

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
-hbm] %o-u7v -vb;u |o &v; v|
ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

" & !+ " & " " " K ovrb|-tb|< m7†v|u<
P ;m;u-tQ %o-u7 ‘•’•

\$_bv v†0lbvvbom v†ll-u< 7o1†l;m| _-v 0;;m ru;r-u;7 0< v|-@ o=
ollbv vb pom-vvbv| %o b h b r h]; %o-u7v -vb;u |o &v; α7 u u m o = |_
%o-u7v !;^b;%o “•’

-už;v _-^; 0;;m bm^b|;7 |o -7^m1; -m< ruorov-tv |o l-h; lo7;um -%o-
%o_bt; mo| u;7†1bm] ;mž|t;Jl;om;w;7o;ul r t %o<;u 7:

\$_bv 7o1†l; m| ru;r-|w;-7vbv| r-bu m pvm v†t| -ž7o;mt bm] %o b p_v r b];-tb|<
m7†v|u< P ;m;u-tQ: %o-u7 ‘•’•

\$_ ; v†ll-u< 7o1†l; m h o u ; v ; m | | _ ; 1 o m 1 t t 7 ; 7 ^ b ; % o o = | _ ; o l l b v v b o m
bv v † ; :

Contents

t o v v - u . s	“
" † 0 l b v v b o m v b m . . . u . ; r . t . s . h ; s	“
t - † v ; • J \$ b t ; - m 7 1 o l l ; m J ;) ; m 	”
t - † v ; J ' ; C m b ž o m) v	”
t - † v ; J ' - ž o m - t l r t o < l ; m " - o h 7 - u 7 . v	”
t - † v ; J ' o ^ ; u -] J)	”
t - † v ; J ' m 7 b ^ b 7 † - t Y ; Š b 0 b t b J } u u = . m .] ; l ; m . v	”
t - † v ; J u ; t † ; v v = o u Y ; Š b 0 t ; % o o u h b o h) - u . u = . m .] ; l ; m . v	•
t - † v ; J • - 1 b t b - ž ^ ; r u o f b v b o . m . v	•
t - † v ; J \$ < r ; v o = ; l r t o < J ; m 	•
t - † v ; w J \$; u l v o = ; m] -] ; J) ; m 	v
t - † v ; J - † t Ž l ; ; l r t o < ; ; J)	v
t - † v ; • o • : w - u Ž l ; ; l r t o < ; ; J)	v
t - † v ; J • - v † - t ; l r t o < J ; y	v
t - † v ; J ' r r u ; m ž 1 J ; y	v
t - † v ; J ' † m b o u ; l r t d < ; ; v	v
t - † v ; J " t - v v b C 1 - ž o m v	v
t - † v ; J " u 7 b m - u < _ o † u v o = % o o u h - m 7 u o v } ; u b . m .] u . u = . m .] ; l ; y m v	v
t - † v ; J u u ; - h v)	v
t - † v ; J) o u h o u] - m b v -) ž o m	v
t - † v ; J v b m b l † l u - J ;) v	-

‘•’F‘• K o7;um %o-u7v !;^ b;%o ‘•’
-hbm] %o-u7v -vb;u |o &v; v|
ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

- t-†v; •-rru;mž1; uJ});v-
- t-†v; ‘• -mž"†rou|;7 %o-]; v<v|†žomž-t |u-bm]m] %o-];.....=
- t-†v; ‘J b]_;u 7†ž)v-
- t-†v; ‘J -<|;m| o= %oJ});v=
- t-†v; ‘J’ mm†-tbv;7 %o-]; -uuJm]);l;m|.v.....-
- t-†v; ‘•:ž•-v_bm] o†| o= -mJm)†-t.t;=^;.....-
- ;m;uJt-<]†bž;)••
- t-†v; ••J‘-v†-t ;lrto<;v 1-rr;7 l-š _p†.u.v.....••
- t-†v; “‘J’ mm†-tbv;7 %o-]; -uuJm]);l;m|.v.....••
- t-†v; “•J•ož1; o= |;ulbm-žom 0< -Jm ;)lrto.<;;.....••
- t-†v; J’ ;Cmbžom >-rruorub-|; t;^†t o=...|.u=b.m.b.m.]?.....••
- t-†v; J’ ;Cmbžom >tbt†ou v;u^b1; ;.lrto.<;;?.....•‘
- t-†v; J’ ;Cmbžom o= >uov|;J;7 .7.-.o.@?.....•’
- t-†v; ••J!•ov|;ubm] 7-<v o@l=qlrto-ur;J•’
- t-†v; ••:•• -m7J•:•m]; bm 1bu1†lv|-m1;v |_-| 1J-m];v...^•bt-0btb|<.....•’
- t-†v; J’ †mbd u v•’
- t-†v; J” u7bm-u< _o†uv o= %oouh -m7 uoV|;ubm]...u.u.m.];;•“m|v.....•”
- t-†v; Juu;-hJ•”
- t-†v; •J:‘bmb|†l u-J;v•”
- t-†v; •-rru;mž1; uJ|;v.....•”
- t-†v; ‘J b]_;u †ž;v•u
- t-†v; ‘J -<|;m| o=)-J;v•u
- t-†v; ‘J’ mm†-tbv;7 %o-]; -uuJm]);l;m|.v.....•u
- t-†v; ‘uJ’ouhtb[7ub^;u -Jto%o=.m.1.;.....••
- t-†v; ‘uJ’;-t -tto%o-Jm 1;.....•v
- t-†v; ‘uJ’oot -m7 ;t†brl;m| -Jto%o=.m.1.;.....•v
- t-†v; ‘uJ’u;1b-t 1to|_bm] Jtto%o=.m.1.;.....•v
- t-†v; ‘u:J” ;umb]_| v|-< -ttJo%o=.m.1.;.....•-
- t-†v; ‘vJ^;užl;J•-
- t-†v; ‘vJ\$bl;J@ bmv|;-7 o= r-<|;m| †ou .o^;u.žl.;.....••
- t-†v; ‘-J’-|; mb]_|F;-ut< loumbm]Jr;m=.t|<.u.-.;v.....••
- t-†v; ‘-J’77bžom-t ruo^bvbomv =ou %oouh om.r†.0.tb.1...o.f.b7-<v.....••
- t-†v; ‘•J’;Cmbžom o= v_b[%oouh;u =ou |_; r†Jurov;...o=...m.m†-t t;-^;.....••
- t-†v; ‘•J’u:vJ Š1;v vb^; -mm†-t t;-J; -1.1.u.†.t.v.....••

'•''F'• K o7;um %o-u7v !;^b;%o '•'
-hbm] %o-u7v -vb;u |o &v; v|
ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

t-†v; 'J'†0tb1 otb7-<v.....'•
t-†v; J;7†1žomv =ou ruo^bvbom o= ;lrto<; -11o||o7...ž.ó'm -m7 l;-t
(-ubof!v|;u 1<1t; -m7 -^;u-]bm] Juu-m.];l;m|v.....'
"1_;7†tj t-vvbC1-žom v|u†1|†u; Jm7 .7.;C.m.b.ž.o.m.v.....'

‘•’F‘• K o7;um %-u7v !;^b;%o ‘•’
 -hbm] %-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %-o

tovv-u<	
F ")	†v u-tb-m †vbm;vv m7†v ub-t P Q -m7 †vbi
	†v u-tb-m _-l0;u o= ollm7†v m<7
\$&	†v u-tb-m o†m1bt o= \$u-7; &mbomv
	†v u-tb-m o ;tv vvo1b-žom
b uo†r	†v u-tb-m m7†v u< uo†r
!	†v u-tb-m !; -bt;uv vvo1b-žom
"&	†v u-tb-m ";u^b1;v &mbom
)	†v u-tb-m)ouh=ou1; olrtb-m1; o†m1bt
	†vbm;vv o†m1bt o= †v u-tb-
)	_-l0;u o= oll;u1; -m7 m7†v u<)
"&	;-t _ ";u^b1;v &mbom
	-v ;u uo1;uv †v u-tb-
	-žom-t t;1 ub1-t -m7 oll†mb1-žomv vvo1b-žo
!	-žom-t !; -bt vvo1b-žom
!)&	!; -bt -m7 -v)ouh;uv &mbom
"	"_or7 bv ub0†ž^; -m7 ttb;7 lrto<;v] vvo1b-žo
&)&	&mb ;7)ouh;uv &mbom

"†0lbvnbomv bm u;rt< h;<

uorov-t bv -	uorov-t bv vol;%o_- -]u;	uorov-trb0vž
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‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
-hbm] %o-u7v -vb;u |o &v; v|
ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

