



MONTANA STATE SENATE

Senator Steve Fitzpatrick
Senate District 10

DURING THE SESSION
State Capitol Building
PO Box 200500
Helena MT 59620-0500
Phone: (406) 444-4800
leg.mt.gov

HOME ADDRESS
3203 15th Ave. S
Great Falls MT 59405
Phone: 406-750-6764

July 8, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

Dear Gov. Gianforte:

I am writing in support of the application of Morgan Weber for the position of workers' compensation judge. For several years, I have had the opportunity to work at the law firm of Browning, Kaleczyc, Berry, and Hoven with Morgan. Based upon my experience and knowledge of her law practice, I believe Morgan is the best qualified person to serve as Montana's next workers' compensation judge.

Workers' compensation law is complex and it requires a person who has the necessary experience. Morgan has been practicing in the field of workers' compensation law for over thirteen years and has handled matters in every aspect of workers' compensation law. Morgan is smart, she works hard, and she is fair.

After practicing law for over fifteen years, I have learned a good lawyer is humble and willing to listen and consider the arguments of both sides. Morgan has always been a good listener and she has always been willing to consider all points of view before making a decision.

As a lawyer and a legislator, I believe strongly in our system of checks and balances. It is the role of the legislative branch to write the law and it is the role of the judicial branch to apply the law as written. A judge should be impartial and exercise judicial restraint. Morgan believes in these principles. Thus, I believe she would be an excellent addition to our judiciary.

In summary, I would strongly recommend you select Morgan Weber as Montana's next workers' compensation judge.

If you have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Fitzpatrick', written in a cursive style.

Steve Fitzpatrick

July 13, 2023

Honorable Greg Gianforte and Honorable Kristen Juras
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

Dear Governor Gianforte and Lt. Governor Juras:

Warm greetings!

I am happily writing in support of Ms. Morgan Weber for the important position of Workers' Compensation Judge. In my view, she has the right knowledge, experience, and temperament to be an excellent selection, and I hope you will interview Morgan to gain a clear understanding of what she would bring to this position that would prove beneficial and fair to the workers compensation system and process.

Because Morgan has been working extensively on workers' compensation cases as an attorney for more than 10 years, she has much needed expertise that will allow her to sift through evidence and testimony in an objective, unbiased, analytical, and timely manner before deciding cases. Plus, her youthful age provides the benefit of potential longevity, which is important for decisional consistency and continuity over time.

My connection to Morgan is personal. She is the daughter of a close friend from college, which allows me to vouch for her character and the high-quality upbringing that her outstanding parents have provided her. The Weber family has operated a ranch/farm operation near Corvallis as long as I have known them, and Brien and Gayle represent and have lived the traditional Montana values and work ethic that we cherish and honor. The times that I have visited with Morgan, including in the Capitol, have convinced me that she clearly has embraced those strong values of her parents, and she has grown into a very impressive, accomplished person and attorney.

Without reservation, I believe that Morgan Weber would be an outstanding Workers' Compensation Judge, and I recommend her appointment to that position. Please feel free to contact me if you have any questions.

Thank you for your consideration, and I hope all is well with both of you and your families.

Sincerely,

Mike Foster
2441 Arabian Avenue
Bozeman, MT 59718
406-855-6153

G. ANDREW ADAMEK
CHAD E. ADAMS
DANIEL J. AUERBACH
KIMBERLY A. BEATTY
TROY L. BENTSON
SARA S. BERG
LEO BERRY
DASH H. DEJARNATT
MARK D. ETCHART
STEVE J. FITZPATRICK
HALLEE FRANDSEN
OLIVER H. GOE
THOMAS E. HATTERSLEY, III



**BROWNING KALECZYC
BERRY & HOVEN P.C.**
ATTORNEYS AT LAW
Bozeman ♦ Great Falls ♦ Helena ♦ Missoula

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J. DANIEL HOVEN
JUDD M. JENSEN
CATHERINE A. LAUGHNER
CHRISTY SURR MCCANN
EMILY MCCULLOCH
MICHAEL L. RAUSCH
BRIAN P. THOMPSON
EVAN M. THOMPSON
W. JOHN TIETZ
MICHAEL T. TROSPER
MEGAN E. WAMPLER
STEVEN T. WADE
LEO S. WARD
MORGAN M. WEBER
R. STEPHEN BROWNING (1940-2018)
STANLEY T. KALECZYC : OF COUNSEL

July 13, 2023

Attn: Hannah Slusser
Governor's Office
P.O. Box 200801
Helena, MT 59620-0801

RE: Morgan M. Weber's Application for Judge of Montana's Workers' Compensation Court

Dear Governor Gianforte:

I offer my full support to Morgan M. Weber for the position of Judge of the Montana Workers' Compensation Court because she has the training, experience, temperament and judgment necessary to serve in this vital position. As a shareholder at Browning, Kaleczyc, Berry & Hoven with 38 years of workers' compensation defense experience, I had the privilege of serving as Morgan's mentor in workers' compensation and she displayed considerable enthusiasm and aptitude for the work. She has participated in countless mediations before the Montana Department of Labor & Industry's mediation unit and has direct experience with trials before the Workers' Compensation Court. She has advised Montana's premier insurance companies and third party administrators on all aspects of claims handling and assisting them with resolving complex claims.

