



Mindy Chapman, Esq.
Mindy Chapman & Associates LLC
One Magnificent Mile
980 N. Michigan Avenue
Suite 1400
Chicago, Illinois 60611

75 Ninth Avenue
New York, New York 10011
212 651 2000 telephone
212 651 2099 facsimile
www.oxygen.com

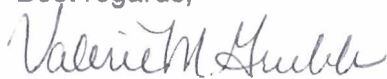
Dear Mindy:

On behalf of Oxygen Media we want to thank you for being an outstanding strategic EEO compliance partner. As you know, we have used your employment training over the past many years and have found it to be “best-in-class” because it is highly effective, relevant, practical, and memorable long after the training has ended. From our senior executive and leadership teams, to managers and supervisors, and hourly employees-- your training has had a positive and substantial long-term impact on each of our groups and has helped us to enhance our culture of dignity and respect in the workplace.

Critically, your training has had measurable results. We are proud that we have incurred no employment-related lawsuits since we began working with you. We attribute much of that success to your unique interactive facilitation based on “best-practices” in the workplace. Participants have always given your classes the highest ratings because they are immediately engaging, consistently high-energy and effectively provide the necessary skills to comply with our policies and expectations.

Kudos to you for having such tremendously successful compliance programs! And, many thanks for always being so responsive to the needs of our organization.

Best regards,


Valerie M. Grubb
Vice President, Operations
Oxygen Media