o v r b - t b < m P 7 † m ; w < t Q % o - u 7 ‘ • ‘					u o r o v " † l l - u <	" † 0 l b v v b o m b m u ; r t <
- u <	& "	!	\$!!	vv † ;		
					u ; - v o m - 0 r ; N b m 1 r † 7 b m] r u o ^ b 7 b m] - - r r u o r u b - † ; r - † r o] † ; n] y Q u ; _ - _ ; ; l r r o < † m 7 ; u v - m 7 v _ ; b m u o r r o 7 b m] N r u o ^ b 7 b m b m - m - r r u o r u b - 0 8 r - m] † - † ; ' 8 ' - m \$ _ ;] u ; ; l ; m l p v † r b v m † u ; _ ; - † ; l r r o < ; b r o] ; ; u o @ o ^ † u o r r - u ; 7 o _ ; v - m 7 - u 7 ; u l v o = _ ; - -] u ; ; l ; m b v † - † ; † ; † - † u ; ; l ; m b v † - 7 ; † - m b - 7 - m o † 1 0 7 ; r 8 ' 8 s - m \$ _ ;] u ; ; l ; m l p v † 1 r 7 7 ; - r r o = † - † ; † = o r r o % o b m] N - 0 † † ; † - † m v o = † - † ; ; l r r o < ; u - m 7 _ ; ; l N 0 1 0 7 ; m \$ = ; v r ; 1 b - % d - u 7 ; u l 6 o u - % b - u 7 ; - r r r b 1 - ¼ o m o = % o _ b 1 0 ; b v m o - 7 0 † † v u 7 7 N 1 0 † o † † - o % o _ ; - r r r b 1 - ¼ o m o = † - † ; - % - % o - u 7 ; u l 6 - b v % o - † b ; 7 r r ; 1 b C 1 - % o - u 7 _ ; b u - r r r b 1 - ¼ o m b v 7 0 ; m 7] - 7 f † v ; 7 N 7 0 † o † † o % o _ ; -] u ; ; l ; m u ; v † r v b m _ ; 0 ; ; u o @ o ^ † u - r r † † - † u † † ; m † b v † - n 7 ; t _ ; -] u ; ; l ; m - 7 m o † 0 ; ; m l - 7 ; 7 - m 7 N ; 0 _ v † † ; † 7 ; % _ ; m ; -] u ; ; l ; m b v † u † v 8 N = \$ _ ; ; l r r o < ; u b v o ; m v † u ; - 1 o m ^ † ; u v - 1 ; l r r o < ; ; b v < 0 ; ; u o @ o ^ † u - r r = † m 7 ; u b m 1 r † 7 b m] ; Š r ; 1 ; 7 _ o † u v o = % o o u h o ^ † u ¼ l ; _ o † u v 6 u ; - v o m - 0 r ; ; Š r ; 1 - ¼ o - m 7 1 o m 7 b ¼ o m v 0 o ; u 0 ; ; o u] u ; m 7 m † 8 ; l r r o < ; u - m 7 ; l r r o < ; ; v _ o † r 7 - v v ; v v b = b l r u o ^ † ; _ ; ; l r r o < ; ; [v v b † - ¼ o m o ^ † u - r = - 1 o u v v † 1 _ - v C m - m 1 b b = ; 0 0 m r ; C r] † 6 6 v ; 1 † u b < 8 N] 0 _ ; 1 r - v v b C 1 - ¼ o m b v o 0 ; -] u ; ; 7 † r = † r r ¼ l ; o u 1 - v † - r 8 o u r - u ¼ l ; 6 _ o † % o u b ; ; m - m 7 -] u ; ; 7 † r o m b m _ ; -] u ; ; - m ¼ 1 b r - † ; 7 o u ; Š r ; 1 ; 7 _ o † u v o % o o m - † † u ; o = 1 - v † † ; m] 8 r r o < N _ \$ _ ; 7 ; ; u l b m - ¼ o m = o u _ ; C m - m 1 b - r v - r - u b ; v b v - r v o o 1 o l r r o % o b _ o _ ; u o † v b 7 ; o = _ b v - % o - u 7 b m 1 r † 7 b m] † - - 1 8 N b 0 _ ; u ; b v - m † † m 1 ; u - b m < = u o l _ ; ; l r r o < ; ; 6 _ ; ; l r r o < ; u v _ o † r 7 v ; ; h - 7 ^ b ; m v † u ; = - b u m ; v v - m 7 1 o l r r b - m 1 ; 8 ' 8 " m -] u ; ; l ; m l † v 0 ; + N - 0 m % o u b ¼ m] 7 - m 7	

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7†m ;w<tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvvbom bm u;rt<
					NO0]m;7 0< _; ;lrro<;u -m7 _; ;lrro<; ;lrro<;; bv †m7;u Žt <u v pl#r0];6;v r ou]†-u7†v-m-rvo vb]m8 '8t Š1;†v-ruo^b7;7b7m0 r-†NO-08";]u;;l; m†v 7o;v mo;††b;u; ;7rruo^r ou 1o-mv;uv o-o-;u _- ;lrro<;u -m7 _; ;lrro<;; 8;rv; '8"\$ _; ;lrro<;u l†v h;;r _-v u;14†m†m7 %o-];m Ź ruo^b7; 1or< o _; ;lrro<;; 8 '8Ž• \$ _; ;lrro<;u -m7 _; o rrro<;u l†v]m†bm;†o -m< 1_-6†]o b7†††v v ou 1o;u†b7m ou 1;7 o†o -m< ^-ub-¼om o- m %o-u7 ruo^b7;7 =ou 0< '8ŽŽ m -]u;;l;m l-< 0; ;ulbm- ;7+ N-0 -m< ¼l;6 0< %oub;;m -]u;;l;m 0; %o -m7 _; ;lrro<;; 7 ou NO0< _; ;lrro<;u ou ;lrro<;;]b^bm] Ž• % o _-; o _-;u r-u < Nu;7†1;7 o ‘ %o;;h ;m ;u;7 bm o 0;=ou; _-; Cuv =†rr r- -[;u ‘ ;1;10;u ••Ž•O8 \$ + = -m ;lrro<;u -m7 ;lrro<;; -]u;; o -m - r†urou v o 0; -m bm7b^b7†-r Y;Šb0brb < -u ;ul -m7 _-; -uu-m];l;m 7o;v mo l; - u;††b v;1¼om Ž‘‘ o= _-; 1 _-;m _-; ;lrro<;; o ul†m _-; -uu-m];l;m 0<]b^bm] %oub;;m mo¼1; o= v;1¼om Ž‘‘ o= _-; 1 O8 '8Ž• m -]u;;l;m ;ulbm- ;7 -v l;m¼om;7 bm 1r _-^; ;@;1 - _-; ;m7 o= _-; r;ubo7 o= mo¼1 '8Ž• \$ _; ub]_ o l-h; -m -]u;;l;m †m7;u 1r-†v 7o;v mo -@;1 6 -m< o _-;u ;ul o= _bv -%o-u -]u;;l;m 0; %o;;m -m ;lrro<;u -m7 -m8bm7b^b	
)	u	u:	' : 'P-QP^ r•'	t-†v; Jb;††;v v =ou Y;Šb0t; %o -uu-m];l; m v l0b]†b < =uo u†;#p0v;†m1bm] o	uorov-t "†ll-u09 b7; 1b†m-uo l-žom %o _bm _-; 1om	F
)	•	•:	' : 'P-QP^ r•'	t-†v; J-1btb ž^; ruoJ†vbm v ;;7 =ou 1t;-u;u †m7;uv -m7br ruo^bvbm v:	uorov-t "†ll-u09tb=< \$-0t; • =ou 0; ;u -11;vvb0btb	F
)	v	v:	' : 'P-QP^ r•'	t-†v; J\$<r;v o= ;lrto<U;†m -1h o= 1t-ub < om 0;m;C v7 u o0tb]-žomv:	uorov-t "†ll-u09tb=< t-m]†-];8 ruo^b7; tbmhv o u;t	F

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
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 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

o v r b - t b < m P 7 † m ; w < t Q %o - u 7 ‘ • ‘							
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)	v:'	-:	': 'P-QPŠ r•"	t-†v; w;\$;ulv o= ;m]-];J;)m omv;t†;m1;v o= mo bm=oulb m;;7 1t-ubC1-žom:	uorov-t "†ll-u<9b=< _; 1omv;t†;m1;v:	F	
)	-	••:	': 'P-QPŠ r•"	t-†v; J-†tL; ;lrto<;;v) -1h o= bm=oul-žom om Y;Šb< -uu-m];l;m v	uorov-t "†ll-Š9-bm oržomv8 ruo^b7; - t b m h o u;t	F	
)	••:••:u	••:	': 'P-QPŠ r•"	t-†v; ••:••:u -uL; ;lrto<;;v) -m]†-]; v_o†t7 0; v b t ; t C ; 7 8 1oll†mb1-žom om]†-u-m ;;7	uorov-t "†ll-"b49tb=< t-m]†-];8 ;lr_-vbv; 1t;-u 1oll†	F	
)	••	•':	': 'P-QPŠ r•"	t-†v; ••-v†;†lrto<;;v) -1h o= bm=oul-žom om ub]_ ;mž t;l;m v:	uorov-t "†ll-u9b7; - 0ub;= v†ll-u<8 t b m h o u;t;^-	F	
)	•'	•':	': 'P-QPŠ r•"	t-†v; •' rru;mž1jv) -1h o= ;Šrtb1b bm=oul-žom ub]_ v:	uorov-t "†ll-u<9ou- ; om u-bmbm]7 u;b10†u7b;žpm v	F	
)	•'	•":	': 'P-QPŠ r•"	t-†v; •'†mbou ;lrto<;;v blb ;7 bm=oul-žom om f†mbou ub]_ v:	uorov-t "†ll-Š9m7 om r-< u- ;v7 %ouhbm] _o†uv7	F	
)	•"	•":	': 'P-QPŠ r•"	t-†v; •"t-vvbC1-žomv o]†b7-m1; om _; ruo1;vv -n 1t-vvbC1-žom:	uorov-t "†ll-u9uo7†1; -m o^;u^b;%o ou t b m h o u;t;	F	
)	•"	•u:	': 'P-QPŠ r•"	t-†v; •"u7bm-u< _o†uv o= %o< uov ;ubuu]-m];l;m v -1h o= ;lr_-vbv Jb m ;%00-†h m 1; Y;Šb0 b t b m] %o b _ 7 ; C m b ž o m c to1-žom?:	uorov-t "†ll-u9††7; - 0ub;= v;1žom8 t b m h m Ÿ u y b ; ^ 7 ; C m b ž o m o = - u ; l o ; % o u h t o 1 - ž o m % o b _ ; Š - l r t ; v :	F	
)	•u	••:	': 'P-QPŠ r•"	t-†v; •u u ; - h v) o ; lr_-vbv om ; lrto<;;u]v u ; v r c ;^;mt< vru;-7bm] 0u;-hv:	uorov-t "†ll-u9-vbv; ;lrto<;;u]v u;vromvb0btb <8 ru	F	
)	••	•v:	': 'P-QPŠ r•"	t-†v; •v)ouhou]-mbv-žp m -1h o= vr;1bC1b < bm 1olr; ; 7; ;ulbm-žom:	uorov-t "†ll-u9b=< 1olr; ;m1< ruo1;vv8 ruo^b7; -]†b7;t b m ; v :	F	

