

**Northern California  
Fraternal Order of Leatherhead  
Society**



**Articles of Association  
November 1, 2009**

# Northern California Fraternal Order of Leatherheads Society

## Articles of Association

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# PREAMBLE

The Fraternal Order of Leatherheads Society has truly become an international organization. With its inception in 1995, the Founding Fools had no idea that this organization would have grown to the size that it is today. With the help of the Fire Department Instructor's Conference and the Internet, Firefighters worldwide have been introduced to our society, one whose main purpose is to preserve the tradition, rich heritage and brotherhood of the Fire Service, a coveted possession that is found in no other profession. The Founding Fools, as well as all of our members, see a great need for the FOOLS in today's society. With all the obstacles we face in our jobs it is easy to lose sight of what it is we really stand for. Our forefathers have worked hard, struggled and died for what is considered by us the best job in the world, and we owe it not only to them, but also to ourselves to preserve all that they have accomplished. More over, it is the spirit of our fallen Brother and Sister firefighters that we must keep alive. The FOOLS symbol of the burning globe signifies that, worldwide, firefighters are all Brothers and Sisters, regardless of racial, ethnic, religious or language differences. Just as fire burns without prejudice, we, the brave soldiers of the war that never ends, are bonded in the same way; we are all Brothers, we are all Firefighters.

With the exponential growth of the Fraternal Order of Leatherheads Society, other chapters have developed. The purpose for the Articles of Association of the NorCal FOOLS is so we may all follow the same path in our never-ending pursuit to preserve of our beloved profession.

# *ARTICLE - I*

*- NAME -*

## **Section 1- IDENTIFICATION**

These Articles of Association shall govern the association known as the "Northern California Fraternal Order of Leatherheads Society" hereinafter referred to as "NorCal FOOLS".

## **Section 2- GOVERNING BODY**

The governing body of NorCal FOOLS shall hereinafter be known as "Executive Board" or "E-Board".

*ARTICLE - II*  
*- PERIOD OF DURATION -*

**Section 1-        DURATION**

The duration of the NorCal FOOLS shall be perpetual.

# *ARTICLE - III*

## *- PURPOSE -*

### **Section 1-       FUNCTION**

The FOOLS is organized to implement and give voice to the principles embodied in the Mission Statement of this organization and to:

1. Functioning as a Fire Service entity separate and distinct from any and all other Fire Service bodies or movements.
2. Provide the Fire Service the catalyst which embodies the growth of education and training.
3. Move the Fire Services' collective conscience in a positive direction by building on long standing tradition and honor.
4. Enter into public information activities to spawn a new understanding of today's Fire Service.

# MISSION STATEMENT

The Fraternal Order of Leatherheads Society was founded in 1995 by a group of Central Florida Firemen. This group, known today as the Founding Fools, had a passion for not only the camaraderie and brotherhood that is forged between firefighters, but the rich tradition and heritage of the Fire Service.

The Leatherhead is a term used for a firefighter who uses the leather helmet for protection from the hazards we face everyday on the streets. The Leather Helmet is an international sign of a Firefighter, a symbol that is significant in not only tradition from the early years of firefighting, but one of bravery, integrity, honor and pride. This helmet is a sign of who we are, not what we are.

The FOOLS, like the traditional leather helmet, has always existed through the brotherhood and tradition of the Fire Service, and will continue to grow and flourish as long as there are fires to fight and emergencies to respond to. All firefighters are welcome to be a part of this great organization; one does not have to own a leather helmet to be considered a "Leatherhead". We advocate that you are true to your profession and true to your Brother and Sister firefighters.

We as FOOLS International ask of each and every one of you, let us never, ever forget those of us that have gone before us in the line of duty. Because those brave souls have given all, it is up to us to always keep them alive in our hearts and our memories. Long live the FOOLS.

# *ARTICLE - IV*

## *- DEFINITIONS -*

- BROTHERS:** A gender neutral term used to recognize all members, male and female
- CAN, The:** A small flask like container, used to partake in the “ritual of the CAN”.
- CHAPTER:** Sub organization of, and chartered by, FOOLS INTERNATIONAL.
- EXECUTIVE BOARD:** A panel of elected officers established to manage the chapter.
- FOUNDING FOOLS:** The founding fathers of FOOLS. The following are the ONLY people whom may claim this title: Michael A. Stallings, Ken W. Ireland, Michael H. Gilbert, Walter J. Lewis, Thomas B. Redmond, and John R. Simpson.
- F.T.C.:** FOOLS Training Committee, a committee of the International dedicated to education and training the Fire Service.
- MEMBER:** Anyone of good standing officially registered with FOOLS.
- INTERNATIONAL**
- WEBSITE:** Internet based web space for the purpose of promoting the FOOLS.

