

Course Title: **Managing Diversity in Education**
Course: **ED 521** Nature of course: Theory+Practical
Level: M.Ed. Credit Hours: 3
Semester: Second Teaching Hours: 48

1. Course Introduction

This course is designed to help students understand the meaning and perspectives of diversity management. The course acquaints the students with the diversity management performance, practices and factors that are affected by multicultural perspectives. It also deals with diversity technology, sources and managing for diversity to disadvantaged group of peoples.

2. Course Objectives

The objectives of this course are as follows:

- a) To make meaning of diversity management from different perspectives
- b) To provide a deeper knowledge on multiculturalism for managing diversity.
- c) To make the students familiar with the different factors and causes of diversity management.
- d) To identify the different ways of diversified sources for managing diversity.
- e) To develop the concept and ways for measure the education strategies for disadvantaged groups.
- f) To provide a better understanding about the challenges for managing diversity.
- g) To provide the knowledge of constraints of diversity management.

3. Course Contents

Unit One: Diversity Management (13 hrs)

- 1.1 Meaning and concept of diversity management
 - International perspective
 - Population dynamics as a driver of diversity management
- 1.2 Diversity management from a student perspective
- 1.3 Diversity management from a personnel perspective
- 1.4 Diversity management from an institutional management perspective
 - Diversity management linked to the strategic plan
 - Main thrusts of the strategic plan
 - The role of management information in institutional diversity management
 - Levels of management information

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EDU 512: Education and Development 3

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EDU 521: Managing Diversity in Education 3

EDU 522: Application of Learning Theories in Education 3

EPM 523: Research Methods in Education 3

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Course Title: **Philosophical Foundations of Education**

Course: ED 511

Level: M.Ed.

Semester: First

Nature of course: Theory+Practical

Credit Hours: 3

Teaching Hours: 48

1. Course Introduction

This is the core and compulsory course designed to for the students who want to do master degree in science education. It aims to develop dynamic, competent and persistent people who have comprehensive theoretical knowledge in philosophy and sociology. It deals philosophy and its relationship with education. In the field of education philosophy is regarded as a foundation. This course also discusses about sociology and its relationship with education.

2. Course Objectives

The objectives of this course are as follows:

- To elaborate the philosophical basses of education and it acquaint students about different philosophical schools.
- To relate the sociological theory with education from the different perspectives.
- To familiarize students with existentialism and its application of education in Nepal.
- To familiarize students with different philosophy linking it with education.
- To explain the origin, nature and educative process of Buddhism.
- To elaborate the Islamic philosophy with its educational practice.
- To describe the origin and nature of sociology and explain the relationship between educational sociology and sociology of education.
- To elucidate the concept of social stratification with its basic characteristics and elements.
- To enable students with in making comprehensive view about social transformation with types.
- To analyze the influencing factors of education.
- To describe the role of culture in education with different dimensions.

3. Course Contents

Unit One: Origin of Philosophy in the East and the West (10 hrs)

- Fields of philosophy (Metaphysics, Epistemology Axiology and Logic) and their educational implication
- Progressivism, reconstructions in terms of: aims, objectives, methods, role of teacher and students and curriculum

Unit Two: Existentialism and Education (5 hrs)

- 2.1 Philosophical premises
- 2.2 Objectives of education
 - 2.2.1 Curriculum process
 - 2.2.2 Students' and teachers' role
- 2.3 Application of this philosophy in Nepalese education

Unit Three: Different Philosophy and Education (15 hrs)

- 3.1 Hinduism and its ontology, epistemology and axiology
- 3.2 Six orthodox Hindu schools (Naya, Vaisheshika, samkhya, yoga, mimamsa, Vedanta)
- 3.3 Educational implication of Hinduism
- 3.4 Buddhism
 - The first Jewel- Ontology of Buddhism
 - The second Jewel- Epistemology of Buddhism
 - The third Jewel- Axiology of Buddhism
 - Philosophical premises of Buddhism
 - Educational implication of Buddhism
- 3.5 Islamic and Christianity
 - The five pillars of Islam
 - Teaching of Islam
 - Education and Islam (aims of education, curriculum and teaching process)
 - Christianity as philosophy
 - Origin of Christianity
 - Metaphysics, epistemology and axiology of Christianity
 - Teaching of Christianity
 - Educative process of Christianity

Unit Four: The Origin of Sociology and its Development (5 hrs)

- 4.1 Origin of sociology and four founding fathers and their contributions.
- 4.2 Origin of educational sociology and sociology of education
- 4.3 Methods of studying sociology
- 4.4 Sociological theories: (Structural functionalism conflict and symbolic interactions)

Unit Five: Social Stratification (5hrs)

- 5.1 Concept of stratification and discrimination
- 5.2 Basic characteristics of stratification antiquity, ubiquity, the social patterning, amount and consequences, the diverging form
- 5.3 Perspective in stratification:
 - 5.3.1 Max Weber and stratification

Unit Six: Social Transformation (8 hrs)

- 6.1 Concept (Change, mobility and transformation)

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- 6.2 Theories related to social change
 - 6.2.1 Evolutionary, conflict and cyclic
- 6.3 Social mobility
 - 6.3.1 Vertical
 - 6.3.2 Horizontal
 - 6.3.3 Embourgeoisement
 - 6.3.4 Latent mobility
 - 6.3.5 Intergenerational and intergenerational mobility
- 6.4 Factors affecting mobility (Socio -economic status, intelligence, education)
- 6.5 Culture and education
 - 6.5.1 Concept function of culture
 - 6.5.2 Relationship between culture and education

4. Instructional Techniques

- Modes of instruction: Lecture, seminar, exercise course, guided personal study, tutorial, independent study, project work.
- Types of learning activities: Attending lectures, library consult performing specific assignments, writing paper, independent and private study, reading books, journals and papers, learning how to give constructive criticism, pee group study and discussion

5. Evaluation Schemes

- Internal: 40%
- External: 60%

Internal evaluation will be based on the following criteria:

- Attendance 5 marks
- Home assignment 10 marks
- Midterm exam 10 marks
- Project work/Class Presentation 10 marks
- Reflective Report 5 marks

External evaluation will be based on the following criteria:

Nature of questions	Total questions to be asked	Number of questions to be answered	Marks
Multiple choice items	10	1 Marks	10 Marks
Short answer questions	6 with 2 ‘or’ questions	6x5 Marks	30 Marks
Long answer questions	2 with 1 ‘or’ questions	2x10 Marks	20 Marks

6. Prescribed Texts

Abrahm, M.F. (2006). *Contemporary sociology: an introduction to concepts and theories*. New Delhi: Oxford University press (unit 5, 6 & 7)
Brannigan, M.C. (2000). *The pulse of wisdom* (2nded.). United State (for unit 3 & 4)
Michael, M. (2008). *Experiencing the world's religions tradition, challenge and change* (4thed.). New York: The Mc Graw- Hill companies (Unit 2&4).
Ozmon, H.A. & Craver, S.M. (1999). *Philosophical foundation of education* (6thed.). New Jersey USA: Prentice Hall ((Unit 1&2).
Giddens, A. (2005). *Sociology* (5thed).New Delhi: A.I.T.B.S. Publication(Unit 6&7)
Haralambos,M. (2003). *Sociology themes and perspectives*. New Delhi: Oxford University Press (Unit 6&7).
Mrunalini,T. (2008). *Philosophical Foundations of Education*. New Delhi: Neel Kamal Publications Pvt LTD.(Unit 1-4)

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Course Title: **Education and Development**
Course: ED 512 Nature of course: Theory+Practical
Level: M.Ed. Credit Hours: 3
Semester: First Teaching Hours: 48

1. Course Introduction

This course is designed for those students who intend to have general knowledge about education and development. It aims is to help the students develop knowledge and skills which are necessary to formulate and implements the developmental issues of the nation. Students are encouraged throughout the course to consult with experts or specialists for their developing the insights about real meaning of education and development.

2. Course Objectives

The objectives of the course are as follows:

- a) To enable the students in exploring the meaning of education and development.
- b) To make the students familiar with principles of resource mobilization for development through the educational process.
- c) To make the students in exploring the knowledge of globalization and social development.
- d) To enable the students familiar with the relation of school and development.
- e) To provide the students about the concept of different types of development theory.

3. Course Contents

Unit One: Meaning of Education and Development (5 hrs)

- 1.1. Individual
- 1.2. Society

Unit Two: Principles of Resource Mobilization for Development (8 hrs)

- 2.1. Access to education
- 2.2. Inclusion
- 2.3. Protection
- 2.4. Community participation
- 2.5. Cost effective and appropriate resourcing
- 2.6. Human resource development
- 2.7. Principles of vocational training

Unit Three: Globalization and Social Development (10 hrs)

- 3.1. Educational deficits and gaps
- 3.2. Progress coverage

- 3.3. Education, employment and income
- 3.4. Globalization and employment
- 3.5. Dynamics of the production and employment structure
- 3.6. Globalization and labor flexibility

Unit Four: School and Development (10 hrs)

- 4.1. The school as a learning organization: distant dreams
- 4.2. Recruitment and reaffirmation
- 4.3. Career and work rewards
- 4.4. The nature of profession
- 4.5. Collaboration and contrived collegiality
- 4.6. Teachers and their career story
- 4.7. Knowledge and teaching: Foundations of the new reform
- 4.8. School experiences and teacher socialization

Unit Five: Development Theory (10 hrs)

- 5.1. Dependency theory
- 5.2. Modes of production theory
- 5.3. World system theory
- 5.4. Neo liberalism
- 5.5. Modernism
- 5.6. Post modernism

Unit Six: The forms of Capital (5 hrs)

- 6.1. Cultural capital
- 6.2. Social capital
- 6.3. Conversions

4. Instructional Techniques

- Class discussion
- Presentation
- Group work/ practical work
- Project work
- Self study

5. Evaluation scheme

- Internal 40%
- External 60%

Internal Evaluation will be based on the following criteria:

- Attendance 5 marks
- Home assignment 10 marks
- Midterm exam 10 marks

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- Project work/Class Presentation 10 marks
- Reflective Report 5 marks

External evaluation will be based on the following criteria:

Nature of questions	Total questions to be asked	Number of questions to be answered	Marks
Multiple choice items	10	1 Marks	10 Marks
Short answer questions	6 with 2 ‘or’ questions	6x5 Marks	30 Marks
Long answer questions	2 with 1 ‘or’ questions	2x10 Marks	20 Marks

6. Prescribed Texts

Education and development (2002).Module 3 (compendium of readings part one) unit 6 and 7
Christopher, C., Jeff, E. and Mathew, A. (2005). *Human resource management practices alignment and firm performance*. Ithaca, NY: Cornell University.

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\$	l/kln\$;g l/kf0n]vg	%U
%	lnlvt k/Liff	!)U

gkfnL lz lff -Pd:P8- kf70qmd

ljzi6 p2zo	kf7bljifo
• efiffj1fgsf lfjsfjkl/ro kltt ug{ • efiffj1fgsf slblo lfj / kl/wlo lfjsfjeb atfpg, • lgwf{/t efiffj1fgsf zfvfxcsfj :jlgdg ug{ • efiffj1fgsf pkofjutfsfjaofg ug{.	!=\$ efiffj1fgsf ljle0g zfvfsfjkl/ro !=\$=! ;fdlhs efiffj1fg !=\$=@ dg0efiffj1fg !=\$# efiffzlf0f !=\$\$ cgjfbj1fg !=\$% sfzlj1fg !=\$^ zhlj1fg !=\$& sDko6/ efiffj1fg !=\$* Jolt/0L efiffj1fg !=\$ (ql6ljZn]f0f !=\$!) ;'asyg ljZn]f0f !=\$^ efiffj1fgsfpkofjutf
• cfrfl/s; ;f~rfl/s / >fjl0fs :jg lj1fgsf zfvf; lxt :jglj1fgsf kl/ro lbg, • cfrfl/s :jglj1fgsf ljz]ftf atfpg, • :jgcjojxcsfjlrq; lxt kl/ro kltt ug{ • :jg pTkfbg klqofs:jljgdg ug{ • eflifs :jgxcsfjklxrfg, jul\$/of / :jljgdg ug{ • c0t/f060 :jg tflTjs :jljddnf / ltgsf ljz]ftf atfpg, • kfvf / uf0f dfg:j/; lxt dfg:j/sfj kl/ro kltt ug{	Psf0 b0f :jg -jlg -lj1fg -!@_ @=! :jglj1fgsfkl/ro @=!=! cfrfl/s @=!=@ ;f~rfl/s @=!=# >fjl0fs :jglj1fg @=@ :jg cjojxcsfjlrq; lxt @=# :jgxcsfjklxrfg, jul\$/of / @=\$ c0t/f060 :jgtflTjs :jljddnf / ltgsf ljz]ftf @=% dfg:j/sfjkl/ro kfvf / uf0f dfg:j/
• :jljdlj1fgsfjkl/ro lbg, • :jljdljZn]f0fsf ;fy} • :jljdljZn]f0f klqofs:jljpx/of kl/ro kltt ug{ • :jljgd, ;#jljgd / n3td o0dsfj cjwf/off ;fpx/of :ki6 kfg{ • v08lo :jljgd / tb0tu{sf :j/ / Jo~hgsfjkl/ro lbg, • v08j/ :jljgd / tb0tu{sf cggfl; stf, dfqf, cf3ft / ;/sfj aofg ug{ • gkfnL eflfsf :jljgdxcsfjklxrfg, jul\$/of / :jljgdg ug{ • ljels clenlf0fsf cfwf/df gkfnL :jljgdxcsfjklxrfg ug{	Psf0 ltg :jljgd -j0f lj1fg -!)_ #=! :jljdlj1fgsfjkl/ro #=@ :jljgd l;4fct / :jljgd ljZn]f0f klqnof ## :jljgd, ;#jljgd / n3td o0d #\$ v08lo / v08j/ :jljgd ##% gkfnL eflfsf :jljgdxcsfj klxrfg, #^ gkfnL :jljgdxcsfjprrf/of :yfg, prrf/of kpTg, k0m] / 3f]fjst cfwf/df jul\$/of / :jljgdg

ljlzi6 p2fo • ɛklj1fgsfjkl/ro lbg, • ɛkljZnjf0f klqnof cɛtuɛ Psf0 / klqnof Psf0 / ;df0fhg tyf Psf0 / ɛkfjnlssf; ɸbfx/Of kl/ro lbg, • JoTkfbgsfjkl/ro lbg, • JoTkfbgdf pk; uɛ dlo; uɛ/ k/; uɛ klqnofsfj; ɸbfx/Of kl/ro lbg, • juκl/jtɛ / juɛκl/jtɛ JoTkfbgsfjIrgf/L lbg, • ɛkfog klqnofsfjkl/ro lb0ɛɛkfog / JoTkfbg klqnofdf kf0g]leɛgtf atfpg, • ;df; , lãTj / cɛo ljljw JoTkfbg klqnofsfjpbfx/Of lbg, • ;ɸbfx/Of ; lɛwk]qnofsfjIrgf/L lbg .	kf7b]jifo Psf0 rff l ɛk lj1fg -!\$_ \$=! ɛklj1fgsfjkl/ro \$=@ ɛkljZnjf0f klqnof -Psf0 / klqnof] Psf0 / ;df0fhg tyf Psf0 / ?kfjnl_ sfjκpɸj / cEof; \$=# JoTkfbg ll \$=#! ; uɛklqnof \$=#@ ; df; , lXTj / cɛo klqnof \$=## juκl/jtɛ / juɛ ckl/jtɛ JoTkfbg \$=\$?kfog klqnof / JoTkfbg klqnofsf leɛgtf \$=% ; lɛwlj1fg \$=%=! cɛɛtl/s / afXo; lɛw \$=%=@ ɛkljGofids kl/jtɛsf lgodxɛ
• kb, kbfnl, pkjfs0, jfs0 / ;sygsfjkl/ro lbg, • ;ault / zf;gsf:]ɛk tyf κpɸj klfsfjkl/ro lbg, • kbqnd / o; sf κɛf/xɛsf:] :jlgdg ugɛ • ;dtnlo ; Argf / txut ; Argfsf] :jɛk / pbfx/Of kɪt't ugɛ • cjzj / ; ɛngsfjpbfx/Of lbg, • Jofs/Ofids κɛfoɛsfjkl/ro lbg, • jfsosf lgs6 36sxɛsfjIjZnjf0f ugɛ/ To; sf] ; ldf lgbɛ ugɛ • pbfx/Of ; lxt cɛts]ɸɸs / alx]s]ɸɸs ; Argfsf:]ɛk / κɸf/ atfpg, • kbfnlnsf ; fy]tbɛtuɛsf zlifɛ / ljzj]sssfjkl/ro lbg, • ; ɸbfx/Of kbfnlnsf]dh kɪtaɛwgsf] :jɛk atfpg, • cf>ossf]cjwf/Off kɪt't ugɛ • rD:slsf]ɛkɛt/Of Jofs/Ofsf] cfwf/e't cjwf/Off :ki6; ɛ :jlgdg ugɛ • ; ɸbfx/Of clgjfo{/ Pɸ5s ɛkɛt/Of lgodsf]Jofvof ugɛ • gκfnlnsf jfsoxɛsf]pbfx/Of ; lxt kl/ro lbg .	Psf0 κɸf l jfs0 lj1fg -@@_ %=! jfsolj1fgsfjkl/ro %=@ kb, kbfnl, pkjfs0, jfs0 / ; ɛsygsfjkl/ro %=# ;ault / zf;g %=\$ kbqnd %=% ;dtnlo tyf txut ; Argf %=^ cjzj / ; ɛng %=& lgs6 36s ljZnjf0f / o; sf ; ldf %=* cɛts]ɸɸs / alx]s]ɸɸs ; Argf %=(kbfnlnsf]zlif/ ljzj]s - :k] ; κɸf/ %=!) kbfnlnsf dh kɪtaɛwgw -sG:6]ɸ %=!! cf>os -sldɛnd]ɸf0h/ sf] kl/ro %=!@ rD:slsf]ɛkɛt/Of Jofs/Ofsf cfwf/e't cjwf/Off %=!# ɛkɛt/Of lgod -clgjfo{tyf Pɸ5s %=!\$ gκfnlnsf cfwf/e't, ;/n, ; ɸQ / ; lɛglji6 jfsoxɛ

gkfn_lz_lff -pd:p8= kf7bqmd

ljzic6 p2jo	k7bljifo
ełsfj ; ɸɸx/0f rrf{ug{ • Jo~hgf zAbzIQnsf]kl/ro lbg, • Jo~hgf zAbzIQnsf kšf/ atfpg, • zfabl / cɸyl{Jo~hgfnf0{ ; ɸɸx/0f lrgfpg, • ; flxTodf zAbzIstsf]pkof]utɸ cɸɸofpg .	@=@ nlf0ff zAbzIstsf]kl/ro / o ; sf kšf/ ɸ ?l9 nlf0ff, kɸɸhgjtl nlf0ff @=@# Jo~hgf zAbzIQnsf]kl/ro / o ; sf kšf/ ɸ zfabl Jo~hgf, cɸyl{Jo~hgf @=# ; flxTodf zAbzIstsf]pkof]utɸ
• sfJobɸ]sf]kl/ro lbg, • sfJobɸ]sf]kl/efiɸ pNnɸ ug{ • sfJobɸ]sf kɸv eɸnf0{ ; ɸɸx/0f lrgfpg . • sfJou0sf]kl/ro lbg, • sfJou0sf]kl/efiɸ atfpg, • sfJou0sf kšf/sf] ; ɸɸx/0f kl/ro lbg .	Ps0 Itg ɸ sfJobɸ / sfJou0 #! sfJobɸ #!=! sfJobɸ]sf]kl/ro / kl/efiɸ #=@ sfJobɸ]sf kšf/ #@ sfJou0 #@=! sfJou0sf]kl/ro / kl/efiɸ #=@ sfJou0sf kšf/ / Itgsf] kl/ro ɸ dɸwb{u0f, cɸɸ u0f, kɸ;fb u0f
• / ; l ; 4fɸtsf]kl/ro / kl/efiɸ atfpg • / ; sf]kl/efiɸ / : jɸk atfpg, • / ; ; fdu]sf]kl/ro lb0{kšf/ atfpg, • / ; ; ɸsf kɸv dɸotfsf] rrf{ug{ • ; ɸw/0fls/0fsf]kl/ro lbg, • ; ɸɸx/0f / ; sf kšf/xɸsf]j0fɸ ug{	Ps0 rf/ ɸ / ; l ; 4fɸ \$=! / ; sf]kl/efiɸ / : jɸk \$=@ / ; ; fdu] ɸjefj, cgɸfj, ; ~rf/L efj ÷ Jolerf/L efj / : yofl efj \$# / ; ; ɸsf kɸv dɸotf \$-\$; ɸw/0fls/0f \$=% / ; sf kšf/
• ɸjlg ; 4fɸtsf]cy{/ kl/efiɸ pNnɸ ug{ • cleJolStsf cɸw/df j:t' ; cní/ / / ; ɸjlgf]kl/ro lbg, • sfJo>ɸ]sf cɸw/df pQd, dɸod cwd sfJonf0{ lrgfpg, • ɸjlg ; 4fɸtsf]dNof^sg ug{.	Ps0 kɸɸ ɸ ɸjlg ; 4fɸ %=! ɸjlgf]cy{/ kl/efiɸ %=@ lɸjɸg cɸw/df ɸjlgf]jul\$ / of ɸ %=@ ɸjlg ; 4fɸtsf]dNof^sg %=# ɸjlgf]jul\$ / of cleJolStsf cɸw/df, sfJo>ɸ]sf cɸw/df
• cn^sf/ l ; 4fɸtsf]cy{/ kl/efiɸ atfpg, • zAbfn^sf/ / cyɸn^sf/nf0{ ; ɸɸx/0f lrgfpg, • ; flxTodf cn^sf/sf]pkof]utɸ cɸɸofpg,	Ps0 5 ɸ cn^sf/ l ; 4fɸ ^=! cn^sf/sf]cy{/ kl/efiɸ ^=@ zAbfn^sf/ / cyɸn^sf/ ^=@=! lgDglnlvɸ zAbfní/sf] kl/efiɸ / pɸx/0f ɸ cɸgk ; , ods, Znɸ ^=@=@ lgDglnlvɸ cyɸníf/sf] kl/efiɸ / pɸx/0f ɸ pkdf, ɸks, pɸk]ff, b[6fɸt, ; 6bɸ, ckɸglt, cltzoɸst, blks, ; df ; ɸst . ^=# ; flxTodf cn^sf/sf]pkof]utɸ

kf7bfz zlif\$ || k7l6 ; flxTo l;4f6t
 kf7bfz ; ^vof || gkf-lz: %!\$
 kf7bfz kps[t || ; ffl6ts qmcf= || #
 tx || Pd:P8- kltxktf kf7306L ||
 ; q || kyd hDdf kf7306L || \$*

!= kf7ofz kl/ro
 kltt kf7bfz d\oklZrdf-rn lJZjljBfno, lzlfzf:q ; ^sfo c6t/ut ; p]6/
 k0ffnldf cfwf/t b0{a;]df:6/ ckm Phs}g -Pd:P8- txd f c\oog ug{
 lJBfylxnf0{k7l6 ; flxTosf l;4f6t -/;; Wjlg, cn^sf/, /lt, jqm]st u0f,
 bff cflb_ sf]; ffl6ts kl/ro / o; sf cfwf/df gkfnl ; flxTosf kplv s[tx6sf]
 ljj}gf ug{; lfd tNofpg]ck]ff ul/Psf]5 .

@= ; fwf/Of p27o
 o; kf7bfzsf ; fwf/Of p27ox6 5g\\
 • k7l6 ; flxTosf kplv l;4f6t; f kl/lrt xg,
 • k7l6 sfJo df6otf; lxt zAbzIQ]sf]pkof]utf lg6k0f ug{
 • k7l6 ; flxTosf /;; Wjlg, cnlf/, /lt, jqm]Qm, u0f, bff h: tf l;4f6tsf]
 ljj}gf ug{
 • k7l6 ; flxTo l;4f6tsf cfwf/df gkfnl ; flxTosf s[tsf]; dLff ug{.

lJzi6 p27o tyf kf7bljifo

lJzi6 p27o	kf7bljifo
- sfJo / ; flxTosf]kl/ro lbg, - sfJo kl/efiff pNny u/L ; dLff ug{ - sfJox]sf]kl/ro; lxt ksf/sf]j0f6 ug{ - sfJokp]hgsf]clekfo :ki6 kf/L sfJosf kplv kpf]hgaf/]kl/lrt xg .	Psfo Ps sfJosf]kl/ro !=! sfJo / ; flxTo !=@ sfJosf]kl/efiff -b}jfbL / cfdjfbL dt_ !=# sfJo x]' / o; sf ksf/ !=#! kltf !=#@ JoTklQ !=## cEof; !=\$ sfJokp]hg
- zAbzIQ]sf]kl/ro lbg, - zAbzIQ]sf e] pNny ug{ - clewfzIQ]sf]kl/ro / clewf zlstf ksf/sf]j0f6 ug{ - nlfoff zlstf]kl/ro lbg, - nlfoff zlstf 69 / kpf]hgjtsf	Psfo b0f] zAbzIQ] @=! zAbzlstf]kl/ro @=@ zAbzlstf e]p @=@! clewf zAbzlstf]kl/ro / o; sf ksf/ 69, of]us, of]69

gkfnl lz lff -Pd:P8- kf7bqmd

lJzi6 p27o	kf7bljifo
- cyf]1fgsf]kl/ro lb0{o; sf]lf] / ksf/ atfpg, - Jofs/Of]ds cy{/ sfzlo cy\$] le6gtf 566fpg, ; ^s] lqs]f, ; ^rgf]ds cyf]1fg / cyf]Da6wx6sf]kl/ro lbg, - JofVof]ds cyf]1fg / pTkfs cyf]1fg ; Da6wL cjwf/Ofaf/]kl/lrt xg .	Psfo 5 cyf]j1fg -!) ^=! cyf]1fgsf]kl/ro / o; sf]lf] ^=@ cy\$] ksf/ ^=# Jofs/Of]ds cy{/ sfzlo cy6f le6gtf ^= \$; ^s] lqs]f ^=% ; ^rgf]ds cyf]1fg / cyf]Da6wx6 ^=^ JofVof]ds cyf]1fg ^=& pTkfs cyf]1fg

\$= lzlf0f k]qiof
 k]of6 kf70 Psf0df kf70j:t]sf]kps[t / cfjZostf cg;f/ JofVofg, k7g]t/, 5nknn, pbfx/Of, k6z6, cEof; / kltt]s/Of lJlwx6sf]pkof] ul/g5 . JofVofg lJlwnf0{sde6bf sd pkof] u/L lJBfyl{; xeflutfdhs lzlf0f sfo\$nfkx6nf0{ a9L dxlJ lb0g5 . o; ju/L kf70k^ts, ; GbeK^ts, kf7kq, cf/y, tflnsf, ; ^L cflb ; d]sf]pkof] u/] of]hgfabw lzlf0f ug6f hf6 lb0g5 .