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7 †m ;w<tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvrbom bm u;rt<
)	•v	•-:	': 'P-QPŠ r•"	t-†v; •vbmbl†l u-J;v t-ubC1-žom m;;7;7u-≠ow7-7†t l-m-];ub-t v -@7 1-vbmo]-lbn -m7 f†mbou u- ;v:	uorov-t "†ll-†<@b=< 1om7bžomv -@;1žm] ;-1_ 1- ;]	F
)	•v	‘•:	': 'P-QPŠ r•"	t-†v; •J-rru;mž1; uJ ;v †b7-m1; m;;7;7 om -rru;mž1; ruo]u;vrbom:	uorov-t "†ll-†<@ -0t;v †r7- ;78 ruo^b7;]†b7-m1;:	F
)	‘• -m7	‘•:	': 'P-QPŠ r•"	t-†v; ‘• -m7"†rrou ;7 %o-]; v<v -m7 m-žom-t u-b††m] %o-]; mv†u; -11;vrb0btb <7 1t-ub < †r7- ;v:	uorov-t "†ll-†<@†u; -11;vrb0btb <8 u;Y;1 1_-m];v	F
)	“	“:	': 'P-QPŠ r•"	t-†v; ‘J b]_;u 7†ž);v -1h o= 1t-ub < bm _b]_;u 7†ž	uorov-t "†ll-†<@b=< _; ruo1;v u8- mvr^b 7m1<:	F
)	“	“:	': 'P-QPŠ r•"	t-†v; ‘J -<l;m o= %oJ];v -1h o= 1t-ub < om r-< u;1ou7 1om ;m :	uorov-t "†ll-†<@†u< o† tbm; _; ruo1;vv:	F
)	“	“:	': 'P-QPŠ r•"	t-†v; ‘J’ mm†-tbv;7 %o-]; -uuJm) -1h o= 1t-ub < bm ;ulv -m7	uorov-t "†ll-†<@†u< 1oll†mb1- ; ;ulv8 vr;1b=< _; u	F
)	‘•:••	“:	': "r“	t-†v;‘•:••J -v_b m] o=††m†-t tJ-) †uu;m 1t-†v; r;ulb v 1-v_b m t;-^; 0†-1hŠrtb]†bb 7-m1; om _ =u;t†;m1< -m7 vr;1bC]lo†;oumžb _bv ru-:1ž77bžom-tt<7 _;u;]v -0o† _; bm ;uru; -žom o= \$b P\$ Q -v - <r; o= t;-^; _- 1 o† 7 ;vr;1b-tt< vbm1; _-; -%o- vr;1b=< _- ;lrto<;v v_o†t7 0 \$ - _-; o^;užl; u- ;7 t;-7bm r-<l;m - ou7bm-u< _o†uv †m -]u;;7:	uorov-t "†ll-779]†b7-m1; o om-%o;ur7u-1ž1; o= 1-v -mm†-t t\$-^; ruorevrb v o 1tbub†; o=0\$ v†];vžm] \$ v_o†t7 0; ;Šrtb1b t< u;1o]mbv;7 -v 1-v_-0t; t;- 1olr;mv- ;7 - _-; o^;užl; u- ; -rrtb1-0t; - _-; žl; b 1t-†v;:“v 7;Cmbm] _- \$ l†v 0; 1olr;mv- ;7 - _ u- ;7 _-; ruorov-t v;hv o ;tblbm- ; ro ;mž-t 7bvr† ;mv†u; _- \$ -11u†-tv -u; ^-t†;7 -m7 u;- ;7 1ou uorov;7)ou†bm] ••8Ž• -v_b m] o† o= -mm†-r r;-^; N-O-b7 -mm†-r r;-^; l†v mo 0; 1-v_-;7 o† ; -m -]u;;l;m †m7;u 1r-†v; ••8Ž•N1O8 N0G1_ 1-v_b m] o† o= - r-u¼1†r-u -lo†m o 0; _-; v†0f;1 o= - v;r-u- ; -]u;;l;m †m7;v N1On ;lrro<;u -m7 -m ;lrro<; l-<-]u;; bm %ou o† o= - r-u¼1†r-u -lo†m o= -11u†;7 r-b ;lrro<;8 N7On -]u;;l;m †m7;u 1r-†v; ••8Ž•N1O l†v v	F ") orrovK7o mo v†rrou bmv;užom o= >]†b7-m1;? ru 7†rtb;vr u;1;7bm] r-u-]m7r†b† o 1olrtb1- ; _-;r-%o-:úŮ:P•7 r•’J“Q

'•'F'• K o7;um %o-u7v !;^b;%o '•'
-hbm] %o-u7v -vb;u |o &v; v|
ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb|-tb|< mP7 †m|;w<-tQ %o-u7 '•'•

-u|< &" ! \$!! vv†; uorov"-†ll-u< "†0lbbvbbom bmu;rt<

					<p>b8 _-; -lo†m o= r;-^; o 0; 1-v_7; 7 of - l-7; o _-; ;lrro<; =ou b 7 -m7 bb8 _-; 7- ; om %o_b1_ _-; r-<l; m bv u omQ 1r-ub < om _-; %l;rbm; =ou _-; u-mv N;Om -]u;;l;m †m7;u 1r-†v; ••8Ž•N1O l†v 0 -m7 ;lrro<; -m76 b= _-; ;lrro<; bv †m7;u ;lrro<;;v r-u;m ou]†-u7b-m8 N=\$_ ; r-<l; m u 1-h_†;7r;††v mo 0; r;vv _-m _- %o†r7 _-^; 0;;m r-<-0r; _-7 _-; ;lrro< _-; %l; _-; r-<l; m bv l-7;8 N]Om -]u;;l;m l†v mo u;v†r bm _-; ;lrro<; ;m% r;l;m o r-b7 -mm†-r r;-^; 0;bm] r;vv N_\$; l-Šbl†l -lo†m o= -11u†;7 r-b7 -mm†- 1-v_7; 7 of bm -m< r;ubo7 o= Ž• lom _v bv Nb\$; ;lrro<;u l†v h;;r - 1or< o= -m< -]u;;l;r ••8Ž•N1O -v -m ;lrro<; u;1ou78 NfO†b7-m1;+ b8 u;††;m1< -m7 o+m7v% om]v of o= -mm v_o†r7 omr< o11†u _-uof _ - =oul-r 0; %o;;m _-; ;lrro<;u -m7 _-; ;lrro<;;8 1-v_bm] of l†v 0; 7o1†l;m ;7 v;r-u- bb8]u;;l;m ; +b\$ _-; -]u;;l;m l†v vr;1b= o= r;-^; 0;bm] 1-v_7; 7 of -m7 _-; 1ou -rom] %ob _ _-; 7- ; o= r-<l; m 8 \$ _bv -m7 1r-ub < =ou 0o _ r-u%v;8 bbb8bmb †l -<l;+m\$ _; r-<l; m =ou††-v_7; v_o†r7 0; - r;-v ;††b^r;m o %o_- _-^; u;1;b^7 b= _-; <_-7 -h;m _-; r;- b^8 bmb †l 11u†;7 ;††o<;v l†v u; -bm -11u†;7 ;m% r;l;m o r-b7 -mm†-r r; - r;-v ' %o;;hv o= r;-^; u;l-bmbm] -[; ^8 -Šbl†l lo†m\$ _;u; bv - 1-r om _-; -l r;-^; _- 1-m 0; 1-v_7; 7 of _-; bmu b o7•6 %o;;hv8 ^b8 !;1ou7;rbm] lrro<;uv -u; u;vromvb0r; u;1ou7v o= -rr -]u;;l;m v u;]-u7bm] 1 r;-^;8</p> <p>\$ Ž+ &m7;u v;1%om •' o= _-; 1 6 -m ;lrro< bmY†;m1; ou †m7†; ru;vv†u; om -m ;lrro<; o -]u;;l;m †m7;u 1r-†v; ••8Ž•N1O8 \$ •+ &m7;u v;1%om •'NŽO o= _-; 1 6 - r;u u;1hr;vvr< l-h; - =-rv; ou lbvr;-7bm] u;ru;v;m ub _v o= -mo _-;u r;uvom †m7;u 1r-†v; ••8Ž•8</p>	
--	--	--	--	--	---	--

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < m7†m w<tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;		
				uorov"-†ll-u< uorov)7ou7bm]9 \$ _; 1r-vvbC1-¼om 0< _; ;lrro<;u l†v 0; 0-v;7 _; ;lrro<;u u;t†bu;v _; ;lrro<; o _-^;6 -m7 v u;t†bu;v _; ;lrro<; o ;Š;u1bv;6 bm ou7;u o =†m1¼omv o= _; ;lrro<l;m t ;um-ž^;t<7 u;rt-1; _; ;Šbvžm] 7;Cmbžom %ob _ -rruorub- ; r;^;r @=b ra-b;mb¼ndm o -m ;lrro<; o]-lbm] ;lrro<;;6 l;-mv _- _; ;lrro<;+ N-O _-v 1olrr; ;7 -m -rruorub- ; u-bmbm] ru u-bmbm] -m7 -vv;vvl;m u;t†bu;l;m v o= - t†-rbC1-¼om †m7;u _; †v u-rb-m †-rbC1 N0O _-v 0;;m -vv;vv;7 0< - t†-rbC;7 vhbrrv ;t†b^~r;m o _ov; -,-bm;7 bm -m -rruorub N1O _-7 0;;m 7obm] _; %ouh o= - r-u¼1†r- r;-v • lom _v8 F ") -t ;um-ž^; ruorov-t9 N-O _-v 1olrr; ;7 -m -rruorub- ; u-bmbm] ruo] -m7 -vv;vvl;m u;t†bu;l;m v o= - t†-rbC1-¼om †mb v o= 1olr; ;m1< =oulbm] r-u o= - u-bmbr N0O _-v 0;;m -vv;vv;7 0< - t†-rbC;7 vhbrrv -v ;t†b^~r;m o _ov; -,-bm;7 bm -m -rruorub- ; N1O -v †m; •ž•6 -7 0;;m 7obm] _; %ouh o= =ou -r;ubo7 o= -†r;-v • lom _v8=	"†0lbvvbom bm u;rt<) v†rrou]v;m;u-tt< v†rrou] ;@ou v o u;7;Cm;0;µlv =ou 1olru;_m;vbom: u;=;uv o u;^b;%o 7;Cmbžomv -m7 1t-v _otbvž1-tt< P-1uovRrbum•7†v r•'Q F ") orrovJr-u-]u-r_ P-Q o= _; 7;Cmbžom ruo^b7;]† v†];vžom _d†R7Q; 7;R; u-7 •:•J:‘7 r’Q	
		‘•:	•P0Q r“	t-†v;J;Cmbžom >tbt†ou v;u^ ;lrto<;2 †uu;†;Cmbžom 1-†v;v 1om=† ;lrto<;uv %o_ ;m -rrt<bm] _; -7 =ou f†mbouv %ouhbm] -v tbt† ;lrto<;v:	uorov"-†ll-u<9mv;u 0;†to%o ; †m7;u _; 7;Cmbžom = v;u^b1; ;lrto<;? 1t-†v; •:’”bm ;m7v7 o 0; 1omv bv -bu)ouh 0†7vl-m=v]†b7; om r-<bm] vr;1b-t u- ;v -uo†m7 -t1o_ot9 \$ + r;uvom %o_o r;u=oulv _; =orro%obm] bv _; r†urov;v o= _bv %o-u7+ R ";rrv -r1o_or o 1†v ol;uv bm - 1-vbmo R ";u^b1;v -r1o_or o - v;- ;7 1†v ol;u bm - R o†uv -r1o_orb1 7ubmhv =ou v;u^b1; R \$-h;v -m ou7;u =ou -r1o_or =uol - 1†v ol; R ;rb^;uv -r1o_or Nro†u;7 0< 0-u v -@O o	&)& -]u;; o 7bv1†Qv Pr)]m;u-t†rrou v ;@ou v u;7;Cm; ;ulv =ou 0;;u 1olr u;=;uv o b v ruorov-t o u; -m7 1t-vvbC1-žomv lou; _ot bm7†v Rb;vQr:‘Q F ") orrov;J7;Cmbžom bv †m7;uv eou7•P“J:‘7 r’Q
		‘•:	•P1Q r“	uorov"-†ll-u<9;7u-[;Cmbžom] rt-bm t-m]†-]; o u;7 1olrt;Šb <	&)& orrovK7;Cmbžom;v†t; -u Pr•-Q	

