

Exhibit O

From: Waters, Jonathan [waters.33@osu.edu]
Sent: Thursday, October 31, 2013 11:24 AM
To: Saunders, Gayle
Subject: Conversation on Band culture

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Hi Gayle,

I wanted to drop you a note and request to speak with you about the culture within the OSUMB. I had a great conversation with Gary Lewis this morning and he shared with me that there are perhaps some concerns from the Board of Trustees and Administration regarding a culture within the band. I exceptionally surprised about these rumors and I would love an opportunity to speak to you about them. Do you have time today for a conversation, either via phone or in person?

Many Thanks,
Jon



Jonathan Waters

Director

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