

THE THANAGRAM

SPRING • 2017

Official Publication of the Tennessee Funeral Directors Association, Inc.

In This Issue

**114TH ANNUAL
CONVENTION
JUNE 4 – 6, 2017
“Traditions in
Transition”**

OBITUARIES

**THE FRINGE
BENEFITS**

**How to Respond
When an Active
Shooter is in your
Funeral Home**

**TFDA
Legislation
Reception**



PRESIDENT'S MESSAGE

B. STEVEN SPANN, PRESIDENT • TFDA BOARD OF DIRECTORS

Greetings TFDA Members,
I trust that everyone is like me and looking forward to spring and warmer weather. In middle Tennessee it is 70 one day and 30 the next. As I write this message it is in the 30's and snowing. So as they say, if you do not like the weather in Tennessee, just wait a few days and it will change.

The districts meetings were held last week with a large attendance at each district. We are very excited about the possibility of “Electronic Death Certificates”. The electronics process should begin the first of June 2017. Let's keep our fingers crossed!!! The legislative reception was very successful with a large number of legislators in attendance. The legislative committee has been very busy this year with the “Pet Service Bill, and the Continuing Educations Bill. Much thanks to David Murphy and this group for all their hard work.

The summer Convention is scheduled for June 4, 5, and 6 in Murfreesboro, Tennessee. The theme for the Convention is “Traditions in Transition in Funeral Service.” This theme is very timely and appropriate because the programing is designed to combine the old and valued traditions of our profession with the new and valued innovation in funeral service. The Tuesday night event promises to be a fun evening with dueling piano for the evening entertainment. “It is important that you make your reservations early as the hotel can easily get sold out with other functions”. I look forward to seeing you there.

The Tennessee Funeral Directors Association endorsement of Investors Heritage Insurance Company is going very well as funeral home are signing-up to support the TFDA. As I mentioned before, IHLIC is a family operated insurance company which was started by the father of the company President Harry Lee Waterfield in Frankfort, Kentucky. I would be remiss if I also did not remind everyone that it was Investors Heritage that stepped up to the plate for us when the Franklin American Insurance Company failed in buying and servicing these policies. Their customer service is second to none, plus the added benefits that Investors Heritage provides a wonderful incentive trip annually for funeral homes that reach a certain sales quota, what more can you ask for? TFDA has also offered discounts to TFDA membership and to the TFDA Convention for participants that qualify. IF YOU HAVE NOT SIGNED UP PLEASE LET ME KNOW AND SOMEONE WILL BE BY TO SEE YOU SOON”.

Lastly, if I can be of service to any of my fellow funeral service professionals please give me a call. I look forward to seeing you at the CONVENTION.

Sincerely,
Steve Spann

Our Mission:

To be the Tennessee Funeral Professionals leadership advocate, through communication, education and legislation; thereby empowering the licensed funeral professional the ability to serve at the highest level.

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2017 TFDA/TFSSC Annual Convention
Embassy Suites Hotel & Conference Center
Murfreesboro, TN

Memorial Service
Sunday, June 4, 2017

What a great honor for our association to participate in celebrating the lives of our deceased loved ones who have left us this past year.

Please contact the TFDA office if there is a loved one not listed that should be included. Phone: (615) 321-8792 Email: office@tnfda.org

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The Fringe Benefits

By Deborah Schlottman



It was a typical training day for my new apprentice. A new day, with a new topic to learn about. This day was devoted to dressing and cosmetics. So why wasn't my (forty-something, male) apprentice exuding excitement for the tasks at hand? I mean, come on, we are working with cosmetics and hair. Doesn't everyone share my excitement for this topic?

The first decedent of the day happened to be male. That's good news! My apprentice would get to start off with an "easy one." "No problem," I said. The condition of this deceased was pretty much textbook perfect. Decedent dressed? Check! The necktie is tied Double Windsor? Check! The pocket square folded and placed? Check! Highlight cosmetic applied? Check!

Then I said, "OK, apprentice, let's work on this man's hair." My apprentice proceeded to grab the first hair tool he came across – a hair pick. Umm, that's an interesting choice of hair tool, I thought to myself. This particular decedent had a typical older male hairstyle, a part on the side, combed over with slight volume to it. I asked my apprentice to style this man's hair the way he thought it should be according to the photograph provided. He then stood behind the decedent's head with the hair pick in his hand and a blank stare on his face. Noticing that he looked completely lost, I began to guide him and tell him the necessary steps.

