gby ^_ckl\bc ih mijZ\e_gbx hojZg_ b jZkihjy`_gb

		46. J_r_gb_ \hijhkh\ \ kemqZ_ \hagbdgh_gby ijhlb\hj_qbc f_`^m.bgl 47. Dhgljhev gZ^ahj_ ae Zghklvx hi_dmgh\ b ihi_qbl_e_c Z lZd`_ hj]Z g_^__kihkh[gu_ beb g_ iheghklvx ^__kihkh[gu_]jZ`^Zg_ 48. Ihklbgl_jgZlgZy Z^ZilZpby \uimkdgbdh\ h-kl_jghklZpbc l_^ey h^kl_ ihi_q_gby jh^bl_e_c 49. Ihks_gb_ kh\j_f_gguo khpbhaZsblguo mqj_`^_gbc Z lZd`_ mqj_ ihi_qbl_evkl\h 50. Hi_dZ b ihi_qbl_evkl\h kh\_jr_gghe_lgbo g_^__kihkh[guo b g_ i 51. F_`_^hfkl_ggh_ \aZbfh^_ckl\b_ ih j_hr_gZo bl\hijhkh\uo b bfms_ kh_jr_gghe_lgbo g_^__kihkh[guo h]jZgbq_gguo \ ^__kihkh[ghkl dhlhju_ ih khklhygbx a^hjh\vy g_ kihkh[gu kZfhklhyl_evgh hkms bkihegylv k\hb h[yaZgghklb 52. Hkms_kl\e_gb_ ^_yl_evghklb hj]Zgh\ hi_db b ihi_qbl_evkl\Z \ g_kh_jr_gghe_lgbo \ p_eyo bo kh^_j`Zgby .\hkiblZgby b h[jZah\Z
2	:FH =H ©<hjdm	1. Fhgblhjbg] b ijh]ghabjh\Zgb_ bk_h ev\ahnZgbbZ[jZah\Zgbb 2. Hj]ZgbaZpby b imlb kh_jr_gkl\h\Zgby]hkm^Zjkl_gghZ h[3. Nhjfbjh\Zgb_ b ihklZgh\dZ gZ dZ^jh\uc mq_l h^gh]h ljZgkihjlZ 4. G_^hklZldb _^_gby b imlb kh_jr_gkl\h\Zgby mq_lZ ycl_ggh]h 5. ljbf_g_gb_ bggh\Zpbhgguo nhjf hj]ZgbaZpbb nbadmevlmjguo b ki ijhnbeZdlbdb ijZ\hgZjmr_gbc \ ih^jhkldh\hc kj_^_ 6. Hj]ZgbaZpby nbadmevlmjZo b kihjlb\guo f_jhijbylbc \ h^ghc pijZ fmgbpbiZevguo jZchgh\ b fmgbpbiZevguo h[jZah\Zgbc J_kim[ebdb 7. :gZeba b kh_jr_gkl\h\Zgb_ ^_yl_evghklb hj]Zgh\ f_klgh]h kZfhm jZa\blby kn_ju dmevlmju \ fmgbpbiZevghf h[jZah\Zgbb 8. Fh^_jgbaZpby mqj_`^_gbc dmevlmju k mq_lhf kljZl_]bq_kdh]h jZa 9. Nhjfbjh\Zgb_ b j_ZebaZpby j_]bhgZevghc dmevlmjghc iheblbdb \ 10. DZ^jh\h_ h[_ki_q_gb_ mqj_`^_gbc dmevlmju ljh[e_fu b imlb bo 11. J_ebaZpby ijbhjbl_lgh]h GZpbhgZevgh]h ijh_dlZ ©DmevlmjZª \ J
3	:FH =H ©BglZª	1. Nhjfbjh\Zgb_ b jZa\blb_ l-jjbhjbZevguo deZkl_jh\ \ j_]bhg h[jZah\Zgbb Za\blb_ kn_ju lmjbafZ \ j_]bhg_h[jZah\Zgbb

