

Good Morning,

My name is Megan Barrencea, I was the HR Director at NHS from April 2018- December 2021. I left the organization due to Greg Hall's poor leadership.

I was recently out of the country for two weeks when I received word about the Advisory Board meeting. I had asked my old NHS co-worker Nicole Theodoulou to submit the attached letter on my behalf, but received notice that I needed to submit my letter again to ensure that my concerns (that I reported directly to NHS BOD President Kris Wells on 07/25/2022) got to all the right people.

Please let me know if you have any further questions from me that I can help to answer.

Best

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Megan Barrencea

Dear Kris and Fellow NHS Board Members,

I am writing this letter to you today to also express my concerns regarding Greg's leadership of NHS. I had never planned on writing this letter, and I am very sorry to be writing this letter to you. I know this puts you all in a very tough situation. However, it is for the welfare of the animals and the welfare of the people still trying to stick it out under Greg's leadership that have compelled me to share my opinions & own experiences under Greg.

As you know I worked very closely with Greg from day 1 until my departure 7 months ago. When Greg first started as the CEO he was excited to make a difference, he was willing to learn, and willing to listen. He would often over analyze and would not be able to make a decision unless pressed, which I often had to do. But since he was new to the role, animal welfare, and being a leader, it was easy to have patience, understanding & try to help him along. Believe me, since the organization had SO much leadership turnover in the past few years, NHS truly needed stability, which is why I was such a big supporter of Greg. We were all determined not to let him fail.

In the beginning Greg let me do what I needed to do to get the HR functions cleaned up at NHS- which as you know, that hard work brought turnover down from over 95% to below 50% the lowest in NHS history. This is still one of my greatest professional accomplishments. The only reason I left the Nevada Humane Society was because of Greg, and the negative impact his leadership had on my mental & physical wellbeing. Which I did share with him when giving my 3-week notice.

There are many reasons why I believe Greg should not remain in the CEO role at NHS, but below are a few:

- **Follow through-** Greg is notorious for saying he will get something done, he will even give himself a deadline, but rarely ever meets that deadline. You often have to press Greg 3-5 times to get him to do even the smallest tasks. He is a bottle-neck to the organization. Additionally, he

has very poor time management skills, often late for meetings, or misses them, because he “gets to talking with someone, or gets distracted.” He can not be relied upon, which causes frustration, dissatisfaction, and resentment

- **Micro-manager**- Greg has become a micromanager. He wants to be involved in every decision, every discussion, every interview, and does not know how to effectively delegate. This leads to things not getting done altogether, or things being very delayed because (either he does not trust his leaders to get it done, or he wants to be seen as the hero and do it all himself).
- **Trust**- Greg also does not inspire trust. Greg is notorious for over-sharing private information. This caused a lot of contention between myself as the HR Director, and Greg when he would be sharing confidential information with staff, volunteers, etc. This makes Greg a liability to the organization. Greg is also very adept at pitting people against each other and making sure that criticism is not directed at him but at someone else. Greg never accepts accountability or responsibility but will often find others to blame or point the finger at to explain why something went wrong or was not done.
- **Unprofessional Behavior**- When Greg gets stressed or agitated he will often lash out at staff. He will do this in group settings and meetings, which is not only extremely inappropriate, unprofessional and disrespectful, but further increases the frustration, dissatisfaction and resentment. He sets a bad precedent of behavior to everyone below him on how to handle conflict and when a labor market is this tight, it does not make good business sense to alienate your staff in that manner.

I know Greg has been attacked professionally and personally from the get go, by Bonney Brown, by Joe Hart, and by others. But I hope the Board can realize that 4 Directors leaving the organization in a 7-month timeframe is very alarming, and that should hopefully be a strong indicator to the Board that where there is smoke there is fire. While I do not agree with the tactics taken by Bonney, Carrie, and others there is some truth to their concerns. Greg does not have the business acumen, animal welfare acumen, or leadership acumen to lead this organization.

I fear that if Greg is left to continue poorly treating & leading staff in this way, then they will continue to leave, and then animals will suffer as a result. I hope you find this information objective & helpful.

Sincerely,

Megan Barrenchea