



HQ MEMBERSHIP NEWS

Legislative Advocacy and NARFE Recruitment

— By Bridget Boel, Marketing Director, bboel@narfe.org

As NARFE recruiters, you no doubt have met many an interesting objection as you promote the Association's benefits to a prospective new member. But perhaps the most confounding is the "there is no threat" response as you praise the fine work of NARFE's national legislative department and grass-roots advocates across the country. With threats to federal employees' and retirees' benefits ever on the rise, "there is no threat" is both astonishing and frustrating. Where do you go from here?

Two issues likely are standing in your way. In most recruitment environments, there is precious little time available to educate the prospective member on threats past, present and potential. Additionally, those with the "no threat" view tend to hold the opinion quite strongly. Recent attendees at a Legislative Conference breakout session on this very topic confirmed this group of prospective members is a very hard sell.

So there you are, with three minutes of attention, at best, from your prospect at a health fair or festival, and the NARFE mission has somehow been readily dismissed. Give up? No way! Change gears. NARFE is not only their Legislative Voice. It is also their Information Resource. A recent focus group of current federal employees delivered a room full of threat-deniers, but they had another important thing in common – an unsatisfied need for information and guidance about their benefits. Specifically, the availability of NARFE's federal benefits experts was highly valued. Retirees and current federal employees alike were enthusiastic about having their benefits ques-

tions answered.

So switch your pitch. Show your prospect the award-winning [narfe magazine](#), pointing out the entire section dedicated to Q & A straight from the membership. Let them know that members may call or email our [Federal Benefits Service Department](#) directly for answers to their specific questions. With human resources increasingly more difficult for the current employee to access, NARFE is their answer for reliable information and guidance.

Once a member, the threat-denier will soon learn the extent of legislative efforts to diminish their benefits and hopefully become a strong supporter of NARFE's advocacy efforts. ■

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Brainstorm on Membership!

— By *Monica Williams, Deputy Director, Membership Marketing, mwilliams@narfe.org*

While NARFE's *Recruiting & Retention Journal* offers a wealth of information and inspiration by and for chapter leaders, membership chairs and individuals recruiting members, a brainstorming session may be in order for your chapter.

Brainstorming is an excellent tool to stimulate creative thinking and problem solving, and it is not an all-day affair. In fact, successful sessions are generally 30 to 40 minutes long and are best held with five to six participants. If you have more than 10, try splitting the groups in half, and share results at the end.

Here are a few tips to help you execute a successful session:

1) Set Expectations

Include a brief explanation of the problem and the history. Participants can prepare ahead for the session and it will keep the session focused and specific.

2) Invite Newbies

The idea is to get new ideas, so including someone who isn't considered an expert or close to the problem is likely to bear fruit. Your mix of people should be a mix of backgrounds and degrees of expertise.

3) Distribute These Rules

- Criticism of ideas isn't allowed
- All ideas, no matter how wild, are encouraged
- The more ideas, the better
- Every participant should try to build on or combine the ideas of others

4) Do not allow "Killer Phrases" such as:

- "Yes, but..."
- "We tried that before..."
- "Great idea, but not for us"
- "That won't work"
- "That will cause too much work"

5) DO write the objective where everyone can see it

6) DO capture ALL of the group's ideas on a large, visible white board or flip chart

7) DO follow up!

After the session, edit the brainstorming notes, arrange the ideas in related groups and send a copy to each participant as soon as possible. Ask each participant to select the three to five best ideas and why and how the ideas could be implemented. Set a deadline for when you'd like the ideas returned.

As the moderator, you are there to listen,

BRAINSTORM CONTINUED ON P.3.

Kindle Fire for the Big Winner in NARFE's 2014 Fall Membership Campaign

Congratulations to Greg Kann of Chapter 1085, who won the grand prize of a Kindle Fire in our 2014 Fall Membership Campaign. Kann recruited 13 members during the contest period, which ran from September 1 through December 31. His membership ID was selected at random by NARFE President Richard Thissen in mid-February.

When informed of his winning, Kann recognized Chapter 1085's members and Membership Committee, who assisted with their recruitment events.

Overall, 824 members participated in the contest and recruited a total of 1,337 new NARFE members. NARFE Headquarters congratulates Greg Kann and all of the members who participated to make our Fall Membership Campaign a success.



