



September 18, 2015

Dear Colleagues, Associates & Friends,

After careful consideration and upon reflection on my wonderful career, particularly these past 28 years working together with the Jim Pattison Group and its Broadcast Group division, I wish to inform you the time has come for me to move into "active" retirement.

I have been in this wonderful broadcast industry for over 46 years, and it has been a distinct pleasure to have been President of the Jim Pattison Broadcast Group for 14 years (1998 - 2012), as well as Chairman of the company over the past 3 years.

Of course this was not an easy decision for me to make as our Group, our team and the broadcast industry as a whole has been a major part of my whole professional and personal life.

But I believe if you're a true leader and lead by example, now is the right time to pass on the reins of the broadcast group to our leadership team in place today, as all the pieces of the puzzle are in place for growth of our people and the division.

It's been an amazing journey to say the least, beginning way back when on January 20<sup>th</sup> 1969, when I began my career as a trainee radio announcer in Kamloops, B.C. It has been a very rewarding and very fun career and leaving will not be easy.

But, my lifelong "best" friend and wife of 43 years, Sharon Rose and I wish to pursue several other interests, including more travel and golf. I want to play more tennis, do some more community work, play my tuba and maybe even learn to play piano!

I can't thank Jimmy Pattison enough for believing in me all these years, as he is a wonderful mentor and confidant who I will always continue to look up to.

To ensure a smooth transition from my role as JPBG Chairman, I will be leaving the company on January 20<sup>th</sup>, 2016, my 47<sup>th</sup> anniversary in this great broadcast industry and 29 years with one of Canada's greatest corporations.

It's time to bid adieu and as we say in the industry.... "fade to black"!

Best regards,

A handwritten signature in blue ink that reads "Rick Arnish". The signature is written in a cursive, flowing style.

Rick Arnish  
Chairman