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**From:** Taylor, Katy  
**Sent:** Thursday, April 02, 2009 8:37 PM  
**To:** Paananen, Ron; Stone, Craig  
**Cc:** Dye, Dave  
**Subject:** Re: AWV Design Manger

Thank you. I had a good discussion with Susan this afternoon. You are correct, she wants to work at AWV. She said that AWV is the most interesting project on the west coast. I totally support her and am happy that she has the opportunity to work where she would like to.

With that said, Dave, Craig and you all knew that I was interested in Susan working on ST. Dave and Craig received an email from me stating this and asking for their input. If this is what Susan wants and what makes the most sense from an agency perspective, I am fine with the outcome. However, I would like to coordinate better in the future with timely communication especially when we have an overlap in needs and interests.

In terms of next steps, Susan and I discussed a few potential people who may be a good fit for the PT division and this role. I will be making some initial inquiries and look forward to our discussion next week to get your input.

Have a good weekend. Katy

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**From:** Paananen, Ron  
**To:** Taylor, Katy; Stone, Craig  
**Sent:** Thu Apr 02 17:45:42 2009  
**Subject:** Re: AWV Design Manger

Katy, sorry if I didn't do a good job looping back on the issue. From our discussion in Craigs office several weeks ago, I thought we had identified several potential candidates, of which Susan was one. From my discussions with Susan, she made it very clear where her preferences were, and working with ST was at best her third choice. I explained to her that she some specific skills and knowledge that would be helpful in the WSDOT / ST interactions, but she doesn't think she is a good fit.

I think there a several good options available to us, and look forward to our discussion next week. Sorry if I jumped too soon, I had cleared this with Dave before I gave John White the go ahead.

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**From:** Taylor, Katy  
**To:** Stone, Craig  
**Cc:** Paananen, Ron  
**Sent:** Thu Apr 02 14:58:58 2009  
**Subject:** Re: AWV Design Manger

Yes, we need a meeting. I do not know when I will be out of the hospital. Things have not gone as hoped. I have been here a week and will likely be here at least a few more days. With that said, I have been monitoring my email regularly. I have been conducting conference calls from here, and will do whatever is needed.

On topic, I appreciate all of the various needs and moving parts in the agency, and believe that, especially in light of this and my expressed interest in Susan Everett, a discussion should have taken place before staffing changes were finalized or announced. I had not talked to her yet as I was waiting to see what came out of the RA meeting and the discussion on the various needs in order to be coordinated and supprtive of our specific ST needs and agency needs. I seem to have made the wrong assumption.

I talked briefly with Susan this afternoon (to find out what had transpired). She could tell that I had no idea this

was coming. She said she asked Ron specifically if I knew about this. She was told by Ron that he did not know but he thought so. Let me be clear, I did not know and from my perspective this was very poor form and not handled well. (This reminds me of a previous experience with UCO staff).

Susan remains my top preference, if she is interested and it is mutually beneficial for her. I do not see the role as one of a negotiator, but one where Susan would be a perfect fit that utilizes her many skill sets and talents.

I hope to have a more lengthy discussion with Susan shortly to describe my perspective of the role.

Have a good weekend with your son.

Katy

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**From:** Stone, Craig  
**To:** Taylor, Katy  
**Sent:** Thu Apr 02 14:01:07 2009  
**Subject:** RE: AWV Design Manger

Katy - A lot of things are in play right now -- regional bill, toll division, directed reduction in management in the budget bills, PT, R8A or no R8A funding, NWR workforce downslope, AWV deliver pressures, AWV bill, SR 520 bill(s), statewide engineering workforce. Ron knows we need to talk with you as to options and the future. Similar with NWR and OR. A recommendation needs to be crafted to Jerry and Dave on how we will handle all our engineering workforce needs as we assess what '09-'11 will look like. As you know, we also need to balance the business needs with the individuals skills and desires. I knew you wanted to contact Susan. In fact I thought you had. You may still want to do that...however, I believe she feels that her role with ST is an interim assignment (which was my understanding with her), and that she does not feel ST wants her there. We also have critical work needs for the deep bored tunnel. So, a lot of irons in the fire that yourself, Ron, Lorena, Bill, Kevin and myself need to work through so that Jerry, Dave and Paula are good with our directions. I am heading out to WSU with my son right now. We can talk next week. Should we set sometime up - say you, Ron and I?

Craig

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**From:** Taylor, Katy  
**Sent:** Thursday, April 02, 2009 1:19 PM  
**To:** Stone, Craig  
**Subject:** Fw: AWV Design Manger  
**Importance:** High

What the heck?

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**From:** Taylor, Katy  
**To:** Paananen, Ron  
**Cc:** Stone, Craig  
**Sent:** Thu Apr 02 13:16:23 2009  
**Subject:** Re: AWV Design Manger

I want to be a part of the discussion. I had planned on calling Susan today as I am still in the hospital. She was and is my first choice. I would still like to inquire before she moves to the AWV office. I had already shared with Paula that I wanted her to come to PT to work on ST. Please let me know asap if there is a reason that I cannot contact her today to discuss. Thanks, Katy

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**From:** Paananen, Ron  
**To:** Taylor, Katy

6/30/2009

**Cc:** Stone, Craig  
**Sent:** Thu Apr 02 12:33:06 2009  
**Subject:** Fw: AWV Design Manger

Katy, you may have heard about this shift. We still need to identify a sound transit resource. Craig and I are meeting with Lorena next Wed. This will be topic we try to resolve at that meeting.

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**From:** Paananen, Ron  
**To:** Lenzi, Jerry C; Stone, Craig  
**Cc:** Dye, Dave; White, John  
**Sent:** Tue Mar 31 11:45:07 2009  
**Subject:** AWV Design Manger

As the viaduct team ramps up to move the tunnel program ahead, it has become apparent that there is need to bring in additional WSDOT resources to help manage a very large consultant preliminary design effort. I have been discussing the needs with Craig and John White. We have concluded that Susan Everett will transition from her current duties at UCO to assist the viaduct team in this critical phase of preliminary design. I have talked to Susan about this assignment, and she has agreed to take it on. Given our workforce situation, this is technically an "on loan" assignment from her current duties, lasting at least a year. Susan will report directly to John White.

With Susan joining the AWV program, it will allow Matt Preedy to focus on contract packaging, design-build strategies and risk management.

Let me know if you have any questions or concerns.