

From: SMatthes@.....  
Date: Fri, 30 Oct 2009 00:00:03 -0400  
Subject: Re: SITUATION  
To: waonicole@.....; karenmaxfield@.....; w.westcpa@.....

To All: Nicole does not have to be subject to this. I certainly do not tolerate it. I would suggest that the BOD take action to advise Jamie that he is not longer needed and that he is not welcome to be a WAO volunteer and therefore is not allowed on WAO property.

Also, and somebody has to say it. In my opinion, it is time to ask Michelle Cryer to resign from the BOD and stop any further association with the WAO. It is obvious that she is not willing to work with us on our reorganization and change. In fact it would appear that she is doing everything she can to see us fail. I know that both of them have done lots of good work but, for some reason, they are now doing things that are very disruptive and can no longer be tolerated. We simply do not have time to concern ourselves with type of petty foolishness. Let's move on. Comments??

I hope that tomorrow's staff meeting results in further support by all for the efforts of Nicole and the rest of the WAO team. Wish I could be there to participate.

Sumner

I'll vote yes for that.

In a message dated 10/29/2009 9:40:17 PM Eastern Daylight Time, waonicole@..... writes:

On Wednesday October 28th, 2009 at about 3:00pm, Jamie contacted Kimberly in the office to state that he needs a check for gas so he can deliver the cats to Hill Country Animal League for their spay/neuters. When Kimberly came to inform me of this I told her to please call him back and let him know that I will have them delivered, I have the paperwork and not to worry but thank you. Kimberly basically stated that he sounded happy and he said okay. (My whole thought process to this was.....Jamie has alot to get done and we havent yet started on the field, why not have someone take the cats so that Jamie could spend more time on the important time crunching projects?) About 15 minutes later Jamie called me to tell me that he has to take the cats because he just got yelled at. At that point I asked him who told him he had to take them and who yelled at him. He said Michelle and I told him I would call him back in a few minutes. I waited about 15 minutes and called him back and stated, Jamie I have the cats handled but thank you. He said okay. I received another phone call from Jamie who stated the following, "Nicole, I have to take those animals tomorrow." and I said, "why? no you dont, I said I have it covered." he then yelled, "don't you do it, don't you take those cats, it is in my f\*\*\*ing job and my job description, I am taking those f\*\*\*ing cats and you better not

touch them." I simply stated in a calm voice, "Jamie, you are yelling at me and you are cussing at me, I am hanging up now."

Number one - I dont appreciate or allow anyone to talk to me like this. And it will not happen again. I refuse to allow Jamie anywhere near the WAO until I get some sort of appology. I also received a text message from Michelle Cryer telling me that Jamie is taking the cats tomorrow and nobody else. This was after I stated 3 times that I was having them taken care of. I want the office key returned and we still have not found the expedition key that Jamie Cryer had last. I will not tolerate this because if he can yell at me, then he will yell at anyone. My conversations with Jamie were witnessed by Will West and I was calm and nice the entire time.

I also, have no clue what he has done or what he hasn't done but I have all projects under control and appreciate the help that he has given but this is to much of a conflict and I will not allow this to happen again.

To remind everyone, until we get our files straight and we reach our goals of correcting the wrong that has been done with our animal transport - we have NO animal transport. This is why I wanted to have a CDL driver on standby for emergency transport of our animals. I still have not received any thoughts on this as of yet. We should not even have a title of animal transport for anyone due to the fines we received. We are already working on getting everything in order just in case we decide to transport in the future and we will follow all rules when we do. I do have the originals of all of our transport records given by jamie and if anyone wants to review those let me know so there is no confusion as to what was lost or ruined - I have all originals for the past year and a half.

I have to say that everyone is doing well and I am impressed with all of the team effort that has increased in just one day. I received many lists of long term and short term goals from Leslie and Talley and feel that we will all be positive from here on out.

Thank you all for taking the time to be there for all of us.

Nicole Garcia