# *ARTICLE - V*

## *- TRAINING -*

### **Section 1- FIRE TRAINING COMMITTEE**

The intent of F.T.C. training is to promote a safer and better-trained member of the fireground team. Each year, an average of 100 firefighters die from various causes while performing their duties. Educating and training our firefighters can prevent many of these deaths. The FOOLS have dedicated our organization to this monumental task. Whether training is in the form of a formal conference, seminar, or in a manner in which FOOLS members task themselves to perform in-house training, this education is strongly advocated.

However the training occurs, sharing the knowledge gained amongst members is paramount. Many of our FOOLS members are well versed in the science of fire and share their knowledge openly; some members are new to the fire service. It is incumbent upon all FOOLS to seek opportunities to learn and teach our craft. Training and education have no boundaries; opportunities abound, share your knowledge, and in turn, be prepared to learn.

# *ARTICLE - VI*

## *- MEMBERSHIP -*

### **Section 1- PRE-REQUISITES**

The NorCal FOOLS invites any firefighter that supports the tradition of the fire service. We have fire chief's on down to the newest firefighter amongst our ranks. All who are currently or have been actively involved in firefighting and wishes to continue to support their local firefighters are welcome. The NorCal FOOLS exists to keep the tradition of the fire service alive, we encourage anyone that is proud to be in this great profession to join the NorCal FOOLS and help us keep the tradition alive. NorCal FOOLS reserves the right to decline or revoke membership for just cause as seen fit by the Executive Board of the Chapter. The member may challenge the revocation of its status by written appeal to the International within 30 days of receipt of notice of such revocation. Failure to appeal within 30 days shall confirm the revocation and bar any later challenge or appeal.

### **Section 2- ELIGIBILITY**

Eligibility requires members to hold the status of firefighter in one or more of the following capacities:

1. Career Firefighter
2. Paid on call
3. Volunteer
4. Retired from any of the above

### **Section 3- MEMBERSHIP**

Members must be true to one's profession and agree to uphold the mission statement of the NorCal FOOLS and FOOLS International. It will be the duty and responsibility of all Chapter Members to adhere to all rules, Articles of association, and characteristics set forth by the NorCal Fools, the FOOLS International, and the fire service.

1. Members must register and make a \$10.00 donation to FOOLS International.
2. Only members who are registered with the International shall be eligible for appointment or membership to the NorCal Chapter.
3. Only members who are registered with the International shall be eligible to hold office in any FOOLS Organization.
4. Only members who are registered with the International shall be counted for delegate appointment, or International Committee representation

### **Section 4- MEMBERSHIP STATUS**

Each member of the Chapter will be categorized into three (3) Membership Status categories; Good Standing, Active, Inactive. Every member is eligible to move from one status to another based on their current standing in the Chapter. The Chapter E-Board will regularly review each member's status and place that member in the appropriate categorist.

1. **Good Standing-** A member in Good Standing is one who is:
  - a. Who is less than 12 months behind in their financial obligation to the Chapter; **and**

- b. Has attended at least one meeting or HOT drill within the last 12 month period.

A member in Good Standing remains on the Chapter's e-mail list, and is eligible to participate in all Chapter sponsored events.

2. **Active-** A member who "Active" is one who:

- a. One who is more than 12 months but less than 24 months behind in their financial obligation to the Chapter; **or**
- b. Has attended at least one meeting or HOT drill within the last 24 month period.

A member in the "Active" status remains on the Chapter's e-mail list and is eligible to participate in all Chapter sponsored events. However, failure to maintain any of the above listed items will result in that member being dropped to the Inactive status without notice.

A member in the "Active" status may upgrade their Chapter standing to "Good Standing" by bring any accounts current or by meeting the attendance requirements for that categorist.

