



Fraternal Order of Police

BlueNote

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What We Are Due

Phillip Ferguson, Chairman of State Trustees

As law enforcement officers we are well versed in due process. We make arrests and build cases on the basis of facts and legally obtained evidence. We are then required to divulge those details to our opponent, the defense counsel, in the process of discovery. We all know, and adhere to, the trial processes which afford the accused the opportunity to present evidence contrary to our own with the benefit of counsel at every level. We are very familiar with the 5th and 14th Amendments to the United States Constitution.

These processes are conducted under the watchful eyes of the judiciary, juries, and any number watchdog groups that protect the rights of the defendant. Despite our occasional frustrations at seeing the guilty go free, these are the protections put in place by the only two things that we swear allegiance to when we take our oath of office; the United States Constitution and the North Carolina State Constitution. These documents guarantee all of our rights, including our right to due process, before we can be deprived of, "life, liberty, or property", and in the case of the North Carolina State Constitution, "the enjoyment of the fruits of their own labor, and the pursuit of happiness." As Justice Paul Newby so eloquently said, "We (law enforcement officers) give

value to every freedom and every liberty."

Forty years ago, on Feb. 19, 1975, in a case called *National Labor Relations Board vs. J. Weingarten*, the U.S. Supreme Court ruled that an employee has the right to request union representation in any meeting that she or he feels could result in discipline or termination. In 2000, the *National Labor Relations Board*, under President Bill Clinton, extended Weingarten Rights to all workers, unionized and non-union; however, this was reversed in 2004 by the NLRB under President George Bush. These rights were born out of the brave acts of individuals and the resolve of the collective. Yet, we as law enforcement officers in North Carolina are denied these basic rights in employment matters, the very rights that we risk life and limb to protect for our society, even those who perpetrate the most heinous of acts.

Government managers and ranking police personnel short change their employees in disciplinary matters, often on a whim, when there are no employee due process procedures in place; in doing so they also short change our communities. Why don't these managers resolve conflicts and improve or change behavior through proven resolution programs and by use of tools such as individualized plans for improvement? Mostly because they

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The Voice of Law Enforcement

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Lodge News

Chaplain's Corner



There is an opportunity coming for the men and women in law enforcement, who may need time to reflect and be encouraged in your job. Last October the Billy Graham Evangelist Association held their first retreat for officers and their spouses at the COVE, their training center in Asheville, NC, and was sponsored by the Billy Graham Rapid Response Team. The theme is "Knowing The God Who Protects and Serves." Some of the breakout sessions were: Post-Traumatic Growth With God; Career Development Without Compromise; Protecting and Serving Your Family; and Spiritual Survival Tactics. There were 4 main sessions where everyone gathered to hear from outstanding speakers.

Everything about the conference was outstanding, from the location in the beautiful Blue Ridge Mountains to the care given to the guest by the staff. And the meals were outstanding. The conference provides the opportunity to meet other officers and their spouses, from across the United States and some from Canada, and build lasting relationships.

The next Law Enforcement Retreat will be Wednesday, November 4 thru Friday, November 6, 2015. This conference will fill up fast and Registration begins February 2, 2015. To register call the Cove at 1-800-950-2092. The registration fee for the event is \$225 per individual (double occupancy) and \$395 per married couple. This includes all sessions, materials, food and lodging.

This retreat has also been endorsed by the National Fraternal Order of Police, and information to the different FOP lodges across the country has been sent out to advertise and support this conference. I pray that you consider attending this conference if it all possible. You will be blessed and encouraged.

"He guards the paths of the just and protects those who are faithful to Him."
Proverbs 2:8

God Bless,
Phil Wiggins
NC State FOP Chaplain
Cell: 919-451-2801

Let Your FOP Work for You

By Dennis McCrary, NC National Trustee

I hope all lodges have made plans to attend the National FOP Biennial Conference in Pittsburg this August. This will be our 100th anniversary and the conference should be one of the best ever. Contact Brother Don Penix about rooms for this event.

If you are reading this after March 5, the National FOP Board of

Directors and State Presidents met in San Diego March 5-7. I will report on what took place at that meeting at our State Board meeting in Clemmons.

Now to the title of this article. All law enforcement officers in this State should realize that legal coverage for work related activity is a necessity not a

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What We Are Due...

