

Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director

From: Louis Stout, Commissioner 
Brigid L. DeVries, Executive Assistant Commissioner 

Date: May 23, 2001

Subject: Review of 2000-2001 Title IX Forms

Enclosed please find a copy of a review of the 2000-2001 Title IX Forms, submitted by your school. A copy of this information must be included in your permanent Title IX file at your school. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2000-2001 Title IX forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of all KHSAA required documents should be part of this file and are subject to Open Records requests.

Should you need any further information, please do not hesitate to call anytime.

Memo

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

From: Louis Stout, Commissioner
Brigid L. Devries, Executive Assistant Commissioner

Date: May __, 2001

RE: 2001 Title IX Forms Submission

School SILVER GROVE Reviewed By GARY W. LAWSON (502) 875-3817

The following is a status report regarding the required 2000 - 2001 Title IX submission of forms due in to the KHSAA office by April 15, 2001. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

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

- GE 19 (Annual Verification)
- T-1 (Summary Program Chart 1)
- T-2 (Summary Program Chart 2)
- T-3 (Summary Program Chart 3)
- T-4 (Summary Program Chart 4)
- T-41 (Checklist - Overall Interscholastic Program)
- T-60 (Corrective Action Plan)
- T-63 (Interscholastic Survey Results)

II. Status

- A. 2000 - 2001 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 and corrected copies are being returned to you for placement in your Title IX file to ensure proper submission in the future.

ERRORS in T-1, T-2, + T-3 - CORRECTED FORMS ARE ATTACHED TO BE PLACED IN PERMANENT TITLE IX FILE.

- C. The following forms were omitted and must be submitted by school representatives.

- D. Other Recommendation and Comments:

All data requested as a follow-up to the 2-21-2001 audit visit has been submitted in satisfactory condition.

ACCOMMODATION OF INTERESTS AND ABILITIES

KHSAA Form No. T1
Rev. 12/00

SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	33	48.5%	45	$45 \div 89 = 51\%$ 136.4%
BOYS	35	51.5%	44	125.7%
Totals (2)	68	100%	100%	100%

→ 51%
44 ÷ 89 = 49%

Instructions:

- Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- Add the total number of girls and boys enrolled to determine total enrollment.
- Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). Calculate the same way for boys and girls.
- Calculate the percentage of female participation (column 1) based on information from (column 4).
Calculate the percentage of male enrollment (column 1) based on information from (column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in column 5 is within 3% of column 3 then it provides a good target within which compliance is likely.

Signature: Christina M. Greis Date: April 9, 2001
Stephen J. Hart

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2**

117

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity:	3	1 - volleyball	22%
	j.v.:	1	1 - JV volleyball	26%
	frosh:			
	other:			
	total:			24
BOYS	varsity:	3	1 - golf	
	j.v.:	1		
	frosh:			
	other:			
	total:			

10 ÷ 45 =
14 ÷ 45 =

Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).

Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.

Determine the total number of participants that are currently on the teams that were added in the last five years.

Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300, taken from form T-1, column 4 then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as item 4 on Summary Program Chart 1 on form T-1.

Note: If the percentage of current female participants added in the last five years is 25% or greater, 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. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: Christina M. Greis Date: April 9, 2001
Stephen J. Hart

N/A → 45 girls
44 boys

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)	No		
2. For a sport not currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)	No		
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)	No		
4. If you answered yes to question one, two, or three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)	N/A		

Signature: Christina M. Greis Date: 4-9-01
Stephen J. Hart



APR 12 2001

**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2001 along with other required forms)

The Silver Grove High School, Silver Grove, Kentucky
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with Title 20, U.S.C. Titles 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, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)

Established a gender equity committee at the high school. (list committee personnel provide attachment if necessary)

- Ike Weldon, Principal
- Bill Brown, Superintendent
- Ruth Blau, Guidance Counselor
- Steve Hart, AD & Boy's Coach
- Christy Greis, AD & Girl's Coach
- Melanie Pelle, School Board Member & Girl's Parent
- Tonya McCarter, Boy's Parent
- Giles Hertz, School Attorney
- Alanna Bass, Girl athlete
- Josh Kopp, Boy athlete

