East Tennessee State University
Office of the President
PO Box 70734 Johnson City, TN 37614-1710 | P 423-439-4211 | F 423-439-4004

August 29, 2018

Mr. Michael Luchtan
luchtan@gmail.com

Dear Mr. Luchtan:

Please allow this letter to confirm that, per the ETSU Intellectual Property Policy, East Tennessee State University does not claim ownership of creative works, including musical compositions, produced by employees.

Therefore, the University herewith acknowledges your ownership of all original microcompositions produced by you for the ETSU Carillon during your term of employment at ETSU as Carillon Programmer.

In addition, the University acknowledges your right to license your creative works under a Creative Commons Attribution 4.0 International Public License, through which you grant ETSU non-exclusive license to perform and/or publish these pieces in perpetuity with appropriate attribution.

Thank you for your unique contributions to promoting interest in and understanding of the Carillon and its influence on the cultural experience at ETSU.

Sincerely,

Brian Noland
President

c: Dr. Wilsie Bishop
Office of Research and Sponsored Programs
Department of Music
Office of Human Resources