APPROVED AND SIGNED:

Communications Workers of America
By: [Signature] Date: 6-9-2016
By: [Signature] Date: 6-9-2016
By: [Signature] Date: 6-9-16
By: [Signature] Date: 6/9/16
By: [Signature] Date: 6/9/16

The University of Akron
By: [Signature] Date: 6/28/16
By: [Signature] Date: 6/28/16
By: [Signature] Date: 6/28/16
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