

Subject: Parley Demands for Ohayocon Convention Leadership and Operations

Dear Cultural Exchange Society Inc. Board of Directors

We sincerely hope this letter finds you well. As the Ohayocon Senior Leadership Team and dedicated members of the Ohayocon community, we wish to open negotiations with Cultural Exchange Society Inc. In this document we express our concerns and requests for the future direction and leadership of Ohayocon. It is with utmost respect for the convention's legacy and its potential for growth that we present the following parley demands:

1. **Reinstatement of Cody Marcum as Ohayocon's Convention Chair:** We request that Cody Marcum be reinstated as the Convention Chair of Ohayocon. His previous experience and leadership have been instrumental in the convention's success, and we believe his guidance is essential for the convention's future growth.
2. **Empowerment of Cody Marcum with Control over Ohayocon Contracts and Finances:** Cody Marcum must receive full control over contracts and finances related to Ohayocon. This will allow for efficient decision-making and financial management, ensuring the convention's stability and continued success.
3. **Role of Cultural Exchange Society, Inc:** We propose that the Cultural Exchange Society, Inc. operates as a non-profit organization governing Ohayocon's legal standing rather than being involved directly with year-to-year planning. This separation will ensure transparency and eliminate potential conflicts of interest in convention planning and decision-making. In this role, all members of the Cultural Exchange Society, Inc. Board of Directors would agree to discontinue decision-making related to the year-to-year planning of Ohayocon.
4. **Reinstatement of Senior Leadership:** We demand the immediate reinstatement of other Senior Leadership Members who were let go due to COVEN's existence and/or the implementation of the sakura logo. They should be reinstated to their original positions with their full responsibilities and access restored.
5. **Reimplementation of the Ohayocon Sakura Logo:** The Ohayocon Sakura logo should be reinstated as the convention's official logo, preserving Ohayocon's best legal interests
6. **Senior Leadership Team Handling Public Relations Strategy:** Going forward, the Ohayocon Senior Leadership Team should be responsible for shaping the convention's Public Relations strategy, including efforts to repair the convention's reputation and engage with the community transparently.

7. **Restriction on Cultural Exchange Society Inc. Board Members' Social Media Activity as it Relates to Ohayocon:** Board members should discontinue posting to the Ohayocon Facebook page and Official Ohayocon Facebook group until otherwise notified by Ohayocon's Senior Leadership. This step is necessary to maintain clear communication channels and present a unified message to our community.

The Senior Leadership Team of Ohayocon proposes these agreements, which are not affiliated with the Conventions of Ohio Volunteer Event Network (COVEN). We are happy to entertain counteroffers for minor adjustments, but if this cannot become an acceptable agreement between us, we are prepared to strike separately from and in addition to any action COVEN takes. Our team is uniquely positioned to prevent further impacts to the Ohayocon brand and reputation. If an agreement is reached between both parties, then as a Leadership Team we will endeavor to prevent future actions of the COVEN membership in relation to this issue.

We believe that implementing these demands will contribute to the long-term success and sustainability of Ohayocon. These actions will foster a positive environment for both attendees and organizers. We kindly request that you consider these demands seriously and engage in constructive dialogue to address the concerns raised by the Ohayocon community.

We look forward to a resolution that ensures the continued growth and prosperity of Ohayocon.

Thank you for your attention to these matters.

Sincerely,

The Ohayocon Senior Leadership Team

Convention Director

Director of Operations

Director of Gaming

Director of Attendee Services

Director of Marketing

Director of Volunteer Services