

To whom it may concern:

I am writing out of concern for the state of the Nevada Humane Society (NHS). I worked at NHS for 7 years from 2014 until 2021. I wore many hats during that time; working in cat care part time, then full time, then moving onto our med team. Finally, I landed in our foster team where I was stationed for the remainder of my time working at the shelter. I worked through many ups and downs, including through the tremulous times of the Covid Pandemic. The time I spent at NHS was incredible, and I highly believed in the message and goals of NHS. It taught me of my passion for animal welfare, taught me so much about myself, and allowed me to expand into a field that I have now followed across the country. I currently work at the Animal Rescue League of Berks County in Reading, Pennsylvania. I appreciate my time at NHS and was saddened to leave.

There were many reasons for my leaving. The job was hard. That is true of most aspects of shelter work I believe. But the job was not too hard to accomplish, and I took great pride in my work and the knowledge I had. However, the chronic turnover at the shelter made it nearly impossible to improve or progress. Any changes that happened within my department happened between me and my coworker, with planning taking place on our shoulders and generally without support from upper management, veterinary staff, and Greg Hall himself. Many times when there would be a meeting or news of a change coming to the shelter, it would be a detrimental change that ended up changing how quickly animals were able to move to adoption, the treatments of the animals, and even how staff managed to care for the animals. When I raised concerns about these changes, multiple times and instances over the years, I was always told it is "just for now" or "if it doesn't work we will fix it". These changes were always permanent and they never readdressed them when I raised concerns again.

I was a whistleblower. There's no way to sugar coat this information. I went back and forth about whether to reach out to the news when I was first offered a chance to speak on my experiences as many people who were speaking up referred me by name. I knew what it meant for my career at NHS and was uneasy about taking that step. I wanted to stay at the Nevada Humane Society for the rest of my life. And I would have. My mind was inevitably changed, and I knew I couldn't step aside and let others speak when I had the experiences to back up the issues that were being raised with the Nevada Humane Society.

Many of my experiences that were the most troubling were due to the veterinary care within the building and the lack of concern with cats and kittens needing care. Cats needing vet care often waited longer than dogs in general, even for simple treatments, or were ignored completely. There were times when cats were left to die overnight because the vets did not want to take the time to euthanize before they went home for the day. I saw many examples of inhumane care such as this. When my concerns were raised, I was told that it would be handled or investigated, but I never received any further information or updates regarding my concerns. I do have copies of emails of correspondence directly to Greg Hall about my concerns – some of which were concerning the care I gave while taking home sick or injured kittens in my care. I was accused of "benign neglect" by the veterinary team for a kitten that passed in my care, a kitten who had both eyes removed, despite my voiced concern that she was too small and weak for the procedure. She was only one pound, skinny, and suffering from a horrible respiratory infection. It was not appropriate to perform the procedure based on her condition. When I was obviously upset by this accusation and confronted the vet staff as well as Greg about that statement, they claimed I "did not properly medicate" the kitten, in spite of my frequent begging for further work ups and medications when her infection continued to rage out of control. And, the most important note, an animal they had asked me specifically to take home for continued care. I stayed

awake with her for two weeks, fed her every meal, and nursed her as best I could with what little support I had. When she did pass, I was heartbroken and then to hear that the vet team, rather than owning up to their own mistakes, claimed I had failed her, was the final straw and I reached out to the news at that point.

Greg Hall had been made aware of my numerous concerns of the veterinary staff many times over the years. Not only directly from me, but from former COOs, management, and other staff. Over my time in NHS I did not see improvement, but rather saw our care of animals faltering and failing over time. I saw multitudes of cases where our vet team failed an animal, and it was swept under the rug – records were even deleted from the system. It became impossible to continue to do my job when it felt as if we were fighting an uphill battle. Offering care to animals and my daily tasks became monumental battles as we struggled just to get supplies, care, and even simple assistance from Greg Hall.

Greg often would reach out to me when I worked in the building and would ask me how I was doing. But when I raised concerns about my treatment within the building, the treatment of the animals, and even the treatment of our volunteers, he would always say he would do something about it or investigate it, but nothing would happen. Even for some of the major concerns that hit hard that ultimately led me to leaving the organization as well as becoming a whistleblower.

I worked under multiple COOs as well as CEOs before Greg came into the picture. None of them left me so disheartened and disappointed as he did. And each time we would lose someone in upper management, I felt it like a blow to my chest because I knew there would be less of a voice for those of us in the trenches, for the animals and for the cats specifically. This also meant the vet team would be allowed to call the shots and make decisions that benefited them, but ultimately hurt the shelter. For a while I had hoped that Greg would do as promised but he has continued to disappoint.

When I appeared on the news, despite being anonymous, I immediately received retaliation from the shelter. I knew this was one possible outcome when I went to the news and honestly, I was so disheartened at that point I had been actively looking for shelter work elsewhere. I was placed on probation, despite having glowing remarks for all the other years I had worked there, and having no previous write ups alerting that was the track I was on. I went back to the news to state I was receiving backlash, and then actually received a job offer from the position I am currently in the same night my second interview aired. I handed in my resignation and almost immediately received a response back saying it would be accepted immediately, and I would receive my two weeks of pay and PTO, which according to my handbook I should not have received since I was on probation at the time. He also claimed at that time that I was not being written up. Greg scheduled an exit interview with me for the next day.

The exit interview went well. Or at least so I thought. I spoke with him for multiple hours and explained all my

concerns and that I would have never gone to the news if any of my concerns with the treatment of animals within the building were being heard. Anyone who was listening to me and escalating it further up the chain of command (which included him) never got anywhere. I worked closely with Arthur Westbrook for years at NHS, both as a coworker and as my direct manager and he handled a lot of my concerns throughout my time there. And I watched the job burn him out slowly but surely. I saw it happen to so many people. Until finally it happened to me too.

I have found renewed vigor to my lifesaving work that I had originally discovered at NHS. I am still sometimes shocked by the amount of concern expressed by the vet team and upper management at my

new shelter because I have brought so much workplace trauma with me from NHS. It was and is a toxic work environment, and it is only allowed to be worse and worse because Greg allowed himself to be pushed around by the veterinary staff and ignored the concerns of managers and staff alike. He ignores his job and only does what suits him, which doesn't appear to be a lot. He also pushed out good people who wanted to see NHS succeed and of course now the entire shelter is crumbling.

This is the last chance I feel. If something isn't done about Greg Hall soon, I believe the Nevada Humane Society will fall apart. A staple of the Nevada sheltering system will collapse and thousands of animals will suffer because of it.

Please let me know if you have any other questions or concerns. I appreciate your time.

Alexa Rotter