

Subj: **Fw: Resignation**  
Date: 11/15/2010 5:19:56 PM Central Standard Time  
From: [allans0416@yahoo.com](mailto:allans0416@yahoo.com)  
To: [bradke@aol.com](mailto:bradke@aol.com)

--- On Tue, 1/27/09, [allans0416@yahoo.com](mailto:allans0416@yahoo.com) <[allans0416@yahoo.com](mailto:allans0416@yahoo.com)> wrote:

From: [allans0416@yahoo.com](mailto:allans0416@yahoo.com) <[allans0416@yahoo.com](mailto:allans0416@yahoo.com)>  
Subject: Resignation  
To: "Scotlund Haisley" <[shaisley@hsus.org](mailto:shaisley@hsus.org)>  
Cc: [wpacelle@hsus.org](mailto:wpacelle@hsus.org), [arowan@hsus.org](mailto:arowan@hsus.org), "Melissa Seide Rubin" <[mrubin@hsus.org](mailto:mrubin@hsus.org)>  
Date: Tuesday, January 27, 2009, 12:42 PM

Now that things have settled down a bit in my life, I feel I need to address the reasons for my resignation. While I truly believe in the missions and goals of the HSUS ES team, I could no longer accept the unprofessional method in which they were obtained. When the motivation for the work done becomes the publicity and accolades received, then we have lost sight of why we do what we do. We teach in our DART classes that responders need to have Incident Command Training and our DART and ES class, yet you have neither. In a professional response an Incident Command is set up and followed for the safety and expediency of the responders yet you do not follow it. You place yourself as the IC, Team Leader, and Field Responder. This created concerns for me of not only my teammates but our volunteer responders. There were numerous times no safety protocols were followed as evidenced by your driving into floodwaters in Iowa, overloading vehicles and driving thru evacuation traffic in Gustav, the transport of the animals from Tennessee to HQ, or having inexperienced people driving the rigs. The list of questionable practices goes on. I also feel the incident in the floods in Iowa where a truck and horse trailer were illegally obtained by you and used to basically steal two horses put everyone involved in jeopardy of criminal prosecution. I believe the HSUS has the potential to put together the best Emergency Response TEAM in the country, but under your direction there was no team. There was only you. I could no longer put my professional reputation on the line or risk being arrested or sued because you chose to bend or break the law and disregard response protocols. I did agree to talk with you in December when I came to HQ but apparently you could not find the time. It was because of your total disregard for anyone on the team I resigned.

Allan  
Sent from my Verizon Wireless BlackBerry

EXHIBIT

44

professional reputation on the line or risk being arrested or sued because you chose to bend or break the law and disregard response protocols. I did agree to talk with you in December when I came to HQ but apparently you could not find the time. It was because of your total disregard for anyone on the team I resigned.

Allan

Sent from my Verizon Wireless BlackBerry

From: meredith shields <hunterfla63@yahoo.com>

Subject: Emergency Services - IMPORTANT

To: rroop@hsus.org

Cc: croyal@hsus.org

Date: Saturday, March 14, 2009, 7:55 PM

Dear Dr. Roop,

I would like to provide to the HR Department a follow-up to my exit interview conducted in January, as I have had no further communication from your Department or witnessed any changes in management structure within HSUS.

Below is an email which I sent to Mr. Pacelle and Mr. Rowan after my resignation from HSUS which will give you further background regarding my concerns for the Emergency Services Department.

I know you have received other emails regarding the competency of Scotlund Haisley's leadership and I believe you will be receiving more in the near future.

I know that you are aware of the departure of Jeff Eyre, Bruce Earnest, Allan Schwartz, Ronnie Graves, Scott Wilson and myself within the last six months.

I wish only to address with you those concerns that have legal and financial ramifications to HSUS, as I am convinced by now that HSUS management has no concern over consequences to employee morale or loyalty, or national reputation.

#### SAFETY:

The work that Emergency Services performs within their daily job functions is inherently dangerous. Current management has, over the past year, increased the danger exponentially.

