

**KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT**

(For schools re-visited during the **2004-2005** school year)

School: **Hickman County High School**
Reviewed By: **Gary W. Lawson**
Date of Re-Visit: **October 18, 2004**
Telephone Number of Reviewer: **(502) 875-3817**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

A	Substantial Proportionality
B	History and Continuing Practice Of Programs Expansion
C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments:

According to data provided by school personnel, the standards established for this test have not been met during any of the past three school years.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments:

According to data provided by school personnel, the standards established for this test have been met only once (2001-2002) out of the last three school years.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments:

According to answers given on Form T-70, the school met the standards for this test in school years 2001-2002 and 2002-2003. The student survey results for these two school years do not support the school's responses. Given this conflicting information and support data supplied by school personnel, credit for meeting the standards of this test cannot be granted.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments:

According to information provided by school personnel during the visit, the student body was surveyed properly.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	<p>According to the information provided by school personnel during the September 15, 2003 visit and during the October 18, 2004 visit, the school continues not to be meeting the standards established in any of the three female athletic participation Opportunities Tests. A review of the school's Title IX file on the more recent visit does document attempts by school personnel to initiate a volleyball program. Three meetings were held with interested students and parents. The number of students attending the meetings did not support the indicated interest on the student survey. The implied lack of provision of equal opportunities makes it mandatory that the school specifically document each and every step taken in attempting to meet the standards of any or all of the three tests (See KHSAA recommended action). A review of the school's Title IX file showed improvement in maintenance and updating of information. The school had minutes from three equity meetings held during each of the past two school years.</p>
Equipment and Supplies	X		<p>The school visit seemed to indicate that athletes are provided with a good quality of uniforms. Interviews with student athletes suggested satisfaction with the equity of equipment supplied. School administrators said that a uniform rotation plan is in place. A copy of the plan was not available in the Title IX file and both of the coaches who were interviewed said they <u>were not</u> familiar with the plan. A review of the school file provided information which revealed that the school currently spends \$78.60 per male athlete and \$77.43 per female athlete for equipment and supplies.</p>

Scheduling of Games and Practice Time		X	A review of the school's Title IX file revealed a rotation plan for shared practice facilities which appeared to be equitable. Prime time scheduling was discussed and prime time requirements were reviewed several times with school administrators as well as with the Gender Equity Review Committee members. Last year, Hickman County High School did not meet the minimum requirements for prime time play for girls. The school was sent a letter from the KHSAA on January 21, 2004, again defining minimum prime time playing requirements for the 2004-2005 school year with an explanation of the proposed action to be taken by the KHSAA if those requirements were not met. A review of the school's 2004-2005 schedules show the school again does not meet the minimum requirements (See KHSAA Recommended Action).
Travel and Per Diem Allowances	X		Both the school visits as well as a review of spending in this area indicate equity is provided.
Coaching	X		A review of the school district's salary schedule appeared to show equity in this area. There also appears to be parity in the number of coaches employed off the school campus.
Locker Rooms, Practice and Competitive Facilities	X		The school audit report of September 15, 2003 requested that Forms T-26 and T-27 for this area be corrected in the school file. A review of the file on October 18, 2004 showed these forms were corrected. The school's 2002-2003 Corrective Action Plan called for an upgrading of locker rooms. The school visit of October 18, 2004 showed very little change in this area. There does appear to be equitable use of the available locker space. There does appear to be some disparity between the existing softball dugouts and the dugouts currently being constructed for the baseball team. School administrators contend that softball dugouts were built as requested by the softball coach.

Medical and Training Facilities and Services	X		According to interviews with school officials and review of the school's Form T-75 (project status report) a plan for providing equal access to the weight room is in place. No written documentation of this plan was found in the Title IX file. It does appear that the school provides some weight equipment that is appropriate for females.
Publicity	X		A review of spending for publicity related items appears to be equitable. Cheerleading was discussed with school officials as well as students. The school has one cheerleading squad which cheers at the same number of home and away games for the boys' and girls' basketball teams. The school currently has a written policy for the posting of school banners in the gym.
Support Services	X		Booster clubs and their administrative control were discussed with school officials. The school has one booster club for all sports. There is a booster club agreement in place with documentation in the Title IX file. The school principal is a current member of the "booster club board". The principal approves all purchases, but booster funds are not currently a part of the school activity accounts.
Athletic Scholarships	X		
Tutoring	X		
Housing and Dining Facilities and Services	X		
Recruitment of Student Athletes	X		

