



SOCW4003

5Xj UbWX'GcWU`K cf_'DfUWjW`A YhcXg

HYfa `Cby`#`&\$%



GWcc`cZGcWU`GWYbWg`#`I BGK ``5ftg`UbX`GcWU`GWYbWg

7 ci fgY`Cj Yfj]Yk

`GHUZZ7cbhUW`i8YHU]`g`

`7cbj Ybcfg`

B Ua Y	9a U]`	5j U]`UV]`]m	@cW]h]cb	D\cbY
>c`GdUb[Ufc	^gdUb[Ufc4 i bgk "YXi "Ui	A cbXUm&" \$(da UbX`VmUddc]bha Ybh	; ' %A cfj Yb 6fck b`6i]X]b[- ' ,) `%- *(

`Hi hcfg`

B Ua Y	9a U]`	5j U]`UV]`]m	@cW]h]cb	D\cbY
@]bXU`6Ufrc`ca Y]]bXU"VUfrc`ca Y]4 i bgk "YXi "Ui	GcW]U`8Yj Y`cda Ybh !`6mUddc]bha Ybh	; & `A cfj Yb 6fck b	- ' ,) `%) -
>UbY`A ck ``	^a ck ``4 i bgk "YXi "Ui	7 ci bgY``]b[A YhlcXg`UbX F Yg]`YbW`!`6m Uddc]bha Ybh	; (\$`A cfj Yb 6fck b	- ' ,) `\$*) \$
7 Yf]bU`K Y]gn	W			%oo

7ci fgY'8YHJ]`g

7fYX]hDc]bHg '*`

Gi a a UfmicZ\hY'7ci fgY

Gi VYWh5fYU.'EaU[S^I`adj

Mci`k]`gh XmiU'gdYWZ]Wa YhcX'cZgcW]U`k cf_`dfUW]W`]b!XYdH`"5g'dUfhcZUXj UbWX'ghi Xm]b`hY`ZY'X'cZ
GcW]U`K cf_`z'h]g`Wci fgY'dfcj]XYg'mci`k]h`hY'cddcfh]b]mhc`XYdYb'mci`fi bXYfghUbX]b[`UbX'WUdUW]mhc
dfUW]W`]b`U`[]j Yb`UgdYWhcZUXj UbWX'gcW]U`k cf_`a YhcXg"Hi]h]cb`UbX'UggYgga Ybh]bW] XYg`k cf_]b[
]bhYfUW]j Ymk]h`YI`Ua`d`Yg`cZdfUW]W`"Gh`XYbhdFYZYfYbW]g`UfY`hU`Yb]bhc`UW]ci`bh]b`YghUV`]g\]b[`hY
fUb[Y`cZUXj UbWX'a YhcXg`h`UhUfY`Wcbg]XYfYX`YUWX`mYUf"

7ci fgY`@YUfb]b[`Ci hWca Yg

%` 7cbWdh`U`]gY`U`gY`YWYX'gcW]U`k cf_`dfUW]W`]a YhcX"
&` 9I`d`U]b`fY`Yj`UbhdUW]W`h`Ycf]Yg`]b`XYdH`"
'` "5fh]W`U`h`h`Y`fY`U]cbg\]d`VYhk`YYb`g_]`g`UbX`_bck`YX[Y`fY`Yj`Ubhlc`U`gY`YWYX'gcW]U`k cf_
dfUW]W`]a YhcX"
(` GY`YWh`UbX`Udd`miU`gcW]U`k cf_`a YhcX`hc`U`ghU]X`dfUW]W`]ggi`Y`cf`dfcV`Ya`"

HYUW]b[`GhfUHY[]Yg`

H\]g`Wci fgY`cZYfg`gh`XYbhg`]bghf]`W]cb`]b`hY`h`YcfmiUbX`dfUW]W`]cZU`gY`YWYX'gcW]U`k cf_`dfUW]W`]
a YhcX`"H\Y`k`YY`_mZcfa`Uh]g`U`!`ci`f`WUgg`h`UhYei`]fYg`h`Y`UW]j`Y`dUfh]W]dU]cb`cZU`"gh`XYbhg`UbX
Wca`V]bYg`U`[`i`]YX`fYUX]b[`dfc[`fUa`z`h`YcfmgYa`]bUfg`UbX`dfUW]W`]k`cf_g\cdg"