Following Mr. Haisley's direct orders, we have driven vehicles (including motor homes and trucks with 50+-foot trailers carrying animals from confiscations) through the night after being deprived of sleep (working) for over 24 hours. From the Tennessee puppy mill to Gaithersburg in June 2008, we finally pulled over on a highway on-ramp (4 HSUS vehicles) and caught 2 hours of sleep and then pushed on to make Mr. Haisley's deadline. If an accident had occurred, HSUS would be facing the ramifications of any injury or death that occurred because of unsafe



working conditions. I emailed Mr. Haisley about my concerns following this incident (also below) and yet the practice continued.

In the Missouri floods in 2008, we purchased a boat and took it out for a practice run on a lake. Mr. Haisley was in the boat when I noticed and called to his attention that no one in the boat had on a personal flotation device.

In the aftermath of Hurricane Ike, I was in a vehicle following a vehicle that Mr. Haisley was driving. Mr. Haisley drove into floodwater. When we stopped, we informed Mr. Haisley that it was unsafe practice to drive into floodwater and asked him not to do it again. Shortly thereafter, he drove into floodwater again and stopped to take pictures of an alligator. We had no choice but to stop and felt our vehicle (SUV) being pushed across the road due to the quickly moving water.

There are many witnesses (I am not one of them) and, I believe, photographic evidence of Mr. Haisley driving a rental vehicle into floodwaters in Iowa, up to the doors of the vehicle, where he and another employee had to be rescued by another agency's team. I have personally heard this alluded to in a full Department staff meeting and Mr. Haisley has laughed about it.

#### LEGAL AND ETHICAL:

I was Shelter Manager for the 2008 Tennessee puppy mill. I was at the briefing by law enforcement the night before the raid. Local officials stated that there would be no media access to the shelter allowed. The next day, after we started receiving animals at the shelter site, media arrived. Mr. Haisley escorted them into the temporary shelter and allowed them to take video, against direction from the District Attorney.

Mr. Haisley had a disagreement with an HSUS State Director. He has since made public allegations that this State Director made sexual advances to him and that is the basis of the disagreement.

Mr. Haisley told an employee of the Department to wear an HSUS t-shirt to a strip club while on deployment because "you'll get better lap dances". I can direct you to said employee.

There is so much more but I don't want to get into a novel here based on hearsay. I can direct you to the witnesses of numerous other events that Mr. Haisley participated in that are illegal, against OSHA regulations, or involve unethical practices.

Thank you for your attention to this matter.

Sincerely,

Meredith Shields  
301-592-7313

From: Meredith Shields  
Sent: Thu 1/29/2009 12:40 AM



To: Wayne Pacelle; Andrew Rowan; Melissa Rubin  
Cc: Scotlund Haisley  
Subject: Emergency Services

Facing my last day as an HSUS employee, I look back on my last fifteen years in the animal welfare field. I remember the first DART class I took in 1998 and how it motivated me to learn as much as I could and immerse myself in the animal disaster response field. I remember meeting Laura Bevan ten years ago and being so impressed. I remember when my director, my boss, at Alachua County Animal Services, John Snyder, left to join the HSUS team. I remember looking at fellow Alachua County Animal Services employees, Jeff Hale, Cindy Bishop, Kim Staton, who moved on to provide their services to HSUS and aspiring to one day be capable of contributing to the largest animal welfare organization in the United States. Being hired as a Field Responder with Disaster Services in August 2007 was the highlight of my professional life. I was so proud to be associated with what I viewed as the most capable organization in the country and exhilarated to be able to work with a team of professionals and work every day towards saving animals and educating people. And today I am walking away from all of that voluntarily, and it's difficult for me to believe. And it hurts.

I'm walking away because I can no longer be proud of being a part of the Emergency Services Department of The Humane Society of the United States. I am walking away because I value my professional reputation too much to stay. I am walking away because I cannot participate in actions which may put animals in danger, my teammates in danger, the public in danger, nor in actions which compromise my ethics.

I am writing this letter because I have to, to be able to sleep at night. Because it is the right thing to do. Not necessarily because I think it will change anything. I am aware that other past Emergency Services' employees have written and spoken to management, documenting problems within the department. I don't feel I need to repeat that information here but I agree with everything that has been communicated. Unfortunately, I believe that there will be more employees leaving the Department who will substantiate all of that information as well. And I will be happy to do so, if contacted.

