

# Exhibit Q

**Debbie Carney**

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**From:** Nycole Campbell-Lewis  
**Sent:** Monday, May 02, 2016 10:19 AM  
**To:** Debbie Carney  
**Subject:** FW: Calls today on HB 1523 need to happen

I did locate an email on HB 1523 from Mr. Larry McAdoo.

See Below.

Thanks

Nycole Lewis

**From:** Larry Mcadoo [mailto:larrymc2@bellsouth.net]  
**Sent:** Wednesday, March 30, 2016 3:51 PM  
**To:** Barbara Beavers; Terry Bennett; Michael Bostic; Sharon Brown; Dr. Freda McKissic Bush; Lee Bush; Dana Chisholm; Clara Davis; Marquise Ezell; Vince Gordon; Dan Hall; Dan Hall; Joseph Handy; Luigia Hodge; Luigia Hodge; Jannie B. Johnson; Janis Lane; AOL Nycole Lewis; Ashlee Lucas; margaret.thompson@rcsd.ms; Larry McAdoo; Dr. Shani Meck; E. Jean Michael; Nycole Campbell-Lewis; AOL Nycole Lewis; Lee & Nola Radford; Jeremiah Robinson; Mablean Robinson; Kelly Scrivner; Shalonda Spencer; Tommye Morris; Meckey  
**Subject:** Fw: Calls today on HB 1523 need to happen

Greetings all,

Our Sex-ed Bill Passed the Senate yesterday, Yea God!! Thank you for your calls and prayers.

One more urgent item Mississippi Center for Public Policy is advocating for HB 1523, see info below. As the president of a small faith-based nonprofit organization, I fully support this legislation. The senate is debating the bill as I type this to you. If you can find your senator, and send him/her an email now, they will get it now while they are still debating the bill. Just request them to vote YES on HB 1523.

Thank you again,

Blessings,  
Larry

*"Above all, clothe yourselves with love, which binds us all together in perfect harmony."  
Colossians 3:14, NLT*

----- Forwarded Message -----

**From:** Jameson Taylor <taylor@mcpolicy.org>  
**To:** Karen P. Stewart <kstewart@bethany.org>; Joseph Kopacz <joseph.kopacz@jacksondiocese.org>; A Shane Blanton <sblanton@msais.org>; Rick <rickhenson@aol.com>; Larry McAdoo <larrymc2@bellsouth.net>  
**Sent:** Wednesday, March 30, 2016 10:15 AM  
**Subject:** Calls today on HB 1523 need to happen

**I encourage all of you/and folks in your network to call the senate today:**

**HB 1523: Protecting Freedom of Conscience from Government Discrimination Act**

HB 1523 provides commonsense protections for religious organizations, public employees and small businesses that have a sincere objection to being forced to cooperate in or condone same-sex marriage and related issues.

Capitol Switchboard (House/Senate): 601-359-3770

Find your lawmaker here: <http://openstates.org/>

**The bill has to pass the Senate today or it is dead.**

**Thank you!**

Jameson Taylor, Ph.D.  
Vice President for Policy  
Mississippi Center for Public Policy  
520 George Street  
Jackson, Mississippi 39202  
(601) 969-1300

[www.msppolicy.org](http://www.msppolicy.org)

[www.governingbyprinciple.org](http://www.governingbyprinciple.org)

[www.seethespending.org](http://www.seethespending.org)

Limited Government • Free Markets • Strong Traditional Families

"This is our city! And nobody gonna dictate our freedom. Stay strong."

--David Ortiz

**Knox Graham**

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**From:** Jameson Taylor <taylor@mspolicy.org>  
**Sent:** Monday, March 14, 2016 10:57 AM  
**To:** Knox Graham  
**Subject:** talking points  
**Attachments:** HB1523\_talkingPoints\_governor.docx

I am very concerned about protecting freedom of conscience rights for schools and adoption agencies and churches and other nonprofits in MS. That is why we have been fighting for legislation to do this. To make Mississippi a place where people with diverse views can live in peace and not fear frivolous lawsuits and government discrimination.

In June 2015, the U.S. Supreme Court issued a decision that imposes a redefinition of marriage on Mississippi. In the words of Chief Justice Roberts the decision: "creates serious questions about religious liberty. Many good and decent people oppose same-sex marriage as a tenet of faith," and their freedom to live consistent with their beliefs is now jeopardized.

