



# SOCW7851

7ca a i b]mi8Yj Y`cda Ybh

HYfa `Hk c`##`&\$&%

7 ci fgY`Cj Yfj ]Yk

GHJZZ7cbHJW`8YHJ]`g

7cbj Ybcfg

| B Ua Y   | 9a Uj`                   | 5j Uj`UVj]m               | @cWjhcb                                      | D\cbY           |
|----------|--------------------------|---------------------------|--|-----------------|
| >cmW`K i | cmW`k i 4 i bgk "YXi "Ui | 9a Uj`Zcf<br>Wtbgj `hUjcb | F cca `%( ) ž<br>A cfk Yb`6fck b<br>6i ]X]b[ | \$( ' ( &% %) - |

GWXcc``7cbHJW`bZcfa Uhjcb

GWXcc``cZGcWU`GWYbWg

F cca `%) -

A cfj Yb`6fck b`7 &\$

Ya Uj`.gchg4 i bgk "YXi "Ui

d\cbY. '\$&-' , ) `% \$+

7ci fgY'8YHJ`g

7fYX]hDc]bhr '\*`

Gi a a UfmcZ`hY'7ci fgY

I`g]b[ `U`f][ \hg`VUgYX`UddfcUWX`z`hY`W`ci fgY`YI`Ua` ]bYg`hY`bUhi`fY`cZ`W`a`a`i`b]mXYj`Y`cda`Ybh]b`Ub` ]bH`fbU]cbU`UbX`bU]cbU`W`cbH`I`h`X`fUk` ]b[ `cb`U`fU`b[ `Y`cZ`h`Y`c`f`Y`h]W`UbX`WUgY`ghi`Xmia`U`H`f]U`g`" `H`Y` W`ci`fgY`W`c`j`Y`fg`U`V`f]Y`Z`\]g`h`c`f`m`c`Z`W`a`a`i`b]mXYj`Y`cda`Ybh`h`Y`W`U`b[ ]b[ `bUhi`fY`cZ`W`a`a`i`b]m`k`c`f`\_`z`h`Y` W`c`b`W`d`h`g`c`Z`W`h`i`fY`]b`fY`U`h`c`b`h`c`W`c`a`a`i`b]m`k`c`f`\_]b`X`Y`j`Y`c`d]b[ `g`c`V`Y`h`Y`g`z`U`b`X`h`Y`X`m`b`U`a` ]W`g`c`Z` W`c`a`a`i`b]W`h`c`b`z`]b`W`i`X`]b[ `W`c`g`g`W`h`i`fU`W`c`a`a`i`b]W`h`c`b`z`k`c`f`\_]b[ `k`]h`]b`h`f`d`f`Y`h`f`g`z`\i`a`U`b`f][ \hg` X`c`W`a`Y`b`H`h`c`b`UbX`U`X`c`W`U`W`h`"8]Z`Y`f`Y`b`h]X`Y`c`c[ ]W`U`U`dd`f`c`U`W`X`Y`g`h`c`W`c`a`a`i`b]m`k`c`f`\_`U`f`Y`Y`I`U`a` ]b`Y`X`UbX`Ub` Ub`U`m`g]g`c`Z`h`Y`]a`d`U`W`h`UbX`ci`h`W`c`a`Y`g`h`U`h`h`Y`g`Y`U`dd`f`c`U`W`X`Y`g`a`][ \h`U`j`Y`c`b`W`c`a`a`i`b]h`Y`g`]g`Y`I`d`c`f`Y`X`" 5`h`f`b`U`h`j`Y`a`c`X`Y`g`c`Z`f`Y`g`Y`U`f`W`z`W`c`b`g`i`h`U`h`c`b`UbX`b`Y`Y`X`g`Ub`U`m`g]g`z`d`U`b`b]b[ `UbX`gi`g`h]b`U`V`Y`g`Y`f] ]W` X`Y`j`Y`f`m`U`f`Y`Y`I`U`a` ]b`Y`X`]b`c`f`X`Y`f`h`c`U`X`X`f`Y`g`g`W`U`b[ ]b[ `UbX`Ya`Y`f[ ]b[ `b`Y`Y`X`g`"