3. **Inactive-** An Inactive member is one who is:

- a. More than 24 months behind in their finical obligation to the Chapter; **or**
- b. Has not attended a meeting or HOT drill for a period longer than 24 months; **or**

- c. Has voluntarily removed themselves from the Chapter for any reason including but not limited to (Retirement, Leave of absence, resigns); **or**
- d. Suspended by the International or Chapter for Conduct unbecoming.
- e. Inactive members will be removed from the roster, e-mail list, and will not receive any correspondence from the chapter until such time that member begins the re-instatement process.

4. **Re-Instatement-**

Any Inactive member may be reinstated to Active status by bringing current their financial obligation to the chapter. This member will remain on the Active roster until such time that member qualifies for the Good Standing status, or returns to the Inactive status.

## **Section 5- CONDUCT UNBECOMING**

Conducting unbecoming is a phrase used to refer to behavior considered dishonorable.

Conduct unbecoming is an offense subject to suspension from the Chapter and International and grounds for revocation of membership from the Chapter and International.

A Chapter Member is understood to have a duty to avoid dishonest acts, displays of indecency, lawlessness, dealing unfairly, indecorum, injustice, or acts of cruelty or such actions that brings disgrace upon the Chapter, the International and the fire service.

If at any time the Chapter E-Board finds that a FOOL member from the chapter has acted in a way as to tarnish the FOOLS name, the Chapter has the ability to discipline the member as they deem appropriate, up to an including revoking the members Membership card. Acts of Conduct Unbecoming will be determined and weighed on a case-by case basis by the Chapter E-Board and the E-Board will administer the appropriate response/actions as they feel is needed.

Acts that may tarnish the FOOLS name consist of, but not limited to:

1. Using the Chapter or International FOOLS name for personal benefit.
2. Theft or Fraud.
3. Any Felony conviction.
4. Acting in a manner that brings disgrace to the FOOLS.
5. Defamation of the Chapter or FOOLS International.

# *ARTICLE - VII*

## *- AFFILIATE ORGANIZATIONS (CHAPTERS) -*

### **Section 1-           COPYRIGHTS, TRADEMARKS, INTELLECTUAL PROPERTY**

No person, group or organization may use the name “FOOLS”, the “Flaming Globe” or any confusingly similar designation except an organization to which FOOLS INTERNATIONAL grants affiliate status. The Flaming Globe is a trademark of FOOLS INTERNATIONAL and may not be used singularly to represent or advertise an affiliate chapter. It may however be used, with permission from the International E-Board in conjunction with an affiliates Logo. Any and all logos, proposed artwork and symbols, must be approved by the International E-Board prior to any production and distribution of same.

No person, group or organization may use the name “NorCal FOOLS”, “NCF” or any confusingly similar designation except an organization to which NorCal FOOLS grants permission. The fire helmet superimposed on the state capital and the Riverfront banner are trademarks of the NorCal FOOLS and may not be used without permission from the NorCal FOOLS E-Board in conjunction with an affiliates Logo.

### **Section 2-           CHARTERS**

Shall charter affiliate chapters from any qualifying parties requesting such status in each state, territory or country. Parties wishing to become affiliate chapters shall petition for such status in writing (using the Chapter application form) to FOOLS INTERNATIONAL. This petition shall be signed by no fewer than 5 members of the party requesting affiliation. Affiliate chapter status shall be granted only to those parties

that adopt the Mission Statement and Articles of Association of the FOOLS International. FOOLS INTERNATIONAL reserves the right to decline or revoke charters for just cause as seen fit by the Executive Board of the International.

The affiliate chapter may challenge the revocation of its status by written appeal to the International within 30 days of receipt of notice of such revocation. Failure to appeal within 30 days shall confirm the revocation and bar any later challenge or appeal.

### **Section 3- FORMAL ORGANIZATION**

Formal organization the Chapter Executive Board is set forth within these Articles of Association.

### **Section 4- DUES**

Dues for the Chapter's membership shall be set forth by the chapter Executive Board, and each member shall pay the established dues annually.

### **Section 5- WEBSITE**

The NorCal FOOLS chapter will maintain a chapter web site for its members and all others to use. The site will be periodically updated and should include such features as: Membership information; Photos; Links; Training Page; Forum; and Merchandise.

### **Section 6- AUTONOMY**

The autonomy of the affiliate chapter shall not be abridged by the International or any committee of the International, except as provided by these Articles of Association.