We are saying no to government bureaucrats stripping away the rights of individuals, schools, and churches because of their deeply held beliefs about marriage.

- **We are working to protect Miss. Churches and other religious organizations from losing their tax exemptions.** President Obama's Solicitor General admitted that tax exemptions for religious institutions will be threatened by bureaucrats if religious groups refuse to recognize same-sex marriage.
- **We are working to protect Miss. Faith-based adoption agencies from being closed.** In states (like Massachusetts and Illinois) that redefined marriage several years ago, faith-based adoption and foster agencies were forced to close because they placed children only with a married mother and father.
- **We are working to protect government officials from being fired for following their conscientious beliefs.** Following the redefinition of marriage in many states (including Massachusetts, New York, and North Carolina), officials who issue marriage licenses or solemnize marriages were forced to give up their jobs because of their beliefs about marriage.
- **We are working to protect government employees from being fired for statements affirming marriage, even if made on their own time.** A decorated Atlanta Fire Chief, Kelvin Cochran, was fired because he wrote a Bible study on his own time that affirmed marriage as a union of a man and woman. HB 1523 will protect state and local employees from discrimination because they believe and speak in favor of traditional marriage.

- **We are working to protect wedding businesses that offer services for traditional marriage ceremonies.** Across the country, many small business owners who gladly serve people who identify as gay and lesbian, but decline to use their artistic talents to help celebrate same-sex weddings, are facing punishment. Just ask Melissa Klein, fined \$135,000 in Oregon. Likewise, Barronelle Stutzman in Washington State was sued for everything she owns.

**Joey Songy**

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**From:** Weaver, Pamela <PWeaver@mississippi.org>  
**Sent:** Monday, April 11, 2016 5:20 PM  
**To:** Glenn McCullough; Mike McGrevey; Joey Songy  
**Subject:** Mississippi Picnic  
**Attachments:** Sad day for the Mississippi Picnic.pdf

Attached is the press release the MS New York Society. I will try to craft a statement to release to vendors notifying them of the cancellation and response. Thanks, Pamela.

**Pamela Weaver**  
CHIEF MARKETING OFFICER,  
MISSISSIPPI DEVELOPMENT AUTHORITY  
Marketing & Communications Division  
P. O. Box 849 | Jackson, MS 39205  
601-942-0925 CELL | 601.359.3962 OFFICE  
[pweaver@mississippi.org](mailto:pweaver@mississippi.org)

[Web](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#) | [YouTube](#) | [Google+](#)

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We, the founders of the Mississippi Picnic in Central Park and the New York-Mississippi Society, are officially canceling our beloved picnic in its 37th year.

As a result of the unfortunate adoption of House Bill 1523, we have been informed that several concerned groups in New York City intend to demonstrate in protest of the passage of this law. Due to the controversy, the protests, and our own intensely felt dismay over HB 1523, we deeply regret that the Mississippi Picnic cannot go forward.

Our mission back in 1980 was to showcase a positive image of the state of Mississippi, and over the past 36 years, we have celebrated such cultural icons as writer Tennessee Williams, food critic Craig Claiborne, and opera singer Leontyne Price. This year we were planning to honor the great blues musician, B.B.King.

For almost four decades, The Mississippi Picnic in Central Park has consistently celebrated the best of our state, without regard to race, religion, or gender orientation. We took pride in sharing our rich heritage and diversity with the rest of the world through these annual gatherings.

Any law such as HB 1523 that discriminates against even a single member of our community cannot be tolerated, and therefore we have decided to stand up for all Mississippians by canceling the 2016 picnic in the park.

Respectfully,  
The Founders:

Ron Carter  
Vicki Carter  
Rachel McPherson  
Diane Wiltshire

**Joey Songy**

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**From:** Forest Thigpen <thigpen@mspolicy.org>  
**Sent:** Thursday, March 31, 2016 5:31 PM  
**To:** Laura Hipp (laurahipp@gmail.com); Nathan Wells (Wellnathan@gmail.com); Drew Snyder; Joey Songy; Jenifer Branning (jbranning@senate.ms.gov); Andy Gipson (gipson.andy@gmail.com)  
**Cc:** Jameson Taylor  
**Subject:** Mason Dixon Poll on Marriage bill  
**Attachments:** Poll Results on 1523.pdf

We just now received the results from a Mason Dixon poll on HB1523.