BRAINSTORM FROM P.2.

capture notes, and manage any negative or off-topic conversations. Be sure to be positive and appreciative of the efforts your group gener-

ates. You may come away with new insights or better mouse traps. But you are sure to have engaged participation and help in solving your problem! ■

How to Reduce Lapsed Memberships? Convert Retired Members to Dues Withholding

— By *Monica Williams, Deputy Director, Membership Marketing, mwilliams@narfe.org*

Both NARFE National and chapters have at our disposal one of the biggest guns in the retention arsenal – [Dues Withholding](#).

The Dues Withholding option is available to any member receiving an annuity check from the U.S. government. Membership dues – both chapter and national – are automatically deducted each month from the member’s annuity payment. Easy, painless and, after the first year, national dues are discounted.

There is no renewal process for Dues Withholding. The member remains a member until they notify NARFE.

Participation is easy. Current members use form [DW-2](#), where new members use [DW-3](#). Forms can be found online, or members can call to request one. An important note: Applications may take 60 to 90 days to process.

In spite of the modest inconvenience of the application and processing, some chapters and federations have jumped on the DW bandwagon and have built successful programs to entice their retired members to sign up for Dues Withholding.

Marshall Richards, Region VI vice president, reports that all of the state federations in Region VI offer a cash incentive for enrolling in Dues Withholding and that even some chapters offer additional incentives for signing up for the program. Chapter incentives range from \$10 to \$20.

Both Oklahoma and Texas have taken a “Cash is King” approach to the Dues Withholding program, with the federations providing cash incentives to all new DW members. The Texas Federation, which has modified the DW application for use exclusively when signing up retirees, provides a \$20 incentive. The application goes to

the federation before being sent on to Headquarters, so that the \$20 is processed and sent to the new member. Oklahoma provides \$40 to those signing up for Dues Withholding.

With the additional incentive by some chapters, a new member or DW convert can almost come away with a free membership. In fact, the Fort Worth Chapter offers a \$25 incentive. Combined with the \$20 from the federation, a new member would be net positive for a first-year national membership.

Developing a solid Dues Withholding program is a win-win for the organization and the member. The member is a member until he or she wishes to cancel. Neither NARFE nor the chapter has to renew the member, or chase down a lapsed member. NARFE is able to pass the “cost of renewal” on with a discounted membership after the first year of participation. Members benefit from the discount, convenience, and potentially from chapter and/or federation incentives.

Region VI has proof that its program is working. Statistics through the February 2015 close show 36.35 percent of the members in Region VI participate in Dues Withholding. (Panama is excluded from these counts as DW is required for retired members living in Panama.) The next highest are Regions IV and V, with 29.74 and 29.57 percent, respectively.

Encouraging Dues Withholding within chapters, federations and regions is well worth the effort. Every member on DW becomes a long-term, low-maintenance member. And the more of those you have on your rolls, the more time you can spend on recruiting new members rather than chasing after renewals from lapsed members. ■

Tips From the Field

Play a Part in Boosting Membership!

Address the topic of expanding our pool of prospective members. Ask your members to create a contact list of potential members. Who are they? They are the friends, peers, neighbors and federal workers we encounter every day. The list should include first and last name; street address; city; state; ZIP; and if possible, email address.

Send this information to Headquarters so it can generate targeted correspondence with these potential members. As with any organization or business, it takes an effective marketing program to gain members. NARFE has such a successful program, and you are encouraged to help by providing this information. The Prospect Information Cards (M-2) may be obtained from Headquarters or downloaded from the NARFE website, www.narfe.org.

Contact Headquarters: (800)627-3394; email: rr@narfe.org.

Note from HQ: A typewritten list works as well as the M-2 cards.

— Adapted from an article by Frank Impinna, featured in the October/November 2014 issue of the *Arizona Federation Newsletter*.

New Members Strengthen Our Message, Strengthen NARFE

I would like to make the request that our members make the effort to reach out to those they know who are either current federal employees or annuitants and ask if they might consider joining our group. As of 2014, there are an estimated 292,000 federal civilian employees (and postal workers) and annuitants working and/or residing in the State of Florida. I received one phone call from the posting I recently placed in the local newspaper. This person appeared very excited about the prospect of attending our NARFE chapter meeting. With new prospective members attending our meeting, I ask that everyone take the time and introduce themselves to make them feel welcome. Each new member strengthens our message to Congress and fortifies our national outreach.

— Adapted from an article by Dave Galgani, featured in the March 2015 issue of the *Chapter 1154, North Tampa, FL, newsletter*.

