

Subject: ANNOUNCEMENT: 5/10/23 Board of Directors' Statement Regarding Nevada Humane Society Leadership, Forward Motion

Date: Wednesday, May 10, 2023 at 2:38:47 PM Pacific Daylight Time

From: Trent at Nevada Humane Society



Dear friends,

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.**

As you have been critical to Nevada Humane Society's mission, we want to share an overview of these allegations and the steps we are taking to safeguard the organization and its ability to provide animal welfare services to the Northern Nevada community.

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 an executive session on May 9, 2023, the board voted to take several actions immediately.

Regarding allegations of pertaining to animal welfare at NHS:

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.

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:

At this time, the board has gathered and are currently reviewing the minutes from former NHS board meetings to better ascertain circumstances. Regardless, the board approved and comprised on May 9, 2023 an ad-hoc bylaw review committee that will re-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. As the board conducts these investigations, we wish to express to you 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 critical 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.

With respect,

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

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