Richmond School District
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Board of Education

Public Meeting Agenda

Wednesday, May 22, 2024 – 7:00 pm
1st Floor Boardroom

https://sd38.zoom.us/webinar/register/WN_YLjwy4alThqP_K3hGst_qg

After registering, you will receive a confirmation email containing information about joining the webinar.

language
group on whose traditional and unceded territories we teach, learn and live.

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(a) Recognition of Visitors

(b) Announcements

(c) Any materials not included in packages available to the public

2. Adoption of Agenda

3. Presentations, Briefs, Special Recognition

(a) Presentations

Nil.

6. Approval of Minutes of Prior Meetings
(a) Record of an in-camera meeting of the board held Wednesday, April24, 2024.
(b) Regular meeting of the board held Wednesday, April 24, 2024for approval.
7. Business Arising from Prior Minutes
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Date: May22, 2024

From: CindyWang, Secretary Treasurer

Subject: Recordof an In-camera Board Meeting held April 24, 2024

The Board of Education School District No. 38 (Richmond) would like to report that the following was discussed at an in-camera meeting of the Board held April24, 2024.

(a) Briefs and Presentations: Nil.
(b) Executive: Administrative items were discussed.
(c) Business Arising out of Minutes: Administrative items were discussed.
(d) New Business: Administrative items were discussed.
(e) Standing Committee Reports: Administrative items were discussed.
(f) Board Committee and RepresentativeReports: Administrative items were discussed.
(g) C Q q 0u5 Td [(g)

During Education Week, we showcase the priorities of our board's strategic plan, including inspired learners, equity and inclusion, and a connected learning community. Education Week is a time to acknowledge our commitment to these values and the positive impact they have
on our students' educational journeys.

We invite our community members to explore our district website, where we are featuring some of the remarkable learning experiences happening within our schools.

Trustee Sargent: April is Sikh Heritage month in Canada. Sikh Heritage Month was officially recognized by the Government of Canada in 2019. In our district, Sikh Heritage Month is celebrated through shared learning of the rich cultural and spiritual legacy of Sikhism. These learning opportunities include a series of Sikh Heritage posters displayed at each school site which provide a platform to celebrate andlearn about the contributions of Sikh individuals to society, promote understanding of Sikh values, and foster unity and inclusivity within diverse communities. This learning not only honors Sikh history and tradition but also encourages
dialogue, education, and appreciation of the Sikh community's enduring impact locally and
globally.

May serves as a special opportunity to celebrateboth Asian and Jewish heritagemonth.
Schools recognizethe rich contributions and cultural diversity of these communities in our
schools and districtby incorporating diverse curricula and resources asstudents build pride in
their varied identities, and strength from our collective diversity. Our goal is0.9 Td W* n BT ᙱᔾ 9ᔨᓕ0-ᖕᑦᓪᖕᙱ

06/2024 THIRD AND FINAL READING MOVED BY K. HAMAGUCHI AND SECONDED BY A. WONG: CARIED The 2024/25 Anual Budget Bylaw having ben read a first, second and third time, is pasd [and adopted this 24thday of[April 2024. The Chairperson then read the motion to aprove authorized signatories for the 2024/25 Anual Budget Bylaw. 067/2024 MOVED BY D. YANG AND SECONDED BY D. SARGENT: FURTHER THAT[the Board authorize the Chairperson of the Board,[Superintendent and Secretary Treasurer to sign the 204/25 Anua l Budget Bylaw and submit he bylaw together with the 204/25 Anual Budget o the

Ministry of[Education and Child Care before June 30, 2024.

(b) Upon ministerial approval to proceed, commence the capital project(s) and proceed
diligently and use its best efforts to complete each capital project substantially as directed by the Minister;

(c) Observe and comply with any order, regulation, or policy of the Minister as may be
applicable to the Board or the capital project(s); and,
(d) Maintain proper books of account, and other information and documents with
respect to the affairs of the capital project(s), as may be prescribed by the Minister.