Beyond the specifics, I am saddened by the fact that HSUS management has shown no concern over these allegations, which is what they are, since management has made no effort to confirm or discredit the information communicated. My sincere belief is that these allegations will be ignored by management as long as the Department continues to bring in donations and continues to appear to be productive. So perhaps the only way to word it in way which will be understood is that the actions of the current Emergency Services Director will, in my humble opinion and based upon my personal observations, result eventually in a situation which will have severe consequences to HSUS, both financially and in a public relations sense. How it has been avoided so far, I'm not sure. But whether it is death or injury to an employee or a member of the public, or the mishandling of a criminal case, or intimidation of a defendant, it will happen. In addition to that, our Department Director's actions and behavior has alienated us from almost every State and local jurisdiction that we have worked in in the past year. Eventually, the Department's negative reputation will overtake its perceived capabilities.

Emergency Services is unique among departments at HSUS and I understand the lack of comprehension that Management may have on the issues that we have. We have to be a team. We work together, we live together, and many times we have each others' lives in our hands. There has to be total trust within the team, to trust each other with our lives, to accomplish the job. That sounds like an exaggeration but believe me it is not. When you are inside a house with four feet of floodwater, you have to know your partner outside has your back. When you are facing an aggressive dog, you have to know your partner behind you has your back. When you are walking down a deserted street in New Orleans, you have to know your partner has your back. I know the people in this country I can trust with my life. They work for HSUS, AHA, ASPCA, ARL of Boston, Humane Society of Missouri, the list goes on.

I guess it all comes down to this...I cannot trust the Director of Emergency Services with my life, and a lot less, in fact.



Meredith Shields  
Field Responder  
Emergency Services  
The Humane Society of the United States  
[mshields@hsus.org](mailto:mshields@hsus.org)  
[hunterfla63@yahoo.com](mailto:hunterfla63@yahoo.com)  
301-592-7313

From: Meredith Shields  
Sent: Sun 7/20/2008 9:04 PM  
To: Scotlund Haisley  
Subject: Tennessee Debrief

Scotlund,

I want to begin this email with the two words you used in my performance evaluation - loyalty and respect. As an employee, I am extremely loyal. And I always respect my superiors to the extent that they deserve it. You have shown that you do. Therefore, I respectfully request the opportunity to share my opinions with you. And I wish to do that in this manner instead of at the debriefing coming up because I don't wish to say anything that might insinuate disrespect in front of others.

The decision that was made to have the Tennessee puppy mill animals back in Gaithersburg by 11:00 am Monday, without consulting with the people on the ground, and the people involved in the medical exams, the paperwork and the transport, was extremely poor planning. In hindsight, I know that the time was set to coincide with the Board of Directors meeting and the full staff meeting. However, from the perspective of someone on the ground, I watched myself, my teammates and my volunteers work themselves into the ground, until midnight or later, to get the exams done, for a deadline that to us at the time seemed arbitrary and without reason. Not only that, but the risks involved in rushing the medical documentation could have and may have (we may not know until down the road) jeopardized the entire legal case and negated all the effort we put into the entire operation. In addition, there were HSUS vehicles on the road carrying animals (evidence) from the case, being driven by people who had been awake and working for over 25 hours. Luckily, our only incident was a flat tire. But if an accident had occurred and by any chance an individual had been injured or killed, that information would have come out, and HSUS would be facing a lawsuit in the millions. Not to mention that if any of the animals we were carrying were injured or killed, that would also have jeopardized the case.

I can only try to communicate to you the feeling of the group the night we found out (by email) that we were supposed to have everything completed and the animals in Maryland by Monday morning. There was a consensus among several of us that we were going to refuse, because of several reasons, many of which I just stated above. But primarily for the safety of the team. We finally accomplished it because that's what we do. And out of loyalty and respect and an innate desire to do what is requested of us. All the time knowing that it was unsafe.

