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**From:** CN=Douglas Horne/O=ARRB  
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**Subject:** Work Relations  
FYITo: Jeremy Gunn/ARRBcc: Tracy Shycoff/ARRB From: Douglas Horne/ARRB Date: 05/27/98 10:33:01  
AMSubject: Work RelationsAs a follow-on to our discussions on February 11, 1998 and May 26, 1998, I would like to make clear that regardless of differences you and I may have over some policy issues, it has never been my intent to challenge your authority as Executive Director. You are the boss. As always, I will endeavor to do the best job I can on assigned projects, within given resource constraints and amidst changing priorities, as I understand each tasking. Just as I feel it is my job, and my duty, to provide you with the best advice I can regarding work issues, I fully and completely understand that you, as Executive Director, represent staff positions to the Review Board. Some of our discussions became a bit heated a times, as closed-door discussions about work relations often do. If any statements made by me could have been interpreted by anyone as disrespectful, I want to assure you that there was certainly no intent to be disrespectful on my part. Where we have differed, and occasionally differed sharply, my concerns and motivations were related purely to what I perceived to be the best interests of this agency. END  
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