Throughout her training and practice, Morgan has demonstrated sound judgment and a sense of fairness which will serve her well as judge. She has also proven her dedication to applying the law as established by the Legislature and interpreted by Montana's courts to the facts of each claim. She understands the importance of precedent tempered by reason and compassion. She has a strong work ethic, and she will carry on the established tradition of equal justice under the law for all litigants before the court.

Please give Morgan the serious consideration she has earned for the position of Judge of the Montana Workers' Compensation Court and contact me if I can be of additional assistance.

Sincerely,

BROWNING, KALECZYC, BERRY & HOVEN, P.C.

By 

Leo S. Ward

MURPHY Law Firm

Thomas Murphy, Attorney
Charla Tadlock, Attorney
Matthew Murphy, Attorney
Tommy Murphy, Attorney
Lou Joi Poelman, Paralegal
Shawnda Nelson, Paralegal
Catherine Garrett, Paralegal
Bailey Garcia, Paralegal
Leslie Murphy, Assistant
April Raines, Assistant

July 13, 2023

Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

RE: Attorney Morgan Weber for Montana Workers' Compensation Court

Dear Ms. Slusser and Governor Gianforte:


The attorneys of Murphy Law Firm write this letter in support of Attorney Morgan Weber's application to be appointed as the Montana Workers' Compensation Court Judge. Over the years, attorneys from this firm have worked against Ms. Weber in numerous workers' compensation claims. Several cases resulted in hard-pressed litigation. We found Ms. Weber to be a tough and knowledgeable adversary. She upholds the highest ethical standards, keeps an open professional demeanor, and has an impressive understanding of Montana Workers' Compensation Law. She is always well-prepared and is a thoughtful problem solver.

Ms. Weber is an effective advocate for workers' compensation insurance companies, and she has earned the respect of Work Comp Practitioners on both sides of the fence. We believe she will be a highly competent judge, and that the citizens of Montana will be well served by Judge Weber. We thank you for your consideration.

Sincerely,



Charla K. Tadlock



Matthew J. Murphy



Thomas M. Murphy



WORKERS' COMPENSATION COURT

DAVID M. SANDLER
JUDGE

July 21, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
P.O. Box 200801
Helena, MT 59620

Re: Recommendation for Morgan Weber

Dear Governor Gianforte:

I am writing to give my personal support of Morgan Weber's application for the position of Judge of the Workers' Compensation Court.

I have presided over several cases during my nine-year tenure as Judge of the Workers' Compensation Court in which Morgan has represented the insurer. Morgan has shown that she is already well-qualified for the position, as she knows the Montana Workers' Compensation Act and its interpreting case law and understands how these laws interact with each other. She also already knows how these laws and how the Workers' Compensation Court's rulings impact injured workers, insurers, and employers. During litigation, Morgan has always been prepared, organized, efficient, and reasonable. She is an exceptional legal writer and trial lawyer. She has always supported her client's case with the law and the evidence and has never litigated just for the sake of litigating. Without exception, Morgan has been a consummate professional and exhibited the highest ethical standards, even when her opposing counsel did not. She has shown that she has the demeanor and temperament to be an outstanding judge. As a result of possessing the highest level of legal competence and ethics, Morgan has been a strong and effective advocate for her clients. I know most of the attorneys who practice before the Workers' Compensation Court, and many claim adjusters, and can say that Morgan has a well-earned reputation in the industry as one of the best workers' compensation lawyers in Montana.

For all of these reasons, I recommend Morgan strongly and without reservation.

Please feel free to contact me if I can be of any further assistance or if I can answer any questions.

Sincerely,

A handwritten signature in blue ink that reads "David M. Sandler".

David M. Sandler
Judge, Montana Workers' Compensation Court

07/19/23

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

Dear Governor Gianforte,

I am writing this letter in support of the nomination of Morgan Weber for the position of workers' compensation judge.

I have spent the entirety of my career in the field of workers' compensation claims management, now entering my 29th year. During that time, I have had the opportunity to work with nearly every attorney in the state involved in the practice of workers' compensation, both plaintiff and defense.

Morgan possesses the very best attributes of every single one of these, all of which, and in combination, makes her such a great candidate for the position.