7ci fgY`@YUfb]b[ `Ci`h`W`c`a`Y`g

%` =>Y`b`h`z`m`h`Y`"]b`\_`g`V`Y`h`Y`Y`b`W`c`a`a`i`b]m`X`Y`j`Y`c`d`a`Y`b`h`U`b`X`U`f][ \hg`V`U`g`Y`X`Z`U`a`Y`k`c`f`\_`Z`c`f`G`c`W`U` X`Y`j`Y`c`d`a`Y`b`h`&` @`c`W`U`h`Y`'7`c`a`a`i`b]m`8`Y`j`Y`c`d`a`Y`b`h]b`k`]h`]b`U`V`f`c`U`X`Y`f`Z`U`a`Y`k`c`f`\_`c`Z`W`c`a`a`i`b]m`k`c`f`\_` '` =>Y`b`h`z`m`h`Y`]a`d`U`W`h`c`Z`;`Y`b`X`Y`f`U`b`X`7`i`h`i`f`Y`c`b`7`c`a`a`i`b]m`8`Y`j`Y`c`d`a`Y`b`h`d`f`c`Y`W`g` (" =>Y`b`h`z`m`h`Y`f`c`Y`c`Z`U`X`j`c`W`U`W`h]b`W`c`a`a`i`b]m`X`Y`j`Y`c`d`

HYUWX`]b[ `G`h`f`U`h`Y`[ ]Y`g`

H`\]g`]g`U`d`c`g`h[ f`U`X`i`U`h`Y`W`c`i`fgY`z`UbX`ghi`XY`b`h`g`U`f`Y`Y`I`d`Y`W`Y`X`h`c`i`b`X`Y`f`U`\_`Y`U`g][ ]b]Z`W`U`b`h`U`a`c`i`b`h`c`Z` ]b`X`Y`d`Y`b`X`Y`b`h`f`Y`g`Y`U`f`W`X`]b`h`c`h`Y`"]g`g`i`Y`g`i`b`X`Y`f`W`c`b`g]X`Y`f`U`h`c`b`" `H`Y`f`Y`]g`U`b`Y`I`d`Y`W`U`h`c`b`h`U`h`g`h`i`X`Y`b`h`g`k`]`"i`g`Y` Ub`Ub`U`m`h]W`U`U`dd`f`c`U`W`X`h`c`h`Y`f`k`c`f`\_`z`UbX`g`l`c`k`h`Y`U`V`]m`h`c`U`dd`m`h`Y`c`f`m`U`b`X`h`c`h`]b`\_`W`h]h]W`h`m`"9`j`]X`Y`b`W` c`Z`h`]g`a`i`g`h`V`Y`d`f`c`j`]X`Y`X`]b`U`"k`f]h`Y`b`k`c`f`\_`g`i`Va`]h`Y`X`Z`c`f`U`g`g`Y`g`g`a`Y`b`h`

