

APPENDIX C

Documentation Relating to Recruitment Initiatives

EVENT SETTLEMENT

Event: Employment Expo
Company: Cumulus Media
Contact: Rich Berry
Date: Saturday, October 15, 2016
MOD: Megan
Estimated Attendance: 400



EXPENSES

Item	Units		Price		Rack Totals	Totals
Rent: West River Hall	1	at	\$ 2,550.00	Per Agreement	2,550.00	\$ 2,550.00
Booth package: P&D, 8' banquet table, 2 chairs, trash	49	at	\$ 55.00	Per Booth	2,695.00	\$ 2,695.00
Booth Electric (1 day)	11	at	\$ 40.00	Per Outlet	440.00	\$ 440.00
Catering (Coffee)	100	at	\$ 1.50	Per Person	150.00	\$ 150.00
Additional Equipment: chairs, tables, pipe & drape	1	at	\$ 500.00	Flat rate per Agreement	500.00	\$ 500.00
TOTAL EXPENSES					6,335.00	\$ 6,335.00
Amount due to DeltaPlex					\$	6,335.00

Signed Promoter Date

Signed DeltaPlex Date

**THE DELTAPLEX ARENA & CONFERENCE CENTER
LICENSE AGREEMENT**

This License Agreement ("Agreement") is made by and between Delta-Turner, Ltd., (d.b.a. The DeltaPlex Arena & Conference Center) whose address is 2500 Turner Avenue, N.W., Walker, MI 49544 ("Licensor"), and Cumulus Broadcasting LLC, 60 Monroe Center NW, Suite 300, Grand Rapids, MI, 49503 ("Licensee"). Contact: Rich Berry, Phone 616-855-8354 Cell, Fax, Email rich.berry@cumulus.com Tax ID#: . It is legally effective as of the date it is signed by Licensor's authorized agent.

This contract and deposit is due by 12/01/2015. In the event that we have not received your signed contract by this date we cannot guarantee date availability. The only way a date or range of dates can be guaranteed is to receive a fully executed (signed by both parties) license agreement and deposit(s) as specified herein. For and in consideration of the covenants contained herein the parties agree as follows:

- LICENSE AND TERM:** Licensee hereby agrees to hire from Licensor the following portions or described area(s) of The DeltaPlex located at 2500 Turner Avenue, NW, Walker, (Grand Rapids) Michigan, including the parking area (to be allocated at the sole discretion of Licensor for the date(s) and time(s) as follows:

Date	Room(s)	Function	Time(s)
Saturday, October 15, 2016	West River Hall	Employment Expo	TBD

Note: Unless it says "Entire Facility" above, other portions of the facility may be hired out to other clients.

- PURPOSE:** The above described premises are to be used for the purpose of, and no other purpose than: Employment Expo
- PUBLIC OR PRIVATE EVENT:** This will be a Public event.
If there will be an entrance fee for all guests entering into the event, the entrance fee will be:
Adults: \$ _____ Children: \$ _____ Seniors: \$ _____ Other: (Type: _____) \$ _____
- CANCELLATION BY LICENSEE:** Should Licensee cancel the event covered under this Agreement, the Licensor shall; a) retain all monies paid by Licensee including, but not limited to non-refundable deposits, prepaid license fees and/or prepaid fees made by Licensee to be applied to total damages sustained by Licensor, b) attempt to relicense the date and venue in an effort to mitigate said damages and c) be entitled to pursue any legal remedies available to collect against Licensee any and all costs and damages including any deposits or prepayments applied. In the event the Licensor is able to relicense all or part of the contracted dates and venues, any income received shall be applied to the Licensor's damages. If net income from a replaced Licensor's event exceeds the damages including anticipated profits from the canceled event, the original Licensee shall not be entitled to receive payment for said excess proceeds.
- LICENSE FEES AND DUE DATES:** In consideration of the use of the premises as above described above, the total license fee shall be \$2550. Due at settlement. All monies owed, including estimated expenses, are payable by noon the business day 48 hours prior to the doors being open to the public for the above-mentioned event, unless prior arrangements have been made with The DeltaPlex Management. Occupancy beyond hours noted will be charged at a rate of \$500.00 per hour. If any refunds are due, they will be refunded within 7 days subject to any charges owed including charges for occupancy beyond noted hours. If any payment is not made by due dates stipulated in this Agreement, this Agreement will be considered to be breached and will be subject to the provisions outlined in paragraph 37 below. Additionally, if Licensee defaults on the payment of any fees or defaults in any way, all held dates will be forfeited and may be given to another licensee.
- LICENSOR SUPPLIED EQUIPMENT, PRODUCTS AND SERVICES:** In addition to the license fee, the Licensee shall pay Licensor, at rates established by Licensor, for any use of licensor's personnel (or Licensor's subcontracted personnel), equipment, furnishings, utilities, or services, including but not limited to: any labor for security, ushers, ticket takers, electrician, stage hands, and other purposes; insurance; sound equipment including house sound system; equipment including tables, chairs, stage, barricade, and bike racks; utilities for electric, water, gas, phone and internet, if used for the event; parking (unless paid for by consumers on event day); and, any food and beverages. Booth price is \$55 per booth for pipe and drape, table, 2 chairs and waste basket. Package pricing for additional pipe & drape, tables, chairs and small riser stage in West River Hall will be included in a flat \$500 fee.
- BOX OFFICE USAGE AND FEES:** Any use of The DeltaPlex Arena and Conference Center for which tickets will be sold to the general public requires the use of The DeltaPlex Arena and Conference Center's box office and its' ticketing system (ETix) and shall be subject to ticket and other service fees. In the event Licensee uses Licensor's Box Office and/or ticketing agent, a fee of 3.5% of gross ticket receipts will be charged to the Licensee and will be deducted from final settlement. An additional fee of 3.5% for all credit card charges will be charged back to Licensee, and will be deducted from final settlement. All ticket revenue will be held by the DeltaPlex Arena and Conference Center until final settlement and will not be made available for advance payment. Unless agreed to in writing, Licensee may be charged \$0.25 for each comp ticket that Licensee requests and receives that exceeds 5% of the sellable capacity. The Licensee shall not permit anyone to sell tickets unless specifically agreed to, in writing, by the Licensor. In the event the Licensee or any of Licensee's clients, agents or vendors, uses a third party ticketing system for any ticket sales, said sales will be subject to assessment of fees including but not limited to convenience fees which would be typical for sales on Licensor's system and administration fees for administering the sales.
- FOOD AND BEVERAGE:** The Licensor provides concessions and catering as part of the Licensor's business. Catering and concessions are provided as needed and/or requested by Licensee. Preparation of food products are regulated and licensed by the Kent County Health Department to insure general sanitation to prevent sickness from onsite consumption of food product. Not only are there Health Department issues with food prepared onsite, but there are also costs associated with it including but not limited to cleanup and disposal of food packaging. The Licensor prohibits the Licensee and its employees, vendors, exhibitors and guests from bringing in food prepared offsite unless Licensor and Licensee specifically agreed to the terms and conditions whereby outside food would be consumed onsite. Said agreement must be in writing and would provide for, among other things, payment to Licensor in an amount determined solely by Licensor.
- PAYMENTS:** All payments due under this Agreement shall be paid when due by cash, company check, wire or Credit Card, however, any payment by credit card will be subject to a 3.5% service charge to cover costs of processing. Any payment or payments that are not paid when due will be subject to 1.5% per month finance charge.
- PARKING:** N/A
- HANGING AND POSTING SIGNS ON WALLS:** Licensee is responsible for damage to the building including damage caused by Licensee's vendors. Absolutely no tape, glue or other adhesive may be placed on any wall without the express written permission of Licensor. Costs for repair of the damage, including administrative costs shall be the sole responsibility of the Licensee. Damage to any walls as a result of using any unapproved adhesive is virtually guaranteed and Licensee will be responsible for paying for all damages. Certain types of tapes or adhesives do not do damage to walls and may be approved but such approval must be obtained from Licensor in advance.
- SIGNS, ADHESIVE FASTENERS, LITERATURE AND HELIUM BALLOONS:** Licensee shall not post or permit to be posted any sign or poster upon said premises or anything that will tend to injure, mar or in any manner deface said premises, and will not permit nails, hooks, adhesive fasteners, confetti, tacks or screws to be installed on any part of the building or premises. Signs may only be posted on pre-approved areas for