5ggYgga Ybh

F YZf'hc'A ccXY'Zcf'gdYWZ'WXYHU]`g'Zcf'Ugg][ba Ybhg'Zcf'YUWX 'Y'YW]j Y''

5ggYgga YbhHUg_g`

5ggYgga YbhHUg_	K Y][\h	8i Y'8UHf	Gh XYbh@YUfb]b[Ci hWta Yg'5ggYggYX
7 f]h]WU`fYUX]b[`	;%\$i	,\$ # '\$ #&\$%- '\$-. \$\$'DA	%z&
G\cfhUbU`m]WU`k f]h]b[`	')i	&- # '\$ #&\$%- '\$-. \$\$'DA	%z&Z
Gi VghUbh] Y'Ugg][ba Ybh))i	&- # \$(#&\$%- '\$-. \$\$'DA	%z&Z ž(

5ggYgga Ybh8YHU]`g

5ggYgga Ybh% '7 f]h]WU`fYUX]b[

GhUfhXUHf. &#&\$&\$%- '\$-:.\$\$'DA]

@Yb[h.

%o

Hi fb]hb'gYhb[. 'H\]g'Ugg][ba Ybh]g'gi Va]hX'h'fci [\ 'Hi fb]hb'UbX'ghi XYbhg'WUb'gYY'Hi fb]hb'g)a]'Uf]hm
fYdcfng"

5 HbXUbW F Yei JfYa Ybhg

H\Y'GW'cc'cZGcWU'GWYbWYg'YI dYVWg'hUghh XYbhg'k]'UHbX'UbX'dUfhVdUH'UWj] Y'm]b'%'\$'i' cZ'YUfb]b['UbX'hUW]b['UWj]]hYg'fX'YbW'Zc'f'h' 'WUggYg'z'hc]'bW' XY'YWi' fYg'z'h' hc'f]U'g'z'gYa]'bUfg'z'UVg'z'cb']bY'UWj]]hYg'UbX'gc'cbL'

A UbXUhc'fmUHbXUbW'cZWUggYg'Zc'f'h']g'W'ei' fgY']g'dUfhcZ'h'Y'UW'fYX]hU]cb'f'Yei' JfYa Ybhg'Zc'f'h'Y'6GK'fk'cbg'Edfc[fUa "

Z'mci' UHbX'Ygg'h'Ub' , \$i' cZWUggYg'z'mci' 'a UmVY'fYz' gYX'Z'bU'UggYgga Ybh'H\]g'a YUbg'hUh]Z'mci' 'Xc' bchUHbX'Uh'YUgh, \$i' cZdcgg]V'Y'WUggYg'mci' f'Z'bU'Ugg][ba Ybhcf'YI Ua 'a UmfYW]j] Y'U'a Uf_'cZnYfc" M'ci' 'UFY'fYg'dcbg]V'Y'Zc'f'_YYd]b['h'fUW_'cZ'mci' f'UHbXUbW'UbX'W'cb'fUW]b['mci' f'W'ei' fgY'W'eb] Ybc'f'UXX' bUa Y']'ja' a YX]UH'm]Z'mci' 'UFY'W'ebW'fbYX'UV'ci' h'mci' f'UHbXUbW'fY'W'fX'UbX']hg']a' dUW'icb'mci' f'UV']]m'hc' W'ca' d'Y'h' mci' f'W'ei' fgY'gi' W'W'ggZ' `m'

: cf'h'Y'di' fdcgY'cZUHbXUbW' 'a' cb]hc'f]b['z'h'Y'Z'bU'UggYgga Ybh'Zc'f'h']g'W'ei' fgY']g'h'Y'Gi' VgfUbh]j] Y'5gg][ba Ybhk'cf'h')) i' cZ'mci' f'c] YfU']' fUXY'Zc'f'h']g'W'ei' fgY' "H\]g']g'h'Y'UggYgga Ybh]h'Y' 'h'Uhk']'VY' [fUXYX'UhnYfc']Z'mci' 'Xc' b'cha' Y'h'h'Y' UHbXUbW'f'Yei' JfYa Ybh'

7 ci fgY'GWX'YXi' `Y

[J \]k' WUgg'h'a YhUVY](#)

H]a YhUV'Y'