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don't want to relinquish their absolute power over employees, and possibly because they are lazy, unskilled, or unscrupulous, take your pick. These managers often deprive their communities of individuals who possess unrecoverable institutional knowledge. Couple this with the loss of countless dollars invested in training and you have a critically flawed operational model. To rebuild strained relationships is tough; to change thinking and habits is tough, to keep individuals in the fold is

tough! But great government is tough; it's the tough that makes it great, if it were easy anyone could do it.

When no due process procedures are in place employees face a stacked deck where their hand is predetermined by a person, or persons, who may have a vested personal interest in the outcome of the proceeding. Employees in disciplinary proceedings without the benefit of due process often find themselves faced with allegations they have no opportunity to counter, regardless of the veracity of the allegations, their sources, or the context in which they are presented. When binding employee due process procedures are in place then employees, and communities, are protected from the consequences of employee discipline and termination undertaken without due diligence. Employees are afforded representation and the opportunity to rebut scurrilous and false information. Communities are afforded the opportunity to retain employees who are valuable, even if they have fallen out of favor with the golden children circled about the water cooler.

What can we do as the Fraternal Order of Police?

We can continue to champion binding due process rules for government employers and the Law Enforcement Officers Bill of Rights. As individuals we can institute these protections within our agencies if we are in a position to do so. We must also have each other's backs. If you think a Brother or Sister is failing or in trouble, then reach out, and do so in an unmistakable way, to help them! If you are a supervisor then poor performance reviews and disciplinary proceedings should never be a surprise to your subordinates. Counsel your

subordinates as matters arise, document the counseling, and give the subordinate a copy. If the situation requires a

corrective measure or overall plan then put it in writing, give your subordinate a copy, set benchmarks, and follow up.

Your first obligation as a member of the Fraternal Order of Police is to your Brothers and Sisters, and to turn your back is traitorous. As an Order we exist to improve our profession and in turn our communities, we do so by improving our lot as law enforcement officers. I think demanding due process, and extending due process when we are in a position to do so, is to be the guardians of the sheepdogs if you will, always ready to face down the wolves. If you find this challenge too great, or the wolves too fierce; if you believe that you or your career trump your duty to your Brothers and Sisters, then lay your membership card upon the table, hang your head in shame, and beg the forgiveness of those you have betrayed as you leave us. We'll remain here, fighting the good fight.



Phillip Ferguson
Chairman of Trustees
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Officer of the Year Award

By Phillip Ferguson, Awards Committee Chairman

The North Carolina Fraternal Order of Police 2015 Officer of the Year Award nominations deadline is Monday March 16, 2015. The award will be presented at the 2015 Spring Board Meeting in Clemmons on April 11, 2015. I urge each of you to encourage your membership in the suggestion of nominations of our worthy Brothers and Sisters. As always please contact me should you need advice on any nomination process. The criteria is as follows:

The North Carolina Fraternal Order of Officer of the Year Award

The North Carolina Fraternal Order of Officer of the Year Award honors Fraternal Order of Police members who distinguish themselves by actions which represent the highest standards of the law enforcement profession. Nominees should be those Officers who highlight that outstanding law enforcement work is varied and challenging, greatly affects people from all walks of life, improves community conditions, and improves the

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Officer of The Year...

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quality of life in the communities they serve while supporting and furthering the ideals and values of the Fraternal Order of Police.

Each local lodge may submit one nomination for The North Carolina Fraternal Order of Officer of the Year Award on a yearly basis. Nominations may be by a simple majority vote of the membership at the local lodge level at a regularly scheduled meeting or by a local lodge executive board by simple majority vote. Should a nomination be submitted by a local lodge executive board simple majority vote those local lodge executive board members will sign such nominations.

Nominations are to be submitted in resume form, by a lodge subordinate to the North Carolina State Lodge, and will state the qualifications of the member being nominated. The following guidelines are to be followed for the submission of a nomination to the Awards Committee:

- 1.) Nominations for this award will be accepted beginning January 1st each year for service during the preceding calendar year. The Awards Committee Chair will establish a deadline each year.
- 2.) All nominations submitted must be legible and include an explanation of the applicant's qualifications for this award as well as a brief personal, professional, and fraternal biography.
- 3.) A lodge in good standing and subordinate to the North Carolina State Lodge must submit the nomination. No individual shall submit his or her own nomination.
- 4.) Nominees must be members in good standing of a local lodge subordinate to the North Carolina State Lodge.
- 5.) Only active or affiliate F.O.P. members currently working as sworn law enforcement personnel in either full time, part time, or reserve positions or who were working as such during the calendar year related to the award will be considered for this award.
- 6.) Nominees for this award will be of good reputation fraternally, professionally, and personally among their peers and communities.
- 7.) Departmental or citizen complaints for the award year will **not** automatically preclude a nominee from the award process and will be considered on an individual basis.
- 8.) Nominees for this award must have maintained an outstanding level of productivity and a minimal

level of absenteeism.