We're Only as Strong as Our Numbers

It's no secret that NARFE membership has been declining in recent years. National undertakes numerous approaches to improve the number of members including recent incentives to recruiters. On top of those efforts, let us all try to recruit one member each. Many active employees are under the mistaken assumption that NARFE is only for retirees. That preconceived notion must be corrected. Each year when we attend a health fair, we encounter attendees who think that they should only join when they are retired.

Active employees may understandably be unable to attend regular chapter meetings. That was one of the reasons that the electronic chapters were started. Sure, I would prefer that people join our chapter, but our first priority is gaining more members.

So, what do you tell a prospective member? First, that NARFE is our voice before Congress. One person or even one chapter wouldn't get much attention from our representatives. However, a strong membership can have the impact we need.

Note from HQ: Changing the perception that NARFE is just for retired federal employees is key to reaching active federal employees. One way to do this is introduce your currently working colleagues with information about NARFE's benefit services. There are a lot of questions and not very many answers surrounding pre-retirement. The lament that we hear most often is "I wish I had joined NARFE before I retired!"



The Bill Tracker Is Back!

In the March edition of *narfe* magazine, you may have noticed the return of the Bill Tracker in the Washington Watch section. The Bill Tracker lets you know the status of legislation monitored by NARFE. Broken down by issue, each bill has information on its sponsor, a summary of the bill including the latest actions taken, and NARFE's position. The Bill Tracker will be updated as more bills are introduced in Congress. Look for it in each edition.

We'll Keep You Posted on Email

If you have not yet provided your email address to NARFE, please do so by logging in to www.narfe.org with your last name and membership number. Then, click on "Add Email & Join GEMS." If you need technical help or assistance in setting up a user name and password, call (800)456-8410 ext. 373 or write to IT@narfe.org.

Spouses, Preserve What's Rightfully Yours

Why Should Your Spouse Join NARFE? Several years ago, a bill was introduced in Congress to make cuts to survivor benefits. NARFE fought this bill and, after a hard battle, defeated it! NARFE has fought and continues to fight for all survivors, including those who are nonmembers. Still, we have many survivor annuitants and designees eligible for NARFE membership who choose not to join NARFE. This group stands to win or lose the same way as retirees. Many survivors who never worked for the federal government mistakenly believe that one membership is sufficient and fail to understand that survivor benefits are affected the same way as federal retiree benefits.

I joined NARFE as a surviving spouse, and I think it was one of the best things I ever did. I encourage anyone who has lost their beloved spouse to continue their membership with NARFE or join as a surviving spouse as I did. It is up to us to protect our hard-earned benefits. You have to care about what's important to you and be willing to do whatever it takes."

Note from HQ: In addition to threats to survivor annuities, federal benefits are confusing to the federal worker AND retiree alike. Imagine how confusing these are to the spouse of the federal worker. If you know the spouse of a federal employee, encourage him or her to join.

— Kathy Siggins (featured in the February 2015 issue of the Chapter 409, Frederick, MD, newsletter)

Assure Your Members That NARFE Is Working For Them

How can you help effectively communicate to your members that NARFE is working aggressively on behalf of the federal community?

1. **Read legislative updates on the NARFE website.**
Convey any relevant information to your fellow members. A healthy discussion of these updates at meetings can keep people informed on the progress NARFE is making in protecting their retirement and health care benefits.
2. **Maintain a great newsletter.**
Mail copies to members and prospects in your area. Fill it with news from both your local chapter and NARFE Headquarters. Check www.NARFE.org every month for the latest news from Headquarters. The Home Page is conveniently divided into tabs such as "Federal Benefits," "Legislation" and "NARFE Publications," where you can find the information you need. Also clearly mention in your newsletter your next meeting date. Expressly invite all current, lapsed and

prospective members to attend.

3. Design or maintain a great chapter website.

A chapter Web page can create a virtual community for your fellow chapter members and is indispensable for those who cannot attend meetings. NARFE Headquarters has made available a Web-hosting feature that allows chapter members with little technical expertise to create their own NARFE chapter Web pages. Check it out on www.NARFE.org/guide. If your chapter already has a website, refresh content regularly.

4. Gain publicity for your chapter through

media outreach efforts, the Internet and through partnership with local community events.

Look at the NARFE Public Relations Handbook (FH-9) for ideas on how chapters may help gain publicity in their local areas.