First we needed to wet the decedent's hair and apply hair gel to the hair before styling it with the hairdryer. "So, go ahead and apply the gel," I said. "And then I will show you the technique of styling to achieve the lift that his particular style requires."

Again, my apprentice looked like a deer in the headlights. "What's wrong?" I asked. To which he replied, "I don't know what hair gel is or what you do with it." In shock I thought, "How could this be?" He then pointed to his own bald head and said to me, "I don't use hair products or tools."

I chuckled and realized with a hairline like his, he wouldn't. At that time, my apprentice's hair reality was foreign to me. After all, I have been interested in all things about hair and makeup ever since I can remember. Eventually, my apprentice mastered the art of the "roller set" hairstyle like nobody's business. Now, he is not only competent in all things regarding hair and makeup, he has become quite the expert.

Sadly though, throughout the 20+ years of my career as an embalmer and licensed cosmetologist, I have found that my apprentice's lack of knowledge about hair preparation is more the norm (of even experienced embalmers) than the exception.

Hopefully, those of you who share this

apprentice's insecurities on the subject of hair preparation will find some useful tips and techniques in this article. Let's start with the basics of hair care as it pertains to our job as an embalmer.

Have you ever winced as you opened the body bag of a decedent that you were about to embalm and found that they had a head full of long hair? "Ugh!" you sighed as you realized this hair could easily add a half an hour or more to your embalming process. You tried your best to keep the hair from mingling with the exiting body fluids or getting tangled up amongst your instruments. Well, this doesn't need to be an issue if you treat the hair prior to injection.

Simply wash the hair with shampoo, rinse, and apply a generous amount of conditioner, or spray the entire head of hair with a leave-in conditioner. After doing this, section the hair into four parts. Twist each section into a bun and clamp it with a hair clip or claw. If the scalp has been autopsied, remove the sutures prior to cleansing the hair. Section the hair into two sections, top and bottom, and secure each section into the hair clamp. This will also aid in suturing the scalp together at the end of the embalming without the hair interfering and getting caught in the suturing process.

Important: Do not rinse the conditioner from the hair until the end of the embalming process. By treating the hair first, you are making your job easier by preventing the hair from collecting blood clots and debris from the embalming procedure. This technique also allows the hair to absorb the conditioner and soften the strands. Softer strands allow you to comb the hair without it tangling up and causing hair loss and frustration.

Once the embalming is complete and the table has been cleaned, remove the hair clamps and rinse the conditioner out of the hair. At this point it is best to use a wide tooth comb for the combing process. To avoid hair breakage/loss, always begin combing from the bottom of the strands, making your way to the top of the head. With each new stroke you are grabbing a higher section, eventually making your way to the top of the head, with a full stroke combing the entire length of the hair. This method will alleviate knotting as well as breakage.

It isn't enough to just wash the hair and comb it straight back. Have you ever tried to style a woman's bangs but instead found you were fighting a stubborn cowlick, trying to make it stay down on the forehead? Of course you have. Save yourself and the person responsible for cosmetizing the decedent a lot of frustration. Take the decedent's hairstyle (man or woman) into consideration as you are combing out the hair after embalming. Examine the hair and its different lengths. If the hair is shorter around the

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forehead, you can assume this person had some sort of bang or fringe around their face. If it's possible to see a photograph prior to this point, that's ideal. Comb the wet hair in the direction of the style. As the hair dries it will set in the direction in which it is meant to be styled. Embalming will set the hair follicles in the direction you comb the hair after the embalming process. The same holds true with men as with women. If they have a part in their hair, comb the wet hair in the direction of his preferred part. These simple details will make your job a little more enjoyable and less stressful.

Got roots? Yes? No problem! The family brought in hair color in a box for you to use. Easy, right? No! First and foremost, if the funeral home staff that collected the hair dye from the family didn't explain the possible outcome of using the hair dye, then you, as a trained embalmer, need to explain to the family the following important information. The single most important thing that hair dye requires to achieve its desired effect is body heat. A dead body no longer has the ability to activate the coloring chemical. Sure, you can apply the dye, but it is my recommendation to always make the family aware that they might not see the results they had anticipated.

