



# MMAN1130

8Yg][ b'UbX'A Ubi ZJWñ f]b[

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

7 ci fgY`Cj Yfj ]Yk

GHJZZ`7 cbhJW`8 YHJ`g

7 cbj Ybcfg

B Ua Y	9a U]`	5j U]`UV]`]m	@cWU]cb	D\cbY
8 Ub]Y`9 [ [ `Yf	X"Y [ [ `Yf4 i bgk "YXi "Ui	9a U]`rc`Vcc_`U Wtbgj `hU]cb	( \$&< ž 5]bgk cfl 6i ]X]b[	

GWXcc`7 cbhJW`bZcfa Uh]cb

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I BGK `A YWU]b]WU`UbX`A Ubi ZUW` f]b[ `9b[ ]bYYf]b[

5]bgk cfl`Vi ]X]b[ `>%+ž@Y] Y`%

5Vcj Y`7cZY`cb`7 Ua di g

<ci fg

-. \$\$-). \$\$da žA cbXUm=: f]XUm

f7`cgYX`cb`di V`]W\c`]XUmžGWXcc`gWYXi `YX`Yj Ybtg`UbX`I b]j Yfg]miG\i hXck b

K YV

[GWXcc`cZA YWU\]b\]WU`UbX`A Ubi ZUW` f\]b\[ `9b\[ \]bYYf\]b\[](#)

[9b\[ \]bYYf\]b\[ `Gh XYbhGi ddcfhGYfj \]W\]g](#)

[9b\[ \]bYYf\]b\[ `X\] gf\]U`HfU\]b\]b\[](#)

[I BGK `Gh Xm5VfcUX`UbX`9I WU\]b\]Y`fZcf`\]bVci bX`gh XYbtgk](#)

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D\cbY

fZ`\*%&Ł-` , ) ` , ) \$\$-Bi WYi g`Gh XYbh<i V

fZ`\*%&Ł-` , ) `+`\*%`-`9b[ ]bYYf]b[ `X] gf]U`HfU]b]b[

fZ`\*%&Ł-` , ) ` %+-`-`I BGK `Gh Xm5VfcUX`UbX`I BGK `9I WU]b]Y`fZcf`]bVci bX`gh XYbtgk

fZ`\*%&Ł-` , ) `( \$- +`-`GWXcc`C Z]W]H

H`D`YUgY`bch`h`U`h`h`Y`GWXcc`C Z]W`k`j`bch\_bck`k`Yb#Zmci`f`Wci`fgY`Wt`bj`Ybcf]`g`cb`W]a`di`g`cf`Uj`U]UV`Y





UbX'Uddfcdf]UHY'mZca 'hYgY'g]Hfg"

WUgg. 'H\YfY'UfY'hfY'Y]b]WUgg'UWj]jYg]b'U'md]W'k'YY\_'k\]W'k'Y'fYZf'rc'Ug'hY'@YWh'fYz'Hi'rcf]U' UbX'758#75A '@UV'VUgYX'cb'hY'hja'YhUV'Y]b'GYW]cb'' ''H\Y'cb]bY'gY[ a Ybhg'cZ'h]g'Wci'fgY'UfY' cf[ Ub]gYX'cb'hY'Z'ck]b[ 'df]bW]d'Yg.

% '@YUfb]b[ . 'Gh'XYbh'YUfb]b[ 'jg'hY'Z'fghdf]cf]m! 'hYUW]b[ 'UbX'UggYgga'Ybh'UfY'gY'WcbXUfm' WcbW'fbg''@YUfb]b[ '\YfY'jg'XYZ]bYX'Ug[ U]b]b[ 'bYk'k'Um]cZi'bXYfghUbx]b[ 'hY'Z]Y'X'cZXYg][ b'UbX' a'Ubi'Z]W]f]b[ 'j]b'a'YW]Ub]W]Yb[ 'j]bYYf]b[ /bchUg]ja'd'mia'Ya'cf]g]b[ 'j]bZ'fa'Uh]cb''K'Y'UfY'f]m]b[ 'rc' hfUbgZ'fa' 'mci' 'j]bhc'Yb[ 'j]bYYf]g'UbX'W]h]W]h]b\_Yfg]b'hY'X]g]W]d]bY"