5. Check the F-18 (Requisition for Printed Supplies) regularly.

Keep an eye out for new literature from NARFE Headquarters that your members and prospects will appreciate. You may place an order for material online at www.NARFE.org or call 800-627-3394. ■

MI MARKETING INSIGHTS

Pointers to Get and Keep Members

— Adapted from an article from *Strategic Membership Solutions* by Belinda Moore, www.smsonline.net.au

Empathize

When approaching a prospect, always acknowledge his or her point of view. The prospect may not share your experience in federal service nor see his or her impending or current retirement the way you do. During face-to-face meetings, listen to the prospect's needs and relate those needs to solutions provided by NARFE benefits. Familiarize yourself with the "hot button" issues for federal workers and retirees while taking into account generational differences.

The needs and expectations of today's retirees — whose ages range from the mid-50s to the early 80s — are varied. Active employees who choose to join NARFE may have different goals. At the same time, it has been pointed out that baby boomers are not joiners and are often guided by self-interest when making decisions on commitment. That's why we need to be exact when conveying the right benefits messages.

Regain focus

Even in conversations with your existing members, we may inadvertently focus on the techniques of how we do what we do — mail the monthly newsletters, respond to requests for more information, write letters to Congress — rather than why we do what we do, which are the benefits of our work.

The "whys" tie in directly to the purpose of NARFE. Explain in your own words why you support what you do. Remember to link those activities to the benefits that motivate your members.

Talk about your membership benefits, not features. Features are what your organization does; benefits are the personal connection for your members.

Instead of saying: We have NARFE federal benefit specialists available on staff.

Say: You get advance notice and dependable advice when benefits change. Retirement annuities, health insurance, life insurance and other benefits are subject to change. As a NARFE member, you will know exactly what to expect and can get expert answers to your questions, whether you are under CSRS or FERS.

Instead of saying: Members get the monthly *narfe* magazine.

Say: NARFE members have access to acclaimed reporting on federal news. With so much misinformation about federal pay and benefits in the general media, *narfe* magazine is a reliable source for news, data and advice for federal workers and retirees. Monthly columns sort out complex and common benefit issues, translate proposed legislation, answer your



questions, report on progress and results of NARFE legislative initiatives, and more.

Instead of saying: Members can access the NARFE [Legislative Action Center](#).

Say: As a NARFE member, you get to speak your mind through the NARFE Legislative Action Center. Access quick links to reach your members of Congress and local media. NARFE's online database of current legislation, key votes and how to's on communicating with Capitol Hill give you the power to speak your mind to the people making the decisions.

Instead of saying: NARFE members get [member perks](#).

Say: Using the purchasing power of hundreds of thousands of members, NARFE offers excellent deals to help you save money on travel, hotel stays, car rentals and more. Credit union membership, mortgage discounts, and additional financial, insurance, and health services are also available to NARFE members. College scholarships and disaster relief grants are more ways that NARFE is looking out for you and your family when you remain a member.

And Here's Why NARFE Still Needs You!

NARFE is the only membership organization solely dedicated to protecting and preserving the benefits of ALL federal workers and retirees. As a member of NARFE, you strengthen each of our critical messages before Congress, fortify our national outreach, and demonstrate your dedication to protecting the hard-earned bene-

fits and deserved reputation of both the active and retired workforce.

NARFE's aggressive legislative agenda focuses on protecting your earned pay and benefits. Our advocacy efforts have produced winning results. With you by our side, we have successfully:

- Ensured a switch to the Chained CPI to calculate annual cost-of-living adjustments (COLAs), which would reduce the COLAs federal and military annuitants and Social Security recipients receive, did not receive congressional consideration.
- Stopped misguided postal reform legislation from passing, which would have decreased benefits for not only postal employees and retirees, but all federal employees and retirees.
- Advocated for the addition of "self plus one" coverage to FEHBP. The option, which will lower health insurance premiums for two-person families, will be available in 2016.
- Defeated proposals to increase retirement contributions for current federal employees. For this, NARFE was recognized by *The Hill* newspaper as having one of the "Top 10 Lobbying Victories in 2013."

NARFE continues to fight numerous attacks against the federal community. We need your help to strengthen our voice on Capitol Hill. To learn more, go to www.NARFE.org.

There's still a lot more that needs to be done. View our legislative agenda on www.NARFE.org.

Join us! Stay with us!