4	:FH =H ©Mkbgk	DZ^jh\Zy ihej]ZgdZo\fh_klgh]h kZfhmijZ\e_gby 2. Hkh[_gghkmb^h\ohlghr_gbc kbpbiZevguf`Zfb JZajZ[hldZ kljZl_]bb jZa\blby h]h kZfhmijZ\e_gby 4. Ijh]jZffgh_e_\hc fi_lZg^bjh\Zgby_lx^fmgbpbiZevgh]h h[jZah\Zgby 5. GhjfZlb\gh_ j_]mebjh\Zgb_ h[_ki_q_gby ^hklmigh_klb kZfhmijZ\e_gby Hkh[_gghklb g_gby fmgbpbiZevguo bjh]jZff fmgbpbiZevgh]h h[jZah\Zgby 7. FmgbpbiZevgZy kej]Zf_\klgh]h kZfhmijZ\e_gby Jhev hj]Zgh\ f_klgh]h kZfhmijZ\e_gby GZlie_gby jZa\blby fZeh]h [bag_kZ fmgbpbiZevgh]h h[jZah\Zgby 10. Ijh[e_fu b hkgh\gu_ f_lh^u mijZ\e_gby fmgbpbiZevgufb h[jZah\Zgby Kh\j_f_ggZy j_nhjfZ f_klgh]h kZfhmijZ\e_gby \ Jhkkbb Ijh[h[jZah\Zgbc Ijh[e_fu \ jZa]jZgbq_gbb ihegh fhqbc fmgbpbiZevghc \eZklb FmgbpbiZevgu_ mgblZjgu_ ij_^ijbylby jhkbc ebd\b^Z FmgbpbiZevguc [x^`_l b nbgZgkbjh\Zgb_ khpbZevguo kn_j KljZl_]bq_kdh_ ieZgbjh\Zgb_ lh\Zjh\mb \mfmgbpbiZ h[jZah\Zgbb Jhev hj]Zgh\ f_klgh]h kZfhmijZ\e_gby b kj_^gbf ijhn h[jZah\Zgb_f
5	:FH =H ©MolZª	NbgZgkh\Zy]jZfhlghklv dZd we_f_gl wdhghfbq_kdhc [_ah^Zkghk F_lh^u ijb\e_q_gby fheh^uo ki_pbZebklh\ gZ]hkm^Zjkl_ggmx :gZeba nhjfbjh\Zgby b bkiheg_gby [x^`_lZ gZ ijbf_j_ FH =H ©Mo Ijh[e_fu k_\_jguo ]hjh^h\ NbgZgkh\uc f_g_^`f_gl \ hj]ZgbaZpbyo jhkm^Zjkl_ggh]h k_d Ihjy^hd b f_lh^u \uy\e_gby b d\Zebnbdzpbb [x^`_lgh]h gbcn\jnbgZgk
6	:FH FJ ©Dhjld_jhkkdbc	1. Hj]ZgbaZpby mkeh\bc kha^Zgby dhgkmevlZpbh^Zgh]h ihk jh^bl_e_c aZdhgguo ij_^klZ\bl_e_c b^_gZcl_ijhnbgbpbiZevgh]h jZch 2. Kha^Zgb_ kbkl_fu ijhnbeZdlbdb ijZ\hgZjmr_gbc \ bj[_ ggZe^_ah\bklb

