



30 April 2013

Mr. Jon R. Campbell
Chair, Board of Directors
Minnesota Orchestral Association
Orchestra Hall
1111 Nicollet Mall
Minneapolis, MN 55403

Mr. Michael Henson
President & CEO
Minnesota Orchestral Association
Orchestra Hall
1111 Nicollet Mall
Minneapolis, MN 55403

Dear Jon, dear Michael,

WITHOUT PREJUDICE

I have been proud and privileged to serve as Music Director of the Minnesota Orchestra since 2003. During that time I have done everything in my power to develop and sustain a world class body of performing musicians who have increasingly won international acclaim for their concerts, touring and recordings.

At this time, I wish to give formal notice of my sincere belief that the musical policy of excellence in symphonic music programming, which is the Minnesota Orchestral Association's stated goal, and which the players, Board of Directors and international audience expect and deserve, is now under critical threat. As well as the impossibility of rehearsing and performing, which is crucial to maintaining standards, it is public knowledge that several orchestral musicians are leaving their posts; and it is my responsibility to inform you that our concertmaster has personally advised me that she has been offered two alternative positions elsewhere in the country. Although she does not wish to leave the Minnesota Orchestra, she will be compelled to do so if the labor dispute remains unresolved.

As an employee of the Minnesota Orchestral Association it is my duty to advise you that under these circumstances, my own position as Music Director may become unsustainable. I have already stated previously that in my professional opinion it is vital that the orchestra rehearse and perform during the week of 27 May 2013 in order to recommence the building up of quality necessary for the opening months of the coming season, including our planned recording sessions for BIS and our Carnegie Hall engagement. I have additionally requested that Yevgeny Sudbin play during my summer week commencing 22 July 2013 – again to prepare for the September recording.

At the very least, as an emergency option if playing does not recommence during May, it will be necessary to re-start work with the orchestra around 6 September 2013 – or at the latest 9 September 2013; and Yevgeny Sudbin will need to be present during that period in order to prepare for the recording sessions starting on 16 September 2013. I consider it extremely

important to make the recordings in September as planned – both in terms of maintaining our record/release schedule with BIS; and as a part of the preparation process for Carnegie Hall. The Carnegie Hall project represents for me one of the most significant goals of my entire Minnesota Orchestra tenure. I wish to do everything possible to ensure those concerts go ahead. But at this time I must make it clear, that in the case Carnegie Hall chooses to cancel the Minnesota Orchestra's concerts this November, i.e. if they lose confidence in our ability to perform those concerts as a result of the extended lockout, then I will be forced to resign my position as Music Director.

For the time being I will of course continue fulfilling my duties and obligations under the terms of my current employment agreement.

I trust you will share the contents and message of this letter with the entire Board.

Respectfully yours,

A handwritten signature in black ink, appearing to read 'O. Vänskä', written in a cursive style.

Osmo Vänskä
Music Director