I began assigning Morgan on defense of my cases shortly after her start with Browning, Kaleczyc, Berry, and Hoven. Beyond that, I assigned nearly all my cases her direction given her excellent knowledge, hard work, and ability to bring final resolution to cases seeming nearly unresolvable.

What I have always appreciated about working with Morgan is her ability to assess a situation, get a plan and strategy in place, work hard to get all the pieces put together to implement that plan, and using this wonderful sense of compromise, calm demeanor, and people skills to resolve the issues.

During my years of working with Morgan we only had one case that ended up going as far as trial together. This, in and of itself, is in going with her ability to get matters resolved. I sat through that trial with her, which she ended up prevailing on, and was just so impressed with her knowledge of all case law and subject matter, her communication skills in arguing our case, and a level of preparedness, which I believe in the judge's mind set our case well above and beyond the case put together by the plaintiff's counsel.

Over my 29 years of work in workers' compensation, I have had the opportunity to set in front of every Workers' Compensation judge going back to Judge McCarter, and knowing, and having worked with Morgan, can attest that she is the best candidate for this position. She has such an incredible knack for being able to see both sides of every issue, communicates her position extremely effectively, and works very hard to make sure every case is in order. There is really a

great sense of admiration for Morgan from most every attorney throughout the state. She truly possesses everything necessary to be successful in this workers' compensation judge position.

In summary, I just strongly recommend and encourage your selection of Morgan for Montana's next workers' compensation judge.

Please do not hesitate to reach out with any questions.

Sincerely,

Gary Schild

Gary Schild, AIC CPCU

406-370-8714

DALPIAZ / *and associates*

LAW FIRM / EST. 1999

July 19, 2023

Via Email: nominatejudges@mt.gov

Governor's Office

Attn: Hannah Slusser

PO Box 200801

Helena, MT 59620.

Re: Workers' Compensation Judge Nomination

Dear Governor Gianforte:

I am writing to nominate Morgan Weber to be the next Workers' Compensation Judge. By way of introduction, for the last several years I have represented more injured workers than anyone in the state. I deal exclusively with workers' compensation cases. Ms. Weber represents the insurers – so basically, we are adversaries. However, based on my experience of practicing with Ms. Weber and my admiration for the same, the purpose of this letter is to nominate her for the position.

Ms. Weber possesses an exceptional legal mind and an ability to grasp the issue quickly. She is not one to stand on pomp and circumstance. Ms. Weber is also diligent, hardworking, thoughtful and when appropriate, very humorous. She has no tolerance for unprofessional conduct or grandstanding and is a fine attorney of character and credibility.

Thank you for your consideration of Ms. Weber. Please feel free to call me if you have any questions or require additional information.

Sincerely,



Leslae J.E. Dalpiaz

ldalpiaz@dalpiazlaw.com

LJED:pjc

July 23, 2023

Honorable Greg Gianforte and Honorable Kristen Juras
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620



**MONTANA
CHAMBER OF
COMMERCE**

Dear Governor Gianforte and Lt. Governor Juras,

The Montana Chamber of Commerce is the state's largest business advocacy organization, representing business sectors that include agriculture, natural resources, manufacturing, and technology. The individual companies that comprise our membership are diverse as well, including sole proprietors to publicly traded companies.

Improving Montana's business climate is one of the Montana Chamber's core pillars under our business-led strategic plan. Work comp issues are consistently identified as a significant challenge in Montana's business climate and affect every sector and size of business in Montana.

A competent and seasoned legal expert in work comp issues to serve as the next work comp judge is a critical step in improving Montana's business climate as it relates to workers compensation.

Morgan Weber has an extensive background focused entirely on workers compensation claims and has seen a wide array of complicated claims affecting businesses bottom line. Morgan's experience and deep legal understanding of work comp, its importance to injured workers and its cost to Montana businesses, presents a unique opportunity to create generational improvement to Montana's workers compensation system.

Morgan Weber's career experience in workers' compensation cases, makes her uniquely qualified to serve as the Workers' Compensation Judge and provide an opportunity to protect injured workers, while recognizing the cost and implications to Montana business.

Best regards,

A handwritten signature in black ink that reads "Todd O'Hair". The signature is written in a cursive, flowing style.

Todd O'Hair, President and CEO
Montana Chamber of Commerce

July 26, 2023

Governor Greg Gianforte

Attn: Hannah Slusser

Governor's office

PO BOX 200801

Helena MT 59620

Dear Governor Gianforte:

I am writing in support of the application of Morgan Weber for the position of Workers' Compensation Court judge. I provide this input as a private citizen with extensive experience, having been involved with the workers' compensation system for approximately 33 years. My input does not represent any specific employer I have worked for in the past, or work for currently and this input is solely my own.

