

Nevada Humane Society  
Board of Directors & Stakeholders;

I realize I am one of many people affiliated with Nevada Humane Society (NHS) who have come to you with concerns about Greg Hall's leadership and the negative impact it is having on both the staff and the animals. I truly hope that you will take the time to review the issues I've witnessed and experienced and act in the best interest of the organization. Please know that I love the people and pets NHS serves and sharing the negative experiences I had during my time at the organization is very difficult for me.

In addition, based on his previous behaviors, and the disparaging and untrue statements he has made about me to current NHS staff members, I am fearful of being retaliated against by Greg Hall. However my desire for the animals and people served by NHS to see an improvement in the conditions at NHS outweighs that concern and I very much hope that sharing my experiences can help bring about positive change for the organization.

Below is a list of issues related to Greg Hall's performance as CEO of NHS and his persisting inability to perform his job duties. The animals, staff and reputation of the organization are suffering greatly on account of these ongoing issues and the toxic culture he has created makes it impossible for the organization to retain talented leadership staff.

**Inability to maintain leadership staff:** Greg Hall is incapable of maintaining a strong, effective leadership team due to his inability to meet deadlines, complete tasks, delegate, and his unprofessional behavior. Greg Hall focuses all of his efforts on retaliating against anyone he feels disagrees with, or challenges him in any way. This behavior has resulted in the loss of many highly competent, skilled directors and managers and has ultimately negatively impacted NHS.

Below are specific examples of leadership and staff departures I witnessed during my time at NHS:

- Five directors left within a one year time frame
- Two COOs were hired during my three year tenure at NHS, one for eight months and the other for only four months
  - Greg Hall has since done away with this position entirely rather than attempting find someone who can work with him in this capacity
- The entire marketing, development and events team with the exception of myself left within a one month period in 2022, and they all did so due to a lack of confidence in Greg's ability to lead the organization, his poor treatment of staff, and frustration with his lack of maintaining disease control and animal care best practices

Many former employees of NHS who are no longer with the organization have raised concerns to the NHS Board of Directors related to Greg Hall specifically within the last seven months including those listed below:

- Megan Barranchara, former HR Director -submitted a written, formal complaint

- Chelsea Sladek, former Adoptions Manager submitted a written, formal complaint
- Kristen Saibini, former Development Director and former Board Member -shared a verbal complaint with Board President Kris Wells
- Nicole Theodoulou, former Marketing & Communications Director -shared a verbal complaint with Board President Kris Wells

Prior to that, Diaz Dixon, Bonney Brown and Carrie Brown have submitted complaints about Greg Hall to the NHS Board of Directors.

If at any point, Greg Hall feels that someone is criticizing or challenging him in any way, he focuses his time and energy on retaliating against the person in question (pushing them out of the organization ultimately) rather than doing his job. After three years working under Greg Hall I believe he intentionally keeps specific leadership positions unfilled to justify his inability to do his job, based on the need for him to complete the duties of unfilled director and manager positions.

In addition, Greg Hall has turned three essential director roles into manager positions after terminating or forcing out the previous leadership team members occupying those roles. The roles are; HR Director, Development Director and Marketing & Communications Director. By making these organizational changes, Greg Hall is pushing out highly-qualified, skilled leadership team members and hiring less-experienced, less-skilled people to fill these roles at a lower rate of pay. The organization will suffer greatly from these changes -specifically in the fundraising, marketing and event planning areas.

**Unprofessional treatment of staff:** In July of 2022, Kristen Saibini (who at that time was the Development Director) and I met jointly with Greg Hall to share that we were at that time extremely concerned about the lack of management staff, lack of staff oversight and the egregious lack of animal care within the shelter. At this time NHS was without managers and/or directors to oversee the adoptions, volunteer, foster, and community cats programs. NHS was also short staffed in the clinic at this time. We proposed to Greg Hall that he allow the managers and directors still employed at NHS to stop doing certain aspects of our jobs and take on operational and animal care related tasks to ensure that the animals and staff stay healthy, safe and not burned out from compassion fatigue. Greg Hall reacted very poorly to this recommendation, became extremely defensive and met with Kristen Saibini and I separately following this meeting to let us know he would not be implementing our proposed solution. At this time Greg Hall behaved in an extremely defensive, disrespectful manner that certainly did not create an atmosphere where we felt our ideas were welcome or appreciated. When asked how he planned to ensure the shelter continued to run effectively, Greg Hall had no proposed solution, and again become defensive and disrespectful upon feeling challenged. Kristen Saibini was so offended by Greg Hall's behavior towards her and lack of action to keep the animals in the care of NHS safe, she quit. This was a tremendous loss as she was a very talented, dedicated and successful Development Director, and genuinely an asset to the organization. This type of behavior and staff treatment is inappropriate and highly unprofessional. Greg Hall claims to

have an “open door policy” however concerns, questions and proposed solutions are frequently met with this type of response from Greg Hall.