5. **Brief Summary/Analysis of the Corrective Action Plan (Form T-60)**
The school's most recent Corrective Action Plan calls for upgrading the softball, baseball, and soccer facilities; adding more girl-boy double-headers on Friday and Saturday nights; attempting to increase female participation; pursuing student interests; and development of a banner policy.
6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**
The two major and continuing observed deficiencies are the inability of the school to meet the established standards for providing participation opportunities for girls, and the failure to meet the established standards for provision of prime time playing opportunities in girls' basketball (See KHSAA Recommended Action).
7. **KHSAA Recommended Action in relation to new deficiencies: (Scheduling of Games and Practice Time/Prime Time)** KHSAA will continue to implement the action detailed in its letter to Hickman County High School dated January 21, 2004, in relation to the school not meeting the minimum standards required for the provision of prime time playing opportunities for girls' basketball during the 2003-2004 and 2004-2005 school years.
8. **KHSAA Recommended Action in relation to re-occurring deficiencies: (Accommodation of Interests and Abilities)** On or before January 15, 2005, school personnel are to submit to KHSAA a detailed description of any and all steps taken to pursue the athletic interests of female students as indicated on their student surveys during the past five years. This description should include, but not be limited to, the dates of student and/or parent meetings which were held, the number of students attending these meetings, and any and all school activities held to promote these sports. This **January 15, 2005** submittal should also include a specific step by step plan of how the standards established in at least one of three opportunities tests will be met by Hickman County High School. The details of this plan must also be included in the school's next Corrective Action Plan submitted to the KHSAA. If this plan is not satisfactory and proper opportunities are not provided, KHSAA should take further punitive action.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Henry Edwards

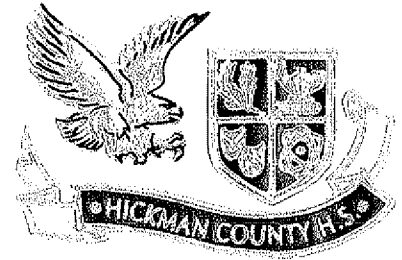
District Level Title IX Coordinator: Steve Bayko

Name	Title	Telephone
Perry Collins	Teacher	(270) 655-5027
Steve Bayko	Superintendent	(270) 653-2341
Amy Boaz	Teacher	(270) 653-3822
Henry Edwards	Teacher	(270) 653-4772
Mike Allen	Hickman Co. Board of Ed.	(270) 653-4616
Barry Adams	Counselor	(270) 653-4044
Joan Lancewell	Secretary	(270) 653-4581
Frank Brazzell	Principal	(270) 653-4796
Martha Mullins	KHSAA	(859) 269-3394
Gary W. Lawson	KHSAA	(502) 875-3817

10. Comments

No one from the community attended the Public Comments Session. The meeting was adjourned at 5:25 p.m.

HICKMAN COUNTY HIGH SCHOOL



FRANK BRAZZELL
Principal

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Email: fbrazzell@hickman.k12.ky.us

LARRY FARLEE
Assistant Principal

JOAN LACEWELL
Secretary

December 6, 2004

Mr. Boucher,

Enclosed you will find documentation of attempts to field a girl's volleyball team. Three meetings were held and there was not sufficient response to field a team. Plans are made to meet again this spring to see if there is enough interest. From our survey, volleyball showed more interest than any other sport not offered for females at our school. In an attempt to field a team, our school has purchased volleyball equipment and our gymnasium floor has already been marked. Volleyball is being promoted in all of our physical education classes and we would like to have one of the local universities come and put on an exhibition one afternoon. This is our plan in regards to increase student participation. During the past five years our school has formed a female soccer team. We hope a volleyball team will not hurt our numbers in soccer but that remains to be seen. Any suggestions are appreciated as we work to increase female participation.

Sincerely,

Henry Edwards

HE: jkl

Principal

Volleyball

On April 26, 2004 interested female students were called to the gym during school hours for a volleyball meeting. Approximately 30 students were present.

On May 4, 2004 another volleyball meeting was held during break and 18 female students showed.

The next meeting was advertised in the Hickman Co Gazette for May 13, 2004 and all interested female students and parents were urged to attend. Ten students showed and two of these were jr. high students.

After the meeting it was decided to meet again this spring for a girls volleyball team; 2005.