# *ARTICLE - VIII*

## *- FORMAL ORGANIZATION AND DUTIES -*

### **Section 1- OFFICERS**

The Executive Board of the Chapter shall be comprised of the following positions:

1. President
2. Operations Officer
3. Finance /Admin Officer
4. Logistics Officer
5. Planning Officer

### **Section 2- OFFICER DUTIES & RESPONSIBILITIES**

#### **PRESIDENT:**

1. The President is the chief executive officer of the NorCal FOOLS with full authority to direct its business and affairs.
2. The President shall preside at all meetings of the NorCal FOOLS.
3. The President shall represent the chapter and the members when conducting any business with the International FOOLS E-Board.
4. The President shall direct and oversee the Chapter Officers and provide direction and delegate to the appropriate Chapter Officer any duties, assignments or tasks as needed.

5. The President is responsible for representing the NorCal FOOLS and is the primary contact for interaction with the media, other fire service organizations and related agencies.
6. The President shall be responsible for the continued growth of the NorCal FOOLS.
7. The President shall provide to the general membership a growth plan and an implementation strategy.
8. The President must be an accomplished public speaker, present well, and have the ability to interact with people on many levels.

## **OPERATIONS OFFICER**

1. The Operations Officer reports to the President and shall be the chief assistant to the President, performing such duties, as the President shall prescribe.
2. While holding such Executive powers as the President, The Operations Officer shall delegate and shall perform the duties of the President in the event that the President is, for any reason, unable to perform the duties of the office.
3. The Operations Officer shall attend all meeting of the NorCal FOOLS.
4. The Operations Officer assumes the responsibility of the Operations portion of meetings and HOT drills. The Operations Officer will assign any duties necessary to accomplish these tasks.
5. The Operations Officer will contribute to the Nor-Cal Fools Newsletter by submitting an article of interest.
6. The Operations Officer must have a working knowledge of Microsoft Office.

## **FINANCE/ADMINISTRATION OFFICER**

1. The Finance/Administration Officer reports to the President and shall be the recording officer of the NorCal FOOLS and shall perform such duties as are assigned by the President.
2. The Finance/Administration Officer shall attend all meetings of NorCal FOOLS and shall act as Secretary Thereof, keeping such minutes and records as necessary. The Finance/Administration Officer shall document all meetings, prepare the minutes of the meeting and forward to the President.
3. The Finance/Administration Officer shall receive, expend and account for the funds of the NorCal FOOLS under the supervision and direction of the President.
4. Finance/Administration Officer shall make periodic financial reports to the Executive Board.
5. Finance/Administration Officer must have a working knowledge of Microsoft Office and database technology

## **LOGISTICS OFFICER**

1. The Logistics Officer reports to the President and shall be responsible for all logistical support of the Chapter and perform any and all duties as assigned by the President of the Chapter.
2. The Logistic Officer shall attend ALL meetings of the NorCal FOOLS.
3. The Logistics Officer will contribute to the Nor-Cal Fools Newsletter by submitting an article of interest
4. The Logistics Officer is assigned the task of logistics for all chapter functions. Specifically the procurement of facilities, materials, equipment, and food for any and all Hands On Training sessions, E-Board meetings, and General Membership meetings.
5. The Logistics Officer is responsible for purchasing, selling and marketing all Official NorCal FOOLS merchandise through the Finance/Administration Officer.
6. The Logistics Officer shall be the sole representative of the NorCal FOOLS to vendors.
7. The Logistics Officer shall respond to inquiries and complaints regarding merchandise in a timely manner.
8. The Logistics Officer controls inventory, checks and maintains records of sales and stock.

9. The Logistics Officer shall forward all monies to the Finance/Administration Officer for deposit into the NorCal FOOLS account.

**Facilities** – Contact person(s) in charge of facilities and request use and inform them of nature and scheduled times of use. Forward any requirements the facility or person(s) in charge of the facility may have to the President for review.

**Meetings-** Reservations, meeting or conference room size, “head count” of attendees, parking, mapping and directions, and usage of the CAN.

**HOT sessions-**Electrical power, water, restroom & sanitation, garbage collection, parking, classroom areas, rehabilitation areas, “head count” of attendees, mapping and directions, expected weather conditions, and usage of the CAN.