%= dNof^6g k]qiof
 dNof^6g b0{kpf/n]ul/g]5 || -!_ cf6tl/s dNof^6g, o; sf lgldt \$) kltzt c^s lgwf{Of ul/Psf]5, -@_ afxo dNof^6g, o; sf lgldt ^) kltzt c^s lgwf{Of ul/Psf]5 . cf6tl/s dNof^6g slff lzlf0f ; f; f]ul/g]5 / afxo dNof^6g ; p]6/sf c6Todf lJZjljBfno k/Llff k0ffnln] lgwf{Of u/] cg;f/ xg5 . o; sf nflu lgDgfg; f/sf]k7go]hg /xg5 .

cf6tl/s dNof^6g -\$) kltzt_

!	xflh/L pkl:ylt	%Ü
@	u]ksfo{	!)Ü
#	kl/of]hgf sfo{	!)Ü
\$	l/k]h\$; g l/kf6{n]yg	%Ü
%	lnlvt k/Llff	!)Ü

afxo k/Llff -^) kltzt_

j:tut k7g	!)x! Ö!)	!) j6f k7g
; ^Wfkt pQ/f]ds k7g	^x% Ö #)	@ ljsNk; lxt ^ k7g
ljj}gf]ds k7g	@x!) Ö@)	! ljsNk; lxt # k7g

kf7ok:ts
 uf]d, b]Lk; fb / cGo, ;fdGo efiffj1fg, sf7df8f] lkgfsn klAns;g .
 Gof]kg] 6a'sk; fb / cGo, ;fdGo efiffj1fg, sf7df8f] ;gnf06 klAns;g .
 ;Gbe{;fdu]
 clwsf/L, ;bGlof, g]kfnl efiffs]0ltxf;, sf7df8f] eBk/f0f kšfzg .
 clwsf/L, x]fE/fh, ;d;fdlos g]kfnl Jofs/Of, sf7df8f] lJBfyl{k:ts e08f/ .
 cfrfo{ nldlk; fb, ;fdGo efiff lJ1fg, sf7df8f] ;f/ly klAns;g .
 lqm:6n, 8]e8, lnl^Njl:6S;, xfd; ;\jy{ k]u0g kšfzg .
 Snfs{ hf] / sf]ng ofnf, Pg OG6S;g 6' km]l6S; Pg8 km]ghl, cS; km]B{
 afl;n Anfs j] .
 u]t, e6gfu/ / cGo, cfwlgs efiffj1fgsl eldsf, hok/ /fh:yfg lxGbl uf
 csfbdL .
 uf]d, b]Lk; fb, g]kfnl efiff kl/ro, nln tk/ / ;fem kšfzg .
 ===== g]kfnl žkft/Of Jofs/Of- sf7df8f] lr/~hlJL l3ld/].
 uf]d, b]Lk; fb / vu]bk; fb n06h, :jglj1fg / :jlgdlj1fg, sf7df8f] gjlg
 kšfzg .
 ulgau{h]Pr-, Nof^Nj]h 6f0k]hl || P lx:6f] /sn P68 Pgfnl6sn c]e/ Eo; b
 x]l d6f].
 lUn;g, Pr=P-, Pg OG6S;g 6' l8l:qmPl6e ln^Njl:6S;, Gobf]s{ xN6 l/g]kf6[
 Pg8 l]6;6g .
 l3ld/] jf;b], P]txf];s efiffj1fg, sf7df8f] cl:dtf kšfzg .
 9sfn, z]fGtk; fb, ;fdGo efiffj1fg, sf7df8f] z]sfDgf kšfzg .
 ltjf/L, ef]hgy, cfwlgs efiffj1fg, lbNnl || lnlkkšfzg .
 ===== lxGbl efiffsl c]yl{;Argf, lbNnl || ;flxTo ;xsf/ .
 t]f, ;bf;L / cGo, g]kfnl efiffxžsf]lj]wtf / n]k]dv l:ylt -cg± n]ygyf
 zdf{kf7s_ sf7df8f] ob]sf].
 lXj]l, b]LzÍ/, efiff c]f] eflifsl, cfu/f || nldlgf/fo0f kšfzg .
 Gof]kg] 6Ík; fb, efiffj1fgsf]žk/]f, w/fg || g]kn as l8kf].
 ===== / blksk; fb Gof]kg] žklj1fg, sf7df8f] eBk/f0f kšfzg .
 kfd/, kl]s, ufd/, xfd; ;jy{ k]Ujg kšfzg .
 kf]/h, afns[Of, kRrL; jifšf eflifs r rf{ sf7df8f] g]kn kl]fkt]i7fg .
 kf]/h, afns[Of, g]kfnl efiffs]p]klQ, sf7df8f] ef/āfh kšfzg .
 kf]/h, dfwj k; fb, g]kfnl :jglj1fg / g]knsf efiffs]:jgkl/ro- sf7df8f]
 eBk/f0f kšfzg .
 aGw; r8fdl0f- efiffj1fg, nln tk/ / ;fem kšfzg .
 =====, efiffj1fgsf ;Dk]fo, sf7df8f] Pstf kšfzg .

And lkmN8, lnof]f8{ efiff -cg± lJzjgy k;fb_ agf/; || df]lnfn agf/;L bf; .
 eS/f0{ 8l=kl-, g]kfnl Jofs/Ofsf sf]6xž, sf7df8f] lJBfyl{k:ts e08f/ .
 d]oh, kl=Pr-, df]k]hl, SoflDah || SoflDah olgel;6L k] .
 =====ufdl6sn Yof]L ck] b obf06B :6B;\k]d And lkmN8 6' r]l:sl, SoflDah ||
 SoflDah olgel;6L k] .
 ofbj, of]l]bk; fb / eldgf/fo0f /]dl, efiffj1fg, sf7df8f] Go'lx/f aS; OG6/
 k]oh] .
 oh, hh{ b :68L ck] Nof^Nj]h, SoflDah || SoflDah olgel;6L k] .
 /laG;; rfn; Pk]; hg/n ln^Njl:6S;|| Pg OG6S6/L ;e] n68g || n^Dof; \.
 nD;fn, /fdrGb]/ cGo, ;fdGo efiffj1fg, sf7df8f] eBk/f0f kšfzg .
 nD;fn, /fdrGb] g]kfnl efiff / Jofs/Of, sf7df8f] ;gnf06 kšfzg .
 lnr, Hof]l, lk;kn ck] Kof]Dofl6S;; n68g || n^Dof; \.
 n]l:sl, hl=;L; P ;e]ck] :6Sr/n ln^Njl:6S;; n68g || km]a/ Pg8 km]a/ .
 n]Dofg, 8ANO=kl=, lx:6f] /sn ln^Njl:6S;; Gobf]s{ || ?6 n]n .
 Nof8]k]l8, lk6/, P sf] {0g km]l6S;= Gobf]s{ || xf/sf].
 jdf{ ;Tosfd / Pg= s[0ff:jfdL, dfB] ln^Njl:6S; || Pg OG6S;g= lbNnl ||
 cS; km]B{olgel;6L k] .
 zdf{ b]l]bQ, ;s]tsf P]txf];s Pj+;Argf]ds kl/ro, r08lu9 || xl/of0ff
 ;flxTo csfbdL .
 zdf{ df]g/fh / s[0fxl/ a/fn, efiffj1fg / g]kfnl efiff, sf7df8f] sf7df8f]-
 as ;]6/ .
 >ljf:tj, /jlgbbfy, cgk]Q efiffj1fg || l;4fGt Pj+k]f]u, lbNnl || /fwfs[Of
 kšfzg .
 l;*, ;7hdfg, lxGblsf jfSof]ds Jofs/Of, lbNnl || ;flxTo;xsf/ .
 xls6, rfn;{Pk]; P sf] {0g dfB] ln^Njl:6S;; Gobf]s{ || DofslDng .

kf7b0fz zLif\$ || ;fdflhs tyf dg7p7fiffj1fg
 kf7b0fz ;aVof || gk7f-lz= %#!
 kf7b0fz k\$[t || ;7flGts qm]cf= || #
 tx || Pd-P8= kltxktf kf73G6L ||
 ;q || t]; || hDdf kf73G6L ||\$*

!= kf7ofz kl/ro

kltt kf7b0fz dWokLZrdf~rn lJZjlJBfno,lzlfzf:q ;a\$fo cGt/ut ;p]6/
 k0ffnLdf cfwl/t b0{a;[df:6/ ck PhS]g -Pd-P8_ txd cWooog ug
 lJBfylxZsf nflu tof/ kfl/Psf]x]. o; kf7b0fzdf ;fdflhs efiiffj1fg /
 dg7p7fiffj1fgl;t ;Da4 ;7flGts cjwf/Off :ki6 kfg[ck]ff /flvPsf]5 .

@= ;fwf/Of p2]o

- ;fdflhs efiiffj1fgl;t ;Da4 ljifosf af/pf hfgsf/L ugI
- efiiffsf lJleGg e]psf]jJUL\$ / klxrfg ugI lfdtfsf]ljsf; ugI
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- Unit Two: Multiculturalism
 (13 hrs)
- 2.1 Concept
 - 2.2 Model of structural change (Total quality diversity)
 - 2.3 A holistic model of total quality diversity
 - 2.4 The process of change
 - Contemporary challenges of ethnic diversity
 - Diversity: challenges for national policy makers and planners
 - Models for incorporating diversity
 - Need to revisit policy responses to diversity

- Unit Three: Factors for Managing Diversity
 (5 hrs)
- 3.1 Diversity management plan
 - 3.2 Objectives
 - 3.3 Role of leadership
 - 3.4 Initial approach
 - 3.5 Strategy and links to key planning
 - 3.6 Goals and measures

- Unit Four: Diversified Sources
 (5 hrs)
- 4.1 Changing patterns
 - 4.2 Privatization
 - Different modes of privatization
 - The strategies for privatization
 - Arguments of privatization

- Unit Five: Education Strategies for Disadvantaged Groups(5 hrs)
- 5.1 Definition of disadvantaged group
 - 5.2 Motivation
 - 5.3 Work opportunities
 - 5.4 Challenges
 - 5.5 Government and aid agencies

- Unit Six: Challenges and constraints of Diversity management (7 hrs)
- 6.1 Resistance
 - Poor communication
 - Disorganization
 - 6.2 Context matter
 - 6.3 Organization structure
 - 6.4 Legitimacy of government and policy change
 - 6.5 Social structure and beliefs system
 - 6.6 Federation issues

4. Instructional Techniques

- Modes of instruction: Lecture, seminar, exercise course, guided personal study, tutorial, independent study, project work,
- Types of learning activities: Attending lectures, library consult performing specific assignments, writing papers, independent and private study, reading books, journals and papers, learning how to give constructive criticism, pee group study and discussion

5. Evaluation Scheme

- Internal:40%
- External:60%

Internal evaluation will be based on the following criteria:

- Attendance 5 marks
- Home assignment 10 marks
- Midterm exam 10 marks
- Project work/Class Presentation 10 marks
- Reflective Report 5 marks

External evaluation will be based on the following criteria:

Nature of questions	Total questions to be asked	Number of questions to be answered	Marks
Multiple choice items	10	1 Marks	10 Marks
Short answer questions	6 with 2 ‘or’ questions	6x5 Marks	30 Marks
Long answer questions	2 with 1 ‘or’ questions	2x10 Marks	20 Marks

6. Prescribed Texts

Pieter, J. V. (2011). *Diversity Management in Higher Education: A South African Perspective in Comparison to a homogeneous and monomorphous society*. Germany: Centre for Higher Education Development.

_____(2004). *Comprehensive diversity management plan*. Washington DC: US nuclear regulatory commission.

Caleb, R. (2006). *What do we mean by diversity management?* New Haven: Southern Connecticut State University.

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Course Title: **Application of Learning Theories in Education**

Course: **ED 522**

Level: M.Ed.

Semester: Second

Nature of course: Theory+Practical

Credit Hours: 3

Teaching Hours: 48

1. Course Introduction

This course is a core course for the students studying Master Degree in Educational Science. This deals with psychology of learning and application of learning theory in classroom teaching. It includes the learning theories and paradigms ranging from the behaviouristic theories to cognitive theories. As the implementation of these theories for teaching and professional development, this course enables the student in drawing upon these theories in their everyday teaching and professional practices.

2. Course Objectives

On completion of this course the students will be able:

- a) To explain cognitivism, behaviorism and constructivism as a broader family of learning theory
- b) To develop understanding of Pavlovian conditioning
- c) To discuss various types of conditioning
- d) To familiarize students with meaning and concept of operant conditioning
- e) To make students able to explain the acquisition process of operant conditioning
- f) To give the concept of reinforcement and its application to change behaviors of learners
- g) To use the operant conditioning in classroom teaching and learning
- h) To clarify the concept of phi-phenomenon in productive thinking and its implication for teaching and learning
- i) To list the principles of perception with explanation
- j) To enable students to explain purposive behavior
- k) To discuss Tolman's experiments and draw the conclusion from them
- l) To enable to analyze the premises of individual constructivism
- m) To make the meaning of basic features of individual constructivism
- n) To draw a educational implication of individual constructivism
- o) To define the social constructivism and its premise

3. Course Contents

Unit One: Philosophical Orientation to Learning Theories (10 hrs)

- 1.1. Origin of learning theories
- 1.2. Major learning theories
 - 1.2.1. Behaviorism and its basic characteristics

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- 1.2.2. Cognitivism and its basic characteristics
- 1.2.3. Constructivism and its basic characteristics

Unit Two: Principles of Pavlovian conditioning and Implication (8 hrs)

- 2.1 Acquisition of the conditioned response
 - Measures of conditioning
 - Conditioning paradigms
- 2.2 Nature of extinction and its paradigm
- 2.3 Other inhibitory processes
- 2.4 Conditioning
 - Higher-order conditioning
 - Sensory preconditioning
 - Vicarious conditioning
- 2.5 Application of Pavlovian conditioning in teaching

Unit Three: Operant Conditioning (10 hrs)

- 3.1. Meaning and concept
- 3.2. Acquisition of operant behavior (CR) (Principle and Mechanism)
- 3.3. Shaping and its principle
- 3.3. Meaning, concept and schedule of reinforcement
- 3.5. Application of Reinforcement
- 3.4. Implication for teaching and learning

Unit Four: Wertheimer Productive Thinking (10 hrs)

- 4.1. Concept of phi-phenomenon
- 4.2. Concept and principle of perception
- 4.3. Implication for teaching and learning

Unit five: Tolman's Purposive Behaviorism (10 hrs)

- 5.1. Concept of purposive behaviorism
- 5.2. Theory of purposive behaviorism (Expectancy, Place and Insight learning)
- 5.3. Drawing conclusions for educational implication

Unit Six: Constructivism (10 hrs)

- 6.1. Meaning and concept
- 6.2. Piaget's constructivism (Psychological/Individual constructivism)
- 6.3. Basic premises of Piaget's Constructivism (Implicit Theories and Knowledge construction process)
- 6.4. Basic features (Scheme, Adaptation-Assimilation and Accommodation, Equilibration)
- 6.5. Implication for teaching and learning

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- 6.6. Vygotsky's constructivism (Social constructivism)
- 6.7. Basic premises of social constructivism (Situated cognition and Knowledge construction process)

4. Instructional Techniques

- Modes of instruction: Lecture, seminar, exercise course, guided personal study, tutorial, independent study, project work,
- Types of learning activities: Attending lectures, library consult performing specific assignments, writing papers, independent and private study, reading books, journals and papers, learning how to give constructive criticism, pee group study and discussion

5. Evaluation Scheme

- Internal 40%
- External 60%

Internal Evaluation is based on the following criteria

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| • Attendance | 5 marks |
| • Home assignment | 10 marks |
| • Midterm exam | 10 marks |
| • Project work/Class Presentation | 10 marks |
| • Reflective Report | 5 marks |

External evaluation will be based on the following criteria:

Nature of questions	Total questions to be asked	Number of questions to be answered	Marks
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Short answer questions	6 with 2 ‘or’ questions	6x5 Marks	30 Marks
Long answer questions	2 with 1 ‘or’ questions	2x10 Marks	20 Marks

6. Prescribed Texts

Hill, W.F. (1973) *Learning: A survey of psychological interpretation*. London: Lowe & Brydone. (Unit I to VII)

Hildgard, E.R., & Bower, H.G. (1975). *Theories of Learning*. Delhi: Prentice Hall. (Unit I to VII)

Hurlock, E.B. (2002). *Developmental psychology: A life-span approach*. New Delhi: Tata McGraw Hill.

Klein, S.B. (1996). *Learning: Principle and application*. McGraw Hill. Inc. (Unit I to VII)

Schunk, H.D. (1996). *Learning theories*. Englewood Cliffs, NJ: Prentice Hall. (Unit I to VII)

Woolfolk, A. (2008). *Educational Psychology*. New Delhi: Pearson Education. (Unit I to VII)

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Course Title: **Research Methods in Education**

Course: **ED 523**

Level: M.Ed.

Semester: Second

Nature of course: Theory +Practical

Credit Hours: 3

Teaching Hours: 48

1. Course Introduction

This course is designed to acquaint the students with the basic understanding of research skills with a particular relevance to studying and understanding of the educational issues and problems. It provides them both with both theoretical knowledge and practical skills in carrying out the independent research work by developing research proposal in a standard APA format.

2. Course Objectives

On completion of this course the students will be able to

- Discuss the basic concept and meaning of research and educational research
- Explain the nature and purpose of educational research
- Identify various research types with their characteristics.
- Classify sampling techniques and explain each with examples.
- Identify various sampling techniques and choose appropriate one for own research project.
- Describe the procedures of carrying out different research designs.
- Identify various data collection tools and discuss advantages and disadvantages.
- Describe and use general procedure followed in the analysis of qualitative and quantitative data.
- Describe the components of a research proposal and report.
- Write a research proposal and report.
- State some of the criteria to use in evaluating a research report.

3. Course Contents

Unit One: Concept of Research (10)

- Meaning and definition of research and educational research
- Nature and its purposes in educational research
- Scope of educational research
- Research problems
- Objectives of educational research
- Hypothesis
- :Review of literature Theoretical, Empirical and conceptual / theoretical framework

Unit Two: Research Designs (5)

- 2.1. Quantitative, qualitative and mixed research design
- 2.2. Basic, applied and action research
- 2.3. Experimental research design study
- 2.4. Survey
- 2.5. Case study
- 2.6. Historical research
- 2.7. Ethnography

Unit Three: Sampling (10)

- 3.1. Introduction
- 3.2. Probability sampling
 - Simple random sampling
 - Stratified random sampling
 - Cluster sampling
- 3.3. Non-probability sampling
 - Purposive sampling
 - Quota sampling
 - Convenience sampling
 - Snowball sampling
- 3.4. Sample size and error

Unit Four: Tools of Data Collection (5)

- 4.1. Interview
- 4.2. schedule
- 4.3. Questionnaire
- 4.4. Observation
- 4.5. Rating scales : Thurnstone's and likert's scales
- 4.6. Tests
- 4.7. Focus group discussions

Unit Five: Analyzing the Data (12)

- 5.1. Analyzing quantitative data
 - Data editing and tabulation
- 5.2. Statistical analysis
 - Measure of central tendency
 - Measure of dispersion
 - Measure of correlation coefficient (Pearson's and Spearman's method)
 - Hypothesis testing
- 5.3. Analyzing qualitative data
 - Organizing and coding
 - Comparing and Exploring relationships and patterns
 - Final themes and interpretation

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Unit Six: Research Proposal and Report (6)

- 6.1 Need of writing research proposal
- 6.2 Components of research proposal
- 6.3 Development of a research proposal
- 6.4 Requirements for writing research report
- 6.5 Essential components of a research report
- 6.6 Use of APA format in research report
- 6.7 Evaluation of research report

4. Instructional Techniques

- Lecture, seminar, exercise course, guided personal study, tutorial, independent study, project work
- Types of learning activities: attending lectures, performing specific assignments, writing papers, independent and private study, reading books, journals and papers, learning how to give constructive criticism, peer group study and discussion

5. Evaluation Scheme

- 1.1 Internal 40%
- 1.2 External 60%

Internal evaluation will be based on the following criteria

- | | |
|---------------------------------|----------|
| Attendance | 5 marks |
| Home assignment | 10 marks |
| Midterm exam | 10 marks |
| Project work/Class Presentation | 10 marks |
| Reflective Report | 5 marks |

External evaluation will be based on the following criteria:

Nature of questions	Total questions to be asked	Number of questions to be answered	Marks
Multiple choice items	10	1 Marks	10 Marks
Short answer questions	6 with 2 ‘or’ questions	6x5 Marks	30 Marks
Long answer questions	2 with 1 ‘or’ questions	2x10 Marks	20 Marks

6. Prescribed Texts

Ary, D., Jacobs, L.C., Sorensen, C. and Razaveih, A. (2009). *Introduction to research in education*. (8th ed). Belmont, CA: Wadsworth/Thomson Learning (Unit I to VII)

Best, J.W. and Kahn (2006). *Research in education* (10th ed.), New Delhi: Prentice Hall of India (Unit I to VII)

Creswell, J. and Plano, V.L. (2011). *Designing and conducting mixed methods research* (2nd ed.). Thousand Oaks, CA: Sage (Unit I to VII)

Cohen, L., Manion, L. and Morrison, Keith (2007). *Research methods in education* (6th ed.) London: Routledge (Unit I to VII).

McMillan, J.H. (2000). *Educational research: fundamentals for the consumer* (3rd ed.). New York, NY: Addison, Wesley and Longman (Unit I to VII).

Punch, K.F. (2009). *Introduction to research methods in education*. London: Sage (Unit I to VII)

Wiersma, W. (2000). *Research methods in education: an introduction* (7th ed.) Boston: Allyn and Backon (Unit I to VII)

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ljlzi6 p2l0	kf7bljifo
- pkGof; sf/ ngl; * jfa^bhsf] kl/ro lbg, - ngl; * jfa^bhsf cfkGofl; s k]l[Qxčsf]lgčk0f ug{ - lgwf/t cfwf/df .nau8fsf] ;fyl pkGof; sf]ljzn]f0f ug{ .nau8fsf] ;fyl pkGof; sf ljlzi6 k^alQmxčsf]JofVof ug{.	Psf0 b0f pkGof; sf/ ngl; * jfa^bh / nau8fsf] ;fyl' pkGof; @=! pkGof; sf/ ngl; * jfa ^b hsf]kl/ro @=@ ngl; * jfa ^b hsf cfkGofl; s k]l[Qxč @=# lgwf/t cfwf/df .nau8fsf] ;fyl pkGof; sf]clloog ; *rgf, syfgs, r/l/q, kof] /0f, ;f/j:t'; b]i6laGb', efiifzhl, k]ls / laDa, ult / no, zlifšsf] ;fyštf @=\$.nau8fsf] ;fyl pkGof; leqsf ljlzi6 k ^a lQmsf]JofVof
- pkGof; sf/ ljzjzj/k; fb sf0/fnfsf]kl/ro lbg, - sf0/fnfsf cfkGofl; s k]l[Qxčsf]lgčk0f ug{ - lgwf/t cfwf/df .lx6n/ / oxbll pkGof; sf]ljzn]f0f ug{ - lgbl6 pkGof; sf ljlzi6 k^alQmxčsf]JofVof ug{.	Psf0 ltg ll pkGof; sf/ ljzjzj/k; fb sf0/fnf / lx6n/ / oxbll' pkGof; #! pkGof; sf/ ljzjzj/k; fb sf0/fnfsf] kl/ro #=@ ljzjzj/k; fb sf0/fnfsf cfkGofl; s k]l[Qxč ## lgwf/t cfwf/df .lx6n/ / oxbll pkGof; sf]clloog ; *rgf, syfgs, r/l/q, kof] /0f, ;f/j:t'; b]i6laGb', efiifzhl, k]ls / laDa, ult / no, zlifšsf] ;fyštf #=\$ pkoQm pkGof; leqsf ljlzi6 k ^a lQmsf]JofVof
- pkGof; sf/ OGbpxfb/ /f0šf] kl/ro lbg, /f0šf cfkGofl; s k]l[Qxčsf] lgčk0f ug{ - lgwf/t cfwf/df .cfh /ldtf 5ll pkGof; sf]ljzn]f0f ug{ - lgbl6 pkGof; sf ljlzi6 k^alQmxčsf]JofVof ug{.	Psf0 rll ll pkGof; sf/ OGbpxfb/ /f0šf/ cfh /ldtf 5' pkGof; \$=! pkGof; sf/ OGbpxfb/ /f0sf]kl/ro \$=@ OGbpxfbk/ /f0šf cfkGofl; s k]l[Qxč \$=# lgwf/t cfwf/df .cfh /ldtf 5ll pkGof; sf]clloog ; *rgf, syfgs, r/l/q, kof] /0f, ;f/j:t'; b]i6laGb', efiifzhl, k]ls / laDa, ult / no, zlifšsf] ;fyštf \$=\$ pkoQm pkGof; leqsf ljlzi6 k ^a lQmsf]JofVof
- pkGof; sf/ kfl/hfts]kl/ro lbg, - kfl/hfts cfkGofl; s k]l[Qxčsf]lgčk0f ug{ - lgwf/t cfwf/df .lz/lifs]kmlh] pkGof; sf]ljzn]f0f ug{ - lgbl6 pkGof; sf ljlzi6 k^alQmxčsf]JofVof ug{.	Psf0 klf ll pkGof; sf/ kfl/hft / lz/lifs] kml' pkGof; %=! pkGof; sf/ kfl/hfts]kl/ro %=@ kfl/hfts cfkGofl; s k]l[Qxč %=# lgwf/t cfwf/df .lz/lifs]kmlh] pkGof; sf]clloog ; *rgf, syfgs, r/l/q, kof] /0f, ;f/j:t'; b]i6laGb', efiifzhl, k]ls / laDa, ult / no, zlifšsf] ;fyštf %=\$ pkoQm pkGof; leqsf ljlzi6 k ^a lQmsf]JofVof

gkfnl lz lff -pd:p8- kf7bqmd

%= dNofa^sg klqiof

dNofa^sg b0{kšf/n]ul/g]5 ll -!_ cfGtl/s dNofa^sg, o; sf lgldt \$) kltzt c^as lgwf{0f ul/Psf]5, -@_ afXo dNofa^sg, o; sf lgldt ^) kltzt c^as lgwf{0f ul/Psf]5 . cfGtl/s dNofa^sg slff lzlf0f ;f;f;ul/g]5 / afXo dNofa^sg ;h]6/sf cGtodf ljZjIjBfno k/Llff k0ffnln] lgwf{0f u/] cg';f/ xgš . o; sf nflu lg0gfg';f/sf]kZgof]hgf /xgš .

cfGtl/s dNofa^sg -\$) kltzt_

!	xflh/L pkl:ylt	%Ü
@	uksfo{	!)Ü
#	kl/of]hgf sfo{	!)Ü
\$	l/kmln\$;g l/kf6(n]vg	%Ü
%	lnlvt k/Llff	!)Ü

afXo k/Llff -^) kltzt_

j:tut kZg	!)x!Ö!)	!) j6f kZg
;aWfk t pQ/flds kZg	^x%Ö#)	@ ljsNk; lxt ^ kZg
ljjj]gffd kZg	@x!)Ö@)	! ljsNk; lxt # kZg

kf7bk'ts

sf0/fnf, dfk'g, oltsf kf0nf vfl]b} sf7df8f] g]fkkl].
l3ld/] dfwj k; fb, /fhzj/L, nln tk/ ll ;femf kšfzg .
lqkf7L, jf; b], c40f/L: j/, -ltg yff sfJo; auk_, sf7df8f] g]fkkl].
===== / cGo, ;Dkf- gkfnl slj tf efu-\$, nln tk/ ll ;femf kšfzg .
b] sfšf, nldlk; fb, zfsGtn, nln tk/ ll ;femf kšfzg .
kfšbfn, n]ygyf, t?0ftk;L, nln tk/ ll ;femf kšfzg .
/f0ff, hublz zdz], g/l; *cj tf/, lbNnL ll >ldt e]g /f0ff .
>]7, l; l4r/0f, pjžL, nln tk/ ll ;femf kšfzg .
;d, afns[0f, cfuf]/ kfgl, nln tk/ ll ;femf kšfzg .

;Gbe{k'ts

cj:yL, dxfb], cfwlgs gkfnl dxfsfJo / v08sfJosf] ljdZ{ sf7df8f] O06h]Rochn as kofn].
=====, nldlk; fb b] sfšfsf] v08sfJosf]/tf, sf7df8f] Pstf kšfzg .
cfrfo{ s[0fk; fb, gkfnl slj tf / sfJo, sf7df8f] llflth kšfzg .
cfemf, /fdgyf, ;flxTo ;d[6vb] sfšf, sf7df8f] lkgfsn klAns]; g .
uf; d, s[0f, b] sfšfsf kšGw sfJo, sf7df8f] ljBfyl{k'ts e08f/ .

cftl/s dmbf^asg -\$) kltzt_

!	xflh/L pkl:ylt	%Ü
@	u[ksfo{	!)Ü
#	kl/ofhgf sfo{	!)Ü
\$	l/kmh\$;g l/kf{n}vg	%Ü
%	lnlvt k/Liff	!)Ü

afxo k/Liff -^) kltzt_

j:tut kZg	!)×! Ö!)	!) j6f kZg
;^lft pQ/fids kZg	^×% Ö#)	@ ljsNk; lxt ^ kZg
lj jrgfids kZg	@×!) Ö@)	! ljsNk; lxt # kZg

kf7bk'ts

sfQ/fnf, ljZjZj/k;fb, lx6n/ / oxbl, nlnTk/ || ;femf kšfzg .
 kfl/hft, lz/Lifsj kmh, nlnTk/ || ;femf kšfzg .
 af^abh, ngl;*, n^au8fsf;fyl, nlnTk/ || ;femf kšfzg .
 e08f/L, kf/;dl0f / cöo, gkfnl uB / gf6s, sf7df8f; ljBfyl{k'ts e08f/ .
 /f0{ Ögbpxfb/, cfh /ldtf 5, nlnTk/ || ;femf kšfzg .
 ljsn, /dZ, clj/n auB5 Öbfj tL, nlnTk/ || ;femf kšfzg .
 ;?eQm, kfun j:tL, nlnTk/ || ;femf kšfzg .

gkfnl lz lff -Pd:P8- kf7bqmd

kf7bfz zLif\$ || gkfnl v08sfJo / dxfsfJo

kf7bfz ;^aVof || gkfnl lz: %@%

kf7bfz kš[t || ;flöts

tx || Pd:P8-

;q || bf;f]

qmcf || #

kltxktf kf73ö6L ||

hÖdf kf73ö6L || \$*

!= kf7ofz kl/ro

kl'tt kf7bfz dWoklZrdf~rn ljZj ljBfno, lzlfzf:q ;^asfo cöt/ut ;p]6/
 kpfnnldf cfwf/t b0ö;]df:6/ ck PhS;g -Pd:P8- txd cllöog ugI
 ljBfyl{zsf tof/ kfl/Psf]xf]. o; kf7bfzdf gkfnl v08sfJo, dxfsfJo /
 gf6bsfJosf]; flöts :jzk, ljsf;qmd, dVo kl] [Q, dfB, pkdfB, wf/f, pkwf/f
 tyf kðv kltefsf tflsPsf /rgfxzsf]; dLlffds cllöog u/fpg] p2Zon]
 tof/ kfl/Psf]xf].