& "DYf'W'f]UW]cb.'@YUfb]b[ 'jg'U'gcW]U'UW]j]mž'UbX'fYgYUfW'g\ck'g'hUhmci'k]'Y'Ufb'a'cghUbx' VYghk'\Yb'mci'UfY'UW]j]Y'm]U]i[ '\hV'mmci'f'dYYfg'UbXž]b'h'fbžk'\Yb'mci' hYUW'hYa "

' "5i'hYb]h]m'K'Y'k]'Uj'Y'Ug'a'w'U'i'hYb]h]m'cZ]b[ 'j]bYYf]b[ 'dfUW]W'Ug]g'dcgg]V'Y'k]h]b'hY' Wcbgh]U]bhg'cZ'hY'Wci'fgY'UbX'k'\YfY'hXcYg'bchfYgh]U]b'mci'f'Y'Ufb]b[ "

(" < [ '\ghUbxUfXg.'K'Y'k]'Uj'Y'\] '\ghUbxUfXg'Z'f'UW]Y]j'Ya'Ybh]b'hY'Wci'fgYž'UbX'Y]Yfmc]bY' f]bWi'X]b[ 'ghUz'k]'VY'UW]Wci'b]UV'Y'Z'f'di'h]b[ 'j]b'hY'Y'Z'c'f]h'c[ 'Yhmci'rc'hY'ghUbxUfX"

) "CdYbbYgg.'5g'a'w'Ug'dcgg]V'Yž'h]g'Wci'fgY'k]'VY'WcbXi'W]X]b'hY'cdYb'k'\YfY'U'dUfh]W]dUbhg' W]b'VY'Uk'UfY'cZ]h]UbX'Wca'a'Ybhi'dcb]h'

\* "DfcW'gg.'H\Y'Z'W'g'cZ'hY'Wci'fgY'k]'VY'cb'dfcW'ggYgž'bchci'hWca'Yg''H\Y'f][ '\hici'hWca'Yg'k]'VY' U'VmdfcXi'WciZ'Z'ck]b[ 'hY'W'ffY'W'dfcW'ggYg"

H\Y'YWh'fYg]b'h]g'Wci'fgY'k]'Wci'Yf'W'fY'WcbW'dhg'UbX'VUW]fci'bX'hY'cfm]b'a'Ubi'Z]W]f]b[ 'UbX' Yb[ 'j]bYYf]b[ 'XYg][ b''H\Y'YWh'fY'a'Uhf]U]j]Uj]UV'Y'rc'gh'XYbhg'Y'Y'W'fcb]W]m'VY'Z'fY'YUW'WUgg]j]U' HYUa'g"

H\Y'758'UbX'75A '@Vg'UfY'XYg][ bYX'rc'U'ck' 'mci'rc'dfUW]gY'W]h]W]g\_]g]b'hY'UfY'Ug'cZ'Wca'di'hf] U]XYX'XYg][ b'UbX'a'Ubi'Z]W]fY''DfY!'UV'k'cf\_'k]'VY'Uj]U]UV'Y'VY'Z'fY'hY'ghUf]hcZ'WUgg'UbX]g'UV'Y'rc'VY' k'cf\_YX'h]fci[ '\]b'mci'f'ck'b'hja'Y''8i'f]b[ 'hY'UVgž'hY'dfY!'UV'k'cf\_'k]'VY'Yi'dUbXYX'i'dcb'k]h] cddcf]b]m]rc'gYY\_'Ugg]ghUbxW]b'UfY'Ug'cZ]Z]W'm'

H\Y'Hi'rcf]U'g'k]'dfcj]XY]ja'dcf]Ubh'Wcb]h]i'U]g]U]h]cb'VY'rk'YYb'hY'dfUW]W]g\_]g]VY]b[ 'h]i[ '\h]b'hY'UVgž' hY'WcbW'dhg'VY]b[ 'j]bhcXi'W]X]b'hY'YWh'fYg'UbX'\]'\] '\h\ck'hYgY'UfY'fY'UfY'X'k'\Yb'XYg][ b]b[ 'UbX' a'Ubi'Z]W]f]b[ 'j]b'hY'fY'U'k'cfX"