**Misogynistic treatment of female staff:** I can personally attest to having been in many situations with Greg where I was treated differently than male employees. Overall male employees are given a great deal more respect and Greg holds them less accountable than female employees. In addition, Greg does not take advice, feedback or concerns from female employees as seriously as he does from male employees.

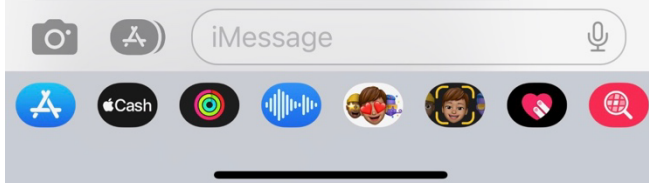
In addition to my personal experience, I received the text messages below from a female NHS staff member working in the NHS clinic. Sadly this employee was too fearful of retaliation from Greg Hall to speak up within the organization, but was so upset that she reached out me for advice on who to contact. These correspondences are provided below for your review, but have been cropped to protect this employees name.

1.

I hope everything with you is going well! We miss you lots here  
♥

I just had a question cause I know you were on the board here for a while. How does someone go about filing complaints about the CEO? Many, many people that I have talked to, myself included, are at a lost on what to do about the way things are going. No one feels heard and many feel he is a misogynist, as he basically laughs in our face and disregards any medical knowledge given from a woman about any patients!

I love it here so much and of course don't wanna leave, but I'm not really comfortable working for a man who doesn't respect not even just me as an employee, but a medical professional.



2.

you. Hope things are going well and it saddens me to hear about how things are at NHS. I would recommend any employees who have concerns get them to the board president, Kris Wells, and the board VP, Rita Eissman. The board is Greg's boss. I would suggest any employee also ask Kris and Rita to keep the details they send confidential for fear of retaliation. I'm sorry it's like this. The staff and animals deserve so much better.

3.

This is extremely helpful! Thank you so much ♥

You really brought so much joy to this place between fostering, volunteering and working here! I never got a chance to tell you since you were gone so suddenly, but it's been amazing working with you! 😊

**Wrongful termination:** In December of 2023 Greg Hall verbally informed me that he would be promoting me to Chief Marketing Officer and giving me a \$2,000 annual raise. Upon returning from having taken one flex day off (a standard practice for overtime worked) I was immediately terminated for “incorrectly utilizing the time keeping system” to track this flex day off. Greg Hall personally instructed me and the entire marketing and events team in March of 2022 not to utilize the official timekeeping system (Paycom) for flex days as our team was given special permission to use flex days outside of the pay period the overtime was worked. This special accommodation was made due to the very busy schedules marketing, development and events team maintain during event season, making it impossible to utilize flex days within the pay period the overtime was worked. Due to this special accommodation, Greg Hall requested that we not log our flex days in Paycom as specified in the NHS Employee Handbook, but rather keep track of them in our personal outlook calendars and to inform our managers via email. A practice we all followed consistently since receiving that verbal instruction in March of 2022. Greg Hall literally fired me on paper, for something he personally instructed me to do after promising me a raise and promotion just one week earlier. Prior to being terminated, I had never received any corrective action, always received exemplary performance reviews and the issue I had been terminated for had never been discussed with me, despite the fact that I’d been following the timekeeping process as instructed by Greg Hall since March of 2022.

I am happy to provide additional details on my wrongful termination and mistreatment by Greg Hall, as I have outlined this experience to an employment attorney and the Unemployment Department in an effort to better understand my rights and refute this unfair treatment.

It is my belief that I was fired in retaliation for voicing my concerns about the state of the organization and sharing with Greg Hall that things had gotten to a point where I was starting to feel uncomfortable having my name associated with NHS despite how much I love helping pets and people in our community through that work. Now that I have been terminated, it is easy for Greg Hall to dismiss my concerns as anger from a disgruntled former employee. I assure you I am sharing my concerns out of a genuine love for the organization and its mission.

**Exposing the organization to risk:** The lack of time without an experienced HR professional was detrimental to the organization, caused a significant increase in work for managers and directors and put the organization at great risk. During the many months NHS was without a qualified HR professional, staff had no resource to share concerns, complaints and personal matters that affected their work.

**Illegal behavior:**

Greg Hall shared with me on multiple occasions that he felt another employee was on drugs and mentioned this employee by name. Greg Hall had no proof of this and sharing this suspicion with one of this employee’s peers (myself) was highly unprofessional and illegal. I am happy to be more specific in a private setting but do not want to further damage this former employee’s reputation beyond what Greg Hall has already done.