I have worked closely with Morgan Weber for the last 5 years. I have found her to be highly knowledgeable within the complex and unique legal field of workers' compensation. Her directly related experience having worked extensively within the workers' system in Montana will be a benefit and keep it functioning efficiently and effectively. In my experience, Morgan does an excellent job of listening to all aspects of claim facts and has been willing to identify and provide clear guidance, even when occasionally that guidance may be to point out weaknesses of a position or strengths of opposing positions. It is this ability to accurately view all angles of a legal situation that I believe will benefit the entire workers' compensation system in Montana.

The Workers' Compensation Court and decisions provide guideposts for the various stakeholders to operate within. I firmly believe Morgan possesses the ability to see all points of view and evaluate cases on their merits without a predisposed perspective. Simply put, she is the best qualified candidate and I strongly support her as the next Workers' Compensation Court judge.

Please feel free to contact with any questions.

Sincerely,

Kevin J. Bartsch

6025 Greenfield Loop

Helena MT 59602

(406) 475-5069



William Dean Blackaby, Esq.
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www.ourclientslivehere.com

July 25, 2023

Hannah Slusser
Governor's Office
P.O. Box 200801
Helena, MT 59620.

Emailed to: nominatejudges@mt.gov

Re: Application of Morgan Weber for Workers' Compensation Court Judge

Dear Governor Gianforte:

I have spent nearly thirty years working in the Montana workers' compensation industry. I have, and continue to, represent both injured workers and insurers with respect to claims. I am a Fellow in the College of Workers' Compensation Lawyers. That experience reinforces the need to have a balanced adjudicator on the Montana Workers' Compensation Court who has a well-versed knowledge of the Montana workers' compensation law, policies, and institutional history of both the Court and the Montana Department of Labor and Industry. Morgan Weber possesses all these qualifications, and her application should be given the strongest consideration.

I initially worked with Ms. Weber while I was serving as an attorney for the Montana State Fund litigating a matter before the Worker' Compensation Court in 2012. She was representing Northwestern Energy on an identical issue. The Workers' Compensation Court combined the oral arguments in the cases. As a result, I had an opportunity to observe Ms. Weber's analytical process, preparation, and presentation of oral argument. She did an outstanding job resulting in a favorable outcome for her client.

Since leaving Montana State Fund, I have had numerous occasions to work with Ms. Weber as opposing counsel. During that time, she has demonstrated a high level of professionalism and analytical skill while also being fair and reasonable with respect to resolution.

To maintain the integrity of the Montana workers' compensation system, it is imperative that the next judge possess a depth and breadth of experience and knowledge of that system along with an ability to balance the competing interests in the context of the law's policy statements. Ms. Weber is clearly the strongest candidate in that respect.

Sincerely,

William Dean Blackaby
MONTANA WORK COMP SOLUTIONS

Whitefish
317 Central Avenue
Suite 201B

Missoula
2809 Connery Way
Suite B

Bozeman
5 West Mendenhall
Suite 202

Please Direct All Mail to:
P.O. Box 488
Whitefish, MT 59937





WORKERS' COMPENSATION COURT

DAVID M. SANDLER
JUDGE

July 21, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
P.O. Box 200801
Helena, MT 59620

Re: Recommendation for Morgan Weber

Dear Governor Gianforte:

I am writing to give my personal support of Morgan Weber's application for the position of Judge of the Workers' Compensation Court.

I have presided over several cases during my nine-year tenure as Judge of the Workers' Compensation Court in which Morgan has represented the insurer. Morgan has shown that she is already well-qualified for the position, as she knows the Montana Workers' Compensation Act and its interpreting case law and understands how these laws interact with each other. She also already knows how these laws and how the Workers' Compensation Court's rulings impact injured workers, insurers, and employers. During litigation, Morgan has always been prepared, organized, efficient, and reasonable. She is an exceptional legal writer and trial lawyer. She has always supported her client's case with the law and the evidence and has never litigated just for the sake of litigating. Without exception, Morgan has been a consummate professional and exhibited the highest ethical standards, even when her opposing counsel did not. She has shown that she has the demeanor and temperament to be an outstanding judge. As a result of possessing the highest level of legal competence and ethics, Morgan has been a strong and effective advocate for her clients. I know most of the attorneys who practice before the Workers' Compensation Court, and many claim adjusters, and can say that Morgan has a well-earned reputation in the industry as one of the best workers' compensation lawyers in Montana.

For all of these reasons, I recommend Morgan strongly and without reservation.

Please feel free to contact me if I can be of any further assistance or if I can answer any questions.

Sincerely,

A handwritten signature in blue ink that reads "David M. Sandler".

David M. Sandler
Judge, Montana Workers' Compensation Court



July 28, 2023
Honorable Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

Dear Governor Gianforte:

I am writing this letter in support of Morgan Weber for the position of workers' compensation judge. I have over 25 years of workers' compensation experience and prior to my retirement, I had the opportunity to work with Morgan for more than 10 years.