### 5XX]h]cbU'7ci'fgY'W'Z'fa'Uh]cb

H\]g]g'U'\*'i'b]hcZ'WYX]h]f]c7'Wci'fgY'UbX]b]c]j'Yg'\*'\ci'fg'dYf'k'YY\_'f]h#&'cZgW]YXi'YX'cb]bY'Wcb]UW]

H\Y'bcfa'U'k'cf\_'cUX'Yi'dYW]h]cbg'cZ]U'gh'XYbh'UfY'Uddfc]ja'UHY'm&)' \ci'fg'dYf'h]fa'Z'f'YUW]'I' C7ž' ]bWi'X]b[ 'WUgg'Wcb]UW]h]ci'fgž'chYf'Y'Ufb]b[ 'UW]j]j]Ygž'dfY'dUf]U]h]cb'UbX'hja'Y'gdYbhcb'U'UggYggUV'Y' k'cf\_"

Mci'g\ci'X'U]a'rc'gdYbX'UVci'h%&'\#&'cb'h]g'Wci'fgY''H\Y'UXX]h]cbU'hja'Y'g\ci'X'VY'gdYbh]b'a'U\_]b[ gi'fY'hUhmci'i'bXYfghUbx'hY'YWh'fY'a'Uhf]U'ž'Wca'd'Y]h]b[ 'hY'gY'hUgg][ ba'Ybhgž'Z'f]hYf'fYUX]b[ ž'UbX' fY]j]g]b[ 'Z'f'Ubm]Yi'Ua]b]U]h]cbg"

# 5ggYgga Ybh

8YHU]YX'jbZcfa Uhc'cb'U''UggYgga Ybhg'ig'Uj U]UV'Y'hfci [ \ 'HYUa g"

## 5ggYgga YbhHUg\_g

5ggYgga YbhHUg_	K Y][ \ h	8i Y'8UH	Gh XYbh@YUfb]b[ Ci hWca Yg'5ggYggYX
7ca di hYf!U]XYX'8Yg][ b G_]`g`	( \$i	K YY_( (: f]XUm#K YY_+ : f]XUm	( ž) ž* ž+
7B7 'A UWX]b]b[ '5ggYgga Ybh	&)i	: ]Y'Gi Va ]gg]cb!'K YY_, ž HYgh]b[ '!9I Ua 'DYf]cX	' ž(ž) ž*
5gg][ ba Ybh	' )i	K YY_`%\$!: f]XUm	%ž&ž*ž+

## 5ggYgga Ybh8YHU]`g

5ggYgga Ybh% '7ca di hYf!U]XYX'8Yg][ b'G\_]`g`

GHUfhXUH. Bch5dd]WUV`Y

8YHU]`g.

HYgh]b[ 'Wca di hYf!U]XYX'XYg][ b'g\_]`g`Wc] Yf]b[ 'Yb[ ]bYYf]b[ 'XfUk ]b[ gž'Wca di hYf!U]XYX'XYg][ b'UbX Wca di hYf!U]XYX'a Ubi ZJWfi fY"

5XX]h]cbU`XYHU]`g.

&i '&\$i 'h'ghg" 'HYgh%UbX'&k ]''VY'\Y'X']b'K YY\_g( 'UbX'+ 'Xi f]b[ 'hY: f]XUm'YWfi fYžfYgdYWfi Y'm': ]Yg a i ghVY'gi Va ]hYX'hc 'A ccX'Y'Ug'dYf']bgf]i W]cbg']b'hY'hYghdUdYf"'A Uf\_g'UfY'hc 'VY'fYh'fbYX'k ]h.]b'hk c kYY\_g'cZ'hY'hYgh'

k YY\_

5ggYgga Ybh&. '7B7 'A UWX]b]b[ '5ggYgga Ybh

GHUfhXUH. Not applicable

8YHU]`g.