@- ;fwf/Of p2ZJo

- k]Lö-kfZrflo dföotfsf cfwf/df v08sfJo -nfd]slj tf; d]L, gf6bsfJo / dxfsfJosf]; flöts kl/ro lbg]
- gkfnl v08sfJo, gf6bsfJo / dxfsfJosf]ljsf;qmd, kðv dfB tyf dh kl] [Qxzsf]kl/ro kðfg ugI
- lgwff/t sfJosf/xzsf sfJofds kl] [Q tyf ltgsf v08sfJo, nfd]slj tf, gf6bsfJo / dxfsfJosf]ljleög b[ösf]n]lj jrgf ug{;Sg] lfdtfsf] ljsf; ugI.

ljlzi6 p2ZJo tyf kf7bljifo

ljlzi6 p2ZJo	kf7bljifo
• v08sfJosf]kl/ro lbg, • v08sfJo÷nfd]slj tfsf]:jzk / kl/efiff atfpg, • slj tfsf pkljwfxzsf]jul\$ /Of u/L v08sfJosf]:yfg lgwffOf ug{ • v08sfJosf tîjxzsf]kl/ro lbg, • gkfnl v08sfJosf]ljsf;qmd, kðv dfB / kl] [Qxz pNn] ug{.	Psfo Ps gkfnl v08sfJosf]; flöts kl/ro !=! v08sfJosf]kl/ro !=@ v08sfJo÷nfd]slj tfsf]:jzk / kl/efiff !=# slj tfsf pkljwfids jul\$ /Ofsf cfwf/df v08sfJo !=\$ v08sfJosf tîjxz !=% gkfnl v08sfJosf]ljsf;qmd / r /Ofut kl] [Qxz kfylds sfn, dföolds sfn, cfwlgs sfn

kf7Øfz zLif\$ || g]kfnL efifflZlf0fsf ljljw klf kf7Øfz kps[t || ;xflcts
 kf7Øfz ;^Vof || g]kfl-z= %#^ qm]86 cfj/ || #
 tx || Pd-P8= hDdf kf73G6L || \$*
 l;d]6/ || t];f] k|tkf7 3G6L ;do || ! 306f

!= kf7Øfz kl/ro

k|t't kf7Øfz d\oklZrdf~rn lJZjlJBfno, lzlfzf:q ;^sfo cGtu\$;d]6/
 k|ffnLdf cfwl/t b0{a;]:gftsQ/ df:6/ ck\ Phs];gn -Pd-P8= txdf
 c\oog ug]lJBfykzsf nflu tof/ kfl/Psf]x]. o; kf7Øfzdf efifflZlf0fsf
 l;4fct / g]kfnL lzlf0fsf ljljw :jzk, bf]; efifflZlf0fsf ljleG k4lt / ljlw, ljlw
 eflifs l;k / ;Da4 klfxzsf lzlf0f kljlw, slff Joj:yfkg / lg/fs/Offtds
 lzlf0f, efifflZlf0fsf ;GbeDf ;flxTo lzlf0fsf ljljw :jzk, lzlf0f ;fdu| /
 ljljw lzlf0f kljlw tyf efifflZlf0fdf c\ofkg ofhgfsf :jzk / kps/xzsf]
 ;xflcts / k|of]us ;em ljsf; ug]b[6stf] /flvPsf]5

@= ;fwf/Of p2]o

- efifflZlf0fsf l;4fct / g]kfnL lzlf0fsf ljljw :jzk 7D0of0{P]txfl;s
 ;GbeDf g]kfnL lzlf0fsf] j tDfg l:ylt cfsng ug]
- bf]; efifflZlf0fsf kpV k4lt / ljlwxzsf] lzlf0f ;Gbe{/ :jzksf]kl/roffds
 dNof^sg ug]
- g]kfnL efifflsf >jOf snf, jSt[j snf, k7gsnf, n]vg snf, pRrf/Of,
 jOf]Gof; / ;xsfo\$nfk lzlf0fsf kljlwxzsf]k];^lus jOfG ug]
- g]kfnL efifflsf zAby{ zAbe08f/, jfSo/rgf / Jofs/Of lzlf0fsf ljlw,
 kljlwxz dfly kpsfz kfg]
- g]kfnL lzlf0fsf ;GbeDf slff Joj:yf / lg/fs/Offtds lzlf0fsf pkfoxz
 ;emfpg]
- eflifs dNof^sgsf kl/ro / dxlj atf0{efifflk/Llf0fsf olSt / ;fwgxzsf]
 zk/yf atfpg]
- efifflk/Llf0f ofhg / ;fwgxzsf]lgdf / sfot]og klqnof pNn]v ug]

g]kfnL lzlf -Pd-P8= kf7bqmd

ljlzi6 p2]o	kf7bljifo
;fdilhs efiff lj1fg	
• ;dfhsf]kps[tcgsh eflifs kpfj b]vpg, eflifs ;j]f0f k4ltsf]kl/ro lbg, eflifs e]f]hl; t ;Da4 cjwf/OfxZ :ki6 kfg{	!=* efiff; j]f0f k4lt !=(eflifs e]f]h !=!) efifflsf ;Dk]f0ffds ;fdYo{/ ;Dk]f0ffds c; dytf
• eflifs e]f]kl/ro lb0{logsf] jul\$/Of ug]fcwf/xZ :ki6 kfg{ efiff, eflifs, kplQ\ / JolQneffflar sf]cGt/ klxNofpg, lf]lo / ;fdilhs eflifs klxrfgsf cfwf/xZ pNn]v ug{ efifflsf cGo e]pxzsf] ;f]fx/Of leGgtf c]f]pg, eflifs ;dbfosf]kl/ro lbg, lXeflilstf~axeflilstsf]cjwf/Off :ki6 kf/L o; sf]kps[t / kps/ 56bfp, /fi6efiff, :yfglo efiff / ljbZL efifflsf]kl/ro lbg, efifflsf ldl>t e]pxz; t ;Da4 cjwf/OfxZ; t kl/lrt xg,	Psf0 b0] eflifs e] @!= eflifs e]f]kl/ro / jul\$ /Of ug]fcwf/xZ @=@ efiff, eflifs, kplQ\ / JolQneffflar sf]cGt/ @# lf]lo / ;fdilhs eflifs klxrfgsf cfwf/xZ @=\$ efifflsf cGo e] snut, ljifout, k]a\ / dflodut @=% eflifs ;dbfosf]kl/ro @=^ lXeflilstf~axeflilstsf]:j?k / kps/ @=& /fi6efiff, :yfglo efiff / ljbZL efiff @=* efifflsf ldl>t e]pxz @=^!=! efiff, sf]ld>Of / kl/jtG @=^@ klhg / q]cf];
• efifflgt / ofhgfsf]kl/ro lbg, efiffohgfsf]cfjZostf, kps/ / klqnofsf]jOfG ug{ kpf]hgsf cfwf/df efiflxzsf]kps[t klxrfg ug{ g]knsf ;GbeDf efiffohgfsf ;d:ofxZ shfpg, efiffohgfsf kpV klfsf]klxrfg u/fpg, g]kfnL efifflsf]dfgsls/Of tyf cfwgsls/Of klqnof tyf o;sf ;d:ofxZ pNn]v ug{	Psf0 tlg efifflgt / ofhg #! efifflgt / ofhgfsf]kl/ro #@ efiffohgfsf]cfjZostf, kps/ / klqnof ## kpf]hgsf cfwf/df efiflxz- kwfg, ;Dk's, ;xfos, kl/k's / ;dtNo # \$ g]knsf ;GbeDf efiffohgfsf ;d:ofxZ # % efiffohgfsf kpV klf- 5gff, sf]sls/Of, dfgsls/Of, lj:t/Of #^ g]kfnL efifflsf]dfgsls/Of tyf cfwgsls/Ofsf klqnof tyf o;sf ;d:of
• g]kndf dft]efifflsf zkdf kpf]v xg] efiflxzsf]lj j/Of k t't ug{ ef]f]hns cfwf/df g]knsf efiflxzsf] lj j/Of b]vpg, g]knsf efiflxzsf] ;fdilhs cj:yf :ki6 kfg{ g]kndf efifflgt sf]P]txfl;s k/Dk/f	Psf0 rf] g]knsf]eflifs l:ylt \$=! g]kndf dft]efifflsf zkdf kpf]v xg]efiflxzsf]lj j/Of \$=@ ef]f]hns lj t/Of \$# ;fdilhs cj:yf \$\$ g]kndf efifflgt sf]P]txfl;s k/Dk/f / j tDfg l:ylt

ljizi6 p27o	kf7bljifo
;fdflhs effl lj1fg	
/ j t dfg l:yltsfjl;xfjnfsg ug{ gkfnsf gkfnl efflfsf lj1jw eldsf, dflod, ;Dks{ kpf;lgs sf/fj/; ~rf/ kljlxw? pNny ug{	\$=% gkfnsf /fi6efflxz sf/lj sf; sf kpf;xz \$^ gkfnsf gkfnl efflfsf lj1jw eldsf, dflod, ;Dks{ kpf;lgs sf/fj/; ~rf/ kljlxw
dgfj effl j1fg	
- dgfj effl j1fgsfjkl/ro lb0{o; sf] lfg / lj sf; qnd :ki6 kfg{ ;fj efd Jofs/Of / o; sf] ;fgblestf kli6 ug{ - effl / dl:tislar ;Da4 ljleGg cjwf/OffxzsfcGt;DaGw :ki6 kfg{.	Psf0 kfl dgfj effl j1fg %=! dgfj effl j1fgsfjkl/ro, lfg / lj sf;qnd %=@ ;fj efd Jofs/Of / o; sf] ;fgblestf %=# effl / dl:tislar cGt;DaGw %=#! >Jobzofds pRrfo{ nYofds klqnof %=#@ sfBls/Of / ljsfBls/Of klqnof %==# dfgj effl / kf0fl ;Dk]f0f %=#\$ effl / lj rf/af/]ljleGg cjwf/Off
- afneffl lj sf;df rD:sLsf] l;4fct l; t ;Da4 cjwf/Offxzl; t kl/lr t xg, - afneffl lj sf;df lkofhBsf] l;4fctsf] kl/ro lbg, - cfids]bl afhl; DaGwl cjwf/Off kltt ug{ - efflaf/]lkofhBsf bl6xz pNny ug{ - effl jifos ;zfgfids cgSNkgf / ksfoidsf pTklQsf]klxrfg u/fpg, rD:sL / lkofhBsf l;4fctsf]thgf ug{.	Psf0 5 afneffl lj sf;sf l;4fct ^=! afneffl lj sf;df rD:sLsf] l;4fct ^!=! efflklkt klqnof ^!=@ efflklkt ;eGq ^!=# ;fdYo{/ ;hgZlntf ^!= \$ ktylds effl j]flgs tYofas ^!=% efflklktdf hljs sf/s ^=@ afneffl lj sf;df lkofhBsf] l;4fct ^=# cfids]bl afhl ^=^ rD:sL / lkofhBsf l;4fctsf]thgf
- afnaflnsdf effl j sf;df r/Of / ltgsf ljz]ftfxz pNny ug{ - afneffdf ukOf / pTkfbg klqnof b]yfpG, - afneffsf ljleGg klfsf]lj sf; ;DaGwdf kl/lr t xg, - efflklktsf] ;Dk]f0ffids ;GbeXzsf] kl/ro lbg .	Psf0 ;ft effl lj sf;sf r/Of / klf &=! afnaflnsdf effl j sf;sf r/Of / ltgsf ljz]ftfxz &!=! k/]Des r/OfxZ &!=@ pQ/j tl{r/OfxZ &# afneffsf ljleGg klfsf]lj sf; &#!=! WjGoffds, cfbgfids / kpfgfids &#=@ zAbfy{tyf zAbe08f/ &#=# Jofs/Offids / ;asygfids
- Jojxf/jfbl / dgfj fbl l;4fctlarsf] leGgtf cf]fpg ., - c; jhsf]l; sf0 l;4fct l;4 kl/lr t xg, - bf] j] effl; sf0sf ;GbeGf Uoflgsf l;4fctxzsf]pkofl ug{	Psf0 cf7 effl; sf0sf kpv l;4fct *=! Jojxf/jfbl / dgfj fbl l;4fctlarsf]leGgtf *=@ c; jhsf]cykOf]l; sf0 l;4fct *# bf] j] effl; sf0sf ;GbeGf Uoflgsf l;4fctxzsf]pkofl

gkfnl lz lff -Pd:P8- kf7bqmd

jdf{ P;= s} Pg8 Pg= s[Off:jfdL, dfBgfnl^Vjl:6S; ||Pg OG6B\$S;g, lbNnl || cS;kmfB{olgel;6L k} .
zdf{ dfxg/fh, zhlj1fg, sf7df8f# gj/f-k{k} .
zdf{ dfxg/fh, ;dsnlG ;dfnf]gf || l;4fct / kpf]l, sf7df8f# gj/f-k{k} .
>ljf:tj, /jLgb] effl j1fg || ;flGts lrGtg, lbNnl W/fwfs[Of .
>ljf:tj, /jLgb]fy / cGo, cgkpQm effl j1fg, lbNnl || cfn]y kpfzg .
:6g{ Pr=Pr=, kmG8fd]6n sG;]6; ckM Nof^Vjh l6lr^a, cS;kmfB{ cf]pkl .
ah, /fh/ l6=, Pg OG6B\$S;g 6' cKnf08 Inl^Vjl:6S; || Pk]r]h of68 dy8\, nG8g || la=l6= af:6kmfB{.
PN;, lyof]efg / cGo, cKnf08 Inl^Vjl:6S; of68 / nlGf of68 l6lr^a ckM kmf]j Nof^Vjh, c:6]nof || P8jf8{bcfg]8 .

dNof^asg ;p]6/sf cGtodf ljZjljBfno k/Llff kðffnln] lgwf{0f u/] cg';f/ xgþ . o;sf nflu lgDgfg';f/sf]kZgof]hgf /xgþ .

cf/tl/s dNof^asg -\$) kltzt_

!	xflh/L pkl:ylt	%Ü
@	uksfo{	!)Ü
#	kl/of]hgf sfo{	!)Ü
\$	l/knh};g l/kf{n}vg	%Ü
%	lnlvt k/Llff	!)Ü

afXo k/Llff -^) kltzt_

j:tut kZg	!)×!Ö!)	!) j6f kZg
;^Nfk{t pQ/fTds kZg	^×%Ö#)	@ ljsNk;ixt ^ kZg
ljj}gfTds kZg	@×!)Ö@)	! ljsNk;ixt # kZg

kf7bk'ts

clwsf/L, xþ^au/fh, ;fdlfs / kfoflus efifflj1fg, sf7df8fþ /Tgk'ts e08f/ .
eS/f0{ ufljG/b/fh, cgjfb cll oog kl/ro -cgj fbs-an/fd clwsf/L, sf7df8fþ /Tg k'ts e08f/ .
e08f/L, kf/;dlOf, kfoflus efifflj1fgsf s}L klf, sf7df8fþ ljBfyl{k'ts e08f/ .
====/ cGo, kfoflus efifflj1fgsf kþv cfofd, sf7df8fþ ljBfyl{k'ts e08f/ .
nD;fn, /fdrGb|/ cGo, kfoflus efifflj1fg, sf7df8fþ eBk7fOf kþfzg .
zdf{sþf/ kþfb / dfwj kþh, gkfnl efiff / ;flxTolzIfOf, sf7df8fþ Go'xL/faS;
0G6/kþOhþ .

;Gbe{;fdu|xç

P;/, cf/=0{ b Og;f0Snflkl8of ck Nof^aNjþ Pg8 In^aNjl:6S;;, 0Eñþ8 ||
kufðg kþ .
uf6, gþfOn, dls^a b df]6 ck of] 6þ:6aþ, n08g || n^aNofg .
ggfg, 8lj8, l;nþ; l8hfOg, cS;kmfþ{ cS;kmfþ{olgel;6L kþ .
afpg, hh{oh] l8:sfj;{Pgflnl; ;, SoflDah || lhinog .
gkfn, 3gZofd, zþllj1fg, ufgtfs || cfE/f kþfzg .
9Eþ, efþ/fh / cGo, kfoflus efifflj1fg, sf7df8fþ Pd-sjkþfzg .
8ljg, kl08f P08 Onf06 cf]6þ, sfj;{l8hfOg, SoflDah || SoflDah olgel;6L kþ .
l/rf8{ hþ;L, P// Ogflnl; ;, n68g || n^aNofg .
l/rf8{ hþ;L, b Nof^aNjþ l6lr^a Dofl6&;, SoflDah || SoflDah olgel;6L kþ .
/þ8L, ljho/f3j, Jolt/þL efifflj1fg, cfu/f || ljgþ k'ts dlGb/ .
l/rf8{ HofS / cGo, n^aDofg l8S;g/L ck Pknf08 Inl^aNjl:6S;;, n68g || n^aNofg .
l/rf8{ hþ P// Pgflnl; ;, n68g || n^aNofg .

gkfnl lz lff -Pd:P8- kf7bqmd

\$= lzIfOf klqiof

kþoþ kf7Ø Psf0df kf7Øj:tSflkþ[t / cfjZostf cg';f/ JofVofg, kZgflt/,
5nknn, pbfx/Of, kþzG, cEof; / klttts/Of ljwxçsf] pkoþ ul/g] 5 .
JofVofg ljlnw0{ sdebbf sd pkoþ u/L ljbØfyl{ ;xflutfdhs lzIfOf
sfo\$nfkxçnf0{a9L dxTj lboG]5 . o; }u/L kf7Ø k'ts, ;Gbe{k'ts, kf7kq,
cf/v, tflnsf, ;'l cflb ;d}sf]pkoþ u/] of]hgrabw lzIfOf ugðf hþ lboG]5 .

%= dNof^asg klqiof

dNof^asg b0{kþf/n]ul/g]5 || -!_ cf/tl/s dNof^asg, o;sf lgldt \$) kltzt
c^as lgwf{0f ul/Psf] 5, -@_ afXo dNof^asg, o;sf lgldt ^) kltzt c^as
lgwf{0f ul/Psf] 5 . cf/tl/s dNof^asg slff lzIfOf ;þ;þul/g] 5 / afXo
dNof^asg ;p]6/sf cGtodf ljZjljBfno k/Llff kðffnln] lgwf{0f u/] cg';f/ xgþ .
o;sf nflu lgDgfg';f/sf]kZgof]hgf /xgþ .

cf/tl/s dNof^asg -\$) kltzt_

!	xflh/L pkl:ylt	%Ü
@	uksfo{	!)Ü
#	kl/of]hgf sfo{	!)Ü
\$	l/knh};g l/kf{n}vg	%Ü
%	lnlvt k/Llff	!)Ü

afXo k/Llff -^) kltzt_

j:tut kZg	!)×!Ö!)	!) j6f kZg
;^Nfk{t pQ/fTds kZg	^×%Ö#)	@ ljsNk;ixt ^ kZg
ljj}gfTds kZg	@×!)Ö@)	! ljsNk;ixt # kZg

k'tsxç

clwsf/L, xþ^au/fh, ;fdlfs / kfoflus efifflj1fg, sf7df8fþ /Tg k'ts e08f/ .
Pln;g hþ Plnc6, rfON8 Nof^aNjþ, Gobfs{ SoflDah olgel;6L kþ .
qmof;g l8= :6kþ / 6æ;L 8l= 6þh, b Gofr7n Pkþ Nof^aNjþ PlSjlh;g Og b
Snf; ?d, uþ afþ || kþ6; xn .
e08f/L, kf/;dlOf, ;fdlfs tyf dgþefifflj1fg, sf7df8fþ ljBfyl{k'ts e08f/ .

;Gbe{;fdu|x¿

Pnġ hġk=la/ / P; lk6 s8/ -;±, kġ;{Og cġnf08 InġaWjl:6S; , Gobfġ{
cS; kġfġ{olgel; ĞL kġ} .

OaWd 8ġe8, kġm:6 NofaWġġh PISjġh;g, Gobfġ{
SoflDah olgel; ĞL kġ} .

sf7df8ġġhZlff SofDk; -;Dkf-, lzġfġj1fg ;ġe, c^as !@ .

u/fuf0{H8Nnġk;fb / eġf/fh kġġh, ;f0sfġInaWjl:6S; Pġ8 ;ġ;ofġInaWjl:6S; ,
sf7df8ġġh hġk6/ kġAn; ;{Pġ8 l8l:6k06;{.

l3ld/] jf;bġ, ;dfh efġfġj1fg, sf7df8ġġh jfaWdo kġsfzg tyf cg';Gwfg sġbġ.

gġkġn /fhslo kġġf kġti7fg, kġġf cġ &(.

gġkġnġ sġbġo lġefu -;Dkf-, sl~hġl, c^as !)

gġkġnġ efġfġZlff lġefu -;Dkf-, ;Dkġf0f, cġ !~^ .

ohġhh{b :68L cġm NofaWġġh, Gobfġ{
SoflDah olgel; ĞL kġ} .

/f0{ljġo^ol;*, ;f0sfġInaWjl:6S; Pġ8 ;ġ;ofġInaWjl:6S; , sf7df8ġġh eBġ k/f0f
kġsfzg .

nd;fn, /fdrġbġ/ cġo, kġofġus efġfġj1fg, sf7df8ġġh eBġk/f0f kġsfzg .

nfoġ; , hġġ, NofaWġġh Pġ8 InaWjl:6S; , Gobfġ{
SoflDah olgel; ĞL kġ} .

jfw{ /ġm8, Pġ OG6ġS;g 6' ;ġ;ofġInaWjl:6S; , cdġ/sf ġ ġnfsjġh kġAn; ;{.

jfġoġ, cf/- Pn, Og OG6ġS6/L 6ġ:6a's cġm InaWjl:6S; Pġ8 kġmġġS; , x/Xf/ ġ
:68ġ6 :6ġġ .

zdf{ /fhdl0f, cfwġgs efġfġj1fg, gofġNnġ ġ jf0fġ kġsfzg .

x8\g, cf/-P= ;ġ;ofġInaWjl:6S; , Gobfġ{
SoflDah olgel; ĞL kġ} .

nfoġ; hġġg -;g\@))# , @))% l/ lkġ6_, NofaWġġh Pġ8 InaWjl:6S; , SoflDah .

gġkġnġ lzġf -Pd:P8- kġ70qġmġd

ljġzi6 p2ġo	kġ70ġjġfo
• pkoġm cġloognf0{566f566}sfoġkq agf0{sġlffdf kġt't ug{ • ljBfno txsfġsbġ}Ps slff jf txsf nflu lgwġ/t 9fFdf gġkġnġ efġfġkġ70qġdsġġgdġf lgdġf ug{ • ;fdġo jf ljzġf kġġhġsf lgDġt dxġljBfnosf vf; slff jf txdġ gġkġnġ l; sġpg cfjZos kgġgdġf kġ70qġdsġġġfFfx¿ lgdġf ug{ • lgldġ kġ70qġdnf0{sġlffdf kġt't ug{. • efġf kġ70k't:ssf efġts / kġl1s :j¿k :ki6 kġg{ • pQm :j¿ksf cġwġ/df kġfgf jf jġġfg gġkġnġ efġf kġ70k't:ssġ thġfġds cġloog, ljZnġf0f / dNofa'sg ug{ • cġloog ljZnġf0f ubf{vf; slff jf txsf kġfgf / jġġfg efġf kġ70k't:ssġljġjw kġfsġ; dtf / leġġtf 566f0{sfoġqsf ¿kdf sġlffdf kġt't ug{ • efġf kġ70k't:s lgdġf ofġhġsf 9fFsfġj0fġ ug{ • lgwġ/t 9fFdf ljBfno jf dxġljBfnosġvf; sbġslff jf txsf nflu gġkġnġ efġfsf gdġf kġ7x¿ lgdġf ug{ • lgldġ kġ7x¿nf0{sġlffdf kġt't ug{.	ljleġg :tDesġthġfġds cġloog, ljZnġf0f / dNofa'sg • leġleġg ljZjġljBfnosf lzġf lj1fg ;^asfofġk9f0gġclġjfo{/ dh ljġfosf gġkġnġ kġ70qġdsġġ thġfġds cġloog, ljZnġf0f / dNofa'sg &!=# efġf kġ70qġdsġġlgdġf • sbġ;fdġo jf ljzġf kġġhġsf lgDġt dxġljBfno :t/Lo vf; sbġ tx jf sġfsf nflu lgwġ/t 9fFdf gġkġnġ efġf kġ70qġdsf gdġfx¿ lgdġf lgldġ kġ70qġdsġġslffut kġtġt &=@ efġf kġ70k't:s &=@-! efġf kġ70k't:ssf efġts / kġl1s :j¿ksġcġloog &=@=@ efġf kġ70k't:s lgdġfġsfġofġhġf &=@# lgwġ/t 9fFdf ljBfno / dxġljBfnosġvf; slff jf txsf nflu pkoġm gġkġnġ efġfsf gdġf kġ7x¿ lgdġf / lgldġ kġ7x¿sġslffut kġtġt

\$= lzġf0f kġqġof

kġoġs kġ70 Psf0df kġ70j:t'sġkġ[t / cfjZostf cg';f/ JoġVofg, kġġġt/,
5nġmġn, pbfx/0f, kġzġ, cEof; / kġt'tġs/0f ljġwx¿sġpkoġu ul/gġ 5 .
JoġVofg ljġwnf0{sdeġbf sd pkoġu u/L ljġb0fyġ; ;xġflutġdġhs lzġf0f
sfoġnfġx¿nf0{a9l dxġTj lb0gġ5 . o; }u/L kġ70 k't:s, ;Gbe{k't:s, kġ7kq,
cfġv, tġfnsf, ;'ġl cġlb ;dġsġpkoġu u/ġ ofġhġfabw lzġf0f ugġf hġġ lb0gġ5 .

