

**From:** Karen O'Neill [mailto:krug.oneill@gmail.com]  
**Sent:** Wednesday, May 02, 2018 10:07 PM  
**To:** Kayla Dewey  
**Subject:** Re: Confirmation Hearing of Your Appointment Continued

Hi, Kayla,

As I indicated when we talked this afternoon, I want to confirm, regretfully, that I will not be attending the continued hearing tomorrow. The timing of this hearing is problematic for me as I made plans weeks ago to travel to NY tomorrow to babysit for my granddaughter. I also did not get the impression from the hearing today that committee members had further questions for me or that I could shed much additional light on the issues that seemed to be of greatest concern to the committee, i.e., the review panel makeup and process, and the legislature's intent in defining "neutral".

That said, on the question regarding who should be qualified to serve as a neutral, I would like to offer a few comments for the committee's consideration: When I applied for this position on the board, I read the statute to indicate that a candidate would not be disqualified as a neutral based on past management positions if it could reasonably be anticipated, based on the nature of that experience and the candidate's own character and temperament, that he/she could be impartial. I was confident that I could meet that standard. That interpretation seems reasonable to me, workable in a small state like Vermont, and consistent with how it has been applied with the last several appointments of neutrals. Alan Willard, the current holder of a neutral position on the board, retired with 14 years of management experience, and Gary Karnedy, the neutral who was chair of the board and whose seat I have been appointed to fill for the remainder of his term (3 years), is a lawyer with a large Burlington firm much like Gravel and Shea, who represented corporate clients in employment matters. To my knowledge, no issues were raised with either of these appointments.

I would appreciate it, Kayla, if you would share this email with the committee and let them know that if there are additional questions, I would be happy to address them after I return from NY Monday night.

Karen