Tom Edwards
Athletic Director

Frank Bazzell
Principal

Volleyball

May 13, 2004

Student

Parents

7th Taylor Jackson

Kim + John Jackson

7th Emily Horton

Tracey + Richard Horton

8th Sarah Humphreys

Rhonda + Cliff Humphreys

10th Nikki Massell

Becky Reilly

12th Abby Berry

Jim BO + Jeanne Berry

12th Emily Hicks

John + Sherry Hicks

10th Kim Totky

Rennier + Barbara Quillia

12th Maeki Pruitt

Maeki Pruitt

12th Emily Stephens

Phyllis Stephens

12th Jenny Mullins

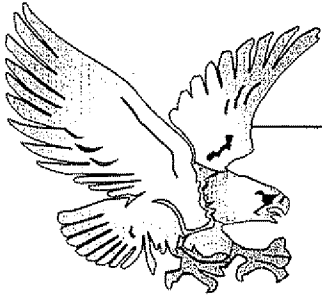
Terry + Patti Mullins

Meaty }
volleyball } April 26, 2004 - during school; 30 students
 } May 4, 2004 - during break; 10 students
 } May 13 - Parent week - 10 students

Will meet again this spring, 2005

Ken Edwards
Athletic Director

Frank Bruppel
Principal



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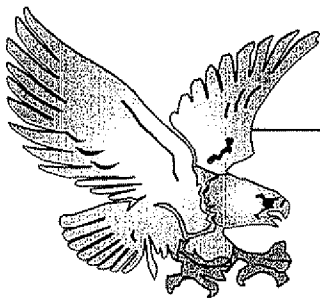
LARRY FARLEE
Assistant Principal

JOAN LACEWELL
Secretary

VOLLEYBALL MEETING

On February 6, 2006, a meeting was held at Hickman County High School for all girls wanting to participate on a volleyball team. A total of forty-five girls came to the meeting. Letters were mailed to all girls on February 7 for support of a volleyball team. Of those letters, twenty were returned to the athletic director of the high school. A copy of the letter is enclosed. Hickman County High School is planning on starting a girl's volleyball team for 2006. Equipment has been purchased and the gymnasium has been marked for a volleyball court. Uniforms are to be purchased and an exhibition match by the University of Tennessee at Martin is being scheduled to encourage participation. Results will be reviewed for the further establishment of a volleyball team for 2006.

In addition to an exhibition match featuring the University of Tennessee at Martin volleyball team, arrangements are being made to transport some students to the "Spring Fling" at Martin which features volleyball competition.



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FRANK BRAZZELL
Principal

LARRY FARLEE
Assistant Principal

JOAN LACEWELL
Secretary

February 7, 2006

Dear Parents

Hickman County High School held an informational meeting on February 6 about the possibility of establishing a girl's volleyball team. We had several girls attend the meeting and sign a sheet expressing their interest in participating should a team be formed.

The purpose of this letter is to survey the parents of those girls to see how many parents would be seriously willing to support their child and a volleyball team should one be formed. This is necessary before the time and resources are used to form a team. Parents should be aware, like with any other sport, there will be a need for you and your child to sacrifice the time and some monetary costs that may be involved.

If you are willing to support the team and your child should they participate please sign the bottom of this letter and return to Henry Edwards at Hickman County High School. Thank you.

Respectfully

Henry Edwards, Athletic Director
Hickman County High School

_____ YES I want my child to participate in volleyball

_____ NO I do not want my child to participate in volleyball

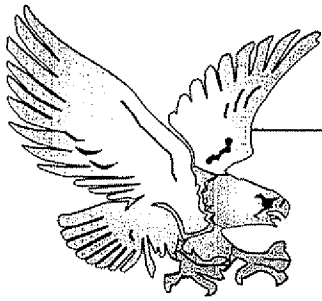
(parent signature)

Feta v ...