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < m7†m ;w<tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvrbom bm u;rt<
				t-†v;J;Cmbžom o= >uov ;u;7 †uu;m 7;Cmbžom v_o†t7 0; rt-bm t-m]†-]; o u;7†1; 1olrt b ;-vb;u o †m7;uv -m7:	uorov)7ou7bm]9 !ov ;u;7 7-†-m@ -H†o†u r;ubo7 -m ;lrro<; bv m N- n†m muhbm] 7-<O8 bv 7bv¼m1 =uol -m -1 bm rb;†8)];m;u-tt< v†rrou v ;@ou u;7;Cm; ;ulv =ou 0;;;u 1olr u;=;uv o b v ruorov-t o u; -m7 1t-vvbC1-žomv lou; _of bm7†v †b;w-Q':'7 r'Q
						F ") orrov;R%o_bt;]mro u-t orrov;7 o bm uo7†1žom o= mo 1omvb7;u ^-ub-žom m;1 ;m_-m1; †v†b w: 'v7 r'Q
••••	'':	'	r"	t-†v; ••J!•ov ;ubm] 7-<v o@†l≠o ;lrto<;w t-†v;••• 1omv u-bmv bm m7; -^;u-]bm] %o;;ht< _o†uv -1uov t-†v;†bu;v†t;u lrto<;v o 0; uov ;u;7 =ou %o 7-<v o@ ;-1 1-mmo 0; -^;u-];7 o^;u - tom]	uorov"-†ll-u<9l;m7 1t-†v; o ruo^b7; 0;;;u 0-t-m1; v r-u†l; v-=:]†-u7v -m7 Y;Šb0btb < -@ou7;7 o ;lrto< uorov;7)ou†b;m]7 1t-†v; ••v•P@Q%o v l†v _-^; • 7-<v o@ ;-1_ %o;;h6 ou ' 7-<v H%o@;h^ r;ub87) =vJ^b;%o om _; ruorov;7 1_-m];v _b]_tb]_ v _- %o_b blrou -m]7 v-=:]†-u7v l†v C ruo ;1 _; ub]_†l; o%o ouh ;uv Pr-u- ': '7 r'Q F ") rovbžom o 0; P7úbv •:'7 r'Q &)& orrov;vruorov-t †;v†t br ;lrto<;v _-^bm] omt< om; uo o@ bm - %ouhbm] %o;;h: m; 7-<v o@ r;u %o;;h bv blrou - uo7;v ;mž t;l m -m7 bv 0;< u;^b;%o Pr'•Q
••••-m7 ''": ••••'		'	r"	t-†v; ••••m7•••'J_-m]; bm 1bu1†lv -m1;v _- 1_-m];v -^ -u†l; ;lrto<l;m ruo^bvbomv - 7;vb]m;7 o l-Šblbv; Y;Šb0btb ;lrto<; -m†lrto<;u8o%o;^;Š7vžm] ruo^bvbomv 1omv u-bm _; br r-u;vl;m7l;m v %†††††u bm1;mž ;lrto<;uv o ;m]-]; ;lrto<;v†lqm u- _;u _-m 1-v†-t 0-vbv:	uorov"-†ll-u<9rrt<bm] _; lo7;um -%o-u7 o0f;1ž^; bm 1 7 1t-†v;v •••• -m7 ••••' 1-m 0; 1omvotb7-];7 -m uorov)7ou7bm]9 Ž•8ŽŽ_-m]; bm ;lrro<;;v 1b u_†l†l_-m1];v _;bu -' -8 = _;u; bv -];m†bm; -m7 om]obm] 1_-m] 1bu1†lv -m1;v6 _;< l-< u;††;v o -r ;u _-; 0< %ou b; m u;††;v o _-; ;lrro<;u8 08 = _; ;lrro<;u 1-mmo u;-vom-0r< -11ollo -r ;u-¼om6 _; ru;^bo†v -]u; ;m l-7; †m7 o -rrr< -m7 - m;%o -]u; ;m†l†v 0; l-7;) =v^b;%o om _; ruorov;7 1_-m];v _b]_tb]_ v _- %o_b blrou -m]7 v-=:]†-u7v l†v C ruo ;1 _; ub]_†l; o%o ouh ;uv Pr-u- ': '7 r'Q F ") rovbžom o 0; 0††bv 1t-†v; ••••' v_o†t7 mo P0u-7 •:"J:'7 nQ
•'	'':	'	ru	t-†v; J†mbdov "_o†t7or - vbm]t; v u;-l =ou ;lrto<;v %obtt vlrto<† _; ruo ;lrto<;v -m7 ;lrto<;uv -tbh;:	uorov"-†ll-u<9omvotb7-]; >††mbou oL1; ;lrto<;v? -r oL1; ;lrto<;v? bm o - vbm]t; v u;-l -m7 -7or ††mb Plbmb †l u-];v =ou >o _ ;u _-m ††mbou oL1; ;lrto<; ;lrto<l;m juo†r bm _-; _ow †l <†b < bm7†	&)& -]u; o 7bv1†vv Pr'•Q F ") orrov;v-ttv of vb7; o= u;^b;%o Pr-u- •:•u7 r'•Q

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7 †m ;w< tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvvbom bm u;rt<
	•"	'u:	"ru	t-†v; •"u7bm-u< _o†uv o= %oc uov ;ubm] -uu-m];l;m v o†uσ= %ouh ruo^b7;7: m -77bžom ru;v1ubrž^; -m7 tblb _; Y;Št v_o†07 ruo^b7;7: m -77bžom l;l0;uv -u; 1om1;um;7 %ob _ uov ;ubm];=†lrrto<;v %o_ov; _c -u; mo -^;u-];7 o^;u %o ou l	uorov;"†ll-u<9uorov;7ub-žom o 7;t; ; 1u-†v;vm7:u; %ob _ 0;to%ou-[1t-†v7,oržm] rt-bm t-m]†-]; %obtt ;mv ruo^bvbomv -u; vblrt;u -m7 ;-vb;u o †m7;uv -m77	&)& orrow;u;7†1;v ;mž t;-lrr̃ 0;<om7 v1or; o-P u';•Q;%o
				uorov)7ou7bm]9 Ž'8 u7bm-u< _o†uv o= %ouh -m7 uov ;ubm] - Ž'8Ž m -uu-m];l;m =ou %ouhbm] ou7bm-u< _ -8 _ ;lbmb †l m†l0;u o= ou7bm-u< _o†uv H ¼l; ;lrr<; om -m< 7-< bv s N;Š1r†7bm] l; r-uH¼l; ;lrr<;7 -m7 08 _ ;l-Šbl†l m†l0;u o= ou7bm-u< _o†uv _- 7-< bv ŽŽ8' N;Š1r†7bm] l;-r 0u;-hvO7 -m7 18 _ ;l-Šbl†l vru;-7 o= _o†uv =ou -m ;lrr<; bv Ž•7 -m7 78mo ;lrr<; bv o %ouh lou; _-m Ž• 7-<v l uov ;u;7 7-< o@7 -m7 ;8 -m ;lrr<; †v _-^; t =†rr 7-†%;o@r%ub o7b =8 = _-; -^;u-]bm] -uu-m];l;m u;=;uu;7 o b =ou Žs• _o†uv;rhur;ubo7 %ob _ -m -11u†;7 u- - -lo†m] =ou 1u;7b v -11u†;7 bv †l o†um 7-< %ouh;78 l-Šbl†l o= ' 7-<v 1-m;8; 0- Ž'8• - ;ubm] bm u;lo ; ro1-¼omv -8 lrr<;uv %o_o ruo^b7; 1- ;ubm] v;u^b1;v ro1-¼omv l-< -]u;6 %ob _ - l-foub < o= ;lr o^;u 1omv;1†¼^; u;1†uubm] 1<1r;v =lrr<% %ouhbm] 7-<v8 08\$ _; l-Šbl†l m†l0;u o= ou7bm-u< _o†uv _- - 1<1r; †v mo ;Š1;7 '• l†r¼rrb;7 0< _-; mo %ouhbm] %o;;hv bm _-; 1<1r;8 18 m ;lrr<;u %o_o uov ;uv -m ;lrr<; o %o o _-; o -r m†l0;u o= ou7bm-u< _o†uv bm -n †m7;u 1r-†v; Ž'8•N-O †v r-< _-; ;lrr<; -m< ¼l; %ouh;7 bm ;Š1;vv o= _- o -r m 78)-];v l-< 0; r-b7 -11ou7bm] o _-; -^;u-]; n %o;;h bm - uov ;u 1<1r; bmv ;-7 o= _-; -1 %ouh;7 bm - r-u¼1†r-u %o;;h o= _-; 1<1r; ;8 m ;lrr<; bv mo ;m¼ r;7 o%reulhbm] =o u< _-m -11u†;7 uov ;u;7 7-<v o@8 Ž'8' -l†r ¼l; -8 \$ _; ;lrr<;u -m7 _-; †fouh v o≠ - %ouhrr- -]u; o bm uo7†1; -m -uu-m];l;m - _-; % ;lrr<; h;v ¼l; o@ 7†ubm] _-; ;lrr<;v -m7 l-h;v †r _- ¼l; r- ;u8) v†rrou v =v ;@ou v -m7 1t-ub=< or;u-žom-t ;L1t 1olrtb-m1; %ob _bm _-; _ovr mo ;v _- ;lrr<;uv %obtt v<v ;lv o u-1h ;lrr<;v= u; vr;1bC1 v1_ ;7†tbm] -uu-m]; ;mv†u; 1olrt%o-m]1;-]u;7 †ro Pr-u- ':u7 r•uQ	
						F ") -]u; o 7bP1†v.v7 r'vQ