around the perimeter of the facility with appropriate access to the fire lane. Licensee shall provide Delta-Turner, Ltd., with a copy of documents provided to city officials.

28. **COPYRIGHTS:** Licensee will assume all costs arising from the use of patented, trademarked, franchised or copyrighted music, material, devices, processes or dramatic rights used on or incorporated in the event. Licensee agrees to indemnify, defend and hold harmless Licensor from any claims or costs, including legal fees, which might arise from question of use of any such material described above.
29. **OBSTRUCTIONS PROHIBITED:** No portion of the fire lanes, sidewalks, ramps, entries, corridors, passageways, vestibules, halls, lobbies, stairways, aisles, or access to common utilities of the premises shall be obstructed by Licensee or used for any purposes other than for ingress and egress from the licensed premises without the written consent of Licensor. All vehicles, trucks, cars, or support machines of any description shall be parked or stored at a location to be indicated by Licensor.
30. **SCHEDULING OF OTHER EVENTS:** Licensee shall not schedule any other events during show periods unless mutually agreed upon.
31. **NUMBER OF PATRONS:** Licensee shall not admit to the premises a greater number of patrons than the rated capacity of the individual area hereby licensed.
32. **CONDUCT OF PATRONS:** Licensor reserves the right to eject or cause to be ejected from the premises any objectionable person or persons; and neither Licensor nor any of its officers, agents or employees shall be liable to Licensee for any damages that may be sustained by Licensee through the exercise by Licensor of such right.
33. **RESTORATION OF PREMISES:** Licensee shall take all precautions to maintain the licensed premises in good repair, and shall restore and yield the same back to the Licensor upon termination of this license in the same conditions and repair. If the premises are not so kept by the Licensee, the Licensor may enter the premises and do all things necessary to restore the premises to the prior condition, charging the costs and expense thereof to Licensee.
34. **COST OF REPAIR:** Licensee will pay to Licensor the costs of repairing any damage of which may be done to the premises or any of the fixtures, furniture, or furnishings thereof by any act of Licensee or any of Licensee's employees or agents.
35. **OCCUPANCY INTERRUPTION OR TERMINATION:** Licensor shall not be responsible for any termination or interruption of any program at the premises resulting from the receipt of threats or information relating to imminent danger to the premises, parts thereof, and/or its occupants, which are reported as about to be caused by explosives, flammables, act of God or otherwise. Should it become necessary, in the judgment of Licensor, to evacuate the premises because of reasons of public safety, the Licensee will be permitted to re-enter the premises for sufficient time to complete presentation of his activity without additional license fees, provided such time does not interfere with another building Licensee. If it is not possible to complete the presentation of the activity, fees shall be forfeited, prorated, or adjusted at the discretion of *The DeltaPlex Management* based on the situation, and the Licensee hereby waives any claim for damages or compensation from the Licensor.
36. **FORCE MAJEURE:** In the event that the premises, or any part thereof, shall be destroyed or damaged by fire or any other cause, or if any other casualty or unforeseen occurrence shall render the fulfillment of this Agreement by Licensor impossible, then this Agreement shall terminate. The Licensee shall pay license fees for said premises only up to the time of such termination, at the rate herein specified. The Licensee hereby waives any claim for damages or compensation should this Agreement be so terminated.
37. **BREACH OF AGREEMENT:** In the case of a material breach of this Agreement by either party, the non-breaching party may terminate this Agreement and seek to exercise any remedy provided by law. In the event of a breach by Licensee, upon the termination of Licensee's right of possession, Licensee agrees to surrender possession of the premises immediately.
38. **COST OF ENFORCEMENT / INTEREST:** In the event an action is filed to collect any monies owed under this Agreement, the prevailing party shall be entitled to collect reasonable attorneys' fees and all other expenses reasonably incurred in the collection of such amounts. Additionally, the prevailing party shall be entitled to the maximum rate of interest available under Michigan law on any amounts owed.
39. **DISPUTES OR CLAIMS:** This Agreement shall be construed in accordance with the laws of the State of Michigan. Any claim or dispute arising out of or relating to this Agreement or the breach thereof shall be settled by a court of competent jurisdiction in Kent County, Michigan.
40. **USE OF PREMISES:** Licensor will permit Licensee, upon faithful performance of the terms of this Agreement, to peaceably and quietly have, hold and enjoy the use of the premises together with reasonable rights of ingress and egress through the hall, passageways, lobbies, and corridors, for the purpose set forth herein.
41. **PREMISES ACCEPTANCE:** Licensee has examined the premises prior to the execution of this Agreement and agrees that it is hiring the premises "as is" and is satisfied with the physical condition.
42. **UTILITIES:** Any utilities used beyond those normally used in the building operation shall be the responsibility of the Licensee or Licensee's vendors as the case may apply, pursuant to standard *DeltaPlex Arena and Conference Center* electric rates.
43. **RULES AND REGULATIONS:** Licensor, from time to time, may promulgate rules and regulations regarding the operation of the described premises. Any such rules and regulations in effect as of the date of the signing hereof are a part of this Agreement as though they were set forth in full herein, and Licensee hereby acknowledges receipt of a copy of same.
44. **BINDING EFFECT:** Each and every term of this written Agreement shall be binding upon the parties, their heirs and assigns, and cannot be varied or waived by any oral representations or promise of any agent or other person of the parties hereto, unless the same be in writing and mutually signed by the duly authorized agent or agents who executed this Agreement.
45. **GOVERNING LAW:** This agreement shall be governed by the laws of the State of Michigan without regard to conflicts of law principles thereof.
46. **INTERMISSION:** For spectator events, including, but not limited to, concerts, stage productions, and sporting events, Licensee agrees to at least one (1) intermission of fifteen (15) minute duration during each sport, theatrical, musical or similar type event. If an intermission is not provided, Licensor may impose an additional charge at settlement as determined by Licensor.
47. **ADMISSION TICKETS:** In the event the use of the facility is open to the general public by purchase of an admission ticket, Licensee agrees that all tickets must be issued by the DeltaPlex and its ticketing system unless otherwise agreed in writing. Licensee agrees to furnish Licensor with eighty (80) complimentary admission tickets for each event during the term of this Agreement. If the seating is sold at different pricing levels, a minimum of 25% of the complimentary tickets shall be in the highest price level. Licensor will have the right to retain a certain number of seats as backup for problem seat locations. Licensee agrees that any tickets for seats with limited or impaired vision or any backstage seats that are sold will be clearly marked accordingly.
48. **ADVERTISING / MARKETING:** Licensee agrees that all advertising of the event will be honest and true and will include accurate information on show times and ticket prices. If the event marketing expresses or implies that certain acts, entertainers or attractions will be part of the event and they are not, Licensor reserves the right to refund tickets from Licensee's ticket revenues as the Licensor, in its sole judgment, deems necessary. If there are not ticket reserves available to Licensor, Licensor may still make refunds and Licensee shall promptly repay the Licensor for said refunds. The name *The DeltaPlex Arena & Conference Center* is the only name allowable in conjunction with ads placed for *The DeltaPlex*. **PROPER FACILITY NAME AND LOGOS MUST BE USED.** Please contact the facility for proper logos to use.
49. **EXISTING FACILITY SIGNAGE, VENDORS AND SPONSORS:** Unless it is agreed to in writing in advance, it is understood that Delta-Turner, Ltd. will not remove, turn-off or cover up any and all existing signage or sponsored locations or kiosks. It is also understood that Delta-Turner, Ltd. has existing relationships with vendors and/or sponsors who may or may not be located within the facility areas during Licensee's event and may or may not be displaying or selling items.
50. **VIDEO TAPING:** Licensee agrees that videotaping, radio, or television transmission will not be permitted without prior written consent of Licensor, which consent will not be unreasonably denied, conditioned or delayed. Should transmission or recording of any event in any form be desired, Licensee agrees to pay Licensor an amount to be determined for such rights in addition to paying all costs or expenses of either party in connection with the televising or broadcasting of the event. There will be a fee which the I.A.T.S.E. Stagehand Union will charge if union members are employed at the show.