Volleyball

2/6/06

- 1) Tiffany Turner - 8th
- 2) Kandice Shelton - 8th
- 3) Karisse Lewis - 8th
- 4) Emily Horton - 8th
- 5) Loni Bregan - 8th
- 6) Taylor Jackson - 8th
- 7) ~~Alana Hester~~
- 8) Alicia Curling - 8th
- 9) Chantelle Weatherspoon - 8th
- 10) Chandra Henderson - 8th
- 11) Misa Betz - 8th
- 12) Megan Grady - 8th
- 13) Ebony Brooks - 8th
- 14) Miranda Curry - 8th
- 15) Melissa Camp - 8th
- 16) Jennifer Jones 10th
- 17) Victoria McCain 10th
- 18) Amanda Alexander 10
- 19) Sarah Humphreys 10th
- 20) Julisa Sanders 10th
- 21) Guiana Haynes 9th
- 22) April Holland 11
- 23) Alicia Bushy 9th
- 24) Jessica Jones 9th
- 25) Katie Sams 10th
- 26) Hanna Blanchette 9th
- 27) Megan Byrd 9th
- 28) Edith Weatherford 9th
- 29) Alicia Jones 9th
- 29) Tanera Noonan 9th
- 30) Ashley Abbott 9th
- 31) Megan Mulcahy 9th
- 32) Solyn Carnes 9th
- 33) Jewely Bates 9th
- 34) Rachel Atwill 9th
- 35) Brittany Harper 9th
- 36) Kam Kelly 9th
- 37) Danielle Ray 9th
- 38) Julianne Stroud 9th
- 39) Samantha Sledge 10th
- 40) Margaret Griffith 8th
- 41) Mercedes Curling 9th
- 42) Courtney Dawdy 8th



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GENDER EQUITY COMMITTEE MEETING DECEMBER 6, 2005

Members Present:

Henry Edwards, Perry Collins, Frank Brazzell, Amy Boaz, Tom Hulsey

Members Not Present:

Joan Lacewell, Julie Watson, Eric Abbott

The Gender Equity Committee met following the teacher's meeting on December 6, 2005. Henry Edwards, committee chairperson, called the meeting to order and discussed the following items: meeting with female students for a volleyball team, possibility of girls soccer team playing a JV schedule for next year, renovations on the dressing rooms are being discussed, shelter for the soccer teams on the field are being pursued, golf season is over, basketball season has begun, and softball and baseball schedules have been made out.

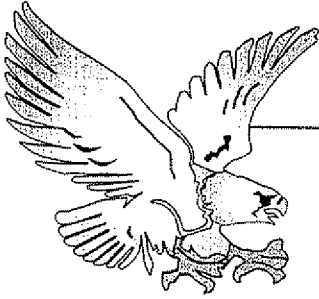
Last year's final report was discussed concerning Title IX and the main concern is a lack of female participation. The committee feels a volleyball team will solve this but we need sufficient participants to field one. A meeting will be held and documented to see what kind of support there is.

The soccer coach feels his numbers are sufficient for a boys soccer team but he probably needs to go with a JV schedule for the girls to build his numbers. He has good numbers in his feeder program and is looking to field a girls and boys middle school soccer team.

Property has been purchased by the school district for extra parking and another softball field.

The booster club has sold advertising signs to be hung in the gymnasium to benefit our athletes. This money will be divided equally among all sport programs associated with Hickman County High School.

The question was asked for other concerns and there were none.
The Meeting was adjourned.



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FRANK BRAZZELL
Principal

LARRY FARLEE
Assistant Principal

JOAN LACEWELL
Secretary

GENDER EQUITY COMMITTEE MEETING- FEBRUARY 8, 2006

Members Present: Henry Edwards, Perry Collins, Frank Brazzell, Joan Lacewell, Amy Boaz, Tom Hulsey, Eric Abbott.

Members Not Present: Julie Watson

Meeting was called to order and Henry Edwards informed the committee on February 6 a girls volleyball team meeting was held. Forty girls showed up for the meeting. A letter was mailed to all the girls' parents to get another interest count and to hear from all interested parents. This form is due to Mr. Edwards on February 17. Another count will be held then. If there are sufficient numbers, a girl's volleyball team will be formed. Mr. Edwards informed the committee the letter is necessary before any money is spent or a schedule is made. We need not only a commitment from the girls but also one from the parents.

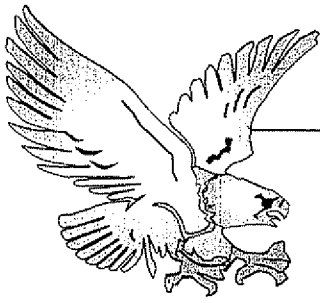
Basketball season is coming to a close with the district tournament in a couple of weeks. Fulton City will host the district tournament.

Baseball and softball coaches have held their meetings and will begin practice in March. Mr. Edwards informed the committee that the baseball and softball coaches have both attended their respective rules clinics.