%= dNofa'sg kġqġof

dNofa'sg b0{kġf/nġul/gġ5 ġ -!_ cfġtġ/s dNofa'sg, o; sf lgDġt \$) kġtzt
c^as lgwġf0f ul/Psfġ 5, -@_ afXo dNofa'sg, o; sf lgDġt ^) kġtzt c^as
lgwġf0f ul/Psfġ 5 . cfġtġ/s dNofa'sg slff lzġf0f ;ġ;ġul/gġ 5 / afXo

ljlzi6 p2ɿo	kf7ɔljifo
• cgʲfbsf kɫqɔfxɿ cɰɔfpg, • cgʲfbsfɔ/ To; sf ;d:ɔfxɿ lgwfɔf ug{ • cgʲfbsfɿz}fɔfs pkoɽutɽ atɽpg, • sbɰgɔɔɽf ;fduɽaf6 gkɽnl efiffɽf cgʲfbsfɿcEɔf; ug{.	\$=#! efiffɽɽ/s, cɽteɽɽfs, cɽɽɽɽɽ / efiffɽ/ cgʲfb \$=#@ Psɽɽdv / Xoɽɽdv cgʲfb \$=## dfgɽlo / ofɽqs cgʲfb \$=\$ dɽɽvs / lnɽt cgʲfb \$=#% lɽɽɽɽdv / ;*gɽɽdv cgʲfb \$=#^ zAbɽɽɽ / ;*gɽɽdv cgʲfb \$=\$ cgʲfbsfɿcɽzɽɽ:ɽɽ \$=% cgʲfb kɫqɔf \$=^ cgʲfbsf ;d:ɔfxɿ \$=& cgʲfb / efiffɽɽɽ \$=* cgʲfbsfɿcEɔf;
• zɽɽ / zɽɽɽɽɽɽɽɽkl/ro lbg, • ;fɽɽo zɽɽɽɽɽ / ;ɽɽɽɽ • zɽɽɽɽɽɽɽɽɽɽ:ki6 kfg{ • zɽɽɽɽɽɽɽ kɫqɔfsfɽɽɽ ug{ • efiffɽɽɽ zɽɽɽɽɽɽɽɽ • pkoɽutɽ cɰɔfpg, • gɔɔɽf ;fduɽ dɽkɽ zɽɽɽɽɽɽɽɽ cEɔf; ug{.	Psɽ0 kɽɽ ɽ zɽɽɽɽɽ %=! zɽɽ / zɽɽɽɽɽɽkl/ro %=@ ;fɽɽo zɽɽɽɽɽ / ;ɽɽɽɽ zɽɽɽɽɽ %=% zɽɽɽɽɽɽ kɫqɔf %=%! lɽsɽkg / rog %=%@ cuɽɽd lgɽɽɽ ɽ lɽrng / ;dɽɽɽt/ɽ %=^ zɽɽɽɽɽɽ / efiffɽɽɽ %=& zɽɽɽɽɽɽɽ cEɔf;
• ;^sygsfɽkl/ro lbg, • ;^syg lɽznɽɽɽkɽ7ɽd / ;ɽɽɽ cɽɽɽ/ɽɽ atɽpg, • ;^syg / kf7sf larsfɽ ;Daɽw :ki6 kfg{ • ;^sygsf sɽo nɽo eɽsfɽlɽznɽɽ ug{ • ;^sygsf tɽɽxɿsfɽɽɽ ug{ • ;^sygsfɽlɽznɽɽɽ ;ɽQɽ / ;ɽQɽ kɽf/sfɽɽɽ cɰɔfpg, • efiffɽɽɽ ;^syg lɽznɽɽɽ pkoɽutɽ l;4 ug{ • sbɰgɔɔɽf ;fduɽ dɽkɽ ;^syg lɽznɽɽɽ cEɔf; ug{ .	Psɽ0 5 ɽ ;^syg lɽznɽɽ ^=! ;^sygsfɽkl/ro ^=@ ;^syg lɽznɽɽɽkɽ7ɽd / ;ɽɽɽ cɽɽɽ/ɽɽ ^=# ;^syg / kf7 ^=\$;^sygsf sɽo / nɽo eɽ ^=% ;^sygsf tɽɽxɿ ^=^ ;^syg lɽznɽɽ kɫqɔf ^=^! ;ɽQɽ / o; sf kɽf/ ^=^=@ ;ɽQɽ / o; sf kɽf/ ^=& ;^syg lɽznɽɽ / efiffɽɽɽ ^=* ;^syg lɽznɽɽɽ cEɔf;
• efiffkɽ7ɽɽɽɽɽɽɽ lgwfɔf ug{ • lgwfɽ/ t 9fɽɽ efiff kɽ7ɽɽɽɽ cɽoog, lɽznɽɽ / dNɽ^sg ug{ • lɽɽg lɽzɽɽBɽnsf lɽɽ lɽ1fg ;^sfɽdɽ k9fɽgɽɽɽ/ dh lɽɽsf gkɽnl kɽ7ɽɽɽɽ lɽɽg :tɽesfɽtɽgɽɽ cɽoog u/L dNɽ^sg ug{	Psɽ0 ;ft ɽ efiff kɽ7ɽɽɽ tyf kɽ7ɽk:tssfɽcɽoog / lgɽɽ &=! efiff kɽ7ɽɽ &=! efiff kɽ7ɽɽɽɽɽ9fɽ &!=@ efiff kɽ7ɽɽɽɽɽcɽoog • lɽɽ lɽ1fg dxɽɽBɽno cɽtuɽsf cɽɽɽ/ dh lɽɽsf k7fgf / goffgkɽnl kɽ7ɽɽɽ

gkɽnl lɽɽ -Pd:P8- kɽ7ɽɽ

kf7ɽɽ zɽɽ ɽ eɽɽs cgʲɽgwfɽ lɽw	
kf7ɽɽ ;^vɽf ɽ gɽɽlɽ: %#@	
kf7ɽɽ kɽɽt ɽ ;ɽɽɽts	qɽɽcɽf ɽ #
tx ɽ Pd:P8=	kɽtxkɽf kɽ73ɽ6ɽ ɽ
;q ɽ tɽɽ	hɽɽf kɽ73ɽ6ɽ ɽ \$*

!= kf7ɽɽ kl/ro

ɽf kɽ7ɽɽ dɽokɽZrɽf~rn lɽzɽɽBɽno, lɽɽɽf:q ;^sɽo cɽt/ut ;ɽɽ6/ kɽɽɽɽ cɽwɽ/t b0{a;ɽɽ:6/ ckm Phsɽ;g -Pd:P8- tɽɽ cɽoog ugɽɽBɽɽɽsɽ nɽlu tof/ kɽɽ/Psɽɽxɽ. o; kf7ɽɽɽ eɽɽs cgʲɽgwfɽɽɽ;4ɽt, :zɽk, lɽw, kɫqɔf, kɽtɽɽg nɽɽ cɽɽsfɽhɽsf/L u/fpgɽckɽff /ɽvPsɽɽ5 .

@= ;fwf/ɽf p2ɿo

- cgʲɽgwfɽ tyf zɽɽsɽɽfɽ;fɽɽo kl/ro lbgɽ
- gkɽnl efiff lɽɽf; ɽ ;Da4 cgʲɽgwfɽ lɽg kɽxNɽpgɽ
- eɽɽs cgʲɽgwfɽ ;fɽɽo lɽw nufot cɽo ;ɽɽɽts kɫqɔfxɿsfɽ1fg lɽsf; ugɽ
- tɽɽ^s ;^sng / pks/ɽ lgɽɽsfɽk4ɽt / kɫqɔfsfɽfɽhɽsf/ɽbgɽ
- zɽɽkɽtɽsf c^uxɿ; ɽ kl/lr t e0{cɽɽws kq -6dɽk/_ tof/ kfg{; lɽd tNɽpgɽ
- ;^sɽnt tɽɽ^ssfɽlɽznɽɽ / ;fɽɽoɽ/ɽ ug{ ;Sgɽ lɽdɽsfɽlɽsf; ugɽ.

ljlzi6 p2ɿo tyf kf7ɽɽɽ

ljlzi6 p2ɿo	kf7ɽɽɽ
• eɽɽs cgʲɽgwfɽsfɽkl/ro / kl/efiff lbg, • cgʲɽgwfɽsf kɽf/xɿ atɽpg, • kɽɽhɽ, kl/ofɽhɽ / ;ɽgɽdhs cgʲɽgwfɽsf :zɽk / cɽwɽ/ɽf kɽt ug{ • gkɽndf efiff / efiffɽɽɽ ;DaɽwL cgʲɽgwfɽsfɽɽt kɽxNɽpg,	Psɽ0 Ps ɽ eɽɽs cgʲɽgwfɽsfɽkl/ro !=! kl/ro !=@ kl/efiff !=# cgʲɽgwfɽsf kɽf/xɿ !=! sɽkɽtsf cɽwɽ/df cgʲɽgwf • dɽɽs cgʲɽgwf • wɽ/ɽɽɽds cgʲɽgwf • Joɽxɽl/s cgʲɽgwf • kɽɽɽds cgʲɽgwf • kɽɽhɽsf cɽwɽ/df cgʲɽgwf • pkɽwɽdhs cgʲɽgwf

ljzi6 p2o	kf7bljifo
;d:of klxrfgsf nflu efiff, efiffzlf0f ; DaGwL cg'; Gwfg lfxzsf]kl/ro / l:yltsf]clloog ug{.	- kf7bfzdh's cg'; Gwfg - kl/ofhgfdh's cg'; Gwfg !## tYo ;'rgfsf cfwf/df cg'; Gwfg - kl/df0ffds cg'; Gwfg - u0ffTds cg'; Gwfg !#=\$ u0ffTds / kl/df0ffTds cg'; Gwfgdf km/s !=\$ cg'; Gwfgsf ljz]ftf !=% cg'; Gwfgsf]p2o÷kpfhg !%=! ;'flGts p2o !%=@ Jofjxf]l/s p2o !%=# efiffdf ul/g]cg'; Gwfgsf]p2o !%=\$ efiff lzlf0fdf ul/g]cg'; Gwfgsf]p2o !^ gkfndf eflifs cg'; Gwfgsf]l:ylt !^=! gkfndf efiff ; DaGwL cg'; Gwfg !^=@ gkfndf efiffzlf0f ; DaGwL cg'; Gwfg !& ;d:of klxrfgsf nflu cg'; Gwfg lfxzsf]kl/ro / ltgsf]l:ylt !&=! gkfndf efiff kf7bqmd !&=@ gkfndf efiff kf7bk'ts !&=# gkfndf efiff / gkfnsf efiffxzs] Jolt/psl ljzn]f0f !&=\$ gkfndf eflifs, pkeflifs / :yfglo epxzsf]clloog ljzn]f0f !*=% ql6ljzn]f0f !*=^ zAbe08f/ !*=& Jofs/Of / ;flxTo lzlf0f !*=* eflifs pknlaw / dNofa'sg
- eflifs cg'; Gwfgdf j0fgfTds ljwswf]kl/ro lbg, ; j]f0f ljwswf]kl/ro lb0{ ksf/, r/Of, ljz]ftf, ;jn klf / b'j' klfsf]rrf{ ug{ - kpf]ufTds / efiff kpf]uzfnlo cg'; Gwfg ljwswf]kl/ro, r/Ofut ljz]ftf lb0{ltgsf]; ldf atfpg, - thgfTds / lqnoTds cg'; Gwfg ljwswf]kl/ro lb0{r/Of / ljz]ftf cfwfpg .	Psfo b0f eflifs cg'; Gwfgsf ; fdlfo ljw÷k4lt @=! j0fgfTds cg'; Gwfg ljw @=!=! j0fgfTds cg'; Gwfg ljwswf r/Ofxzs @=!=@ j0fgfTds cg'; Gwfg ljwswf ljz]ftfxzs @=@ ; j]f0f ljw @=@=! ; j]f0fsf ksf/ - ljf0sf cfwf/df ; j]f0f - cfsf/sf cfwf/df ; j]f0f - tYo jf tYofa'slo :jzksf cfwf/df ; j]f0f - sfofDkfbg ksf]tsf cfwf/df ; j]f0f ; dosf cfwf/df ; j]f0f ; fj'hlgs / uf]0tsf cfwf/df ; j]f0f - lgsf0ut cfwf/df ; j]f0f @=@=@ ; j]f0f ljwswf r/Ofxzs @=@=# ; j]f0f ljwswf ljz]ftfxzs @=@=\$; j]f0f ljwswf ;jn klfxzs @=\$=% ; j]f0f ljwswf ba'h klfxzs

gkfndf lz lff -Pd:P8- kf7bqmd

ljzi6 p2o	kf7bljifo
- kfoflus efiff]ljfsgf]kl/ro / k]7eld j0fg ug{ - kfoflus efiff]ljfsgf]lj sf; qmd / d'fxzsf]rrf{ug{ - kfoflus efiff]ljfsgf ; ldt / lj: tlt lfg cfwfpg, - kfoflus efiff]ljfsgf]pkof]utf b; fpg .	Psfo Ps l kfoflus efiff]ljfsgf]:jzk !=! kfoflus efiff]ljfsgf]kl/ro !=@ kfoflus efiff]ljfsgf]k]7eld tyf lj sf; !=\$ kfoflus efiff]ljfsgf]lfg !=% kfoflus efiff]ljfsgf]pkof]utf
- Jolt/psl ljzn]f0fsf]kl/ro ; lxt ;'flGts cfwf/Off kltt ug{ - Jolt/psl ljzn]f0fsf cfwf/et d'c0tf cfwfpg, - Jolt/psl ljzn]f0fsf k4lt pNn]v ug{ ; fl / nloefiffaf6 ; fduļ ; a'sng u/L ltgdf kf0g]; dtf / leGgtfsf klxrfg, jul\$/Of / j0fg u/L Jolt/psl ljzn]f0f klqnofsf]kl/ro lbg, - Jolt/psl ljzn]f0fsf]; ldf :ki6 ug{ - efiff lzlf0fdf ql6ljzn]f0fsf] pkof]utf l; 4 ug{ - sbj}gdgbf ; fduļsf dfl0daf6 Jolt/psl ljzn]f0fsf]cEof; ug{.	Psfo b0f Jolt/psl ljzn]f0f @=! Jolt/psl ljzn]f0fsf]kl/ro @=@ Jolt/psl ljzn]f0fsf]; 'flGts cfwf/Off @=# Jolt/psl ljzn]f0fsf cfwf/et d'c0tf @=% Jolt/psl ljzn]f0fsf]k4lt @=^ Jolt/psl ljzn]f0fsf klqnofxzs @=^! ; fduļ ; a'sng l ; fl efiff / nlo efiff @=^=@ cllooglo ; 'rgfsf]klxrfg, jul\$/Of, j0fg, ljzn]f0f / lg/fs/Of @=& Jolt/psl ljzn]f0fsf]; ldf @=* Jolt/psl ljzn]f0f / efiff lzlf0f @=(Jolt/psl ljzn]f0fsf]cEof;
- ql6ljzn]f0fsf]kl/ro lbg, - ql6ljzn]f0fsf]; 'flGts cfwf/Offsf] j0fg ug{ - ql6ljzn]f0f / Jolt/psl, ljzn]f0f ; Da4 :ki6 kfg{ - ljleGg cfwf/df ql6xzs]jul\$/Of ug{ - ql6ljzn]f0fsf k4ltnf0{lrfgpg, - ql6ljzn]f0f ug]klqnofsf z'Vnf -; fduļ ; a'sng, klxrfg, jul\$/Of, j0fg, lg/fs/Of sf]rrf{ug{ - efiffzlf0fdf ql6ljzn]f0fsf] pkof]utf :ki6 kfg{ - sbj}gdgbf ; fduļ ln0{ql6ljzn]f0fsf] cEof; ug{.	Psfo ltg l ql6ljzn]f0f #=! ql6ljzn]f0fsf]kl/ro #=@ ql6ljzn]f0fsf]; 'flGts cfwf/Off #=# ql6ljzn]f0f / Jolt/psl ljzn]f0f #=\$ ql6xzs]jul\$/Of #=% ql6ljzn]f0fsf]k4lt #=^ ql6ljzn]f0fsf]klqnof #=^! ; fduļ ; a'sng #=&=@ ; fduļsf]klxrfg, jul\$/Of, j0fg, lg/fs/Of #=* ql6ljzn]f0f / efiffzlf0f #=(ql6ljzn]f0fsf]cEof;
- cgj]fbsf]kl/ro lb0{o; sf] cfjZostf / dxlj :ki6 kfg{ - cgj]fbsf ksf/xzs]sf]kl/ro lbg, - cgj]fbsf]cfbz{l:ylt kltt ug{	Psfo rf/ l cgj]fb clloog \$=! cgj]fbsf]kl/ro \$=@ cgj]fbsf]cfjZostf ÷ dxlj \$# cgj]fbsf ksf/

kf7bfz zlif\$ || kfofus efiiflj1fgsf sxl klf
 kf7bfz ;avof || gkf-lz= %##
 kf7bfz kpf[t || ;fflGts qm]cf= || #
 tx || Pd-P8= kltxktf kf7366L ||
 ;q || t];[] hDdf kf7366L ||\$*

!= kf7bfz kl/ro

kltt kf7bfz dWoklZrdf~rn ljZjljBfno lzlfzf:q ;asfo cGtuft ;p]6/
 kpfndf cfwf/t b0a;]:gftsfP/-df:6/ ck PhS];g_txdf cwoog ug{
 rfxg]ljBfylx;sf nflu tof/ kfl/Psf]xf]. o; kf7bfzaf6 kfofus efiiflj1fgsf
 Jolt/psl ljZn]f0f, ql6ljZn]f0f, cgjfb cwoog, zhlj]lfgs ljZn]f0f, ;asyg
 ljZn]f0f, z]fs Jofs/Of, gkfnl efiif kf7bqmd / kf7bk'ts cwoog / lgdfqf; DaGwL
 ljifoj:tsf]cwoogdf ;xof]u k]g]ck]ff /flvPsf]5 .

@= ;fwf/Of p2]o

- kfofus efiiflj1fgsf cfwf/et cjwf/Offsf]kl/ro lbg ;Sg]lfdtfsf]lj sf; ug]
- ;asyg ljZn]f0fsf];fflGts cjwf/Offsf]klxrfg u/L t]jut cfwf/df;asygsf]ljZn]f0f ug]lfdtf clej[4 ug]
- zhlj1fgsf]kl/ro lb0{o;sf]klqnof j0fg ug{;Sg]1fg / l;ksf]lj sf;ug]
- cgjfb cwoogsf]kl/ro lbg / o;sf]z]f0fs pkoftutfsf]cf]rTo kli6ug{;Sg]tNofpg]
- Jolt/psl ljZn]f0fsf]cfwf/et cjwf/Offsf]kl/ro sf ;fy}o;sf]klqnofatfpg / Jolt/psl ljZn]f0f ug{;lfd tNofpg]
- ql6ljZn]f0fsf]cfwf/et wf/Off / klqnofsf]klxrfg ug{tyf ql6ljZn]f0fug]lfdtf clej[4 ug]
- ljleGg txsf kf7bqmd / kf7bk'tssf];dLlf ug]1fg / l;ksf]lj sf;ug]
- ljleGg kpf]hgsf nflu gkfnl kf7bqmd tyf kf7bk'ts tof/ ug{;lfd tNofpg]

gkfnl lz lff -Pd:P8- kf7bqmd

ljZi6 p2]o	kf7bljifo
	@=# lq]lo cwoog ljw @=#! lq]lo cwoogsf kpf/ @=#@ lq]lo cwoogsf r/Ofx;Z @=## lq]lo cwoogsf ljz]ftf @=#\$ lq]lo cwoogsf ;an klf @=#% lq]lo cwoogsf baf klf @=\$ kpf]fids cg';Gwfg ljw @=\$! kpf]fids cwoogsf kpf/ • k]kpf]fids cwoog • oyfy{kpf]fids cwoog • ldl>t kpf]fids cwoog @=\$@ kpf]fids cg';Gwfgsf r/Of @=\$# kpf]fids cg';Gwfgsf ljz]ftf @=\$\$ kpf]fids cg';Gwfgsf ;ldf @=% efiifkpf]uzfno cg';Gwfg ljw @=%! efiifkpf]uzfno cg';Gwfgsf r/Of @=%@ efiifkpf]uzfno cg';Gwfgsf ljz]ftf @=^ thgfids cg';Gwfg ljw @=^! thgfids cg';Gwfgsf r/Ofx;Z @=^@ thgfids cg';Gwfgsf ljz]ftf @=& lq]nofids cg';Gwfg ljw @=&! lq]nofids cg';Gwfg ljw @=&@ lq]nofids cg';Gwfgsf r/Ofx;Z @=&# lq]nofids cg';Gwfgsf ljz]ftf
• eflifs cg';Gwfgsf ljz]f ljwx;sf]kl/ro lbg • cGtk]ffids ljw, ;d:of cwoog ljw / hflteflifs ljwsf]cwoog ug{	Psf0 lq]l eflifs cg';Gwfgsf ljz]f ljwx;Z #! cGtk]ffids ljw #!=! ;xrfo;:jtGq ;DaGw #!=@ jfSo ;ad/Of #!=# ;:j/;f]÷;f]f0 #!= \$ b]gsl cwoog #!=% kZrfjnf]sg #=@ ;d:of cwoogljlw #=@! ;d:of cwoogljlwsf r/Ofx;Z #=@@ ;d:of cwoogljlwsf ;d:Ofx;Z÷;ldfx;Z ## hflteflifs cwoog ljw ###! ljBfno slfdh hflteflifs cj:yf ##=@ hflteflifs cwoogsf r/Ofx;Z ##=# hflteflifs cwoogsf ljz]ftf
• tYofas ;asng / pks/Of lgdfqf]sf];fflGts kl/ro lbg, • tYofas ;asngsf ;flx; klxNofpg, • gdbg 5gfg kljlw / o;sf kpf/ atfpg,	Psf0 rf/ l tYofas ;asng / pks/Of lgdfqf] \$! kl/ro / dxlj \$@ tYofas ;asngsf ;flx;Z \$@! klyds ;fl \$@@ latlo ;fl \$# gdbg 5gfg kljlw / o;sf kpf/ \$#! ;Defjg]ids gdbg

ljzi6 p2to	kf7bljifo
- tYof^as ;^asngsf pks/Ofx₂ af/]1fg / ;^ensf]lj sf; ug{ - tYof^as ;^asngsf pks/Ofsf]kl/ro lbg, - kZgfjnl, cGt jff{ dtfjnl, hfF; 'rL / c jnfsg h:tf pks/Ofsf] kpfu ug{ - pks/Ofx₂sf]dfgsls/Of ug{.	;fdfo ofbR5s gdbg - hl6n ofbR5s gdbg ;Defjgfdsg dgbfsf ljz]ftf \$-#@ c;Defjgfdsg dgbf 5gf - c;Defjgfdsg dgbfsf ljz]ftf \$-## ;Defjgfdsg / c;Defjgfdsg dgbfsf k/s \$-\$ tYof^as ;^asngsf pks/Ofx₂ \$-\$-! kZgfjnl \$-\$-@ cGt jff{ \$-\$-# dtfjnl \$-\$-\$ hfF; 'rL \$-\$-% c jnfsg \$-\$-^ pks/Ofx₂sf]dfgsls/Of
- eflifs cg';Gwfgdf ;^aWosl / To;sf]kpfu klfsf]kl/ro lbg, ;^aWoslo sfo₂ atfpg, - tYof^as₂sf] k]t'tls/Ofsf]ljleGg tl/sf tyf kpf/x₂ atfpg / l tgsf]kpfu ug{	Psfo kF eflifs cg';Gwfgdf ;^aWosl / To;sf]kpfu %!=! ;^aWosl kl/ro / kl/efiff %!=! ;^aWosl sfo₂ %!=@ eflifs cg';Gwfgdf ;^aWosl]dxij %!=# eflifs cg';Gwfgdf kpb ^aWosl]sf ;ldfx₂ %=@ tYof^as]k]t'tls/Ofsf tl/sf=kpf/ %=@! tlnsf / tlnsls/Of kl/ro / kpf/ %=@! tlnsf / tlnsls/Of k/f0bfx₂ %=@! tlnsf ljz]ftf=kpf/ %=@@ tYof^as]n]v]lrqfids k]t'tls/Of cf/y, cfn]v, cf/y / cfn]vsf]k/s %=# r / / o;sf kpf/ %=#! r/sf kpf/ %=\$ k]tzt u0fgf %=% d\odfg %=%! JolQnut >flsf]d\odfg %=%@ v108t >flsf]d\odfg %=%# lg/t/ >flsf]d\odfg %=%\$ d\odfgsf u0fx₂ %=-^ dfgs lj rng %=-! JolQnut >fl %=-@ v108t >fl dfgs lj rng %=& ;x;DaGwsf]u0ffa^s %=&! ;x;DaGw u0ffa^s]JofVof ljZn]fOf %=&@ ;x;DaGwsf ;ldfx₂ %=&# 'z' k/Lifof=hB k/Lifof %=&\$ 'z' score sf]JofVof %=&% Z test ug]tl/sf %=&-^ hB k/Lifofsf]k/s gdbg

gkfnL lz lff -pd:p8- kf7bqmd

lqkf7L, /fd;fu/ / ukt, zflGt:j₂k, **axtl;flxlos lgaow**, lbNnl || czf\$ kpfzg .

gu]b] **c/:t"sf sflozf:q**, lbNnl || lbNnl ljZ]ljBfno .

=====, **zflj1fg**, gol lbNnl || g]gn klanl;^a xfp; .

gkfn, 3gZofd, **zflj1fg**, uftf\$ || cfsyf kpfzg .

afnl, tf/sfy, **kfZrffo sflozf:q sf 0ltxf;**, lbNnl || zAbfsf/ .

e\$/fo{ uf]jGb/fh, **pQ/cfwlgs ljdZ**sf7df8f] dfB₂ a\$; .

ef/Xfh, dlynlk;fb, **kfZrffo sflozf:q s]l;4ft**, rG8Lu9 || xl/of0ff ;flxTo csfbdL .

ld>, eul/y, **kfZrffo sflozf:q || 0ltxf;; l;4ft cfj jfb**, jf/f0f;L || la=lj= kpfzg .

/g]h] / cf:6g jf/g, **;flxTo l;4ft** -cg'al= P;= kfnljfn_, Onfxjfb || nffsef/tl kpfzg .

ljNa/ :s6 -;= **km0j Pk]h ck In6/l lqnl6l;Hd**, Gobf\$ sf]fo/ a\$; .

zdf{ b]j]bgy, **kfZrffo sflozf:q**, gP8f || do' kkl/ a\$; .

zdf{ dfxg/fh, **cfwlgs tyf pQ/ cfwlgs kf7s djl ;dnf]gf**, sf7df8f] Sjj6 kpfzg .

=====, **zflj1fg**, sf7df8f] gkfn /fhslo klf k]ti7fg .

=====, **;dsinlg ;dnf]gf; l;4ft / kpfj**, sf7df8f] gkfn /fhslo klf k]ti7fg .

;wfz', nldlgf/fo0f, **sflo d]clejo-hgfjfb**, k6gf || ljxf/ /fi6eff kl/ifb\.

;j]L, cle, **kfZrffo sflo l;4ft**, sf7df8f] ;feif kpfzg .

lgwf{0f ul/Psf] 5 . cf/tl/s dNof^asg slff lzlf0f ;~~6~~;6ul/g] 5 / afXo
dNof^asg ;~~6~~]6/sf cGtodf ljZjljBfno k/Llff k{ffnlN] lgwf{0f u/] cg';f/
xg~~5~~ . o;sf nflu lgDgfg';f/sf]kZgofjhg' /xg~~5~~ .

cf/tl/s dNof^asg -\$) kltzt

!	xflh/L pkl:ylt	%U
@	uksfo{	!)Ü
#	kl/ofjhg' sfo{	!)Ü
\$	l/kln\$;g l/kf{n}vg	%Ü
%	lnlvt k/Llff	!)Ü

afXo k/Llff -^) kltzt

j:tut kZg	!)×!Ö!)	!) j6f kZg
;^Nfkt pQ/ffds kZg	^×%Ö#)	@ ljsNk;lx t ^ kZg
lj j}gffds kZg	@×!)Ö@)	! ljsNk;lx t # kZg

kf7bk'ts

lqkf7L, jf; b], *kfZrffo ;dlnfj'gfsf];~~ff~~ts k/Dk/f -efu ! / @*, nlnkt'/ ||
;feff kpfzg .
e08f/L, kf/ ;dl0f / kf~~8~~j, dfwj k; fb, ;*flxTozf:q / gkfnl ;dlnfj'gf*, sf7df8fj~~ff~~
ljBfyl{k'ts e08f/ .

