

7/26/2022

Reasons to remove Greg Hall as CEO:

Dear Kris,

I am writing this email to you today with a very heavy heart. Although it has been almost exactly one month since my last day at The Nevada Humane Society, I am still very saddened by the loss I experienced when I left (loss of family and team), but moreover I am extremely troubled knowing that Greg Hall is left to direct and control NHS, seemingly to its ruin.

I am a person who is known for positivity and optimism, and when I came on board I was filled with great expectations for my future and the role I accepted. And I was thrilled to be a part of the NHS "team".

However, fast forward through many unfortunate events (all Greg related), over the course of a year, and I was left with no choice but to resign because my work environment had become too toxic for me, as well as a feeling that my personal and professional integrity were at risk if I stayed.

I am again so very saddened by what happened in my time there because I truly thought I would retire from NHS. And if Greg Hall were not the CEO, I would still be there today, as I believe would many of the people who have left over the last year.

I have listed several reasons I believe Greg should be relieved of his position with as many specific examples as I can provide at this time:

1. Unable to cope with the demands of the position / Ongoing pattern of non-performance:
 - a. Greg is completely paralyzed by the fear of failure or embarrassment to the point of immobility.
 - i. One example would be, whether or not to hire, fire or move a staff member to benefit a department who is struggling (it could take literally months)
 - ii. Another example would be how to handle paid holidays and which ones are important for this organization in order to show inclusivity (this was talked about at a management meeting in 2021 and again in 2022).
 - iii. Changing the floor plan to better suit the needs of the animals for great adoptability and logistics: (a simple – NO COST strategy) switching the small animals and the dog visiting rooms - He could not SEE the possibility for himself and needed to have the assessment tell him this was a good move.
 - b. Constantly seeking approval of his decisions when he finally does make a decision about operations or policy
 - i. If you disagree, you WILL be in conflict with him (Megan B, Brenna R., Rebecca G, Dr. Slatin (all management meeting conversations)
 - c. Pushing off his own work and the COO work onto the Directors/Managers because he is unable to do it himself.

- i. Missing important deadlines that he was specifically reminded of (Grant reports; ask Kristen S., Shelter Count Report (which I found out after the fact had not been done, and I did it on two separate occasions)
 - ii. Passing blame for unfulfilled work responsibilities (Grant reporting, shelter count report, and etc) (who knows what else)
 - d. Performance Review: 90 day and Annual – None of his direct reports received a review
 - e. **Inability to fit into the culture of the organization or lead effectively –**
 - i. Is of the belief that he is not liked org wide, and he is correct. (cat dept, dog dept, clinic, adoptions – This is not a guess, this is confirmed.
 - ii. Failure to make or mend lasting relationships with coalition partners (WCRAS) – 98% of the staff at NHS have a good working relationship with WCRAS, but not GREG. He is the catalyst for why NHS and WCRAS cannot work well together. I made huge inroads with Shyanne, Nancy, Tammy, Robert and many others at WCRAS, only to have him constantly doing damage to the relationship.
- 2. Lack of Integrity and Character
 - a. Talks about entire team behind their backs (these are as close to quotes as I can remember)
 - i. Phil N- lacks focus and cannot be allowed to work in any other part of the building because he may not do his work. He needs to keep him close, so he can keep an eye on him.
 - ii. Brenna- He believes she is under the influence of drugs.
 - iii. Rebecca- She is a pushover and is constantly be worked by her team to get raises and whatever they want, instead of doing her work.
 - iv. Lance- Is too quick to respond, and just doesn't think. Needs a lot of work and growing. She would rather do the work herself than have her team do it.
 - v. Megan B- Let her ego get the better of her with the COO situation, did not like being told "no" about uniforms, in front of the team and really started showing her true colors there in the end, got her ego bruised and that is why she left.
 - vi. Lisa F- was never a good fit from the start and never did any of the stuff she said she was going to do or work on.
 - vii. Clay- J. Very negative. Always complaining about what he needs and what is wrong in Carson. He cant ever seem to mention anything that he has accomplished!
 - viii. Dr. Satin- Has a very poor attitude and it is time for her to leave.
 - ix. DJ Bedahl- Really disappointed in the way she handled herself and cant believe she acted like that, and thinks she needs to understand who I (Greg) am and what my role is!
 - x. Nicole T- Thinks very highly of herself. Has asked for two raises and is mad that she did not get them. Would not be surprised if she leaves!
 - xi. Chelsea-(While I was still there, just after I gave my two weeks' notice he spoke to two other directors and told them) "She quit because she didn't get the COO position"

- b. Moments after talking about someone in my office, he would smile in their face and pretends to be their friend or says the complete opposite of what he had just said to me.
 - i. This is one of the examples that I meant by my integrity was at risk. I knew if I continued to stay, I would either wind up fired (because if you oppose him, you are at risk), or I would wind up a liar.

Thank you for the opportunity to share my thoughts. I am hoping and praying for a good outcome for the team I've left behind, who truly deserve better than Greg Hall.

Best Regards,

Chelsea Sladek