

NOT ORIGINAL

12/5/2025
To MCCC

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EKEYBROADCASTING

It is with deep regret that I submit my resignation from my position as Chief Financial Officer of Mountain Comprehensive Care Center (MCCC) effective December 5, 2025.

As you are aware, I filed a formal complaint to the Board of Directors reporting fraudulent billing activity that was requested by the CEO. Once the actions were not being taken through my departments (as instructed by me), the CEO went through other Program directors and staff to make this happen. It was my ethical duty to report this as the CFO. Since this time, the retaliation toward myself and my department has been severe. I have been harassed to the point that I am unable to function in such an intimidating/hostile work environment.

For more than 26 years, I have dedicated myself to serving this organization with integrity, commitment, and pride. I have always believed in the mission of MCCC and worked tirelessly to ensure that my departments contributed meaningfully to its success. However, over the past 8 years, I have faced persistent challenges that have eroded both my professional standing and my personal well-being.

During this time, I have experienced significant stress and mental anguish because of being consistently undermined in my professional responsibilities. Despite holding the position of CFO, I have been prevented from making decisions for my department, with my authority overridden in ways that have hindered both my effectiveness and the success of the agency. Additionally, I have been placed in the difficult position of questioning whether certain actions taken were in alignment with legal and organizational guidelines, which has caused ongoing worry and distress.

I no longer see an outcome where I can foster a collaborative environment, prioritize compliance, and assist in building long term sustainability for the company. Therefore, I have made the decision to step down.

I would also like to add that typically, a Chief Financial Officer is entrusted with broad responsibilities that include oversight of financial planning, risk management, compliance, budgeting, and the approval or investigation of major expenditures (for example construction projects). However, the way my role has been structured has left me with limited visibility and no authority to approve or investigate several of these critical areas. Despite my title, I have been excluded from key decisions that directly impact the company's financial health, which has undermined both my ability to fulfill the duties traditionally expected of a CFO and the effectiveness of the departments I lead.

Given the financial indicators the company's current financial trajectory is unsustainable. Over the last few years, on multiple occasions, I have shared my assessment of the company's financial health with the CEO. I recommended several cost-control measures, including halting new construction, avoiding property purchases, closing clinics that are not profitable, reducing automobile purchases, and cutting back on other unnecessary spending. Unfortunately, these recommendations were not implemented. Unless there are significant changes it is my professional opinion that MCCC will not be able to continue operating long term.

My door is always open to anyone who wishes to reach out with questions or concerns. I truly want the best for MCCC and its employees and want MCCC to continue to be a leader in supporting the communities in which it serves. Again, this has been my home for 26 years, I do not take this lightly and had wished for a different outcome as I hoped I would continue to play a role with the agency for many more years.

I am requesting that I be paid for my accrued annual leave.

Rebeckah Hall

[Redacted Signature]

Presiding Judge: HON. JOHNNY RAY HARRIS (631314)

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