



**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2009-2010**

KHSAA  
Form T65  
Revised 4/09

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Brigid L. DeVries, Commissioner  
Darren Bilberry, Assistant Commissioner

DATE: April 30, 2010

School	Jackson County High School	Reviewed by	Kathy Johnston
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The following is a status report regarding the required 2009-2010 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2010. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

<b>x</b>	GE 19 (Annual Verification)	<b>x</b>	T-35 (Budget Expenses)
<b>x</b>	T-1 (Summary Program Chart 1)	<b>x</b>	T-36 (Budget Expenses)
<b>x</b>	T-2 (Summary Program Chart 2)	<b>x</b>	T-41 (Checklist – Overall Interscholastic Program)
<b>x</b>	T-3 (Summary Program Chart 3)	<b>x</b>	T-60 (Corrective Action Plan)
<b>x</b>	T-4 (Summary Program Chart 4)	<b>x</b>	T-63 (Interscholastic Survey Results)

II. Status

A.	<b>x</b>	2009-2010 Forms are satisfactory and no further information or action is necessary at this time.
B.		Errors have been noted with respect to the following forms:
C.		The following forms were omitted and must be submitted by school representatives:
D.	<b>x</b>	<p>According to the 2009-2010 data, the school appears to be meeting the standards established in:</p> <p><input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.	<b>x</b>	<p>Other Recommendation and Comments: All calculations appear to be correct. According to the data and responses submitted, the school is currently meeting the standard for Test 1 for the provision of athletic opportunities. The response on T-3 indicates that this area is being met, however, is not supported by the recent student interest survey which shows interest in soccer, swimming, tennis, and track. In order to meet the standard for Test 3, this must be addressed. As of this date, the school is not meeting the standard, which could result in a future deficiency. The Gender Equity Committee should review this and future corrective action plans should include how the school is addressing these interests until the standard is met.</p>



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION**  
**2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**  
 (To be submitted by April 15, 2010 along with other required forms)

KHSAA Form GE19  
Rev. 04/09

APR 15 2010

The Jackson County High School, McKee, Kentucky

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX). **I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks:**

I. Established a gender equity committee at the high school. **(List committee personnel and provide attachment if necessary)**

Name	Address	Phone	Title (Supt., Principal, Student, Parent, Coach, Etc.)
Ralph Hoskins	PO Box 417 McKee, KY 40447	606-287-7181	Superintendent
Keith Hays	PO Box 427 McKee, KY 40447	606-287-7155	Principal
Lonzo Moore	PO Box 427 McKee, KY 40447	606-287-2163	AD
Brian Harris	PO Box 427 McKee, KY 40447	606-287-7155	Girl Basketball Coach
Tim Truett	PO Box 427 McKee, KY 40447	606-287-7155	Boys Basketball Coach
Jerry Vickers	PO Box 427 McKee, KY 40447	606-287-7155	Boys/Girls X Country Coach
Chelsea Cunigan	PO Box 427 McKee, KY 40447	606-287-7155	Student
Joe Duncan	PO Box 427 McKee, KY 40447	606-287-7155	Parent
Rence Tillery	PO Box 427 McKee, KY 40447	606-287-7155	Parent

II. Scheduled a minimum of three meetings during the 2009-2010 school year on the following dates:

Sept 10
Dec 3
March 4

III. Designated the following person(s) as the Title IX coordinator for the school:

Name	Title	Address	Phone
Keith Hays	Principal	PO Box 427 McKee 40447	606-287-7155

IV. Designated the following person(s) as the Title IX coordinator for the district:

Name	Title	Address	Phone
Ralph Hoskins	Superintendent	PO Box 427 McKee 40447	606-287-2163

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

*Keith Hays*  
Principal's Signature

*4/12*  
Date

*2010*

*[Signature]*  
Superintendent Signature

*[Signature]*  
School Board Chairpersons' Signature

*(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)*



2009-2010  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART (Form T-1)**

**Participation Opportunities: Test One - Proportionality**

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	315	49	101	47
Row 2	BOYS	330	51	112	53
Row 3	Totals	645	100%	213	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 13