5`b`U`X`i`h`U`dd`f`c`U`W`X`h`c`"Y`U`f`b]b[ `]g`h`U`\_`Y`b`h`U`h]g`g`h`i`X`Y`b`h`g`U`f`Y`f`Y`g`d`c`b`g]V`Y`Z`c`f`h`Y`d`U`W`X`UbX`U`a`c`i`b`h`c`Z` f`Y`U`X]b[ `UbX`Y`I`h`U`f`Y`g`Y`U`f`W`X`h`Y`m`X`c`U`g`k`Y`"U`g`U`h`Y`b`X`U`b`W`U`h`W`U`g`g`Y`g`z`U`b`X`Z`c`f`U`]g]b[ `k`]h`h`Y`W`c`f`X]b`U`h`c`f` ]g`g`i`Y`g`c`f`d`f`c`V`Ya`g`k`]h`h`Y`]f`Y`U`f`b]b[ " `G`h`X`Y`b`h`g`U`f`Y`U`g`c`Y`I`d`Y`W`Y`X`h`c`h`U`\_`Y`U`d`U`f`h]W`d`U`h`c`f`m`U`dd`f`c`U`W`X`]b` W`U`g`g`Y`g`g`c`h`U`h`\_`b`c`k`Y`X[ `Y`]g`g`l`U`f`Y`X`z`e`i`Y`g`h`c`b`Y`X`z`X`Y`V`U`h`X`UbX`U`dd`f`c`d`f]U`h`Y`X`]b`X`j`]X`i`U`m`U`b`X`]b`[ `f`c`i`d`g`" `G`Y`a`]b`U`f`g`U`f`Y`d`f`Y`!`f`Y`W`c`f`X`Y`X`UbX`U`j`U`]U`V`Y`Z`c`f`g`h`Y`U`a`]b[ #`C`k`b`c`U`X`Z`c`a`A`c`c`X`Y`z`U`b`X`h`Y`f`Y`]g`U` j`c`i`b`h`U`f`m`c`b`Y`!`l`c`i`f`h`h`c`f]U`Y`U`W`X`k`Y`Y`\_`h`c`"Y`d`g`h`i`X`Y`b`h`g`k`]h`U`b`m`e`i`Y`g`h`c`b`g`z`W`c`a`a`Y`b`h`g`UbX`c`d`d`c`f`h`i`b]m`i`Z`c`f` X]g`W`g`g]c`b`h`c`h`Y`k`Y`Y`\_`g`]h`c`d]W`D`U`f`h]W`d`U`h`c`b`]g`b`c`h[ f`U`X`Y`X`"<`c`k`Y`j`Y`f`z`]h]g`U`W`c`i`fgY`Y`I`d`Y`W`U`h`c`b`h`U`h` f`Y`e`i`]f`Y`X`f`Y`U`X]b[ `g`k`]`"V`Y`f`Y`U`X`V`m`U`"d`U`f`h]W`d`U`b`h`g`Y`U`W`X`k`Y`Y`\_"`

5ggYgga Ybh

5ggYgga YbhHUg\_g

|                              |          |                         |  |
|------------------------------|----------|-------------------------|--|
| 5ggYgga YbhHUg_              | K Y][ \h | 8i Y'8UHr               | Gh XYbh@YUfb]b[<br>Ci hWta Yg'5ggYggYX |
| A ]X!HYfa 'F YZYWj] Y'9ggUmi | &)       | &, #*\$ #&\$&%%%\$\$'DA |  |
|                              |          |                         |  |
|                              |          |                         |  |

7\ccgY`Zca`hY`]ghicZei Yghjcbg`cf`WYUHY`mci f`ck b`fd`YUgY`Wcbgi`hk`Jh`hY`Wci fgY`Wcbj`YbYf`JZ  
W\ccg]b[`mci f`ck b`ei YghjcbL`H\Y`dUdYf`]g`i`d`hc`" \$\$\$k`cfXg`]b`UXX]h]cb`hc`fYZfYbWg`C`F`mci` \Uj`Y`hY  
cdh]cb`cZ\Uj`]b[`U`hU`Y`\ca`Y`hYgh]bghYUX"H\Y`hU`Y`\ca`Y`hYghk`]`[`c`Zcf`Z]`Y`XUmz`UbX`mci`bYXX`hc`k`f]hY  
h`fYY`g`cfhYggUmj`f%\$\$\$k`cfXg`dYf`g`cfhYggUmL`H\Y`ei`Yghjcbg`k`]`VY`fY`YUgYX`cbY`XUmVYZcfY`hYgh  
ghUfmg`"K`f]hYb`ZYXVUW`UbX`U`a`Uf`\_`k`]`VY`dfcj`]XYX`k`]h]b`&k`YY`\_`g`cZgi`Va`]gg]cb"