NOW THEREFORE the Board enacts as follows:

1. The Capital Bylaw of the Board for the 2024/25 Capital Plan as approved by the
Minister, to include the supported capital project(s) specified in the letter addressed
to the Secretary-Treasurer and Superintendent, dated April 09, 2024, is hereby
adopted.

2. This Capital Bylaw may be cited as School District No. 38 (Richmond) Capital Bylaw
No. 2024/25-CPSD38-01.

068/2024 FIRST READING MOVED BY R. BELLEZAAND SECONDED BY D. YANG:

CARRIED

The Chairperson then read the second reading of the bylaw in summary:

THATthe Board of Education (Richmond) approve CAPITAL BYLAW No. 2024/25-CPSD38-01. Through the Bylaw, the Board agrees to authorize the Secretary Treasurer to execute the Annual Program Funding Agreement, and to proceed the approved projects diligently according to all applicable laws, regulations and Ministry policies.

069/2024 SECOND READING MOVED BY D. SARGENTAND SECONDED BY
K.HAMAGUCHI:

CARRIED

The Chairperson then read the third reading of the bylaw in summary:

THATthe Board of Education (Richmond) approve CAPITAL BYLAW No. 2024/25-CPSD38-01. Through the Bylaw, the Board agrees to authorize the Secretary Treasurer to execute the Annual Program Funding Agreement, and to proceed the approved projects diligently according to all applicable laws, regulations and Ministry policies.

070/2024 THIRD AND FINAL READING MOVED BY D. TABLOTNEY AND SECONDED BY
A. WONG:

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Richmond School District
7811 Granville Avenue, Richmond BC V6Y3E3 604-668

CAPITAL BYLAW NO. 2024/25-CPSD38-02 CAPITAL PLAN 2024/2025
A BYLAW by the Board of Education of School District No. 38 (Richmond) (hereinafter called the "Board") to adopt a Capital Plan of the Board pursuant to sections 143 (2) and 144 (1) of the SchoolAct. WHEREAS in accordance with provisions of the School Act the Minister of Education (hereinafter called the "Minister") has approved the Capital Plan of the Board.
NOW THEREFORE the Board agrees to the following:
(a) authorize the Secretary-

ORGANIZATIONAL IMPACT

ELEMENTARY SCHOOLS

• KƉƚŝŽŶĂů^ĐŚŽŽů^ƵƉƉůŝĞƐ;ǁŚŝĐŚĂƌĞŶŽƚĂĨĞĞďƵƚĂƐĐŚŽŽůƐƵƉƉůǇƐĞƌǀŝĐĞĨŽƌƉĂƌĞŶƚƐͿŚĂǀĞďĞĞŶ noted each year for �dŒµ•š  •[information. Given the convenience aswell as the low cost of

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Kingswood $33.00 $6.00 $20.00
Lee $33.00 $6.00 $20.00
Maple Lane $33.00 $7.00 $25.00
McKay $33.00 $6.00

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School Student
Fee

AP

Exam

AP Exam

French &
Mandarin

IB Diploma
Program Fee

IB Course Fee

(Certificate)

Boyd $28.00 $150.00

SUSTAINABILITY CONSIDERATIONS

There is no anticipated impact for the upcoming school year.

ALTERNATIVES/OPTIONS (Other Considerations)

TheSchoolActrequiresthat eachdistricthavein placeapolicythat outlinesahardshipprovision. The
intent of the hardship provision is to ensure that no student is denied an essential learning opportunity dueto aninabilityto pay.TheBoardofEducation(Richmond)followsthisexpectation through Policy 102 and ensures that students are able to participate in those courses offered at the school to meet the general requirements forgraduation.Inaddition,severalsourcesoffundsexistwhichschoolscanaccessto supportstudentswhoareunable to pay for certain items orexperiences.