**Materials** – All materials for HOT sessions, classroom sessions, and or meetings. This will include NorCal FOOLS banner, copies of documents, audio and video needs, tables, chairs, desks, podiums, and office supplies (pens, pencils, note paper), building products for site prep (OSB, lumber, sheetrock, nails, screws, etc). If a guest instructor will be teaching, contact the President for any special needs the instructor may have.

**Equipment** – Any equipment needed for a HOT session other than members or attendees PPE and SCBA.

**All fire apparatus equipment needs will be requested by the President or his designee.**

**Food-** Arrange and organize training meals.

## **PLANNING OFFICER**

1. The Planning Officer reports to the President and shall be responsible for the planning function for the Chapter and perform any and all duties as assigned by the President of the Chapter.
2. The Planning Officer shall attend ALL meetings of the NorCal FOOLS.
3. The Planning Officer will contribute to the Nor-Cal FOOLS Newsletter by submitting an article of interest.
4. The Planning Officer is responsible for the tracking of current and new chapters & members of FOOLS International.
5. The Planning Officer is the primary contact for all Chapter/Membership fees inquires.
6. The Planning Officer shall maintain an accurate database of membership and maintain an effective system of information storage, management, and retrieval.
7. The Planning Officer, working with the other Chapter Officers, shall plan, document and support all meeting and HOT days including preparing the Incident Action Plan; Creating and distributing the meeting flyers

## **TOAST MASTER**

1. The Toast Master is a non-voting member of the Chapter E-Board and reports to the President.
2. The Toaster Master shall be responsible for care of the Can and the mixing of the mystic potion and shall lead the ritual of the can.
4. The Toast Master for the Chapter and perform any and all duties as assigned by the President of the Chapter.
5. The Toast Master shall attend ALL meetings of the NorCal FOOLS.
- 6 The Toast Master will assist the Logistics and Planning Officers with the planning, preparation and execution of any meetings and HOT drills.

### **Section 3- TERMS OF OFFICE**

The President may appoint additional positions to their Executive Board, but must maintain an odd number to ensure proper voting status.

Executive Board Members shall hold office for a period of two years. Elections for the office of President and Planning Officer, and Toast Master shall be held in December of the even calendar year. The office of Operations Officer Finance/Administration Officer and Logistics Officer and shall be held in December of the odd calendar year.

Any member of the NorCal FOOLS in good standing as stated in Article VI for a minimum of one year is be eligible to be a candidate for office in the NorCal FOOLS chapter. One individual may not hold two offices simultaneously.

## **Section 4-           MANAGEMENT OF AFFAIRS**

The Executive Board shall have control and management of all the affairs, properties and funds of NorCal FOOLS consistent with these Bylaws. The Executive Board shall establish and oversee an organizational structure to implement the purposes of the FOOLS as stated in Article 3. The NorCal FOOLS shall adopt rules of procedure for the conduct of its meetings and the carrying out of its duties and responsibilities. NorCal FOOLS may delegate its authority in any manner it deems necessary.

# *ARTICLE - IX*

## *- MEETINGS AND CONVENTIONS -*

### **Section 1- QUORUM**

A simple majority of the membership of the Executive Board shall constitute a quorum for the transaction of business at all meetings.

### **Section 2- MEETINGS**

The Chapter shall meet at such times and places as may be determined by any of the following:

1. Action of a Committee
2. Call of the President
3. Written request of 1/3 or more of its members.

### **Section 3- RITUAL OF THE CAN**

A symbolic ritual at all FOOLS events, staff meetings, and training sessions.

1. The "CAN" must begin all NorCal FOOLS events, meeting, and training sessions with a shot from it by each member of the chapter E-Board, if you so choose each member attending the meeting or convention.

2. The "CAN" shall be filled with a mystic potion or juice of preference all voted on by the E-Board. The potion shall be brewed and distributed by the chapter Toastmaster.
3. The Toastmaster shall the can and toast those present and have the first shot. That member shall then pass the "Can" to the President and likewise down the ranks. Each member will partake.
4. The member who has the "Can" in his possession at the beginning of the meeting, seminar, or FOOLS related activity shall receive the "CAN" back and announce the last shot of the night from the "CAN". The last shot will be a toast in remembrance of all brothers who are no longer with us, but rather they are present in spirit. This shot goes onto the ground, for that is where they lay.
5. After the shot is poured onto the ground the "CAN" is passed down to the next ranking official of the Executive Board, the "CAN" is then secured in their possession until the next related FOOLS gathering. The process of exchanging possession of the "CAN" is perpetual.
6. The "CAN" represents Brotherhood, Trust, and is a gesture of faith in one another. The partaking of the Ritual of the Can bonds us together in our struggle to preserve the heritage fire service.