Morgan has the respect of all the workers' compensation specialists in the state. Morgan has always demonstrated a strong work ethic and possesses the right knowledge, experience, communication skills and character to be an excellent workers' compensation judge.

The area of workers' compensation is unique to other areas of the law. It has its own statutes, rules and case law. Morgan has the expertise that will allow her to review evidence and testimony in an objective, unbiased, analytical, and timely manner before deciding cases. Morgan's calm demeanor and her ability to see both sides of an issue are traits that will serve her and the citizens of Montana well as the workers' compensation judge.

I highly recommend your selection of Morgan for Montana's next workers' compensation judge.

Please feel free to contact me if you have any questions.

Sincerely,

Gary Holt
406-273-9199

Philip A. Leonardi
251 S Crest Ave
Hamilton, MT 59840

July 20, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

Dear Gov. Gianforte:

Please accept this testimony in support of the application of Morgan Weber as worker's compensation judge for Montana. As I enter my 32nd year as a public educator, I have witnessed Morgan's progression from childhood through a successful professional career as an adult. You will find her to proudly represent her family, community, and Montana while exhibiting the highest of ethical standards. The name "Weber" means something special in our neck of the woods.

Morgan is part of a family with deep roots here in the Bitterroot dating back to 1907. The family has been well-known for hard work and fair-mindedness. Morgan, her father, and grandfather are graduates of Corvallis High School. A legacy of academic and athletic dedication without the "look at me" attitude that is often found in small towns. The family is recognized for their ability to listen more than they talk and get things done without expecting recognition. Morgan is cast from that same mold.

It is not hard to image that I had Morgan a student so many years ago and that she has become the consummate professional. Her academic skills were apparent, but it was her demeanor and maturity that were well beyond her age. She still exhibits a determined calmness that is rarely seen. Morgan has been a life-long learner that can consume huge amounts of information and readily relate it to other circumstances and situations. These critical thinking skills are part of a larger equation where Morgan has a well-balanced empathy as someone who understands emotions and feelings.

Juris prudence is not some form of artificial intelligence – an all-knowing algorithm. The type of person required possesses great knowledge, determination, and appropriate feelings for the work at hand. Have I not just described Morgan Weber? In her we see the very best of ourselves. Hence, it is without reservation that I recommend Morgan for the position of worker's compensation judge for Montana.

Sincerely,

Philip A. Leonardi

EASI, INC.....EASI PROPERTIES, LLC.

113 FOXFIELD STREET.....HAMILTON, MT 59840

July 26, 2023

Governor Greg Gianforte
Att: Hannah Slusser
Governor's Office
P.O. Box 200801
Helena, Mt 59620

Dear Governor Gianforte:

I am writing in support of Ms. Morgan Weber for the position of Montana worker's compensation judge. I have known the Weber family for over 40 years. Ms. Weber comes from a generational Montana family, who have owned and operated their Montana farm for Ms. Weber's entire life. The importance of that is the Montana values and way of life that are engrained in her from her family endeavors.

As a business owner, I understand the balance that has to be made to protect both the employee and the employer in transacting business in Montana. To assure stability in the work comp system, both business owners and employees need to be held accountable. That balance has to come from a judge that is fair, impartial, and knows how to listen. Ms. Weber's experience, Montana upbringing, and demeanor fit the perfect mold to assure that balance that is needed, and maintain the small business climate as the mainstay it is, in this State.

Ms. Weber can talk at length about legislative intent. As a former legislator, I know the importance of understanding legislative intent; reducing excessive time being spent chasing appeals, etc., especially with only one work comp judge in the State of Montana.

Ms. Weber is at the height of her career, has worked work comp cases almost exclusively for the last 10 years, and can provide many years of stability within the system. It is my hope that you give her great consideration for the appointment.

Sincerely,



Ronald J. Ehli, President

EMAIL:BROOTLDRY@MONTANA.COM...PHONE:406-363-1231...FAX:406-363-1442

Montana State Senate



The Treasure State

**SENATOR FRED THOMAS
MAJORITY LEADER**

HELENA ADDRESS:
PO BOX 200500
HELENA MT 59620-0500
PHONE: (406) 444-4800

July 28th, 2023

Honorable Greg Gianforte and

Honorable Kristen Juras

Attn: Hannah Slusser

Governor's Office

PO Box 200801

Helena, MT 59620

HOME ADDRESS:
1004 S BURNT FORK RD
STEVENSVILLE MT 59870-6658
PHONE: (406) 370-4001
EMAIL: fthomas@paynewest.com

Dear Governor Gianforte and Lt. Governor Juras:

I am delighted to recommend Morgan Weber for the vital position of Workers' Compensation Judge. In my view, she has the right knowledge, experience, and temperament to be an excellent selection, and I hope you will interview Morgan to gain a clear understanding of what she would bring to this position that would prove beneficial and fair to the workers' compensation system and process.