9.) Considerations for this award are many faceted. They may include completion of tasks or assignments that went beyond the normal call of duty, service which served to enhance public safety, encouragement of community involvement, crime prevention, and community oriented policing.

10.) Acts of exceptional valor will also be considered. Acts of exceptional valor shall mean that a police officer has, by a conspicuous act or acts, clearly distinguished him/herself by bravery, heroism or outstanding courage and has placed the safety and welfare of the community above all other considerations.

11.) Incontestable proof of the nominee's outstanding performance, accomplishments, actions, and character shall be required. The nomination package should include such items as letters from agency heads/supervisors, performance reviews, official reports, statements, photographs, and if available, related media reports. It is recognized that confidentiality considerations may preclude the submission of reports and related materials.

However, there must be sufficient documentation for a nominee to be considered.

12.) All nominations will be sent to the Awards Committee Chairperson who will then forward copies to the committee members.

13.) In order to allow ample time for review of nominations a deadline will be established each time nominations for this award are considered.

14.) After each committee member receives copies of all properly submitted nominations committee members will advise the Awards Committee Chairperson of his or her choice prior to the deadline established by the chairperson for the given award date.

15.) The Awards Committee Chairperson will then advise the State President of the committee's selection.

16.) The State President and/or the Awards Committee Chairperson will present The North Carolina Fraternal Order of Officer of the Year Award at the Spring Board Meeting for service during the preceding calendar year.

This award has been presented since 2006.

Past recipients:

Brother Mark Evans of Outer Banks Lodge #71 (2006)

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Officer of The Year...

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Brother Dwayne Doss of the Caswell County Lodge #72 (2007)
Brother John Young of the River City Lodge #76 (2008)
2009 No nominations were received.
Brother Ryan Dawson of the Lenoir County Lodge #93 (2010)
2011 No nominations were received
Brother Lester Lowe of the Greater Cumberland Area Lodge #59 (2012)
Brother Channing Austin of the Iredell County Lodge #10 (2013)
Brother Jeremy L. Queen of the Transylvania County Lodge #14 (2014)

Please submit all nominations to:
Phillip Ferguson
Awards Committee Chairman
186 Riverlane Road
Jarvisburg, NC 27947

Message From The President

By Randy Hagler

I know that often times, when we write articles for the BlueNote, we are preaching to the choir as far as FOP leadership goes. If you were not interested in FOP leadership you would probably not be reading our newsletter or any other publication which could help you do your job. Most of us are looking for ways to improve on what we do for our members and co-workers, so if you see something that helps you out let us know. If there is something you would like to learn more about let us know. Better yet, investigate the topic and then prepare an article for submission to our publication. The BlueNote is our state-wide newsletter and it is for all of our members.

The North Carolina State Lodge will be holding our 2015 Spring Board Meeting on April 10-12 in Clemmons. The meeting will be held at the Village Inn and Conference Center and is being hosted by our Brothers

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Let Your FOP Work for You...

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luxury. Your job is getting more difficult and is subjecting you to more scrutiny and complaints. I was just watching the news here in Charlotte this evening and the top news story on all channels was a shooting in which a CMPD officer shot and killed a suspect. Members of the minority community were demanding that the officer be arrested and charged with shooting the female who was attacking him with a knife. Several persons interviewed said the officer should have shot only one time not twice! The only saving grace so far is that the Chief of CMPD this time did turn the investigation results over to the District Attorneys office to determine if any charges should be filed. I am certain that the DA will find the officer followed proper law and procedures and no charges will be filed. This is the way these cases should and had been handled in the past, except for the case involving the CMPD officer who is facing voluntary manslaughter charges. As most of you know, in that one case the Chief had the officer charged the same day the incident occurred without the standard review by the DA! Those charges should never have been made but now the officer is scheduled for a trial later this summer.

Another recent incident involves another Charlotte-Mecklenburg Lodge 9 member who was cited to the Civil Service Board by the CMPD Chief for termination in a use of force case. The member received excellent representation by the FOP attorney and the Civil Service Board ruled he would not be terminated, but would only receive a suspension! Needless to say the Chief was not very happy!