However, covering roots is still possible. There are so many products available to us. You should visit a beauty supply store. There is a wide variety of color touch-up sprays, creams, wands, and rinses that are specifically designed to cover roots of both men and women. Purchase these supplies and have a variety of types and colors at your hair station. They are easy to use and easy to apply.

So you didn't make it to the beauty supply store or you're not comfortable in a store like that? No problem. You certainly must have a tube of mascara, a palette of eyeshadow, or a Dodge Cosmetic Kit. All of these products can create an illusion of hair dye. Sometimes our profession is "smoke and mirrors." We use whatever we can to achieve an illusion of a "self-like" decedent. Use a stippling brush coated with any of these products and stipple the color into the scalp from the root to the end of demarcation. Comb the roots with the mascara wand, like you would an eyelash. Thinking outside the box will do wonders.

Speaking of wonders, do you have a decedent with missing hair? Do you worry about how you are going to create hair where there is none? Is this concept so overwhelming that it is just easier to tell the family to bring in a hat for their loved one? Is it laziness or lack of skill and confidence that causes us to opt for a hat or scarf and not even try to restore what is missing? If by chance you are great at hair restoration that is wonderful. I am in no way an expert but I have done enough hair restorations to share some tips on this subject. Before doing anything, it is best to get the family's permission to perform a hair restoration procedure. Next, if it is possible to use the decedent's own hair, always go for that option. Removing hair from the back, or the lower part of the scalp is desirable. This is the area that is covered by the pillow.

Again, the beauty supply store is a great resource to you. You can purchase all types of hair, such as wigs, bags of hair, hair extensions, curly hair, straight hair, fake pony tails and even clip-on bangs. All of these hair accessories can be altered and cut to fit your needs. Once you have determined what procedure you will do, first apply a base color. Typically, you would want to use the same color as the hair. This allows any sparse areas to appear covered once the hair is applied. Next, you want to apply a thin coat of some sort of adhesive to the scalp. It is best to apply the adhesive, like wax, or Aron Alpha, or Perma Seel, a section at a time. Starting at the bottom of the bald area, attach the hair in rows, like you would shingles on a roof. Don't let the task overwhelm you. You are the artist. Take your time to create your masterpiece. Your efforts will be what sets you apart from the person who just earns their paycheck. You will be the one who earns the trust and appreciation of a grieving family.

Lastly, if you are sentimental, this next bit might seem like a no-brainer. However, I am a married woman and know all too well that the obvious to me isn't always the obvious to a person who shares the same space and routine as me. So for the sake of the non-sentimental person, I'd like to share my ideas on a topic that is near and dear to my heart: keepsakes. Death is so final. One is gone forever. There is a viewing scheduled. The family attends and all the while is trying to grasp the finality of it, but yet they are still able to see, touch, and feel the one who is supposed to be gone forever.

Then the final day comes: burial or cremation. Boom! It's done, it's final, they are gone forever. No more seeing them, no more touching them, no more feeling them. Now, it is REAL! Thankfully in a week or so, when they are ready, the family will look through the bag of cards, the memorial book, and the literature that the funeral home presented to them at that final moment. As the family sifts through the contents of the bag, and are able to process their loss, they come across a keepsake. A beautifully packaged lock or locks of their loved one's hair. Hair that was prepared by the thoughtful funeral director/embalmer who had the heart to know to ask the family during the process of making the funeral arrangements, if they would like a lock of hair as a keepsake, and the wisdom to know that down the line this special gesture would serve as the glue to keeping a grieving person's sanity. Never underestimate the value and effect of having a tangible piece of a loved one to hold, touch and feel at any moment when they need them close.

Simply put: pay attention to the fringe and you will reap the benefits.

Deborah has been in the funeral industry for 20 years and is a licensed Embalmer and licensed Cosmetologist. She managed a high volume prep center in Orange County, CA for eight years before joining Dodge as our Sales Representative in Southern California and Hawaii.



The single most important thing that hair dye requires to achieve its desired effect is body heat.

Don't let the task overwhelm you. You are the artist. Take your time to create your masterpiece.

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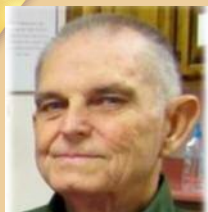


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Obituaries



Buford Ray Ayers, 79, Collinwood, TN

Buford Ray Ayers of Collinwood, TN was born January 1, 1938 in Wayne Co, TN, the son of the late Earnest Jewell and Bessie Lee Scott Ayers. He was united in marriage to Laura Jo Stooksberry on January 7, 1959. Mr. Ayers was a retired from Murray Ohio Manufacturing Company and was a member of Millrock

Freewill Baptist Church in Collinwood, Tennessee where he had served as a deacon for over 44 years.