8UH	HmdY	7cbhYbh
K YY_% '% : YVfi Ufm! '& : YVfi Ufm	GYa]bUf	7 C I B G 9 @ @ B ; ' A 9 H < C 8 G ' 5 B 8 F 9 G @ 9 B 7 9 ' 9 @ 9 7 H 9 ' 9 ' f 7 A F E ! ' C f] Y b h U h c b ' h c f Y g '] Y b W ' U b X ' g h Y b [h g z ' Y a d U h m U b X ' Y b [U [Y a Y b h
	GYa]bUf	G C 7 ' 5 @ ' 8 9 J 9 @ C D A 9 B H ' 9 @ 9 7 H 9 ' 9 ' f G C 7 8 9 J E ' h f c X i W h c b . ' h Y ' G c W U ' 8 Y j Y ' c d a Y b h U d d f c U W ' .
K YY_& '&) : YVfi Ufm! ' A UfW	GYa]bUf	Gc'i h]cb! Zc'W gYX'h'YfUdm' %
	GYa]bUf	G C 7 ' 8 9 J ' ! ' G i g h] b U V ' Y ' 8 Y j Y ' c d a Y b h ; c U ' g ' z ' d c '] W h V U W [f c i b X ' U b X ' h Y ' W ' e b W ' d h c Z ' k Y ' Z J f Y ' f Y [] a Y g ' z] a d '] W h c b g ' Z c ' f ' d f U W h W ' .
K YY_' ' (' A UfW ' ! ' % \$ A UfW	GYa]bUf	7 A F ' ! ' G c ' i h] c b ! Z c ' W g Y X ' h ' Y f U d m ' &
	GYa]bUf	G C 7 ' 8 9 J ' ! ' H \ Y ' [c U ' g ' c Z g c W U ' X Y j Y ' c d a Y b h \ Y U ' h / Y X i W h c b / ' Z J a] m ' / ' j Y '] \ c c X g ' U b X ' d c j Y f m U ' Y j] U h c b ' .
K YY_(' : % ' A UfW ' ! ' % + A UfW	GYa]bUf	7 A F ' ! ' B U f f U h j] Y ' h ' Y f U d m %
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K YY_) . % ' A UfW ' ! ' & (A UfW	F YUX]b[7 A F ' ! ' ' ' ' ' ' B U f f U h j] Y ' H \ Y f U d m &
	GYa]bUf	G C 7 ' 8 9 J ' ! ' 7 c a a i b] m X Y j Y ' c d a Y b h U g g c W U ' X Y j Y ' c d a Y b h d f U W h W ' .

K YY_*.&) 'A UfW '! " % A UfW	GYa]bUf	7 A F '! : Ua]m\hYfUdm%
	GYa]bUf	GC 7 '89J '! 'Dfc[fUa 'd'Ubb]b['UbX'a UbU[Ya Ybh
K YY_+. '%5df]'!' + '5df]'	GYa]bUf	7 A F '! : Ua]m\hYfUdm&
	GYa]bUf	GC 7 '89J '! 'DfUW]W 'YI Ua d'Y '% 'A]Wc! Z]bUbWž ; YbXYfžF YZ [YYg'cf'hY'9bj]fcba Ybh
K YY_., ; '5df]'!' % ('5df]'	GYa]bUf	7 A F '! : b\Ybg]j Y 'fc'Y!d'UmdfUW]W 'k cf_g\cd
	GYa]bUf	GC 7 '89J '! 'DfUW]W 'YI Ua d'Y '& 'A]Wc! Z]bUbWž ; YbXYfžF YZ [YYg'cf'hY'9bj]fcba Ybh
K YY_-. '% '5df]'!' & % 5df]'	GYa]bUf	7 A F '! 'Gd]f]h U']mUbX'fYg']YbW''f] F -85M G9A -B5F 'CB@M! 'BC 'K 99? ''- '7 @5GG 'Ł'
	GYa]bUf	GC 7 '89J '! 'DfUW]W 'YI Ua d'Y '' . 'A]Wc! Z]bUbWž ; YbXYfžF YZ [YYg'cf'hY'9bj]fcba Ybh
K YY_%. '&&'5df]'!' & 5df]'	GYa]bUf	7 A F '! 'H\i fgXUmgYa]bUfg!' 'BC '7 @5GG9G : f]XUmgYa]bUf!' 'Gd]f]h U']mUbX'fYg']YbW''
	GYa]bUf	GC 7 '89J '! '< ca Y'UbX'Uk Um- 'Z h fY'dcgg]V']hYg Zcf'gcW]U'k cf_'dfUW]W 'j]b'gcW]U'UbX'Wca a i b]m XYj Y'cda Ybh]b'5i ghfU']U'UbX'j]b\fbU]cbU'm
K YY_%% '&- '5df]'!' %		

