

July 8, 2018

Nevada State Board of Massage Therapy

Attn: Board Members and Staff

To be read into the minutes during public Comment with a copy provided to each member of the board

Dear Members of the Board

I am writing this letter to speak on behalf of your Executive Director, Sandy Anderson.

Board members do not always come into the job with the necessary skills or training to perform the tasks required by the State of Nevada. A big part of the ED's job is to guide board members to behave in ways that protect not only the Massage Board, but the board member as well. It is a difficult task to tell your bosses when they are screwing up, so it would be a shame if a board member retaliated against the one person who is trying to protect them. This puts the E.D. in a precarious position. On the one hand it is her job to advise, on the other, she could lose her job for doing her job.

I have known Sandy Anderson for almost 20 years and know her reputation as a massage therapist, teacher, and later as Administrator for the State of Nevada. We have maintained contact over the years and I have watched her grow in ability and knowledge especially the last few years as a State of Nevada employee.

She has always proven herself to be capable and skilled at whatever she endeavored. As the E.D. of the massage board, I admire how hard she has worked and the many wonderful improvements she has accomplished in such a short time. Staff all seem to be doing their job, licenses are being processed faster, and therapists whom I have spoken to all seem to like her.

2017 cannot have been easy for her, with less than one year in her job she was instrumental in getting legislation passed that would license Reflexologist and Structural Integrationists. No easy task to accomplish as very few other states have achieved this goal. And even organizations like FSMTB, AMTA and ABMP were opposed to the idea, yet she prevailed presenting her case to the legislature in a professional manner that was impressive for someone who has never lobbied previously. As a Board, you must all be so proud of her accomplishment.

If she is being judged harshly now, I would ask that you also recognize those things she does well and weigh the benefits that she brings to the job. Please take the time to review her latest two job performance appraisals and ensure that your decision is tempered by what your thoughts were during those appraisal measurements. All employees deserve to be measured fairly and compassionately. Sandy deserves the courtesy of your thoughtful consideration as well.

Sincerely

Billie J Shea, Former Board Chair, Nevada State Board of Massage Therapists 2005 - 2013

NSBMT

I studied the meeting materials in depth over the last 24 hours to see if I could determine exactly how Sandy Anderson's performance could be so **egregious** that it would warrant an immediate board meeting with the intent to terminate not only Sandy Anderson, but also the Platt law group.

Maybe Sandy and Colleen committed a criminal act that would result in this swift call for justice. Sadly, I could find no reference to any such crime. In fact, the worst violation that I saw was that Sandy was undergoing major surgery and in the few days that she was in the hospital did not communicate board business to the chair.

This leads me to one assumption. There is clearly a problem with this board, **but it is not Sandy**. Her performance appraisals have been pretty much outstanding over her tenure as the Executive Director. And I could find no evidence of written reprimands, warnings, or probation. Therefore, I strongly feel the problem is more with the way the board chair has acted in this matter.

Is this board seriously considering firing Ms Anderson based on her lack of communication while lying in a hospital bed? **Wow that is not only cruel and inhumane, I am pretty sure it borders on illegal.**

I submit therefore, that your problem is within your ranks. Ms. Whiting is too deeply invested in seeing the outcome of this investigation and is, in fact, one of the principals involved. A motion could be offered that would remove April from chairing this meeting which would certainly lead to an impartial decision on these matters.

Today you will be holding elections for a new chair. I hope you recognize that the current chair cannot remain free to continue to retaliate against anyone who crosses her. Anyone who would consider firing not one, but two people based on this kind of vicious assault is not fit to serve.



AMTA-Nevada Chapter
Empowering Nevada Massage Therapists
217 W Chicago Ave Apt D
Las Vegas NV 89102

amtaboard@amta-nv.org
www.amta-nv.org

July 23, 2018

All Board Members,
Nevada State Board of Massage Therapy
1755 E Plumb Lane Ste 252
Reno NV 89502

Honorable Board Members.

