

# **EXHIBIT 9**



November 27, 2013

Kimberlee,

I received your prior email and letters from your physician and occupational therapist. Let me put things in perspective for you. First of all, these recent letters and email come as a surprise. This is the first I have heard of your need or request for a "reasonable accommodation" for an undisclosed and unidentified "disability" or impairment to your ability to work. Apparently you are somehow relating this request to an automobile accident that happened over two years ago. You have continuously worked in the NSB office since until your recent absence.

You know that your request comes at the most inopportune time in our business with the holidays and yearend sandwiched on top of the pending merger and acquisition. We cannot rush through what is known as the "interactive process" of reviewing a request for accommodation, and determining what would be reasonable given your duties and responsibilities to NSB, and NSB's business requirements.

Before we schedule any meetings to discuss your request please have your physician and occupational therapist provide NSB with the following:

1. A statement and diagnosis of your exact "disability" or impairment; and
2. Medical documentation that shows your "disability" or impairment substantially limits one or more of your major life activities; and
3. A statement concerning what mitigating measures you are undertaking for your "disability" or impairment, such as medication, medical supplies, equipment, learned behavioral or adaptive neurological modifications, psychotherapy, behavioral therapy, and physical therapy, outside of your request to work at home.

In the interim, I encourage you to utilize any accrued vacation, sick or personal leave if you and/or your physician decide you cannot return to work under the prior existing conditions of your employment. If in the interim you decide to return to work, I saw that your Occupational Therapist was recommending a quiet environment and no fluorescent lighting. You are welcome to close your door to cut down on the usual office chatter and shut your lights. We will provide you incandescent lighting as needed. As an aside, I did not detect any fowl (sp) or foul odor in or anywhere near your office.

A handwritten signature in black ink, appearing to read "Mary Reynolds".

Mary Reynolds  
Northern Star Broadcasting

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