8Yg][ bž758ž75A 'UbX'a Ubi ZJWfi fY'Wca dcbYbhg'i g]b[ '7B7 'a UWX]bYfni'

5XX]h]cbU`XYHU]`g.

@Yb[ h. 'l d'hc'&\$'dU[ Yg

8YhU]`g.

7 UgY`gh X]Yg`UbX`[ i ]XYX`ei Ygh]cbg`UVci h'hY`"b\_`VYhk YYb`XYg][ b`UbX`a Ubi ZJW`i fY"

5XX]h]cbU`XYhU]`g.

Gi Va ]gg]cb`hc`Hi fb]h]b`Vcl`"b`A ccX`Y`Ug`dYf`UggYgga Ybh[ i ]XY`"bYg"A Uf\_g`hc`VY`fYh fbYX`i dcb`fY`YUgY  
cZ]bU`"a Uf\_g"





K YY\_%.&'5i [i gh! '\*  
5i [i gh

Hi h@UV

758 '@UVg. 'C dYb '7 cbgi 'hUhc b

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

7`Y[ Wd[ Y 6dSi [ Yž5"K ""6ci bXmžA W fUk < ]`f+H`9X]hcbE"

F YWca a YbXYX`F Ygci fWg

? S`gXUfgd[ Y 7`Y[ Wd[ Y S`V FWUZ` a`aYkžG"? U`dU\_]Ub`UbX`G`F`GWKa ]X""DfYbh]W`< U`

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

: YYXVUW`cb`hY`Wci fgY`]g`[ U`hYfYX`dYf]cX]WU`mi g]b[ `j Uf]ci g`a YUbgž]bW] X]b[ `hY`I`BGK  
a m9I dYf]YbW`dfcW`ggž]bZcfa U`X]gW`gg]cb`]b`hY`Z]bU`WUgg`Zc`f`hY`Wci fgYž`UbX`hY`GWcc`g  
Gh XYbh#GhUZZa YYh]b[ g`Mci f`ZYXVUW`]g`hU`Yb`gYf]ci g`nž`UbX`Wcb]bi U`]a dfcj Ya Ybhtg`UfY`a UXY`hc`hY  
Wci fgY`VUgYXž]b`dUf]ž`cb`gi W`ZYXVUW`"

⊖`h]g`Wci fgYž`fYW`bh]a dfcj Ya Ybhtg`fYgi`h]b[ `Zca`ghi XYbhZYXVUW`]bW] XY`fYXYg][ b]b[ `a Uf\_]b[ `W]hYf]U  
Zc`f`7`58`WUggYg`]b`gi W`U`k`Umh`Uh`Zc`W`gYg`cb`dfcW`gg`fU`hY`f`h`Ub`ci`hWca`Y`@YW] fY`WcbhY`bh`Ug`VYYb  
fYU`][ bYX`hc`Ybgi`fY`fY`Yj`UbW`hc`UggYgga`Ybh`DYfgcbU`Yb[ fUj`]b[ g`UfY`bck`]a`d`Ya`YbhYX`Zc`f`hY`7`B`7  
a`UW]b]b[ `UggYgga`Ybh`



UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[ ]V'Y'hc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'hc'gi Va ]h]b[ 'Ub  
UggYgga Ybhcf'g]h]b[ 'Ub'YI Ua "

I BGK 'bck '\Ug'U': [Jhrc'G\]h#Gi Va \]hfi\\_Yžk \\]](#)W'a YUbg'hUh]Zmci 'UhtYa dhUb'YI Ua 'cf'gi Va ]hU'd]YW'cZ  
UggYgga Ybhž'mci 'UfY'XYWUf]b[ 'mci fgY'Z]hYbci [ \ 'hc'Xc'gc'UbX'WUbbch'Uhtf'Udd'mZcf'GdYWU'  
7 cbg]XYfUhc'b"