Top Recruiters

State	Chptr	Recruiter	Count	State	Chptr	Recruiter	Count	State	Chptr	Recruiter	Count
CA	0065	Michael P Crahan	15	KY	1760	Norma Moore	4	MD	0969	Bernard J Goldsborough	3
CA	0061	Yoggi Riley	7	VA	2065	William Martin	4	MD	0969	Paula M Luskus	3
MD	0969	Mary Geneva Leon	5	AL	0270	Jeffrey Nursey	3	NJ	1000	Carl Fascio	3
TX	1375	Philip R Kraus	5	IN	0330	James DeWitt	3	TX	1281	Stanley E Sartain	3
IA	0198	Eugene V Baker	4	IN	0381	Joe Ann O'Hara	3	GA	1419	Fred A Martich	3
OK	0730	Ron Vick	4	NY	0471	Marianne Polo	3	DC	2131	Sylvia E Slaughter	3

RR Recruitment Credit to Members

Note: The list below was aggregated from membership applications submitted to NARFE HQ that contained Recruiter ID numbers.

Alabama

0270 Jeffrey Nursey	3
0270 Richard L Guthrie	1
0443 Mary J Armstrong	1
1511 Gary L Vice	1
1609 Majerone H Anderson	1
1807 Lee R O'Berry	1
1899 James Griffin	1
1899 Dorothy J Peed	1

Alaska

1779 Paul McIntosh	1
2076 Betsy Bonnell	1

Arizona

0055 Etta H Bryant	1
0266 Evelyn Kuida	1
1395 Jacquelynn D Cunningham	1
1505 Wanda Bales	1
1686 Virginia J Ginter	1
1686 Joseph Ernest Sandoval	1
1874 Roger M Corner	1
1874 Louise S Shields	1
1874 Rosa Vance	1
2106 Judith A Law	1
2106 Anita Wulf	1

Arkansas

0463 Billy W Carroll	1
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California

0016 Gail Burch	1
0016 Eugene A Stevens	1
0021 Jeannie C Sprenger	1
0040 Susan A Hammer	1
0045 Pamela King	2
0050 Dee Shallenberger	1
0061 Yoggi Riley	7
0061 Norman L McCracken	1
0061 Gail Stiles	1
0065 Michael P Crahan	15
0065 Gerald Hall	2
0073 Miriam Salgado	1
0073 John C Smith	1
0397 Anita V Haraughty	1

0397 Vivian K Nathanson	1
0478 Nicholas Shestople	2
0482 John F Markert	1
0544 Donna Marcus	1
0587 Carol W Tiffin	1
0608 Linda Eldridge	2
0669 Raymond M Thompson	1
0877 Linda Ingram	1
0903 Terry Wilks	1
1087 Evelyn L Schuler	1
1266 James B Carpenter	1
1282 John R Anderson	1
1306 Judith Mayora	2
1324 Norman Overbay	1
1335 Jeanette L Schmidt	1
1496 Ruthanne Guy	1
1496 Edward F Romandia	1
1503 Mary Jo Smith	1
1658 Carolyn Kaye Brown	1
1680 Jeri A Benson	2
1718 Gaylin Zeigler	1
2025 Diana J Wiest	1

Colorado

0081 Maurice C Dailey	1
0118 Beverley Neuben	1
0241 Linda A Wright	1
0256 Marshall Flug	1
0355 Donald Demmel	1
1039 Thomas J Heffernan	1
1072 Fred L Bond	1
1085 Gregory Kann	1
1085 Sandra Mitchell	1

Connecticut

0158 Thomas M Manning	1
2069 William J McLean	1

Delaware

0085 Patricia G Schweinegruber	2
0085 Celeste G Briddell	1
0085 Eunice Moore	1
1690 Richard C Oliver	1
1690 Ron Weber	1

District of Columbia

0001 Rita W Ross	2
2131 Sylvia E Slaughter	3

eNARFE

2363 Beth Astley	1
2363 Paul Bayer	1
2363 Colin Church	1
2363 Norma J Ferguson	1
2363 Esther N Hart	1
2363 Thomas Heffernan	1
2363 Randy Jensen	1
2363 Marie Lawson	1
2363 Diane M McCreary	1
2363 Avelina Navarrette	1
2363 Janet Welch	1