Mr. Ayers departed this life Monday, February 20, 2017 at his home at the age of 79 Years, 1 Month, 19 Days.

He is survived by his wife, Laura Jo Ayers of Collinwood, TN; a son, Philip Ray Ayers of Collinwood, TN; daughters, Vickie Carol Ayers Balentine of Collinwood, TN, Robbie Jo Ayers Williams of Ethridge, TN; grandchildren, Jamie Ayers, Courtney Balentine, Jacob Ayers and Cordale Williams; great-granddaughter, Addiston Grace Ayers; a brother, Deward Ayers of Florence, AL; sisters, Nella Faye Stooksberry of Collinwood, TN, Fleeta Mae Holt of Iron City, TN, Betty Ruth Johnson of Ethridge, TN, Edith Graham of Collinwood, TN; several nieces and nephews.

In addition to his parents, Mr. Ayers was preceded in death by brothers, Elza, Ellis and Lavern Ayers and two infant siblings.

Brian Andrew Daniel of Arlington, VA

Mr. Brian Daniel died at Georgetown University Hospital, Washington, DC on February 9, 2017 following a brief illness. Born in Jefferson City, TN on August 24, 1975, he was the only son of Dennis and Barbara (Ailey) Daniel of Rutledge, TN. He is also survived by a very special cousin, Angie Vittetoe of New Market, TN, and his Aunt and Uncle, Shirley and Pete Martin of New Market, TN. He was predeceased by his maternal grandparents, Winfred and Edna Ailey of Dandridge, TN,



paternal grandparents, Rayford and Mayme Daniel of Rutledge, TN.

Brian completed business and music coursework at Carson Newman College in Jefferson, TN. He was awarded an Associate of Science Diploma in Mortuary Science from Gupton-Jones College of Funeral Service of Decatur (Atlanta), GA. He was a licensed funeral director in several states, including: Tennessee, Virginia and the District of Columbia. Spanning over two decades, his career included positions as a funeral director at Smith Funeral Home in Rutledge, TN, Farrar Funeral Home in Jefferson, TN and Rose Mortuary in Knoxville, TN. Most recently he was employed by Joseph Gawler's Sons LLC. Funeral Directors, Washington, DC. His professional affiliations included: the Academy of Professional Service Practice, the National Funeral Directors Association, the Tennessee Funeral Directors Association and the British Institute of Embalmers.

Brian was a learned and skilled musician who loved liturgical and classical music. He utilized those talents for several years as an organist at the First Baptist Church of Knoxville, TN. His community involvement also included service positions in the Rotary Club of Knoxville (downtown chapter) and in the Knoxville

Chapter of the American Guild of Organists. He was also known as having a fine sense of humor. He will be sadly missed by family, coworkers, and many friends.



Carolyn JoAnn Johnson

JoAnn Johnson, age 82, passed away Wednesday January 25, 2017 at Laughlin Memorial Hospital. She retired from Magnavox and was member of Zion Presbyterian Church. She was survived by her son-in-law, Eddie Hensley and his fiancé, Mary Cutshaw; grandson, Matthew Hensley and Fiancé

Sabrina Fillers; brother and 2 sisters-in-law, Bobby and Charlotte Parman, Marie Parman; host of extended family and close special friends. She was preceded in death by her husband, Russell Johnson; daughter, Rhonda Hensley; brother, Larry Parman.



William "Bill" Backman, Jr.

William D. "Bill" Backman Jr., 85, of Aurora, Indiana, passed away on Wednesday, March 1, 2017. He was born September 2, 1931 in Cincinnati, Ohio, son of the late William and Eloise (Tomkins) Backman.

Bill graduated from Aurora High School in 1949. He graduated from Wabash college in 1953 and later established the William D Backman Sr. Scholarship at Wabash College. He received the World Hunting Award from the Safari Club International in 1998 as recognition of his contribution to the conservation of wildlife. He was a longtime supporter of the Aurora Farmer's Fair, Hillforest Museum, the Masonic Lodge (50 year member), United Way, South Dearborn Community Schools, Dearborn County youth sports, South Dearborn Dollars for Scholars and numerous other local organizations.