## Section 4- CHALLENGE COIN

The challenge coin is a small coin bearing the Chapters insignia or emblem and is carried by the Chapter members. They are given to prove membership when challenged and to enhance morale.

1. It is each FOOL responsibility to maintain possession of this coin.  
(KEEP IT ON YOUR PERSON AT ALL TIMES)
2. Coin checks are permitted ANYTIME - ANYPLACE and apply to both clothed and unclothed FOOLS. Each FOOL is allowed one step and an arms reach to locate their coin whenever a coin check is initiated. FOOLS not in possession of their coin during a coin check will be required to purchase (NO IOUS) a beverage for each FOOLS who produced a coin. If all challenged FOOLS produce a coin, the FOOLS initiating tile check will buy the round.
3. A coin check is initiated using one of the following methods:
  - A. Announcing "COIN CHECK" loud enough for all FOOLS present in the area to hear. The F.O.O.L.S initiating must produce their own coin.
  - B. Slamming or Tapping a coin on the table. This must be in full view of all FOOLS.
  - C. If a coin is dropped accidentally, the coin check is still initiated (This is called paying the price for improper care of the coin). If you intentionally knock a coin from a FOOLS hand- you are initiating a coin check.

4. Failure to buy a round is the most despicable of crimes and will require the FOOL to turn in their coin. Once it is determined a FOOL is without a coin, They cannot be 'slammed' into buying more than one round, unless the FOOLS is provided the opportunity to retrieve their coin and fails to do so.
5. 'GIFTING' a coin to a non FOOL is acceptable. Gifting a coin to just anyone is like opening a fraternity to just anyone. It is considered quite an honor to be giver a coin, (LETS KEEP IT THAT WAY).
6. "A COIN IS A COIN- COINS ATTACHED TO BELT BUCKLES ARE BELT BUCKLES; A COIN ATTACHED TO A KEYCHAIN IS A KEYCHAIN. NO HOLES ARE TO BE DRILLED OR MODIFICATIONS THAT COVER ONSIDE OF COIN ARE ALLOWED (IE: GLUE TO BELT BUCKLE"

# *ARTICLE - X*

## *- PARLIAMENTARY PROCEDURE -*

### **Section 1- RULES OF ORDER**

The rules contained in the current edition of Robert's Rules of Order, Newly Revised, shall govern the FOOLS in all cases to which they are applicable.

### **Section 2- ORDER OF BUSINESS**

The standing order of business for all meetings and conventions of the FOOLS shall be as follows:

1. Call to order
2. Ritual of the "Can"
3. Adoption of the agenda
4. Adoption of previous minutes
5. President's report
6. Vice Presidents report
7. Treasurers' report
8. Committee report(s)
9. Old Business
10. New Business
11. Resolutions
12. Other business (open forum)
13. Adjournment

# *ARTICLE - XI*

## *- AMENDMENT AND RESOLUTIONS -*

### **Section 1- AMENDMENTS**

These Articles of Association may be amended by a majority vote of the Executive Board.

### **Section 2- RESOLUTIONS**

Resolutions must be approved by a majority Vote of the Executive Board.

### **Section 3- CONFLICT**

Amendments and Resolutions must not conflict with Article III or Article VI of this document.

# *ARTICLE - XII*

## *- DISSOLUTION -*

### **Section 1- DISSOLUTION**

Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

# ARTICLE XIII

## - APPROVAL OF ARTICLES OF ASSOCIATION -

### Section 1- ADOPTION

These Articles of Association shall become adopted upon majority approval of the Executive Board and will supersede any previous Articles of Association or Guidelines of the NorCal FOOLS.

### Section 2- EFFECTIVE DATE

Effective Date: November 1, 2009

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David Baldwin,  
President

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Billy Lewis,  
Operations Officer

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Duke Juanitas,  
Finance/Administration Officer

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Scott McKinney,  
Logistics Officer

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Francisco Villalpando,  
Planning Officer