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

F YUX]b[g`UbX`fYgci fWg`Zcf`h]g`Y`YWj`Y`UFY`gdYWZ]YX`cb`h`Y`gYWj`cb`cZ`h`Y`A`ccX`Y`dU[Y`Zcf`h]g`Y`YWj`Y`

F YWca a YbXYX`F Ygci fWg

F YUX]b[g`UbX`fYgci fWg`Zcf`h]g`Y`YWj`Y`UFY`gdYWZ]YX`cb`h`Y`gYWj`cb`cZ`h`Y`A`ccX`Y`dU[Y`Zcf`h]g`Y`YWj`Y`

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

H\]g`Wci fgY`]g`Yj U`i UhX`i`g]b[`gh`XYbh`YUfb]b[`fyj`JYk`gZ`WUgg`ZYXVUW`UbX`h`Y`A`mY`dYf]YbW`gi`fj`Ym`fYgi`hg`"Gh`XYbhZYXVUW`]g`j`U`i`YX`Ug`dUfhcZ`h`Y`cb[`c]b[`Wci fgY`fYj`JYk`UbX`XYj`Y`cda`Ybh`H\Y`cZYfYX`Y`YWj`Yg`]b`h]g`Wci fgY`a`Umj`UfmZ`ca`mYUf`hc`mYUf`UbX`Y`YWj`Y`gdYWZ]WZYXVUW`Ug`VYYb`i`gYX`hc`a`U`Y`W\Ub[Yg`k` \]W\`Uj`Y`]bW`XYXZ`VUgYX`cb`dfYj`]ci`g`Yj`U`i`Uh]cbg`!`W\Ub[Yg`Uj`Y`VYYb`a`UXY`hc`UggYgga`Ybh]Ug`g`UbX`Z]bY`!`h`b]b[`cZ`WUgg`YI`YfW]gYg`"H\Ub`_`mci` `]b`UXj`UbW`Zcf`mci`f`dUfh]W]dUh]cb`]b`h]g`dfc`Wgg`"

Gi Va]gg]cb`cZ5ggYgga YbhHUg_g

Gi Va]gg]cb`cZ5ggYgga YbhHUg_g

5 WUXYa]W<c bYghmUbX 'D`U[]Uf]ga

D`U[]Uf]ga]g'i g]b['hY`k cfXg'cf]XYUg'cZchYfg'UbX'dfYgYbh]b['hYa`Ug'mci f'ck b" #WUbb`hU`Y`a Ubm Zcfa gZ`Zca`XY`]VYfUHY`WXUhf]b['hc`UWV]XYbhU`mW`dm]b[`Zca`U`gci fW`k]hCi hUW_bck`YX[Ya`Ybh`

I BGK`[fci dg'd`U[]Uf]ga`]bhc`hY`Zc`ck]b[`WUHY`[cf]Yg.

7cdm]b[.`i`g]b['hY`gUa`Y`cf`j`Yfmg]a`]Uf`k`cfXg`hc`hY`cf][]bU`hY`hcf`]XYU`k`]hCi hUW_bck`YX[]b['hY`gci fW`cf`i`g]b[`ei`chU]cb`a`Uf`g`"H\]g`U`gc`Udd`Yg`hc`]a`U[YgZ`UfhUbX`XYg][`b`dfc`YWgZ`Ug`k`Y`"Ug`dfYgYbhU]cbg`k`YfY`gca`YcbY`dfYgYbhg`UbchYf`g`]XYUg`cf`k`cfXg`k`]hCi hWYX]h`