		3. ljh[e_fu j_ZebaZpbb ijhnbeZdlbdb ijZ\hgZjmr_gbc \ [_agZ^ah]ghb 4. JZajZ[hldZ ieZgZ ih ijhnbeZdlbd_ ijZ\hgZjmr_gbc b [_agZ^ah]ghklb k h[s_h[jZah\Zl_evguo hj]ZgbaZpbc
7	:FH FJ ©l_qhjZ	1. lj_h[jZah\Zgb_ fmgbpbiZevgh]h jZchgZ ©l_qhjZª \ fmgbpbiZevg j_nhjfbjh\Zgby fmgbpbiZevgh]h mkljhckl\Z J_kim[ebdb Dhfb g_h[oh^bfhklb hlkmlkl\by g_h[oh^bfhklb ijZ\h\u_ hkgh\u wlZiu 2. Hkh[_gghklb jZa\blby bgklblmlZ LHK \ ]hjh^kdbo ihk_e_gbyo dZ gZk_e_gby \ hkms_kl\e_gbb f_klgh]h kZfhmijZ\ 3. Hkgh\gu_ ijh[e_fu jZa]jZgbq_gby iheghfhqbc f_`^m fmgbpbiZe \oh^ysbfb \ _]h khklZ\ gZ ijbf_j_ fmgbpbiZevgh]h jZchgZ ©l_qhjZ
8	:FH FJ ©ljbema	1. ljZ\h\u_ hkgh\u hj]ZgbaZpbb \gmlj_gg_]h fmgbpbiZevgh]h nbgZg 2. FZeuc [bag_k b kljZl_]by jZa\blby \ k_evkdbo jZchgZo Nhjfbjh\Zgb_ hp_gdZ b \u[hj kljZl_]bb jZa\blby fmgbpbiZevgh]h h[jZah\Zgby Kh_jr_gkl\h\Zgb_ f_oZgbafZ j_ZebaZpbb fmgbpbiZevguo h[jZ J_r_gb_]ZgZfb f_klgh]h kZfhmijZ\e_gby ijh[e_fu k ebd\b^Z g_kZgdpbhgbjh\Zgguo kdeZ^h\ keh`b\rboky k\Zehd 6. L_ogheh]bb bgnhjfZpbhggh]h fh^_ebjh\Zgby \ ijh_dlbjh\Zgbb h[t_ 7. Ijh_dlgh_ mijZ\e_gb_ pbhgZevgh]h kljhbl_evkl\Z k ijbf_g_gb_f LBF 8. Kljhbl_evguc dhgljhev b mijZ\e_gb_ dZq_kl\hf \ kljhbl_evkl bgnhjfZpbhggh]h fh^_ebjh\Zgby LBF 9. GhjfZlb\gh-ijZ\h\Zy j_nhjfZ kbkl_fu p_ghh[jZah\Zgby b kf_lgh]h ghjfbjh\ 10. Pbnjh\u_ l_ogheh]bb \ p_ghh[jZah\Zgbb b kf_lghf ^_e_ 11. MijZ\e_gb_ a_f_evgufb j_kmjkZfb \ km[t_dlZo b fmgbpbiZevguo ijh[e_fu b imlb j_r_gby 12. Ih\ur_gb_ bfb^`Z hj]Zgh\ f_klgh]h kZfhmijZ\e_gby 13. Jhev b nmgdpbb mijZ\e_gby kZ^fbgbkljZpbb fmgbpbiZevgh]h jZchgZ \ kblmZpbyfb Hj]ZgbaZpby jZ[hlu kZ^fbgbkljZpbb fmgbpbiZevgh]h jZchgZ Kha^Zgb_ [j_g^Z fmgbpbiZevgh]h h[jZah\Zgby KljZl_]by b lZdlbdZ Z^fbgbkljZpbb fmgbpbiZevgh]h jZchgZ ih i hj]ZgZ f_klgh]h kZfhmijZ\e_gby hij_^_e_gb_ p_e_\hc Zm^blhjbb b

Dhffmgbd Zpbhggu_ dZfiZgbb hj]Zgh\ f_klgh]h kZfhmijZ\e_gby

>_e_]bjh\Zgb_ iheghfhqbc \ ijhp_kk_ hkms_kl\e_gby fmgbpbiZevgh]

:dlb\baZpby i_jkhgZeZ \ ijhp_kk_ j_ZebaZpbb mijZ\e_gq_kdh mijZ\e_gq_kdh]h j_r_gby \ Z^fbgbkljZpbb fmgbpbiZevgh]h jZchgZ

