

STATE OF NORTH CAROLINA
OFFICE OF THE GOVERNOR

ROY COOPER
GOVERNOR

William C. McKinney
General Counsel

August 9, 2017

Mr. Kim Griffin, Jr.
c/o Michael C. Byrne, Esq.
Law Offices of Michael C. Byrne, PC
150 Fayetteville Street, Ste. 1130
Raleigh, NC 27601

Dear Mr. Griffin:

As you are aware, on August 3, 2017, this office notified you by mail that the Governor had been made aware of a series of comments and remarks from you to Commissioners, officers, and staff of the North Carolina State Lottery Commission that created a hostile work environment. Moreover, these comments constitute grounds for removal in accordance with N.C.G.S. § 18C-111(a). The August 3, 2017 letter also indicated an opportunity for you to be heard on August 9, 2017.

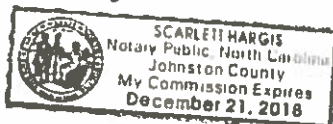
After review, the Governor has elected to remove you from the North Carolina State Lottery Commission for malfeasance. This decision is in accordance with the recommendation of the North Carolina State Lottery Executive Director. Your sexually harassing comments directed at Lottery Commission officers, staff, and commission members have created a hostile work environment. Female staff members have requested to not meet with you alone. Your racially insensitive comments directed at lottery partners do not represent the values of the Governor or the North Carolina Lottery. Your removal is effective immediately.

Sincerely,


William C. McKinney

Wake County, North Carolina

Signed and sworn before on this day, August 9, 2017, at 1:23 p.




Scarlett Hargis, Notary Public