

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: May 21, 2010

School	Rowan County High School	Reviewed by Kathy Johnston	

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.

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

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

11.	Status	
A.	x	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.	x	According to the 2009-2010 data, the school appears to be meeting the standards established in: ☐ Test 1 (Athletic participation is proportionate to enrollment) ☐ Test 2 (History and continuing practice of program expansion) ☑ Test 3 (Full and effective accommodation of interests and abilities)
F	X	Other Recommendation and Comments: According to data and responses submitted, the school is currently meeting the standard for Test 3 for the provision of athletic opportunities. In the area of benefits, it appears that total athletic spending is within the parameters on a percentage and per athlete basis, for the areas and amounts reported. However, there are no expenditures reported for travel for girls track, tennis, volleyball, softball, cross country, and golf and no reported expenditures in the area of awards for cross country, golf, tennis, and volleyball. This should be reviewed by the Gender Equity Committee and reflected in the Corrective Action Plan. Explanations of 'zero' expenditures in an area should accompany the annual report. Thank you.

KHSAA **Form GE19** Rev.04/09



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)

MAY - 7 2000

The	Rowan County	High	School, _	Morehead	, Kentucky
(1)	lame of High School)			(City)	
certifies to the Ke	entucky High School Ath	letic Ass	ociation th	at the following	is an accurate and true
					1688, et. Seq. (also known
as Title IX). I cer t	tify the following provis	ions in a	ccordance	e with records a	t the school contained in
the permanent Titl	e IX file, at least one cop	py of which	ch must b	e maintained in t	the Principal's office, and
	nowledge have complet				
	nder equity committee at t	the high s	chool. (Lis	t committee pers	sonnel and provide
attachment if no	* '				
Name	Address		Phone	Title	
Lucy Moore	121 East Second Street	606.79	84-8928		Student, Parent, Coach, Etc.)
Bill Redwine	"	000-76			Supervisor RCBE.
Tom Daughtery	64		.6		
Deborah Howes	499 Viking Drive	(0/ 79	14.0056		Superintendent RC Schools
Roy Wright	499 VIKING DITVE	000-78	4-8956	Principal Add T	
Penny Alderman	44				Director RCSHS
Penny Alderman Peggy Jones	66				Principal RCSHS
Tammy Collins	CE	٤.	4		tball Coach RCSHS
Shawn Thacker	64				nis Coach RCSHS
Jay Padula	415 West Sun St.	606.7	84-89 11	_	ketball Coach RCSHS
RCMS	415 West Sun St.	000-7	04-0711	Asst. Filli	cipal/Athletic Director
Hannah Templeman	499 Viking Drive	606-7	84-8956	Student/At	hlete RCSHS
Danny Weigel	"		"		thlete RCSHS
				Stadenti	ance (CSH)
II. Scheduled a min	imum of three meetings d	uring the	2009-2010	school year on th	ne following dates:
Septémber 9, 2009		annig and	2000 2010	concer your on a	Tollowing dates.
December 8, 2009				10-100-1	
April 15, 2010					
	following person(s) as the	Title IV o		for the cobool:	
Name	Title	Title IX Co		Address	Dhone
Roy E. Wright	Athletic Director		499 Vikin		Phone Phone
<u> </u>	following person(s) as the	Title IV o			606-784-8956
Name	Title	TIME IX C	COORDINATOR F	Address	Dhone
Lucy Moore					Phone
	Program Superviso			lecond Street	606-784-8928
the Corrective Actio		ouic revie	ws or the b	oys and gins am	letics program reflected in
		a rafaranc	ed school	maintaine a comn	olete permanent file relative
to Title IX records in	cluding copies of the self-	accecció	ent audit la	Il corrective action	n plans, and other related
materials.	loldding copies of the sen	assessine	int addit, a	ii corrective action	i pians, and other related
	1				
alleliande	. dlamas	_ 2	1-30-	n 1	20
Principal's Sig	Mature	$0 \rightarrow$	201	Dalle *	
1 Maria 1	021	Kmn.		UT.	
Superintenden		chool Bo	ard shalf	persons Signatu	ire
ļ	(Send original copy to KI	İSAA - Maint	ain d uplicate	in Title IX school folder)
			•		

(GIELA)

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	436	50.2%	218	45%
Row 2	BOYS	433	49.8%	268	55%
Row 3	Totals	869	100%	486	100%

ı	nstri	icti	ons

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 49

- 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).
- 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%.
- 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, 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 8th 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 8th 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.