Florida

0033 Donzleigh Dowie	2
0109 Terry Zitek	2
0172 Pamela Busch	1
0583 Charles C Alton	1
0583 Albert R Couture	1
0776 Charles Lutz	2
0837 Lourdes Lebroc	1
1074 Reba B Goewey	1
1137 John R Ledman	2
1224 Robert E Lemley	2
1263 Beulah H Greene	2
1263 Victoria R Taylor	1
1405 Linda L Vercillo	1
1557 Mary A Ilavsky	1
1557 Brian C Mertz	1
1713 Jean M Bell	2
1844 Sharon Gum	1
2156 Royce R Neidlinger	1
2234 Kenneth N Szczepanski	1
2247 Patricia L Vevera	2
2364 Paul T Doelker	1

Georgia

0101 Ralph R Angelo	1
0101 Franklin E McPhail	1
0249 Michael D Harper	1
0380 Celia E Hemphill	2



0380 Clarence Robinson	1
0548 Martha H Baldwin	1
0548 Alva C Rawles	1
0548 Ben E Tuggle	1
0548 William Walinow	1
0643 Janice Burgess	1
0977 Jimmy Coleman	1
1020 John Hashaw	1
1020 Caroline Martin	1
1020 Ralph G Watson	1
1033 Margaret C Hudder	2
1033 Charlotte N Samples	1
1033 T Jerry Samples	1
1044 Dianne Harrell	1
1417 Nancy J Wall	1
1419 Fred A Martich	3
1634 Kathleen A Phillips	1
1750 Bonnie J Herndon	2
2045 Ronald Chmiel	1
2045 Eileen A Griffin	1

Hawaii

1518 Lillian R Ishii	1
1518 Janet Young	1
1563 Robert Arthurs	1
1656 Peter Lee	1
1657 Viki Nakamoto	1

Idaho

0763 William G Lloyd	1
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Illinois

0006 Thelma Perkins	1
0332 Wilma Cole	1
0332 Phyllis Roth	1
0338 Merton I Sachs	2
0399 Mary S Beckmeier	1
0402 C S Warner	1
0415 Thomas E Jencius	1
0575 H Neil McIntyre	1
1019 Cynthia L Peck	1
1097 Ruby E Lingle	1
1309 James H Glover	1
1344 Linda Galle	1
1771 M Irene Spaletto	1

Indiana

0151 Walter Timothy Pitchford	1
0330 James Dewitt	3

0381 Joe Ann Ohara	3
0546 Carl A Bernacky	2
0578 Betty J Schackmann	1
0580 Mary G Hawkins	1
0813 Kay J Hineman	1
0847 Larry E Dent	1
0847 Karlene Priest	1
1847 Marian R Ward	1
2197 Dennis P Danielson	1
2197 Vern Minton	1

Iowa

0133 Don L Schluter	2
0148 Larry Moore	1
0198 Eugene V Baker	4
0207 William R Woerner	1
0878 James R Bartels	1
1814 Stephen J Ernst	1

Kansas

0280 John F Ourada	2
0366 John Rodgers	1
0366 George M Wyatt	1
0378 Dianne Throop	2
0383 Mary Ann Brown	1
0383 Joan A Martin	1
1162 Louise A Lloyd	1
2098 L Jean Nickell	1

Kentucky

1050 Kay L Bennett	2
1050 Marilyn S Ardisson	1
1269 Linda B Cooper	1
1760 Norma Moore	4
1760 Wanda M Dierig	1

Louisiana

0041 Nancy O Winker	2
0041 Patricia Ashton	1
0041 Joseph G Feldmann	1
0099 Phyllis Immethun	1
0099 Beryl Quinton	1
0502 Michael A Fletcher	2
1396 Judith Perez	1
1397 Linda Kuhn	1
1397 Edward P Theriot	1
1398 Kim E Janneck	2
1482 Adolfo Ramirez	1

Maine

1804 Louis B Godin	1
2132 David W DeMerchant	1

Maryland

0258 Allan Kam	1
0258 David M Richman	1
0409 Loretta Carpenter	1
0409 Kenneth L Morgan	1
0409 Kathy Siggins	1
0581 Harold Clapp	1
0969 Mary Geneva Leon	5
0969 Bernard J Goldsborough	3
0969 Paula M Luskus	3
0969 Mary R Horton	2
0969 Brenda L Abell	1
0969 Joel L Ekhaus	1
0969 Stephen Fedasz	1
0969 Nettie Harding	1
0969 Sharon Harwood	1
1122 Donald J Dorsey	1
1127 Bruce A Fowler	1
1143 Martha Iacono	1
1260 Ernest Bailey	1
1363 Jo Anne Groves	1
1372 Evelyn M Kirby	2
1372 Louise M Woods	2
1734 Maurice Zeitler	1
1887 Margaret M Evans	1
1892 Linda Lee Cohen	2
1892 William A Michie	1
1936 Martha Bouis	1
2274 Daniel H McGrath	1
2306 Frances C Kane	1