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:

<u>March 1, 2001</u>	<u>fall sports</u>
<u>March 8, 2001</u>	<u>winter sports</u>
<u>April 10, 2001</u>	<u>spring sports</u>

Designated the following person as the Title IX coordinator for the school:

<u>Steve Hart</u>	<u>AD</u>	<u>101 W. 3RD ST</u>	<u>441-3873</u>
Name	Title	Address	Phone

School personnel is 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.

<u>Stephen J. Hart</u> <u>Christina McCreeds</u> (School Authorized Signature)	<u>Ike Weldon</u> (Principal, Designated Rep)	<u>4-11</u> , 20 <u>01</u> (Date)
<u>Bill Brown</u> (Superintendent Signature)	<u>Robert J. Dozier</u> (School Board Chairperson)	

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	33	48.5%	45	136.4%
BOYS	35	51.5%	44	125.7%
Totals (2)	68	100%	100%	

Instructions:

- 1) Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 4) Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). Calculate the same way for boys and girls.
- 5) Calculate the percentage of female participation (column 1) based on information from (column 4).

Calculate the percentage of male enrollment (column 1) based on information from (column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in column 5 is within 3% of column 3 then it provides a good target within which compliance is likely.

Signature: Christina M. Greis Date: April 9, 2001
Stephen J. Hart

Sports & Participants

Girls

SPORT NUMBER OF PARTICIPANTS

Basketball

Varsity 9

Volleyball

Varsity 10

Junior Varsity 14

Softball

Varsity 12

Boys

SPORT NUMBER OF PARTICIPANTS

Basketball

Varsity 15

Junior Varsity 9

Golf

Varsity 6

Baseball

Varsity 14

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 3	1- volleyball	10	
	j.v.: 1	1- JV volleyball	14	
	frosh:			
	other:			
	total:			53%
BOYS	varsity: 3	1- golf	6	
	j.v.: 1			
	frosh:			
	other:			
	total:			13.3%

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300, taken from form T-1, column 4 then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as item 4 on Summary Program Chart 1 on form T-1.

Note: If the percentage of current female participants added in the last five years is 25% or greater, 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. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature Christina M. Greis Date: April 9, 2001
Stephen J. Hart

N/A → 45 girls
44 boys

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)			
2. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)			
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)			
4. If you answered yes to question one, two, or three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)			

Signature: Christina M. Greis Date: 4-9-01
Stephen J. Hart

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

Levels of Competition Test One

Team Levels		
Total Number of Athletics Participants in All Levels	GIRLS	BOYS
1. Number of Varsity Teams Offered	3	3
2. Number of Participants on all Varsity Teams	31	35
3. Percentage of Total Varsity Participants By Sex	47%	53%
4. Total Number of Male Participants At All Levels		44
5. Number of Junior Varsity Teams Offered	14	9
6. Number of Participants on all Junior Varsity Teams	14	9
7. Percentage of Total Junior Varsity Participants By Sex	61%	39%
8. Number of Freshman Teams Offered	—	—
9. Numbers of Participants on all Freshman Teams	—	—
10. Percentage of Total Freshman Participants By Sex	—	—

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 5, 8)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 6, 9)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
Example: Take the total number of female participants from the Summary Program Chart 1 (form T-1) and divide it into the number of total participants for each level, varsity, junior varsity and freshman levels. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: Christina McGee Date: 4-9-01
Stephen J. Hart

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Opportunities			✓
Equipment and Supplies			✓
Scheduling of Games and Practice Time			✓
Travel and Per Diem Allowances			✓
Coaching			✓
Locker Rooms, Practice and Competitive Facilities			✓
Medical and Training Facilities and Services			✓
Publicity			✓
Support Services		cheerleading ✓	
Athletic Scholarships**			N/A
Tutoring**			N/A
Housing and Dining Facilities and Services**			N/A
Recruitment of Student Athletes**			N/A

** Athletic scholarships, tutoring specifically for athletes, housing and dining facilities and services, and recruitment of student athletes are usually not relevant at the high school level.

