Hkgh\gZy ijhn_kkbhgZevgZy h[jZah\ZI_evgZy ijh]jZffZ jZ
N_^_jZevgh]h]hkm^Zjkl_ggh]h h[jZah\ZI_evghih]hN=HkkZg^iZjZ
ki_pbZevghklb kj_^g_]h ijhn_kkbhgZevgh]h h[jZah\Zgby
ml_j`^_ggjih]du Zahf Fbgbkl_jkl\Z ijhk_s_gby JN ‹   hl   ghy[jy
hl   \oh^ys_c \ khklZ\ mdjmig_gghc]jmiiu ki_pb
Bah[jZabl_evgh_ b ijbdeZ^gu_ \b^u bkdmkkl\

J:KKFHLJ?GH
gZ aZk_^Zgbb I_^Z]h]bq_kdh]h kh_lZ G=HKk\hdhe ‹ hl   ]

JZajZ[hlqbd
=mk_cgh\ijF_h^Z\ZI_ev wdhghfbq_kdbo b ijbdeZ^QMguo ^bkpbi
©=mfZgbiZjgh]h]bq_kdbc dhee_^`ª

J_p_ga_glu
;me]Zdh\Z GZIZevy K_j]__\gZ dZg^b^ZI I_ogbq_kdbo gZmd
©BgnhjfZpbhkbbk_fu b ijh]jZffbjh\Zgb_ª >=MGO

GZ`fm^bgh\ :[^mjZofZg FmolZjh\bq-fdlZ_gjZbb^^^ZI kmdbbazbb gZmd ^h
dZn_^ju ©BgnhjfZpbhggu_ kbkl_fu b ijh]jZffbjh\Zgb_ª >=MG

.

KH > ? J @ : G B ?

1   I : K I H J L   J : ; H Q ? C   I J H = J : F F U   M Q ? ; G H C   > B K P B I

2   K L J M D L M B J : K H > ? J @ : G B ?   M Q ? ; G H C   > B K P B I E B G (

3   M K E H < B Y   J ? : E B A : P B B   M Q ? ; G H C   > B K P B I E B G U

4   D H G L J H E V   B   H P ? G D :   J ? A M E V L : L H <   H K < H ? G B
    > B K P B I E B G U

5   : > : I L : P B Y   J : ; H Q ? C   I J H = J : F F U   I J B   H ; M Q ? G B B   E B P
    H = J : G B Q ? G G U F B   < H A F H @ G H K L Y F B   A > H J H < V Y

6   E B K L   I ? J ? M L < ? J @ > ? ? D G B M : E B A : P B B   J : ; H Q ? C   I J H = J
    > B K P B I E B G

3

H[eZklv ijbf_g_gby ijh]jZffu

JZ[hqZy ijh]jZffZ mq_[ghc @bkpbiebgudey_lky qZklvx hkgh
ijhn_kkbhgZevghc h[jZah\Zl_evghc ijh]jZffu \ khhl_lkl\bb k N
KIH \oh^ysbf \ khklZ\ mdjmig_gghc]jmiiu gZijZ\e_gbc ih^]
>baZc hljZkeyf

JZ[hqZy ijh]jZffZ mq_[ghc ^bkpbiebgu fh`_l [ulv bkihevah\
ijhn_kkbhgZevghf h[jZah\Zgbb \ ijh]jZffZo ih\ur_gby d\Zebnb
b ijhn_kkbhgZevghc ih^]hlh\d_ ih ki_pbZevghklyf hljZkeyf

F_klh mq_[ghc ^bkpbiebgu \ kljmdlmj_ hkgh\ghc
h[jZah\Zl_evghc ijh]jZffu

^bkpbiebgZ \oh^bl \ fZl_fZlbq_kdbc b h[obc _kl_kl_gghgZ
P_eb b aZ^Zqb mq_[gh-l^bkpbiebgud j_amevlZlZf hk\
^bkpbiebgu