Massachusetts

0189 George Manoogian	1
0434 Carol Kilbride	1
0484 Rita M Bassett	1
0484 Bernice C Ellis	1
0807 Louis H Bier	1

Michigan

0012 Joan B Morrison	1
0089 Bernice Adams	1
0089 William Smiley	1
0089 Millard Whittaker	1
0123 Susan K Healy	2
0123 Sharleen Phillips	1

0304 Harvey Somers	1
1163 Edward M O'Neill	1
1593 Kathleen Bailie	2
1593 Normajean Edwards	1
1593 Mary Winfield	1

Minnesota

0282 Theresa A McLaughlin	1
1207 Dennis L Barnack	1
1232 Linda M Cincotta	1
2243 John E Tapio	1

Mississippi

0670 Glenda F Robbins	1
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Missouri

0019 Paul R Mosbaugh	1
0312 Marlowe Schlegel	1
0313 Ned L Diekroeger	1
1229 Mary M Hixson	1
1229 Kenneth P Luber	1
1240 Thresa Ann Wilson	1

Montana

0646 James B Reid	1
2159 Frank E Votapka	1

Nebraska

1239 Dixie Lederer	1
1239 James R Pryor	1
1370 Thomas Sanders	1
1509 Marietta M Hofferber	1
1717 William T Richman	1
1717 Valeria Temple	1

Nevada

2031 Raymond DeGroat	1
2031 Ruth E Wisecarver	1

New Hampshire

0302 Margaret N Gegas	1
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New Jersey

0203 Edna E Holmes	1
0424 Donald Ellington	1
0424 James A Rhead	1
0637 John M Cunion	1
0637 Bernadette H Schoch	1
1000 Carl Fascio	3

1000 Arnie Endick	2
1066 Codell Moore	1
1533 Robert S Moscinski	1
1664 Dorothy Buckanin	1
1664 John Williamson	1

New Mexico

0698 Dennis Clark	1
1341 Marian Thornton	1
1401 Patricia V Bachtel	1
1411 Lorna M Howerton	1

New York

0124 Diane Allocco	2
0124 Timothy R Montroy	1
0124 Kenneth A Roesch	1
0153 Sandra M Delphard	1
0153 Dennis C Gawron	1
0153 Lorraine D Gervasi Maciuba	1
0439 Ann Converso	1
0439 Patricia Sheridan	1
0444 Carl J DiSalvatore	1
0471 Marianne Polo	3
0471 Mark J Bernstein	1
1264 Richard S Scheingold	2
1355 Colleen M Combs	1
1355 Jean M Senglaub	1
1712 Beverly K Gilbert	1

North Carolina

0337 Walter J Denninger	1
0720 Ronald E Buffaloe	1
0808 Max E Armstrong	1
0808 Shirley J Gillyard	1
2211 Nathaniel H Johnson	1
2266 C E Wagner	1
2289 Richard A Pulsifer	1
2289 William Henry West	1

North Dakota

1377 Harold Weninger	1
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Ohio

0187 Clarence J Kleehammer	1
0265 Lois Romans	1
0310 William E Sisco	1
0317 Diana Diller	2
1927 Barbara A Early	1
2264 David M Rembowski	1

Oklahoma

0022 James W Daugherty	1
0022 Karen J Neisler	1
0167 Juanita Perry Ruiz	1
0184 Rosie L Graves	1
0278 Cynthia L Hines	1
0577 William Freeman	1
0730 Ron Vick	4
0946 Ronald J Cannefax	1
0947 Paul D Kraman	1
1176 Robert W Edwards	1
2351 Charles Stanphill	2

Oregon

0079 Ruthann C Couch	1
0079 Anthony Kocjan	1
0136 Linda Silverio	2
2051 Stephen Mathis	1
2115 Scott A Cotter	1
2221 Bill Binnewies	1