;Gbe{kf7bk'ts

clwsf/L, 0Gbljnf; , *kfZrdl ;flxTo l;4f6t*, sf7df8fj~~ff~~ ;feff kpfzg .
cg h~~6~~kl; ~~6~~ / 8je8 /f~~6~~l -; Dkf~~6~~_, *d~~6~~6~~6~~ ln6/7l lycf7l P sDkf/6e 066~~6~~6S;g*,
n08g || al=6L= Aof6\ kmf~~6~~{.
hf~~6~~L, sdf/axfb/, *kfZrffo ;flxTo sf kflvjfb*, nlnkt'/ || ;feff kpfzg .
zdf{ dfjg/fh / n06j, vu~~6~~l b k; fb, *k~~6~~6 / kfZrffo ;flxTo l;4f6t*, sf7df8fj~~ff~~
ljBfyl{k'ts e08f/ .
ufosjf8, 1fg/fh-sfzlgfy, *kfZrffo ;flxTo l;4f6t cf7 lj/ljwjfb*, sfgk'/,
;flxTo /Tgfno .
uf~~6~~d, s[0f, *pQ/cfwlgs lh1f;f*, sf7df8fj~~ff~~ e~~6~~6L kpfzg .
uf~~6~~d, b~~6~~l k; fb, *k~~6~~lt jfb || k/Dk/f / d~~6~~6otf*, sf7df8fj~~ff~~ dbf uf~~6~~d .
uf~~6~~t, zfl6t:j~~6~~k, *kfZrffo sfTozf:q sjl;4f6t*, go{lbNnl || czf~~6~~ kpfzg .
h~~6~~ lgd~~6~~hf -; Dkf~~6~~_, ;*flxTo s];dlnzf:qlo lr6tg*, lbNnl || lxGbl dflod sfot~~6~~jog
lgb~~6~~fno .
===== / afF0f s';d, *kfZrffo ;flxTo lr6tg*, lbNnl || /fwfs[0f kpfzg .
h~~6~~, /jLgb~~6~~sdfl, ;*flxTo fnfj'g sjl;4f6t*, gol lbNnl || g;gn klAnl;^ xfp; .
1jfnL, /fdk; fb, *kfZrffo ;flxTo l;4f6tsf];/n Jofof*, sf7df8fj~~ff~~ xh'/sf]kpfzg .
8je8 nh -; Dkf~~6~~_, d~~6~~6~~6~~ lqm6l;Hd P68 lycf7l, -efu ! / @, Gobf~~6~~{|| nE0ofg .

gkfnL lz lff -pd:p8- kf7bqmd

ljLzi6 p27o	kf7bljifo
	%=* 6L-6]6 %-*=! k'j{yflkt tYof ^a s;6 k/Llff ug{ vflhPsf] tYof ^a ssf] thgf %-*=@ ;dfg :t/sf hg;^Vofdf k/Llff ul/Psf b0{le6g sfoqmdsf]kpfj sfl/tfsf] thgf %=(sf0 :sjfP/ 6]6 %=(=! sf0ju{u0fgf %=(=@ hl6n k 6 [t sf] tYof ^a sdf sf0ju{ %=(!) Pkn 6]6
- zflvk{tfjsf 9fFf tyf c^aux6sf]kl/ro lbg, - zflvsf]9fFf atfpg, - zflvk{tfjsf c^aux6sf] kl/ro lb0{zflv kltfj tof/ ug{.	Psf0 5 zflv kltfjsf 9fFf tyf c^aux6 ^=! zflv / zflvk{tfjsf]9fFf ^=@ cg';Gwfg kltfj÷zflv kltfj ^=@! zflvs÷kf7b 6 z kpfjhgfy{cg';Gwfg kltfjsf]dflns p27o ^=@=@ zflv;d:of÷zflvzlif 6 5g 6 sf]; 6 ^=# zflv;d:of / zflvzlif 6 sf]5g 6 df wofg lbkgk[6 s/fx 6 ^=\$ zflvk{tfjsf c ^a ux 6
- cg';Gwfg kltj6gsf] :j6k / c^aux6sf]kl/ro lbg, - cg';Gwfg kltj6gsf c^aux6sf]cflb, dlo / cGTo efusf]kl/ro lb0{ kltj6g n6vg sfo6f kpfj6df Nofpg, - cg';Gwfgdf kpQm efiff / 6^as6;DaGwl 1fg / To;sf]afjvsf]kpfj ug{.	Psf0 ;ft cg';Gwfg kltj6g :j6k÷c^au &=! kl/ro &=!=! cg';Gwfg kltj 6 g n 6 vg sf r/0fx 6 ÷kq 6 ofx 6 &=@ cg';Gwfg kltj 6 gsf c ^a ux 6 &=@! cflb efu - dV6[7 - zflvlg6zssf]l; kmf/; :jls[tkq÷cg6dfgkq - s6l1tf1fkg - zflv;/ - ljifo;'L - tflnsf, lrq / gS;f ;'L - lrXg ;'L ;^Nfkt ;'L &=# dwoefu &=#! cwofo / zlif 6 sf]9fFf &=#@ cgR5 6 lje fhg &=## p4/0f &=#\$;Gbef 6 s 6 ÷;Gbef 6 as] - n6ys k[7 k4ltdf ;Gbe{;^as] - n6ys ldt k4ltdf ;Gbe{;^as] &=#% kfb16k0fl - kfb16k0flsf k6sf/ - kfb16k0fl tof/ kfbf{wofg lbkgk[6s/fx6 &=#^ ;Gbef 6 'L ;Gbef6'Ldf ;dfj6 ug6k[6s/fx6 ;Gbef6'Lsf]cg6mdf wofg lbkgk[6s/fx6

ljlzi6 p2fo	kf7bljifo
	• ;Gbef^asg / ;Gbef^arldf km/s • ;Gbef^arL tof/ kfgldVo k4ltxč &=\$ cGtoefu &=\$! kl/lzi6 &=\$@ cghmdl0fsf &=\$# kfl/eflifs tyf cGo zAbfjnl &=\$\$ JoLQmjD &=% cg*;Gwfgdf kpQm efiif &=%! jfSo lJGof; &=%@ cfb/fyl{kpfj &=%# jfRosfj kpfj &=%\$ jOfjGof; &=%% ;aWfk t čk &=%^ ;Dkfbg, kl/dfhč / ;žfjvg &^ kltjJhg 6 ^a sg &^! zAbljefhg &^@ cGt/fng &^# k7f ^a sg &^=\$ 6 ^a lst kltjJhgsfj ;žfjvg &^=% uftfačbl

\$= lzlf0f klqiof

kfoš kf7Ø Psf0df kf7Øj:tšfjkš[t / cfjZostf cg*;f/ Jofovg, kžgfjt/, 5nkmn, pbfx/0f, kpozč, cEof; / klttšs/0f ljlwxčsfj pkořu ul/g] 5 . Jofovg ljlwnf0{ sdečbf sd pkořu u/L ljbčfyl{ ;xeflutfdhs lzlf0f sfošnfkxčnf0{a9L dxTj lboG]5 . o; }u/L kf7Ø k'ts; ;Gbe{k'ts, kf7kq, cf/y, tflnsf, ;rL cflb ;dřsfj pkořu u/y ofhgfabw lzlf0f ugčf hfš lboG]5 .

%= dNof^asg klqiof

dNof^asg b0{kšf/n]ul/g]5 || -!_ cfčtl/s dNof^asg, o;sf lgldt \$) kltzt c^as lgwf{0f ul/Psf]5, -@_ afĀo dNof^asg, o;sf lgldt ^) kltzt c^as lgwf{0f ul/Psf]5 . cfčtl/s dNof^asg slff lzlf0f ;Ē;Ēul/g]5 / afĀo dNof^asg ;Ĥ]6/sf cGtodf lJzj lJBfno k/Llff křfnln] lgwf{0f u/] cg*;f/ xgš . o;sf nflu lgDgfg*;f/sfj kžgofhg /xgš .

cfčtl/s dNof^asg -\$) kltzt

!	xflh/L pkl:ylt	%Ü
@	uřsfof	!)Ü
#	kl/ofhg sfof	!)Ü
\$	l/kmn\$;g l/kř{n]vg	%Ü
%	lnlvt k/Llff	!)Ü

gřfnln lz lff -Pd:P8- kf7bqmd

ljlzi6 p2fo	kf7bljifo
• dgřlj 1fgk/s ; dnfřj gf křfnlnsfj kl/ro lbg, • křfo8, P8n/ / o^asf dgřlj 1flgs l; 4čt / ltgsf :yfkgsfj j0fč ug{ • dgřlj 1fgk/s ; dnfřj gf křfnlnsf křV dfčotfsfj j0fč ug{ • cflbdtfk/s ; dnfřj gf křfnlnsf kl/ro lbg, • křfh/, snč^a / Sofl; //sf cflbdtfk/s l; 4čt / ltgsf dfčotfsfj rřf{ug{	Psf0 křF gřlj 1fgk/s / cflbdtfk/s ; dnfřj gf křfnln %=! dgřlj 1fgk/s ; dnfřj gf křfnln %=!-! dgřlj 1fgk/s ; dnfřj gřsfj kl/ro %=!-@ křfo8, P8n/ / o ^a sf dgřlj 1flgs l; 4čt %=!-# dgřlj 1fgk/s ; dnfřj gřsf křV dfčotf=pknlAw %=@ cflbdtfk/s ; dnfřj gf křfnln %=@-! cflbdtfk/s ; dnfřj gf křfnlnsf kl/ro %=@-@ křfh/, snč ^a / Sofl; //sf cflbdtfk/s l; 4čt
• čkk/s ; dnfřj gf křfnlnsfj kl/ro lbg, • gj ; dnfřj gf / l; sfufj ; Dkřfosf křV dfčotfsfj lgčk0f ug{ • čkk/s ; dnfřj gf křfnlnsf křV dfčotf 7Dofpg, • zřlj 1flgs ; dnfřj gřsfj kl/ro lbg, • zřlj 1flgs ; dnfřj gřsfj k7eld / ljsf; qmd atfpg, • zřlj 1flgs ; dnfřj gf křfnlnsf k4lt / klqiof pNn]v ug{ • zřlj 1flgs ; dnfřj gřsf křV dfčotf jf pknlAwsfj j0fč ug{ • ;řgfk/s ; dnfřj gřsfj kl/ro lbg, • ;řgfk/s ; dnfřj gf křfnlnsf pQ/j tl{čk jf křf/sfj pNn]v ug{ • ;řgfk/s ; dnfřj gf křfnlnsf čwf/e't dfčotfsfj j0fč ug{	Psf0 5 čkk/s, zřlj 1flgs / ;řgfk/s ; dnfřj gf křfnln ^=! čkk/s ; dnfřj gf křfnlnsfj kl/ro ^=!-! čkk/s ; dnfřj gf křfnlnsf ljsf; qmd ^=!-@ gj ; dnfřj gf / l; sfufj ; Dkřfosf křV dfčotf ^=@ zřlj 1flgs ; dnfřj gf ^=@-! zřlj 1flgs ; dnfřj gřsfj kl/ro ^=@-@ zřlj 1fgsfj k7eld / ljsf; qmd ^=@-# zřlj 1flgs ; dnfřj gřsfj k4lt / klqiof ^=@-\$ zřlj 1flgs ; dnfřj gf křV dfčotf=pknlAw ^=# ;řgfk/s ; dnfřj gf ^=#-! ;řgfk/s ; dnfřj gřsfj kl/ro ^=#-@ ;řgfk/s ; dnfřj gřsf křfnlnsf pQ/j tl{čk=křf/ ^=#-# ;řgřsf čwf/e't dfčotf

\$= lzlf0f klqiof

kfoš kf7Ø Psf0df kf7Øj:tšfjkš[t / cfjZostf cg*;f/ Jofovg, kžgfjt/, 5nkmn, pbfx/0f, kpozč, cEof; / klttšs/0f ljlwxčsfj pkořu ul/g] 5 . Jofovg ljlwnf0{ sdečbf sd pkořu u/L ljbčfyl{ ;xeflutfdhs lzlf0f sfošnfkxčnf0{a9L dxTj lboG]5 . o; }u/L kf7Ø k'ts; ;Gbe{k'ts, kf7kq, cf/y, tflnsf, ;rL cflb ;dřsfj pkořu u/y ofhgfabw lzlf0f ugčf hfš lboG]5 .

%= dNof^asg klqiof

dNof^asg b0{kšf/n]ul/g]5 || -!_ cfčtl/s dNof^asg, o;sf lgldt \$) kltzt c^as lgwf{0f ul/Psf]5, -@_ afXo dNof^asg, o;sf lgldt ^) kltzt c^as

ljzi6 p2zo	kf7bjifo
- pQ/ cfwlgstfjfbfjkl/ro lbg, - pQ/ cfwlgstfjfbfjk[7eld / ljsf; kqnof pNny ug{ - pQ/ cfwlgstfjfbf dhēt dñotfsf]lrgf/L u/fpg, - cfwlgstf, cfwlgstfjfb / pQ/ cfwlgstfjfbfj; DaGw :ki6 kfg{ - pQ/ cfwlgstfjfbf zIQm / ;Ldf 7Dofpg, - ljlgdñfjfbfjkl/ro lbg, - ljlgdñfjfbfjkl[7eld / kj tğ kqnofsf]hfgsf/L u/fpg, - ljlgdñfjfbf dhēt dñotfsf] jOfğ ug{ - ljlgdñfjfbf zIQm / ;Ldf 7Dofpg, - gkfnl ; flxTodf pQ/ cfwlgstfjfb / ljlgdñfjfbfjkbj rrf{ug{.	Psf0 ltg pQ/cfwlgstfjfb / ljlgdñfjfb #=! pQ/cfwlgstfjfb #!=! pQ/ cfwlgstfjfbfjkl/ro #!=@ pQ/ cfwlgstfjfbfjkl[7eld / ljsf; #!=# pQ/ cfwlgstfjfbf dhēt dñotf=kj]Q #!= \$ cfwlgstf, cfwlgstfjfb / pQ/ cfwlgstfjfb #=@ ljlgdñfjfb #=@=! ljlgdñfjfbfjkl/ro #=@=@ ljlgdñfjfbfjkl[7eld / kj tğ #=@# ljlgdñfjfbf dhēt dñotf=kj]Q #=@ \$ ljlgdñfjfbf zIQm / ;Ldf #=@% gkfnl ; flxTodf pQ/ cfwlgstfjfb / ljlgdñfjfbfjkbj
- gltk/s ; dñfñgf kñfnlsf] kl/ro lbg, - gltk/s ; dñfñgf kñfnlsf ljsf; qndsf]rrf{ug{ - gl tjfb / cfbz{fbfj; DaGw :ki6 kfg{ - kñfñsf]gl tjfbL dñotfsf]rrf{ ug{ - gjdñgjtjfbL gltk/s cjwf/Off ktt ug{ - gltk/s ; dñfñgf kñfnlsf cfwf/e't dñotf 7Dofpg, - gltk/s ; dñfñgf kñfnlsf zlst / ;Ldf cñofpg, ;dfhk/s ; dñfñgf kñfnlsf] kl/ro lbg, 6ñsf]lfof, ou / hñlt ; DaGwL :yfkgsf]jOfğ ug{ - dfS;{s8jñ / hhñsfrsf ;dfhk/s :yfkgsf pNny ug{ ;dfhk/s ; dñfñgf kñfnlsf cfwf/e't dñotf 7Dofpg, ;dfhk/s ; dñfñgf kñfnlsf zIQm / ;Ldf cñofpg .	Psf0 rf/ gltk/s / ;dfhk/s ; dñfñgf kñfnl \$=! gltk/s ; dñfñgf kñfnl \$!=! gltk/s ; dñfñgf kñfnlsf] kl/ro \$!=@ gl tjfb / cfbz{fb \$!=# kñfñsf]gl tjfbL dñotf \$!= \$ gjdñgjtjfbf]gltk/s cjwf/Off \$!=% gltk/s ; dñfñgfsf cfwf/e't dñotf \$=@ ;dfhk/s ; dñfñgf \$=@! ;dfhk/s ; dñfñgfsf]kl/ro \$=@@ 6ñsf]lfof, ou / hñlt ; DaGwL :yfkgsf \$=@# dfS;{s8jñ / hhñsfrsf ;dfhk/s :yfkgsf \$=@ \$;dfhk/s ; dñfñgf kñfnlsf cfwf/e't dñotf \$=@% ;dfhk/s ; dñfñgf kñfnlsf zIQm / ;Ldf

afAo k/Lff -^) kltzt

j:tut kZg	!)×!=!)	!) j6f kZg
;^Mñt pQ/fñds kZg	^×%=#)	@ ljsNk; lxt ^ kZg
ljjj}gñds kZg	@×!)=@)	! ljsNk; lxt # kZg

kf7bk'ts

kññ, /fhñbk; fb, eñlifs cg'; Gwfg ljlw, sf7df8ñ kñf klAns; g P68 l8l:6Jo6; { kññ= .

aGw, r8fdlOf, cg'; Gwfg tyf kltjñgn}yg, sf7df8ñ /Tgk'ts e08f/ .

e08f/L / cGo, eñlifs cg'; Gwfg ljlw, sf7df8ñ lkgfsn klAns; g .

; Gbe{; fduñ

vgñ, kZñ, zñfs cg'; Gwfg k4lt, sf7df8ñ ;gnf06 klAns; g .

bfxñ, kZñ / ;ñk; fb vltj8f, cg'; Gwfg k4lt, sf7df8ñ Pd=s} klAns; ; { gññf, jlgT, b Plj; L ckm l/; r{gofñNñl || lñNñl 0:6g{lnld6ñ .

gñf, 8lj8, l/; r{dy8\ Og Nofñññ nlgñ, SoflDah || SoflDah k} .

gkñl eñfflzlfof lñefu -; Dkñ_ ; Dkñfof, cñ !^ .

kññ, /fhñbk; fb / l; =Pg= kl08t, cfwlgs cg'; Gwfg k4lt n}yg / dNofa'sg, sf7df8ñ kñf klAns; g .

añf, /fhñ, cg'; Gwfg || kljlw cñ lñ, lbNñl || /fwñ[Of kñfzg .

eS/f0{ /fdk; fb, eñlifs cg'; Gwfg ljlw, sf7df8ñ zñsfdfg kñfzg .

e08f/L, kf/; dlOf, :gñsfñ/ gkñl lzlff zññ lj j/Of, sf7df8ñ Go'lx/f aS; .

jññ dgk; fb, l/; r{dy8\ Og Phñ; g P68 ;ññ nñ0G; ñ, sf7df8ñ u0ñz lxdfñ Phñ; g .

ljrg/, hñ, /fof6aPg cññf08 lnññl:6S; yñ; ; c/ l8h6ñg, n68g || kñññ DofslDng .

zdf{ ljgodñg, zññ kljlw, lbNñl || gñgn klAns; a xfp; .

gkñl lz lff -Pd:P8- kf7bqñd

hDdf kf73G6L || \$*

ljlzi6 p27o	k7bljifo
• gf6ssf kl/ro lb0{kl/efff atfpg, • gf6ssf pTklQ;DaGwL k'j l6 / kfZrfio dtx2 shfpg, • gf6ssf t1jx2sf hfgsf/l lbq, • gf6ssf jul\$7Of ug{ • gkfnl gf6ssf lj\$;qnd, kplv dR, w/f tyf k lQx2 pNny ug{ • gkfnl kplujfbl gf6ssf 2k / k lQx2 atfpg, • jjslkgfids gkfnl gf6ssf 2k / k lQsf vfa\$g uof	Psfo Ps gf6s l;4ft !-! gf6ssf kl/ro / kl/efff !-!=@ gf6ssf pTklQ;DaGwL k'j l6 dt !-!=@ gf6s pTklQ;DaGwL kfZrfio dt !=@ gf6ssf t1jx2 !# gf6ssf jul\$7Of !-\$ cfwgs gkfnl gf6ssf lj\$;qnd !-\$-! cfwgs sfn -kplv dR / w/fut k lQ, pknLw / dNofa\$g !-% gkfnl kplujfbl gf6ssf 2k / k lQsf lj\$;qnd !-^ jjslkgfids gkfnl gf6ssf 2k / k lQsf lj\$;qnd

ljzi6 p2jo - cgS/Of l; 4f6tsf]cjwf/Off atfpg, - cgS/Ofsf ; DaGwdf cl/:6f6nsf sygx&sf] rrf{ug{ - cgS/Ofsf ; DaGwdf ljXfg&sf dtsf] rrf{ug{ - blv6t'sf cjo]x&sf] rrf{ug{ - lj/r]g l; 4f6tsf]cjwf/Off atfpg, - lj/r]g l; 4f6tsf wld6, g6ts, snfids cy&f]JofVof ug{ - blv6t / dxfsf]osf] thgf ug{ - cgS/Of / lj/r]g l; 4f6tsf] dNofa'sg ug{. - sNkgf l; 4f6tsf k6v df6ot'sf] jOf6 ug{ - qm]r]6f]cleJo-hgfjbsf]cjwf/Off atfpg, ; xhgfelt, tfs6 1fg / snfsf] afXo k66s/Ofaf/]lj j]gf ug{ 0lnc6sf ; dnf]r]gfids wf/Ofsf] kl/ro lbg, 0lnc6sf k6v l; 4f6tsf] rrf{ug{ - dNol; 4f6tsf dhe't :yfgf-df6ot'sf] rrf{ug{ ; Dk]rof l; 4f6tsf cfwf/et df6ot'sf]hgsf/L u/fpg .	k7bljifo !# lj/r]g l; 4f6tsf]cjwf/Off !#! lj/r]g l; 4f6tsf ljleGg cy{-wld6, g6ts, snfids !#=@ cgS/Of / lj/r]g l; 4f6tsf] dNofa'sg !=\$ snl/hsf]sNkgf l; 4f6t !=\$! sNkgf l; 4f6tsf k6v df6otf !=% qm]r]6f]cleJo-hgfjfb !=%!= cleJo-hgfjbsf]cjwf/Off !=%=@ ; xhgfelt, tfs6 1fg / snfsf] afXo k66s/Of !=^ 0lnc6sf ; dnf]r]gfids wf/Off !=^! 0lnc6sf k6v l; 4f6t k/Dk/f / k]tef, lgj6lQns/Of, ; d6j t ; j]gf, j: tut ; d/s/Of !=& cf0=P= l/r8\sf dNol; 4f6t / ; Dk]rof l; 4f6t !=&!= dNol; 4f6tsf dhe't :yfgf !=&=@ ; Dk]rof l; 4f6tsf cfwf/et df6otf
- k6fj jbsf]kl/ro lbg, - k6fj jfbL ; flXto÷; dnf]r]gfsf k6v df6otf÷k]lQ tyf o; sf zIQ / ; ldf aen, - laDajbsf]kl/ro lbg, - laDajbsf]lj sf; klqrof / o; sf k6v df6otf÷k]lQ pNn] ug{ 3gTjjbsf]kl/ro lbg, 3gTjjbsf cfwf/et :yfgf-df6otf / o; sf zIQ / ; ldf c]6ofpg, - gkfnL ; flXtoDf k6fj jfb, laDajfb / 3gTjjbsf]k6fjsf] rrf{ug{.	Psf0 b0Q k6fj jfb, laDajfb / 3gTjjfb @=! k6fj jfb @=!=! k6fj jbsf]kl/ro @=!=@ k6fj jfbL ; flXto÷; dnf]r]gfsf k6v df6otf÷k]lQ @=@ laDajfb @=@=! laDajbsf]kl/ro @=@=@ laDajbsf k6v df6otf÷k]lQ @=# 3gTjjfb @=#! 3gTjjbsf]kl/ro @=#@ 3gTjjbsf cfwf/et @=\$ pkoD jfbXzsf]gkfnL ; flXtoDf k6fj

kf7bfz zlif\$ || kfZrfTo ; flxTo l; 4ft
 kf7bfz ; aVof || gkfz- %#\$
 kf7bfz kps[t || ; fflcts qmcf= || #
 tx || Pd=P8- kltxtf kf7306L ||
 ; q || t] f] hDdf kf7306L ||

!= kf7ofz kl/ro

- kltt kf7bfz d\oklZrdf-rn lJzjIjBfno, lzlfzf:q ; afo cgt/ut ; 6/ kffnldf cfwl/t b0[a;]:gftsQ/ df:6/ ckm PhS]; g -Pd=P8- txd c\oog ugIjBfylxsf nflu tof/ kfl/Psf]xf]. o; kf7bfzdf kfZrfTo ; flxTosf kplv l; 4ft, kl/isf/jfb, :jR5Gbtjfb, oyfyfjfb, kpsfjfb, cltoyyfjfb, lJdajfb, 3gtjjfb, kpfjjfb, cl:tTjjfb, lj ; aultjfb, pQ/cfwlgsfjfb / lJlgdffjfbf; fy}kfZrfTo ; dnfjrgfsf lJleGg kffnlxzd\wo]gltk/s, ;dfhk/s, dgfj1fgk/s, cfbdtfk/s, zk/s, zhlj]lgs h:tf ; dnfjrgf kffnlsf]kl/ro, o; sf kplv dfotf gkfnl ; flxTodf ltgsf]kpf]af/]hfgsf/L u/fpg]ck]ff ul/Psf]5 .

@= ;fwf/Of p2]o

- o; kf7bfzsf ;fwf/Of p2]oxz tn pNn] ul/Psf 5g\
- kfZrfTo ; flxTo l; 4ftsf kplv dfotf; k kl/lrt xg]lfdtf clej[4 ug]
 - kfZrfTo ; flxTosf pQ/j tl{kplv jbsf]kl/ro lbg ; lfd tNofpg]
 - kfZrfTo ; flxTo l; 4ftsf kplv ; dnfjrgf kffnlsf]hfgsf/L kpfug ug[;Sg]lfdtf clej[4 ug]
 - kfZrfTo ; flxTo l; 4ftsf cfw/df gkfnl ; flxTosf s[txzsf]ljj}gf ug{ ; lfd tNofpg]

lJlzi6 p2]o tyf kf7bljifo

lJlzi6 p2]o	kf7bljifo
• kfZrfTo ; dnfjrgfsf]k[7eld / k/Dk/f atpg, • cl/:6f]nsf cgs/Of / lj/]rg l; 4ftsf]ljj}gf ug{ • cgs/Of l; 4ftsf]k[7eldsf ; Gbedf knpf]sf gts / bfz]gs cflf]sf]j0fg ug{	Psf0 Ps kfZrfTo ; flxTo l; 4ft !=! kfZrfTo ; dnfjrgfsf]k[7eld / k/Dk/f !=@ cl/:6f]nsf cgs/Of / lj/]rg l; 4ft !=@! cgs/Of l; 4ftsf]cjwf/Off !=@= cgs/Ofsf ; DaGwdf lJxfgxsf dt !=@# blvfct / o; sf]; #7g / ; Argf

gkfnl lz lff -Pd=P8- kf7bqmd

lJlzi6 p2]o	kf7bljifo
• lgwff/t gf6ssf/xzsf] kl/ro lbg, • lgwff/t gf6ssf/xzsf kplv gf6bkj]Qut dVo lJz]ftfxz atpg, • lgwff/t gf6ssf syfj:t'; efj, lJrf/, r/q, kl/jz, aca, efffz]hl, /Ed~rljwfg, ; Argf tyf lZlkklsf] klxrfg ug{ • lgwff/t gf6ssf lJlzi6 kAQmxsf]JofVof ug{ .	Psf0 b0] cfwlgs gkfnl gf6ssf/ / ltgsf gf6s @=! gf6ssf/sf] kl/ro, @= gf6ssf/sf kplv gf6bkj]Qut dVo lJz]ftfsf]ljj}gf / of]ubfgsf]dNofa'sg, @=# gf6bt1jsf cfw/df gf6ssf]lJzn]fOf @=\$ lgwff/t gf6ssf lJlzi6 kAQmxsf] JofVof @=% kplv gf6ssf/ / ltgsf gf6s @=%-! afns]Of ; d kplk08 @=%=@ ufknk; fb l/dfn of]kpl
• Psfa'slsf]; fflcts kl/ro lbg, • k]lQ tyf kfZrfTo dfotfdf Psfa'slsf]:z k / kl/efff atpg, • Psfa'sl / gf6ssf lJrdf leGgtf b]vpfg, • Psfa'slsf t1jxzsf]rrf]ug{ • gkfnl Psfa'slsf] lJsf; qmdsf]j0fg ug{ • gkfnl Psfa'slsf dfB / wf/fut k]l]Qsf af/]df rrf] ug{ • k]l]tl{/ pQ/j tl{cfwlg Psfa'slsf]kpf] / k]l]Q atpg .	Psf0 ltg Psfa'slsf]; fflcts kl/ro #! Psfa'slsf]:z kut kl/ro #=@ Psfa'slsf]kl/efff ## k]lQ tyf kfZrfTo gf6b dfotfdf Psfa'sl #=\$ Psfa'sl / gf6ssf lardf leGgtf #=% Psfa'slsf t1jxz -zlif]s/Of, s'yo÷syfj:t'; r/q÷kfq, p2]o efffz]hl, bl]6ljGb, bZoo]hgf, /a'ud~rglotf, clego #^ cfwlgs gkfnl Psfa'slsf]lJsf; qmd #& cfwlgs gkfnl Psfa'slsf]lJsf; qmd kplv dfB / wf/fut k]l]Q #* cfwlgs Psfa'slsf]pQ/j tl{r/Ofsf kplv kpf]u, k]l]Q / dVo pkn]aw #(- cfwlgs Psfa'slsf]k]l]tl{/ pQ/j tl{ r/Ofsf kpf]u / k]l]Qsf]thgf
• Psfa'slsf/sf]kl/ro lbg, • Psfa'slsf/sf dVo k]l]Q / of]ubfgsf]rrf]ug{ • Psfa'slxzsf]k7g, cf: jfbg / af]v ug{ • Psfa'sl t1jsf cfw/df lgwff/t s[tsf]ljj}gf / dNofa'sg ug{ • lglb]6 s[tsf lJlzi6 kAQmsf]JofVof ug{.	Psf0 rff k]l]tl{cfwlg Psfa'slsf/ / ltgsf kltglw Psfa'sl \$=! Psfa'slsf/sf]kl/ro \$=@ Psfa'slsf/sf dVo k]l]Qxz / of]ubfg \$# Psfa'slsf t1jsf bl]6n]kltglw s[txzsf] ljj}gf syfgs, kfq÷r/q, ; jfb, efffz]hl, jftfj/Of, p2]o,clego, d~rglotf \$\$ kltglw Psfa'slsf/ / ltgsf lgwff/t Psfa'sl \$-\$! xporGb]; * kwfjg~d?eldsf n]ysU \$-\$=@ uf]jGbaxfb/ dNn .uf]fn]-eff]3// \$-\$# lJho dNn - .kTy/sf]syfll \$=% lgwff/t s[tsf lJlzi6 kAQmsf]JofVof
• Psfa'slsf/sf]kl/ro lbg, • Psfa'slsf/sf dVo k]l]Q / of]ubfgsf]rrf]ug{ • Psfa'slxzsf]k7g, cf: jfbg / af]v ug{	Psf0 kff pQ/j tl{cfwlg Psfa'slsf/ / ltgsf kltglw Psfa'sl %=! Psfa'slsf/sf]kl/ro %=@ Psfa'slsf/sf dVo k]l]Q / of]ubfg %=# Psfa'sl t1jsf bl]6n]kltglw s[txzsf] ljj}gf