Hi`fb]h]b`gYh]b[`.H\]g`Ugg][`ba`Ybh]g`gi`Va`]hYX`h`fci`[\`Hi`fb]h]b`UbX`ghi`XYbhg`WUb`gYY`Hi`fb]h]b`g]a`]Uf]hm  
fYdcfmg"

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

F Yei ]fYX`fYUX]b[ g`k ]`VY`Uj U]UV`Y`cb`A`ccX`Y`"

F YWca a YbXYX`F Ygci fWg

F YWca a YbXYX`fYUX]b[ g`k ]`VY`Uj U]UV`Y`cb`A`ccX`Y`"

7ci fgY`9j U`i Uh]cb`UbX`8Yj Y`cda Ybh

Gh XYbhZYXVUW`cZYj U`i Uh]cb`]g`Wfi W]U`hc`XYj Y`cd`UbX`]a`dfcj Y`h]g`Wci fgY`Z`fh`Yf`]b`gi VgYei YbhmYUfg"  
A m9I dYf]YbW`gi fj Ymk ]`VY`WcbXi WYX`hck UfXg`hY`YbX`cZ`hY`h`fa`"5hK`YY`\_`"zh`Yf`Y`k`]`VY`U`"Wci fgY  
\YU`h`W`Y`W`"k`]h`h`Y`WUgg`"H`]g`k`]`VY`Ub`cddcffi`b]mZcf`gh`XYbtg`hc`dfcj ]XY`ZYXVUW`UbX  
gi [ [ Ygh]cbg`cb`YWfi fYz`Wcbh`Yb`h`fYUX]b[ g`z`h`hc`f]U`UW]j ]h]Yg`UbX`ch`Yf`h`]b[ g`k` \]W`k`]`Yb`UbW`"YUfb]b[  
YI dYf]YbW`"

Gi Va ]gg]cb 'cZ5ggYgga YbhiHUg\_g

Hi fb]h]b 'Gi Va ]gg]cb

Ʒmci 'YbWci bHYf'U'dfcV'Ya 'k \Yb'UH'Ya dh]b[ 'hc'gi Va ]hmc i f'Ugg][ ba YbhiH'fci [ \ 'Hi fb]h]bž'd'YUgY  
HY'Yd\cbY'9I HYfbU'Gi ddcfhcb'-', ) " ' ' %cf'Ya U] 'H'Ya 'cb'YI HYfbU'HY'fgi ddcfh4 i bgk "YXi "Ui "'Gi ddcfh  
\ci fg'UfY', .\$\$Ua '—%\$.\$\$da 'cb'k YY\_XUmg'UbX'-. \$\$Ua '—) .\$\$da 'cb'k YY\_YbXg'fI \*) 'XUmg'U'm'YUfI" Ʒmci  
UfY'i bUV'Y'hc'gi Va ]hmc i f'Ugg][ ba YbhiXi Y'hc'U'ZUj 'hk ]H'Hi fb]h]b'mci 'a UmUdd'm'Zcf'Ub'YI HYbg]cbž'Vi hmc i  
a i ghfYHU]b'mci f'h]W\_Yhbi a VYf'Z'ca '9I HYfbU'Gi ddcfhfU'cb[ 'k ]H'UbmcH'Yf'fY'Yj UbhXcW a YbHgE'hc  
]bWi XY'Ug'Yj ]XYbVW'hc'gi ddcfhmc i f'YI HYbg]cb'Udd'jW]h]cb" Ʒmci 'Ya U] '9I HYfbU'Gi ddcfhmc i 'k ]`  
Ui 'ca UH]WU'm'fYW]j Y'U'h]W\_Yhbi a VYfž'Vi h]Zmci 'HY'Yd\cbY'mci 'k ]'b'YX'hc'gd'YW]WU'mUg\_ 'Zcf'cbY"  
Hi fb]h]b'U'gc'dfcj ]XYg'i dXUH'g'cb'H'Y]f'gmgh'Ya 'ghU'g'cb'Hk ]HYf"