< j_amevlZl_ hk\h_gby mq_[ghc ^bkpbiebgu h[mqZxsbcky ^he
kh[ex^Zlv ijZ\beZ l_ogbdb [_ahiZkghklb b]b]b_gbq_kd
bkihevah\Zgbb kj_^kl\ BDL \ ijhn_kkbhgZevghc ^_yl_evghklb
kha^Z\Zlv j_^Zdlbjh\Zlv hnhjfeylv khojZgylv i_j_^Z
h[t_dlu jZaebqgh]h lbiZ k ihfhsvx kh\j_f_gguo bgnhjfZpbhg
h[_ki_q_gby h[jZah\Zl_evgh]h ijhp_kkZ

hkms_kl\eylv hl[hj h[mqZxsbo ijh]jZff \ khhl_lkjbh\b_ \
ikboheh]bq_kdh]h jZa\blby h[mqZxsboky \hkiblZggbdh\

bkihevah\Zlv k_j\bku b bgnhjfZpbhggu_ j_kmjku k
ijhn_kkbhgZevghc ^_yl_evghklb

< j_amevlZl_ hk\h_gby mq_[ghc ^bkpbiebgguZhlymqZxsbcky ^
ijZ\beZ l_ogbdb [_ahiZkghklb ki_ob\Zgby ijb bkih
kj_^kl\ BDL \ h[jZah\Zl_evghf ijhp_kk_

i_j_^Zqb b ihbkdZ bgnhjfZpbhgguo h[t_dlh\ jZaebqgh
]jZnbq_kdbo qbkeh\uo b i k ihfhsvx kh\j_f_gguo ijh]jZffgu

\hafh`ghklb bkihevah\migby kj_^k Bgl_jg_l ^ey kh_jr_g
ijhn_kkbhgZevghc ^_yl_evghklb ijhn_kkbhgZevgh]h b ebqgh]h

ZiiZjZlgh_ b ijh]jZffgh_ h[_ki_q_gb_ ID ijbf_gy_fh_ \
^_yl_evghklb

Ebqghklgu_ j_amevlZlu hk\h_gby ^bkpbiebgu
1. Ebqghklgu_ j_amevlZlu j_ZebaZpbb ijh]jZffu \hkiblZgby

EJ Hkhagzxsbc k_[y]jZ`^Zgbghf b aZsblgbdhf _ebdhc kljZ
EJ ljhy\eyxsbc Zdlb\gmx]jZ`^Zgkdmx ihabpbx ^_fhgkljbjm
ijbgpbiZf q_klghklb ihjy^hqghklb hldju Zhklb \ lhf qbke ihmfijZk_l\mhbx
klm^_gq_kdhf b l_jjblhjbZevghf kZfhmijZ\e_gbb \ lhf
^h[jh\hevq_kl\Z ijh^mdlb\gh \aZbfh^_ckl\mxsbc b mqZkl\m
h[s_kl_ggh

EJ Kh[ex^Zxsbc ghjfu ijZ\hihjy^dZ ke_^mxsbc b^_ZeZf]hjZ`^Zgkdhgh] h[s_klfk_f
h[_ki_q_gby [_ahiZkghklb ijZ\ b k\h[h^]jZ`^Zg Jhkkbb EJ
ijhy\e_gbyf ij_^klZ\bl_e_c km[dmevlmj hlebqZxsbo bo hl]jZ