Because Morgan has been working extensively on workers' compensation cases as an attorney for more than 10 years, she has much needed expertise that will allow her to sift through evidence and testimony in an objective, unbiased, analytical, and timely manner before deciding cases. Plus, her youthful age provides the benefit of potential longevity, which is important for decisional consistency and continuity over time.

I believe she will bring an excellent balance to this position, that balance being one of treating injured employees fairly and helping to weed out the other!

The Weber family has operated a ranch/farm operation near Corvallis as long as I have known them, and Brien and Gayle represent and have lived the traditional Montana values and work ethic that we cherish and honor. The times that I have visited with Morgan, including in the Capitol, have convinced me that she clearly has embraced those strong values of her parents, and she has grown into a very impressive, accomplished person and attorney.

I highly recommend Morgan Weber to be Workers' Compensation Judge. Please feel free to contact me if you have any questions.

Thank you for your consideration, and I hope all is well with both of you and your families.

Sincerely,

A handwritten signature in blue ink that reads "Fred Thomas".

Fred Thomas



July 24, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Officer
PO Box 200801
Helena, MT 59620

sent via email to nominatejudges@mt.gov

RE: Morgan Weber Application for Workers' Compensation Judge

Dear Governor Gianforte:

It is my pleasure to strongly support Morgan Weber's application to fill the position of workers' compensation judge. I have known Morgan since she returned to Montana after completing her law degree at Valparaiso University School of Law and practicing in California and Hamilton. At that time, we were working as associate attorneys at Browning, Kaleczyc, Berry & Hoven, P.C. We not only worked together professionally for many years, but we also became close personal friends.

Morgan is an excellent candidate and choice for the position of workers' compensation judge. Her legal practice has been primarily focused on workers' compensation defense for over 13 years, making her an expert in the intricacies of workers' compensation law and the practical stages through which each case proceeds. As an attorney in private practice, Morgan must manage multiple cases and clients at the same time, making sure each client is well-represented and each case moves in an efficient manner, without undue delay. This is another skill that is important for a judge managing multiple cases concurrently and ensuring that each case is resolved in a timely manner. Delay in litigation is harmful not only to the insured business, but also to the injured worker. In addition to her overwhelming qualification in the substantive law that will be addressed in each workers' compensation case, Morgan holds the moral character and disposition necessary to be a good judge. She is thoughtful, unpretentious, exercises sound judgment and will give each party that appears before her the respect deserved. I have found her to possess these qualities in her professional representation of clients as well as in her personal interactions. She is one of my most reliable friends, and I never question that she will accomplish whatever she has committed herself to.

I am confident Morgan will be a great selection for workers' compensation judge. She will bring the skills and experience you are looking for in an applicant while also presenting a unique opportunity for long-term stability—she is at the height of her career in private practice,

Governor Gianforte

RE: Support of M. Weber Application for Workers' Compensation Judge

Page 2

and if selected, has the potential to serve several terms in this position. Throughout her career, Morgan has earned the respect of her peers, her mentors, her clients, and her opposing counsel. This feat is not something easily accomplished and shows that she is a consummate professional.

I, without reservation, recommend Morgan Weber for appointment to the position of workers' compensation judge.

Sincerely,

TAYLOR LUTHER GROUP, PLLC



Jessie L. Luther

July 28, 2023

Governor Greg Gianfore
Attn: Hannah Slusser
Governor's Office
PO BOX 2008013
Helena, MT 59620

Re: Recommendation for Morgan Weber

Dear Governor Gianforte,

I would like to express my sincere support for Morgan Weber for the position of Judge of the Workers' Compensation Court.

I have only been in the Workers' Compensation industry for 5 years, but in this time have experienced the privilege to learn from a variety of mentors. As a Claims Examiner, I look to defense counsel as a guide to interpreting the law and assisting in resolving disputes. I had the good fortune of assigning Morgan to several of my claims in the past and I cannot tell you enough how much of a wave of calmness I remember Morgan bringing to our conversations.

In situations that I felt were unbelievably tough and overwhelming, Morgan brought a high level of expertise, empathy, and sound advice. She views issues from all angles and works diligently for her clients. Her calm demeanor and professionalism will make her an excellent Judge. While the Claims Examiners she works with will sorely miss working with her as defense counsel, I absolutely know the Workers' Compensation Court would be in good hands.