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. \* In addition, should 8<sup>th</sup> grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk in the above notation as to how many 8<sup>th</sup> grade students & below are included in the totals.  
 Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard, if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: Keith Hays Date: 4/12/10



**2009-2010  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-2)  
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM EXPANSION**

		Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2005-2006 School Year	Current Number of Participants for the 2009-2010 school year who are playing on teams added since the 2005-2006 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2005-2006 School Year
<b>GIRLS</b> Row 1	varsity:	5	48	0	0	
Row 2	j.v.:	5	42	0	0	
Row 3	frosh:	1	11	0	0	
Row 4	total:	11	101	0	0	0
<b>BOYS</b> Row 5	varsity:	5	62	0	0	
Row 6	j.v.:	5	42	0	0	
Row 7	frosh:	1	8	0	0	
Row 8	total:	11	112	0	0	0

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. Note: The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.
- 6) **Note: If the percentage of current participants added in the last five years is 25% or greater for the underrepresented sex (most likely girls), compliance with Test Two may be possible. If less than 25%, then compliance with Test Three should be analyzed. CAUTION: 25% is not a formal compliance standard.**

Principal's Signature: Keith Hays Date: 4/12/10



2009-2010  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-3)

KHSAA Form T3  
Rev. 11/09

Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	No		No
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	No		No
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	No		No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest:

Principal's Signature : Keith Hays Date: 4/12/10



2009-2010

KHSAA Form T4  
Rev. 11/09

ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-4)

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	5	48	48
Row 2	j.v.:	5	42	42
Row 3	frosh:	1	11	10
Row 4	total:	11	101	100%
<b>Boys</b>				
Row 5	varsity:	5	62	55
Row 6	j.v.:	5	42	38
Row 7	frosh:	1	8	7
Row 8	total:	11	112	100%

- Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- For Column 3, calculate the percentage of female and male participants at each level.  
For girls' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
  - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
  - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 For boys' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
  - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
  - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: Keith Hays Date: 4/12/10



2009-2010

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 - (FORM T-35)  
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T35  
REV. 11/09

Sports	Equipment and Supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)			Facilities improvements		Publications (if sport-specific)		
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures		
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School	Booster
G basketball	9400		7400		350		13250	4/3	1750					
B basketball	10350		7100		275		13250	4/3	1750					
G softball	2900		2000		150		3000	2/2	1100					
B baseball	3800		2600		150		3000	2/2	1100					
G cross country	300		700		50		875	1/2	0					
B cross country	300		700		50		875	1/2	0					
G golf	1225		750		75		250	1/2	0					
B golf	1225		750		75		250	1/2	0					
G soccer	0		0		0		0		0					
B soccer	0		0		0		0		0					
G swimming	0		0		0		0		0					
B swimming	0		0		0		0		0					

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

Principal's Signature: Keith Hay Date: 4/12/10



2009-2010  
**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - ( Form T36)**  
**TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T36  
 REV. 1/109

Sports	Equipment and supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)			Facilities improvements		Publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G track	0		0				0		0		0		
B track	0		0				0		0		0		
G tennis	0		0				0		0		0		
B tennis	0		0				0		0		0		
G volleyball	3100		2500		200		3000		2/2		900		
B wrestling	0		0				0		0		0		
G (list sport)	0		0				0		0		0		
B football	4800		6600		300		13250		4/2		1500		
G (list sport)	0		0				0		0		0		
B (list sport)	0		0				0		0		0		

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem.)

Gender	Expenditures	Percentage
Boys	\$ 74050	57%
Girls	\$ 55225	43%
Total: \$ 129275		100%

Principal's Signature: Keith Hays Date: 4/12/10





**2009-2010 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA Form T41  
Rev. 11/09

**DIRECTIONS:**

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

**If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.**

Principal's Signature: Keith Hays Date: 4/12/10



**INTERSCHOLASTIC ATHLETICS  
SURVEY (FORM T-63)  
Summary of Student Responses**

*KHSAA Form T63  
Rev. 11/09  
Page 1/3*

2009-10

School Year: \_\_\_\_\_

School Name: Jackson County High School

Enrollment (9-12 Grade): \_\_\_\_\_  
(SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)