I hold my observations of Board activity and Meetings throughout the years, as a Licensee and, more-relevantly: an active Nevada chapter member of the AMTA and currently (and for many years since the Board's inception in 2005) its Government Relations Committee Chair, as some of the most-tempered and -objective, as the work of the Board has always been to protect the Public through effective regulation of Nevada's massage therapy profession. I am dedicated to supporting that ideal.

I am on the email-notification list for Board Meeting Agendas because what concerns me as a volunteer is also of concern to our members; as the Chair, I try to create a presence at Board Meetings for the chapter members in the form of reports and advising our own Chapter Board of Directors as to timely NSBMT advances and activities. As we have all experienced: what affects one Licensee affects all Licensees, and it seems that the July 25th's Special Meeting Agenda is of concern to all Licensees.

You may imagine my confusion in reading the Items proposed to be Discussed and/or Acted Upon, due to the Chair's convening an unusual meeting. Thank you for hearing my confusion and opinion that may affect the outcome of the Agenda Items of my concern.

Where, in Item 3, the "Executive Director's Performance" is brought forth as Discussion and [for] Possible Action item, I must say: I do hope she is getting an award or recognition of some sort for the excellence she brings to her position and honor she brings the Board through her diligence, economic/budgetary frugality, and the cutting edges she explores and treads at the charge of the Board on a regular basis since she has taken her position in the last couple of years. I have observed, myself [and vicariously through members of the Public attending Meetings], that Sandy is [perceived as] doing a great job - that is: better than what [the members of the Public] have seen in the past or ever expected.

Where, in Item 3, the "Executive Director's ... Cooperation with State Board of Massage Therapy" is brought forth as Discussion and [for] Possible Action, I must say: I have never seen



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a more well-oiled machine in the relationship between the Board and the Staff. As Sandy is the leader of the Staff and the [salaried] Director of the Board, I can only imagine what question there may be as to her eligibility, experience, or professional goals in continuing to do the great job - since her hire - she is perceived as achieving on a progressive, per-Meeting basis.

Where, in Item 4, Discussion and Possible Action regarding the "Board's continued need for and use of outside counsel (Platt Law Group)", I must say: I have not seen better use of time for the development and growth of a board than a Board that is open to learning and moving with the legal flow that is, by its nature, held closely to Board activity on a regular basis: in- and outside of Meetings. I have not attended a board-training that Colleen has directed, but Colleen has much time and energy invested in her practice where the NSBMT is concerned, it seems, and I do hope that this Item is not suggesting termination of need for outside counsel altogether. An effective and well-oiled Board is able to navigate better (more conclusively, more quickly) when unbiased 3rd Parties are able to contribute to the overall product of regulation of the massage therapy profession, in my opinion.

With the insecurity of such undefined Agenda Items published, I do hope that spending the time, energy, and money having a Special Meeting of the NSBMT is wise and productive, and that there is resolve regarding Items 3 and 4 within this meeting's time frame so the Board may move forward with its regular business of protecting the Public.

I appreciate your time and consideration of my Public Comment, and thank you in advance for adding it to the record.

Sincerely,

David J Otto, LMT BCTMB (NVMT.103)
Chair, Government Relations Committee
American Massage Therapy Association - Nevada Chapter

Attachment: 1st Amended NSBMT Special Meeting Agenda, July 25, 2018 - 1:00p

CC:

Mavies Gascon, Chapter President - AMTA Nevada Chapter
James Specker, Director - Industry & Government Relations, AMTA

BRIAN SANDOVAL
Governor

STATE OF NEVADA



C.J. MANTHE
Director B&I

DAWN GIBBONS
Chairman

GEORGE ASSAD
Commissioner

DAVID NEWTON
Commissioner

DEPARTMENT OF BUSINESS AND INDUSTRY
NEVADA TRANSPORTATION AUTHORITY

February 15th, 2018

Dear Sandy,

You are an amazing public servant and one that is greatly admired by me and many others. You have such a great wealth of knowledge about state statutes and regulations. You are also very impressive with your understanding of state government. Sandy, you simply know how to get things done and get them done well.

You will always be remembered and appreciated on the way you so generously supported me last year when I became a commissioner for the NTA and, this year as the Chair. In speaking with the director of another agency a few days ago, they began the conversation by raving about how invaluable you are. Both of us tried as best we could to out rave the other with all your accolades! It was kind of funny but completely sincere! Just know that you have touched the lives of your fellow state employees and this particular one is so proud to be among those growing members of The Sandy Anderson Fan Club!