In September of 2022 I was experiencing a very serious and personal health issue. At that time there was no experienced HR professional in place at NHS. During this time there was only a part time HR assistant who was brand new to the field and working part time from Florida. Greg Hall intimidated me into sharing the details of this matter with him, despite repeated requests I made not to discuss this very private information.

Greg Hall regularly makes disparaging comments about former NHS employees, Washoe County Regional Animal Services staff and Northern Nevada SPCA staff. Greg Hall has made disparaging and untrue comments to me personally about; Diaz Dixon, Brenna Rose, Megan Barrenchea, Lisa Feder, Jill Dobbs, Art Westbrook and Shyanne Schull. Since being terminated from the organization, Greg has told current employees I am no longer with the organization for something “egregious” and has instructed them not to speak to me.

**Inability to adhere to standard disease control and prevention best practices:** The lack of leadership team members and staff oversight I mentioned previously (in the inappropriate treatment of staff section) ultimately led to the Panleukopenia outbreak that affected and killed NHS shelter cats. This outbreak was avoidable and it is my opinion that it occurred due to a lack of much needed managerial oversight, lack of experience and lack of accountability.

Greg Hall made a public statement on KRNV News 4 Reno that “The biggest lesson we learned is the importance of making sure every animal that comes into the shelter is vaccinated.” This is a truly embarrassing statement that makes the organization appear unprofessional and the animals at risk as a result.

Greg has consistently made decisions that have caused animals to get sick, staff to be overworked unnecessarily and the organization’s reputation to suffer. Sadly this is not unusual, nor is the lack of transparency about these issues when they occur.

**Consistent inability to provide required reports to grant funders:** Greg Hall is consistently late with the required reports to grant funders, causing NHS to be out of compliance and ineligible for additional grant opportunities. This gives NHS a negative reputation in the industry and prohibits the organization from procuring additional grant funding while this requirement remains incomplete and late.

The message below was sent to me on LinkedIn in February, from the Mansfield Endowment Fund contact working with NHS out of desperation as she was unable to receive a response from Greg Hall despite numerous attempts.

- Elizabeth Grimm sent the following message at 10:37 AM

[Elizabeth Grimm](#) (She/Her) 10:37 AM

## Impact story

Hi Nicole, Nice to meet you! I'm working on an impact story for the Community Foundation of Northern Nevada's 25th anniversary. I've been trying to reconnect with Greg to get a quote on the impact of the Mansfield Endowment Fund on your organization and was hoping you could help me. Here's what I know: The Mansfield Endowment for the Benefit of the Humane Society was established in 2005 and has since granted nearly \$2.8M to the Nevada Humane Society. The fund primarily provides veterinary care and supports cat adoption events. It has even been used for the Cat Action Team, who supports initiatives like neutering cats and returning them to the community. I'm hoping you can help me with a quote about the impact of this generosity and possibly a picture or a sign honoring the Mansfields (if you have one) or from a cat adoption event that they supported. Thank you! -Elizabeth Grimm

- Nicole Theodoulou, PMP sent the following messages at 2:19 PM

[Nicole Theodoulou, PMP](#) (She/Her) 2:19 PM

Hi Elizabeth, I'm sorry to hear that you are having trouble reaching someone at Nevada Humane Society. I left the organization in January so I'm afraid I'm not much help. During my time at NHS I was very grateful for the funding your organization provided and I do hope you are able to reach someone who can help you. Sincerely, Nicole

**Failure to utilize funds procured for projects / programs within the required time periods:**

- NHS was awarded \$100,000 from Maddie's Pet Project for disaster relief after the Caldor Fire
  - There was a one year period allotted for these funds to begin to be utilized and no progress has been made in utilizing them or even planning to
- NHS was awarded \$10,000 from Petsmart for disaster relief after the Caldor Fire
  - No progress has been made in utilizing them or even planning to
- \$350,000 was procured by former CEO Diaz Dixon from donors for the development of an NHS dog park
  - None of these projects have been started on.
  - The disaster relief funding was awarded over a year ago and no additional training, supplies, vehicles or plans have been developed as required in the grant agreement. The Carson City Shelter Manager attempted to make progress here, but without the support of the CEO no progress was made.

**Inability to work with leaders at other animal welfare organizations:** Greg Hall's inability to work collaboratively and effectively with other animal welfare organizations in our area is a huge detriment to NHS. The leaders of these other organizations do not trust or respect Greg Hall and as a result, NHS is often left out of valuable community events and opportunities that would benefit the organization to participate in.

Greg Hall continuing to serve as the CEO of Nevada Humane Society despite the impacts of his actions and his lack of ability to lead the organization effectively is very unfortunate for the people and pets being negatively affected. I sincerely hope for the sake of the animals in the care of NHS, the staff there and the community, that Greg Hall is removed from his position as CEO.

Sincerely,  
Nicole Theodoulou