The public vs. private school issue was discussed.

Mr. Edwards also explained the prime date/prime time 2006-2007 basketball rule regarding girls basketball games.

No further questions were asked and the meeting was adjourned.



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LARRY FARLEE
Assistant Principal

JOAN LACEWELL
Secretary

GENDER EQUITY COMMITTEE MEETING- MARCH 30, 2006

Members Present: Henry Edwards, Perry Collins, Frank Brazzell, Joan Lacewell, Amy Boaz, Tom Hulsey, Julie Watson, Eric Abbott.

Meeting was called to order and Mr. Edwards reported a date has been set to have the University of Tennessee at Martin female volleyball team give an exhibition match to be held at the high school. This is scheduled to create further interest in volleyball. The exhibition will be held after CATS testing.

Baseball and softball seasons have begun with games every day. Mr. Edwards reported umpire fees have increased this year.

It was also reported that Title IX forms are being completed and must be in Lexington by April 15th.

The meeting was adjourned. This was the final meeting for 2005-2006.

HICKMAN COUNTY HIGH SCHOOL



FRANK BRAZZELL
Principal

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*Checked on 1-21-05
OK
Gus*

LARRY FARLEE
Assistant Principal

JOAN LACEWELL
Secretary

December 6, 2004

Mr. Boucher,

Enclosed you will find documentation of attempts to field a volleyball team. Meetings were held and there was not sufficient response to meet again this spring to see if there is enough interest. If you showed more interest than any other sport not offered, we would attempt to field a team, our school has purchased volleyball equipment and our gymnasium floor has already been marked. Volleyball is being promoted in all of our physical education classes and we would like to have one of the local universities come and put on an exhibition one afternoon. This is our plan in regards to increase student participation. During the past five years our school has formed a female soccer team. We hope a volleyball team will not hurt our numbers in soccer but that remains to be seen. Any suggestions are appreciated as we work to increase female participation.

Sincerely,

Henry Edwards
Henry Edwards

HE:jkf

Frank Brazzell

*Sent
12/6/04
along
with
volleyball
documentation*

Volleyball

May 13, 2004

Student

Parents

- 7th Taylor Jackson
- 7th Emily Horton
- 8th Sarah Humphreys
- 10th Nikki Masses
- 12th Abby Bamy
- 12th Emily Hicks
- 10th Kim Toky
- 12th Macki Pruitt
- 12th Emily Stephens
- 12th Jenny Mullins

- Jim & John Jackson
- Tracey & Richard Horton
- Rhonda & Cliff Humphre
- Becky Reilly
- Jim BO & Jeanne Bamy
- John & Sherry Hicks
- Pennie & Barbara Quillin
- Macki Pruitt
- Phyllis Stephens
- Terry & Patti Mullins

Meets }
 volleyball } April 26, 2004 - during school; 30 students
 } May 4, 2004 - during break; 10 students
 } May 13 - Parent meet - 10 students

Will meet again this spring, 2005

Thy Edward

Frank Brazzell

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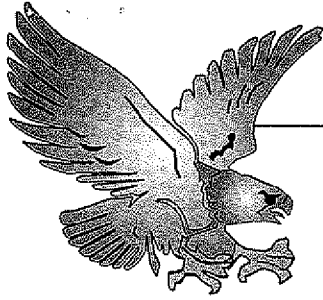
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After the meeting it was decided to meet again this spring for a girls volleyball team; 2005.

Henry Edward

Frank Brazzell



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FRANK BRAZZELL
Principal

LARRY FARLEE
Assistant Principal

JOAN LACEWELL
Secretary

November 10, 2003

Mr. Gary Lawson,

In reference to the KHSAA recommended action concerning accommodation of interest and abilities, Hickman County High School will encourage more female participation. Volleyball for females will be offered for 2004 and other sports that show interest from the survey will be pursued in the future. In reference to the KHSAA recommended action concerning the selection of cheerleaders, Hickman County High School has one squad that cheers for girls and boy's basketball teams both home and away.

Accompanying this letter is a schedule of girls and boys basketball games with Friday and Saturday games marked to show prime time contests.