Please know that you are very much appreciated and respected – especially by me!
Thank you for all you do and for being such an exceptional person.

Sincerely,

A handwritten signature in cursive script that reads "Dawn Gibbons".

Dawn Gibbons
Chair
Nevada Transportation Authority

July 23, 2018

Attn: NSBMT Board Members

To be read in to the minutes with a copy provided to each member of the Board

Dear Members of the Board,

I have worked for the Nevada State Board of Massage Therapy since 2013 and I am the most senior staff member. Whenever anyone asks me about my job I always tell them that I love my job because I really do. I love traveling the beautiful State of Nevada, protecting the public and truly making a difference every day. It is by far the most rewarding job I have ever had.

Unfortunately, over the last three years I have seen a truly ugly side to the NSBMT and I believe that the Board as a whole needs to address this ugliness that seems to keep repeating itself. I have witnessed this ugliness as it has now happened to both Executive Directors I have worked under. I have also been the target of a similar attack that very much resembles the one we are seeing here today. I am submitting this letter although I fear retaliation from certain members of the Board for doing so.

I am very disappointed that we are even here today. The issues on the agenda do not appear to require emergency action or this special meeting. It seems to me that these items should have been discussed between the Chairperson and the Executive Director and changes made if necessary. This is not how we work together! I feel like we are trying to push a boulder uphill and someone is pushing against us.

On the bright side, I believe together we can fix this because we have such a strong Executive Director. She has made a tremendous impact on me professionally and personally, not to mention what she has done for the reputation of this Board.

Sandy is extremely well respected within the massage community and amongst other state agencies. She has a spotless reputation and is known for getting the job done with professionalism and finesse. Sandy is an Executive Director that other Executive Directors come to for advice or information. I know for a fact that there are many other agencies that would love to have Sandy on their team. We are so lucky to have someone of her professional caliber working for the good of our Board. When I am out inspecting, massage therapists tell me all the time how happy they are with the direction Sandy is taking the Board.

Sandy works hard and she expects us to do the same. If I make a mistake, she helps me find a solution. She does not belittle me or put my name on an agenda for a public meeting. She respects us as employees and she truly cares about us and our families. If I have an emergency, she is the first person I want to call. She has our backs! When I go to Sandy for assistance, I know the guidance I will receive will be professionally and ethically the right thing to do.

Finally, I would like to remind the Board that at the April 2018 Board meeting, the Board gave Sandy a glowing review and a raise, which reflected this Board's recognition of her abilities and accomplishments as an Executive Director. I can't imagine why you would even want to consider appointing someone else into the Executive Director position since that would take the Board 10 steps backward from where we have worked so hard to get to. This appears to be an attempt to publically tarnish the reputation of Sandy but it has publicly tarnished the Board's reputation as well. Sandy does not deserve this treatment and neither does the Board. What this Board and staff needs right now is a strong, supportive leader.

We have that in Sandy, but we need that from the Chairperson. Just think about how much more we could be accomplishing right now if we were working together towards our common goal.

A handwritten signature in black ink, appearing to read "C. Brunner". The signature is fluid and cursive, with the first letter being a large, stylized capital 'C'.

Christy Brunner
Compliance Investigator
Nevada State Board of Massage Therapy

Cc: Governor Brian Sandoval

July 23, 2018

Nevada State Board of Massage Therapy

Attn: Board Members and Staff:

To be read into the minutes during public comment with a copy provided to each member of the board.

Dear Members of the Board and staff,

I am writing this letter to speak on my support for Sandy Anderson. In December of 2015 I was hired to fill the position of Executive Assistant. When I was hired, I was unaware of the current turmoil all the staff was currently enduring. Within two weeks of my hire date, the full scope of the issue was made evident. I was hired and my "new" boss was leaving. That is not a very good impression. It is enough to scare anyone starting a new job or career.