License ID 167

- 51. **ABANDONMENT OF PROPERTY:** Any property left in the premises by the Licensee shall, after a period of ten (10) days from the last day of the permissive use hereunder, be deemed abandoned and becomes property of the Licensor to be disposed of or utilized at Licensor's discretion.
- 52. **HAZARDOUS OR DANGEROUS SUBSTANCES:** Licensee agrees that it will not stage any act or performance in which fire, flame, or other potentially hazardous substances or props are utilized without prior approval of and certified clearance from the necessary local, state, and federal authority as required by law.
- 53. **MUSIC ROYALTIES:** Licensee will be responsible to pay royalty fees for copyrighted music that are required by ASCAP, SESAC, and/or BMI in the event that live or recorded music is played during its event. Licensee may pay royalties directly to ASCAP, SESAC and BMI, in which case Licensee may be required to furnish proof that such royalties have been paid. Proof of payment is required within 30 days of the event. Nothing contained in this provision shall require Licensor to collect and submit royalty fees. With regard to royalties, Licensee agrees to indemnify and hold harmless Licensor, its owners, agents and employees, from any and all claims, fees, expenses or costs including legal fees asserted or incurred in connection with or involving works protected by statutory or common law copyrights or other proprietary law.

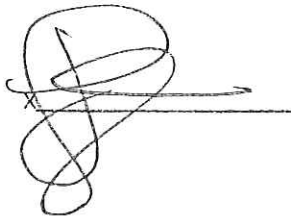
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ENTIRE AGREEMENT: The foregoing constitutes the entire agreement between the parties and may be modified only by a writing signed by both parties.

LICENSOR
 Delta-Turner, Ltd.
 2500 Turner Avenue, N.W.
 Grand Rapids, MI. 49544-2058
 616.364.9000


Dated: 12/28/15

X
 Joel Langlois, President



LICENSEE
 Cumulus Broadcasting LLC
 Jeff Cartwright, Vice President/Market Manager
 60 Monroe Center NW, Suite 300
 Grand Rapids, MI 49503
 Tax ID#

Dated: 12/21/15



Delta-Turner, Ltd.

Licensee Initials: JC Licensor Initials: JL



2016-2017

Michigan Association of Broadcasters Foundation

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Jennifer Williams
Greater Media, Inc.
- Vice Chair
Paul Jabobs
Jacobs Media/JPJPPS
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Marquette Senior High School
- Wendy Hart
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- Tonya Hernandez
Spring Arbor University
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WMMT-TV
- Tom Mogush
WMDT-FM/WZMA-AM
- Jan Sedor
WLNS-TV
- Steve Szarzyn
Michigan Public Media
- Randy Scott
Dannan High School-DTV
- Peter Tantz
Midwest Communications
MAD Liaison
- Michael Walenta
WGVL-AM/FM/TV
- Jon Whiting
Michigan State University

November 8, 2016

Rich Berry
Cumulus Broadcasting-Grand Rapids & Muskegon
60 Monroe Center NW
Grand Rapids, Michigan 49503

RE: MABF Broadcast Media Career & Networking Fairs

Dear Rich,

Thank you again for your participation in the 2016 MABF Broadcast Media Career & Networking Fair at Western Michigan University. More than sixty students and business-minded professionals attended this year's event. We hope that you were able to meet and collect information on potential employees and interns.