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < m7†m ;w<tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvvbom bm u;rt<
					08 = l-H†;r ¼l; bv %ouh;7 - - ¼l; %o_ ;m r;m- _ ;lrro<;u l†v r-< _ ;lrro<; bm\$-0†p 07 ;m-r < u=b;w _- ¼l;8 Ž'8' !ov ;uv -8 \$ _ ;lrro<;u l†v ru;r-u; - uov ;u vH4o%o bmm7 r-uH4l; ;lrro<; _ ;bu m-l; -m7 _ ; ¼l;v - % Cmbv_ %ouh8 08\$ _ ;uov ;u l†v 0; ;-vbr< -11;vvb0r; 0< ;lr - 1omvrb1†o†v rr-1; bm _ ; %ouhrr-1; ou 1oll†mb1-¼om8 18\$ _ ;uov ;u o= -m ;lrro<; l-< 0; 1_-m];7 - -]u;;l;m 6 bm1r†7bm] 0;1-†v; o= vb1hm;v _ ;lrro<;u _-v mo1om uor6 ou 0< _ ;lr " 7-<v; mo¼1; o= _ ; 1_-m];8	
•u	'•:	"	ru	t-†v; •Juu;-hψ)ou7bm] o= ruo^bvbd ou y1_oort†:Z bv1;tt-m;o†v %o-u7 -rruo-1_ -7or ;7 rt†v ;mž t;l;m 0ur;-b7	uorov"-†ll-u<9;rt-1; 1t-†v; •u o l; _ ; lo7;um -%o- ;mv†u; - vblrt;7 ;-v< o †m7;uv -m7 -m7 v†v -bm-0 uorov)7ou7bm]9 Žs8 u;-hv Žs8Ž m ;lrro<; l†v mo 0; u;t†bu;7 o %ouh %ob _o† -m †mr-b7 l;-r 0u;-h o= - r;-v •• Žs8• lrro<;v -u; ;m¼ Hb7m † ;o m;b7•u;v 0u;-h rom];u _-m t_o†u Hb m†† 7; r%do7 •u;v 0u;-hv _-m Ž• _o†uv8	&)& orrow;u;7†1;v ;mž t;l;m ‘‘Q F ") -]u; o u;rt-1bm] 1t. •u:• -m7 •u:'7 _o%;^;u 1t-ul •u:• u:• v_o†t7 mo 0r-0;t; ; •"•7 r'vQ
•v:'	'v:	u	r•	t-†v; •w:'bmb††l u-J;v t-†v; 1†uu;m tb v0u†pmb m ;m %-]; †m7;ur-<l;m v 1-†v;7 0< 1-t1†t-žomv	uorov"-†ll-u<9m1††7; _ ; lbmb††l %o;ht< -m7 _o†ut< -m-];ub-t " -@ P o ;tvQ 1t-vvbC1-žom -tom]vb7; ou o ruo^b7; _bv 7; -bt 0< bmv;užm] - m;%o tbm; l •v:•: F ") "†0lbvvbom b-rh ;!yrt<ž^; ruo^b7m]1††7; -9mo ; \$ '+ "1_ ;7†††ll-u< o= o†ur< !- ;v o= -< 1om o= _o†ur< u- ;v o= r-< bm1r†7bm] 1-v†&6 o^;u	&)& -]u;;v^-ub-žom %o††7 ;n †v-0btb < 0< 1t-ub=<bm] lbm F ") orrovK1t-†v; bv vblr ;-v< o u;t†;um-ž^yo bm1††7; o ;bm 1t-†v _v :7bu;1 v -; ; o "1_ ;7†††u•P••:•7 r'v•Q
•-	'-:	•	r•	t-†v; •J-rru;mž1; uJ ;v !;=;u;m1;v ruo[b-v7oamov 1†uu;r -rr;-u o†0;;7 -m7 _- -u; mo tbh;t< o 0; †v;7 bm _ ; =au;v !;lo^t%btt vbl-lra7;um -%o-u7 = ;lrto<;v -m7 ;lrto<;uv:	uorov-t "†ll9!uko^; -m< u;=;u;m1; o %o-bžm] -r-r%o;raž -m7 7;t; ; -m< -vvo1b- ;7 ruo^bvbm v %o_b1_ vr;-h 1oll;m1;l;m 7- ; o= -m -7††l -rru;mžm; oRu7 ;†; u;†_ ;m '••'Q:	&)& -]u;Pr'Q F ") 7o mo orK0v_ ; _ ;u o@;u;7 bm †v u-tb- bv ††;v P-u•:'J:'7 r'vQ

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7†m w<tQ %o-u7 ‘•’						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvvbom bm u;rt<
	“	“•:	v rv	t-†v; ‘J b]_;u †ž;v t-†vq;t†bu;v u;7u-[bm] bm rt l-h; 1t;-u %o_;m _b]_;u 7†ž;v r-<-0t;†ž;v o= ;lrto<;v - oo ;^;u-]; ;m7-m ;^;tv ‘-m7’ v†L1b;m t< 7b@;u;m o %o-uu ;Š1t†vbom =uol r-<l;m =ou _l	uorov-t "†ll9!u7u-[†t-†v; b m rt-bm t-m]†-ll;u;mv7 utb10ž -11;vv o _b]_;u ož†;ž†vo<;v bm =oo7 -m7 0;^;u-]; - -m7 ‘: uorov;7)ou9bm] ••8 b]_;u †¼;v ••8ž m ;lrro<; ;m]-];7 bm 7†¼;v 1-uu<bm] - _ 1r-vvbC1-¼om =ou %o o ou lou; _o†uv om o u- ; =ou _- 7-<8 = =ou r;vv _-m %o o _o† _-; _b]_;u u- ; =ou h;7žl; vo %o ou ••8• m ;lrro<; l-< 0; u;t†bu;7 o ;lrrou-ubr< r; ro%o;u 1r-vvbC1-¼om %ob _o† rovv o= r-<8	&)& -]u;Pr‘‘Q F ") orrovJ-v 1t-†v; v -m vblrt; -m7 ;-v< o †m7;uv -m bm uo7††h;v;u -m mu <•ž:7 r‘J- ‘•Q
	’	“•:	- rv	t-†v; ‘J -<l;m o=)-]v)ou7bm] o= 1t-†v; bv 1olrt;Š vblrtC; ž ;mv†m;-vb;u o †m7;u -%o-u7 %ob _o† u;7†1žom bm	uorov-t "†ll9!urt-1; 1t-†v; %ob _ %ou7bm] ruo^b7;7 bv1;tt-m;o†v %o-u7: uorov;7)ou9ubrt}1; 1t-†v;v‘:’:%ob _ _-; =otto%obm]9 -<l;m o= %o-];v%ob z;b m v;1¼om ••• o= _-; 1	&)& orrov;u;lo^-t o= 7; -bt - -l0b]†b p< 1t-†v;‘‘Q F ") 7o mo orJ o;v; ruo^bv -u; mo 1†uu;m t<!†to†b;Š 1omv†t ž-um:‘ž:ž r‘-Q
	“	“‘:	•• rv	t-†v; ‘J mm†-tbv;7 %o-]; -uudm \$_;u; -u; bm1u;-v;7 -7lbmbv c u;]†t- ou< 0v†-wžpm b- ;7 %ob _ 1olrtb-m1; o0tb]-žomv 7; ;uut =uol bm uo7†1bm] -mm†-tbv;7 u;-vom-0t; =ou -mm†-tbv;7 %o o -rrt< ož†u lrto<;vtvqz; o† ;u tlb v =ou uov ubm] ;lr	uorov-t "†ll9!u<†v; 1o††b7lr0;o^;7 QJ7 u-;[bm] o -tb]m % -bu)ouh 10†7vl-m=v]†b7; o -mm†-tbv;7 %o-]; -u _ovrb -tb < -m7 u;v -†u-m bm7†v ub;v: uorov;7)ou9bm] ž8 m uo7†1; -mm†-rbv;7 %o-;ž†;u;d†b0 b;om 0<=o 1r-ub=<bm] _- _-; -]u; ;m l-7; bm 1r-†v; ‘•8 0; %o;ž m ;lrro<;u -m†¼; e†r†¼u; ;lrro<N;%ob _ ;lr) v†rrou v _-; rovbž^; v ; vblrtb=< 1olrtb-m1; -m7 ;mv 1omvbv m1< %ob _ _-; lo7;u o0f;1ž1;1oll;m7v _-; ovrb -m7†v u< P ;m;u-tQ %o-u7 0 o]; _-;u %ob _ u;t- ;7;†%o-u7\ !;v -†u-m m7†v uv- %b]um7bC m†l0;u o= ;lrto<;uv -u; 1o^; _-m om; -%o-u7 ‘:’7 r•”Q