During the interview process in February of 2016, the Executive Director Applicants were asked a series of questions to establish the best fit for the Board of Massage. A few statements from Board members included:

- Rebuild the working relationships around the surrounding communities**
- Recreate a better image of the Massage Board within the Massage Therapy community**
- Re-establish moral, trust and security amongst the staff.**

Michael Smith motioned to hire Sandy, seconded by Diane Huleva. A non-vote was submitted by Robin Graber. However, no opposed vote(s) was motioned. Sandy Anderson became the Executive Director.

Sandy and I have worked the last two years six months working closely with one another. This close working environment has allowed us to work in unison. It has allowed me to gain uninterrupted training, knowledge of the industry and education. This training has helped me tremendously. I have learned a lot from Sandy in the time she has been the Executive Director of the Nevada State Board of Massage.

Sandy has had two performance evaluations. These evaluations did not indicate there was an issue that warranted this type of action to occur. Sandy requested the evaluations to be completed in order to help her understand the areas that needed improvement. Truth is, there have been a few mistakes, but not for any of the reasons you will potentially hear this week or on Wednesday. Those mistakes have been made because she is human and it is human to error. So I find myself sitting here trying to figure out why am I here fighting for Sandy or fighting for this job. I am fighting for what I believe to be the integrity of the Nevada State Board of Massage because I will not hear absolutely anything that would warrant or justify the removal of someone in this manner. This was never presented to Sandy nor was HR brought in to evaluate the said complaints. As in the history of the current Chair, she has overstepped her bounds as Board Chair. She is interested in publically humiliating her staff or peers before following normal standard procedures of the chain of command.

The allegations against Sandy were never discussed prior to today. She was unaware of this meeting until being publicly served in front of her staff. By Nevada Statue we provide notification to llcensees and/or other Board Meeting Agenda actions at a minimum of 21 days prior to any meeting. Since Sandy has been with the Board we have meet those deadlines and have adjusted our timeline to provide all Board members with a Board packet with a minimum of 2 weeks or two weekends prior to a meeting in order to allow for each Board member to have time to review the presented information.

There are two things you need to review prior to making any rash decisions that will affect the Board, the staff and the massage industry.

- 1. The Board hired Sandy Anderson. The same Sandy Anderson who started this job 29 months ago with the aspirational and honest to a fault, the same Sandy Anderson you are going to see today and in the future.**
- 2. Your staff's loyalty to Sandy Anderson shows you everything. The loyalty is a consequence of leadership and leadership is a touchtone of confidence.**

Please do not allow for personal, malicious vendettas or agendas from a few employees or a few Board Members. The Board has allowed for this to happen more than once and has allowed for these actions to be detrimental to staff. Please do not allow for this to happen. Please do not allow for these certain individuals to ruin the professional and business name of Sandy Anderson.

Sincerely,



Tereza VanHorn
Executive Assistant to Sandy Anderson

CC: Governor Brian Sandoval



The Bodhi Tree Center for Healing Arts

**www.thebodhitreecenter.com
3107 N. Deer Run Road, Ste. 6
Carson City, NV 89701
(775)-884-1145**

Thursday, July 19, 2018

To whom it may concern;

We at The Bodhi Tree Center for Healing Arts consider Ms. Anderson to be a credit to the Massage and Bodywork profession for many reasons. Her care and adherence to law and public safety concerns is clear and self evident. While this might be said of many in positions of authority, Ms. Anderson is extraordinary in that she combines the adherence to law with a willingness to work with people and schools, answer questions with timeliness and clarity, has actual and literal first-hand knowledge of educational issues and challenges in Massage schools, makes herself available to discuss matters, and brings an extraordinary willingness to ask questions to further her knowledge and ability to do her job well.

We have been in business for 11 years, and in that entire time Ms. Anderson is the first person we have interacted with in all the governing bodies that our school deals with that brings a rational and appropriate level of knowledge, competence, and experience, combined with a willingness to discuss challenging matters and find solutions that both adhere to law and support those who are doing their best to figure out what is being asked of them, and why.