20. Bg_klbpbb b bo jhev \ nmgdpbhgbjhgbb fmgbpbiZevgh]h h[jZah\Zgby

21. :gZeba kbkl_fu h[_ki_q_gby ih`Zjghc [_ahiZkghklb jZchgZ b kh_jr_gkl\h\Zgbx

22. JZajZ[hldZ ijhnbeZdlbq_kdbo f_jhijbylbc ih ij_^mij_`^_gbx ]b[_ih`ZjZo gZ ijbjh^gh]h

23. Bkke_^h\Zgb_ i_j_^h\uo nhjf b f_lh^h\ hj]ZgbaZpbb jZ[hlu \ h[eZ [_ahiZkghklb]jZ`^Zgkdhc h[hjhgu aZsblu gZk_e_gby b l_jjblhj ijbf_j_ jZchgZ

24. Nhjfu b f_lh^u hj]ZgbaZpbb jZ[hlu kh_lh\ ihlj_[bl_e_c fmgbpbiZevg

Hj]ZgbaZpby jZ[hlu k j_a_j\hf mijZ\e_gq_kdbo dZ^jh\ b dZ^ kZfhmijZ\e_gby

Hj]ZgbaZpby gZklZ\gbq_kl\Z \ hj]Zg_ f_klgh]h kZfhmijZ\e_gby

:gZeba ijh[e_f b i_jki_dlb\ jZa\blby ljm^h\h]h ihl_gpbZeZ \ f h[jZah\Zgbb

:gZeba jughqguo \hafh`ghkl_c b jZajZ[hldZ dhfie_dkgh]h fZj ohayckl\Z gZ fmgbpbiZevghf mjh\g_

<uy\e_gb_ ihlj_[bl_evkdbo ij_^ihql_gbc gZk_e_gby fZjd_lbg]h\h ij_^ijbylby dmevlmjgh]h k_j\bkZ b lmjbafZ \ fmgbpbiZevghf h[jZah

Bkke_^h\Zgb_ l_g^_gpbc b i_jki_dlb\ jZa\blby lmjbafZ dZd dhfi

FZeu_ ij_^ijbylby b bo jhev \ jZa\blbb jugdZ mkem] \ kn_j_ lmjba h[jZah\Zgbb

J_deZfZ b ijh^\b`_gb_ lmjbklkdbo mkem] kihjlb\guo f_jhijbylbc

JZajZ[hldZ j_deZfghc kljZl_]bb dmevlmjgh]h k_j\bkZ b lmjbafZ

Ij_a_glZpby lmjbklkdbo_kkd jZ ljbemakdh]h jZchgZ

;jwg^bg] fbdjhl_jjblhjbc ljbemavy

KljZl_]bq_kdbc ieZg jZa\blby lmjbklkdh]h lmjbafZ ljbemavy

Memqr_gb_ lmjbklkdbo ij_^eh`_gbc dZl_evghklb ljbemavy

		J_ZebaZpby]hkm^Zjkl_gghc bgZpbhgZevghc [bZebhl\Zgbb
9	:FH FJ ©Khkgh]	Djbl_jbb jZa]jZgbq_gby fmgbpbiZevgh]h ghjfZlb\gh]h b bg^b\b^r L_klh\uc dhgljhev \ ohdd__ k rZc[hc gZ jZaebqguo wlZiZo ih^]h
10	:FH FJ ©Kudlu\^bgkdbc	ljZ\hijbf_gbl_evgZy ijZdlbldZ A_f_evgh]h dh^_dkZ JN \e_gbylbd \debgb\Zgby \djZieb\Zgby baehfZgghklb ij]jZgblm xbbo^jmjZpbh bkihevah\Zgbx b hojZg_ a_f_ev g_^hklZldh\
11	:FH FJ ©Kukhevkdbc»	Mkljhckl\h nmg^Zf_glZ kluo]jmglZo ijb fZehwlZ`ghc `behc aZkljh Hkms_kl\e_gb_ kljhbl_evgh]h dhgljhey l_ogbq_kdh]h gZ^ahjZ dZiblZevgh]h kljhbl_evkl\Z