; YbYfU'mž'UggYgga YbhiHUg\_g'a i ghVY'gi Va ]HYX'Y'YW'fcb]WU'mj ]U'Y]H'Yf'Hi fb]h]b'cf'U'A ccX'Y  
Ugg][ ba YbH' 'b]bg]UbVW'g'k \YfY'H'g ]g'bc]hdccg]V'Yž'hk ]'VY'gh'UH'X'cb'mci f'Wci fgY'g'A ccX'Y'g]H'k ]H  
U'HYfbUH] Y'gi Va ]gg]cb'XYHU]g"

: cf]bZ'fa UH]cb'cb'\ck 'hc'gi Va ]hUgg][ ba YbHg'cb]bYj ]U'A ccX'Y. \hhdg.#gh XYbH'i bgk "YXi "Ui #ck!  
gi Va ]hUgg][ ba YbH'a ccX'Y

## 5 WUXYa ]W< cbYgmiUbX`D`U[ ]Uf]ga

D`U[ ]Uf]ga `]g`i g]b[ `hY`k cfXg`cf`]XYUg`cZc`hYfg`UbX`dfYgYbh]b[ `hYa `Ug`mci f`ck b" `#WUb`hU`Y`a Ubm  
Zcfa gZ`Zca `XY`]VYfU`h`V`X`Y`U`h]b[ `h`U`W`Y`X`Y`b`h`U`m`W`c`d`m]b[ `Z`ca `U`gci f`W`k ]h`ci h`U`W`b`ck `Y`X[ `Y`a `Y`b`h`

I B G K ` [ fci dg`d`U[ ]Uf]ga `]b`h`Y`Z`c`ck ]b[ `W`h`h` [ cf]Yg.

7 cdm]b[ . `i g]b[ `hY`gUa Y`cf`j Yfmg]a ]Uf`k cfXg`h`h`Y`cf][ ]bU`h`I`h`cf`]X`Y`U`k ]h`ci h`U`W`b`ck `Y`X[ ]b[ `h`Y`



- i bXYfghUbx'mci f'f][ \hg'UbX'fYgdcbg]V]h]Yg'Ug'U'gh XYbhUhl BGK
- VY'Uk UfY'cZd'U[ ]Uf]ga ž'Wcdmf][ \hž' BGK 'Gh XYbh7cXY'cZ7cbXi W'Ubx'5Ww'dhUV'Y'I gY'cZ I BGK '⇒H'F Ygci fW'g'Dc`]Wm
- VY'Uk UfY'cZh'Y'ghUbxUfXg'cZVY\Uj ]ci f'YI dYW'X'cZYj Yfmcby`]b'h'Y'I BGK 'Wca a i b]m
- `cWJh'gYfj ]Wg'UbX'j]bZcfa Uh]cb'UVci hl BGK 'UbX'I BGK '@]VfUfm

Gca Y'cZh'YgY'UfYUg'k ]`VY'ZJa ]]Uf'hc'mci ž'ch'Yfg'k ]`VY'bYk " "; U]b]b[ 'U'gc`]X'i bXYfghUbx]b[ 'cZU`h'Y fY'UH'X'UgdYW'g'cZ9@-G9'k ]`Y'd'mci 'a U\_Y'h'Y'a cghcZmci f'gh X]Yg'Uhl BGK ""

[\hhd.##ji V'YWf'i \]XYg"\]VfUfm'i bgk "YXi "Ui #' \]gY#JVci h' \]gY](#)

## 5 WUXYa ]W=Zcfa Uh]cb

: cf`YggYbh]U`gh XYbh]bZcfa Uh]cb`fY`Uh]b[ `tc.

- fYei Ygh]Zc`f`YI H`bg]cb/
- `Uh`gi Va ]gg]cbg`[ i ]XY`]bYg/
- fYj ]Yk `cZa Uf\_g/
- I B GK `<YU`h`UbX`GUZYmidc`]WYg/
- YI Ua ]bUh]cb`dfcW`Xi fYg/
- gdYW]U`W`bg]XYfU]cb`]b`h`Y`Yj YbhcZ]`bYgg`cf`a ]gUXj Ybhi fY/