Recently we have once again been faced with the complete ignorance and irrational behavior that we have experienced as a hallmark of our governing bodies. We have proof of spending the last 6 months requesting appropriate information in order to align our program with current Massage laws. To our requests we received no response, until finally, after submission of changes we self-initiated since they chose to ignore our requests, 2 months later they finally responded with a 30 day deadline for a 1-year project. This level of ignorance on what it means to have an on-going Massage Program and complete lack of appropriate response and timing is what we have seen again and again over these 11 years. Please note: This was not the NSBMT. However, it is sadly typical of all our experiences with all governing bodies until Ms. Anderson was hired as the Executive Director of the NSBMT.

Ms. Anderson has worked rationally and cooperatively with us, helped us with the on-going creation of our Reflexology program, answered questions in a timely fashion, and is the first person, in our experience, to care about Massage schools related to public safety in a manner that is rational, cooperative and willing to learn rather than irrational, ignorant, and unwilling to learn. She brings



personal experience with Massage training programs that is clearly lacking in the governing bodies related to Massage education.

Ms. Anderson's performance of her job has been a breath of fresh air and we are grateful that she is the Executive Director.

Lee M Thorpe, MA, BC-DMT, LMT, ABT, Academic Director

John M Thorpe, RCST®, BCTMB, LMT, FSL, Administrative Director

Rhonda Gerych
495 Scorpio Circle
Reno, NV 89521
NVMT.1874

July 19, 2018

Nevada State Board of Massage Therapy
1755 E. Plumb Lane, Suite 252
Reno, NV 89502

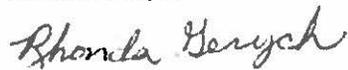
Re: Agenda item #3, July 25, 2018 Board Meeting

To Whom It May Concern:

I am not sure of the details and why this discussion is coming up. What I do know is that since Sandy Anderson became Executive Director for the Nevada State Bd of Massage Therapy, there has been significant improvement of integrity and respect from the office toward the massage community and therapists. There were many years where that respect was not forthcoming, in fact, the opposite was true. Therapists were treated unprofessionally and with disrespect on numerous occasions and levels.

If Sandy were to leave her position, I feel deeply it would put the tremendous progress made with the Board in jeopardy. I wholeheartedly support Sandy Anderson as Executive Director for the NSBMT and strongly recommend she remain in that position in support of the massage community. Thank you.

Rhonda Gerych





Professional Massage Inc.
3560 Polaris Ave. Suite 18, Las Vegas, NV 89103
tori@professionalmassageinc.com (702) 349-1019

July 24, 2018

Dear Nevada State Board of Massage,

I am writing to provide my professional support of Sandy Anderson- Ms. Anderson is an integral part of the success of the Nevada State Board of Massage and an absolute advocate for the Massage Profession. I have found Ms. Anderson to be transparent, available, honest, professional and knowledgeable about her field of practice.

As a licensed massage therapist in the State of Nevada I know personally that Ms. Anderson will do her duty and exceed her job functions to provide the most opportunities for therapists to thrive in our state. I began my massage career working at the Dahan Institute of Massage in 2000 and with over 18 years of experience in the field I have worked in the academic field, with chiropractors, with hotel spas and viewed the legislative process the State Board has recently undertaken to streamline practices for therapists in Nevada. I have not encountered a more qualified candidate for the Executive Director position as Ms. Anderson.

A few key areas I have witnessed to represent Ms. Andersons performance:

- *Introduction of State Board Inspectors at the World Series of Poker Orientations. With over 400 licensed therapists it is a great benefit to have the State Board directly involved in the training process.
- *Improve inspection process in the gaming setting to make it professional and non-intrusive on the gaming patrons.
- *Increase communication paths between employers and the State Board- answers emails promptly, is available for phone calls, references state bi-laws when informing of information, makes personal site visits to meet employers and therapists.
- *Increased involvement in the Las Vegas Spa Association providing education to spa leaders and greater accessibility at multiple events.
- *Works closely with massage schools to ensure compliance and is welcoming to questions and communication with students.

Ms. Anderson is a perfect fit for the Executive Director position and I am confident she will continue to improve processes in the Nevada State Board to keep fees low for therapists and keep standards high for our State. If I can be of further assistance please don't hesitate to ask.