These are just a few examples of local cases in which the FOP worked for the members to make sure they were treated fairly. Some of these cases have and will continue to cost many more thousands of dollars before they are completed. The financial strain on an officer's family would be devastating. Encourage all officers who are not members of the FOP to protect their families by joining our family. Also, across the State, we have had officers that let their membership lapse and a critical incident then occurred. Don't let this happen to you!

I look forward to seeing many of you at the State Board meeting in Clemmons on April 10 and 11. Please be safe and remember that you are part of the greatest law enforcement organization in the country!



Dennis McCrary
National Trustee
dmccraryfop@aol.com

and Sisters of Winston-Salem/Forsyth County Lodge 8. The address is 6205 Ramada Drive, Clemmons, NC 27012. Some items, which are already on the agenda for presentation and discussion, are:

- Review of and passing the 2015-2016 State Lodge budget.
- Presentation by Michael Yon of Hylant Group designed to provide the Board of Directors an overview of the National FOP Legal Defense Plan.
- Presentation by Gena Moore with GiveBack. This is a National FOP program that was featured recently during Leadership Matters.
- Overview of Legislative issues which law enforcement may face during the next two years.
- Overview of Legal Defense issues.

These are only a portion of the topics which are sure to be discussed during our Board of Directors meeting. Please make certain that your lodge sends your State Trustee, or someone to fill in for your Lodge if your State Trustee is unable to attend, to represent you at this meeting. The deadline for making hotel reservations is March 10th and State Officers, Trustees, and Committee reports are due in the State Lodge Office by March 16th. Our Board meetings are open to all NC Fraternal Order of Police members so please plan to join us if you can.



Randy Hagler
President

On March 26-29, 2015 the NC Fraternal Order of Police will be hosting the FOP Southern States Association meeting in Asheville, NC. The Southern States Association is comprised of eleven southeastern states which include Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia. This meeting is being co-hosted by Asheville's Harold C. Enloe Lodge #1. We have an excellent training class scheduled on Friday and the Business Meeting for the Southern States Association will be on Saturday. All FOP members in the Asheville area are cordially invited to join us for as much of the meeting and great hospitality as they would like to attend. Next year the Southern States Association meeting will be held in Kentucky.

Stay safe.

A Note from the Editor In Chief

By Terry Mangum

I would like to thank all who have contributed articles and Lodge activities during the past three and a half years. Your contributions of articles are necessary in order for us to continue to produce a useful publication. Without you and your efforts we would only have blank pages.

Realizing that no one would be interested in viewing blank pages, I am requesting your help! Each Lodge should be sending me something about what is happening in your Lodge. Each Board of Directors meeting the Lodge State Trustees, or most, submit a written report of activities for the meeting booklet. So I know our Lodges are having functions and performing activities. Write a short article for the BlueNote to share your activities with our FOP members across the State. You may be doing something that other Lodges may want to try.

A review of our BlueNote publications over the last three plus years will demonstrate that the same few individuals are the regular contributors. While I truly appreciate their efforts and urge them to continue, I would also like to be able to publish something from all of our Lodges.

I urge you to begin now preparing an article for our May/June issue. All Lodges have elections. Many Lodges have fundraising events, Lodge picnics, member appreciation events, Peace Officers Memorial Services and Vigils, and community events and activities, just to name a few. These are activities that are of interest to FOP members and may spark an idea.

When you submit photographs, please select one or two of your best and if possible send

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Important Information From Your Vice President

By John R. Byrd Sr.

Brothers and Sisters,

I just returned from the Leadership Matters Training in Nashville, TN last week and I want to tell you I was thoroughly impressed. This was some of the best training of any type that I have attended at any time during my almost 40 year career. I encourage anyone who hasn't been to make plans now to attend next year's edition. Brother Mike Hawkins and I were very impressed with two particular presentations that were very timely in light of the issues we have been dealing with as a state lodge lately. First is the national legal aid plan group coverage for Civil and Criminal for \$64 a year per member. I am having someone come to our spring meeting to do a presentation on this option. Also there is a new program coming online from the National starting February 23 and the web site is fop.giveback.org and is a way to support the National FOP, your local lodge and the FOP PAC. I am having someone come to the spring meeting and give a presentation on this program also. We will have a lot of business at this very important meeting what with these presentations, budget approval and Jeff Gray's contract coming up for renewal so please make every effort to attend or send someone from your lodge.