ljlzi6 p2fo	kf7bljifo
• Psfa^{sl} t^ljsf cfw/df lgw^l/t s[tsf]ljj}gf ug{ • lglb⁶ s[tsf]ljlzi6 k^alQ^{nsf}JofoVof ug{.	• %-\$ k^ltglw Psfa^{sl}/ / Itgsf lgw^l/t Psfa^{sl} %-\$-! uf^kfn k/fhhl .; do k^jz^l • %-\$@ cz^f dNn .x^{fd}l a;^Gt v^lh/x⁵g • %=% Psfa^{sl}sf ljlzi6 k^alQ^{nsf}JofoVof
• lga⁶wsf]kl/ro lbg, • lga⁶wsf]kl/efiiff lb0{ :j?k lrgfpg, • lga⁶wsf k⁶f/sf]r rf{ug{ • lga⁶wsf t^ljx^z atfpg, • lga⁶ / ; flxTosf c⁶o l^jwfsf] ;Da⁶w :ki6 k⁶f{ • g^kfnl lga⁶wsf]ljsf ;qndsf] j0⁶ ug{ • cfwlgs g^kfnl lga⁶wsf l^jle⁶g d⁶f / wf/fsf k^j]Qut l^jz]jtf 7Dofpg .	Psfo 5 lga⁶w l ;4⁶t ^=! lga⁶wsf] :j^zkut kl/ro ^=@ kl/efiiff ^=# lga⁶wsf k⁶f/ ^=\$ lga⁶wsf t^ljx^z ^=% lga⁶ / ; flxTosf c⁶o l^jwf ^=-^ cfwlgs g^kfnl lga⁶wsf]ljsf ;qnd, d⁶f, wf/fut k^j]Q, l^jz]jtf, p^knlAw / dNofa⁶sg ^=-^! g^kfnl lga⁶w k^f/lDes k⁶f; / p7⁶g ^=-^@ k⁶v d⁶f / wf/fut k^j]Q ÷ l^jz]jtf ^=-^# pQ/j t^l{cfwlgs g^kfnl lga⁶wsf] k⁶f / k^j]Q
• k^j]t^l{cfwlgs lga⁶wsf/sf] kl/ro lbg, • lga⁶wsf/sf k^j]Q / of^lubfgsf]r rf{ug{ • lga⁶wx^zsf]t^lljs l^jzn]fof ug{ • lga⁶wx^zsf]k7g, cf: jfbg / a⁶lv ug{ • lgw^l/t lga⁶wsf ljlzi6 k^alQ^{nsf}JofoVof ug{.	Psfo ;ft k^j]t^l{cfwlgs lga⁶wsf/ / Itgsf k^ltglw lga⁶w &=! lga⁶wsf/sf]kl/ro &=@ lga⁶wsf/sf dVo k^j]Q / of^lubfg &# lga⁶w t^ljsf b^li6n]lglb⁶ lga⁶wsf]ljj}gf &-\$ k^ltglw lga⁶wsf/ / Itgsf lga⁶wx^z &-\$-! n^ldlk; fb b^jsf⁶ .snf / h^ljg^l &-\$@ z^as/ n^lld5fg] .PA:6^afS6 l^rGtg kofh^l &-\$# e^j co⁶h .c;gsf]8an^l &=% lgw^l/t lga⁶wsf ljlzi6 k^alQ^{nsf}JofoVof
• pQ/j t^l{cfwlgs lga⁶wsf/x^zsf]kl/ro lbg, • lga⁶wsf/sf k^j]Q / of^lubfgsf]r rf{ug{ • lga⁶wx^zsf]t^lljs l^jzn]fof ug{ • lga⁶wx^zsf]k7g, cf: jfbg / a⁶lv ug{ • lgw^l/t lga⁶wsf ljlzi6 k^alQ^{nsf}JofoVof ug{.	Psfo c7 pQ/j t^l{cfwlgs lga⁶wsf/ / Itgsf k^ltglw lga⁶wsf/ *=! lga⁶wsf/sf]kl/ro *=@ dVo k^j]Qut l^jz]jtf *# lga⁶w t^ljsf b^li6n]k^ltglw lga⁶wsf]ljj}gf *=\$ k^ltglw lga⁶wsf/ / Itgsf k^ltglw lga⁶wx^z *=\$-! b^j]LrGb >]7 .Oltxf;sf]kbrfkd^l *=\$# d⁶wjk; fb k⁶v/h .j?0fsf]/ut^l *=% lga⁶wsf ljlzi6 k^alQ^{nsf}JofoVof

\$- lzlf0f k^lq^of

k^lo⁶ kf7Ø Psf0df kf7Øj :t⁶sf]k⁶[t / cfjZostf cg;f/ JofoVof, k⁶g^l]t/, 5nk^ln, pbfx/0f, k⁶pz⁶, cEof; / k^lt^lts/0f l^jlwx^zsf] p^kof^l ul/g] 5 . JofoVof l^jlwnf0{ sdeGb⁶ sd p^kof^l u/L l^jbØfyl{ ;xe^llutfdhs lzlf0f sfo⁶snikx^znf0{a9L dxT^lj lb0g]5 . o ;}u/L kf7Ø k⁶:ts, ;Gbe{k⁶:ts, kf7kq, cf/}, t^lfn⁶sf, ;⁶l c^lfb ;d^lsf]p^kof^l u/ of^lhgfabw lzlf0f ug{f hf⁶ lb0g]5 .

g^kfnl lz lff -Pd:P8- kf7bqnd

%= dNofa⁶sg k^lq^of

dNofa⁶sg b0{k⁶f/n]ul/g]5 || -!_ cf⁶t^l/s dNofa⁶sg, o ;sf lglDt \$) k^ltzt c^as lgw^l{0f ul/Psf] 5, -@_ afXo dNofa⁶sg, o ;sf lglDt ^) k^ltzt c^as lgw^l{0f ul/Psf] 5 . cf⁶t^l/s dNofa⁶sg slff lzlf0f ;⁶;⁶ul/g]5 / afXo dNofa⁶sg ;⁶]6/sf c⁶Gtodf l^jz]l^jBfno k/Llff k⁶ffn^ln] lgw^l{0f u/] cg;f/ xg⁶ . o ;sf nflu lgdGfg;f/sf]k⁶gof^lhg^l /xg⁶ .

cf⁶t^l/s dNofa⁶sg -\$) k^ltzt_

!	x ^l fh/L p ^k l:y ^l t	%U
@	u ^k sfo{	!)Ü
#	k ^l /of ^l hg ^l sfo{	!)U
\$	l/k ^l n\$;g l/k ⁶ f{n}vg	%U
%	lnlvt k/Llff	!)U

afXo k/Llff -^) k^ltzt_

j:tut k ⁶ g	!)×!Ö!)	!) j6 ⁶ k ⁶ g
;^Nfkt pQ/f ^l ds k ⁶ g	^×%Ö#)	@ l ^j snk;lx ^l ^ k ⁶ g
l ^j jj}gf ^l ds k ⁶ g	@×!)Ö@)	! l ^j snk;lx ^l # k ⁶ g

kf7bk⁶:ts

clwsf/L, /fdn^ln, **g^kfnl Psfa⁶sl ofqf**, b^lfh^lh^a || g^kfnl ;flxTo ;~rlosf . co⁶h, e^j, ;fe⁶ Psfa⁶sl, n^lntk/ || ;fe⁶ k⁶fzg . cfrfo{ j^l/fh, **cfwlgs g^kfnl g^l6s**, n^lntk/ || ;fe⁶ k⁶fzg . uf^lyn] uf^ljG⁶axfb/, **e⁶f⁶]3/**, n^lntk/ || ;fe⁶ k⁶fzg . ltj^l/L, eldglw, **Psfa⁶sl k^llnj**, n^lntk/ || ;fe⁶ k⁶fzg . y^lkf, lxd⁶z' / l8Nnl/fd l/d^ln, **gf]Psfa⁶sl**, sf7df8f⁶ l^jB^lyl{k⁶:ts e08f/ . k/fhhl, uf^kfn, **;fd^lg^lt/ ;8s**, sf7df8f⁶ /Tg k⁶:ts e08f/ . aGw, r8fdl0f -; ⁶; **;fe⁶ Psfa⁶sl**, n^lntk/ || ;fe⁶ k⁶fzg . dNn, l^jho, **k^ly/sf]syf**, n^lntk/ || ;fe⁶ k⁶fzg . jf;'zzl, **jf; 'zzlsf g^l6s**, n^lntk/ || ;fe⁶ k⁶fzg .

;Gbe{;fdu^l

p^kfl^lofo, s^zj^lk;fb, **g^kfnl Psfa⁶sl / Psfa⁶sl/sf**, n^lntk/ || ;fe⁶ k⁶fzg . e08f/L, k^l/;dl0f / c⁶o, **g^kfnl uB / g^l6s**, sf7df8f⁶ l^jB^lyl{k⁶:ts e08f/ . j^lfun] d⁶wjk;fb / lxdn^ln k/L, **g^kfnl g^l6s, Psfa⁶sl / lga⁶w**, sf7df8f⁶ j ;Gt j^lfun]

gkfnL lz lff -Pd:P8- kf7bqmd

#- ljlzi6 p2Jo / kf7Øljifo

ljlzi6 p2Jo	kf7Øljifo
▪ efiifflzlfofsf]kl/ro lbg, ▪ efiifflzlfofsf cfwf/e't l;4f6txčsf] JofVof ug{ ▪ klxnf]/ bft] j]efiff l;sf0sf :jčk / leGgtfxč klxNofpg, ▪ zf:qlo efiif, :yfglo jf /fi6efiff / ljbžL efiifsf];fk]ftfdf gkfnL lzlf0fsf]eldsf :ki6 kfg{ ▪ klxnf]efiifsf čkdf gkfnL lzlf0fsf] čk/vf atfpg, ▪ bft] j]efiifsf čkdf gkfnL lzlf0fsf] cfjZostf, :jčk / sfoqmdsf] čk/vf atfpg, ▪ bft] j]efiff l;sf0sf kpfjs tIjxčsf]j0f6 ug{ ▪ ljbžL efiifsf čkdf gkfnL lzlf0fsf]:jčk lgwf{0f ug{ ▪ lXeflifs lzlf0fsf]kl/ro lb0{gkfnL lzlf0fsf ;Gbedf To;sf]cfrTo, cfjZostf / lzlf0f klqnof pNny ug{ ▪ P]txfl;s b[i6n]gkfnL lzlf0f ultljlw / k/Dk/fsf];jIf0f u/L j t6fg l:yltsf]cfsng ug{.	Psfo Ps l efiifflzlfofsf l;4f6t / gkfnL lzlf0fsf ljljw :jčk !=! efiifflzlfofsf]kl/ro !=@ efiifflzlfofsf cfwf/e't l;4f6t !=# klxnf]/ bft] j]efiff l;sf0sf :jčk / leGgtf !=\$ zf:qlo efiif, :yfgloefiff-/fi6efiff / ljbžL efiifsf];fk]ftfdf gkfnL lzlf0f !=% klxnf]efiifsf čkdf gkfnL lzlf0fsf] cfjZostf / :jčk !=^ bft] j]efiifsf čkdf gkfnL lzlf0fsf] cfjZostf, :jčk / sfoqmd !=^! cfjZostf / txut :jčk !=^@ kfylds txsf]gkfnL bft] j] efiifflzlfof sfoqmd !=^# klxnf]/ bft] j]efiifflzlfofsf] kf7Øqmd tyf kf7Ø;fdul ofhgf
	▪ kf7Øqmdsf ;wf/ ▪ kf7Øk:tsdf ;wf/ ▪ lzlf0fjlw / klqnofdf ;wf/ ▪ dNofa'sg ljlwdf ;wf/ !=& bft] j]efiff l;sf0sf kpfjs tIjxč ▪ eflifs leGgtf ▪ ;fdilhs bafa ▪ jftfj/Oflo leGgtf ▪ hg;^Vof ▪ dgf]j]lfgs klf ll pd], pTk]0ff, al4, JolStTj, :d/Of zlSt, tTk/tf, clej]Q !=* ljbžL efiifsf čkdf gkfnL lzlf0fsf] cfjZostf / :jčk != (lXeflifs lz lff ll kl/ro, cfjZostf / cfrTo, klqnof / k4lt !=!) gkfnL lzlf0f k/Dk/f / j t6fg l:ylt ▪ lj=;#@)* clu / kl5sf ljljw ultljlw Pjd\kpf;xč ▪ gkfnL lzlf0fsf]j t6fg cj:yf
▪ efiifflzlfofsf kpfv k4ltxčsf] kl/ro lbg, ▪ ;flGts cfwf/, P]txfl;s k[7eld, kpfv ljz]ftf / lzlf0f klqnof shf0f bft] j]efiifflzlfofsf lgwf{/t ljlzi6 k4ltxčsf]kl/ro lbg / ltgsf] dNofa'sg ug{ ▪ bft] j]efiifflzlfofsf lgwf{/t kpfv ljlwčsf]kl/ro lb0{dNofa'sg ug{.	Psfo b0f] bft] j]efiifflzlfofsf kpfv k4lt / ljlwč @=! efiifflzlfofsf kpfv k4ltxč @=@ bft] j]efiifflzlfofsf kpfv ljlzi6 k4ltxč ll ;flGts cfwf/, P]txfl;s k[7eld, kpfv ljz]ftf, lzlf0f klqnof / dNofa'sg @=@! lgudgfids k4lt @=@@ cfudgfids k4lt @=@# >lt eflifs k4lt

lj zi6 p2Jo	kf7Øljifo
	@=@=\$ dñ vs ;#rgf ;Gbe{k4lt @=@=% ;#fgfds k4lt @=@=^ g}lu\$ k4lt @=@=& k\$fof{ds k4lt @=&=* ;Dk}f0fftds k4lt @=# bñ efiffiz lf0fsf kðV ljlwx¿ @=#! Jofs/0ffg}fb ljlw @=#@ k}olf ljlw @=## WjGofTds ljlw @=#\$ k7gljlw @=#% dñ ljlw
▪ efiffizlf0fnf0{;klzlf0f jf snf lzlf0fsf ¿kdf kðff0ft ug{ ▪ lzlf0f kðñhg, kñw\$ tñj, >j0f k\$ff/ / lzlf0f sfo\$nfkx¿sf] ¿k/yf;lxt >j0f snf lzlf0fsf] kl/ro lbg, ▪ kl/ro / kðñhg;lxt jSt[j snf lzlf0fsf sfo\$nfkx¿sf]¿k/yf atfpg, ▪ k7gsnfsf]kl/ro, k\$ff/ / ;Da4 klfx¿sf]¿k/yf atf0{k7gañv, k7gzlntf k/Llf0f / bñ k7gsf k}qñofut klfx¿dñy k\$ffz kfg{ ▪ pRrf/Of lzlf0fsf]kl/ro lb0{o;sf sfo\$nfk / lzlf0f qnd pNñv ug{ ▪ nñvg snf lzlf0fsf]kl/ro lb0{o;sf k\$ff/, kðñhg, ;fdño sfo\$nfk tyf ;Da4 l;k ljst;sf k/LDes / pTt/j tl{sfo\$nfkx¿sf] j0fg ug{ ▪ kl/ro, kðñhg, kðV ql6lñ / sfo\$nfk;lxt j0ffjGof; lzlf0fsf] kl/ro lbg, ▪ gkfnl eflifs l;k kñwGdf ;xofñ k\$ofpg]kðV ;xsfo\$nfkx¿sf] k}qñofut kl/ro lbg .	Psf0 lrg lñljw eflifs l;klzlf0f kñjlw #=! efiffizlf0f l;k tyf snfsf ¿kdf #=@ >j0f snf lzlf0f kl/ro, kðñhg, kñw\$ tñj, k\$ff/ / lzlf0f sfo\$nfk #=# jSt[j snf lzlf0f kl/ro, kðñhg / lzlf0f sfo\$nfk #\$ k7gsnf lzlf0f kl/ro, ;:j/ k7g / dñ k7g #\$=! ;:j/ k7g / jfrg snf lzlf0f ▪ jfrg snfsf cfjZos tñj ▪ jfrgsf ;ldf, bñf / sdhñlx¿ ▪ jfrgsf sdhñl ;wf/sf pkfox¿ #\$=@ dñ k7g lzlf0f ▪ dñ k7gsf]k\$[t ▪ dñ k7gsf nflu kf7sdf xg' kgtu0f ▪ dñ k7gsf kñf0bf ▪ dñ k7gsf sfo\$nfk #\$=# k7gañv lzlf0f ▪ kðñhg ▪ dñ k7gsf]pkofñ ▪ ;fduñ 5gñ ▪ lzlf0f sfo\$nfk ▪ lzlf0f qnd ▪ añwkZgsf ljz]ftf #\$=\$k7gzlntf÷k7gLotf k/Llf0f kl/ro / k}qñof #\$=% bñ k7g lzlf0f kl/ro, ;fduñ 5gñ / sfo\$nfk #=% pRrf/Of lzlf0f kl/ro, sfo\$nfk / lzlf0f qnd #=^ nñvg snflzlf0f ▪ kl/ro / k\$ff/ ▪ lzlf0f kðñhg ▪ sfo\$nfk oflGqs, lgbñzt tyf ;j tGq jf l;hñffds

gkfnl lz lff -Pd:P8- kf7bqñd

^= zñvkqsf]dNof^asgsf cfwf/

zñvkqsf]dNof^asg lgDglnlvt cfwf/df ul/g]5 ▯

cfwf/	kft xg]c ^a s
• zñvlwsf]pkoQmtf	!)
• ljifoj:tk]tsf]wf/Offds :ki6tf	!)
• k]fof]clloog	!)
• ljifoj:tsf]k]tts/Of / tYosf]ljZn]fof	!)
• lgisif// ;emfj	!)
• ;dulzñv ;au7g -zñv 9fFf, ;Gbef ^a sg÷;Gbe{lj j/Of	!)
• zñvljifosf]z]f0fs kpfhg	!)
• dñvs k/Llff -k]tts/Of, :ki6tf, cftdljZjf:, k]gof/	#)
hDdf	!))

kOff^as !)) dfg] dNof^asg ug{;lsg].

;Gbe{;fduļ ;rL}

cfwf/ ;fduļ

aGw, r8fdl0f, cg';Gwfg tyf kltj]gn]vg, sf7df8f▯ /Tgk'ts e08f/ .

e08f/L / cGo, eflifs cg';Gwfg lj lw, sf7df8f▯ lkgfsn klAns];g .

kpfh, /fh]bk];fb, eflifs cg';Gwfg lj lw, sf7df8f▯ kLf klAns];g P68 l8l:6Jo6;{
kfln= .

;Gbe{;fduļ

vgfn, k]zn, z]hfs cg';Gwfg k4lt, sf7df8f▯ ;gnf06 klAns];g .

bfxfn, k]zn / ;fdk];fb vltj8f, cg';Gwfg k4lt, sf7df8f▯ Pd-s] klAn; ;{.

gn]jf, j]gt, b Plj ;L ckm l/; r{gofHbNnL ▯ ljNnL 0:6gflnld6▯ .

gbfg, 8lj8, l/; r{d]y8\ Og Nof^aNjh nlg^a, SoflDah ▯ SoflDah k] .

gkfnl efiff]zlf0f ljefu -;Dkf_, ;Dk]f0f, cI !-^ .

kpfh, /fh]bk];fb / l;=Pg= kl08t, cfwlgs cg';Gwfg k4lt n]vg / dNof^asg,
sf7df8f▯ kLf klAns];g .

af]f, /fhdn, cg';Gwfg ▯ klj lw c]f] lfh, lbNnL ▯ /fwfs]0f kpfzg .

eS/f0{ /fdk];fb, eflifs cg';Gwfg lj lw, sf7df8f▯ zēsfdgf kpfzg .

e08f/L, kf/;dl0f, :gftsD/ gkfnl lz lff zñv lj j/Of, sf7df8f▯ Go'lx/f aS; .

j]fn] dgk];fb, l/; r{d]y8\ Og Phs];g P68 ;f]n nf0G;h, sf7df8f▯ u0fz
lxdfn Phs];g .

lj rg/, h], /f0l6^aPg cknf08 ln^aUjl:6S; y]; ; c/ l8h6]g, n68g ▯ kfnu]e
Dofslrng .

zdf] d]xg/fh / vu]b]n06h, zñvlj lw, sf7df8f▯ ;fem kpfzg .

zdf] ljgod]g, zñv klj lw, lbNnL ▯ g];gn klAnl;^a xfp; .

gkfnl lz lff -Pd:P8- k7bqmd

ljIzi6 p2]o	kf70ljifo
	▪ n]vgsnf lj sf; sf kf/Des sfošnfk ▪ n]vgsnf lj sf; sf pQ/jtl{sfošnfk #& j0f]Gof; lzlf0f ▯ kl/ro / kpfhg, kpfv ql6lfh / sfošnfk #* gkfnl lzlf0fsf ;xsfošnfk ▪ lxHh]k]to]utf ▪ jfb]jjfb k]to]utf ▪ clegoffds sfošnfk ▪ ;flx]Tos k]to]utf ▪ ljBfno klqsf kpfzg ▪ ;flx]Tos uf]7L tyf ;df/fk
▪ zAbfy{/ zAbe08f/ lzlf0fsf cfjZostf, kpfhg, ;Da4 klf, zAbfy{lzlf0f lj lw / zAbe08f/ lj sf; sf pkfoxç ;emfpg, ▪ pvfg 6Ssf lzlf0fsf kpfhg / kpfv sfošnfkxçsf]lrgf/L u/fpg, ▪ jfSo/rgf lzlf0fsf kpfhg, gkfnl efiiffsf cfwf/e't jfSo 9fFf / kpfv sfošnfkxçsf]çk/]yf atfpg, ▪ txut b]6n]Jofs/Of lzlf0fsf] c]rTo lgwf]0f u/L gkfnl Jofs/Of lzlf0fsf ;d:of / ;dfwg, efiff kpfu z4tf / pkoSttf, kpfu / kplSt tyf Jofs/Offds ;r]ttsf] lj sf; ;DaGwL pkoSt b]stf];lxt Jofs/Of lzlf0fsf k]rInt lj lwçsf] pko]utf c]f]0fpg, ▪ Jofs/Of lzlf0fsf gjlg klqnof / k4ltxçsf];fdfo kl/ro lbg .	Psf0 rfi ▯ zAbfy{zAbe08f/, jfSo/rgf tyf Jofs/Of lzlf0f \$=! zAbfy{tyf zAbe08f/ lzlf0f ▪ cfjZostf / kpfhg ▪ cfwf/e't zAb]nL / ltgsf lj z]ftf ▪ zAbsf sf]zo / ;GbeK/s cy{tyf ltgsf lzlf0f0 cfjZostf / ;ldf ▪ zAbfy{lzlf0fsf lj lwç ▪ zAbe08f/ lj sf; sf pkfoxç \$=@ pvfg 6Ssf lzlf0f ▪ dxlj / kpfhg ▪ kpfv sfošnfkxç \$=# jfSo/rgf lzlf0f ▪ kl/ro / kpfhg ▪ gkfnl efiiffsf cfwf/e't jfSo 9fFf ▪ kpfv sfošnfkxç \$=\$ Jofs/Of lzlf0f \$=\$! k]ylds, lgDg dfwolds, dfwolds / pRr lzlfssf ;GbeK Jofs/Of lzlf0fsf]c]rTo \$=\$@ gkfnl Jofs/Of lzlf0fsf ;d:of / ;dfwgsf pkfo \$=\$# efiffkpfu z4tf / pkoSttf \$=\$\$ efiffkpfu / kplSt ▯ ;Dkfbgfids klfsf çkdf \$=\$% Jofs/Offds ;r]ttsf]lj sf; \$=\$^ Jofs/Of lzlf0fsf k]rInt lj lw / ltgsf pko]utf ▪ lgudg lj lw ▪ cfudg lj lw ▪ efiff ;+u{jf k]olf efiff lj lw ▪ efiff kf70k'ts lj lw \$=\$& Jofs/Of lzlf0fsf gjlg klqnof / k4lt

lj zi6 p2 o	kf7Ø jifo
▪ gkfnl lzlf0fsf ; Gbe{f slff Joj:yfsf]dxlj, slff sf]ysf] ; hfj6, n3' jf ; d / a{t\jf ljifd slffdf gkfnl lzlf0fsf ; d:of / ;ljwf tyf ltgsf]slff Joj:yf, eflifs k5f6] ; dxsf]klxrf / ; Da4 efiiflzlf0f sfo{nfkx{sf] žk/yf atfpg, ▪ lg/fs/0ffds lzlf0fsf]kl/ro ; lxt o ; sf cfjZostf, lzlf0f kpfhg, ql6 klxrfg klqnof, lzlf0f klqnof / lzlf0f qnd lgwf{0f ug{.	Psf0 kfr slff Joj:yf / lg/fs/0ffds lzlf0f %=! gkfnl lzlf0f / slff Joj:yf %!=! efiiflzlf0fdf slff Joj:yfsf] dxlj %!=@ efiif slffsf]ysf] ; hfj6 %!=# n3' jf ; d tyf a{t\jf ljifd slffdf gkfnl lzlf0f ; d:of / ;ljwf • ; d:of - cgZf ; g ; DaGWL - lnltv sfo{sf]z4fz14 ; DaGWL - ?lr ; DaGWL - l ; sf0 kpfjsf]tf ; DaGWL - kf7Ø ; fdu] ; DaGWL - jØstS wofg ; DaGWL - ljBfyl{ ; xeflutf ; DaGWL • ; ljwf - cgej / 1fgsf]Jofkstf - leGg dflg ; x{sf] ; Dks{ - ; xofu / ; xlzlf0fsf]cj ; / - l ; hfj6dstf, gjlgtf / k}fut ljsf ; sf]cj ; / %!= \$ n3' jf ; d / a{t\jf ljifd slff Joj:yfkg ljBfyl{jlul{sf] cfwf / cfjZostf %!= % eflifs k5f6] ; dxsf]klxrf / efiiflzlf0f sfo{nfk %=@ lg/fs/0ffds lzlf0f ▪ kl/ro / cfjZostf ▪ kpfhg ▪ eflifs ql6sf]klxrfg klqnof ▪ lg/fs/0ffds lzlf0fsf pkfox{ ▪ lg/fs/0ffds lzlf0fsf r/0fx{
▪ eflifs dNof^sgsf]kl/ro lbg, ▪ eflifs dNof^sgsf kpfhgx{ pNny ug{ ▪ efiifk/Llf0fdf :t/ost k/Llf0f olStsf]kl/roffds ; Gbe{pNny ug{ ▪ lzlfS lgldf k/Llf0f olStsf] kl/ro lbg, ▪ k/Llf0f ; fwg / ; fdu]x{sf]lgdfrf klqnof atfpg ▪ efiifk/Llf0fsf ljljw ; fwg, ; Gbe{ / ; f ; fdu]x{sf]kl/roffds vtsf tof/ ug{.	Psf0 5 eflifs dNof^sg ^=! eflifs dNof^sgsf]kl/ro ^=@ eflifs dNof^sgsf]kpfhg ^=# k/Llf0f ; fwg tyf ; fdu]x{sf]lgdfrf ^=\$ efiifk/Llf0fsf olSt / ; fwgx{ ^=% :t/ost k/Llff ^=^ lzlfS lgldf k/Llff ^=& efiifk/Llf0fsf ; fwg, ; Gbe{/ ; f ; fdu]x{ dfjvs k/Llff, lnltv k/Llff, kpfjffds k/Llff

gkfnl lzlf0f -pd:p8- kf7bqmd

- gkfnsf ljleGg -dft{pfiff / gkfnl efiifsf kf7bk:tssf] thgfids cll0og
- kf7bk:ts tyf kf7b ; fdu]sf]k7glotf, afjvudotf tyf k7g afglsf] cll0og
- lghl kpfzgsf gkfnl k:ts tyf kf7b ; fdu]sf] cll0og
- cgfkrfl/s lzlfdf kpfst kf7b ; fdu]sf] cll0og
- afn ; flxTosf] cll0og
- zHfs Jofs/0fsf] cll0og
- zHfs ; fdu]sf]pkofu / ; fble{tfsf] cll0og
- gkfnl lzlf0f lgb]zsf] cll0og
- vf ; slffsf ljBfyl{sf]cfjlws kpltsf] cll0og
- eflifs lfdtfsf b[6n] ; d:ofk0f{jf ljz]f ljBfyl{sf] cll0og
- eflifs dNof^sg klqnofsf] cll0og
- efiiflzlf0fdf lg/Gt/ dNof^sg / o ; sf]kpfjsf]tfsf] cll0og
- lzlfSn]ckgpg]z4s/0fsf tl/sfsf] cll0og
- tfind kkt / ckkt lzlfssf]gkfnl lzlf0f
- lzlfzf:qsf]gkfnl kf7bqmd / ljBfno lzlf0fdf o ; sf] ; fble{t
- cGt/ ljZljBfnolo gkfnl efiif lzlf kf7bqmdsf] thgfids cll0og
- gkfnl efiifsf klzlf0f sfo{mdsf]kpfjsf]tfsf] cll0og
- k/LDes slffdf dft{pfiffsf]dfw0dsf]kpfu
- bf] ; efiifsf žkdf gkfnl lzlf0f
- zAbsf]x{sf] cll0og
- gdgf zAbsf] lgdfrf
- gdgf kf7bk:ts lgdfrf
- kf7b ; fdu]sf] rog / :t/0f
- ; ~rf/ dfw0ddf kpfst gkfnl efiifsf] cll0og
- cg]fb cll0og
- afnefiifsf] cll0og
- kf7b ; fdu] lgdfrf cflb .