^_\bZglguf ih_^_gb_f >_fhgkljbjmxsbc g_ijbylb_ b igh^mij_

hiZkgh_ ih_^_gb_ hdjm`Zxsbo

EJ   ljhy\eyxsbc b ^_fhgkljbjmxsbc m\Z`_gb_ d ex^yf ljm^Z

kh[kl_ggh]h ljm^Z   Klj_fysbcky d nhjfbjh\Zgbx \ k_l_\hc

ijhn_kkbhgZevgh]h dhgkljmdlb\gh]h ©pbnjh\h]h ke_^Zª

EJ   >_fhgkljbjmxsbc ijb_j`_gghklv d jh^ghc dmevlmj_ bklhjbq_k

hkgh_ ex[\b d Jh^bg_ jh^ghfm gZjh^m fZehc jh^bg_ ijbgylb

fgh]hgZpbhgZevgh]h gZjh^Z Jhkkbb

EJ   ljhy\eyxsbc m\Z`_gb_ d ex^yf klZjr_]h ihdhe_gby\b]b

khpbZevghc ih^^_j`d_ b \ehgl_jkdbo ^\b`_gbyo

EJ   HkhagZxsbc ijbhjbl_lgmx p_gghklv ebqghklb q_eh_dZ

qm`mx mgbdZevghklv \ jZaebqguo kblmZpbyo \h \k_o nhjfZo b

EJ   ljhy\eyxsbc b ^_fhgkljbjmxsbcd mijZ^klZ\bl_eyf jZae

wlghdmevlmjguo khpbZevguo dhgn_kkbhgZevguo b bguo

khojZg_gbx ij_mfgh`_gbx b ljZgkeypbb dmevlmjguo ljZ

fgh]hgZpbhgZevgh]h jhkkbckdh]h]hkm^Zjkl\Z

EJ   Kh[ex^Zxsbc b ijhiZ]Zg^bjmxsbc a^hjh\h]h b [_ahiZkgh]h h]