Our records show that the following people attended the career fair on behalf of your station(s):
Rich Berry

Representing the following call letters:

WLAV, WTNR, WHTS, WJRW-AM, WBBL, WWSN, WLCS, WVIB, WKLQ-AM, WLAW

The information about the MABF Broadcast Media Career Fairs was widely disseminated and marketed, including distribution to resources with a high volume of diverse candidates. In addition, the information was specifically sent to the State of Michigan career sites, veteran affairs organizations, Michigan Works locations throughout Michigan, all educational institutions in the state of Michigan as well as displayed on the official Career Fair website www.michiganbroadcastcareers.com.

As you know, participation in the career fair may count as one of the Outreach Prong 3 - Menu Option Initiatives with regards to obtaining EEO credits. As mentioned in previous mailings, your efforts in promoting and planning this event are very important to the FCC. In considering possible EEO credit. For MAB members, any questions should be directed to the MAB's Legal Counsel, David Owenford.

The MABF asks that you place this letter, photos, as well as any other fliers, registration materials, and affidavits of PSAs aired, with your EEO records.

Thank you for your participation, we hope the event proved useful in your station recruiting efforts.

Sincerely,

Alisha Clack
Executive Manager, MAB Foundation

Enclosures

THE DELTAPLEX ARENA & CONFERENCE CENTER LICENSE AGREEMENT

This agreement is made by and between Delta-Turner, Ltd., (d.b.a. The DeltaPlex Arena & Conference Center) whose addresses are 2500 Turner Avenue, N.W., Walker, MI 49544 ("Licensor"), and Cumulus Broadcasting, 60 Monroe Center NW, Suite 300, Grand Rapids, MI, 49503 Contact; Rich Berry, Phone 616-855-8354 Cell , Fax , Email rich.berry@cumulus.com Tax ID#: . It is legally effective as of the date it is signed by Licensor's authorized agent.

This contract and deposit is due by 1/11/2016. In the event that we have not received your signed contract by this date we cannot guarantee date availability. The only way a date or range of dates can be guaranteed is to receive a fully executed (signed by both parties) license agreement and deposit(s) as specified herein. For and in consideration of the covenants contained herein the parties agree as follows:

1. **LICENSE AND TERM:** Licensee hereby agrees to hire from Licensor the following portions or described area(s) of The DeltaPlex located at 2500 Turner Avenue, NW, Walker, (Grand Rapids) Michigan, including the parking area (to be allocated at the sole discretion of Licensor for the date(s) and time(s) as follows:

Date	Room(s)	Function	Time(s)
Saturday, April 23, 2016	Hillside Hall	Employment Expo	TBD

Note: Unless it says "Entire Facility" above, other portions of the facility may be hired out to other clients.

2. **PURPOSE:** The above described premises are to be used for the purpose of, and no other purpose than: Employment Expo
3. **PUBLIC OR PRIVATE EVENT:** This will be a Public event.
If there will be an entrance fee for all guests entering into the event, the entrance fee will be:
Adults: \$ _____ Children: \$ _____ Seniors: \$ _____ Other: (Type: _____) \$ _____
4. **CANCELLATION BY LICENSEE:** Should Licensee cancel the event covered under this Agreement, the Licensor shall; a) retain all monies paid by Licensee including, but not limited to non-refundable deposits, prepaid license fees and/or prepaid fees made by Licensee to be applied to total damages sustained by Licensor including loss of anticipated profits including anticipated profits from food and beverage sales, b) attempt to relicense the date and venue in an effort to mitigate said damages and c) be entitled to pursue any legal remedies available to collect against Licensee any and all costs and damages including loss of anticipated profits that exceed any deposits or prepayments applied. In the event the licensor is able to relicense all or part of the contracted dates and venues, any income received shall be applied to the licensor's damages. If net income from a replaced licensor's event exceeds the damages including anticipated profits from the canceled event, the original licensee shall not be entitled to receive payment for said excess proceeds.
5. **LICENSE FEES AND DUE DATES:** In consideration of the use of the premises as above described above, the total license fee shall be \$2,000.00. Due at settlement. *All monies owed, including estimated expenses, are payable by noon the business day 48 hours prior to the doors being open to the public for the above-mentioned event, unless prior arrangements have been made with The DeltaPlex Management.* Occupancy beyond hours noted will be charged at a rate of \$500.00 per hour. If any refunds are due, they will be refunded within 7 days subject to any charges owed including charges for occupancy beyond noted hours. If any payment is not made by due dates stipulated in this license agreement, this agreement will be considered to be breached and will be subject to the provisions outlined in paragraph 37 below. Additionally, if Licensee defaults on the payment of any fees or defaults in any way, all held dates will be forfeited and may be given to another licensee.
6. **LICENSOR SUPPLIED EQUIPMENT, PRODUCTS AND SERVICES:** In addition to the license fee, the Licensee shall pay Licensor, at rates established by Licensor, for any use of licensor's personnel (or Licensor's subcontracted personnel), equipment, furnishings, utilities, or services, including but not limited to: any labor for security, ushers, ticket takers, electrician, stage hands, and other purposes; insurance; sound equipment including house sound system; equipment including tables, chairs, stage, barricade, and bike racks; utilities for electric, water, gas, phone and internet, if used for the event; parking (unless paid for by consumers on event day); and, any food and beverages. Booth price is \$55 per booth for pipe and drape, table, 2 chairs and waste basket.
Included in license fee: Additional tables and chairs.
7. **BOX OFFICE USAGE AND FEES:** Any use of *The DeltaPlex Arena and Conference Center* for which tickets will be sold to the general public requires the use of The DeltaPlex Arena and Conference Center's box office and its' ticketing system (ETix) and shall be subject to ticket and other service fees. In the event Licensee uses Licensor's Box Office and/or ticketing agent, a fee of 3.5% of gross ticket receipts will be charged to the Licensee and will be deducted from final settlement. An additional fee of 3.5% for all credit card charges will be charged back to Licensee, and will be deducted from final settlement. All ticket revenue will be held by the DeltaPlex Arena and Conference Center until final settlement and will not be made available for advance payment. Unless agreed to in writing, Licensee may be charged \$0.25 for each comp ticket that Licensee requests and receives that exceeds 5% of the sellable capacity. The licensee shall not permit anyone to sell tickets unless specifically agreed to, in writing, by the Licensor. In the event the Licensee or any of Licensee's clients, agents or vendors, uses a third party ticketing system for any ticket sales, said sales will be subject to assessment of fees including but not limited to convenience fees which would be typical for sales on Licensor's system and administration fees for administering the sales.
8. **FOOD AND BEVERAGE:** The Licensor provides concessions and catering as part of the Licensor's business. Catering and concessions are provided as needed and/or requested by Licensee. Preparation of food products are regulated and licensed by the Kent County Health Department to insure general sanitation to prevent sickness from onsite consumption of food product. Not only are there Health Department issues with food prepared offsite, but there are also costs associated with it including but not limited to cleanup and disposal of food packaging. The Licensor prohibits the Licensee and its employees, vendors, exhibitors and guests from bringing in food prepared offsite *unless Licensor and Licensee specifically agreed to the terms and conditions whereby outside food would be consumed onsite. Said agreement must be in writing and would provide for, among other things, payment to Licensor in an amount determined solely by Licensor.*
9. **PAYMENTS:** All payments due under this agreement shall be paid when due by cash, company check, wire or Credit Card, however, any payment by credit card will be subject to a 3.5% service charge to cover costs of processing. Any payment or payments that are not paid when due will be subject to 1.5% per month finance charge.
10. **PARKING:** N/A
11. **HANGING AND POSTING SIGNS ON WALLS:** Licensee is responsible for damage to the building including damage caused by licensee's vendors. Absolutely no tape, glue or other adhesive may be placed on any wall without the express written permission of Licensor. Costs for repair of the damage, including administrative costs shall be the sole responsibility of the licensee. Damage to any walls as a result of using any unapproved adhesive is virtually guaranteed and Licensee will be responsible for paying for all damages. Certain types of tapes or adhesives do not do damage to walls and may be approved but such approval must be sought by Licensor in advance.
12. **SIGNS, ADHESIVE FASTENERS, LITERATURE AND HELIUM BALLOONS:** Licensee shall not post or permit to be posted any sign or poster upon said premises or anything that will tend to injure, mar or in any manner deface said premises, and will not permit nails, hooks, adhesive fasteners, confetti, tacks or screws to be installed on any part of the building or premises. Signs may only be posted on pre-approved areas for