I shared the following story with Kelly and she urged me to share it with others but I haven't. As I sat that Saturday night in Tennessee with the impending errors of this operation going through my mind, I thought of the movie Armageddon. Don't know if you've seen it but basically Bruce Willis has an oil drilling team that is pulled off the street by NASA to fly up on the shuttle to an asteroid to blow it up and save Earth (not as corny as it sounds!). The night before the launch, Bruce tells the director of NASA that he wants his men to have the night off and is told that's impossible, it's a huge security risk. "What if they talk?" and Bruce answers, "What if they get up there and forget what they're fighting for?" That's the way I felt that Saturday night. After the rush of pulling off an almost impossible operation, we were being presented with an unnecessary and dangerous task and I walked through those kennels that night and looked at the dogs and asked myself what did I do it for, and I didn't have an answer because I was so exhausted. And all I could think of was that I never wanted to feel that way again, not being able to remember what I was fighting for.

I hope that my sharing this accomplishes something. I guess I hope that you realize that you have a group of extremely dedicated people but they aren't superhuman. I hope that you realize we can't triple our number of responses and not add any additional staff. I hope you realize that you have a team with a pool of tremendous experience that you can utilize in decision-making.

We finally have a group of amazing people in this department and I don't want to see them implode. I believe we can do great things, but only as a team - you and all of us working together.

Respectfully,

Meredith Shields

Field Responder  
Emergency Services  
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[mshields@hsus.org](mailto:mshields@hsus.org)  
202-367-5432  
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Subj: **Fw: Concerns**  
 Date: 11/15/2010 5:12:05 PM Central Standard Time  
 From: [allans0416@yahoo.com](mailto:allans0416@yahoo.com)  
 To: [bradke@aol.com](mailto:bradke@aol.com)

--- On Sat, 3/7/09, [allans0416@yahoo.com](mailto:allans0416@yahoo.com) <[allans0416@yahoo.com](mailto:allans0416@yahoo.com)> wrote:

From: [allans0416@yahoo.com](mailto:allans0416@yahoo.com) <[allans0416@yahoo.com](mailto:allans0416@yahoo.com)>  
 Subject: Concerns  
 To: [roop@hsus.org](mailto:roop@hsus.org), [croyal@hsusmorg](mailto:croyal@hsusmorg)  
 Date: Saturday, March 7, 2009, 1:35 AM

Dr. Roop

With the latest resignation from the Emergency Services Department, it should be evident that the problems that exist lie within the management style of the current leadership, Scotlund Haisley. In the current economy and bleak job prospects, to have so many people leave should be a strong statement about the lack of confidence employees have in the direction this department is headed. The professional skills and qualities of Bruce Earnest, Jeff Eyre, myself, Meredith Shields, Ronnie Graves and Scott Wilson, all of whom have resigned in the past 6 months or so, should speak volumes if anyone cared to listen. While I never addressed my issues directly with HR I feel it important to touch on them now. From the mismanagement of funds by Scotlund to illegally obtaining vehicles and animals in Iowa to a callous disregard of safety in the field, and sexist behavior, I could no longer remain employed without feeling risk to my professional reputation, or worse the risk of injury or legal actions because of his "cowboy ways". The only employees that remain, I believe, do so because they need the paycheck, not because of loyalty or belief in their leader.

And all of this comes at a time when the HSUS has a perfect opportunity to become a major player in the Emergency Response field with the pending appointment of Craig Fugate to head FEMA. While state and federal leaders may appreciate the resources an organization such as the HSUS can provide, if they have no respect or trust in the person who leads the team they will be much less inclined to call upon them, especially if there are other organizations to fill the need. I believe if you were to check with Emergency Response Professionals in Texas, Florida, Tennessee, Louisiana, Mississippi or anywhere else Scotlund has worked you would find that while they were happy with the services provided by the team, they were not satisfied with Scotlund. It is my opinion a house of cards is being built that will all shortly come tumbling down. The HSUS requires it's volunteers to have ICS 100 and 200 training along with our DART and EAS classes, yet Scotlund meets none of these basic requirements. I believe you will continue to see resignations from the Emergency Services Department over the next few months. And that will be a shame, because at one time the HSUS had the potential to be the premier team in Emergency Animal Response, but with Scotlund Haisley in the leadership role it has become the laughing stock of this tightly knit community.

I believe if you were to do an in depth interview with everyone who has resigned, you will find my views are fully supported. I believe with the proper leadership in place, the HSUS could rebuild it,s image in the Disaster Response community and achieve a leadership role in the industry. Ollie Davidson has championed the role of HSUS for years on the federal level and has made tremendous strides and inroads. Maybe it,s time to give him a team to see the job thru.