63% of the Mississippi public supports the Freedom of Conscience bill; only 24% oppose.

THIS IS FOR YOUR INFORMATION ONLY. PLEASE DO NOT DISTRIBUTE. We will be putting the total numbers out tonight or first thing tomorrow; we will not likely be putting out all the details, so please do not mention them or forward.

Forest





**MASON-DIXON  
POLLING & RESEARCH**

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**WASHINGTON, DC - 202-548-2680**

**JACKSONVILLE, FL - 904-261-2444**

**WWW.MASON-DIXON.COM**

**HOW THE POLL WAS CONDUCTED**

**This poll was conducted by Mason-Dixon Polling & Research, Inc. of Jacksonville, Florida from March 28 through March 30, 2016. A total of 625 registered Mississippi voters were interviewed statewide by telephone.**

**Those interviewed on land-lines were selected by the random variation of the last four digits of telephone numbers. A cross-section of exchanges was utilized in order to ensure an accurate reflection of the state. Those interviewed on cell phones were selected from a list of working cell phone numbers. Quotas were assigned to reflect voter registration by county.**

**The margin for error, according to standards customarily used by statisticians, is no more than  $\pm 4$  percentage points. This means that there is a 95 percent probability that the "true" figure would fall within that range if all voters were surveyed. The margin for error is higher for any subgroup, such as a gender or racial grouping.**

**QUESTION: A bill moving through the Mississippi legislature would protect schools, churches, business owners and public employees from government discrimination that could result in loss of nonprofit status or loss of employment because of a sincere belief that marriage is between one man and one woman. In general, do you support or oppose protecting people who sincerely believe marriage is between one man and one woman from government discrimination and discriminatory action?**

	<u>SUPPORT</u>	<u>OPPOSE</u>	<u>UNDECIDED</u>
<b>STATE</b>	63%	24%	13%
<b><u>SEX</u></b>	<b><u>SUPPORT</u></b>	<b><u>OPPOSE</u></b>	<b><u>UNDECIDED</u></b>
Men	68%	26%	6%
Women	59%	22%	19%
<b><u>RACE</u></b>	<b><u>SUPPORT</u></b>	<b><u>OPPOSE</u></b>	<b><u>UNDECIDED</u></b>
White	66%	19%	15%
Black	56%	35%	9%
<b><u>PARTY ID</u></b>	<b><u>SUPPORT</u></b>	<b><u>OPPOSE</u></b>	<b><u>UNDECIDED</u></b>
Democrat	57%	28%	15%
Republican	72%	19%	9%
Independent	57%	26%	17%
<b><u>AGE</u></b>	<b><u>SUPPORT</u></b>	<b><u>OPPOSE</u></b>	<b><u>UNDECIDED</u></b>
18-34	61%	25%	14%
35-49	57%	30%	13%
50-64	68%	23%	9%
65+	63%	20%	17%
<b><u>CONG DISTRICT</u></b>	<b><u>SUPPORT</u></b>	<b><u>OPPOSE</u></b>	<b><u>UNDECIDED</u></b>
1st Cong Dist	69%	18%	13%
2nd Cong Dist	55%	37%	8%
3rd Cong Dist	65%	20%	15%
4th Cong Dist	63%	21%	16%

**Drew Snyder**

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**From:** Garrig Shields <Garrig.Shields@mdhs.ms.gov>  
**Sent:** Tuesday, April 05, 2016 11:50 AM  
**To:** Drew Snyder  
**Subject:** HB 1523  
**Attachments:** EAECOPY1\_SMTP\_via\_LDAP\_04-01-2016\_15-40-25.pdf

Drew,

This is the opinion provided by the Feds directly after the U.S. Supreme Court ruling. This is the same answer we are getting from all of our federal partners (USDA/FNS, HHS/ACF(TANF) Child Care, Aging, Youth Services, Child Support etc.)

Garrig Shields  
Deputy Executive Director  
Mississippi Department of Human Services  
750 N. State St.  
Jackson, MS 39202  
(601)-359-4458

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United States Department of Agriculture

Food and  
Nutrition  
Service

Park Office  
Center

3101 Park  
Center Drive  
Alexandria  
VA 22302

**JUL 15 2015**

**SUBJECT: Same-Sex Marriage and SNAP Mandatory Household Status**

**To: All Regional Directors  
Supplemental Nutrition Assistance Program**

This memorandum restates the Food and Nutrition Service (FNS) policy on the treatment of same-sex marriages with regard to Section 3(m)(2) of the Food and Nutrition Act of 2008, as amended. Our May 27, 2014, memorandum revised FNS' position on this issue as a result of the Supreme Court decision in *United States v. Windsor*, which held that Section 3 of the Defense of Marriage Act, which defines "marriage" as a legal union between one man and one woman as husband and wife and "spouse" as a person of the opposite sex who is a husband or wife, is unconstitutional.