Regards,

Victoria Sadiki
Vice President



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July 23, 2018

Board Members,
Nevada State Board of Massage Therapy
1755 E Plumb Lane Ste 252
Reno NV 89502

To the Respected Board Members,

I'm a volunteer Board Member with the American Massage Therapy Association, NV Chapter. My role as President, a leader for the Chapter of over 700 members and Mentor for students, graduates and Professionals. I can't always serve the community alone. As they say, "There's no "I" in Team!" With that being said, the confidence that I have with my volunteers and members, allows for a well rounded community of Massage Therapists, who are informed of all regulations and NAC's, that the NSBMT implies and regulates.

While reading the special agenda, for the 25th of July, I was a bit confused to item 3. To my understanding, the Executive Director's performance has met my expectations of me being a Licensed Massage Therapist, in good standing. With her leadership to move the agenda items for separate licensure of Reflexology and Structural Integration, in hopes to protect the general public, and minimize Human Trafficking that usually arise from Reflexology establishments.

As our journey started at the same time, Sandy as Executive Director, and myself, President of the AMTA-NV Chapter, I honestly admit, I am taking this situation personally. Without anyone knowing, Sandy has become one of my mentor's. What will happen to our industry, if you take someone of her caliber, her professionalism, and her vision away, just to replace her with someone less validated?

Honestly, how many Executive Director's or Board Member's take the time out from their busy schedules, to address possible situations that their industries may face, especially if they don't take the time to resolve their situations, in a face to face conversation. I might be young, but as an industry leader myself, meeting members in our industry qualifies for minimal due diligence to the members. Not only does this create stronger bonds in the community and schools, human interaction creates memories and respect!



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I just hope we find some kind of resolution for this "Special" meeting, more specifically, line item #3 & #4. Many of us have more than 1 job, businesses and roles in the community. If we think of this situation as a vehicle; we have a vessel, but without an electric charge, we have no movement!

Thank you for recording my public comment.

In hopes of a productive future,

Mavies Gascon, LMT, MMP, CAMTC (NVMT.6495)
President, Secretary, Student Outreach Chair
American Massage Therapy Association - Nevada Chapter

Attachment: 1st Amended NSBMT Special Meeting Agenda, July 25, 2018 - 1:00p

CC:

David Otto, Government Relations Chair - AMTA Nevada Chapter
Cathy Lightcap, Government Relations Member - AMTA-Nevada Chapter
James Specker, Director - Industry & Government Relations, AMTA

July 22, 2018

Nevada State Board of Massage Therapy

Attn: Board Chair Person and all Board Members:

To be read into the minutes during Public Comment of the July 25 meeting with copy provided to each member of the board.

Dear Chair Person and Members of the Nevada State Board of Massage Therapy:

I am writing this letter in support of Sandy Anderson, Executive Director of the Nevada State Board of Massage Therapy to whom I Kathleen Hefti as Administrative Assistant II reports to after, or in absence of Tereza Van Horn, Assistant to the Executive Director.

Since Sandy Anderson has taken the position of the Executive Director in March of 2016, within a very short time, I could already tell what a positive move her selection was to be placed in that position. The fact that she is a seasoned Massage Therapist herself gave a much more positive direction for all of us staff members as well as, from what I saw in the Board Meeting of which she was selected, from the Board Chair and Board members as well. This positive and courageous, caring, and supportive person has done so much for each of the staff member's growth in their positions as well as working for the public's safety and also hearing the licensee's voices. When licensee's walk into our office I am the one they typically deal with first. Their comments have been, oh you have rearranged the office and it feels so much warmer, or better, or positive now. These comments even come from non-licensee's as well.

With the background of being a teacher, a therapist, and a writer she is and has been a great asset to all of us. When an existing licensee comes into the office, or calling on the phone and Sandy hears the conversation about their renewal and senses they may need some guidance she is right there to help. Or, in the case of

a new licensee that may not understand the process of application or reason for some of the steps, she again is right there helping them out. She has done the same for all of her staff members, not only in Reno, but Las Vegas staff as well from what I have experienced in our office when Maggie or Bianca has visited.