kihjlZ ij_^mij_`^Zxsbc eb[h ij_h^he_\Zxsbc aZ\bkbfhklb h

ikbohZdlb\guo _s_kl\ ZaZjlguo b]j b l ^ Khojpgyxsbc ikbohe

kblmZlb\gh keh`guo beb klj_fbl_evgh m_gyxsbo ky

EJ   AZ[hlysbcky h aZsbl_ hdjm`Zxs_c kj_^u kh[kl_gghc b

qbke_ pbnjh\hc

EJ   ljhy\eyxsbc m\Z`_gb_ d wkl_lbq_kdbf p_gghklyf ld

wkl_lbq_kdhc dmevlmju

EJ   ljbgbfZxsbc k_f_cgu_ p_gghklb ^himklbfhklb b \hkiblZgb

^_fhgkljbjmxsbc g_ijbylb_ gZkbeby \ k_fv_ moh^Z hl jh^bl

hldZaZ hl hlghr_gbc kh k\hbfb ^_lvfb b bo nbgZgkh\h]h kh^_j`

2. Ebqghklgu_ j_amevlZlu j_ZebaZpbb ijh]jZffu \hkiblZgby

hljZke_\ufb lj_[h\Zgbyfb d ^_eh\uf dZq_kl\Zf ebqghklb

EJ   Kh[ex^Zxsbc \ k\h_c ijhn_kkbhgZevghc ^_yl_evghkll

q_klghklv g_aZ\bkbfhklv ijhn_kkbhgZevgh]h kd_ilbpbafZ ij

wdklj_fbafm h[eZ^Zxsbc kbkl_fguf furen_gb_fjbgbfZlv j_r_g

mkeh\byo jbkdZ b g_hij_^_e_gghklb

F_lZij_^f_lgu_

<uimkdgbd gZ m]em[e_gghf mjh\g_ ihemqbl \hafh`ghklv gZmqb

±   ijbf_gylv dh^u bkijZ\eyxsb_ hrb[db \hagbdrb_ ijb i_j

hij_^_eylv ijhimkdgmx kihkh[hghklv \ybl_jj_gghklv dZgZeZ k\yab

bgnhjfZpbb ijb i_j_^Zq_ ih dZgZeZf k\yab Z lZd`_ bkihevah\Z

 Ze]hjblf /=: b ^j

±   bkihevah\Zlv]jZnu ^_j_\vy kibkdb ijb hibkZgbb h[

hdjm`Zxs_]h fbjZ bkihmZlkluv_i^_j_\vy b ^jm]b_ \b^u ^_j_\v

Ze]hjblfbq_kdbo aZ^Zq \ lhf qbke_ ijb ZgZeba_ dh^h\

±   bkihevah\Zlv agZgby h f_lh^_ ©jZa^_eyc b \eZkl\mcª

±   ijb\h^blv ijbf_ju jZaebqguo Ze]hjblfh\ j_r_gby h^ghc aZ

jZaebqgmx keh`kghklihevah\Zlv ihgylb_ i_j_[hjgh]h Ze]hjblfZ

±   bkihevah\Zlv ihgylb_ mgb_jkZevgh]h Ze]hjblfZ b

Ze]hjblfbq_kdb g_jZaj_rbfuo ijh[e_f

±   bkihevah\Zlv \lhjhc yauk ijh]jZffbjh\Zgby kjZ\gb\Zl

g_^hklZldb ^\mo yaudhjgh\\Zgbyffb

±   kha^Z\Zlv ijh]jZffu ^ey mq_[guo beb ijh_dlguo aZ^Zq kj

±   bkihevah\Zlv bgnh-jdZZpbfhgghgZpbhggu_ l_ogheh]bb ijb fh

b ZgZeba_ ijhp_kkh\ b y\e_gbc \ khhl_lkl\bb k \u[jZgguf ijhnb

± hkhagZggh ih^oh^blvB D-Lk\ju_[^hkjh b ijh]jZffgh]h h[_ki_q_g
j_r_gby aZ^Zq \hagbdZxsbo \ oh^_ mq_[u b \g_ __ ^ey k\hbo
± ijh\h^blv \ g_keh`guo kemqZyo _jbnbdZpbx ijh_
kh]eZkh\Zgghklb bkoh^guo ^Zgguo b \Zeb^^jghkkb ijjh\amdemlZ
gZlmjguo b dhfivxl_jguo wdki_jbf_glh\
± bkihevah\Zlv iZd_lu ijh]jZff b k_j\bku h[jZ[hldb b ij_^klZ
qbk_klZbklbq_kdhc h[jZ[hldb
± bkihevah\Zlv f_lh^u fZrbggh]h h[mq_gby ijb ZgZeba_
ij_^klZ_gb_ h ijh[e_f_ ojZg_gby b h[jZ[hldb [hevrbo ^Zgguo
± kha^Z\Zlv fgh]hlZ[ebqgu_ [Zau ^Zgguo jZ[hl_ k [ZaZfb
kbkl_fZfb k ihfhsvxl_ijj_ckZ
lj_^f_lgu_ j_amevlZlu
<uimkdgbd ihemqbl \hafh`ghklv gZmqblvky
± \uihegylv wd\b\Ze_gl h[jZah\Zgby eh]bq_kdbo \ujZ`_gb
aZdhgu Ze]_[ju eh]bdb \ lhf qbke_ b ijb khklZ\e_gbb ihbkdh\u
± i_j_\h^blv aZ^Zggh_ gZlmjZevgh_ qbkeh ba ^\hbqghc
r_klgZ^pZl_jbqgmx b h[jZlgh kjZ\gb\ZlbqbklkdeZ^Zbkh[eZvaZi\bkZg
^\hbqghc \hkvf_jbqghc b r_klgZ^pZl_jbqghc kbkl_fZo kqbke_g
± bkihevah\Zlv agZgby h]jZnZo ^_j\vyo b kibkdZo ijb hi
b ijhp_kkh\
± kljhblv g_jZ\ghf_jgu_ dh^u ^himkdZxsb_ h^ghagZq
khh[s_gbc bkihevamy mkeh\b_ NZgh bkihevah\Zlv agZgby
h[gZjm`b\Zlv hrb[db ijb i_j_^Zq_ ^Zgguo Z lZd`_ h ihf_ohmkll
± ihgbfZlv \Z`ghklv ^bkdj_lbaZpbb ^Zgguo bkihevah\Zlv
aZ^Zq ihbkdZ bdklhjjbhjiheb ijb j_r_gbb aZ^Zq ZgZebaZ ^Zgguo
± bkihevah\Zlv gZ\udb b hiul jZajZ[hldb ijh]jZff \ \
ijh]jZffbjh\Zgby \dexqZy l_klbjh\Zgb_ b hleZ^dm ijh]jZff
mijZ\eyxsb_ dhgkljmdpbb ihke_^h\Zl_evgh[_ijhh]jZffbjhbg\ag_\vaZgb
ijh]jZff \uihegylv kha^Zggu_ ijh]jZffu
± jZajZ[Zlu\Zlv b bkihevah\Zlv-fZ_hfnfZ\byu_jkqnb_ fh^_eb hp
qbkeh\u_ iZjZf_lju fh^_ebjm_fuo h[t_dlh\ b ijhp_kkh\ bgl_ijj
ihemqZ_fu_ \ oh^_ fh^_ebjh\Zgby hp_gb\Zlv]hlh
ij_^f_l khhl_lkl\by j_Zevghfm h[t_dlm bebb ijhp_kkm
± ijbf_gylv [Zau ^Zgguo b kijZ\hqgu_ kbkl_fu ijb j_r_gbb
oh^_ mq_[ghc ^_yl_evghklb b \g_ __ kha^Z\Zlv aZ]jm(pgh)u_ fgh]h
± deZkkbnbpbjh\Zlv ijh]jZffgh_ h[_ki_q_gb_ \ khhl_lkl\bb
aZ^Zq
± ihgbfZlv hkgh\gu_ ijbgpbiu mkljhckl\Z kh\j_f_ggh]h dhfi
we_dljhgguo mkljhckl\ bkihevah\Zlv ijZ\beZ [_ahiZkghc b
dhfivxl_jZfb b fh[bevgufb mkljhckl\Zfb
± ihgbfZlv h[sb_ ijbgpbiu jZajZ[hldb b nmgdpbhib]hb\gahb\vZgby
kha^Z\Zlv-kljZgbpu bkihevah\Zlv ijbgpbiu h[_ki_q_gby
[_ahiZkghklb kihkh[u b kj_^kl\Z h[_ki_q_gby gZ^_`gh]h nmgd
± djblbq_kdb hp_gb\Zlv bgnhjfZpbx ihemq_ggmx ba k_lb B