hğ, dxfl/ ;/g -;g\!(^_, cGo efifflzlf0f, cfuf || ljpgf k'ts dlg/ .
8h] a6{Spf;g -;g\!(*__, Nof^Vjh, GobfS{|| cS; kmfB{olgel; 6L k].
9sfn, zflGtk;fb -@)^@_, gkfnl efifflzlf0f || kl/ro / kpfu, sf7df8fPd dg
sfdgf aS; PG8 :6;g/L .
9^u], efh/fh / bufk;fb bxfn -@)^&_, gkfnl efifflzlf0f, sf7df8fPd=s]
klAn; ;{PG8 l8l:6^o6;{.
ggg, 8]e8 -;g\!(*__, Nof^Vjh l6lr^a dyfBfhfL, GobfS{|| k]6; xn .
gkfn /fli6^ lzlf cfuf -;g\!(%_, gkfnf lzlf, sf7df8fPd snh ckm
PhS];g .
kf08p, /fd zsn -;g\!(&_, lXGbL lzlf0f, cfu/f || ljpgf k'ts e08f/ .
k]L, cf/- -;g\!(^_, c sf;{Og Nof^Vjh l6lr^a, SoflDah || SoflDah olgel; 6L k].
k]h, dfwjkl;fb -@)^(_ efiff kf70qmd, kf70k'ts tyf lzlf0f k4lt, sf7df8fPd
ljBfyl{k'ts e08f/ .
d^un, ->ldt_ pdf -;g\@))#, lXGbL lzlf0f, gO{lbNnl || cfs{as l8kf].
/a6{ Nof8f]-;g\!(^\$, Nof^Vjh l6lr^a || c ;fOlG6lks ofk]r, GobfS{|| Dofulxn .
/fli6^ efiff glt ;emfa cfuf -@)%)_ /fli6^ efiff glt ;emfa cfufsf]
kltjhg, sf7df8fPd klf ejg .
l/r8f h] PG8 6l= /fh;{-;g\!(*__, ofk]rh PG8 dy8\ Og Nof^Vjh l6lr^a,
SoflDah || SoflDah olgel; 6L k].
==== -;g\!(()_ lb Nof^Vjh l6lr^a Dofl6S; , SoflDah || SoflDah olgel; 6L k].
l/e;{ 8ANo^ Pd= -;g\!(*__, l6lr^a kmf]g Nof^Vjh l:sN; -bf;±, l;sfuf||
l;sfufolgel; 6L k].
nx/L, /hglst -;g\!(^_, lXGbL lzlf0f, cfu/f || /fdk;fb PG8 ;G; .
nfh/, llnog -;g\!((#_, ln6/r/ PG8 Nof^Vjh l6lr^a, SoflDah || SoflDah
olgel; 6L k].
Nof8f]/a6{-;g\!(^\$, Nof^Vjh l6lr^a || c ;fOlG6lks Pk]r, GobfS{|| Dofulxn .
ljnsG; , 8l=P= -;g\!(&_, ln^Vjl:6S; Og Nof^Vjh l6lr^a, n8g || P8jf8{cfgr]8 .
zdf{ spf/k;fb -;g\!((%_, c lqm6sn OEofnP;g ckm lb kf0d/L n^n
ueg]6 6j:6 as ckm lb gkfnl Nof^Vjh, lkPr=8l= zflv kpgw, lq=lj=lj= .
===== / dfwjkl;fb k]h -@)^*__, gkfnl efifflzlf0fsf ;Gbe{z, sf7df8fPd
ljBfyl{k'ts e08f/ .
zdf{ spf/k;fb / dfwjkl;fb k]h -@)^&_, gkfnl efiff / ;flxTo lzlf0f, sf7df8fPd
ljBfyl{k'ts e08f/ .
zdf{ ufklgy -;g\!(*)_ :sh sl/shd Og gkfn, sf7df8fPd x] sdf/L zdf{.
===== -@)\$#, gkfnf lzlf sf]Oltxf; , sf7df8fPd x] sdf/L zdf{.
>ljf:tj, /jLgb]gy -;g\!(^_, efifflzlf0f, gO{lbNnl || lb d]ldng sdkgL
ckm OlG8of lnld6B .

gkfnl lzlf -Pd:P8- kf70qmd

\$=@@ c\lofo bO{|| ;DalGwt ;flxTosf];dliff / ;]flGts 9fFf

- k]f\$fo\$] ;dliff
- c\loogsf];]flGts ÷ cjwf/OfTds 9fFf

\$=@# c\lofo ltg || c\loog ljlw

- cg';Gwfg 9fFf
- hg;^Vof / gdtf 5gf\$
- tYof^S ;^sngsf ;fwg
- tYof^S ;^sng / ljZn]f0fsf]klqnof
- c\loog ofhgf
- ;Gbe{s[t ;'rL

Psfo kfr || cg';Gwfg kltj]hg n]yg 9fFf

%=! efifs cg';Gwfg kltj]hgsf c^uxz

%=! k]{efu ||

- dv k[7
- zflv;f/
- zflv lgb]zssf]dGtJo
- :jls[tkq
- st1tf1fkg
- ljifo;'rL
- tflnsf cflbsf];'rL
- lrGx ljj/of
- ;Hkt zksf];'rL

%=!@ d\hefu

- c\lofo / o;sf]ljefhg
- zlif\$ tyf pkzlif\$x?
- dh kf7sf]k]tlt / cgR5] ljGof;
- p4/of
- ;Gbef]g
- kfbl6k0fl
- ;Gbe\$[t;'rL,
- P=lk=P= / Pd=Pn=P= k4ltsf]kpf]udf cEof;

%=!# pQ/efu ||

- kl/lzi6
- cgqmdl0fsf
- kfl/efifs tyf cGo zAbfjnl

Psfo b0{|| cg';Gwfgsf]9frrf
@=! j0ffids cg';Gwfg 9fFf
@=@ u0ffids cg';Gwfg 9fFf
@=# kl/d0ffids cg';Gwfg 9fFf
@=\$ kpffids 9fFf
@=% ldl>t bfFf

Psfo Itg || gdbg 5gf\$ / tYofas

#! gdbg 5gf\$
#!=! ;DefjgfoQm gdbg 5gf\$
#!=@ ;Defjgf/lxt gdbg 5gf\$
#!=# gdbgfsf cfsf/
#!=\$ c;n gdbg 5gf\$sf ljz]ftfx?
#@ tYofas ;asng / ljzn]f0f
#=@! u0ffids cg';Gwfgdf tYofas ;asng / ljzn]f0f
#=@@ kl/d0ffids cg';Gwfgdf tYofas ;asng / ljzn]f0f

dNofasg klqnof

pkl:ylt / slff ;xefflutf	!)Ü
cg';Gwfgsf];d:of 5gf\$ / cg';Gwfg kZgsf]ljsf;	!%Ü
k] \$fo\$fl ;dliff, ;d:of syg / p2Zosf]lgdfff	@)Ü
tYofas ;asngsf pks/0fx?sf]lgdfff / ljsf;	!%Ü
uksfo{	@)Ü
cftl/s k/Llff	@)Ü

\$= kpffids kf7bfz

Psfo rf/ || eflifs cg';Gwfgs k]tfj n]yg 9frrf

\$=! eflifs cg';Gwfg k]tfjsf]kl/ro / cfjZostf
\$=@ eflifs cg';Gwfg k]tfjsf kplv caxz||
\$=@! c\ofo Ps || cg';Gwfg kl/ro
• cg';Gwfg zLif\$
• c\oogsf]k[7eld
• ;d:ofsyg
• p2Zoxz
• kf\$Snkgf
• cg';Gwfgsf]cf]rTo
• c\oogsf] ;ldf

:6g{ Pr=Pr= -;g\!(*#_ kmg8fd]6n sG;]6 ck|| Nofajjh l6lr^a, cS;kmfB{||
cS;kmfB{olgel;6L k] .
===== -;g\!((@_, 0:oh PG8 cK;G; Og Nofajjh l6lr^a, cS;kmfB{||
cS;kmfB{olgel;6L k] .
:6A;, df0sh -;g\!(*^_ Ph's];gn ln^aUjl:6S;, cS;kmfB{|| cS;kmfB{olgel;6L k] .
Xofln8] Pd=P=s] / cG0 -;g\!(^\$_, lb ln^aUjl:6S ;fOG;]h PG8 Nofajjh
l6lr^a, nG8g || n^aDofg .
Xohh], cyl -;g\!(*(_ 6]:6^a km/ Nofajjh l6r/, Gobf\$|| Sofidah olgel;6L k] .

gkfnL lz lff -Pd:P8- kf7bqmd

kf70fz zlif\$ || eflifs dNofa'sg -yk Pp5s_ kf70fz kps[t || ;fllcts
 kf70fz ;^Vof || gkf-lz= %## qm]cf= || #
 tx || Pd=P8= k|tx\kf kf7366L ||
 ;q || t];] hDdf kf7366L || \$*

!= kf70fz kl/ro

k|t't kf70fz d\oklZrdf-rn ljZjljBfno, lzIffzf:q ;^sfo cGtu{ b0{a;[
 df:6/ ck\ Ph's];g -PdP8= txd c\oog ug[IjBfyl&sf nflu tof/kf/Psf]x].o;
 kf70fzdf eflifs dNofa'sgsf ;fllcts cjwf/Off, dfotf / wf/,efiffk/Llf0sf olSt
 / ;fwg, efiffk/Llf0f ofhg tyf eflifs kZglgdf / ljZn]f0sf ljIjw klfx&sf]
 ;fllcts / kfo]us ;em lj sf; ug[Ib[6sf]f /flvPsf]5 .

@= ;fwf/Of p2]o

- eflifs dNofa'sgsf];fllcts cjwf/Off JoSt ugI
- eflifs dNofa'sgsf P]txfl;s dfotf, efiffk/Llf0sf uOf, kZr dfhg
(Backwash/Wash back) kpfj / gkfnl eflifs dNofa'sg kl/kf6lsf]j0fg ugI
- eflifs dNofa'sgsf ;Gbe{f efiffk/Llf0sf olSt / ;fwgx&sf]k/yf
atfpg]
- efiffk/Llf0f ofhg / ;fwgx&sf]lgdf / sfotf]og k|qnof pNn] ugI
- eflifs kZglgdf / ljZn]f0sf ;fllcts cfw/x& klxNof0]jleGdNofa'sglo
kpfhgcg';f/sf ;fwg tyf kZglgdf / ljZn]f0sf]cEof; ugI.

ljIzi6 p2]o / kf70ljifo

ljIzi6 p2]o	kf70ljifo
▪ eflifs dNofa'sgsf]kl/ro lbg, ▪ eflifs dNofa'sgsf kpfhg& pNn] ug{ ▪ eflifs dNofa'sgsf l;4ftx&sf]JofVof ug{ ▪ eflifs dNofa'sgsf]kps[t cfsng ug{ ▪ eflifs dNofa'sgsf kpf/ ljeftg ug{ ▪ eflifs dNofa'sg / efiffk/Llf0sf]cGt/ ;DaGw b]fpg, ▪ k/Llf0f p2]osf Ifh / efiffk/Llf0sf ;ldf lgwf{Of ug{.	Psf0 Ps eflifs dNofa'sgsf];fllcts cjwf/Off !=! eflifs dNofa'sgsf]kl/ro !=@ eflifs dNofa'sgsf]kpfhg !=# eflifs dNofa'sgsf l;4ft !=\$ eflifs dNofa'sgsf]kps[t !=% eflifs dNofa'sgsf kpf/ !=^ eflifs dNofa'sg / efiffk/Llf0f !=& k/Llf0f p2]osf Ifh / efiffk/Llf0sf ;ldf

kf70fz zlif\$ || zfkq n]yg -y]; ;_ kf70fz ;^Vof || gkf-lz= %\$#
 kf70fz kps[t || ;fllcts=kpf]ufds qm]cf= || #±#±^
 tx || Pd=P8= k|tx\kf kf7366L ||
 ;q || rfy] hDdf kf7366L ||

!= kf70fz kl/ro

k|t't kf70fz d\oklZrdf-rn ljZjljBfno, lzIffzf:q ;^sfo cGt/ut ;p]6/
 k\ffnldf cfwl/t b0{a;[df:6/ ck\ Ph's];g -Pd=P8= txd c\oog ugI
 ljBfyl&sf nflu tof/ ul/Psf]x]. of]kf70fz zfkq n]yg sfotf cfwl/t5 .
 o;cGtu{ ljBfyl&n] cfk\h] k9sf lgwf/t Ifheq /xl ;d:ofs] 5gf -zlif\$
 rog_ u/L To;sf cfw/df zfk|tfj n]yg tyf Ifhsfo{f cfw/df tYo ;^sng
 u/L lgwf/t 9fFdf zfkq n]yg ug{ ;Sg]lfdtfsf]ck]ff ul/Psf]5 .

@= ;fwf/Of p2]o

- o; kf70fzsf ;fwf/Of p2]ox& lgDgfg';f/ /xsf 5g\
- eflifs cg';Gwfgsf]Joixfl/s cjwf/Offsf]lj sf; ug{
- zfw;d:of Ifh klxrfg u/L tYofa's ;sng ugIldtf clej[4 ugI
- gdgf 5gf ;DaGwL 1fg tyf l;ksf]clej[4 ugI
- k|t tYofa'ssf]ljZn]f0f ugI;l;ksf]lj sf; ugI
- ;d:of; F ;Da4 k]sfosf]c\oog u/L To;sf]sfnglds cfn]yg tof/
ugIldtfsf]lj sf; ugI
- cg';Gwfg 9fF;DaGwL 1fgsf]clej[4 ugI
- cg';Gwfg k|tfj n]yg ;DaGwL lfdtfsf]lj sf; ugI
- k|t tYofa'snf0{zfn]ygsf]9fFdf Joj!yt u/L zfk|tj]pg tof/
ugI
- zfwso{f l;nl;nfd kpf] ePsf=c\oog ul/Psf ;Gbe{fdu]nf0{P=lk=P=9fFdf k|t't ug{ ;ld tNofpg]

;fllcts kf70fz

Psf0 Ps || eflifs cg';Gwfgsf]cjwf/Off

- !=! eflifs cg';Gwfgsf]kl/ro / k|qnof
- !=@ cg';Gwfgsf] ;d:of 5gf / cg';Gw kZgsf]lj sf;
- !=# k|Ssnkgf / o;sf]lgdf
- != \$ k]sfosf] ;dlff
- !=\$! lj lw
- !=\$@ k|qnof

gkfnl lz lff -Pd:P8= kf70bqmd

ljzi6 p2jo	kf7bi jifo
v08 v Sofk; afx/ -# qjct-	
ljleGg lsl; dsf gdbg cllfkg ofhgf -kllS6sd_lgdff u/L slff lzlf0f ug{.	- Psf0 rf/ slff lzlf0f cEof; - slff lzlf0f -Gogtd #) j6f_ - kllf/ kf7bfzsfj cgbnd - slff ; xeflutf - ljBfyl{slbbtf - lzlfS ljBfyl{cGtlqnf - lzlf0f ; fdulsfj kpfj / ; fGbleftf - ljifo j: tsfj klt - ljifo j: tsfj ulx/f0 - ljlw - kZgrf/ Psn jf ; fdLxs - 5nkln - slff cjnffsg Gogtd klf hgf ; fylxZsfj slff cjnffsg u/L To; sfj lj j / Of ; dfjz ugkgj
cllfofg ofhgf sfoqndsfj dNofa^sg ug{.	Psf0 klf sfoqnd dNofa^sg -s_ : gfts txsfj sbj kf7bk'ts jf kf7bqndsfj lj: tf/kllS ljZnffof, -v_ : gfts txsfj sbj vf; kf7bfzdf cfwf/ t e0(!)) k0ffzssfj clGtd k/Llffdf ; ffwg] kZgkqs f]lgdff / To; sfj ljZnffof, -u_ ; DalGwt Sofk; sfj k'ts fno tyf zllfs sfoqnd k/Llffkln af/lj: tll ; dLlff ul/Psfj klt jllg nlyg

\$= dNofa^sg kllqof

- ; fdul_lgdff tyf kf7ofhgf_lgdff / cEof; df ; DalGwt lzlfssfj clgjfof pkl:ylt xgkgj
- cfGtl/s lg/Llf0f kfoS xktf clgjfofZ kdf ul/gkgj
- clGtd dNofa^sg #) j6f kf7ofhgf k'f e0; skl5 dfq ul/gkgj.

dNofa^sgsf cfwf/x?

- slff lzlf0f %)Ü
- cj:yf cll0og !)Ü
- b]gs sfo{lj j / Of !)Ü
- k/Llf0fsf ; fwgx?sfj_lgdff !)Ü
- kf7bqnd jf kf7bk'ts ljZnffof !)Ü
- kl tjllg nlyg !)Ü

kf7bk'ts

e08f/L, kf/; dl0f, cllfkg cEof; kl/ro, sf7df8fj Pstf aS; .

gkfnL lz lff -Pd:P8- kf7bqnd

ljzi6 p2jo	kf7bi jifo
- eflifs dNofa^sgsf P]txfl; s ; Gbe{/ dfGotsfjlgSofh ug{ - eflifs dNofa^sgsf P]txfl; s wf/xZsfj JoVof ug{ - eflifs dNofa^sgsf j tdfg l:ylt cfsng ug{ - gkfnL lzlf0fsf ; Gbeff eflifs dNofa^sg kl/kf6L - eflifs dNofa^sgdf kZrdfhg kpfjsfj kl/ro lb0{ klfObfhgs kZrdfhg kpfjsf pkfoxZ cllfpg .	Psf0 b0f eflifs dNofa^sgsf P]txfl; s dfGott / wf/, gkfnL kl/kf6L, eflifk/Llf0fsf u0f / kZr dfhg kpfj @=! eflifs dNofa^sgsf P]txfl; s ; Gbe{ @=@ eflifs dNofa^sgsf dfGott / wf/ @=@=! k/Dk/fjfbL÷k]{kylsL k4lt @=@=@ kylsL k4lt @=@=# PslsL k4lt @=@=\$ dgffiff jllfgs k4lt @=@=% ; fdllhs efiif jllfgs k4lt @=@=^ kpfotds k4lt @=@=& ; Dk]fotds k4lt @=# eflifs dNofa^sgsf j tdfg l:ylt @=\$ gkfnL lzlf0fsf ; Gbeff eflifs dNofa^sg kl/kf6L @=% eflifk/Llf0fsf u0f @=%=! jWtf cfs[tut, ljifout, ; dj tL / rgffds, cgdffgds, dfgb08ffds @=%=@ ljZj ; glott @=%=# Jofjxf/ stf @=%=\$ ljebfsl/tf @=^ eflifs dNofa^sgdf kZr -Backwash /Washback dfhg kpfj @=^=! kZrdfhg kpfjsfj kl/ro @=^=@ klfObfhgs kZrdfhg kpfjsf pkfoxZ
- efliffk/Llf0fdf :t/oSt k/Llf0f olStsfj kl/roffds ; Gbe{ pNny ug{ - lzlfS lgldf k/Llf0f olStsfj kl/ro lbq, - efliffk/Llf0fsf ljljw ; fwg, ; Gbe{/ ; fl ; fdulxZsfj kl/roffds vlsf tof/ ug{.	Psf0 ltg efliffk/Llf0fsf olSt / ; fwgxZ #=! :t/oSt k/Llff #=@ lzlfS lgldf k/Llff ## efliffk/Llf0fsf ; fwg, ; Gbe{/ ; fl ; fdulxZ ##=! dNofa^sg k/Llff ##=@ lnltv k/Llff ### kpfjffds k/Llff >jOf, syg÷ dNofa^sg cleJolSt, k7g, nlyg / PslsL l ; ksf kpfj k/s ; Gbe{/ ; fl ; fdulxZ ko f]f0fsf ; fwgxZ -hfF ; fl / >fl dfks
- efliffk/Llf0f ofhgf tyf ljzi6ls/Of tflnsfjlgdff kllqof pNny ug{ - k/Llf0f ; fwg / ; fdulxZsfj_lgdff kllqof atfpg, - k/Llf0f ; fwg / ; fdulxZsfj kl/is/Of kllqof JoSt ug{	Psf0 rf/ efliffk/Llf0f ofhgf / ; fwgxZsfj_lgdff / sfofjog \$=! efliffk/Llf0f ofhgf / ljzi6ls/Of tflnsfjlgdff \$=@ k/Llf0f ; fwg tyf ; fdulxZsfj_lgdff \$= kllf/Llf0f, ljZnffof tyf k/Llf0f ; fwg / ; fdulxZsfj kl/is/Of

ljzi6 p2zo	kf70ljifo
- k/Lifof kpf;g / ;fduļ ;a'sng klqnof pNny ug{ - k/Lifof c'a'sg jf dfkg ljlw / kljlxz sfjz k/vf lgwf{of ug{ - clGtd dNofa'sg / glthf lgwf{of klqnof c'fofpg, - dNofa'sglo ;'rgfsfjz}fifofs pkoñut f b; fpg, - eflifs dNofa'sg / efiif lzifofsfj ; DaGw b'vfp g .	\$=\$k/Lifof kpf;g / ;fduļ ; a'sng \$=% k/Lifof c'a'sg jf dfkg ljlw, kljlw / ltgsfj kpfj \$=-! a'f'ut c'a's dfkg \$=-@ k'Zgut c'a's dfkg \$=-# ;d'xut c'a's dfkg \$=-\$ ax' k/Lifsa'f f c'a's dfkg \$=-% c'a'sg jf dfkgsf s'xl yk wf/off / kljlw \$=^ clGtd dNofa'sg / glthf lgwf{of \$=& dNofa'sglo ;'rgfsfjz}fifofs pkoñu \$=* eflifs dNofa'sg / efiif lzifof
- eflifs k'Zglgdff / ljznj'f'ofsfjkl/ro lbg, - eflifs k'Zgsf k'pf / k'p[tsf]z k/vf atfpg, - k/Lifof cfwf / c'a'sg dfkg ljlxz sfjz k/vf j'ofg ug{ - k'Zglgdffsf q'ida4 r/Ofx z sfjkl/rofids k'tlt lbg, - k/Lifof kpf;g / sfof'jog klqnof pNny ug{ - eflifs k'Zglgdff ljznj'f'ofsf cfwf/xz :ki6 kfg{ - sbjvf; slff÷txdf s'p'bl eP/ ljzi6s/Of tflnsf cfwf/df ljljw k/Lifof ;fwg tyf k'Zglgdff / ljznj'f'of ug{.	Psf0 k'F eflifs k'Zglgdff / ljznj'f'of %=! eflifs k'Zglgdff / ljznj'f'ofsfjkl/ro %=@ eflifs k'Zgsf k'pf/ %=@=! lj'f'out lgaGwfids / ;H'f'kt p'tt/fids %=@=@ j:tut ax' j's'lnks, vfnl 7fpF eg' l7s a7s 5660fpg] h'bf ldnfpg] %=@=# Sn'f'h / ;l k'Zg %=# k/Lifof cfwf / c'a'sg÷dfkg ljlw lgdfff %=\$ k'Zglgdffsf r/of k'Zg of'f'g, k'Zg n'y'g, k'j{k/Lifof, dfgs/s/of %=% k/Lifof kpf;g / sfof'jog %=%^ eflifs k'Zglgdff / ljznj'f'ofsf cfwf/ %=-^=! t'Yofa's zf:qlo cfwf/ %=-^=@ ;'f'f'Gts cfwf/ • af'ao cfwf / lgb'Zg, c'a's l'jefhg / ;do lgwf{of, k'tlt cgqmd÷:t/of, k'Zgsfj:jz k / efiif • cfGtl/s cfwf / kf70qmd cg'z'ktf, eflifs klfxz sfj ;o'f'hg / ;Gthg, k'Zgdf xg'kg'luof, k'Zgsf ljljw kl / efiif %=& slff jf tx ljz'f'sf k/Lifof of'f'g, ;fwg / ;fduļ tyf k'Zglgdff / ljznj'f'of cEof;

\$- lzifof klqnof

k'o's kf70 Psf0df kf70j:t'sfj k'p[t / cfjZostfcg';f/ JofVofg, k'Zgf't/, 5nk'n, pbfx/of, k'p'Zg, cEof; / k't't's/of ljlxz sfj pkoñu ul/g]5 . JofVofg ljwnf0{sdeGbf sd pkoñu u/L ljBfyL; xeflutfdhs lzifof sfo\$nfkxznf0{

gkfnL lz lff -Pd:P8- kf70bqmd

ljzi6 p2zo	kf70ljifo
- cl'ofkg of'f'g tyf JofVofg l6k'f' ug{ - n3lzifofsfjgd'f' cl'ofkg of'f'g lgdfff ug{ - cfjZos lzifof ;fduļ lgdfff ug{.	Psf0 b0f jf:t'lj's slff lzifofsfj of'f'g÷JofVofg l6k'f', lzifof ;fduļsfjlgdfff -!)_ - vf; vf; ljwf ÷kf7÷kf70fz ÷kf70j:t'sfj lzifofsfj lgdt cfjZos kg' SofDk; txdf lzifof ug' sf lgdt tof/ kfl/g]JofVofg l6k'f'sf !) j6f JofVofg l6k'f'sf 9f'f'x?sfjlgdfff - tl JofVofg l6k'f'sf lgdt cfjZos kg'lzifof ;fduļsfjlgdfff / cEof; -h:t}^nfl6g af'p{ u'f'ltflnsf, zAb kQL, zAbfy{ kQL, j'fso kQL_ ;fy}>Job'zo ;fduļx?sfj pkoñusfj cEof;
jf:t'lj's slff lzifofsfj cl'ofkg of'f'g, JofVofg l6k'f' ug{/ cfjZostf cg';f/sfj lzifof ;fduļ tof/ kfg{.	Psf0 l'g cl'ofkg of'f'g -k'l'S6sd_ JofVofg l6k'f' lgdfff / cEof; -@#_ - k/s k/s ljwfut l'f'af6 n3lzifof -!%-@) l'g'pleq lzifof ug{; lsg] sf lgdt cl'ofkg of'f'g lgdfff ; DaGwl ;fdlxs 5nk'n - n3lzifof -!%-@) l'g'pleq lzifof ug{; lsg] sf lgdt Gog'td % j6f gd'f' cl'ofkg of'f'g lgdfff - lgdfff ul/Psf gd'f' cEof; of'f'gdf cfwf/t /xl ;fdlxs 5nk'n, cGt/lq'of ; DalGwt cl'ofkg of'f'gfsf nflu cfjZos kg'lzifof ;fduļsfjlgdfff h:t}^nfl6g af'p{ u'f'ltflnsf, zAb kQL, zAbfy{ kQL, j'fso kQL_ - cfbz{s'f'f k'tlt / 5k'nk'n -sDtldf b0f'6f cfbz{s'f'f k'tlt - n3slff -%-!) j6f_ lzifof -df0qmf]l6l r^a_ sfj cEof;

dNofa'sgsf cfwf/x?