645

Number of 9-11 Grade Students Surveyed: \_\_\_\_\_

Number of 8<sup>th</sup> Grade Students Surveyed: \_\_\_\_\_

Date: March 25, 2010

Completed By: Lonzo Moore

**Instructions:**

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

8370

625 Number of Surveys

519 Total Returned (*A minimum of 80% return is expected*)

8-11 Grades Surveyed (*Should be grades 9-11 and 8<sup>th</sup> grade if school has a feeder system*)

Who Administered The Survey? School Staff

How Was The Survey Administered? Advisor Advisee period

Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)

**KHSAA Sanctioned Fall Sports** (*List Total Number of Participation Responses*)

27 Cross Country (Girls)

22 Cross Country (Boys)

251 Football (Boys)

19 Golf (Girls)

29 Golf (Boys)

77 Soccer (Girls)

41 Soccer (Boys)

84 Volleyball (Girls)

**Winter Sport** (*List Total Number of Participation Responses*)

<u>52</u>	Basketball (Girls)
<u>66</u>	Basketball (Boys)
<u>26</u>	Indoor Track (Girls)
<u>21</u>	Indoor Track (Boys)
<u>71</u>	Swimming & Diving (Girls)
<u>26</u>	Swimming & Diving (Boys)
<u>55</u>	Wrestling (Boys)

**Spring Sport** (*List Total Number of Participation Responses*)

<u>77</u>	Baseball (Boys)
<u>49</u>	Fast Pitch Softball (Girls)
<u>63</u>	Tennis (Girls)
<u>22</u>	Tennis (Boys)
<u>38</u>	Track (Girls)
<u>33</u>	Track (Boys)

**Non-KHSAA Championship Sports** (*From Student Survey T-61 Question 10*)

<u>117</u>	Archery
<u>34</u>	Field Hockey
<u>126</u>	Bowling
<u>15</u>	Gymnastics (Boys)
<u>77</u>	Gymnastics (Girls)
<u>43</u>	Ice Hockey
<u>21</u>	Lacrosse (Boys)
<u>19</u>	Lacrosse (Girls)
<u>88</u>	Rifle
<u>102</u>	Rodeo
<u>44</u>	Slow Pitch Softball
<u>26</u>	Volleyball (Boys)
<u>27</u>	Water Polo
<u>129</u>	Weightlifting
<u>          </u>	Other sports not listed _____

**Number of Students who participate in Intramural Sports**

(*From Student Survey T-61 Question 5*)

<u>Sport</u>	<u>Number</u>
Basketball	44
Football	27
Softball	15
Volleyball	19
Soccer	8

**List Intramural Sports students are interested in adding:**  
(From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
Volleyball	16
Soccer	31
Tennis	12
Archery	11
Baseball	16

**Participation in Non-School Sports Activities**  
(From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
Softball	19
Basketball	37
Tennis	4
Swimming	2
Football	24
Volleyball	9

**Reasons for not participating in interscholastic athletics**  
(From Survey Question 8)

- 33 I prefer other activities such as band, chorus, etc.
- 84 I don't have time
- 19 The practice schedules and game times are inconvenient
- 37 The sport I like isn't offered
- 46 It's too expensive
- 15 I prefer to participate in club or intramural sports
- 44 Working
- Other: \_\_\_\_\_

**Student Suggestions to encourage participation**

- Lower prices \_\_\_\_\_
- Get Better Coaches \_\_\_\_\_
- Offer more sports \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Principal's Signature Keith Hays Date 4/12/10



SCHOOL NAME      Jackson County     

**2009-2010 TITLE IX  
CORRECTIVE ACTION PLAN  
(FORM T-60)**

**DIRECTIONS:**

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2010.

COLUMN 1 SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 PLAN FOR SUGGESTED CHANGE	COLUMN 3 START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Continue to upgrade Baseball and Softball Fields	Add more Turface and work on drainage issues	2010-11
Upgrade Dressing room facilities for Basketball teams	Paint and work on lockers in Girls and Boys Basketball Locker rooms	2010-11

Principal's Signature:     Keith Hays    

Date:     11/12/10