

From: David Carlson  
To: Roland Oliver  
Date: Tue, Dec 21, 1999 8:55 AM  
Subject: Paul Amann

Roland, I do not want to blow off your concerns about Paul but I did not see the substance of the disagreements between Paul and your workers to be that big of a deal. It seemed to me that Paul's position was either right or at least reasonable. In order to address Paul's problems I really need to know exactly what he is doing to frick everyone up. I wonder if the real concern is not so much the substance of Paul's position but his attitude. I received a complaint from Salt Lake Region similar to what you have been complaining about to me. Salt Lake, however, confirms that it is Paul's attitude that is the problem. They report that he acts like it is his way or the highway, that he is in charge of the case and that the workers work for him. They complain that he is rude and condescending. Can you talk with your folks to see if perhaps it is more the attitude and demeanor which is the issue as opposed to the substance of the disagreements?

*Nauberry  
Justice*

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