J_dhf_g^m_fh_hfhebq_kl\h qZkh\ gZ hk\h_gb_ ijh]jZff
^bkpbiebgu
fZdkbfZevghc mq_[ghc gZ]jmaeq18uqZ[kh:qZxsl_]hkoyke_
h[yaZl_evghc mq_[ghc gZ]jmaeq\db\ahfqZxksk]]hldby
k ij_ioh^Z\ZZf118eq_lkh\

6

2   KLJMDLMJ: B KH>?J@:GB? M Q?;GB KG

2   H[t_f mq_[ghc ^bkpbiebgu b \b^u mq_[ghc jZ[hlu

<b^ mq_[ghc jZ[hlu	H[t_f qZkh\
FZdkbfZevgZy mq_[gZy gZ]jmadZ \k_]h	118
H[yaZl_evgZy mq_[gZy \g Z]jmadZ\ anZ]dmf_g^l _ckl\ ij_ih^Z\Zl_e_f	118
\ lhf qbke_ jijZdlbq_kdhc ih^]hlh\d	
ijZdlbq_kdb_ aZgylby	118
KZfhklhyl_evgZy jZ[hlZ h[mqZxs_]hky \k	-
Ijhf_`mlhqgZy Zll_klZpby \ bojf_ aZq_lZ	