such use, and all signs and posters must be pre-approved by Licensor. The hanging of pictures, banners or any other items on interior or exterior walls, draperies, or superstructure requires prior written approval of the Licensor. Helium balloons are not allowed without prior written approval of the Licensor. If helium balloons are used without permission, their removal by *The DeltaPlex* personnel will be billed to the Licensee at the rate of \$50.00 per hour with a one (1) hour minimum.

13. **CONCESSIONS:**

- a) Licensor or persons selected by Licensor shall provide all concessions on the premises and Licensee shall not sell or otherwise provide food or beverages on the premises without Licensor's written consent. No alcoholic beverages shall be sold or consumed on the premises except through Event Services, Ltd.; a Michigan corporation licensed by the Michigan Liquor Control Commission to provide such beverages to the premises according to its license and the laws of the State of Michigan.
- b) Licensee agrees to pay Licensor a fee for the right to sell t-shirts, CD's, posters, hats, etc. (30%) percent of gross sales of all merchandise sold on the premises at the event. The Licensee agrees to pay all state, local and federal sales or use taxes arising out of the sale of such merchandise and to provide Licensor with all necessary state, local and federal identification numbers concerning said taxes. The Licensee agrees that all inventory sold will be subject to Licensor's audit prior to and immediately upon reconciliation of concession sales following each event during the term of this Agreement.
- c) All catering and catering rights are reserved by Licensor and Licensee agrees and understands that should catering be required that Licensor will have the sole right to provide the same, unless other arrangements are approved by Licensor in writing.

14. **FACILITY FEE:** For spectator events, including, but not limited to, concerts, stage productions, and sporting events, unless otherwise agreed to in writing, all events in the DeltaPlex Arena, which use the DeltaPlex ticketing system, will include a \$2.50 non-refundable facility fee added to each ticket sold to the consumer. Licensee is required to promote and advertise all ticket prices with this fee included in the ticket price.

15. **INSURANCE:** Licensee shall provide to Licensor a Certificate of Public Liability Insurance naming The DeltaPlex Arena & Conference Center, Delta-Capital, Ltd., Delta-Turner, Ltd., and Event Services, Ltd., all its officers, agents and employees as additional named insured, with liability limits of not less than \$2,000,000.00 for any accident or other occurrence involving injury, including wrongful death, to one or more persons, and not less than \$2,000,000.00 for property damage resulting from any occurrence. All insurance policies required shall be written and issued by a carrier approved by Licensor and authorized to issue policies in the State of Michigan. In the event that Licensee fails to provide satisfactory evidence of said insurance within 20 days of the date of use described herein, Licensor may obtain said insurance on behalf of Licensee, and Licensee shall reimburse Licensor for the cost of same or at Licensor's option Licensor may refuse to permit use of the facilities until evidence of said insurance is provided.

16. **SECURITY:** Licensee shall be responsible for all security required for Licensee's event for inside and outside of the building (including security in parking lots). A minimum and reasonable amount but not limited to one (1) security officer for every 200 patrons shall be present for all hours open to the public including 30 minutes before opening and 30 minutes after closing. The DeltaPlex Arena and Conference Center, for each event, shall approve a security company and number of personnel.

17. **CONTROL OF PREMISES:** This License shall in no manner be interpreted as relinquishing Licensor's control of the premises. Licensor shall have the right to enter upon, inspect, and otherwise engage in all activities within and about the premises as may be necessary to assure state regulations and otherwise manage the premises, provided however, that such action shall not interfere with Licensee's use and occupancy of the premises as provided in this License. Licensee shall not have any self-propelled material handling equipment on the premises without prior written consent of the Licensor.

18. **OCCUPANCY TIMES:** Unless otherwise agreed to, in writing or if provided for in paragraph 1 above, occupancy in the rooms described in paragraph 1 shall begin at 8:00am on the day or first day of the event and end no later than 11:00 pm on the day or last day of the event. On multiple day events, any occupancy between the hours of 11:00 pm and 8:00 am that require the building to be unlocked or accessible may incur additional charges to Licensee.