He was a member of the Riverview Cemetery Board (over 15 years), Fish and Wildlife Foundation Board of Indiana (over 15 years), Member of the Indiana Department of National Resources Board and a board member of the First National Bank. Bill was employed at Aurora Casket from June 1, 1948 until his retirement December 31, 1996. At Aurora Casket he was the President from September 1, 1979 to August 31, 1993 and the CEO from 1983 to 1996 and Chairman of the Board from 1989 to 2002.

He is survived by his wife, Cathey Backman; 3 sons, William D. "Bax" (wife Lori) Backman III, David P. Backman, John "Jerry" Backman IV; sister, Ina Shoenberg; 7 grandchildren, Brett, Nich, Carissa, Blake, David, Bree, and JJ; and 3 great grandchildren, Avery, Stella, and Bridger.

He was preceded in death by his parents, William D. Backman Sr. and Eloise Backman; and his grandson, William D. "Billy" Backman IV.



Barry North, age 92, Gallatin

Barry North, age 92 of Gallatin, passed away on Friday, March 10, 2017 at Elmcroft of Hendersonville. A native of Wilson County, he was born to the late Robert Floyd Monroe North and Elizabeth Mary (Barry) North. In

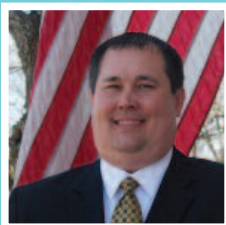
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addition to his parents, he was preceded in death by his wife of 50 years, Ann North; great-grandchild, Whitney Allen; and three brothers and three sisters.

Mr. North was a United States Navy veteran, and a 1952 graduate of the Gupton-Jones School of Embalming in Nashville. He practiced funeral directing and embalming for over 30 years, and he retired from the former Alexander Funeral Home of Red Boiling Springs. He was a member of the Old Union Church of Christ where he had served as an Elder until his health would no longer allow him to.

He is survived by his daughters, Pat Gulley (Joda) of Gallatin, Virginia Key (Carroll) of Austin, KY, Pam Proffitt of Westmoreland, and Lisa Birge (Dale) of Austin, KY; seven grandchildren; nine great-grandchildren; and two great-great-grandchildren; numerous nieces and nephews.



James Mark Tillar

James Tillar, 63 of Lawrenceburg, TN died March 18, 2017. He was a native of New Orleans, LA and was a longtime resident of Lawrence Co. He was the pastor at Center Grove Church of God and was employed as a funeral assistant at Pettus-Turnbo Funeral Home. James served his country in the US Navy during the Vietnam Era.

Survivors include his wife, Elvie Shephard Tillar; mother, Marjorie Weckter; son, John Tillar; daughter, Jamie Tillar; brothers, Karl and Scott Tillar; sisters, Suzanne Fleming and Grace Lane; grandchildren, Paul Luke, Emma Grace and Annabelle Allen.



Charles Edwin "Charlie" Hamby, Jr.

Charlie Hamby, age 77, of Murfreesboro, TN died March 19, 2017. Mr. Hamby was the father of TFDA Office Secretary Ms. Dawn Elliott. Dawn has been employed with TFDA for over twenty four years.

A donation has been made to the TFDA Memorial Scholarship in memory of Mr. Charles E. Hamby by:

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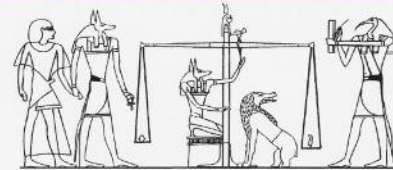
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2017 Tennessee Funeral Directors Association and the Tennessee Funeral Supply Sales Club Presents the 114th Annual Convention June 4 – 6, 2017



Embassy Suites Hotel & Conference Center - Murfreesboro, TN

SUNDAY, JUNE 4, 2016

12:00 Noon

The Silent Auction Begins

Seminars

1:00 P.M. – 3:00 P.M.

(PENDING APPROVAL OF 2 CEUS)

“Learning, Relearning, and unlearning – Embracing the Heritage of Funeral Service Hospitality 2017”



Speakers:
Mr. Jeff Duffer

**Miss Shernica
Newsom**



3:00 P.M. – 4:00 P.M.