I am always available should you want to discuss any of this further. Thank you for listening.

Allan Schwartz  
Sent from my Verizon Wireless BlackBerry



Subj: Fw:  
Date: 11/15/2010 5:06:13 PM Central Standard Time  
From: [allans0416@yahoo.com](mailto:allans0416@yahoo.com)  
To: [bradke@aol.com](mailto:bradke@aol.com)

--- On Wed, 12/17/08, [allans0416@yahoo.com](mailto:allans0416@yahoo.com) <[allans0416@yahoo.com](mailto:allans0416@yahoo.com)> wrote:

From: [allans0416@yahoo.com](mailto:allans0416@yahoo.com) <[allans0416@yahoo.com](mailto:allans0416@yahoo.com)>  
Subject:  
To: [arowan@hsus.org](mailto:arowan@hsus.org), "Melissa Seide Rubin" <[mrubin@hsus.org](mailto:mrubin@hsus.org)>  
Date: Wednesday, December 17, 2008, 11:37 AM

I was reflecting on my involvement with the HSUS and realized it's been almost 15 years. While I have not always agreed with the means used to accomplish goals, I have always believed in the ends so succinctly expressed in our mission statement.....Celebrate Animals Confront Cruelty. I realize that while I may not have been the easiest person for my superiors to manage I acted in what I believe reflected our organization in a professional manner. Scotlund once asked where my loyalties lay.....I responded to the animals I have devoted myself to. It is because of my loyalty to these animals and my respect for team members in our organization I need to bring up what I feel are serious issues with the management of our ES team. While I support Scotlund's zeal for building our team he is destroying our reputation. His disrespect and contempt for others, especially female members of our team, is blatantly sexist. I would like for you and Melissa to be aware of just a few of the problems we have encountered in the past year.

1. A blatant disregard for budgets. It had been suggested a year ago we all get tax exempt cards for Wal Mart, where we spend a lot of money buying supplies for disasters and outfitting our vehicles. Even if we only spent \$50,000.00 a year there a 5 percent savings would net us \$2500.00 a year in revenue. Buying a \$15,000.00 bass boat for water rescues which is basically useless but looks good. The same amount of money would have bought 2 outfitted flat bottom John Boats which are much more useful. Even though we have Field Vehicles with living quarters allowing some of the field responders stay in hotel rooms while the vehicles sit vacant in a parking lot.

2. Blatant disregard for safety protocols. A lot of us on the team have had numerous hours of safety training and would never drive our vehicles into flood waters. Not only did Scotlund do this in Iowa, he attempted to drive into waters again two days later. It was only the people in the vehicle that prevented it from happening again. Driving of marked vehicles over posted speed limits. Failure to have proper safety attire on. Allowing and even encouraging people unfamiliar with the operation of large vehicles to drive them. A driver unfamiliar with the operation of a large RV is not only a danger to themselves but the public they come into contact with.

3. An egotistical attitude. Our team members deal with other responders and professionals in the situations we are in and always get feedback from the people we work with, be it from inside or outside our team. We always hear the same thing. While in the evacuation center in Shreveport for Hurricane Gustav, other organizations referred to Scotlund and his entourage sweeping through the

shelter. His actions in the Tennessee puppy mill were horrible. The sheriffs referred to him as "the rat faced bastard" and wanted him off the property. In the most recent case in Canada, within two hours of the raid, he had accounts and pictures of the case on his facebook page. This is a criminal case which could be compromised by his actions.

The list goes on and on. Our other team members would back all of this up. Former employees would agree.

Because I could not continue to put my professional reputation on the line for Scotlund, I resigned my position as contract consultant. I have let Melissa and others know I would be available as an at-will consultant if needed.

Not being one to complain without offering possible solutions, I would like to suggest the following.

Return ES to field services, bring Ed Tucker from Charles County on board as Director of ES, and give it a year under his helm. I would be willing to bet you would have a team second to none.

But, most importantly, you would have a TEAM.

Thanks for listening and I am always available for further discussion.

Allan Schwartz

Sent from my Verizon Wireless BlackBerry