Thank you for your consideration,

Stefanie Menjivar
MT Claims Examiner



1600 N. First
P.O. Box 1977
Hamilton, MT 59840

Office: (406)363-1922
Fax: (406) 363-7670
MassaHomeCenter.com
massa@massahomecenter.com

July 31, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
P.O. Box 200801
Helena, MT 59620

RE: Morgan Weber for MT Workers' Compensation Court Judge

Dear Governor Gianforte:

I am writing today in support of Attorney Morgan Weber for the position of Workers' Compensation Court Judge. Morgan is deserving of consideration for this position because she is fair, honest, and has actual experience in the field of workers' compensation.

I have personally known Morgan for more than 30 years. Being Morgan's friend does not qualify me as a good reference letter writer, but being a small business owner offers an experienced insight. I have owned and operated Massa Home Center for more than 10 years. I appreciate the complexity of workers' compensation insurance clearer than most and recognize the need for a fair and thoughtful presence in the role of judge. I have learned, through my years of business ownership, that workers' compensation is neither simple, nor straight forward, and the role of judge should be someone willing to give time and insightful consideration to each case. Morgan Weber absolutely holds the qualities needed to succeed and represent Montana in this role.

It is a proud day when a woman business owner can write a letter supporting a long time friend who, through hard work and tireless dedication to her craft, is among the applicants to serve the citizens of Montana.

Thank you for your time and consideration of Morgan Weber for the position of Workers' Compensation Court Judge.

Deana Wolfe, President

August 2, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

Dear Governor Gianforte,

I am writing in support of Morgan Weber's application for Workers Compensation Judge. I have known Morgan for several years on a professional and personal level, and assert that she is both well qualified and has the integrity of character to best serve the state of Montana in this capacity.

For the past thirteen years, I have been the risk professional in one of Montana's largest independent health systems and in this role have interacted with several in and out of state attorneys, including Morgan and the law firm of Browning, Kaleczyc, Berry & Hoven, PC. From time to time Morgan would assist with preparing my staff for a court hearing, deposition testimony and the like. In my experience working with various legal counsel, Morgan is notable above others for her ability to quickly develop rapport with clients and further cultivate that trust through exercising sound judgment and demonstrating her competence in handling legal matters. She is gifted at appropriately applying the law and then communicating the same in a manner understandable to those who do not speak legalese. These are attributes that when combined with directly relevant experience lend to the makings of an extraordinary judge.

Morgan's curriculum vitae speaks for itself. She has devoted more than a decade to becoming a subject matter expert in workers compensation law. This specialty has encompassed nearly the entirety of her law practice. To borrow a statement from Morgan's Workers Compensation Judge application, *"As a judge, I will strive to apply the laws in a fair and impartial manner while preserving the integrity of the bench and the public trust."* As a Montana resident, this is the person I want serving in our judicial system. Of note, Morgan is at the height of her career and I foresee will provide long term continuity in the Workers Compensation Court if she is able to serve multiple terms.

I have personally known Morgan for a long time. From the beginning I found her to be an "old soul" with an inherent wisdom and strong moral character. We served together on the Big Brothers Big Sisters Board which Morgan dedicated several years in Board leadership. She consistently demonstrated strong work ethic and an ability to assess complicated situations to arrive upon sound conclusions. She is a salt of the Earth human being with a deep love for Montana and heart for service.

If I may offer you further information or endorsement for Morgan, please do not hesitate to contact me.

Warm regards,



Michelle Rush, MBA, CPHRM, CHC

August 1, 2023

Sent via email only to: nominatejudges@mt.gov

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620

RE: Morgan Weber's application for Workers' Compensation Judge

Dear Governor Gianforte:

This letter is in support of Morgan Weber for the position of Montana's Workers' Compensation Judge. I'm in my 39th year of practicing law in Montana. For 38 of those years, I've been involved in the workers' compensation system representing injured workers, insurers, and employers back in the day when employers were involved parties. Additionally, I've mediated hundreds of workers compensation cases.

I've known Morgan Weber, for over a dozen years, since she began practicing law with Browning, Kaleczyc, Berry, and Hoven. I've litigated cases against her and mediated cases where she has represented a party. Morgan appreciates and understands the complexity of Montana workers' compensation law. That's no easy task. Even more importantly, she exudes a calmness and thoughtfulness about the people and the issues involved in her cases. She is an excellent attorney, and obviously a good person.

I've had the privilege of practicing before every workers compensation judge, with the exception of Montana's first appointee, Judge Hunt. Montana would be served well with Morgan Weber's appointment as the next workers' compensation judge. Thank you for your consideration.

Very truly yours,

CAREY LAW FIRM, P.C.

By


Steven S. Carey

August 4, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena, MT 59620
nominatejudges@mt.gov

Dear Governor Gianforte:

I am writing this letter to recommend Mogan Weber for the position of Montana Workers' Compensation Judge. As a lifelong Montanan, a family supported by small business, and a former Workers' Compensation claims adjuster, I understand the need for a fair and impartial judge in our Workers' Compensation system.

