From: Hilton Howell
Date: April 14, 2023 at 9:03:47 AM CDT
Subject: Bob Smith's Retirement

Ladies and Gentlemen:

I write to share with you the news that our Executive Vice President and Chief Operating Officer Bob Smith today retired from Gray Television after 37 years in the broadcast industry.

Bob began in the broadcast industry as an account executive at WEAU in Eau Claire, Wisconsin, in 1986. Over the ensuing years, he served in a variety of sales manager and general manager roles before moving into corporate operational roles in 2002 upon Gray's acquisition of WMTV in Madison, where he was the station's general manager. In 2018, the Wisconsin Broadcasters Association inducted Bob into its Hall of Fame.

Bob has played a key role in growing Gray Television into the leading media company that it has become. The senior team congratulates Bob on his numerous achievements and thank him for his service to the company. Please join me in wishing him well in his adventures ahead.

Sincerely,

Hilton H. Howell

Hilton H. Howell, Jr.
Executive Chairman and Chief Executive Officer
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