



May 10, 2023

To our friends, supporters, and concerned members of the community:

As of May 9, 2023, the Nevada Humane Society board accepted the resignation of CEO Greg Hall, effective immediately. Hall's resignation follows recent allegations pertaining to the staff, resources, and operations within this organization. **The board is considering all allegations with the utmost gravity and enacting appropriate investigations.**

In the interest of transparency, we want to share an overview of those allegations and the steps we are taking to safeguard the organization and its ability to provide animal welfare services to the Northern Nevada community.

As a board, we are tasked with two critical functions: to ensure the mission of the Nevada Humane Society moves forward, and that these operations are completed while being diligent stewards of donor dollars. We are taking steps to ensure our decisions at this time are protected from missteps that could harm the organization's financial future, and ensuring our board conducts its due diligence within acceptable city, county, state and federal parameters.

In accordance with 2015 board bylaws wherein organizational decisions require a vote of the executive board, and following a period of vacancies that existing board members were working to fill, the following members were installed following special election at a board meeting on May 9, 2023: Ray Gonzalez elected to the board president role, Nancy Wenzel, Esq. in the board secretary position, and Stephen Festa in the board treasurer role. Rita Eissmann will retain her original role as board vice president.

In an executive session, the board voted to take several actions immediately.

Regarding allegations of insufficient services for animals in NHS' care, including over medicating, euthanasia and poor conditions.

On Thursday, May 4, the NHS board immediately conducted an internal inquiry regarding the facility's processes. After this inquiry was completed the board was assured the facility is operating in accordance with all National Humane Society standards. **At this time, the organization maintains it has achieved a 95% lifesaving rate (which it has maintained since 2012) in Washoe County as well as a 95% lifesaving rate in Carson City, where the org expanded in 2014.**

A third-party investigation has been scheduled for May 22 to identify relevant data and further feedback through an outside evaluation. The intent of this investigation will be to identify the veracity and extent of these claims to ensure NHS operates within full compliance with animal husbandry ethics and standards.

Regarding allegations of leadership capabilities.



In 2022, the board was made aware of certain concerns regarding the NHS CEO. In response, the board voted to approve a culture consultant who would work with the CEO to better implement strategies and processes for more efficient work flow.

However, as of May 3, 2023, a new collection of conduct and competency allegations were made available to board leadership. The board immediately began reviewing these allegations.

On May 9, the board accepted the resignation of CEO Greg Hall, effective immediately. The board also voted to identify and initiate an investigation with a third party expert to examine and evaluate the management practices within NHS in order to strengthen operations from within.

Regarding allegations of board conduct in former years, including payments to board members and term limits exceeding bylaw stipulations.

In 2015 the Nevada Humane Society enacted a six-year term limit, after which board members must term out for at least a period of one year before applying to be on the board again. To ensure not all board members dropped at the same time, these limits were staggered. Regardless, at this time, the board has gathered and are currently reviewing the minutes from former NHS board meetings to better ascertain decisions.

Two payments to board members were made in according with the Article II, Section 3 clause of the Nevada Humane Society, which cites that the board may distribute funds with those entities with which they have entered into contractual relationships or with whom they elect to make lawful payments in furtherance of the purposes of the organization.

Regardless, the board approved and comprised on May 9, 2023 an ad-hoc bylaw review committee that will review the existing bylaws, determining whether updates could be made that will strengthen the nonprofit's governing body.

Because we want to ensure our staff has the privacy and security they need to ensure day to day operations continue, please direct questions you might have to the board, which can be reached at: nevadahumanesocietyboard@gmail.com.

We appreciate your continued trust as we undertake the process of identifying and correcting any issues that may be identified through external audit within the organization. By engaging outside professionals, we will eliminate any pre-existing biases so we may ensure we collect the most actionable information.

As the board conducts these investigations, we wish to express to Northern Nevadans we are resolute in the following:

- The animals under the Nevada Humane Society are our first priority and we are committed to ensuring their continued welfare.



- The team at Nevada Humane Society does critical work every day and we are committed to protecting and enhancing their ability to do this work today and tomorrow.
- These are serious allegations and they deserve deliberate and thorough investigations. We are committed to undertaking these evaluations with the gravity they deserve.
- The Nevada Humane Society board commits to updating our stakeholders regarding our findings in the interest of continued transparency.

We know you agree that the Nevada Humane Society is a critical player in ensuring Northern Nevada's animal population is safe and cared for. We hope you appreciate that the board is putting its full resources into ensuring this entity can continue to play this integral role on behalf of animals in this community.

Respectfully,

Nevada Humane Society Board of Directors

President, Raymond Gonzalez

Vice President, Rita Eissmann

Secretary, Nancy Wenzel, Esq.

Treasurer, Stephen Festa

Brittany Cooper, Esq.

Max Margulies

Robert Kirchman