- l'f'g ep'of / k'tj'lg n'y'g !)Ü
- jf:t'lj's slff lzifofsfj of'f'g÷JofVofg l6k'f', lzifof ;fduļsfjlgdfff !)Ü
- cl'ofkg of'f'g -k'l'S6sd_ JofVofg l6k'f' lgdfff / cEof; !)Ü
- n3slff -%-!) j6f_ lzifof -df0qmf]l6l r^a_ sfj cEof; !)Ü

ljzi6 p2zo	kf7bljifo
- c\ofkg ofhgfsf]kl/ro lbg, - efiff]zlf0df c\ofkg ofhgfsf] cfjZostf / kpfhg :ki6 kfg{ - c\ofkg ofhgfsf ksf/, 9fFf tyf ltgsf]kpfu cfrTo lgwf{Of ug{ - ljleG lzlf0fo kpfhgnsfo{ ofhgf, Psf0 ofhgf, b]gs kf7 ofhgf, n3'kf7 ofhgf, b]gs c\ofkg ofhgf / n3'b]gs c\ofkg ofhgf lgdf{f ug{ - n3'b]gs c\ofkg ofhgf lgdf{f u/L n3'c\ofkg cEof; df ;l/s xg .	Psf0 Itg l efiff]zlf0f / c\ofkg ofhgf #! c\ofkg ofhgfsf]kl/ro #@ c\ofkg ofhgfsf]cfjZostf / kpfhg ## c\ofkg ofhgfsf ksf/, 9fFf / ltgsf]kpfu cfrTo - sfo{ofhgf - Psf0ofhgf - b]gs kf7 ofhgf / n3'kf7ofhgf - b]gs c\ofkg ofhgf / n3'b]gs c\ofkgofhgf #\$ ljleG kpfhgnsfo{ofhgf, Psf0ofhgf, b]gs kf7ofhgf, n3'kf7ofhgf, b]gs c\ofkgofhgf -JofVofg l6kf{ / n3'b]gs c\ofkgofhgf lgdf{f cEof; #% n3'b]gs c\ofkg ofhgf lgdf{f / n3' c\ofkg cEof;

dNofa'sgsf cfwf/x?

- xfih/L tyf slff ;xefflutf)Ü
- ;fdul lgdf{f / kpfu @%Ü
- c\ofkg ofhgf lgdf{f / k|t'tls/Of @)Ü
- n3'b]gs c\ofkg ofhgf lgdf{f / c\ofkg cEof; @%Ü
- cf{tl/s k/Liff @)Ü

v08 v || kpf]ufds kf7bfz

ljzi6 p2zo	kf7bljifo
	SofDk; leq -# q cf-
;Da4 lzlf0f ;tyf jf z]fs c\oog lf{xçsf] kl/ro lbg, - sfo{dNofa'sg ug{ - cfjZostf cg';f/ 5nk n, uf]7Lsf]cfofhgf u/L k tj]g tof/ kfg{.	Psf0 Ps lf{ epOf / k tj]g n]yg -!% ;fdlxs 5nk n, uf]7Lsf]cfofhgf / k tj]g n]yg - k tj]gsgf]qdzl k tlt, ljBfyl{f/f k t't k tj]gdf 5nk n - tf]sPsf]ljBfno tyf SofDk; lf{xsf]ynut epOf / c]nfs]g u/L ;DalGwt SofDk; tyf z]fs k ti7fgsf]kl/rofids t'out k tits/Ofsf ;DaGwdf slffdf ;fdlxs 5nk n, uf]7Lsf]cfofhgf -sDtdf b0hgf lzlfssf] pkl:yltdf_ - tf]sPsf]ljBfno tyf SofDk; lf{xsf]ynut epOf / c]nfs]g u/L ;DalGwt SofDk; tyf z]fs k ti7fgsf]kl/rofids t'out k tlt, ;fdlxs 5nk n, uf]7Lsf]cfofhgf - k tj]g n]yg - k tj]g q dzl k tlt, ljBfyl{f/f k t't k tj]gdf 5nk n

gkfnL lz lff -Pd:P8- kf7bqmd

a9L dxlj lb0g]5 . o; }u/L kf7Ø k':ts, ;Gbe{k':ts, kf7kq, cf/y, tflnsf, ;'tL cflb ;d]sf]pkof]u u/] ofhgfa4 lzlf0f ugdf hfB lb0g]5 .

%= dNofa'sg klqiof

dNofa'sg b0{kpf/n]ul/g]5 || -!_ cf{tl/s dNofa'sg, o;sf lgldt \$) k|tzt c'a's lgwf{Of ul/Psf]5, -@_ afAo dNofa'sg, o;sf lgldt ^) k|tzt c'a's lgwf{Of ul/Psf]5 . cf{tl/s dNofa'sg slff lzlf0f ;f; f;ul/g]5 / afAo dNofa'sg ;j]6/sf cGtodf ljZj]jBfno k/Liff kpf]nln] lgwf{Of u/] cg';f/ xg5 . o;sf nflu lgDgfg';f/sf]kZgofhgf /xg5 .

cf{tl/s dNofa'sg -\$) k|tzt_

!	xfih/L pkl:ylt	%Ü
@	u ksfo{	!)Ü
#	kl/ofhgf sfo{	!)Ü
\$	l/k n\$;g l/kf{nyg	%Ü
%	lnlvt k/Liff	!)Ü

afXo k/Liff -^) k|tzt_

j:tut kZg	!)>!=!)	!) j6f kZg
;^Nfk't pQ/fids kZg	^x%=#)	@ l]sNk; xt ^ kZg
lj]j]gfids kZg	@x!)=@)	! l]sNk; xt # kZg

kf7Øk':ts

kfB]h, dfwjkl;fb, *eflifs* dNofa'sg, sf7df8f]f ljBfyl{k':ts e08f/ .

;Gbe{k':ts

clwsf/L, xpfau /fh, *gkfnL* efiff lzlf0f, sf7df8f]f ljBfyl{k':ts e08f/ .
===== / cGo, *gkfnL* efiff lzlf0f -ktylds lzlfS tflnd, lzlfS :jfllog ;fdul, eQnk' || z]fs hgziQm ljst; s]bl.
===== / s]p/k;fb zdf{k|fDes *gkfnL* lzlf0f, sf7df8f]f ljBfyl{k':ts e08f/ .
c68/lxn, lgs, 6]6^a :kf5g NofaVjh, SoflDah || SoflDah olgel;6L k| .
P8;6, h] rfl;{P68 cb;{l/Eoh ck| O^aln; NofaVjh k|k|;j;L 6]6v;]jfl;^a6g 8L= ;L= || 6]fh (TESOL) .
=====, NofaVjh 6]6 sG:6&;g P68 OeNoP;g, SoflDah || SoflDah olgel;6L k| .
===== P68 ah gy{NofaVjh 6]6^a Og b gfOG6h || b sDolgs]6e, sf7df8f]f DoflSdng klAn; ;{lnld6B, dfBg{O^alun; klAns;g Og P;f]o;g l]y b la]6; sfp]G;n .
sfHSn/ 8ANo' P68 cf/- P8]dg, b k]6; ck| km/h NofaVjh l6lr^a, n68g || 8]e8 kmN6g .

sf7df8f, P=, l6lr^a Nof^aljh Plain6L Og b Snf;?d, /fhD G0a/L xfp; klan; ;{0^as .
vlgof tly{fh, Ou^hfidg;g k/ O6xj:8 nlg^a, nlnrk/ || ldnlgod klAns}g
kfoe6 Inld6B
lu/L, /fdilzif, æb 6j:6^a\ckm l/l8^a,/E of^a Ejf0;h -OPn6L y8{efhd || %-!%,
sf7df8f gll6f (NELTA) .
u't, /d7rGb/ lzlfdfdfkg cfj d'Nof^asg, cfu/f || nldl gf/fo0f culjfn k't:ts
kpfzg .
hfzL, /fwfs[Of, d'Nof^asg klj/lw -kfylds lzlf s; jfsnlg tflnd kf70qmd,
eQmk' || zjfs hgziSt ljsf; s[jb].
9sfm, zflGtk;fb, gkfnl efiff lzlf0f || kl/ro / kpfj, sf7df8f dgsfdgf
a\$; PG8 :6jg/L .
kpfh, dfwj k;fb, lhNnf :t/lo k/Lff @)%! df pkoj ul/Psf slff * sfj
gkfnl efiffsf kZgxZsf/ljZnJf0f, gkfnl efiff lzlf ljeu, ljZj ljBfno SofDk;
slttk/df k'tt Pd=P8= zjvkq .
=====, kfylds txdg gkfnl eflifs l;kxZsfj kpfjffds d'Nof^asg klj/lwsfj
cwoog, lq-lj-lj= lzlfzf:q ;^asfo, l8gsfj sfofno, slttk/df k'tt ljBf jfl/lw
zjvk kGw .
And, al, 6j;fgl ck Ph5jg cAh56E; , nG8g || n^aDofg .
Nof8fj /a6{ Nof^aljh 6j:6^a, nG8g || n^aDofg .
jL, ;Lh, cG8/:60ff8^a PG8 8fnk^a Nof^aljh 6j6; xjn xjkl:68 || kl; j60n xn .
zdf{ s[jf/k;fb / dfwj k;fb kpfh, gkfnl efiff / ; flxTo lzlf0f, sf7df8f ljBfyl{
k't:ts e08f/ .
=====, gkfnl efiff lzlf0fsf ; Gbe^az, sf7df8f ljBfyl{k't:ts e08f/ .
>j7, uhj bdfg, k/Lff / d'Nof^asg, sf7df8f lq-lj-lj= lzlfzf:q cwoog ;^ayfg
/ olg; kmsfj ; øst kfofhg .
Åohh, cy{, 6j:6^a k/ Nof^aljh l6r ; { SoflDah || SoflDah olgel; 6L k} .
Åohh, P= PG8 6L= kpf -; Dkf=, s/J6 8fnkdJ6 Og Nof^aljh 6j:6^a, nG8g ||
Ps8jds k} .

gkfnl lzlf -Pd:P8= kf70qmd

ljlzi6 p2Jo tyf kf70ljifo
v08 s || ; flcits kf70fz

- efiff lzlf0f / ; flxTo lzlf0fsf pkoj, cfjZostf, kpfhg atfpg]
- efiff lzlf0fsf ; Gbe^adf ; flxltos ljwf lzlf0fsf kpfhg / klqomfxZsf]
Zk/ yf atfpg]
- gkfnl efiff lzlf0fsf ; Gbe^adf lzlf0f ; fduj / ljljw lzlf0f klj lwxZsf]
pkoj ; Gbe{klxNofpg]
- efiff lzlf0fdf cwoofg ofhgfsf cfjZostf, kpfhg, ksf/ / 9fffxZ klxNofQ
ltgsfjlgdf / kpfj cEof; df ; l/s xg].

ljzi6 p2Jo	kf70ljifo
▪ efiff lzlf0f / ; flxTo lzlf0fdf leGgtf byfpg, ▪ /fi6efiff jf dftpfiffsf Zkdf gkfnl efiff lzlf0fsf ; Gbe^adf ; flxltos pkoj[sf]cfjZostf / dxlj atfpg, ▪ efiff lzlf0fsf ; Gbe^adf ; flxTo lzlf0fsf kpfhg pny ug{ ▪ slj tf, gf6s=Psf^asl, lgaGw, syf=pkGof; / ; flxTo zf:q h:tf ; flxltos ljwfxZsf]lzlf0f cfjZostf, lzlf0f kpfhg, lzlf0f ljlw, lzlf0f qmd / ; Da4 c6o klfxZsf]JofVof ug{.	Psf0 Ps leiff lzlf0f / ; flxTo lzlf0f !=! efiff lzlf0f / ; flxTo lzlf0fdf leGgtf !=@ /fi6efiff / dftpfiffsf Zkdf gkfnl efiff lzlf0fdf ; flxltos pkoj[sf]cfjZostf / dxlj !=# efiff lzlf0fsf ; Gbe^adf ; flxTo lzlf0fsf] kpfhg !=\$ ljljw ; flxltos ljwfxZsf]:Zk, lzlf0f kpfhg / lzlf0f ljlw !=\$! slj tf lzlf0f kl/ro, cfjZostf, lzlf0f p2Jo, lzlf0f ljlw, lzlf0f qmd !=\$@ gf6s=Psf^asl lzlf0f kl/ro, cfjZostf, lzlf0f p2Jo, lzlf0f ljlw, lzlf0f qmd !=\$# lgaGw lzlf0f kl/ro, cfjZostf, lzlf0f p2Jo, lzlf0f ljlw, lzlf0f qmd !=\$\$ syf=pkGof; lzlf0f kl/ro, cfjZostf, lzlf0f p2Jo, lzlf0f ljlw, lzlf0f qmd !=\$% ; flxTo zf:q lzlf0f kl/ro, kpfhg, lzlf0f ljlw / klqof
▪ efiff lzlf0fsf ; Gbe^adf lzlf0f ; fduj / ljljw lzlf0f ; xfos ; fdujxZsf]kl/ro lb0{ltgsf knf0bf, gkfnl lzlf0fdf ltgsf] pkoj cj:yf, ltgsf ksf/ / pkoj cfrtosf]j0f ug{ ▪ gkfnl lzlf0fdf pkoj ug{ ; lsg] sDko6/sf] pkoj ; Gbe{ ; DefJotf / pkojutfsf] nyfhf yf ug{.	Psf0 b0j lzlf0f ; fduj / ljljw lzlf0f klj lwxZ @=! lzlf0f ; fduj / lzlf0f ; xfos ; fdujxZ @=!=! kl/ro @=!=@ cfw/ ; fduj tyf k's / ; xfos ; fduj @=!=# gkfnl lzlf0fdf lzlf0f ; fduj pkoj[sf] j tdfg cj:yf @=!=\$ gkfnl lzlf0fdf kpfj ug{ ; lsg] lzlf0f ; fdujsf ksf/ dfjvs ; fduj, bZjo ; fduj, >jo ; fduj, >JobZjo ; fduj, :kz{ ; fduj @=@=% sDko6/ -; ;^aVo_ klj lw kl/ro / pkojutf

kf7bɸz zlif\$ || cEof; lzlf0f
 kf7bɸz ; aVof || gkf-lz: %\$!÷%\$@
 kf7bɸz kɸ[t || kɸfjufds qm]cf= || ^±#
 tx || Pd=P8= kltxktf kf73G6L ||
 ;q || rfyf] hDdf kf73G6L ||

!= kf7ofz kl/ro

kltt kf7bɸz dWoklZrdf~rn lJZjIjBfno, lzlfzf:q ; a'sfo cGt/ut ; ɸ]6/
 kɸfnldf cfwf/t b0{a;[df:6/ ck PhS];g -Pd=P8= txd cWooog ug
 lJbɸylx̣zsf nflu tof/ ul/Psf]x]. of kɸfjufds kɸ[tstf]kf7bɸz x]o;
 cGtuɸ lJbɸylx̣zn]SofDk;leq / SofDk;afx/ ug[kg]cEof; lzlf0f; ɸ; DalGwt
 sfoɸnfkx̣z ;dfjz ul/Psf]5 . o; kf7bɸzaf6 lJbɸylx̣zn]lzlf0f cEof; k]{
 ug[kg]toF/L / lzlf0f cEof;sf qmddf ug[kg]sIfflzl0f, lzlf0f ;fdu]lgdfɸf
 kZglgdfɸf, kf7bqmd tyf kltj]g n]vg;DaGWL cfjZos 1fg / l;k klt ug
 ck]ff u/ɸf]5 .

@= ;fwf/Of p2]o

- o; kf7bɸzsf ;fwf/Of p2]ox̣z lgDgfg;f/ /xɸf 5g\\
- lzlf0f;sf0sf nflu of]hgf agf0{To;nf0{sf0f]og ug{nufpg]
- pkoQm lzlf0fsf nflu ;fdu]sf]5gfɸ, lgdfɸf / kɸfj ug{; lfd tNofpg]
- pkoQm lzlf0f lJlwsf]5gfɸ / kɸfj ug{cEo:t agfpg]
- lzlf0f p2]okf]ktsf nflu dNofa'sgsf cfjZos ;fwgx̣zsf]lgdfɸf / kɸfj ug{nufpg]
- sIfflzl0fsf ;fy}k/Llf ;~rfng ug{lJbɸylx̣zsf]kɸlt lJj/Of tof/ ug{; lfd agfpg]
- lzlf0fsf nflu pkoQm sIfsf]f Joj:yfkg / lJbɸylx̣sf]a;f0 Joj:yfkg ug{;Sg]lfdtfsf]lJsf; ug]
- lJbɸylx̣zsf]l;sf0 sl7gf0x̣zsf]klxrfg u/L ;dfwfg ug{;Sg]sfoɸf ; lfd agfpg]
- cltI/Qm lqoofsnfksf]Joj:yfkg ug]
- cf^gf ;xof]ul 5fq-lzlfsx̣zsf]lzlf0f ;ksf]cjnf]sg u/L lJzn]f0f ug{nufpg]
- lzlf0fsf nflu kf7bɸk'ts; ;Gbe{k'ts / cG0 ;f] ;fdu]x̣zsf]kɸfj ug{cEo:t agfpg]
- lzlf0fd lzlfsn]lgjfk ug[kg]lJleGg eldsf Pjd\pQ/bf0t]sf]klxrfg ug{nufpg]
- lJBfno kltj]g tyf afn cWooog kltj]g tof/ ug].

kf7bɸz zlif\$ || gkfnl ;dfnf]gf -yk Pp5s_
 kf7bɸz ; aVof || gkf-lz: %#*
 kf7bɸz kɸ[t || ;ɸfGts qm]cf= || #
 tx || Pd=P8= kltxktf kf73G6L ||
 ;q || t];f] hDdf kf73G6L || \$*

!= kf7ofz kl/ro

kltt kf7bɸz dWoklZrdf~rn lJZjIjBfno, lzlfzf:q ; a'sfo cGt/ut ; ɸ]6/
 kɸfnldf cfwf/t b0{a;[df:6/ ck PhS];g -Pd=P8= txd cWooog ug
 lJbɸylx̣zsf nflu tof/ kfl/Psf]x]. o; kf7bɸzdf gkfnl ;dfnf]gfsf]lJsf;qmd,
 kɸv dfɸ, dhe't k]l]Q Pjd\lgwf/t ;dfnf]rssf ;dnf]r slo k]l]Qx̣z;ɸ
 lJbɸylx̣znf0{kI/r t u/fpg]ck]ff /flvPsf]5 .

@= ;fwf/Of p2]o

- gkfnl ;dfnf]r gfsf]lJsf;kqoof, o;sf kɸv dfɸ / k]l]Qx̣zsf]lJj]gf ug]
- kɸv gkfnl ;dfnf]r s Pjd\ltgsf s[tTj / of]ubfg;DaGWL ;dlff ug]
- pkoɸt 1fg Pjd\k]l]Qsf cfwf/df gkfnl ;flxTosf kɸv ;l6f Pjd\ltgsf s[tx̣zsf] ;dfnf]r gf ug{l;kcfhG ug].

lJlzi6 p2]o tyf kf7b]lJifo

lJlzi6 p2]o	kf7b]lJifo
- gkfnl ;dfnf]r gfsf]lJsf;qmd, kɸv dfɸ / To;sf pknIawx̣z 7Dofpg, ;flxTol]txf;k/s gkfnl ;dfnf]r gf / To;sf kɸv kylgdf]fx̣zsf pNn]v ug{ ;a'sng÷;Dkfbgdhs gkfnl ;dfnf]r gfsf]yngl, lJ:tf/ / kɸv kltf Pjd\ltgsf k]l]Qx̣z shfpg, k]l]Q / kfZrf0 l;4fGtdf cfwf/t gkfnl ;dfnf]r gf, kɸv JolStTj / dhe't pknIaw lgwf]0f ug{ - kɸltjfb] gkfnl ;dfnf]r gfsf]p7fg, lJ:tf/ / kɸv kltf / dh k]l]Qsf] /vra'sg ug{ - vfh]dhs gkfnl ;dfnf]r gfsf] k]l]Q, p7fg, kɸv JolStTj / ltgsf pknIawsf]r rf]ug{ - j:tk/s gkfnl ;dfnf]r gfsf]k]l]Q, lJsf;; kɸv ;dfnf]r ssf lJz]ftf shfpg, - pQ/j tl{gkfnl ;dfnf]r gfsf kɸv wf/f, klf / k]l]Qx̣zsf]lgz,kof ug{.	- Psf0 Ps gkfnl ;dfnf]r gfsf]lJsf;qmd / k]l]Q !=! gkfnl ;dfnf]r gfsf]lJsf;qmd, kɸv dfɸ / To;sf pknIawx̣z !=@ ;flxTol]txf;k/s gkfnl ;dfnf]r gf / To;sf kɸv kylgdf]fx̣z / ltgsf dh k]l]Q !=# ;a'sng÷;Dkfbgdhs gkfnl ;dfnf]r gfsf]yngl, lJ:tf/, kɸv kltf / ltgsf dh k]l]Q != \$ k]l]Q / kfZrf0 l;4fGtdf cfwf/t gkfnl ;dfnf]r gf, kɸv JolStTj / ltgsf dhe't pknIawx̣z != % kɸltjfb] gkfnl ;dfnf]r gfsf]p7fg, lJ:tf/ / kɸv JolQm] Pjd\dh k]l]Q != ^ vfh]k/s gkfnl ;dfnf]r gf, k]l]Q / lJsf; kɸv JolStTj / ltgsf pknIawx̣z != & j:tk/s gkfnl ;dfnf]r gfsf]p7fg, lJsf; / kɸv ;dfnf]r s Pjd\ltgsf lJz]ftf != * pQ/j tl{gkfnl ;dfnf]r gfsf kɸv wf/f, klf / k]l]Q

gkfnl lz lff -Pd=P8= kf7bqmd

ljzi6 p2zo	kf7bjifo
- lgwf/t ; dnfj:ssfjkl/ro lbg, - lgwf/t ; dnfj:ssf ; dnfj:slo pknlawsfj ; dlff ug{ - lgwf/t ; dnfj:sn]gknl ; dnfj:gdf lbPsf ofubfgsf] dNof^sg ug{.	Psfo{b0f kpv gknl ; dnf]s / ltgsf ; dnfj:gfd pknlawx lgwf/t ; dnfj:ssfjkl/ro, kpv pknlaw / ofubfg @=! afa/fd cfrfo{ @=@ obgf y vgin @=# /fdfs]of zdf{ @=\$ OZj / a/fn @=% s[0frGb]l ; * kfvf @=^ Ocbpxfb / f0{ @=& tf/fgy zdf{ @=* sZjkf; fb pknlawo @=(dfxg/fh zdf{ @=!) jf; b] lqkf7L

\$- lzlf0f klfqiof

ktoB kf70 Psf0df kf70j:t'sf]kps[t / cfjZostf cg';f/ JofVofg, kZgr]t/, 5nkmn, pbfx/0f, kpz0, cEof; / kltt's/0f ljwxs]f] pko]u ul/g] 5 . JofVofg ljwnf0{ sdeGb sd pko]u u/L ljb0fyl; xeflutfdhs lzlf0f sfo\$nfkxznf0{a9L dxTj lb0g]5 . o ; }u/L kf70 k'ts, ; Gbe{k'ts, kf7kq, cf/y, tflnsf, ;'rL cflb ; d]sf]pko]u u/] ofhgfabw lzlf0f ugdf hfB lb0g]5 .

%= dNof^sg klfqiof

dNof^sg b0{kpsf/n]ul/g]5 || -!_ cf0tl/s dNof^sg, o ; sf lglDt \$) kltzt c^s lgwf{0f ul/Psf]5, -@_ afAo dNof^sg, o ; sf lglDt ^) kltzt c^s lgwf{0f ul/Psf]5 . cf0tl/s dNof^sg slff lzlf0f ; f; f; ul/g]5 / afAo dNof^sg ; p]6/sf c0T0df ljZjljBfno k/Lff kpfnn] lgwf{0f u/] cg';f/ xgB . o ; sf nflu lgDgfg';f/sf]kZgo]hgf /xgB .

cf0tl/s dNof^sg -\$) kltzt

!	xflh/L pkl:ylt	%U
@	uksfo	!)U
#	kl/ofhg sf0f	!)U
\$	l/kns;g l/kf{n]vg	%U
%	lnlvt k/Lff	!)U

afxo k/Lff -^) kltzt

j:tut kZg	!)x!0!)	!) j6f kZg
;^Mft pQ/fids kZg	^x%0#)	@ ljsNk; lxt ^ kZg
lj]j]gfids kZg	@x!)0@)	! ljsNk; lxt # kZg

gknl lz lff -pd:p8- kf70bqmd

; Gbe{k'ts

clwsf/L, /ljnfn, ***kpltfjbl gknl ; dnfj]gf***, kfy/f || nBfnl kpsfg .
P6d, g0, ***; dnfj]gfsf]:j?k***, nlntk/ || ; fef kpsfg .
===== ***gknl 8fo:kfj / c0o ; dnfj]gf***, sf7df8f; Pstf a\$; .
sBh, 3gZofd, ***gknl ; dnfj]gf***, nlntk/ || ; fef kpsfg .
vgfn, obgf, ***; dnfj]gfsf]:4ft***, nlntk/ || ; fef kpsfg .
uf]d, nld0fk; fb, ***gknl ; flx0df pQ/ cfwgs ; dnfj]gf***, sf7df8f; cf/P06n klAns; g .
lqkf7L, ; wf, ***dlxnf ; dnf]s / gknl ; dnfj]gf***, nlntk/ || ; fef kpsfg .
ylud, z0fsf0t, ***gknl ; dnfj]gfsf]k/0k/f || dNof^sg / ljZn]0f***, uf0tfB || ; f;e kpsfg .
gkfn, 3gZofd, ***gknl ; flx0sf]kl/rofds 0ltxf;***, nlntk/ || ; fef kpsfg .
gkfn, k00fGb] ***/fdfs]of zdf{ sf t || cwl t / clejLff***, bflh]n^ || k]f0{kpsfg .
kfy/h, sZj/fh, ***gknl ; dnfj]gf / kltlgw ; dnf]s***, sf7df8f; klf kpsfg .
kfy/h, efgeSt, ***; flx0 l; 4ft***, lj/f6gu/ || Zofd k'ts e08f/ .
kfvf, s[0frGb]l ; * ; ***fef ; dnfj]gf***, nlntk/ || ; fef kpsfg .
e08f/L, kf/ ; dlof / dfwj kfBh, ***; flx0zf:q / gknl ; dnfj]gf***, sf7df8f; ljBfyl{k'ts e08f/ .
zdf{ dfxg/fh / bof/fd >]7, ***gknl ; flx0sf];^Mft 0ltxf;***, nlntk/ || ; fef kpsfg .
>]7, s[0f kpsfz, ***gknl ; dnf]s / ; dnfj]gf***, nlntk/ || ; fef kpsfg .
>]7, bof/fd, ***; flx0sf]0ltxf; || l; 4ft / ; Gbe{***sf7df8f; lqs0f kpsfg .
===== / dfxg/fh zdf{ ***gknl ; flx0sf];^Mft 0ltxf;***, nlntk/ || ; fef kpsfg .
; j]L, /fh]b] ***gknl ; dnfj]gf || k/0k/f / kf]0***, jf/f0f; L || eldsf kpsfg .



dWoklZrdf~rn IjZjIjBfno

IzIffzf:q ;^asf
;vI, gkfn

gkfnL Iz Iff

-Pd= P8=_

rf/ ;d]6/
-b0{jifI sfoqmd_

kf7bqmd @)&#÷@)!^

gkfnL Iz Iff -Pd:P8- kf7bqmd