'•'F'• K o7;um %o-u7v !;^b;%o '•'
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7 †m ;w< tQ %o-u7 '•'•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvrbom bm u;rt<
				-mm†-tbv;7 %o-]; -uu-m];l;m v r†0tb1 _otb7-<v %ouh;7 bm -	<p>•8 "†0v¼ † ; _; ;ul :uov ;u 1<1r;; %ob _ :-^;u- •'8</p> <p>•8 ouu;1 _; 7u-[bm] ;uuou bm 1r8 •'8•N-O 0 :1r-†v; •'8•N-ON^bO; %ob _ :1r-†v; •'8•N0O;8</p> <p>'8 ouu;1 _; 7u-[bm] ;uuou bm 1r8 •'8•N-ON^ '8 !;]-u7bm] _; :o† ;u rblb v; bm 1r-†v; •'8•N</p> <p>b8 l;m7 v†0v;1¼om NbO o ;Š1r†7; _o†uv % lb7mb-]m7 o†uv %ouh;7 om N%b†r;1r_ evbŷ _; -r ;um- ;7</p> <p>bb8 Š m7 _; o† ;u rblb v bm v†0v;1¼om N _o†uv %_b1_ %o†r7 -,u-1 - r;m-r < u- ; †n -%o-u7 r;u %o;;h8</p> <p>s8 l;m7 1r8 •'8•N0ONbbO o u;-7 :-m -^;u-]; c u;lo^bm] _; v†r;uY†o†v :bm ;Š1;vv o= ou7bm om1; <o† _-^; u;=;uu;7 o _; _o†uv -v o^;u¼ ;</p> <p>"8 ouu;1 _; 7u-[bm] ;uuou bm 1r8 •'8•N7ON bmv ;-7 o= 1r8 •'8•N0O7 o u;-7 : _ ; m†10;u o _- _; ;lrro<; l-< 0; u;t†bu;7 o %ouh %ob _o -77b¼om-r r-<l;m †m ;Š1;mm†-rbv;7 %o-];6 bm 1r-†v; •'8•N0O -m7 N1O8;</p> <p>t8 77 o _; ;m7 o= 1r8 •'8•N0O N%obq= .1l l-rv; _ ; u;1om1;rb-¼om</p> <p>"8 ;r ; 1r8 •'8•N1O o u;7†1; -m †mm;1;vv-u)ouh !;]†r-¼omv ••" v; o† _; u;t†bu;l;m v = 0; h;r %_b1_ %obrr ;m-0r; ;lrro<;uv o 1olrr; ; lrro<;v _-^; _; ub]_ q ut1pwwŷ_-;m7 u;1;b^; u;Y;1 ;m¼ r;l;m v r-b78</p> <p>Ž•8 =6 _o%o^;u6 1r-†v; •'8•N1O bv o u;l-bm6 brr†v u- ; lo7;v o= 1olrrb-m1; -11;r -0r; o l;; u;t†bu;l;m v8 \$ _bv o ; 1o†r7 0; 7;^;ror;7 bm)ouh l0†7vl-m8</p>	<p>F ") 7o mo orKava ;v _- >^;u-]bm] -uu-m†;d;m mo -rr bm _; ovrb -tb <u %o-†7'†7 r''Q</p>
	'u:'	“”:	••P-Q r••	t-†v; 'u†'ouhtb[7ub^;u -†to%o uo^bvbom ruo^bŷ;v-†e ; %o o -tto%-m1;v _- 7;r;m7 om %o_ ;lrto<; bvJ=††tr-† ; ou 1-v†-t v_o†t7 0; 1omvotb7- ;7 bm] = r†urov; -tto%-m1;:	uorov-t "†ll9ut; ; 1t-†v; 'u:'P0Q bm =-^o†u ††[u; -tto%-m1; ruo^bŷy7ub†P-Q:	&)& orrov;J7uorov;7 ^-ub-žor u;t- ;7 o l-;uv ;Š m;mb^;t< -m7 7blbmbv_ ;lrto<; ;mž t; 0;<om7 v1or; o= u;^b;%o Pr
						&)& or;m o 7bPr††Qv) v†rrrou v _; rovbž^; v ; vblrtb=< 1olrtb-m1; -m7 ;mv 1omvbv ;m1< %ob _ _; lo7;u oof;1ž!;1oll;m7v _; ovrb -

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < m7†m ;w<tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvvbom bm u;rt<
						m7†v u< P ;m;u-tQ %o-u7 0 o]; _ ;u %ob _ u;t- ;;7]†%q-u7\ !;v -†u-m m7†v uv- %b-]un7bCC m†l0;u o= ;lrto<;uv -u; 1o^; _-m om; -P%u7 ':"7 r•"Q F ") 7o mo orJvvo†t7 0; %o;;ht< l-Šbl†l -lo†m P•:•vF
'u:"	"":	••P0Q r••	t-†v; 'u†";-t -tto%o-†n1; m vol; 1bu1†l v _ ;m†ž†t;l;m o ruo^b7;7 %ob _ - l;-t -m7 0; r- -tto%o-m1; †m7;u 1t-†v; 'u:"P ;mž t;l;m o 0; ruo^b7;7 %ob _ r-b7 _-; -tto%o-m1; †m7;u KP†0-†	uorov-t "†l 9†u7u-†m rt-bm t-m]†-]; %ob _ o0tb]-žon ruo^b7; l;-t -tto%o-m1; u;lo^;7: uorov;7)ou9ub rt}1; 1t-†v%obu _ 0;to%o9 •s8' ;-r rro%o-m1; N-O m ;lrro<;u l†v v†rrr< -m ;lrro<; %ob _ - l l;-r -rro%o-m1; o= hŽ'8••6 b= _-; ;lrro<; ;bv u lou; _-m • _o†uv %ob _o†l 0;bm] mo¼C;7 o= _-; ru;^bo†v 7-†8	&)& or;m o 7bPr††Q v) v†rrrou v _-; rovbž^; v ; vblrtb=< 1olrtb-m1; -m7 ;mv 1omvbv ;m1< %ob _ _-; lo7;u o0f;1ž1;1oll;m7v _-; ovrb -m7†v u< P ;m;u-tQ %o-u7 0 o]; _ ;u %ob _ u;t- ;;7]†%q-u7\ !;v -†u-m m7†v uv- %b-]un7bCC m†l0;u o= ;lrto<;uv -u; 1o^; _-m om; -P%u7 ':"7 r•"Q F ") 7o mo orJv†v;rouž^; rt-bm t-m]†_††7 vžr†t- ; _ 'u:' -rrtb;v o ž†h; e-†t-††l; ;lrto<;rPu•:•vQ 7 r'•Q	
'u:"	"":	••P1Q r••	t-†v; 'u†\$oot -m7 ;††brl;m -† tt;lrto<;v _- -u; u;††bu;7 o †v; _-;bu o%om ootv bm _-; r; _-;bu †v†-t 7†ž;v v_o†t7 _-^; -tto%o-m1;7 mo f†v 1oohv -m 1oohv:	uorov-t "†l 9"†0vž † ; >1ooh ou -rru;mž1; 1ooh? br >;lrto<;;†t; ; 1t-†v; 'u:"P0Q bm =-^o†u o= _-; ;Šr-n 1††v;u:"P-Q:	&)& or;m o 7bPr††Q v) v†rrrou v _-; rovbž^; v ; vblrtb=< 1olrtb-m1; -m7 ;mv 1omvbv ;m1< %ob _ _-; lo7;u o0f;1ž1;1oll;m7v _-; ovrb -m7†v u< P ;m;u-tQ %o-u7 0 o]; _ ;u %ob _ u;t- ;;7]†%q-u7\ !;v -†u-m m7†v uv- %b-]un7bCC m†l0;u o= ;lrto<;uv -u; 1o^; _-m om; -P%u7 ':"7 r•"Q F ") orrovJ1_-m%o†t7 ;Šr-m7 ;tb]b0btb < o -tt 1t- "1_ ;7††;r-uP•:•vP1Q7 r'•Q	
'u:u	"u:	••P7Q r••	t-†v; 'u†"u;1b-t 1to _bm] Jtto > o ;t ;lrto<;? bv mo 7;Cm;7 mo o _ ;u ruo^b7;7 %ob _ 1omv u-b -rrt< o - >lo ;t ;lrto<;;†t;lrto<;	uorov-t "†l 9†t; ; 1t-†v; 'u:uP;Q: \$_-; vr;1b-t 1to _ 1††v;u:uP1Q %obtt -rrt< o -tt ;tb]b0t; ;lrto<;v7 %o_ ;lrto<;v -v ;lrto<;v %o_o -u; 1o^;u;7 0< _bv -%o-u7	&)& or;m o 7bPr††Q v) v†rrrou v _-; rovbž^; v ; vblrtb=< 1olrtb-m1; -m7 ;mv 1omvbv ;m1< %ob _ _-; lo7;u o0f;1ž1;1oll;m7v _-; ovrb	

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7 †m ;w< tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lrvvbom bm u;rt<
				v_o†t7 u;1;b^; _; v-l; -tto%- ;lrto<;v bm _; _ovrb -tb < bn		m7†v u< P ;m;u-tQ %o-u7 0 o]; _;u %ob _ u;t- ;;7]†%q-u7\ !;v -†u-m m7†v uv- %b-]um7bCC m†l0;u o= ;lrto<;uv -u; 1o^; _-m om; -P%u-7 ':"7 r•"Q
						F ") mo orroJm7 -rr-u;n %o_< lo t ;lrto<;v -,u-1 vr; ;mž t;l;†u•:•vP7Q7 r'‘Q
‘u:•”	“•:	••P;Q r••		t-†v; ‘u:•” ;umb]_ v < -ttb% t-†v; _-v 1-†v;7 1om=†vbom %o_o lbv1omv u†; _; -rrtb1-ž -tto%-m1; o l;-m moult o^;u _o%o;^;u 7;Cm;7	uorov-t "†lI9"†0vž † ; 1t-†v; o:•v†fRQb=< -tto%-m1; -m7uo^b7; 1t-ub <: uorov;7)ou9bm] r-†v; •s8Ž’ -rrrb;v o -m ;lrro<; %o_o bv u;††; _; ;lrro<;u;v ru;lbv;v bm ou7;u o ruo^b7; ruo o† vb7; ou7bm-u< 0†vbm;vv_o†uv	F ") mo orroJ7;††0 -v o 1†uu;m 1om=†vbom %o-bu _ •:•vP;Q7 r'‘Q) v†rrrou v _; rovbž^; v ; vblrtb=< 1olrtb-m1; -m7 ;mv 1omvbv ;m1< %ob _ _; lo7;u o0f;1ž!;1oll;m7v _; ovrb -m7†v u< P ;m;u-tQ %o-u7 0 o]; _;u %ob _ u;t- ;;7]†%q-u7\ !;v -†u-m m7†v uv- %b-]um7bCC m†l0;u o= ;lrto<;uv -u; 1o^; _-m om; -P%u-7 ':"7 r•"Q &)& †m1t;-u -0o† ^-ub-žom %ou7bm] -rr;-uv v-l; -v 1†u Pr‘“Q
‘v:•	“v:	•‘ r‘v		t-†v; ‘vJ•^;užl;J -1 oψ 0†omvb7bun;77; ;ulbmb %o_ _ ;u - u;t†;v =ou ;lrto<;v -77bžom-t_o†uv bv u;-vom-0 †mu;-vom-0t; †mš≠u vbu)ouh •••”7o mo m;;7 o 0; u;v - ;7	uorov-t "†lI9!u7†1; t;m] _;&%-u07< u;rt-1bm] 1t-†v; ‘ u;=;u;m1; o v;1žom-bú †eul_ ;1 Pv;•”1t-†v; ‘’ o= _ !;v -†u-m m7†v u< %o-u7Q: uorov;7)ou9bm] \$ + &m7;u _; " Nv;; v;1¼om s• o= _; 1 O %ouh -77b¼om-r_o†uv b= _;< -u; †mu;-vom- 0; -h;m bm o -11o†m bm 7; ;ulbmbm] %o_ _ ; u;-vom-0r; ou †mu;-vom-0r;8	&)& -]u;Pr‘“Q F ") mo orroK77b mo 1o m;1;vv-u< o ;†v_-0†b1b < o= - Pr-u- •:“7 r‘vQ) v†rrrou v _; rovbž^; v ; vblrtb=< 1olrtb-m1; -m7 ;mv 1omvbv ;m1< %ob _ _; lo7;u o0f;1ž!;1oll;m7v _; ovrb -m7†v u< P ;m;u-tQ %o-u7 0 o]; _;u %ob _ u;t- ;;7]†%q-u7\ !;v -†u-m m7†v uv- %b-]um7bCC