Recently, FNS was made aware that several Supplemental Nutrition Assistance Program (SNAP) State agencies had concerns regarding implementation of the above revision due to State constitutional bans on recognition of same-sex marriages. In light of the Supreme Court's June 26, 2015, decision in *Obergefell v. Hodges*, which states that the Fourteenth Amendment requires a State to license a marriage between two people of the same sex and to recognize a marriage between two people of the same sex when their marriage was lawfully licensed and performed out-of-State, these concerns from States are moot. All SNAP State agencies must come into compliance with this policy within 30 days of the date of this memorandum.

If you have any questions, please contact Sasha Gersten-Paal at [Sasha.Gersten-Paal@fns.usda.gov](mailto:Sasha.Gersten-Paal@fns.usda.gov).

A handwritten signature in cursive script that reads "Lizbeth Silberman".

Lizbeth Silberman  
Director  
Program Development Division

**Drew Snyder**

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**From:** Bobby Morgan  
**Sent:** Friday, April 08, 2016 8:35 AM  
**To:** Drew Snyder  
**Subject:** FW: "RELIGIOUS FREEDOM" LEGISLATION

**From:** Glenn McCullough [mailto:gmccullough@mississippi.org]  
**Sent:** Thursday, April 07, 2016 7:54 PM  
**To:** Bobby Morgan <Bobby.Morgan@governor.ms.gov>; Joey Songy <Joey.Songy@governor.ms.gov>  
**Subject:** Fwd: "RELIGIOUS FREEDOM" LEGISLATION

FYI,

Glenn

Sent from my iPhone

Begin forwarded message:

**From:** Robert Miller <[rmiller@piloterp.com](mailto:rmiller@piloterp.com)>  
**Date:** April 7, 2016 at 12:36:53 PM CDT  
**To:** <[gmccullough@mississippi.org](mailto:gmccullough@mississippi.org)>  
**Subject:** "RELIGIOUS FREEDOM" LEGISLATION

Mr. McCullough:

Although we have a number of customers in your state, Pilot ERP Software is an inclusive company and in response to Mississippi's passage of your HB1523, we are no longer authorizing any travel to Mississippi. Also, we will no longer purchase any goods or services from Mississippi-based vendors. Hopefully, the people of your state will eventually come to their senses and work to repeal this legislation. Mississippi already has a long and unfortunate history of discrimination and intolerance and, as a former resident, it's particularly frustrating for me personally to see that this environment still exists there.

Sincerely,

**Robert Miller**  
**President**  
**Pilot ERP Software**

[www.piloterp.com](http://www.piloterp.com)  
Tel: (512) 535-4201  
Email: [rmiller@piloterp.com](mailto:rmiller@piloterp.com)  
Twitter: @PilotERP

**Bobby Morgan**

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**From:** Jenifer Branning <JBranning@senate.ms.gov>  
**Sent:** Tuesday, March 29, 2016 11:50 PM  
**To:** Bobby Morgan

Bobby -

I hope all is well with you.

We are planning to take up HB 1523 tomorrow in the Senate, and I am handling this bill on the Senate floor. If you could give me a call in the morning, I would appreciate it. I would like to discuss Gov. Bryant's position on this bill. I feel certain that I will be asked this question in light of recent events in GA and NC.

My cell phone number is 601-416-██████

Or, if you would prefer to discuss in person, I plan to arrive at the Capitol around 8:30 am. Let me know your preference.

Thank you!

Jenifer B. Branning  
MS State Senate, District 18  
Leake, Neshoba and Winston Counties

Sent from my iPad



April 4, 2016

Governor Phil Bryant  
P.O. Box 139  
Jackson, MS 39205

Dear Governor Bryant:

I write to you representing the 800 schools in our national association and specifically on behalf of our Association schools in the state of Mississippi with deep concern for the future of our school's very existence.

