

To whom it may concern,

Attached is a brief statement of my tenure at NHS under the recently resigned CEO, Greg Hall. The organization had been suffering since before I left in 2019.

Neglectful practices, bullying and leadership that didn't know what it was doing was the main reasons I resigned.

I hope everyone involved in this will be held accountable.

Thank you for looking into these issues.

Patricia Perry

To whom it may concern,

I am writing this letter because Nevada Humane Society is a very special organization to me. This animal loving community is one of the most generous I have ever been involved with. I no longer live in the area, but have been following the issues for the past 2 years. I wanted to give a brief statement of my previous tenure as the Cat Care Manager and the issues I had with the leadership at that time.

I started my career in animal welfare at NHS back in 2010. I worked there for 3 years in the cat dept and then cat medical leader. I moved on to other organizations across the country to become more knowledgeable in all aspects of animal welfare. I received a certificate in animal shelter management through University of Pacific in 2016. I attended many continuing education seminars and conferences over the years to keep up on the ever changing guidelines to quality care for animals in a shelter environment. I was a shelter manager at a shelter in South Carolina for 2 years. Although I worked with all animals, I have always been drawn to working with the cats. In November 2017, I applied for the Cat Care Manager position at NHS and was offered the position. It was a great opportunity at this time as Maddie's Pet Project was going to be kicking off a campaign to help save Nevada's Pets. Nevada Humane Society was a leader in the animal welfare field with innovative solutions to saving animals. We would be working closely with the campaign because we had the space and the resources to help other shelters across the state. We saved so many animals that would otherwise not have had a positive outcome.

When I started in January 2018, there were serious issues with the medical care of a large group of cats (200) that were not being housed in the best way and were being medically neglected due to a skin fungus they all had. I received pushback from the medical director when we were trying to come up with a plan to resolve this issue. We did finally come together to get all the cats cleared within about 6 weeks. Unfortunately, my assertiveness to ensure the best care for all the cats did not bode well with the clinic/vet staff. Everyday moving forward was a battle with them. When Greg Hall became CEO, we brought these concerns to him so many times and things never changed. He had multiple people with years of experience and knowledge to share at his disposal, but didn't take advantage of that. He proceeded to push those people out of the organization. There was never any accountability when it came to animals suffering, not getting the medical treatment they deserved or ultimately losing their lives.

I could not continue this course watching animals suffer and die due to neglectful practices. I left NHS in October 2019.

It's very unfortunate that it has taken so long to investigate the operations and leadership at the organization. It is obvious by the recent resignations that things were/are broken. I am hopeful

this is the beginning of much needed improvements and accountability to the public, staff and most importantly the animals in their care.

The board of directors needs an overhaul, as they seem to have been ignoring concerns about Greg Hall for some reason. They also need to ensure a nationwide search for an experienced and innovative leader for Nevada Humane Society.