“Now You Have The Rest of the Story!”
(PENDING APPROVAL OF 1 CEU)

Speaker: Todd Van Beck



6:00 pm – 8:30 pm

Grand Opening of the Exhibits

(PENDING TN STATE APPROVAL 1 CEU)

MONDAY, JUNE 5, 2016

9:00 am – 10:00 am

TFDA Business Meeting

50 Years of Service Plaques Awarded

10:00 am – 11:00 am

TFSSC Business Meeting

TFDA Luncheon



11:00 – 1:00 P.M.

(PENDING APPROVAL OF 1 CEU)

**“Traditions in Transition” – Motivational
Presentation**

Speaker: Allen Dave

1:00 pm – 3:30 pm

Open Exhibit Floor

(PENDING APPROVAL OF 1 CEU)

6:00 pm – 9:00 pm

Monday Night Live and Silent Auction Dinner

TUESDAY, JUNE 7, 2016

TFDA/TFSSC Golf Tournament

Wilbert Vaults of TN Sponsoring the Tournament Lunch

5:00 pm – 6:00 pm

TFDA/TFSSC Memorial Service

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FILOMENA'S FLORALS

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1:00 pm – 4:00 pm

Mr. Jeff Chancellor
Embalming 2.0: The Art of
Clinical Care

5:00 pm – 6:00 pm

Past President's Reception

6:00 pm – 10:00 pm



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Please contact the TFDA office if you know or you
are someone that has 50 Years of Service.

Email: office@tnfda.org Phone: 615-321-8792

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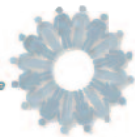
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TFDA Legislation Reception

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The 2017 Legislation Reception was a success!

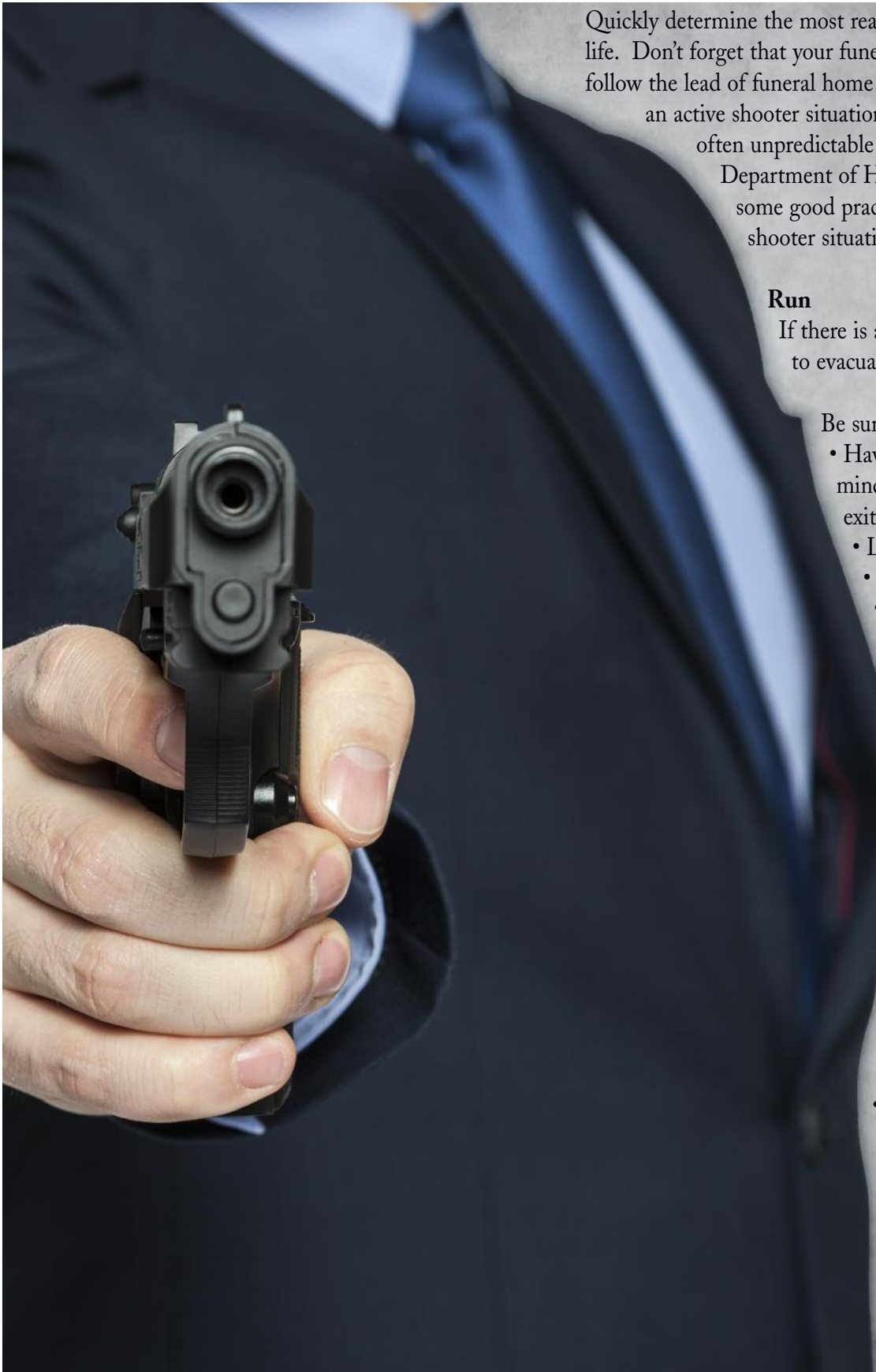
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How to Respond When an Active Shooter is in your Funeral Home