CONCLUSION

The ability to charge school fees enables schools to offer a rangeof enriching experiences to their students

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P'(%#'$03,721#2+$(*$4()+)$.,+"$)%#4,*,4$%'(7'01)$033(.)$*('$1('#$044&'0+#$6#+#'1,20+,(2$0)$+($.",4"$%'(7'01)$0'#$(%#'0+,27$(2$0$'#-#2&#$%(),+E$4()+,-# A'#4(-#'5$('$'#-#2&#$2#70+,-#$H0),)B$$ ᓇᑦ4ᕐᒃ4ᖅ>ᒻ;ᕼᕼ>2ᒍᒎ4ᑦᕈ"ᑦ4ᑦᕈ>4ᑉᕐᒃᑦᖅᕐᒻᑦ40ᒍᕼᕐ2ᕐᒃᑦᖅ"ᑦ;ᖅ4ᓚ;ᖅᒋ4ᓚᕐᑦᕈ4ᑦᕈ>4<ᕐ2"2ᒻ>4ᒍᕘ"ᖅ ᒍ>ᑦ>ᖅᕼᕐ2ᕐ2ᕙ4ᓚ"3ᒃ4ᕐ24ᓚᕈᕐᒻᕈ4<ᕐ2"2ᒻᕐ"ᕕ4ᒍ"ᑦ"4ᒻ"24ᕆ>4ᕗᖅ>ᒃ>2ᑦᒎ4ᑦ;4ᕈ>ᕕᕗ4ᕐ2<;ᖅᕼ4ᒍ (ᕼ"ᒋᕐ2ᕙᕼ44 1"34ᓪ,0+',ᒃ+4ᕈᖅᖕ,ᑉ,0+'ᔾ+9'4"ᔾ04ᔾᕐ'3ᔾᖅᑦ4+ᔾ(3ᑉ40+3504,ᑉ4+"34'3ᒻᔾ'ᖅᕼ44ᓇᑦ4ᕐᒃ4"ᕕᒃ;4ᖅ>ᒻ;ᕼᕼ>2ᒍᒎ ᑦᕈ>4ᑉᕐᒃᑦᖅᕐᒻᑦ40ᒍᕼᕐ2ᕐᒃᑦᖅ"ᑦ;ᖅ4ᓚ;ᖅᒋ4ᓚᕐᑦᕈ4ᑦᕈ>4<ᕐ2"2ᒻ>4ᒍᕘ "ᖅᑦᕼ>2ᑦ4ᑦ;4>2ᒃFᖅ>4ᑦᕈ"ᑦ4"234;ᕗ>ᖅ"ᑦᕐ;2"ᕕ4 ᒻᕈ"2ᕙ>ᒃ4ᕗᕕ"22ᒎ4<;ᖅ4ᑦᕈ>4ᒻ;ᕼᕐ2ᕙ43>"ᖅᒃ4"ᖅ>4ᖅ><ᕕ>ᒻᑦᒎ4ᕐ24ᑦᕈ>4ᕆFᒍᕙ>ᑦ4ᒍᕌ>ᕕ;ᕗᕼ>2ᑦ 4 $
ᐱ,ᑉᔾᑉᒃ,ᔾᕐ4+ᔾ)ᕐ30489'43ᔾᒃ"45'9ᒻ'ᔾᖕ4ᔾ'345'9-,ᖅ3ᖅ4,ᑉ4+"3,'4'3053ᒃ+,-3403ᒃ+,9ᑉ0ᕼ4
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1"34ᕈᖅ7ᕐ+4>ᖅ7ᒃᔾ+,9ᑉ4ᕕ'3ᖅ,+4ᖦ'9ᒻ'ᔾᖕ49883'04ᒃ97'0304,ᑉ4+"2ᕙF"ᕙ>40ᖅᑦᒃ4.;F2ᒍ"ᑦᕐ;2ᒃᕆ43ᑉᔾ)ᕐ,ᑉᒻ4)+&6#2+)$+($6#-#3(%$>273,)"$3027&07#$%'(*,4,#245$'#Y&,'#6$+($H#$)&44#))*&3$,2$4(&')#)$3#06 ᔾᑉ4ᔾᖅ7ᕐ+4ᒻ'ᔾᖅ7ᔾ+,9ᑉ4ᖅ,5ᕐ9ᖕᔾᕼ440ᒍFᕕᑦ4ᖕ>ᒻ;2ᒍ"ᖅ34ᖖᕗᕙᖅ"ᒍᕐ2ᕙ45'9-,ᖅ304>ᑉᒻᕐ,0"ᕆ4ᓇᔾ+"3ᖕᔾ+,ᒃ0 84,#24#E$R&102,+,#)$026$e#2#'03$D406#1,4$=(&')#)$3#06,27$+($02$06&3+$7'06&0+,(2$('$9(7.((6 ᖅ,5ᕐ9ᖕᔾᕼ4
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ᕕ9ᑉ+,ᑉ7,ᑉᒻ4>ᖅ7ᒃᔾ+,9ᑉᓚ 04ᔾᖅ7ᕐ+403ᒃ9ᑉᖅᔾ'ᑦ4ᒃ'3ᖅ,+45'9ᒻ'ᔾᖕ04"ᔾ-345'9-,ᖅ3ᖅ4ᔾ45ᔾ+".ᔾᑦ4+94 7'06&0+,(2$?06&3+$('$9(7.((6$6,%3(10$*('$::$)+&6#2+)$,2$IJT;KTXE$LL$)+&6#2+)$,2$IJTXKIJE$LJ)+&6#2+)$,2$IJIJKITEIU)+&6#2+)$,2$IJITKIIE026IJ$)+&6#2+)$?#)+,10+#6@$,2$IJIIKI:B$
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ᒋᑉ4ᖤᔪᖤᖤᕗᖤ:ᕆ4ᙱᖤᙵᖢ40+7ᖅ3ᑉ+04ᔾᒃᒃ97ᑉ+3ᖅ489'4ᙱᙵᖢᖢ4ᒃ'3ᖅ,+4ᒃ97'034'3ᒻ,0+'ᔾ+,9ᑉ04ᕙᙱᐸ:4ᐱ1>2ᕼ441"34+ᔾ)3ᕐ9.40"9.04+"343ᑉ'9ᕐᖕ3ᑉ+4+'3ᑉᖅ0489'4+"345ᔾ0+48,-34ᑦ3ᔾ'0ᕼ44ᐱ9ᕐᕐ9.,ᑉᒻ4ᔾ4ᕕFᒐᒋᓪᒍ'3ᕐᔾ+3ᖅ4ᖅ3ᒃᕐ,ᑉ W!>026"#064(&2+$#2'(31#2+$,2$IJTXKIJE$4'#6,+$%'(7'01)$"0-#$2(+$*&335$'#H(&26#6$+($%'#A =FZQ9$3#-#3)B$$D$),^#$4(1%0',)(2$.,+"$2#,7"H(&',27$6,)+',4+)$402$H#$,2)+'&4+,-#B$$!"#$9,)+',4+ ᑉ9+4ᔾᑉ497+ᕐ,3'ᕼ44ᓐᓪ:;4'ᔾᑉ(3ᖅ40,ᔭ+"4,ᑉ4+3'ᖕ04984+9+ᔾᕐ40+7ᖅ3ᑉ+43ᑉ'9ᕐᖕ3ᑉ+4,ᑉ4ᓇ3+'94ᒐᔾᑉᒃ97-3'ᕗ4