GZbf_gh\Zgb_ jZa^_eh\ b l_f	Kh^_j`Zgb_ mq_[gh]h fZl_jbZeZ ijZdlbq_kdb kZfhklhyl_evgZy jZ[hlZ klm^_glh\	H[t_f qZkh\	Mjh_g hk\h_g
1	2	3	4
1 k_f_klj			
JZa^_e BgnhjfZpby b bgnhjfZpbhggu_ ijhp_kku			
L_fZ Hkgh\gu_ ih^oh^ IjZdlbq_kdb_ aZgylby			
bgnhjfZpbblbb af_j_gbx bgnhjf	BgnhjfZpbhggu_ h[t_dlu jZaebqguo \b^h\ Mgb_jkZevghk ij_^klZ\e_gby bgnhjfZpbb	4	1
	Ij_^klZ\e_gb_ bgnhjfZpbb \ ^\hbqghc kbkl_f_ kqbke_gby kqbke_gby \ ^jm]mx	4	
L_fZ Ijbgpbiu h[jZ[hld IjZdlbq_kdb_ aZgylby			
bgnhjfZpbb dhfivxl_jhf	:e]hjblfu b kihkh[u bo hibkZgby Dhfivxl_j dZd bkihegbl_(	4	1
L_fZ OjZg_gb_ bgnhjf IjZdlbq_kdb_ aZgylby			
h[t_dlh\ jZaebqguo \b^h\ pbnjh\uo ghkbl_eyo	>bkdj_lgh_ pbnjh\h_ ij_^klZ\e_gb_ l_dklh\hc]jZnbqd \b^_hbgnhjfZpbb	4	1
	OjZg_gb_ bgnhjfZpbhgguo h[t_dlh\ jZaebqguo \b^h\ gZ jZ	4	
JZa^_e Kj_^kl\Z bgnhjfZpbhgguo b dhffbmhgbdZpbhgguo			
L_fZ :jobl_dlmjZ dhfiv <g_rgb_ mkljhckl\Z	IjZdlbq_kdb_ aZgylby		
	Hkgh\gu_ oZjZdl_jbklbdb dhfivxl_jh\ Fgh]hh[jZab_ dhfiv) ih^dexqZ_fu_ d dhfivxl_jm	2	1
L_fZ <b^u ijh]jZffgh]h h[_ki_q_ghbfivxl_jh\	IjZdlbq_kdb_ aZgylby		
	<b^u ijh]jZffgh]h h[_ki_q_gby dhfivxl_jh\ ljbf_ju dhfie_d jZ[hq_]h f_klZ \ khhl_lkl\bb k p_eyfb _]h bkihevah\Zgby	4	1
	JZ[hlZ k hi_jZpbhgghWindowskl_fhc	4	2
JZa^_e L_ogheh]bbijkha^Zgb\Zgb_ bgnhjfZpbhgguo h[t_dlh\			
L_fZ GZklhevgu_ ba^Z	IjZdlbq_kdb_ aZgylby		

kbkl_fu	IjZ\beZ gZ[hjZ Khd^ZZgb_ gmf_jh\Zgguo fZjdbjh\Zgguo b f	4	2
	<u^_e_gb_ b dhibjh\Zgb_ njZ]f_glhi\jZ\hdibl^hldbZZglb_jy\bjdZj_\h^u	4	3
	IjZdlbq_kdZy kjZa[_bZpZfb <deZ^dZ FZd_l JZa[b_gb_ b h[IZ[ebp_ M^Ze_gb_ kljhd b klhe[ph\ IZ[ebpu	4	2
L_fZ <hafh`ghklb ^bg. we_dljhgguo IZ[ebp	IjZdlbq_kdb_ aZgylby		
	FZl_fZlbq_kdZy h[jZ[hldZ qbkeh\uo ^Zgguo	4	2
	MS Excel Hkgh\u jZ[hlu \ ijh]jZff_ Bgl_jn_ck ihevah\Zl_ey jZ[hq_c dgb]b b ebklh\ GZkljhcdZ hdgZ ijh]jZffu Hj]Zgb	4	2
	NhjfZlbjh\Zgb_ yq__d Baf_g_gb_^Zhjg]jfZ ZZ[Z f_eh\\gob_ \g_r ^Zgguo \ aZ\bkbfhklb hl bo agZq_gbc	4	3
L_fZ ;Zau ^Zgguo b K	IjZdlbq_kdb_ aZgylby		
	Ij_^klZ\e_gb_ h[hj]ZgbaZpbb [Za ^Zgguo b KM;> Kljmdl gZ ijbf_jZo [Za ^ZgguogZZZghfq_gbh]h Bkihevah\Zgb_ KM;> mq_[guo aZ^Zgbc ba jZaebqguo ij_^f_lguo h[eZkl_c	4	2
JZa^_ ©BgnhjfZpbhggZy ^_yl_evghklv q_eh_dZ			
L_fZ <b^u ijhn_kkbhg bgnhjfZpbhgghc ^_yl_evg k bkihevah\Zgb_f l_ogbqb_ bgnhjfZpbhgguo j_kmjkh\	IjZdlbq_kdb_ aZgylby		
	Ihgylb_ b deZkkbnbdZpby ijh]jZffgh]h h[_ki_q_gby i_jkhg	2	2
	JZ[hlZ k ijh]jZffguf h[_ki_Windows MSbOfficeZglb\bjmkgu_ ijh] ^jZc_jZ mkljhckl\	4	2
JZa^_ ©BgnhjfZpby b bgnhjfZphggu_ ijhp_kku			
L_fZ Ijbgpbiu h[jZ[hld bgnhjfZpbb dhfivxl_jhf	IjZdlbq_kdb_ aZgylby		
	Ijh_^_gb_ bkke_^h\Zgby \ l_ogbq_kdhc kn_j_ gZ hkgh_ dhfivxl_jghc fh^_eb	4	2
	Ihkljh_gb_ Ze]hjblfh\ b kiihkZk_l]hjbybo	4	
L_fZ OjZg_gb_ bgnhjf h[t_dlh\ jZaebqguo \b^h\	IjZdlbq_kdb_ aZgylby		
	JZ[hlZ k Zjob\hf ^Zgguo kha^Zgb_ ba\e_q_gb_ aZibkv´	4	2