Quickly determine the most reasonable way to protect your own life. Don't forget that your funeral home guests are likely to follow the lead of funeral home employees and managers during an active shooter situation. Active shooter incidents are often unpredictable and evolve quickly. The U.S. Department of Homeland Security (DHS) offers some good practices for coping with an active shooter situation.

Run

If there is an accessible escape path, attempt to evacuate the premises.

Be sure to:

- Have an escape route and plan in mind – take note of the two nearest exits in any facility you visit.
- Leave your belongings behind
- Help others escape, if possible
- Prevent individuals from entering an area where the active shooter may be
- Keep your hands visible
- Follow the instructions of any police officers
- Do not attempt to move wounded people

Call 911 only when safe to do so.

Provide this information to the law enforcement or the 911 operator:

- Location of the active shooter
- Number of shooters, if more than one
- Physical description of shooter/s
- Number and type of weapons held by the shooter/s
- Number of potential victims at the location

Hide

If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

Your hiding place should:

- Be out of the active shooter's view
- Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door)
- Not trap you or restrict your options for movement

To prevent an active shooter from entering your hiding place:

- Lock the door
- Blockade the door with heavy furniture

As a last resort, attempt to take the active shooter down:

- When the shooter is at close range and you cannot flee, your chance of survival is much greater if you try to incapacitate him/her.

How to Respond when the Law Enforcement Arrives

Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard. The first officers to arrive to the scene will not stop to help injured persons. Expect rescue teams comprised of additional officers and emergency medical personnel to follow the initial officers. These rescue teams will treat and remove any injured persons. They may also call upon able-bodied individuals to assist in the removing the wounded from the premises. Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control and all witnesses have been identified and questioned. Do not leave until law enforcement authorities instructed you to do so.

- Officers may wear regular patrol uniforms or other tactical equipment
- Officers may be armed
- Officers may use pepper spray or tear gas
- Officers may shout commands and may push individuals to the ground for their safety

How to react when law enforcement arrives:

- Remain calm, and follow their instructions
- Put down any items in your hands (i.e., bags, jackets)
- Immediately raise and keep your hands visible at all times
- Avoid pointing, screaming and/or yelling

- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

Training Your Funeral Home Staff for an Active Shooter Situation

To best prepare your funeral home staff for an active shooter situation, create an Emergency Action Plan (EAP), and conduct training exercises. Together, the EAP and training exercises will prepare your staff to effectively respond and help minimize loss of life.

An effective EAP includes:

- A preferred method for reporting fires and other emergencies
- An evacuation policy and procedure
- Emergency escape procedures and route assignments (i.e., floor plans, safe areas)
- Information concerning local hospitals
- An emergency notification system to alert various parties of an emergency including:
 - Individuals at remote locations within premises
 - Local law enforcement
 - Local hospitals

Additional Ways to Prepare For Prevent and Active Shooter Situation

- Preparedness
 - Ensure that your facility has at least two evacuation routes
 - Post evacuation routes on conspicuous locations throughout your funeral home
 - Include local law enforcement and first responders during training exercises
- Prevention
 - Foster a respectful workplace
 - Be aware of indication of workplace violence and take remedial actions accordingly



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