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 <u>not</u> 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: Allbouch	Hawls	Date:	4-30-10	



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
GIRLS Row 1	varsity:	9	137	0	0	
Row 2	j.v.:	4	64	0	0	
Row 3	frosh:	2	17	0	0	
Row 4	total:	15	218	0	0	0
BOYS Row 5	varsity:	9	174	0	0	
Row 6	j.v.:	4	67	0	0	
Row 7	frosh:	3	27	0	0	
Row 8	total:	15	268	0	0	o

- 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.
- 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.
- 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.
- 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.

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Principal's Signature:_	wellown	Hewes	Date:	4-30-10



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

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?	GIRLS YES Archery		BOYS YES Archery
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
	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:

An informal survey of area schools revealed that archery is a club or intramural activity for those that offer the sport. We plan to include archery in our physical education classes and to initiate an intramural sports program which would include archery.

Principal's Signature :	10.1.	de		./ =	
Principal's Signature :	alveran	Howes	Date:	4-30-10	

(ISA)

2009-2010 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:	9	137	63%
Row 2	j.v.:	4	64	29%
Row 3	frosh:	2	17	8%
	total:	15	218	100%
Boys		incerendari der Central (1918) der	vived Table	
Row 5	varsity:	9	174	65%
Row 6	j.v.:	4	67	25%
Row 7	frosh:	2	27	10%
Row 8	total:	45	268	100%

- 1) 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.)
- 2) 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.)
- 3) 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:	Deborah	Hower	Date:	4-3070
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ZUUY-ZU1U ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 –(FORM T-35) TO INCLUDE BOOSTER CLUB FUNDING



Sports	Equipn	Equipment and Supplies	Ta	Travel	A _W	Awards	Coacher (to in supplem extended e dollar requ	Coaches' salaries (to include supplemental and extended employment; dollar amount required)	Faci	Facilities improvements	Publications (if sport-specific)	Publications sport-specific)
	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G basketball	153	11666	3299	2435		3600	15161	3/3				
B basketball	1947	9669		1865		1293	15161	3/3				425
G softball	1332	-derite			847		96601	3/2	23038	2503		
B basebail	715	7530		1212		1144	11330	3/2				
G cross country	46						3999	1 / 1				
B cross country	46						4665	1/1				
G golf	324						3999	1/1				
B golf	356						4665	1/1				
G soccer	677	2000		1005	263		0880	3/2		205		375
B soccer	9//	2776		1005	224		10496	3/5		205		375
G swimming	577	2140		340		297	1906	2/1				
B swimming	577	2140		200		297	9061	1 / 2				

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.

Principal's Signature:

Date:

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) 7

ZUU9-ZU10 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 – (Form T36) TO INCLUDE BOOSTER CLUB FUNDING



Sports	Equipm	Equipment and supplies	Tra	Travel	Awa	Awards	Coach (to supple ex ex employ	Coaches' salaries (to include supplemental and extended employment; dollar amount required)	Faci	Facilities improvements	Publications (if sport-specific)	Publications sport-specific)
	Expen	Expenditures	Expenditures	ditures	Expen	Expenditures	Exp	Expenditures	Expen	Expenditures	Expen	Expenditures
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G track	255				124		5332	111				
B track	255		745		124		5332	111				
G tennis	194						4665	111	13000			
B tennis	194						4665	111	13000			
G volleyball	35						9910	3/3				
B wrestling	NA											
G (list sport)												
B football	14065	8964		306		069	18942	5/3	8081			1000
G (list sport)												
B (list sport)												
-												

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.

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 Ptan (T-60) what action you will take to correct the problem. ςį

Gender	Expenditures		Percentage		
Boys	\$ 151, 694		53		
Girls	\$ 133, 547		47		
	Total;, \$ 285, 241		100%		
Principal's Signature:	Mehorsh	Hames		Date:	1-08-4

Principal's Signature:



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

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.

