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EXHIBIT B

[REDACTED]

Subject: FW: *EXT* Fwd: Last Saturday

From: Rich Hanson [REDACTED]
Subject: Re: Last Saturday
Date: April 12, 2014 at 12:52:07 PM CDT
To: [REDACTED]

Got it. Thanks!
On Apr 12, 2014, at 12:38 PM, [REDACTED]

Hey Rich. This email is in regards to the incident the other night at John's house. I understand that as an intern we are going to undoubtedly be asked to perform some less than desirable tasks. I just think this situation in particular went so far beyond what I signed up for. Having to handle a loaded gun in John's house looking for intruders, and potentially putting myself in harm's way has shaken me up a little bit. And not even simply my own well-being but everyone involved. There's a reason people are trained to do these kind of things. There are so many possible ways it could have played out that could have been infinitely worse. I just hope it's understood that this is not what we are here to do and a line needs to be drawn somewhere. Thank you.

[REDACTED]

Sent from my iPhone. Please excuse any typos or short responses.

Rich Hanson
Operations Manager
[REDACTED]

On Aug 23, 2013, at 11:30 PM, [REDACTED] wrote:

Hey Rich,

This is [REDACTED] one of your interns. There are some things I would like to talk to you about concerning my internship. I wanted to talk to you today, but it seemed that every time I had a free moment you were busy. So, I'll say what I need to say here.

In short, I feel as if I am working for free and not getting anything in return. I was under the impression that there would be plenty of learning opportunities as well as the opportunity to network with people working in the industry. I was also under the impression that the work I would be doing would be for the studio, which has not been entirely true. For example, today, I was responsible for driving Martina McBride's tour bus driver, Larry, from the McBrides house to the bus company where his car was parked. The trip took over an hour and was 76 miles in total. Then I spent the afternoon installing and organizing electrical and computer wires for Blackbird Academy, which to my understanding, is a different company than Blackbird Studio. I honestly wouldn't mind doing hour-long runs and installing cables if it was for the studio or its clients, but today, that was not the case.

The other major issue I would like to address is the lack of learning opportunities. I would really like to sit in on sessions, even just mix or editing sessions, anything. Sessions are where I could learn the most and being able to observe sessions would make all of my work worthwhile. As it is, I have extremely limited contact with any of the engineers, so I don't really have the chance to ask them questions and learn from them. And though I've been able to see several mixing approaches and gear choices, I haven't been able to hear them, so the snippets don't really mean anything. Also, you told me during my interview that when there is downtime at the studio and there is an open room, interns would be taken into the room to discuss signal flow and learn about the studio's equipment. Though I've been on shifts with downtime and studios open, I haven't ever been in one of these learning sessions.

I don't mean to sound ungrateful. Working at Blackbird Studio has been a dream come true for me. It is an amazing facility and I am very proud to be here. I just don't think it's right to expect me or any other intern to do personal errands for the McBrides, and I think that all of the interns would agree that we would like more chances to learn. The engineers, producers, and artists that use Blackbird are some of the best in the world, and I know that I could learn more here than at any other studio. I am willing to work hard as long as I get opportunities to learn in return.

Thanks for hearing me out. I am more than happy to discuss this with you in person or over the phone whenever you are available.

[REDACTED]
Rich Hanson
Operations Manager
[REDACTED]

Hanson 000018

[REDACTED]

Subject:

FW: *EXT* Fwd: BlackBird Studio Internship

From: [REDACTED]

Subject: BlackBird Studio Internship

Date: February 12, 2018 at 10:18:42 AM CST

To: Rich Hanson [REDACTED]

Upon starting my internship at blackbird studios I had just graduated from Full Sail university and was told blackbird would be a great option for post education experience in the field. When I initially called to find out about the program, it was very hard to understand what type of work/training was involved. They said it was supposed to be only for school credit but they would work around it. I accepted naive to what would follow. The first night I was there all we did was a few food runs, wait around for hours and then once everyone had left for the night stay up till about 4-5am and clean all the toilets, set up/tear down equipment, and do extensive walk throughs to make sure every pencil tip and all the dust was off every inch of every Studio. Not only did we not get any compensation, but never a single thankyou or even nod of appreciation. This went on for many months and had never once been shown any sort of training/advice on music recording which was the entire reason I was there in the first place.

John McBride then had created a school with not accreditation and his students were barely given any curriculum but for some reason once his first class graduated, were given the opportunity to sit in on live recording sessions which we had never been given the chance to do. Not only were we there "working" first but had achieved degrees and had put in more time overall. He basically created his own school because he couldn't fund the studio correctly then promised the interns they will learn everything you need to know as well as gain connects in the industry which was a total lie. To not be given a chance to sit in on sessions like his own academy students was a slap in the face after all the late nights and hours we had put in to keeping his place going.