#Uddfcdf]UHY`dUfUd`fUg]b[.`7`U`b[]b[`U`Zk`k`cfXg`UbX`d`fUgYg`k`Y`a`cghmifYU]b]b['hY`cf][]bU`g]fi`W`fY`UbX`#`f`dfc`[fYgg]cb`cZ]XYUg`cZ`hY`cf][]bU`Z`UbX`]bZcfa`U]cb`k`]hCi hUW_bck`YX[Ya`Ybh`H\]g`U`gc`Udd`Yg`]b`dfYgYbhU]cbg`k`YfY`gca`YcbY`dUfUd`fUgYg`UbchYf`g`]XYUg`cf`k`cfXg`k`]hCi hWYX]hUbX`hc`d]YW]b['hc[YhYf`ei`chYg`UbX`dUfUd`fUgYg`]bhc`U`bYk`k`Y`c`Y`Z`k`]hCi hUddfcdf]UHY`fYZYfYbW]b["

7c`i`g]cb.`k`cf_]b[`k`]h`chYfg`Vi`hdUgg]b[`cZ`hY`k`cf_]Ug`U`dYfgcb`g`]bX]j`]Xi`U`k`cf_"`7c`i`g]cb`U`gc`]bWi`XYg`dfcj`X]b[`mci`f`k`cf_]hc`UbchYf`gh`XYbhVYZc`fY`hY`Xi`Y`XUHY`Zc`f`Zc`f`hY`di`fdcgY`cZ`hY`a`d`U[]Uf]g]b[`Uh`Ubm]h`a`Y`Z`dUm]b[`UbchYf`dYfgcb`hc`dYfZc`fa`Ub`UWUXYa`]W]Ug`_`Z`ghYU`]b[`cf`UW`ei`]f]b[`UbchYf`dYfgcb`g`UWUXYa`]Wk`cf_]UbX`W`dm]b[`]h`c`Z`Y`f]b[`hc`W`ca`d`Y`h`UbchYf`dYfgcb`g`k`cf_]cf`g`YY_]b[`dUma`YbhZc`f`W`ca`d`Y`h]b[`UWUXYa`]Wk`cf_"

#Uddfcdf]UHY`W]hU]cb.`7`h]b[`gci`fW`g`k`Y`W`U`j`Y`bchVYYb`fYUXZ`k`]hCi hUW_bck`YX[]b[`hY`"gYW`bXUfm`gci`fW`Zc`a`k`Y`W`_`bck`YX[Y`cZ`hY`a`U`g`VYYb`cV]h]bYX"

8i`d`]W]h]cb`f`f`gY`Z`d`U[]Uf]ga`"L`gi`Va`]h]b[`mci`f`ck`b`k`cf`_`Z`]b`k`Y`c`f`]b`d`U`f`r`Z`k`Y`f`Y`]h`U`g`d`f`Y`j`]ci`g`m`VYYb`dfYdUfYX`cf`gi`Va`]hYX`Zc`f`UbchYf`UggYgga`Ybhcf`W`ci`fgY`U`hI`BGK`cf`UbchYf`i`b]j`Yfg]m`

7cffYW`fYZYfYbW]b[`dfUW]W]g.

- DUfUd`fUg]b[`Z`gi`a`a`Uf]g]b[`Z`YggUm`k`f]h]b[`UbX`h`a`Y`a`UbU[Ya`Ybh`
- 5ddfcdf]UHY`i`gY`cZ`UbX`U`hf]Vi`h]cb`Zc`f`U`f`Ub[Y`cZa`U`hYf]U`g`]b`\$

%o

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5 WUXYa]W]bZcfa Uh]cb`

: cf`YggYbh]U`ghi XYbh]bZcfa Uh]cb`fY`Uh]b[`hc.

- fYei Yghg`ZcfYI hYbg]cb/
- `UhY`gi Va]gg]cbg`[i]XY`]bYg/
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- I BGK `<YU`h`UbX`GUZYfmidc`]WYg/
- YI Ua]bUh]cb`dfcVWXi fYg/
- gdYW]U`Vc]bg]XYfUh]cb`]b`hY`Yj Ybhcz]`bYgg`cf`a]gUXj Ybhi fY/
- ghi XYbhYei]miUbX`X]gUV`]m/
- UbX`chYf`YggYbh]U`UWUXYa]W]bZcfa Uh]cbz`gYY

\hhdg.##k k k "Ufng"i bgk "YXi "Ui #W ffYbh]ghi XYbh]#JWUXYa]W]bZcfa Uh]cb`#dfc]cWc`g`[i]XY`]bYg#