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1"34+ᔾ)ᕐ34)3ᕐ9.4",ᒻ"ᕐ,ᒻ"+04+"3407ᒃᒃ3004'ᔾ+3049840+7ᖅ3ᑉ+043ᑉ'9ᕐᕐ3ᖅ4,ᑉ4ᔾᖅ7ᕐ+403ᒃ9ᑉᖅᔾ'ᑦ4ᒃ'3ᖅ,+4 %'(7'01)$,2$+"#$30)+$*,-#$5#0')B$
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ᒋᑉ4+"34ᔾ)03ᑉᒃ34984ᒃ9ᖕ5ᔾ'ᔾ)ᕐ34)3ᑉᒃ"ᖕᔾ'(45ᔾ004'ᔾ+34ᖅᔾ+ᔾᕆ4,+4,04ᖅ,88,ᒃ7ᕐ+4+94ᔾ0ᒃ3'+ᔾ,ᑉ4."3+" +"#)#$'#)&3+)$0'#$."0+$)"(&36$H#$#/%#4+#6$7,-#2$+"#$20+&'#$(*$+"#$43,#2+#3#$."($0'#$#2'(33# ᔾᖅ7ᕐ+4ᒃ'3ᖅ,+45'9ᒻ'ᔾᖕ0ᕼ44>ᑉᙳ7,',ᑉᒻ4.,+"4+"34ᓇ,ᑉ,0+'ᑦ4984>ᖅ7ᒃᔾ+,9ᑉ4ᔾ)97+45'9-,ᖅ,ᑉᒻ45'9-,ᑉᒃ,ᔾᕐ45 'ᔾ+304ᖅᔾ+ᔾ489'4ᔾᖅ7ᕐ+43ᖅ7ᒃᔾ+,9ᑉ45'9ᒻ'ᔾᖕ04ᖕ,ᒻ"+4)34984-ᔾᕐ734,ᑉ4,ᑉ89'ᖕ,ᑉᒻ45'ᔾᒃ+,ᒃ34ᔾᑉᖅ430+ᔾ)ᕐ %#'*('1024#$+0'7#+)B$$$
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Q+$)"(&36$H#$2(+#6$+"0+$+"#'#$"0)$H##2$02$&%.0'6$+'#26$,2$06&3+$%0))$'0+#)$,2$89:;$06&3 #6&40+,(2$(-#'$+"#$%0)+$*,-#$5#0')B$$!",)$,)$0$-#'5$%(),+,-#$6#-#3(%1#2+$026$"AB3@3456"53;@

