



Oregon

John A. Kitzhaber, MD, Governor

Workers' Compensation Board

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January 22, 2013

Duke Shepard
Human Services/Labor Policy Advisor
Office of the Governor
900 Court St. NE
Salem, OR 97301-4047

Re: Employment Relations Board

Dear Mr. Shepard:

I would like to recommend Adam Rhynard for the public member position of the Employment Relations Board. Adam has been employed as a Staff Attorney for the Workers' Compensation Board since 2008. In this capacity, he is responsible for preparing draft orders for the Board Members' approval. A quick study, he rapidly picked up the complexities of workers' compensation law, no doubt due to his extensive background in employment and labor law.

Adam is in the upper echelon of our staff attorneys in terms of legal skills and productivity. His draft orders invariably contain an articulate statement of issues, meticulous findings of fact, an accurate exposition of the appropriate legal standard, and a well-crafted legal analysis achieving a just result for the parties.

As the public member of the Workers' Compensation Board responsible for reviewing his legal work in my "tiebreaking" role, I can personally attest to his abilities. It is obvious in his recommendations that he looks at both sides of every dispute. He has the attributes of a fair and impartial decision maker. Based on his background and experience, I believe Adam can be credibly viewed as a neutral decision maker for the Employment Relations Board.

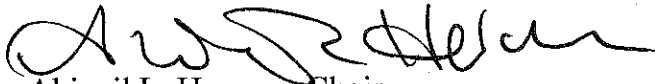
Adam also possesses the requisite "judicial temperament" for the job. He has a calm and steady demeanor. In the four years I have known him, I have never seen him articulate any position or argument that has not been well thought out and considered. He cares about the impact his words have on others. At the same time, Adam has an easy-going manner combined with a dry sense of humor that puts people at ease, and, at the same time, inspires trust and confidence. I believe he would do very well working with agency personnel, stakeholder groups, legislators, litigants, and members of the public.



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Adam is committed to public service. While the Workers' Compensation Board would hate to see him leave, I know he would add value to the Employment Relations Board and the important work it does. For these reasons, I have no hesitation in recommending Adam for the public member position of the Employment Relations Board. Please do not hesitate to call me should you have any questions. I can be reached at my direct number, 503-934-0127.

Sincerely,

A handwritten signature in black ink, appearing to read 'Abigail L. Herman', written in a cursive style.

Abigail L. Herman, Chair
Workers' Compensation Board

AH:kb

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