“•”F“• K o7;um %-u7v !;^b;%% “•”
-hbm] %-u7v -vb;u |o &v; v|
ovrb|-tb|< m7†v|u< P ;m;u-tQ %

ovrb -tb < mP7†m w<tQ %-u7 “•”						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvrbom bm u;rt<
						m†l0;u o= ;lrto<;uv -u; 1o^; _-m om; -P%-u7 ':"7 r•"Q
'v:"	"-:	•' r•'	•' r•'	t-†v; 'vJ\$bl;b @ bmv ;-7 o= r- o^;užl;J !;††bu;l;ml =ou %ub;;m -]u;;l; o11-vbom ;lrto<; %btt h; žl o= u;1;b^bm] r-<l;ml =o-umo^;u †mm;1;vv-u< -7lbmbv u-ž^; 0†	uorov-t "†lI9 †to%lrto<;uv -m7 ;lrto<;v o l-h; - vbn %ub;;m -]u;;l;ml o h; o^;ubž@; b m žl;-7 o= u;1;b^br r-<l;ml v: uorov;7)ou9†b;ml]7 1t-†v; 'v:" P%-b1_ u;††bu;v - % h; žl;b @ bmv ;-7 o= u;1;b^bm] o^;užl; r-<l;ml v om =ou - %ub;;m -]u;;l;ml l-7; †m7;u 1t-†v; 'v:"P-Q o _- -rrtb;v o -tt o^;užl; %o uCh; 7 _-ml];†- om %ub;;m =uol _-; ;lrto<; o _-; ;lrto<;u:	&)& orrov;P;r“Q
'-:'	"•:	•" r•'	•" r•'	t-†v; '† '- ; mb]_ F;-ut< loun r;m-t < uJ ;v rrt<bm] r;m-t < u- ;v >r;u _o† _o†u? 1-†v;v 1om=†vbom -0o r-u _o†u bv r-b7 om - ruo u-	uorov-t "†lI9 †or _-; %ou7b;ml]bó=†;ml 1t-†v; bm _-; -m7 b1;mv;7 ††0†††v-††; bv†; -m7 -1_b;^;]u;- ; -1uovv lo7;um:-%-u7v uorov;7)ou9† bml]1; 1t-†v; '-:' %b _ 1t-†v; '": o= b1;mv;7 ††0v %-u7:	&)& or;m o 7bPr††Qv
'-:"	"•:	•" r••	•" r••	t-†v; '† '77bžom-t ruo^bvbom om r†0††b7J<v t-†v; '-:" vr;-hv o -77bžom- =ou %ouh om r†0†b1 _otb7-<v 7;-tv v†0v -mž^;t< %b _ r†0†b	uorov-t "†lI9 †mvotb7- ; _-; ruo^bvbomv - 1t-†w;o' r†0†b1 _otb7-< ruo^bvbomv -u; bm:om; v†0v -mž^; uorov;7)ou9† bml]1; _-; 7;Cmbžom o= - v_b[%ouh;u _-; " 7;Cmbžom bm v;1žom v•P'Q o= _-; 1 : %-u7D-]u;;l;ml =u;; ;lrro<;v %-o ††-rb=< =ou ;m¼ r;l;ml N•O m %-u7D-]u;;l;ml =u;; ;lrro<; ††-rbC;v = r;-^; ;m¼ r;l;ml b=+ N-O _-; ;lrro<;+ NbO bv ;lrro<;7 bm -m ;ml;urubv; bm 1om¼m†o†vr< uov ;u;7 •' _o†uv - 7-< =ou " 7-<v - % NbbO bv u;]†r-ur< uov ;u;7 o %ouh NbbbO u;]†r-ur< %ouhv om "†m7-<v -	&)& -]u;Pr“Q F ") orrov;†-< 1u;- ; 1om=†vbom bm v;r-u-žm] 1t r;m-t < u- ; 1†mu;Š “J:“† r'v
'•:'	"':	•uP-Q r•'	•uP-Q r•'	t-†v; '•J';Cmbžom_††%ouh;u r†urov; o= -mm†-t t;-^; ;Cmbžom -v _bv oub1-tt< 1- =ou ;lrto<;uv7 r-už1†t-ut<u;] u;††bu;l;ml =ou _-; 0†vbm;vv 1om ;Š o= - "F• v_b[uov ;u " u;††bu;l;ml Pbm v v•P'Q o ;lrto<; o 0; u;]†tv ;tx; † o %o _ov; v_b[v7 0;bm] _-; v_b[v 1omžm†o†vt< uov ;u;7 " _o†u 7-<v r;u %;;h:	uorov-t "†lI9 †Cmbžom v_o†m7v v %b _ 7;Cmb;žlžro m v•P'Q o= _-; omv bv ;m1< bm _-; 7;Cmbžom o= - v_b bm ;u;v v o= 1olru;_ ;mvbom -m7 _-;u;=ou; 1olrtb-n uorov;7)ou9† bml]1; _-; 7;Cmbžom o= - v_b[%ouh;u _-; " 7;Cmbžom bm v;1žom v•P'Q o= _-; 1 : %-u7D-]u;;l;ml =u;; ;lrro<;v %-o ††-rb=< =ou ;m¼ r;l;ml N•O m %-u7D-]u;;l;ml =u;; ;lrro<; ††-rbC;v = r;-^; ;m¼ r;l;ml b=+ N-O _-; ;lrro<;+ NbO bv ;lrro<;7 bm -m ;ml;urubv; bm 1om¼m†o†vr< uov ;u;7 •' _o†uv - 7-< =ou " 7-<v - % NbbO bv u;]†r-ur< uov ;u;7 o %ouh NbbbO u;]†r-ur< %ouhv om "†m7-<v -	&)& orrov;J7o;v mo ;m_-m1 †v-0btb <7 v_b[%ouh;u -tu; Pr“Q) orrov;†ruorov-t l-< 1u;- -77bžom-t 1om=†vbom ou b ;vr;1b-tt< b= _-;u; -u; 7b@; _-; " 7;Cmbžom -m7 _-; 1† 7;Cmb žomu - ':"7 r•"Q F ") orrov;K7o;v mo ;m_- †v-0b††u•'•J:“† r'J•Q

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7 †m ;w< tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbvvbom bm u;rt<
					N0O _; ;lrro<; bv bm - 1r-vv o= ;lrro<;v u;]†r-¼omv -v v_b[%ouh;uv =ou _; r†uro lrro<l;m "-m7-u7v8	
'•:uK'•:v "	'•:uK'•:v "	'•:uK'•:v "	•uP0Q r•'	t-†v; '•:u: vJ Š1;vvb^; -mm†-t -11u†Jtv t-†v;v:uK'•:v 1-m 0; 1omvotb7 vblrtb=< _; 7bu;1žom =uol -m ;lrto<; o u;7†1; _;bu -mm†- bm 1bu1†lv -m1;v %o_ ;u; -]u;; -rrtb1-žom _-v mo 0;;m u;-1-	uorov-t "†ll9 omvotb7- ; -m7 vblrtb=< ruo^bvbomv: uorov;7)ou9 b m]1; 1†uu;m 1t†v;w %o_ u_ %o •s8 Š1;vvb^; r;-^; -11u†-rv -8 m ;lrro<;u l-< 7bu;1 -m ;lrro<; o -h; - r; o= - r;-v om; %o;;h ruo^b7;7+ b8 \$ _; ;lrro<; _-v -11u†;7 - r;-v t %o;;hv o= bb8 \$ _; ;lrro<;u]b^;v _; ;lrro<; t %o;;hv; mo -h; -mm†-r r;-^;7 -m7 bbb8 \$ _; ;lrro<; u; -bmv - r;-v s %o;;hv o= 7bu;1¼om bv]b^;m 0< _; ;lrro<;u7 -m7 b^8 \$ _;u; bv mo 1omYb1 %ob _ -m< ;Šbv¼m] ;lrro<; -m7 ;lrro<;u8 08 m ;lrro<; l-<]b^; - %oub;;m mo¼1; o _; ;l om; ou lou; r;ubo7v o= r-b7 -mm†-r r;-^; b=+ b8 \$ _; ;lrro<; _-v _-7 -m ;Š1;vvb^; r;-^; -11u lom _v7 -m7 bb8 \$ _; ;lrro<;]b^;v _; ;lrro<;u t %o;;hv; mo r;-^;7 -m7 bbb8 \$ _; ;lrro<; u; -bmv - r;-v s %o;;hv o= 7bu;1¼om bv]b^;m 0< _; ;lrro<;u7 -m7 b^8 \$ _; ;lrro<; u; -bmv - r;-v s %o;;hv o= -1 mo¼1; bv]b^;m8 ^8 \$ _; ;lrro<;u l†v]u-m r-b7 -mm†-r r;-^; -v) orrov;Ju;1oll;m7v - t;-^ >-]bm]? 1ub ;ubom _- tblb 7bu;1žom o -h; ;Š1;vvb^; t;-^; 1u;7b ;7 o _; ;lrto<; lou; <;-uv 0;=ou; _; 7bu;1ž Pr-u- '•:uK'•:v "
'":'	'":'	'":'	•• r•'	t-†v; !"J †0tb1 otb7-<v t-†v; 1u;4qm=†vbom -0o† _< -77bžom-t 7-<=v r-< †m7;u 1t- u;- ;7 =ou _; r†urov;v o= ou o^;užl;:	uorov-t "†ll9 ub=< 1t-†v; 0< bmv;užm] - m;%o r-u ":': uorov;7)ou9 bm] N1O \$ _; ;Š u- 7-<;v r-< bm 1r-†v; •'8'N-ONbO b ;lrro<; %o_o†r7 _-^; u;1;b^;7 =ou %ouhbm] ;t†b^ v -m7-u7 %ouhbm] 7-< N†v†-rr< "8s _o†uvO8 \$ _ _; r†urov;v o= %o_ u†v6 o^;u¼l; ou r;-^; -11u†-rv	&)& or;m o 7bV††v vmo 1on ruorov;7 %ou7bm] o 0; v†L Pr"Q F ") mo orro†;u•:'-7 r'•