There is so much to say in support of Sandy Anderson. Her accomplishments of getting difficult Legislation passed, reorganizing office both in Reno and Las Vegas. She has always been fair and has always had her staff's and the board's best interest at heart. I also know that Sandy Anderson received great Job Performance reviews which led to a salary increase that was voted upon by all board members.

I feel that Sandy Anderson has done nothing that deserves this drastic action that is being brought against her, and is being treated very unfairly. I don't believe that you, Madame Chair are seeing all the positive's that Your Executive Director has brought and is continuously trying to bring to the Board, to the Public, to the Licensee's and to the Staff of both offices. This action appears to me to have possibly started when Sandy was out of the office briefly for surgery and recovery at which time she still, before she should have in my opinion, reviewed e-mails and was there for all of us if needed. That too, in my opinion was above and beyond my expectations for her to do. She now seems to be being penalized for her concerns and support.

Your and my Executive Director should continue to be Sandy Anderson. It would be a terrible mistake to remove her from this position.

Sincerely,

A handwritten signature in black ink that reads "Kathleen Hefti". The signature is written in a cursive, flowing style.

Kathleen Hefti

Administrative Assistant II

Nevada State Board of Massage Therapy

cc: Governor Bryan Sandoval

ROBIN MARY GRABER

July 25, 2018

Nevada State Board of Massage Therapy

Attn: Board Members and Staff

Dear Members of the Board,

I am here to speak in support of our Executive Director, Sandy Anderson, and Colleen Platt, Board Counsel.

I believe it would be a grave mistake to let Sandy go from her position as Executive Director. She has progressed this board above and beyond what I thought possible. She is fair and direct. I was the only board member who voted against her when we were hiring. She ended up getting the job, thank goodness, and never once held it against me that I didn't vote for her. That, in my opinion, is a characteristic of a good employee, boss, and co-worker.

We just completed an enormous feat in the legislature, and having both of these ladies was integral to our success.

I know there is an investigation going on that has to do with our last executive director, because I was called and asked some very specific questions relating to her, money and bank accounts during the time I was on the board and especially when I served as secretary treasurer. I can only assume that Sandy uncovered something and were it not for her it would have gone unnoticed. I ask you to take this into consideration.

I know that Sandy's latest job performance appraisals were positive, and ask that you also take that into consideration.

Please let Sandy continue to do her job, an extremely difficult and time consuming job that I would never want. She is fair and has our best interests at heart, being that she is a member of our community as well as our Executive Director. That being said, please extend her the courtesy of giving this some serious thought. Sandy has worked endless hours and deserves a fair decision. It is my opinion that letting her go would be a grave mistake.

In addition, Colleen has been nothing but extremely helpful to our board as far as I can tell. She was responsive and alert during the legislative session, and she keeps the board honest during meetings and makes sure they are run properly in accordance with Open Meeting Law. I think we have too much going on right now to let her go at this point.

I think the chair of this board has made some very poor decisions recently, and I think this entire meeting is a waste of board time and funds. I agree with Billie Shea in that she should be removed from chairing this meeting.

Robin M. Graber, Former Board Member

July 10, 2018

Nevada State Board of Massage Therapy

Attn: Board Members and Staff

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I am writing this letter to speak on behalf of your Executive Director, Sandy Anderson.

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We just completed an enormous feat in the legislature, and having Sandy was integral to our success. She was really on top of everything, very organized, and extremely pleasant to work with.

I know there is an investigation going on that has to do with our last executive director, because I was called and asked some very specific questions relating to her, money and bank accounts during the time I was on the board and especially when I served as secretary treasurer. I can only assume that Sandy uncovered something and were it not for her it would have gone unnoticed. I ask you to take this into consideration.

I know that her latest job performance appraisals were positive, and ask that you also take that into consideration.

Please let Sandy continue to do her job, an extremely difficult and time consuming job that I would never want. She is fair and has our best interests at heart, being that she is a member of our community as well as our Executive Director. That being said, please extend her the courtesy of giving this some serious thought. Sandy has worked endless hours and deserves a fair decision. It is my opinion that letting her go would be a grave mistake.

Sincerely,

Robin Graber, Former Board Member