pbnjh\uo ghkbl_eyo			
L_fZ Ihbkd bgnhjfZpb bkihevah\Zgb_f dhfivxl_jZ	IjZdlbq_kdb_ aZgylby		
	JZ[hlZ k ihbkdh\ufb kbkl_fZfb	2	
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- bkihevah\Zgb_ l_dklZ k beexkljZpbyfb
- fmevlbf_^bcgu_ fZl_jbZeu

<h \j_fy kZfhklhyl_evghcoh[mq_gt) hbd]]Zh[hldky bg\Zeb^u b ebpZ k h]jZ
\hafh`ghklyfb a^jh\vy ^he`gu [ulv h[_ki_q_gu ^hklmihf d k_lb Bg

Nhjfu b f_lh^u dhgljhey b hp_gdb j_amevlZlh\ h[mq_gby

MdZaZggu_ \ i ijh]jZffu nhjfu b f_lh^u dhgljhey ijh\h^ylky
a^jh\vy h[mqZxsboky P_evx l_dms_]h dhgljhey y\ey_lky k\
aZljm^g_gbc b hklZ\Zgby h[mqZxs_]hky k h]jZgbq_ggufb \hafh`g
dhjj_dlb\h\ \ mq_[gmx ^_yl_evghklv

NhjfZ ijhf_`mlhqghc Z]l_klZpbb mklZgZfZebgq_^bkb^mkZemugy]dbh
ikbhfnbabq_kdbo hkh[_gghkl_c h[mqZxsboky bg\Zeb^h\ b e
\hafh`ghklyfb a^jh\vy mklgh ibkvm_ggh gZ [mfZ]_ ibkvm_ggh
l_klbjh\Zgby b l i

ljb ijh_^_gbb ijhf_`mlhqghc Zdl_klZpbb hk[lmfqhZxs_sqkym_fijpy_fijj_$hj]
ih^]hlh\dm d hl_lm m_ebq_gh_ g_ [he__ q_f \ ljb jZaZ mklZ
hl_lm h[mqZxsbfky g_ bf_xsbf h]jZgbq_gbc \ khklhygbb a^jh\vy

16

6.EBKL I?J?ML<?J@>?GBY :DLM:EBA:PBB J:;HQ?C IJH=J:FFU >

Mq_[guc]h	<g_k_ggu_ baf_	Ij_ih^Z\ZI_ev NBH	Ijhlhdhe aZk_ dZn_^ju ^ZIZ ghf_j NBH a dZn_^jhc ih^

Ijbf_qZgb_

< IZ[ebp_ mdZau\Z_lky lhevdh oZjZdl_j baf_g_gbc gZijbf_j baf_g_gb_
beb l_fZf kj_^kl\ ijhf_`mlhqgh]h dhgljhey k mdZaZgb_f imgdlh\ jZ[hq
baf_g_gbc hnhjfey_lky ijbeh`_gb_f ihbkd\haghc gmf_jZpb