By now I'm sure you are aware of the exchange between Justice Alito and the Solicitor General during oral arguments on the marriage case being decided by the Supreme Court last year. The exchange focused on tax exemption status for educational institutions that hold a traditional view of marriage.

Certainly the tax-exempt status our schools enjoy is an important financial aspect of our continued ability to operate, but the issue is of much deeper importance. Removal of a tax exemption would also send the message that our government no longer views the work of our schools as an important public good. Indeed, removal of the tax exemption or other adverse government actions against our schools would put into jeopardy the notion that our schools have a legitimate purpose in civil society.

Our schools operate under section 501(c)3 of the Internal Revenue Code and exist for the benefit of the public good. After the Supreme Court decision finding a right to gay marriage, it stands to follow that institutions that hold to a truth about marriage in opposition to this new constitutional right will become marginalized in greater society. Removal of tax exemption is more than a financial hardship: it will delegitimize our institutions and the very important benefit they provide to each community they serve.

If liberty means anything, it must mean that everyone has the right to think and believe freely and to live out those beliefs in the public square. Government must protect differing opinions in society—especially ones where so much is at stake. The best way to ensure the conversation about the nature of marriage is not silenced by government coercion is to move to protect free speech and religious liberty rights.

The Protecting Freedom of Conscience Bill (HB 1523) carries out the necessary work of the state to protect the rights of those who believe in traditional marriage and to prevent them from becoming victims of governmental discrimination. Protecting the essential American right to religious freedom does not reduce or impose upon any other citizen's freedom and is a necessary step to ensure that all Americans are free to live out their beliefs in the public square.

We urge you to sign The Protecting Freedom of Conscience Bill and to protect the religious liberty rights of all Mississippians.

Sincerely,

A handwritten signature in black ink, appearing to read "Keith Wiebe", written over a horizontal line.

Dr. Keith Wiebe  
President

**National Office**  
802 Belvoir Avenue • East Ridge, TN 37412  
phone: 423-829-4280 • fax: 423-822-7461  
info@aaccs.org • www.aaccs.org

**Legislative Office**  
119 C Street SE  
Washington, DC 20003  
phone: 202-547-2991 • fax: 202-547-2992

**Legal Office**  
1091 Founders Boulevard, Suite B  
Athens, GA 30606  
phone: 706-549-7586 • fax: 706-549-2899



GOVERNOR'S OFFICE

APR 11 2016

RECEIVED

ETHICS & RELIGIOUS LIBERTY COMMISSION  
OF THE SOUTHERN BAPTIST CONVENTION

OFFICE OF THE PRESIDENT

April 4, 2016

The Honorable Phil Bryant  
Office of the Governor  
Post Office Box 139  
Jackson, Mississippi 39205

Dear Governor Bryant:

I am writing on behalf of the Ethics and Religious Liberty Commission of the Southern Baptist Convention in support of HB 1523: The Protecting Freedom of Conscience from Government Discrimination Act. The Ethics and Religious Liberty Commission is the public policy entity of the Southern Baptist Convention tasked with representing millions of Southern Baptists across America in matters concerning law, culture, and public policy.

Southern Baptists have a historic legacy of protecting religious liberty. It was our Baptist ancestors that worked tirelessly with our nation's founders to secure religious liberty for all. In the wake of the Supreme Court's wrongly decided Obergefell decision, religious liberty is in a perilous state. All across America, religious citizens are facing harassment, intimidation, and in some cases even fines and legal punishment for their belief that marriage is the union of one man and one woman. In a nation founded on religious freedom it should be self-evident that no American should be discriminated against because of a sincerely held religious or moral conviction related to marriage; or the belief that being made male and female are immutable and objective traits.

With the passing of HB 1523, Mississippi has the opportunity to show America what true diversity, tolerance, and respect looks like. In our view, HB 1523 does one simple thing: it reaffirms America's and Mississippi's enduring legacy of protecting religious liberty, but it does so by enumerating specific protections in areas that many citizens find themselves vulnerable and unprotected after the Supreme Court's Obergefell decision. HB 1523 provides common sense protections for both sides of the marriage debate, and ensures that government not act adversely against any citizen.

Religious liberty is about the promise of a truly free society and the fostering of a respectful and pluralistic civil society conducive to diverse beliefs. HB 1523 furthers this pursuit, and speaks to the very best of the American tradition.

Governor Bryant, we urge you to immediately sign HB 1523.

Sincerely,

Russell Moore