

Date Received: 2023-05-15

Good Afternoon,

Thank you for your time today!

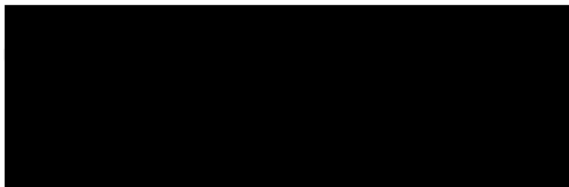
I apologize I wasn't able to get my full comment into the record.

Please note this letter was drafted hours prior to learning that Greg Hall had resigned his position.

Again, I appreciate your efforts so much in getting this organization's transparency, truths and future into a secure and solid space.

Best Wishes, Britton

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Public Statement: May 10, 2023 to be read in a reduced word count on Monday, May 13<sup>th</sup>, 2023

Good Morning,

For the record my name is Britton Griffith. My full statement has been submitted to The City of Reno.

In 2021 I sought out a board seat with the Nevada Humane Society, (referred to today as NHS), I have had a lifelong dedication to animals and had fostered animals and adopted them from the society. I resigned on November of 2022.

I was unanimously approved to serve on the board of the Humane Society on Wed, Mar 24, 2021, 12:48 PM.

Over that time, I worked closely with the staff and foster team and vet services. I fostered a set of 5 (1 day old kittens) adopted a small dog and later a senior dog of 14 years of age.

I participated as a community lead for Heels and Hounds and worked on the duck race with the organization as their two biggest fundraisers.

I built relationships between the NHS with places and organizations such as The Riverwalk District, Midtown District and Downtown merchants. We co-ran adoption centers, fundraising events and media days on news outlets, Wine Walks, The Eddy and Wild River Grille and more locations. We had plans to bring vet services, food and more to Shelters, Karma Boxes and other pick-up locations.

Over this time, I also participated in the 5 year strategic plan in Lake Tahoe, getting to know the other board members, many who had served for over a decade.

I was present for the Candor Fires where the NHS had to step up to overcome serious threats to our wildlife, residents and their pets. Their efforts were breathtaking, I have never seen a staff give so much of themselves to their mission and the animals they loved. The staff also gave out food to members of the community.

I developed strong relationships with the staff, as we shared a love of both the animals, and our regional communities. To say the least, we were a terrific team working together to raise money, build bridges and strengthen the brand of the Nevada Humane Society.

I even recommended another Board Member who was accepted.

During Board Meetings red flags began to arise, they had hired two COO's: Lisa Feder lasted 10 months & Rory Adams lasted 4 months and then it seemed that no one could fill the position. They were losing vet staff and clinicians at an alarming rate and then turnover began to jump up each month. At the time CEO Greg Hall gave these reports and when asked he stated these occurrences were happening all over the United States and that in the NHS's case people were

leaving due to inflation and seeking more pay.

In one meeting he said something to the effect that "women take his verbiage to be yelling or too assertive, but that he is just a very passionate man and sometimes he raises his voice, but he isn't yelling." I have heard similar narrative in my life and I began to be suspicious.

In addition, I learned that they were becoming too overrun at the shelter and were forced to abort kittens of pregnant cats and that pregnant dogs would soon go under the same surgeries to take the populations down. This was never reported to the board.

I began to ask people that had become friends of mine to elaborate on what was going on behind the scenes and each of them was reluctant to say anything poorly about Greg Hall as there was a history of retaliation and no consequences given by the Board President and members. The messages returned again and again the same Greg Hall was continually creating a hostile environment and the turnover rate was not about inflation or monies, however, it was due to feeling uncomfortable in his presence.

I felt in my time at the NHS that Greg was protected by the Board of Directors for whatever reasons, I do not know. However, I know that in the Board Meetings, word of mouth, reports of turnover and committee reports, there is no possible way someone could say they don't know Greg is detrimental, causes a hostile work environment and is the single reason good staff were being fired without cause. Instead, people supported him in the meetings stating things like they "knew he was stressed" or "had his back" and otherwise. It seemed to me that there was a barrier between new participants on the board and friends of Greg's. I also know due to his actions donors are leaving, volunteers are leaving and since my departure board members have left.

These are people that dedicated their ENTIRE lives to helping animals, circumstances that were created without any response from the Board President or others to address their complaints after leaving must be of such a magnitude that even people with these values had no recourse but to leave.

I believe at this time, we are risking the lives of hundreds of animals by allowing Greg Hall to remain at the Nevada Humane Society. Should he leave, I would reapply to the board of directors and would be honored to serve and assist in building back the staff and reputation and culture of this organization. I also understand that many other people that have served in Greg's position would be willing to come back in an interim to work to hire new replacements.

I am here today because I resigned on November 15th, 2022 and in my own fear of retaliation, I didn't state my sincere concerns, grievances and sadness over the failing of one man bringing down an entire organization and now, I regret that decision and since his employees, the animals under his care and the volunteers have no voice, I cannot remain silent on things I have witnessed. I didn't believe my words would fall on any ears that would provide consequences as the time I was a part of the organization so many others have had written complaints, requested meetings and even left the NHS due to a lack of support or 'light at the end of the tunnel'.

I ask that Greg Hall be removed effective immediately as CEO or as any employee from the NHS with a vote of no confidence or other avenues.

Thank you for your time, Britton Griffith, City of Reno, Ward 1