Ms. Weber has an impressive legal background, with over a decade of experience in Workers' Compensation. Her track record of success for Montana's small businesses, combined with her dedication to upholding the principles of fairness and equality, make her an excellent candidate for the role of judge.

Throughout her career, Ms. Weber has demonstrated exceptional legal acumen and a thorough understanding of the complexities of law. Her ability to approach cases with analytical precision and impartiality has earned the respect of her peers and clients alike.

As the spouse of a small business owner, I understand the importance of having judges who comprehend the challenges faced by entrepreneurs and individuals within our community. I believe that Ms. Weber's legal decisions will make her an effective and just judge.

In conclusion I recommend Ms. Weber as a strong candidate for the role of Judge in our Workers' Compensation system. Her legal knowledge and dedication to justice make her a well-rounded and qualified individual for this esteemed position.

Sincerely,

A handwritten signature in black ink, appearing to read 'Leah Gooley', with a stylized, flowing script.

Leah Gooley
11494 Stella Blue
Lolo, MT 59847
leah.gooley@gmail.com

August 2, 2023

Governor Greg Gianforte
Attn: Hannah Slusser
Governor's Office
PO Box 200801
Helena MT 59620

Dear Governor Gianforte,

I am writing a letter of support for Morgan Weber as an applicant for Montana worker's compensation judgeship. I have known Morgan for over a decade, both personally and professionally. Morgan comes from a great family. She has a good work ethic, is unbiased and exercises good judgment.

Morgan is at the height of her career, the majority of which has been spent working on workers' compensation cases. Morgan is passionate about workers' compensation. She has the experience, skills, and disposition necessary to excel as Montana's next workers' compensation judge. If appointed, she would provide continuity for the long-term future of the worker's compensation court. Her recent and focused worker's compensation experience, coupled with her natural desire to serve, and expected longevity to perform this role, make her the best candidate to serve as Montana's next workers' compensation judge.

If you have any questions, please contact me.

Sincerely,



Chris Edwards
cedwards@trailwest.bank
406-273-1185

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CHAD E. ADAMS
DANIEL J. AUERBACH
KIMBERLY A. BEATTY
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LEO S. WARD
MORGAN M. WEBER
R. STEPHEN BROWNING (1940-2018)
STANLEY T. KALECZYC - OF COUNSEL

August 3, 2023

Greg Gianforte, Governor
Governor's Office of Montana
PO Box 200801
Helena, MT 59620

RE: *Morgan Weber - Judge for Montana Workers' Compensation Court*

Dear Governor Gianforte:

I encourage your consideration of applicant Morgan Weber to be appointed to fill the upcoming judicial vacancy of the Montana Workers' Compensation Court. I have been actively engaged in the practice of workers' compensation law on behalf of insured and self-insured employers in Montana for the past 25 years. I have tried cases before three different presiding judges, interacted with the court's staff, and with opposing counsel representing injured workers along the way. This breadth of experience and my personal and professional relationship with Morgan leads me to wholeheartedly endorse her to serve the people of Montana as a judge.

I was involved in Morgan's interview process and hiring decision at BKBH when she started with us after coming back to Montana. I then worked closely with Morgan in the early years of her legal practice, as she learned the ropes of Montana's workers' compensation laws and processes. I have observed her grow as a person and legal counselor while navigating complex claims and dealing with sometimes difficult stakeholders. She has been "in the trenches" of litigation, trial practice and before the Legislature. She has become my "go to" peer for advice and help in making difficult decisions in this arena. She has always navigated her way with grace and respect for others. Her sense of humor and positive demeanor will serve her staff well.

The most insightful observation I must relay for your consideration is Morgan's innate desire for fairness of outcome, irrespective of whether it be viewed by others as beneficial for the worker, or for their attorney or an insurer or an employer. Fairness of outcome is difficult to achieve within the compromised statutory framework of the Montana Workers' Compensation Act, but this is the perspective Morgan will surely bring to the bench and attempt to apply for all parties within the constraints of the law. Morgan's approach will reinforce fundamental concepts of justice and court function within our system for all stakeholders.

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Letter to Greg Gianforte, Governor

RE: *Morgan Weber - Judge for Montana Workers' Compensation Court*

August 3, 2023

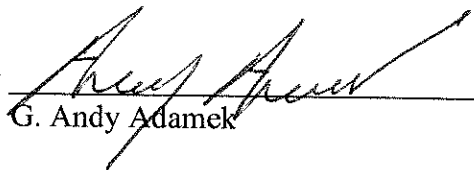
Page 2

In appointing Morgan be assured you will not find a more balanced, hardworking and honest practitioner of this specialized area of law to fill this pending judicial vacancy.

Sincerely,

BROWNING, KALECZYC, BERRY & HOVEN, P.C.

By


G. Andy Adamek