I hope you have made plans to attend the 100th Anniversary National Conference in August 2015. We have found an outstanding hotel in the Double Tree at Green Tree, PA for a rate of \$139.00 a night. It is located right across the river from everything and is about three miles from the convention center. Please make Don Penix aware of your lodge's room requirements before June 1, as unclaimed rooms will be released after that date. Also Lodge 59 is working hard at getting a

bus or buses to go to Pittsburgh, so talk it over with your members that may be attending and let's fill the buses. Contact Brother Lester Lowe with Lodge 59 and let him know how many seats you will need. The bus issue really needs to be settled at this next meeting. Brother Lowe can be reached at his cell: 910-224-0153 or his email: piratelowe@aol.com.



John R. Byrd Sr.
Vice President
jrbseior@charter.net

I hope to see everyone at our Spring Board Meeting April 10-12 in Clemmons and I hope you will take advantage of us hosting the Southern States Meeting in Asheville during March 26-29. Take care and be safe.

Editor in Chief...

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the names of the individuals in the picture. The photographs mean more when the reader has a name to go with the person pictured.

I hope my request will encourage you to send an article and photographs of your next Lodge event. I am always available to assist you with your article if needed. This is your publication and you can make it better by contributing articles, photographs, and suggestions for improvement. Please e-mail your articles, photographs, and suggestions for improvement to my e-mail address marman@frontier.com. If I may be of assistance to you, or if you have any questions, concerns, or comments please contact me. As always, I am here to serve you and our membership.

Article Submission Deadlines for the Remainder of 2015:

May/June issue: Due by April 24, 2015

July/August issue: Due by June 19, 2015

September/October issue: Due by August 21, 2015

November/December issue: Due by October 23, 2015

LEGAL AID COMMITTEE INFORMATION

By Terry Mangum, Chairman

Your Legal Aid Committee members are Kelli Jones (Lodge 76), Chuck Kimble (Lodge 59), Tom Lance (Lodge 16), Mark Michalec (Lodge 9), Kenneth Whitehead (Lodge 82) and Lynn Wilson (Lodge 1). As Chairman, I would like to recognize and personally thank the Committee members for their



Terry Mangum
Immediate Past President
marman@frontier.com

conscientious efforts and exemplary service to their Committee, the membership, and the State Lodge. I would also like to extend our sincere appreciation to State Counsel Rich Hattendorf and State Office Manager Jean Novellino for their invaluable assistance to our Committee and the membership.

To improve and streamline the legal aid application process, I would once again like to provide you with some general information, which will make it better for everyone involved, both the applying members and the Committee. Please share and review this information with your members.

When completing the application it is extremely important that you provide sufficient information so that the Committee does not have to request additional facts. Under the section of the Legal Aid Application which asks for the reason legal aid is being requested, please provide a synopsis of the facts and the exact reason(s) for the request. Even though this section of the application does use the word brief, the Committee needs the facts surrounding the request and exactly what the request is for. Each box in the "Reason for Legal Aid" section has a blank line where the applicant can list the specific venue which will be pursued. For example, if it is for a Grievance Hearing, then type Grievance Hearing on the blank line. By providing this information at the time the application is submitted, the application can be handled quickly without the delay of phone calls and e-mails to get the needed information.

If additional information is requested, it is the applicant's responsibility to provide this information in a timely manner. Please note that the legal aid request application will be closed and not considered due to failing to provide the additional requested information.

I would remind you that our State Counsel Rich Hattendorf should be contacted prior to filing a legal aid application (other than for a Critical Incident) so that he can advise the applicant on whether or not they should apply at that time, what they can expect to happen from their agency, what they should realistically hope to be accomplishing, etc. This simple phone call to Rich can save us all time and should reduce the number of follow-ups needed to obtain the necessary information.

When involved in a Critical Incident, the legal aid agreement and legal aid application should be completed within the next few days. I would ask the Local Lodges to assist us with this detail. When the Lodge authorizes the use of an attorney in a Critical Incident for the member, the Lodge should make sure the member completes the agreement and application in a timely manner. The legal aid agreement must be signed and sealed by the Lodge Secretary so this Lodge follow-up should be a simple task.

Finally, the applicants should be certain that the contact information they list on the Legal Aid Application is correct – both their email address and their telephone numbers. When follow-up is needed, we must have accurate contact information.

If you have any questions concerning the legal aid process, please do not hesitate to contact me at marman@frontier.com or 919-452-7679.

Local Lodge News



Caldwell County Lodge 83 Activities

By Richard J. Clark Sr.