19. **NOTICE OF EVENTS REQUIREMENTS:** Licensee shall provide Licensor, at least four weeks before the first day of the event, a full and detailed outline of all show requirements, including stage, table, and seating requirements, security, and utility requirements. Failure to provide this and/or last minute changes may result in additional labor charges at the prevailing rate.

20. **EVENT SUPPORT PERSONNEL:** Licensee shall provide all necessary event support personnel. Licensor reserves the right to establish minimum personnel requirement for the event and if Licensee fails to meet minimum requirements, Licensor may provide said personnel and Licensee shall pay according to normal rates established by Licensor. *The DeltaPlex* will apply an administrative charge for any event support personnel arranged or administered for Licensee by Licensor.

21. **LICENSEE RESPONSIBILITY FOR RISK OF LOSS:** Licensee shall assume all risks pursuant to and in conjunction with the activities to be conducted on these premises and shall be solely responsible for all accidents or injuries of whatsoever nature or kind, to persons or property.

22. **INDEMNITY:** Licensee agrees to indemnify The DeltaPlex Arena and Conference Center, Delta-Turner, Ltd., Delta-Capital, Ltd., and Event Services, Ltd., all its officers, agents, and employees from and against all claims of any kind, including attorney fees, arising out of Licensee's use of the premises.

23. **COMPLIANCE WITH LAW AND SUBORDINATION:** Licensee shall use and occupy said premises in a safe and careful manner and shall comply with all applicable municipal, state and federal laws, and rules and regulations as prescribed by the fire and police departments, Michigan Liquor Control Commission, and other governmental authorities as may be in force and effect during the term of this Agreement. Any failure to so comply shall terminate the permissive use forthwith. This License is subordinate to and controlled by all laws, rules, regulations and other requirements of local, state, and national governing agencies. Licensee shall not conduct, or permit to be conducted on the premises, any performance or activity which is in violation of any law or regulation.

24. **CONTESTS/GAMBLING/AWARDING OF PRIZES AT EVENTS:** Michigan liquor laws do not allow the awarding of any prizes (with or without contributions from attendees), contests or any gambling unless approved in writing by the Michigan Liquor Control Commission and/or the Michigan Lottery Commission. If Licensee wants to conduct any contests or award any type of prize at Licensee's event, Licensee must request (in writing) permission from Licensor. If approved by Licensor, Licensee must request Licensor to submit a letter requesting permission from the State Liquor or Lottery Commissions. All requests must detail every aspect of the contest, its prizes or gambling activities. All requests must be detailed and must include amounts, how conducted, all rules and any other pertinent information. All requests must be submitted no later than 60 days prior to event. Licensee understands there is no guarantee of being approved for such activity by Licensor or the Michigan Liquor Control or Lottery Commissions. Additional fees may be required for seeking permission for such activities.

25. **ASSIGNMENT:** Licensee shall not assign or sublet this License, nor permit any use of the premises other than as specified herein, without the prior written consent of Licensor.

26. **OPENING TIMES:** Licensee must open the doors of the attraction at the time advertised for the event unless circumstances in the public interest, approved by Licensor, warrant a change.

27. **PERMITS AND LICENSES:** Licensee agrees to obtain and pay for all necessary permits and licenses required by federal, state, or local laws and regulations relating to Licensee's activities on the premises. Licensee shall provide to the City of Walker Fire Chief and Chief Building Official two copies of a lay-out plan no later than 20 days prior to the event diagramming egress and locations of Licensee's uses in and around appropriate fire exiting. Additionally, the diagram shall show proper egress lanes throughout the facility. Further, Licensee shall maintain an 18-foot fire lane around the perimeter of the facility with appropriate access to the fire lane. Licensee shall provide Delta-Turner, Ltd., with a copy of documents provided to city officials.