Pennsylvania

0129 Phyllis C Reinhardt	1
0328 Michael D Grove	1
0372 Allan Michels	1
0373 Paul E Capehart	1
0373 James Yemzow	1
0412 Janice M Odell-Winter	1
0413 Vincent Pasquale	1
0664 Lillian A Jones	1
1063 Robert J Nakielny	1
1130 Lawrence Palecek	2
1287 Michael G Brown	1
1287 Thomas H Haas	1
1301 Anne Marie Wengraitis	1
1384 Daniel H Bitner	1
1384 Ralph V McDermott	1
1465 Terree A Goldstein	1
1465 Victoria Jean Wolf-Book	1
1556 June Reyes	1
1723 Elizabeth Tighe	2
1782 Diane M Caldwell	1
1782 Ronald J Yeager	1
1816 Mary O'Donnell	1
1816 Lillian A Tapman	1
1861 David A Steele	1

South Carolina

0087 Clara Gillentine	1
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0772 Morgan I Hill	1
0934 Laura Srubas	1
1079 John Hawbecker	1
1082 Richard W Crawford	1
1082 Howard E Graham	1
2258 Paul Russo	1
2319 Patricia H Wright	1

South Dakota

0201 John Bultsma	1
0201 Stanley R Gunn	1
0899 Jacqueline S Bjorke	1
0899 Barbara Hall	1
2200 Linda G Young	1

Tennessee

0870 Dale Simms	2
1382 Carolyn J Cribbis	1
1956 Ronnie Collins	1
1956 Ellis R McCowan	1
2009 William Hayes	1
2133 Larry F Bowers	1

Texas

0030 Robert Castillo	1
0228 Albert L Prewitt	1
0229 Thomas M Vogel	2
0300 Jo A Hatfield	1
0559 Lizanne Stewman	1
0607 John G Thomas	2
0672 Dorothy A Creswell	2
0672 John Creswell	1
0672 Lynn Geyer	1
0801 Linda A Richards	1
0981 Arthur Limon	1
1201 Ben Weiger	2
1201 Sue Brooks	1
1201 Una L Hutchins	1
1201 Stephen Bernie Owen	1
1248 Connie H Neely	1
1281 Stanley E Sartain	3
1320 Lorraine E Griffin	1
1375 Philip R Kraus	5
1594 Shirley A Swift	1
2366 Leticia Moran	1

Virginia

0066 Betty B Mitchell	2
0066 Johnny E Arthur	1

0111 Mary P Page	1
0135 Robert S Drake	2
0164 Margaret D Rexrode	1
0180 Jane A Beaudoin	1
0180 Marilyn D Gaven	1
0232 Michael R Sineath	1
0401 Alan Cobb	1
0595 Leslie E Ravenell	1
0682 Patricia A Taylor	2
0682 Marie B Collins	1
0685 Patricia Kathryn Gamble	1
0685 Charles McElroy	1
0737 Constance T Bails	1
0737 Kathleen C Loftin	1
0737 Josephine Prince	1
0737 William Shackelford	1
0893 Barbara Dieker	1
0893 Ronald H Jones	1
0974 Jan Raymond	1
1159 Rosemary Arnolts	1
1159 Kimberly C Rendelson	1
1159 Albert J Schibani	1
1241 Gretchen S Kroll	1
1270 Tamara S Flanagan	2
1293 Ronald Hitt	1
1293 Graylin Taylor	1
1472 Barbara M Nugent	1
1472 Carolyn Wilson	1
1549 Mary A Jackson	1
1665 Clare Mahan	1
1823 Gay H Packett	1
1827 Edward Gekosky	1
2065 William Martin	4
2265 Mary H Nissen	1
2343 Aloysius J Venit	1
2358 Wilhelmina Santiful	1

Washington

0043 Diane B Nelson	2
0043 Robert J Rust	1
0131 Charles Caughlan	1
0131 Robert W Williams	1
0181 Donald A Palmer	1
0181 Lanny Ross	1
0236 Lylburn S Cagle	1
0237 Gerald F Owens	2
0237 Anna B Good	1
0237 Nancy G McCann	1
0238 John A Ries	2

0238 Charles Rinker	2
0881 Donald E Cole	1
1192 Mary A Binder	2
1192 Nancy C Crosby	1

West Virginia

1236 Delmar Barrett	1
1236 Harriett W Liskey	1
1579 David Nicholson	1
2252 Nina J Bowles	1
2263 Daniel G Duckwall	2

Wisconsin

0094 Robert John Borowski	1
0120 James A Honer	1
0403 John E Durben	1
1386 Cheryl Frantz	1

Wyoming

0358 Edward E Chase	1
0358 Beverly Ann Comeaux	1



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