Caldwell County Lodge 83 continues to be an active participant in the local community.

Two of our members were recently honored by the City of Lenoir and the Lenoir Police Department for their contributions in 2014. Downtown Officer Marshall Ruppard was recognized as Officer of the Year and Telecommunicator Danielle Gainey was recognized as Civilian of the Year. These awards were a result of voting by their co-workers.

The members of Lodge 83 celebrated our 2nd annual FOP, Cops, and Kids shopping day on December 21st by accompanying nine local children to a Christmas shopping spree at the Wal-Mart in Lenoir. The kids selected their own toys, clothes, and school supplies with the help of 15 FOP members. The Lodge spent over \$1000 and the looks on the children's faces were priceless.

Lodge 83 is eager to continue taking part in programs that show the children that police officers are their friends and are always there to help. These are children who might not otherwise have received gifts for Christmas. Giving the children gifts will leave a lasting impression, building relationships between the officers and the



Above Photo: Lodge 83 Members with FOP, Cops, and Kids children.

Bottom Right Photo: Marshall Ruppard

Bottom Left Photo: Danielle Gainey



Danielle Gainey



Marshall Ruppard

children. Hopefully we are going to expand our program next year to include more children and also include a food basket for the family to have a good Christmas dinner.

We are currently in the process of getting ready for our Easter basket program. Easter will be here on April 5th. We are working hard to be able to provide many needy families with a basket of food at Easter.

Durham County Lodge 2 Activities

By Terry Mangum – Lodge 2 State Trustee

Durham County Lodge 2 continued to be active during the months of January and February. Lodge 2 assisted with a Police Support Rally which was held at the Durham Police Department in January. City Manager Tom Bonfield, who attended the opening ceremony of our State Conference in

Durham this past August, and Councilman Eugene Brown attended the support rally. Two of Durham's Chick-Fil-A restaurants provided culinary support for the rally attendees. Lodge 2 sent "Thank You" cards to the Manager, Councilman, and restaurants thanking them for their support. Lodge 2 has also designed "Police Lives Matter" t-shirts which have been very well received.

As has become a tradition, on January 23, Durham County Lodge 2 took the recruit class of the Durham Police Department Academy to lunch prior to their graduation. Talks and information about the FOP is provided to the recruits during these lunches, which has proven to be an excellent

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Lodge 2...

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recruitment tool for the Lodge.

On February 3 Durham County Lodge 2 sponsored the refreshments for the Durham Police Department Academy 40's Graduation ceremony. Lodge 2 has been doing this for a number of years.

Finally, Durham County Lodge 2 hosted our 10th Annual Public Safety Appreciation Day on February 22 in a private area of the Carolina Ale House. This event purposely takes place in conjunction with the Daytona 500 and provides the attendees with the opportunity to share good food, hospitality, fellowship, family, and racing. This year's Appreciation Day was again well attended and enjoyed by all.



Person County Lodge 74 Annual Awards Banquet –

Pictured left to right: Deputy Chief Tony Kirby (Roxboro Police Department), Cpl. Rhyne Ford "Officer Of The Year" (Roxboro Police Department), John R. Byrd Sr. (President/Secretary Lodge 74), and Sgt. Mark Massey (2nd Vice President Lodge 74).



Person County Lodge 74 Annual Awards Banquet on January 27 –

Pictured left to Right: John R. Byrd Sr. (President/Secretary Lodge 74), Sgt. Kimberly Munley (Banquet speaker), and Sgt. Mark Massey (2nd Vice President Lodge 74). Kimberly Munley was shot three times on November 5, 2009 during the Fort Hood mass shooting perpetrated by Major Nidal Hasan. Lodge 74 gave her a Distinguished Service Award for her actions on November 5, 2009.

Trivia!

Buckle on your thinking cap and take a shot at the exciting game of TRIVIA. We will attempt to make it easier with a hint.

Can you identify the people in this photograph?



Hint: This photo was taken at an event during the State Conference this past August in Durham.

If you can identify the individuals, send an e-mail to marman@frontier.com with your answer. The answer will be posted in the May/June issue of the BlueNote along with the names of the individuals submitting the correct answer.

TRIVIA answer for the photo from January/February issue of the Blue/Note.



Pictured left to right: Senator Thom Tillis, Legislative Agent Jeff Gray, and 2nd Vice President Bobby Gaddy.

Correct answers were submitted by Randy Hagler, Bob Hodge, and Johnny Overby.