28. **COPYRIGHTS:** Licensee will assume all costs arising from the use of patented, trademarked, franchised or copyrighted music, material, devices, processes or dramatic rights used on or incorporated in the event. Licensee agrees to indemnify, defend and hold harmless Licensor from any claims or costs, including legal fees, which might arise from question of use of any such material described above.
29. **OBSTRUCTIONS PROHIBITED:** No portion of the fire lanes, sidewalks, ramps, entries, corridors, passageways, vestibules, halls, lobbies, stairways, aisles, or access to common utilities of the premises shall be obstructed by Licensee or used for any purposes other than for ingress and egress from the licensed premises without the written consent of Licensor. All vehicles, trucks, cars, or support machines of any description shall be parked or stored at a location to be indicated by Licensor.
30. **SCHEDULING OF OTHER EVENTS:** Licensee shall not schedule any other events during show periods unless mutually agreed upon.
31. **NUMBER OF PATRONS:** Licensee shall not admit to the premises a greater number of patrons than the rated capacity of the individual area hereby licensed.
32. **RESPONSIBILITY FOR CONDUCT OF PATRONS:** Licensee hereby assumes responsibility for the character, acts, and conduct of all persons admitted to the premises, or to any portion of the premises, with the consent of Licensee or its employees or agents. Licensee agrees that any damage caused by the act, default, or negligence of Licensee, or of Licensee's agents, employees, patrons, guests shall be the responsibility of Licensee. Licensor reserves the right to eject or cause to be ejected from the premises any objectionable person or persons; and neither Licensor nor any of its officers, agents or employees shall be liable to Licensee for any damages that may be sustained by Licensee through the exercise by Licensor of such right.
33. **RESTORATION OF PREMISES:** Licensee shall take all precautions to maintain the licensed premises in good repair, and shall restore and yield the same back to the Licensor upon termination of this license in the same conditions and repair. If the premises are not so kept by the Licensee, the Licensor may enter the premises and do all things necessary to restore the premises to the prior condition, charging the costs and expense thereof to Licensee.
34. **COST OF REPAIR:** Licensee will pay to Licensor the costs of repairing any damage of which may be done to the premises or any of the fixtures, furniture, or furnishings thereof by any act of Licensee or any of Licensee's employees or agents.
35. **OCCUPANCY INTERRUPTION OR TERMINATION:** Licensor shall not be responsible for any termination or interruption of any program at the premises resulting from the receipt of threats or information relating to imminent danger to the premises, parts thereof, and/or its occupants, which are reported as about to be caused by explosives, flammables, act of God or otherwise. Should it become necessary, in the judgment of Licensor, to evacuate the premises because of reasons of public safety, the Licensee will be permitted to re-enter the premises for sufficient time to complete presentation of his activity without additional license fees, provided such time does not interfere with another building Licensee. If it is not possible to complete the presentation of the activity, fees shall be forfeited, prorated, or adjusted at the discretion of *The DeltaPlex Management* based on the situation, and the Licensee hereby waives any claim for damages or compensation from the Licensor.
36. **FORCE MAJEURE:** In the event that the premises, or any part thereof, shall be destroyed or damaged by fire or any other cause, or if any other casualty or unforeseen occurrence shall render the fulfillment of this License Agreement by Licensor impossible, then this License Agreement shall terminate. The Licensee shall pay license fees for said premises only up to the time of such termination, at the rate herein specified. The Licensee hereby waives any claim for damages or compensation should this License Agreement be so terminated.
37. **BREACH OF AGREEMENT:** In the case of the breach of any one or more of the terms of this License Agreement by Licensee. Licensor may terminate this License Agreement and/or exercise any other remedy provided by law. Upon the termination of Licensee's right of possession, Licensee agrees to surrender possession of the premises immediately.
38. **COST OF ENFORCEMENT / INTEREST:** If Licensor is required to take any action including but not limited to filing suit to collect any monies owed under this License Agreement, the Licensor shall be entitled to collect reasonable attorney fees and all other expenses Licensor may reasonably incur in collection of such amounts. Additionally, Lessor shall be entitled to the maximum rate of interest, as established by the Michigan Statute, on any amounts owed to Lessor.
39. **DISPUTES OR CLAIMS:** This agreement shall be construed in accordance with the laws of the State of Michigan. Any claim or dispute arising out of or relating to this agreement or the breach thereof shall be settled by a court of proper jurisdiction in Kent County, Michigan.
40. **USE OF PREMISES:** Licensor will permit Licensee, upon faithful performance of the terms of this License Agreement, to peaceably and quietly have, hold and enjoy the use of the premises together with reasonable rights of ingress and egress through the hall, passageways, lobbies, and corridors, for the purpose set forth herein.
41. **PREMISES ACCEPTANCE:** Licensee has examined the premises prior to the execution of this agreement and agrees that it is hiring the premises "as is" and is satisfied with the physical condition.
42. **UTILITIES:** Any utilities used beyond those normally used in the building operation shall be the responsibility of the Licensee or Licensee's vendors as the case may apply, pursuant to standard *DeltaPlex Arena and Conference Center* electric rates.
43. **RULES AND REGULATIONS:** Licensor, from time to time, may promulgate rules and regulations regarding the operation of the described premises. Any such rules and regulations in effect as of the date of the signing hereof are a part of this License Agreement as though they were set forth in full herein, and Licensee hereby acknowledges receipt of a copy of same.
44. **BINDING EFFECT:** Each and every term of this written License Agreement shall be binding upon the parties, their heirs and assigns, and cannot be varied or waived by any oral representations or promise of any agent or other person of the parties hereto, unless the same be in writing and mutually signed by the duly authorized agent or agents who executed this License Agreement.
45. **GOVERNING LAW:** This agreement shall be governed by the laws of the State of Michigan.
46. **INTERMISSION:** For spectator events, including, but not limited to, concerts, stage productions, and sporting events, Licensee agrees to at least one (1) intermission of fifteen (15) minute duration during each sport, theatrical, musical or similar type event. If an intermission is not provided, Licensor may impose an additional charge at settlement as determined by Licensor.
47. **ADMISSION TICKETS:** In the event the use of the facility is open to the general public by purchase of an admission ticket, Licensee agrees that all tickets must be issued by the DeltaPlex and its' ticketing system unless otherwise agreed in writing. Licensee agrees to furnish Licensor with eighty (80) complimentary admission tickets for each event during the term of this Agreement. If the seating is sold at different pricing levels, a minimum of 25% of the complimentary tickets shall be in the highest price level. Licensor will have the right to retain a certain number of seats as backup for problem seat locations. Licensee agrees that any tickets for seats with limited or impaired vision or any backstage seats that are sold will be clearly marked accordingly.
48. **ADVERTISING / MARKETING:** Licensee agrees that all advertising of the event will be honest and true and will include accurate information on show times and ticket prices. If the event marketing expresses or implies that certain acts, entertainers or attractions will be part of the event and they are not, Licensor reserves the right to refund tickets from Licensee's ticket revenues as the Licensor, in its sole judgment, deems necessary. If there are not ticket revenues available to Licensor, Licensor may still make refunds and Licensee shall promptly repay the Licensor for said refunds. The name *The DeltaPlex Arena & Conference Center* is the only name allowable in conjunction with ads placed for *The DeltaPlex*. PROPER FACILITY NAME AND LOGOS MUST BE USED. Please contact the facility for proper logos to use.
49. **EXISTING FACILITY SIGNAGE, VENDORS AND SPONSORS:** Unless it is agreed to in writing in advance, it is understood that Delta-Turner, Ltd. will not remove, turn-off or cover up any and all existing signage or sponsored locations or kiosks. It is also understood that Delta-Turner, Ltd. has existing relationships with vendors and/or sponsors who may or may not be located within the facility areas during Licensee's event and may or may not be displaying or selling items.
50. **VIDEO TAPING:** Licensee agrees that videotaping, radio, or television transmission will not be permitted without prior written consent of Licensor. Should transmission or recording of any event in any form be desired, Licensee agrees to pay Licensor an amount to be determined for such

rights in addition hereto pay all costs or expenses of either party in connection with the televising or broadcasting of the event. There will be a fee which the I.A.T.S.E. Stagehand Union will charge if union members are employed at the show.

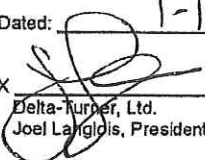
- 51. **ABANDONMENT OF PROPERTY:** Any property left in the premises by the Licensee shall, after a period of ten (10) days from the last day of the permissive use hereunder, be deemed abandoned and becomes property of the Licensor to be disposed of or utilized at Licensor's discretion.
- 52. **HAZARDOUS OR DANGEROUS SUBSTANCES:** Licensee agrees that it will not stage any act or performance in which fire, flame, or other potentially hazardous substances or props are utilized without prior approval of and certified clearance from the necessary local, state, and federal authority as required by law.
- 53. **MUSIC ROYALTIES:** Licensee will be responsible to pay royalty fees for copyrighted music that are required by ASCAP, SESAC, and/or BMI in the event that live or recorded music is played during its event. Licensee may pay royalties directly to ASCAP, SESAC and BMI, in which case Licensee may be required to furnish proof that such royalties have been paid. Licensor may choose to require a deposit for the required royalties be withheld at time of settlement and in the event Licensor does hold a deposit it will be held until such time proof of payment is provided to Licensor. Proof of payment is required within 30 days of event. Licensor may choose to collect royalties on behalf of ASCAP, SESAC, and/or BMI, in which case the royalties will be deducted at time of settlement and Licensor will remit the required royalties directly to the appropriate agency. Nothing contained in this provision shall require Licensor to collect and submit royalty fees. With regard to royalties, Licensee agrees to indemnify and hold harmless Licensor, its owners, agents and employees, from any and all claims, fees, expenses or costs including legal fees asserted or incurred in connection with or involving works protected by statutory or common law copyrights or other proprietary law.