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¥!!"#$)030',#)$(*$)#-#2$),+#$H0)#6$+#1%('0'5$43#'G)$.('G,27$#/43&),-#35$(2$)&11#'$ ᕐ3ᔾ'ᑉ,ᑉᒻ4ᔾ'34ᔾᕐᖕ90+4ᒃ9ᖕ5ᕐ3+3ᕐᑦ4ᒃ"ᔾ'ᒻ3ᖅ4+94ᒃ9ᑉ+,ᑉ7,ᑉᒻ43ᖅ7ᒃᔾ+,9ᑉᕼ4
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ᕈ04"ᕐᒃ,9ᑉᕼ4ᒃᖅᑦ7ᖕᖕ3'ᓐ-ᑉ ᒃᑉᕼ4ᓪᒃ ᑉᕐᑦ ᖅ ᑭ ᐅᖕ..)ᙱᒧ 0 0 (2 6 r /43&4$)Tj 2.1)&4,0+B$%'(7'017$#/$"34,30 (2T3j + Td ,

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1"34ᖠ97+"ᕗᕕ",ᕐᖅ'3ᑉᓚ0 4ᖦ'9ᒻ'ᔾᖕ49883'04ᔾ4-ᔾ',3+ᑦ49843ᑉ',ᒃ"ᖕ3ᑉ+4ᔾᑉᖅ4ᒻ3ᑉ3'ᔾᕐ4,ᑉ+3'30+4ᒃ97'030407ᒃ"4 0)$$DH04&)K=02+(2#)#K="#))K=(6,27cP'(7'011,27K=(1%&+#'K9'0.,27K>273,)"$8+& ᓐ(,ᕐᕐ04ᕗ4ᐱ'3ᑉᒃ"4ᕗ4ᓇᔾ+"4ᓐ+7ᖅᑦ4ᓐ(,ᕐᕐ04ᕗ4ᓇ70,ᒃ4ᕗ4ᑯ3)0,+34ᒡ7,ᕐᖅ,ᑉᒻᕼ4