I remember one night I was there. It was late and we got a phone call from John saying that he thought someone was breaking into his house and to send a few interns with guns to go investigate. Who doesn't call the cops in a situation like this? He put these interns lives in harms way and didn't even think about what if something had happened to them. I also had a personal experience as well with him. I once recorded some vocals for his hired songwriters and they loved my performance so much they went to show John what it sounded like. When I finally had a chance to have a one on one introduction which I had never encountered after being there for months, he didn't even have to decency to look me in the eyes and gave me not even 30 seconds of his time. After hearing I had graduated from a school other than his I basically disappeared from his mind forever.

Not to share too much his personal purchases but he had a reputation for just buying whatever he saw/wanted at the moment. He was consistently purchasing new mics/equipment and making us interns buy him lottery tickets almost everyday when in exchange he wasn't giving anything back to us; the ones making sure his studio was prepared and ready to run each and everyday.

I believe John McBride needs to be investigated for unruly behavior as well as unfit working conditions. He should be held in contempt to some sort of monetary retribution for the time and work his non-academy interns put forth while they were "working" for him.

Thanks for listening.

[REDACTED]

Subject: FW: *EXT* Fwd: Blackbird studio internship

From: [REDACTED]
Subject: Fwd: Blackbird studio internship
Date: February 14, 2018 at 5:53:21 PM CST
To: [REDACTED]

Hey Rich I just wanted to send to you what I sent to the lady at the DOL.

Hope all is well

[REDACTED]

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 14, 2018 at 5:44:30 PM CST
To: [REDACTED]
Subject: Blackbird studio internship

[REDACTED]

My name is [REDACTED] and I interned at Blackbird studio for 6 months when I first moved out to Nashville in 2014. I would like to share some of my experiences with you and tell you how it affected my life and career afterward.

Mainly our job was to clean studios, on the shifts that I worked, we did this from about 12am to roughly 6am as we were not allowed to leave until every studio, bathroom and common area such as kitchens were cleaned to standard. This mean scrubbing toilets every night along with mopping and taking out trash. We were also required to vacuum, do dishes and re stock the snacks that the artists used. We were scheduled from 6pm until we were done with our cleaning which usually was finished at about 6am.

We were also required to go out and get lunch and dinner for the artists. Typically you would get called to do this about 4 times a day. You would log your miles and receive some form of reimbursement every two weeks for these runs.

We did setup and breakdown for sessions IE: setting up the mics and running cables. You also had to label everything, this did not mean we got to sit in on sessions as that was deemed a privilege that you were required to earn through showing dedication to the studio.

We were also required to do personal runs for John and Martina McBride. Personally I had to go to the mall for Mr. McBride many times to get him a new phone charger as he was keen to break his. This happened no less than 5 times. I will mention again that while doing these runs and cleaning, I was not being taught anything about the profession that I had chosen. I was also

required no less than 8 times to go to the store, pick up candy, and bring the candy to his daughters at their house. Sometimes the daughters would call us at the studio to have this done. They called on us to do personal errands with much frequency.

John would also have us get him food every single day without fail, usually from the same Mexican restaurant. I had to get him lunch so many times that to this day I still remember that he would always get a ground beef quesadilla for lunch with two orders of the queso dip.

I was not taught anything of note while interning there, I sat in on one session with an artist in the entire six months that I was supposed to be learning that field. Maybe twice we were given instructions on how to record someone a little better but it was usually when all the cleaning had been finished and we had nothing else to do for the day. Learning was not a large part of my internship but I can boast that I can clean your toilet so well you could eat off of it. I spend 36,000\$ to put myself through audio engineering school. I moved my entire life out to a state that I had never been too with the promise of "working with the best", that is not what I received.

After my internship, no studio would take me. I was laughed off of the phone many times. I sat in my apartment after these calls and would cry. I was told multiple times to "find another profession" and that "blackbird only produces talented cleaners" the reputation alone was enough to ensure that I would not get a job at a recording studio if they knew I had interned at blackbird.

I am 29 years old now and I serve tables.

Thank you for taking the time to read this. I feel robbed of the profession that I worked so hard for, just so John McBride could keep the place clean. That man doesn't care about teaching people, he only wants servants who wait on him and his every need.

[REDACTED]

Sent from my iPhone

Rich Hanson
[REDACTED]
[REDACTED]