Signature: Christina M. Greis Date: 4-08-01

School Year: 2000-2001
 Signature: Stephen J. Hart
 Date: 4-9-01

**TITLE IX
CORRECTIVE ACTION PLAN**

To utilize this form indicate the intended area which needs corrective action and the suggested change time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2001.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
<ol style="list-style-type: none"> 1. Committee meetings need to occur at the completion of each sport. 2. Replacing uniforms 3. Scheduling Basketball Games (Girls & Boys Games) 4. Cheerleaders 	<ol style="list-style-type: none"> 1. Fall Sports – October Winter Sports – February Spring Sports – March 2. Create a rotation plan for uniforms 3. Boy/Girl Games & Saturday games 4. See attached letter 	<ol style="list-style-type: none"> 1. 2001-2002 School Year 2. 2001-2002 School Year *If the number of participants increases on a particular team. Uniforms will be purchased to dress the increased number of participants. 3. 2001-2002 School Year 4. 2001-2002 School Year



INTERSCHOLASTIC ATHLETICS SURVEY Summary Of Student Responses

Instructions:

1. Summarize the Student Athletics Interest Surveys 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 the Summary Form (T-64) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: 2-20-01
 Completed By: C. Greis & S. Hart

Fall Sports (List Total Number of Participation Responses)

6 Football
12 Girls' Volleyball
5 Boys' Volleyball
3 Boys' Cross-Country
5 Girls' Cross-Country
— Girls' Field Hockey
5 Boys' Golf
2 Girls' Golf
4 Boys' Soccer
8 Girls' Soccer

Winter Sport (List Total Number of Responses)

15 Boys' Basketball
9 Girls' Basketball
— Boys' Swimming & Diving
6 Girls' Swimming & Diving
2 Boys' Wrestling
8 Girls' Gymnastics
1 Boys' Indoor Track
2 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

3 Boys' Track
4 Girls' Track
8 Girls' Tennis
1 Boys' Tennis
11 Girls' Slow Pitch Softball
3 Girls' Fast Pitch Softball
11 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport

Number of Students Interested In Participating

None

Number of Students who participate in Intramural Sports. (From Survey Question 5)

Sport

Number

None

List Intramural Sports students are interested in adding: (From Survey Question 6)

Sport

Number

Football
 Soccer
 Water Polo
 Girls Track

1
 1
 1
 1

Participation in Non-School Sports Activities (From Survey Question 7)

Sport

Number

Basketball
 Softball
 Soccer
 Quad Racing
 Baseball
 Skateboarding

3
 4
 2
 1
 2
 1

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

Response	Number
<u>3</u> I prefer other activities such as band, chorus, etc.	
<u>4</u> I don't have time	
<u>2</u> The practice schedules and game times are inconvenient	
<u>2</u> The sport I like isn't offered	
<u>1</u> It's too expensive	
<u>-</u> I prefer to participate in club or intramural sports	
<u>5</u> Working	
<u>1</u> Other	

10 →
no reason
given

Student Suggestions to encourage participation

3 Students suggested cheerleading
be considered a sport.

Christina M. Greis
Signature
Stephen J. Hart

Feb. 20, 2001
Date

BUDGETS - PROGRAM COMPARISON CHART I

Teams	equipment and supplies		travel		awards		coaches' salaries		facilities improvements		publications (if sport-specific)	
	B*	E	B	E	B	E	B	E	B	E	B	E
G basketball		1,258.54	—	—			Head 2,500.00 Asst 1,200.00					
B basketball		788.15	—	—			Head 2,500.00 Asst. 1,200.00					
G softball		107.72	—	—			Head 1,100.00 Asst 600.00					
B baseball		290.00	—	—			Head 1,100.00 Asst 600.00					
G cross country		—	—	—								
B cross country		—	—	—								
G golf		—	—	—								
B golf		151.00					Head 400.00 Asst. 400.00					
G soccer		—	—	—								
B soccer		—	—	—								
G swimming		—	—	—								
B swimming		—	—	—								