‘•’F‘• K o7;um %o-u7v !;^b;%o ‘•’
 -hbm] %o-u7v -vb;u |o &v; v|
 ovrb|-tb|< m7†v|u< P ;m;u-tQ %o

ovrb -tb < mP7 †m ;w< tQ %o-u7 ‘•’•						
-u <	&"	!	\$!!	vv†;	uorov"-†ll-u<	"†0lbv vbom bm u;rt<
	'•	"":	•v r•"	t-†v; ;7†1žomv =ou ruo^bv ;lrto<; -11ollo7-žom -m7 l;-t t-†v _o†t7 0; ^-ub;7 o -tto% -† _oubv;7 v-t-u< 7;7†1žomv r-vv-]; o= b ouh ;]bvr-¼om l;m7l;m N uo ;1¼omv)ouh;u 1 •••P _Q: †u _ ;u7 _ ; 7;7† %obtt 0; vblrt;u -m7 ;-vb;u o u;7u-[:7 †vbm] rt-bm t-m]†-];	uorov-t "†l 9 ;m7 1t-†v; '• o -tto% =ou u;1†uubm 7;7†1žomv =uol '• ;1; o vbm] 'rt-bm t-m]†-]; uorov);ou7 b9m]mvotb7- ; 1t-†v;v '•:" -m7 '•:v bm o •"8' ;7†1¼omv =ou l;-rv omr< -8 m ;lrro<;u l-< 7;7†1 -m -lo†m o= h"8• ;lrro<;;v %-];v =ou ruo^b7bm] _ ;lrro b8 \$ _ ;lrro<; 7o;v mo rb^; bm -11ol 0< _ ;lrro<;u7 -m7 bb8\$ _ ;l;-r bv ruo^b7;7 7†ubm] _ ;lr %ouhbm] _o†uv7 -m7 bbb\$ _ ;lrro<; _-v -† _oubv;7 _ ; 7;7† -m7 _-v 1omv;m ;7 o _ ;l;-r 0;bm 08\$ _ ;-7††v l;m o= _ ;-lo†m o= _ ; 7;7† %obrr 0; bm -11ou7-m1; %ob _ _ ;-7††v "1 _;7††; "†ll-u< o= om; -u< rro%-m1;v8	&)& -]u;Pr'"Q F ") -]u; o 1omvotb7- ;•' -m7 '•:v7 mo ^b;%o u>]u†7ubunb -† _oubv;7 ?v††0 lubv vB-cum : " u •:"7 r'J-Q
(-ubofv "u:	•- r•"			(-ubof†lov ;u 1<1t; -m7 -^;u-]b -uu-m];l; v \$;ulv uov ;u 1<1t;? -m7 >-^;u- -uu-m];l;m v? -u; †v;7 bmbm 1 -%-u l; -m _ ; v-l; 7 _baf%);^;u >uov ;u 1<1t;? bv mo 7;Cm;7 l;-mbm] bv †m-††v;uv_o†t7 0; -l;m7;7 uo7†1; -l0b]†b < -m7 lou; 1omvbv m ru-1ž1;v:	uorov-t "†l 9 uo^b7; =ou - 7;Cmbžom o= -^;u-]bm] ': !;rt-1; _ ; uov ;u 2%1b _ ;u-]bm] -uu-m]††v ruo^bv bomv -m7 bm 1t-†v; " -mm†-tbv;7 %-]; -uu-	&)& or;m o 7 bPr††Qv F ") o0v;u^; _- _ ; u >-^;u-]bm] -uu-m];l;m ? 7o; bm _ ; -%-u7: v v†1_7 _ ;u -rr;-u o 0; - 1olr;ttbmb]m@;u \$ _bv ruorov-t l-< 0;m;C =u 1omv†† -žom Pr-u- •:'•7 r''C
"1 _;7††	"•:	'• r'•		"1 _;7††; t-vvbC1-žom v u†1 † 7;Cmbžomv t-vvbC1-žom v u†1 †u; uoum r†urov;:	uorov-t "†l 9 uorov;v l0rtb-m7 lo7;u†b1†-vvbC1-žom v u†1 †u;-h†b ou r†urbv;1 pumu;m or;u-žm] 1om]; uorov;7)ou†bm] •8ŽN@Qlo^; =uol]]u-7; • <bm1r†7bm] 1r;-m 7o robm -v _bv bv - 7† < -rb]m;7 %ob _]u-7; ;lrro<;uv roohbm] o _ ; -rruorub-]; 1r-vvbC1- •8ŽN4Qm7 _ ; ' _ 7o robm N<lBŠbm] - u-m]; o v-< <lBŠbm] - u-m]; o= vor_bv¼1- ;7 7ubmh -vvbv bm _ ; 1ouu;1 1r-vvbC1-¼om o= ;lrro< •8ŽN7Oo^; _ ; < u-7;vr;uvom= u;t†bu;l;m =uc o <Cm; 7bmbm] uool ou u;v -†u-m =8 v -m -r	&)& or;m o 7 bPr††Qv)]m;u-tt< v†rrou v ;@ou u;7;Cm; ulv =ou 0;;u 1olr -v _bv 1-m 1om ub0† ; o - u-mvr-u;m -m7 -11;vvb0t; -m7 -tb]mv %ob _) =v ruor ruorov;v _- _ ; 1t-vvbC1-ž 7;Cmbžomv v_o†t7 0; u;^b;9 _otbvž1-tt<7 -m7 mo ††v %o

Hospitality Industry (General) Award 2020

Party	CLAUSE	REF	THEIR REF	Issue	Proposal Summary	Submission in reply
					<p>longer offered nationally, the AHA's members find that they are unable to make use of F&B grade 4, rendering this grade redundant. By removing the tradesperson requirement, employers are able to use grade 4 for its employees who perform tasks above that of an F&B grade 3 employee but who aren't yet an appointed supervisor for the purpose of the "food and beverage supervisor" role in subsection (e). By removing "fine dining room or restaurant", grade 4 becomes more user friendly.</p> <p>A2.2(e) – amend this to say – Cook grade 2 (wage level 3) means an employee who has the appropriate level of training and carries out basic cooking duties such as the cooking of breakfasts and/or snacks, or an employee who has not achieved the appropriate level of training but who carries out a wide range of cooking duties, such as a la carte cooking, baking, pastry cooking or butchering.</p> <p>A2.3(c) – amend this to say – Guest Service grade 3 (wage level 3) means an employee who supervises guest service employees of a lower grade or an employee who has the appropriate level of training and who is engaged in any of the following:</p> <ul style="list-style-type: none"> • Providing butler services such as a food, beverage and personalised guest service; • Carrying out major repairs to linen or clothing including basic tailoring and major alterations and refitting; or • Dry cleaning. <p>A2.4 – Administrative stream</p> <p>The definitions for clerical grades 1-3 are contradictory in parts and reflect outdated technology and mechanics no longer operational in 2023 workplaces. An amended classification stream is suggested as follows:</p> <ol style="list-style-type: none"> Clerical grade 1 (wage level 2) means an employee who is required to perform basic clerical and routine office duties such as filing, collating and copying documents, greeting visitors and delivering messages. Clerical grade 2 (wage level 3) means an employee who is engaged in general clerical or office duties such as typing, basic data entry, calculating functions and responding to enquiries. Clerical grade 3 (wage level 4) means an employee who has the appropriate level of training and who performs any of the following duties: <ul style="list-style-type: none"> • Operation of business equipment including telephone equipment, computers, printing devices, Dictaphone equipment and software packages. • Provide guidance to employees at a lower level. • Applies a working knowledge of the organisation's structure, products, functions, locations and clients to be able to 	<p>isolation for hospitality award (para 3.1, p13)</p> <p>ABI/BNSW not intending to respond (para 7.56, p39)</p>

Hospitality Industry (General) Award 2020

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					<p>respond to internal and external enquiries in their own function area; or</p> <ul style="list-style-type: none"> • Maintains financial records and journals, collects and prepares time and wage records, makes bookings, prepares accounts queries, does banking. • Assist with planning events for the business, including booking venue spaces, research and engage with vendors, confer with other areas of the business as needed. <p>d. Clerical supervisor (wage level 5) means an employee who has the appropriate level of training and who coordinates other clerical staff or who coordinates all aspects of an event for a business.</p> <p>A2.8 – Maintenance and trades – other than the cooking trade</p> <p>The title of “gardener” provided in A2.8(c) – (f) should be replaced with “Maintenance Officer”. This is because of the scope of duties assigned to the higher grades of this classification. Employees employed at these higher levels are not employed as gardeners but their duties fall within these classifications, leading to confusion on the part of the employee and employer. Any subsequent reference to supervising “gardeners at a lower level” should be changed to supervising “employees at a lower level”.</p> <p>A2.8(f) – rename this position as Maintenance Supervisor (tradesperson) (wage level 5).</p> <p>A2.9 – Managerial staff (Hotels) – delete from this definition the first paragraph (for the purpose of this classification, hotels means hotels, resorts etc). Coverage of this industry award is provided in clause 4 of the Award so there is no need to repeat coverage again in Schedule A. This paragraph does not aid in the understanding of which roles would be designated as Managerial so it should be removed.</p>	