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

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

Principal's Signature: Allbruk	Howes	Date:	4-30-10	
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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.
- encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program. ۲i
 - You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April က်

SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT Baseball Facility Constru	DI ANI EOD CHICOECTED CUANCE	
nistrative oversight		START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
overeight	Construction of an on campus facility	Plans are being developed for the construction of an on campus baseball facility.
nditures.	development of a district athletic	of The development of a district athletic The district policy will be completed in the policy.
Policy for displaying awards and trophies A writt policy	A written has been developed. The policy will be revisited with the advancement of a district athletic policy.	The The district policy will be completed in the the summer of 2010.
Written Policy for Purchase of Athletic A 5 year uniform purchase rotation policy A revision of the rotation was implemented in the Uniforms was developed and implemented in the 2008-2009 school year. This will be included in the district athletic polcy.	A 5 year uniform purchase rotation policy was developed and implemented in the table 2001-2002 school year.	A revision of the rotation was implemented in the 2008-2009 school year. This will be included in the district athletic polcy.
Female Sports Locker Room Space Softbal	Softball locker facility constructed.	Will be completed in summer of 2010.

Principal's Signature:

Date:

11-11-11



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

School Year:	2009 - 2010
School Name:	Rowan County Senior High School
-	Enrollment (9-12 Grade): 869 (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3) Number of 9-11 Grade Students Surveyed: 645
	Number of 8 th Grade Students Surveyed: 220
Date:	04-15-2010
Completed By:	Roy E. Wright
number o 2. Under the number o 3. Please si only to the However,	ze the Student Athletics Interest Surveys Form T-61 by listing the total fresponses on the line next to each sport. Other Category please provide a listing of the sports as well as the f students who are interested in participating. In and date this Summary Form (T-63) and mail this Summary Form (T-64) and Extra Ex
731 Total Re	,
	urvey Administered? Advisor/homeroom
Give details on ho	w it was administered and to which school group, Example: English classes, , etc. or advisee/advisor?)
13 Cross Cou) irls) oys)

_50	Basketball (Girls)		
139	Basketball (Boys)		
22	Indoor Track (Girls)		
66	Indoor Track (Boys)		
27	Swimming & Diving (Girls)		
23	Swimming & Diving (Boys)		
72	Wrestling (Boys)		
Sprin	g Sport (List Total Number of Participa	ation Responses)	
71	Baseball (Boys)		
67	Fast Pitch Softball (Girls)		
_31	Tennis (Girls)		
50	Tennis (Boys)		
27	Track (Girls)		
72	Track (Boys)		
Non-k	(HSAA Championship Sports (From	Student Survey T-61 Question 10)	
223	Archery		
54	Field Hockey		
81	Bowling		
10	Gymnastics (Boys)		
80	Gymnastics (Girls)		
53	Ice Hockey		
58	Lacrosse (Boys)		
49	Lacrosse (Girls)		
140	Rifle		
90	Rodeo		
45	Slow Pitch Softball		
56	Volleyball (Boys)		
	Water Polo		
78	Weightlifting		
***************************************	Other sports not listed		
Num (Fron	ber of Students who participate in II on Student Survey T-61 Question 5)	ntramural Sports	
Spor Not a intra	t applicable, we have do not have an mural sports program	Number	

List Intramural Sports students are interested in adding:

(From Student Survey T-61 Question 6)

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<u>Sport</u>	Number	
Wrestling	31	
Basketball	27	
Volleyball	14	
Rugby	13	
Lacrosse	13	

Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

<u>Sport</u>	Number	
Gymnastics	23	
Basketball	22	
Skateboard	13	
Hunting/fishing	15	
Martial arts	25	
Archery	11	

Reasons for not participating in interscholastic athletics

(From Survey Question 8)

Principal's Signature

144	I prefer other activities such as band, chorus, etc.
162	I don't have time
37	The practice schedules and game times are
	inconvenient
36	The sport I like isn't offered
38	It's too expensive
22	I prefer to participate in club or intramural sports
38	Working
~~	Other:
97 Stude	
Stude	ent Suggestions to encourage participation sports friendlier, no drug testing, change schedules/time, give rewards, more spirit days
Stude	ent Suggestions to encourage participation sports friendlier, no drug testing, change schedules/time, give rewards, more
Stude	ent Suggestions to encourage participation sports friendlier, no drug testing, change schedules/time, give rewards, more
Stude	ent Suggestions to encourage participation sports friendlier, no drug testing, change schedules/time, give rewards, more

Date