

A demand for arbitration alleging disability discrimination was filed by Robert Graham, Webmaster and On-Air Talent, on November 30, 2012 with the American Arbitration Association. *See* AAA Case No. 54-160-01151-12. The matter was settled through arbitration on May 27, 2014.

A complaint alleging race discrimination was filed by Charles Roberts, an On-Air Announcer, on April 16, 2014 at the Michigan Dept of Civil Rights. *See* MDCR No. 452095 and EEOC No. R-23A-2014-0071OC. The MDCR issued Notice of Disposition and Order of Dismissal on July 1, 2014. No suit was filed, and the applicable limitations period has expired.