

EXHIBIT 4

Grand Traverse Internists, PC

Robert L. Pacer, M.D.
Timothy R. Weichert, D.O., Ph.D.
Marci R. Bultemeier, D.O.

David E. Oakley, M.D.
Charles R. Klettner, M.D.
Judith M. Yates, M.D.

12/05/2013

Mary Reynolds
North Star Broadcasting
1356 Mackinaw Trail
Cheboygan, MI 49770

RE: Kimberlee McCardel [REDACTED]

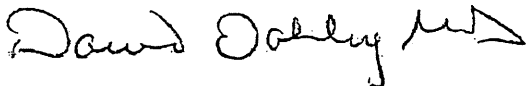
Mary:

Kimberlee McCardel suffers from a traumatic brain injury, dating back to a motor vehicle accident on 10/14/2011. A traumatic brain injury can in some cases persist throughout someone's life. In her case, her traumatic brain injury affects her ability to perform within her current work environment. She suffers in the areas of multitasking, concentrating with interruptions, tolerating different light and sounds. She also has frequent headaches that are often a part of the symptoms related to a traumatic brain injury.

I have recommended to her, as have her other physicians and caregivers, that her work environment be changed in order to follow the full recommendations as outlined in the letter by Carol Holland, OTR/L dated 11/18/2013. The accommodations described in the last paragraph of your letter dated 11/27/2013 to Ms. McCardle are not felt to be sufficient.

I hope this information is helpful to you.

Sincerely,



David E. Oakley, M.D.