Sincerely yours,

Henry Edwards
Athletic Director

Frank Brazzell
Principal

HE: jkl

HICKMAN COUNTY HIGH SCHOOL

BOYS VARSITY BASKETBALL

2003-2004

Dec.	2	Livingston Central	A	b-B	6:00
Dec.	5	St. Mary's	A	f-b-B	4:30
Dec.	9	Carlisle County	H	f-B-G	4:30
Dec.	12	Heath	H	b-G-B	4:30
Dec.	13	Ken-Tenn Classic @ Carlisle	A	G-B	TBA
Dec.	13	Freshmen Tournament	H	f	TBA
Dec.	19-20	Paducah Varsity Tourn.	A	B	TBA
Dec.	26-28	Mayfield Varsity Tourn.	A	B	TBA
Jan.	2	Fulton County	H	g-B-G	4:30
Jan.	6	Ballard Memorial	H	f-b-B	4:30
Jan.	8	Graves County	A	f-b	6:00
Jan.	9	Fulton City	A	G-B	6:00
Jan.	13	Marshall County	A	f-b-B	4:30
Jan.	15	Ballard Memorial	A	f-b	6:00
Jan.	16	Carlisle County	A	b-G-B	4:30
Jan.	20	Murray	H	f-b-B	4:30
Jan.	24-31	Class "A" Regional	A	G-B	TBA
Feb.	2	Lone Oak	H	f-b-B	4:30
Feb.	6	Fulton City (homecoming)	H	B-G	6:00
Feb.	10	Graves County	H	f-b-B	4:30
Feb.	13	Martin Westview	A	G-B	6:30
Feb.	14	Freshmen Tourn. (Heath)	A	f	TBA
Feb.	17	Fulton County	A	b-G-B	4:30
Feb.	20	Calloway County	A	b-B-G	4:30
Feb.	24	Paducah Tilghman	H	f-b-B	4:30
Feb.	27	Mayfield	H	f-b-B	4:30
March	1	District Tournament Fulton Co.	G-B		TBA
March	8	Regional Tournament MSU	G-B		TBA

Head Coach: Billy Prince
 Asst. Coach: Perry Collins

**HICKMAN COUNTY HIGH SCHOOL
GIRLS VARSITY BASKETBALL
2003-2004**

Nov.	22	Scrimmage jamboree	A (Tilghman)	G	TBA
Dec.	2	Murray	A	g-G	6:00
Dec.	4	Mayfield	H	g-G	6:00
Dec.	9	Carlisle County	H	b-B-G	4:30
Dec.	12	Heath	H	b-G-B	4:30
Dec.	13	Ken-Tenn Classic (@ Carlisle)	A	G-B	TBA
Dec.	16	Ballard	A	g-G	6:00
Dec.	19	St. Mary's	A	g-G	6:00
Dec.	29-31	Murray Tournament	A	G	TBA
Jan.	2	Fulton County	H	g-B-G	4:30
Jan.	5	Murray	H	g-G	6:00
Jan.	9	Fulton City	A	G-B	6:00
Jan.	12	Mayfield	A	g-G	6:00
Jan.	16	Carlisle County	A	b-G-B	4:30
Jan.	22	Lone Oak	H	g-G	6:00
Jan.	24-31	Class "A" Regional Tourm.	A	G-B	TBA
Feb.	2	Graves County	A	g-G	6:00
Feb.	6	Fulton City (homecoming)	H	B-G	6:00
Feb.	9	Ballard Memorial	H	g-G	6:00
Feb.	13	Martin Westview	A	G-B	6:30
Feb.	17	Fulton County	A	b-G-B	4:30
Feb.	20	Calloway County	A	b-B-G	4:30
Feb.	23	St. Mary's	H	g-G	6:00
Feb.	26	Tilghman	A	g-G	6:00
March	1	District tournament	Fulton Co.	G-B	TBA
March	8	Regional Tournament	MSU	G-B	TBA

Head Coach: Kay Aleshire
Asst. Coach: Cindy Tucker, Ricky Byassee



Kentucky High School Athletic Association

2280 Executive Drive • Lexington, KY 40505 • (859) 299-5472 • (859) 293-5999 (fax)

To: Superintendent, Principal, and Athletic Director

From: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner *LB*

Date: December 2, 2003

Subject: Review of the Resubmission of Title IX Forms

School: Hickman County High School

The KHSAA has received your re-submission of additional Title IX information requested after your one-site audit on September 15, 2003 regarding your athletic program. The information submitted has been reviewed, and is found to be satisfactory; no further information or action is necessary at this time.

Keep in mind that 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".

If we could be of further assistance, please do not hesitate to call anytime.