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ENTIRE AGREEMENT: The foregoing constitutes the entire agreement between the parties and may be modified only by writing signed by both parties.

LICENSOR
 Delta-Turner, Ltd.
 2500 Turner Avenue, N.W.
 Grand Rapids, MI, 49544-2058
 616.364.9000

LICENSEE
 Cumulus Broadcasting
 Rich Berry
 60 Monroe Center NW, Suite 300
 Grand Rapids, MI 49503
 Tax ID#

Dated: 1-12-16
 X 
 Delta-Turner, Ltd.
 Joel Langlois, President

Dated: 1/12/16
 X 

Licensee Initials: _____ Licensor Initials: 



March 12, 2018

Rich Berry
Cumulus Broadcasting
3375 Merriam St. Suite 201
Muskegon, MI 49444

Dear Rich,

This letter is confirmation of your participation in the 2016 & 2017 BCA Career Fairs.
We appreciate you taking your time to meet with our students.

Best,
Michelle



Michelle Kalisek
Administrative Assistant
Broadcast & Cinematic Arts
Central Michigan University
Moore 340
P: 989-774-3851
E: kalis1m@cmich.edu

Crystal Jacobs

From: Kalisek, Michelle Rene <kalis1m@cmich.edu>
Sent: Wednesday, March 14, 2018 8:47 AM
To: Crystal Jacobs
Subject: Re: Cumulus Job Fairs

Hi Crystal!

BCA Career Fair
March 19, 2016
9:00 am – 1:00 pm

BCA Career Fair
March 25, 2017
9:00 am – 1:00 pm

Best,
Michelle



Michelle Kalisek
Administrative Assistant
Broadcast & Cinematic Arts
Central Michigan University
Moore 340
P: 989-774-3851
E: kalis1m@cmich.edu

From: Crystal Jacobs <Crystal.Jacobs@cumulus.com>
Date: Wednesday, March 14, 2018 at 8:34 AM
To: "Kalisek, Michelle Rene" <kalis1m@cmich.edu>
Subject: Cumulus Job Fairs

Hi Michelle,



Job & Internship Expo

Thursday, November 5, 2015

12:45 p.m. ~ Booth set up in the Gymnasium
(until 1:45 p.m.)

1:00 p.m. ~ Light refreshments available

1:55 p.m. ~ Welcome

2:00 p.m. ~ Students/graduates tour booths

5:15 p.m. ~ Expo ends; Tear down booths

***Thank you for your support of
Baker College students and graduates!***

Baker College Career Services Staff

Mike Helsen * Margie Broton * Jared Olson

Michael LeGalley * Pam Strait * Kelly Deal

Participating Companies

***Adecco
Aflac
Alcoa
American Red Cross
Boys & Girls Club of the Muskegon Lakeshore
Charter Communications
City of Muskegon
Comcast Spotlight
Cumulus Radio
Dialog Direct
DK Security
Exodus Place
Family Video
Fifth Third Bank
Gerber Life Insurance Company / Nestle Nutrition
Girl Scouts of Michigan Shore to Shore
GoodTemps Staffing
Graphics House Companies
H&R Block
H&S Companies
HealthWest
Home Depot
Hope Network
KPEP
Lake Michigan Credit Union
Lowe's
Manpower
Menards
Michigan Department Corrections
Michigan State Police
Michigan's Adventure
MOKA
Muskegon Central Dispatch 9-1-1
Muskegon County
Muskegon County DHHS
NeXt I.T.
Nichols Paper & Supply
Office Staffing Inc.
Peterson Farms
Pioneer Resources
Plumb's Inc
Securitas Security Services USA, Inc.
Speedway LLC
State of Michigan: Department of Technology, Management and Budget
The Wisdom Link
U.S. Customs and Border Protection
United Way of the Lakeshore
UPS
Webster House Youth Services
Wesco***



2015-2016

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- Jam Sardar
WLLS-TV (Lansing)
- Stephen Schram
Michigan Public Media
- Randy Scott
Davison High School/DTV
- Rick Sykes
Central Michigan University
- Michael Walenta
WGVU Public Media
(Grand Rapids)

November 2, 2015

Rich Berry
Cumulus Broadcasting - Grand Rapids & Muskegon
60 Monroe Center NW, 3rd Floor
Grand Rapids, Michigan 49503

RE: MABF Broadcast Media Career & Networking Fairs

Dear Rich,

Thank you again for your participation in the 2015 MABF Broadcast Media Career & Networking Fair at Central Michigan University, Thursday, October 15, 12pm - 3pm. More than 150 students and business-minded professionals attended this year's event. We hope that you were able to meet and collect information on potential employees and interns.

Our records show that the following people attended the career fair on behalf of your station(s):

Rich Berry

Representing the following call letters:

WJRW WHTS WLAV WBBL WTNR WVIB WLCS WLAW WWSN WKLQ

The information about the MABF Broadcast Media Career Fairs was widely disseminated and marketed, including distribution to resources with a high volume of diverse candidates. In addition, the information was specifically sent to the State of Michigan career sites, veteran affairs organizations, MichiganWorks! locations throughout Michigan, all educational institutions in the state of Michigan as well as displayed on the official Career Fair website www.michiganbroadcastcareers.com.

As you know, participation in the career fair may count as one of the Outreach Prong 3 - Menu Option Initiatives with regards to obtaining EEO credits. As mentioned in previous mailings, your efforts in promoting and planning this event are very important to the FCC in considering possible EEO credit. For MAB members, any questions should be directed to the MAB's Legal Counsel, David Oxenford.

The MABF asks that you place this letter, photos, as well as any other fliers, registration materials, and affidavits of PSAs aired, with your EEO records.

Thank you for your participation, we hope the event proved useful in your station recruiting efforts.

Sincerely,

Julie Sochay
Executive Vice President, MAB Foundation

Enclosures