!",)$,)$+"#$2,2#+##2+"$5#0'$(*$(%#'0+,(2$(*$+"#$N0260',2$%'(7'01$026$#,7"+##2+"$*('$+"#$ ᖠ97+"ᕗᕕ",ᕐᖅ'3ᑉᓚ0 45'9ᒻ'ᔾᖕᕼ44ᒡ9+"4ᔾ'34ᔾᖅᖕ,ᑉ,0+3'3ᖅ4)ᑦ4+"340753'-,09'4."94"ᔾ04)ᑦ4ᔾᑉᖅ4ᕐᔾ'ᒻ34 *(&26#6$+"#$%'(7'01)E$%'(-,6 #6$4&'',4&3&1$026$,2)+'&4+,(203$3#06#')",%$),24#$+"#,'$,24#%+,(2$ ᔾᑉᖅ4"ᔾ04)33ᑉ45',ᖕᔾ',ᕐᑦ4'3059ᑉ0,)ᕐ3489'4+"3,'4590,+,-34ᒻ'9.+"4ᔾᑉᖅ4ᖅ3-3ᕐ95ᖕ3ᑉ+4+94+",04ᖅᔾᑦᕼ44ᖖ3 +'0,2,27$026$#/%#',#24#$.,+"$=",2#)#$3027&07#$026$3,+#'0+&'#$"0-#$3#*+$"#'$.#33$%(),+,(2#6$+ 5'9-,ᖅ34590,+,-34ᕐ3ᔾ'ᑉ,ᑉᒻ43ᔭ53',3ᑉᒃ30489'40+7ᖅ3ᑉ+0ᕼ441"34ᓇᔾᑉᖅᔾ',ᑉ4ᒃ7'',ᒃ7ᕐ7ᖕᕆ4ᖅ3-3ᕐ953ᖅ4)ᑦ4 0753'-,09'4ᓇᔾᑉᖅᔾ',ᑉ4,ᑉ0+'7ᒃ+9'04ᔾ'343ᔭ53ᒃ+3ᖅ4+9489ᕐᕐ9.4+"34ᒃ7'',ᒃ7ᕐ7ᖕ48'ᔾᖕ3.9'(4ᔾ045'9-,ᖅ3ᖅᕼ44 !"#$)&%#'-,)('$1(2,+(')$+"#$%'(7'01)$H5$'#-,#.,27$0))#))1#2+$'#)&3+)026-,),+,27$430))#)B$$!"#$ 066,+,(2$(*$+"#$)#4(26$3#06#')",%$%(),+,(2$?,B#B$9,)+',4+$Z,4#$P',24,%03@$.,+",2$+"#$6#%0'+1 . (&36$%'(-,6#

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ᕈ04+"34+ᔾ)ᕐ34)3ᕐ9.4,ᑉᖅ,ᒃᔾ+30ᕆ4)9+"45'9ᒻ'ᔾᖕ04"ᔾ-345'9-,ᖅ3ᖅ4-3'ᑦ4590,+,-34'3-3ᑉ734ᒃ9ᑉ+',)7+,9ᑉ0 +($+"#$6,)+',4+B$
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G%"/7!)&H$I!1/&1&"'!%-1$)!-'0!1+$!)-.-%=!,")1)!#"%!&')1%/,1"%)!.-%($.=!0$1$%8&'$!1+$!'$1!,"'1%&J/1&"'!-1!1+ $'0!"#!$-,+!=$-%F!!3/%&'(!1+$!7-)1! K!=$-%I!1+$!&')1%/,1"%!%-1&")!#"%!1+$!<-'0-%&'!7%"(%-8!%-'($!) J$1*$$'!LLALMNL!-'0!1+$!D"/1+N5+&.0%$'4)!C%"(%-8)!%-'($!#%"8!MALONL!!FP/&1&"'!%-1$)I!*+&,+!7-%$'1)! +-ᒋ4154ᒻ"5ᖕ4ᔾ1-0154-0"'-ᔪ.413"51ᖕ+41ᓐ"0ᖕ1ᒻ-5ᖕᖤ1-54104ᖕ17'1ᖕ+41ᓐ7ᔾ15-'941"31ᖕᔭ7ᖕ7"'01,+-594ᔾ1ᔪᕕ1-'"ᖕ+451
0,+"".1 ᔾ70ᖕ57,ᖕ1 ᖖᑦ"ᐳᔭ7ᖕ.-ᓐᙱᒻ5"95-ᓐ01"33454ᔾ1ᔪᕕ1ᕼᙵᑦ1-'ᔾ12-'9-5-ᖤ1 ᖤ1 "ᖕ+451 -'ᔾ1 7'ᔾ4ᒻ4'ᔾ4'ᖕ1ᒻ5"95-ᓐ017'1 ᖕ+41."8451ᓐ-7'.-'ᔾF11ᖦ+410ᔭᒻ45ᒋ70"5154ᒻ"5ᖕ01ᖕ+-ᖕ10+41+-0154,47ᒋ4ᔾ1.7ᖕᖕ.419ᔭ7ᔾ-',41-01ᖕ"18+-ᖕ1ᖕ+41ᖕ-594ᖕ4ᔾ1 %Q'/$!,"'1%&J/1&"'!)+"/.0!J$F!
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1"34<ᕉᖦ45'9ᒻ'ᔾᖕ4"ᔾ045'9-,ᖅ3ᖅ4ᔾ4'3ᒻ7ᕐᔾ'4097'ᒃ349843ᖅ7ᒃᔾ+,9ᑉ4ᔾ00,0+ᔾᑉ+0489'4+"34ᓪ,0+',ᒃᓛ04ᒧᒍᙱᖤ4 5'9ᒻ'ᔾᖕ40,ᑉᒃ34,+04,ᑉᒃ35+,9ᑉ4,ᑉ4ᖤᔪᙱᖁᕼ44ᖖ,0+9',ᒃᔾᕐᕐᑦᕆ4ᔾ487ᕐᕐ4+,ᖕ34ᔾᑉᖅ4ᔾ45ᔾ'+4+,ᖕ345'9ᒻ'ᔾᖕ4.,+ ᒃᔾ5ᔾᒃ,+ᑦ489'4ᖁᔪ40+7ᖅ3ᑉ+04.ᔾ049883'3ᖅ43ᔾᒃ"4ᑦ3ᔾ'ᕼ44ᒋᑉ4ᖤᔪᙱᐸᕆ4+"345ᔾ'+4+,ᖕ345'9ᒻ'ᔾᖕ4.ᔾ04ᒃᔾᑉᒃ3