Signature: Christy Greis Date: 4-11-01

BUDGETS - PROGRAM COMPARISON CHART 2

Teams	equipment and supplies		travel		awards		coaches' salaries		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G track		—										
B track		—										
G tennis		—										
B tennis		—										
G volleyball		888.45						Head 1,100.				
B wrestling		—										
G (list sport)		—										
B (football)		—										
G (list sport)		—										
B (list sport)		—										

* "B" is for budgets and "E" is for expenditures

Signature: Christina M. Lewis Date: 4-11-01

APR 18 2001

Erica Brown
Silver Grove School
101 W. Third St.
Silver Grove, KY 41085

Subject: Title IX

KHSAA,

I have been notified that I need to modify my cheerleading schedule to include cheering for girls' basketball games. In the upcoming year I will have my squad at most girls and guys HOME basketball games.

In regards to choosing my squad, no one is cut. We only have 65 students in our high school, and I have worked very hard to bring our squad from 4 to 12 girls in two years. So I'm sure you can understand that I can not have two separate squads for each team due to such small numbers. I also do not feel that it would be fair to even consider splitting my already small squad in half for girls' varsity and boys' varsity cheering. Other schools may be able to do that when they have over 40 and 50 girls trying out from the start.

The reason I said that my girl's would cheer most home games is for a couple reasons. I am the only coach and since the state requires me to be working on a graduate degree within five years of the start of my teaching career, I MUST take graduate courses. If there is a home game on the night I have scheduled a class then my girl's can not cheer. And if we miss one game for boys' or girls' then we would have to miss one of the others to keep it even. Please keep in mind that games are played at various times when dealing with boys' and girls'. I can't keep every night of the week free throughout the entire season because of classes.

I also have many concerns as to how this is going to effect my squad. If a cheerleader has to get a job, it is going to be quite difficult due to the scheduling of cheering different days each week. In addition to this, I hate to say it, but girls' really enjoy getting to ride the bus to away games and really feel like they are part of the team. Taking that away could do more to hurt what I've spent two years trying to build. I guess I'm still very unsure of how the Athletic Association can make decisions that are hurting cheerleading squads when you say we are not a sport. If my girls' are not athletes and cheerleading is not a sport, then why are you able to tell us what to change or not to change. You will not recognize us for any other purposes. Our regulations are even through an "Association of Pep Organization Sponsors," not "KHSAA." I am truly not trying to be harsh; I

am only frustrated because of the lack of answers about this subject and how my cheerleaders play into all of this. If we are a component of this implementation, then am I correct to assume that I also get the same treatment as the girls' varsity "sports." Do we get new uniforms every time any other team does? Do I get a part of the money for every fundraiser that is done regardless of whom does it? Do my girls' get the same facilities as all other teams? Where are you drawing the line for us? If we are only suffering, and getting nothing in return, how is that justified?

The final issue is about tournament games. How are we supposed to cheer if the tournament is on the same day? Or if the teams play opposite nights, which makes my girls' cheering every night? This is in addition to practicing for our own competitions and their schoolwork. Again it's coming to my mind that if a girl needed to have a part-time job, she wouldn't be able to. This makes it harder for me to even get girls' to try out in the first place.

I will be taking the steps to change our schedule for next year. But I feel that I needed to express my concerns to you.

Sincerely,

A handwritten signature in cursive script that reads "Miss Erica Brown". The signature is written in black ink and is positioned above the typed name.

Miss Erica Brown
Cheerleading Coach

APR 18 2001

On our corrective action plan, cheerleading is one of our objectives. on the form @ it states: "see attached letter". Enclosed is the letter from our cheerleading sponsor that would accompany our Corrective Action Plan.

Thank you,
Christy Greis