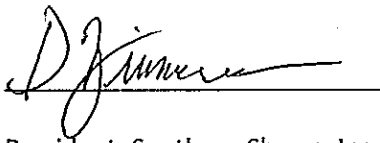


January 21, 2014

On behalf of Southern Shows, Inc., I have reviewed and hereby authorize Tim Burson, Brad Brooks, Steven Cox and Zachary White to publish for academic use the case "Filling Big Shoes."

A handwritten signature in black ink, appearing to read "D. J. Kimmer", is written over a horizontal line.

President, Southern Shows, Inc