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¥! <#3#-02+$#6&40+,(2$
¥1 ᔮ53',3ᑉᒃ304.,+"4,ᑉᖅ,-,ᖅ7ᔾᕐ04.,+"4ᖅ,0ᔾ),ᕐ,+,3049'4ᖅ,-3'034ᔾ),ᕐ,+,304
¥1 ᖑᑉᖅ3'0+ᔾᑉᖅ,ᑉᒻ4984+"34'9ᕐ34984ᔾᑉ43ᖅ7ᒃᔾ+,9ᑉ4ᔾ00,0+ᔾᑉ+4
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1"3'34.3'34ᙵᖤ4ᔾ55ᕐ,ᒃᔾᑉ+0489'4+"34ᕐᔾ+30+4ᒃ9"9'ᕇ4ᖢᖁ4.3'34,ᑉ+3'-,3.3ᖅ4ᔾᑉᖅ4:ᔪ4.3'34ᒃ"903ᑉᕼ4 N025$0%%3,402+)$0'#$2#.$,11,7'02+)$+($=02060$026$+"#$3#-#3$(*$)%(G#2$>273,)"$"0)$H#4(1#$

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ᕈ04+"34+ᔾ)ᕐ34)3ᕐ9.4,ᑉᖅ,ᒃᔾ+30ᕆ4<ᕉᖦ4"ᔾ04)33ᑉ4953'ᔾ+,ᑉᒻ4ᔾ+4ᔾ4ᖕ9ᖅ30+4ᖅ38,ᒃ,+489'40,ᔭ4984+"345)#-#2$5#0')B$$
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1"34ᖤᔪᖤ:ᕗᖤᖢ4 +7,+,9ᑉ48334984ᑐᙵᙵᔪᔪ4,04ᒃ9ᖕ53+,+,-34.,+"45'9ᒻ'ᔾᖕ04953'ᔾ+,ᑉᒻ4,ᑉ4ᑉ3,ᒻ")97',ᑉᒻ4 ᖅ,0+',ᒃ+04ᔾᑉᖅ4,04ᕐ9.3'4+"ᔾᑉ4ᒃ9ᖕᖕ7ᑉ,+ᑦ4ᒃ9ᕐᕐ3ᒻ345'9ᒻ'ᔾᖕ0ᕼ44ᕈ4ᒃ9ᖕ5ᔾ'ᔾ+,-34+ᔾ)ᕐ34,04ᔾᕐ0945'9-,ᖅ3ᖅ)3ᕐ9.ᕼ4ᖦ',9'4+94+"34ᒃ7''3ᑉ+4ᑦ3ᔾ'ᕆ4+"348334.ᔾ04ᑐᖢᙵᔪᔪᕼ441"34ᑐᙱᔪᔪᔪ4,ᑉᒃ'3ᔾ034.,ᕐᕐ4'307ᕐ+4,ᑉ4ᔾ4ᑐ:ᔪ