: cf'XYHU]g'cZUdd'm]b[ 'Zcf'GdYWU'7 cbg]XYfUhc'b'UbX'WcbX]h]cbg'Zcf'hY'Uk UfX'cZgi dd'Ya YbhUfm  
UggYgga Ybhž'd'YUgY'gYY'hY'jbZcfa Uhc]b'cb'I BGK 'g' [GdYWU'7 cbg\]XYfUhc'b'dU\[ Y"](#)

D'YUgY'bc'hY'hUhighi XYbhg'k ]'bchVY'fYei ]fYX'hc'dfcj ]XY'UbmXcW a YbhUfmYj ]XYbW'hc  
gi ddcfhiUVgYbW'g'Zca 'UbmWUggYg'a ]ggYX'VYWU]i gY'cZ7CJ -8!%- 'di V']W\YU'h' a YUgi fYg'gi W'Ug  
]gc'Uh]cb" I BGK 'k ]'bchVY' ]bg]gh]b[ 'cb'a YX]W'Wf]h]Z]W]hYg'Zca 'UbmcbY'XYYa YX'hc'VY'U'dcg]h] Y'WUgYž  
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]Z]W]hYg'UfY'X]Z]W'h'hc'cVHU]b'UbX'di hUb'i bbYW'ggUfm]ghfU]b'cb  
gh XYbhg'UbX'a YX]W'ghUZZ'

5dd']W]h]cbg'Zcf'gdYWU'Wcbg]XYfUhc'b'k ]'VY'fYei ]fYX'Zcf'UggYgga YbhUbX'dUfh]W]dUhc'b'UVgYbW'g'—  
Vi hbc'XcW a YbhUfmYj ]XYbW'Zcf'7CJ -8'%' ]'bYgg'cf']gc'Uh]cb'k ]'VY'fYei ]fYX"

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

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

D`U[ ]Uf]ga`]g`U`mdY`cZ]bhY`YWfi`U`h`YZh`#iW]b`hU`\_Y`a`UbmiZcfa`gž`Zca`XY`]VYfUHY`WXYUhb[`hc`UWUXYbH`m`  
Wcdm]b[`Zca`U`gci`fWY`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK`Ug`dfcXi`WYX`U`k`YVg]hY`k`]h`U`k`YU`h`cZ`  
fYgci`fWY`g`hc`gi`ddcfhgh`XYbhg`hc`i`bXYfgHUbX`UbX`Uj`c]X`d`U[ ]Uf]ga`ž`]g]h`[gh`XYbh`i`bgk`"YXi`"Ui`#d`U\[ \]Uf\]ga`"](#)  
H\Y`@YUfb]b[`7`YbhfY`Ugg]ghg`gh`XYbhg`k`]h`i`bXYfgHUbX]b[`UWUXYa ]W]bhY[ f]m]UbX`\ck`bchlc`d`U[ ]Uf]gY`  
H\YmiU`gc`\c`X`k`cf\_g\cdg`UbX`W]b`\Y`d`gh`XYbhg`cbY!cb!cbY"

Mci`UfY`U`gc`fYa`]bXYX`h`UhWUfYZ`hja`Y`a`UbU[`Ya`Ybh]g`Ub`ja`dcffUbhdufhcZghi`XmiUbX`cbY`cZ`hY`  
]XYbh]Z`YX`W]i`gYg`cZ`d`U[ ]Uf]ga`]g`d`ccf`hja`Y`a`UbU[`Ya`Ybh`G`h`XYbhg`g\ci`X`U`ck`gi`Z]WY`bh]ja`Y`Zc`f`  
bXYfa`]bYYk`cfXYbhg`g`A`gWc`Z`U\`DW`W]i`#cbgH`%o`  
%o`

5 WUXYa ]W=Zcfa Uh]cb

7 fYX]hdc]bhg

7 ci fgY`WYX]hg`W`W`UH`X`]b`I` b]hg!C Z 7 fYX]hfl C 7 E`H`Y`bcfa U`k cf`cUX`YI dYWUh]cb`Zf`cbY`I C 7

- [AccXY](#)
- [@UV5WYgg](#)
- [7ca di hb\[ : UW\]hYg](#)