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!"#$7#2#',4$)&'-#5$%'(-,6#6$+($06&3+$)+&6#2+)$.0)$03)($7,-#2$+($<>DP$7'06&0+#)B$$!"#'#$.#'#$ ᙱ:4'3059ᑉ030497+4984:ᖢ4,ᑉ-,+ᔾ+,9ᑉ0ᕼ441",040ᖕᔾᕐᕐ40ᔾᖕ5ᕐ34ᖅ9304ᑉ9+4ᒻ,-34ᔾ4-ᔾᕐ,ᖅ4'3ᕐ,ᔾ)ᕐ34,ᑉᖅ,ᒃᔾ+,9 0+7ᖅ3ᑉ+453'ᒃ35+,9ᑉ04984+"345'9ᒻ'ᔾᖕ ᖤ44ᓇᑦ4ᕐᒃ4ᖅ>ᒻ;ᕼᕼ>2ᒍᒎ 4ᑦᕈ"ᑦ4"24"ᕕᑦ>ᖅ2"ᑦᕐᕋ>4ᕼ>"2ᒃ4;<4 ᖅ>ᒻ>ᕐᕋᕐ2ᕙ4<>ᒎᕆ"ᒻᒋ4<ᖅ;ᕼ4ᒃᑦFᒍ>2ᑦᒃ4ᕆ>4ᒍᕌ>ᕕ;ᕗᒎ4<;ᖅ4ᑦᕈᕐᒃ4ᕗᖅ;ᕙᖅ"ᕼᖤ441"345'9ᒻ'ᔾᖕ40753)&77#)+#6$+"#$&)#$(*$*(4&)$7'(&%)$,2-(3-,27$%0'+,4,%02+)$)#-#'03$1(2+")$0*+#'$"0-,27$4(1%3#+ +"345'9ᒻ'ᔾᖕ4ᔾᑉᖅ4ᒻᔾ,ᑉ87ᕐᕐᑦ43ᖕ5ᕐ9ᑦ3ᖅ4)ᑦ4+"34ᖅ,0+',ᒃ+4)34ᒃ9ᑉ0,ᖅ3'3ᖅᕼ441"34.',+3'4ᒃ9ᑉᒃ7'04.,+"4+ 07ᒻᒻ30+,9ᑉᕼ441",04.97ᕐᖅ40755ᕐ3ᖕ3ᑉ+4ᔾ4.',++3ᑉ4'3059ᑉ03407'-3ᑦᕆ4.,+"4ᖕ3ᔾ07'304,ᑉ45ᕐᔾᒃ34+94 3ᑉ07'34ᔾ4-3'ᑦ4",ᒻ"4'3059ᑉ034'ᔾ+34ᕙ,ᕼ3ᕼ4+,ᒃ(3+497+4+"34ᖅ99'2ᕼ4
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¥! >/+#26,27$3#0'2,27$(%%('+&2,+,#)$H#5(26$+"#$)4"((3$605$H5$%'(-,6,27$#2',4"1#2+$ 9559'+7ᑉ,+,304ᔾ8+3'40ᒃ"99ᕐᕆ4.33(3ᑉᖅ04ᔾᑉᖅ4ᖅ7',ᑉᒻ4+"3407ᖕᖕ3'489'40ᒃ"99ᕐᒍᔾᒻ3ᖅ40+7ᖅ3ᑉ+04+94 %&')&#$0'#0)$(*$,2+#'#)+B$

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