TED MENADIER, MBA

Cannabis, Hemp & Marijuana Expert Witness

Denver, Colorado • Practicing Nationally • (717) 357-0148 • ted@themotherplant.com

SUMMARY OF QUALIFICATIONS

Cannabis expert witness working in the licensed cannabis industry since 2015, with direct experience in cultivation, production, and operations. Holds an MBA and thirty years of management and entrepreneurial experience. Retained in litigation, insurance, and consulting matters nationwide, providing independent analysis, expert reports, and testimony.

AREAS OF EXPERT TESTIMONY

- Cannabis crop valuation and yield estimation
- Lost revenue, business interruption, and crop loss analysis
- Hemp versus marijuana classification and identification
- Certificate of Analysis (COA) interpretation and THC / THCA threshold issues
- Cultivation practices, operational standards, and standard of care (indoor, greenhouse, and field)
- Cannabis propagation, nursery operations, and cloning
- Analysis of seed-to-sale tracking and operational documentation
- Integrated pest management (IPM) and production failure analysis
- Greenhouse and indoor grow facility design and infrastructure

EXPERT WITNESS EXPERIENCE

Retained in 35+ matters nationwide on behalf of attorneys, insurers, and businesses, with experience in both state and federal cases including deposition and trial testimony.

- Civil litigation — crop loss and valuation disputes, business interruption, contract and partnership disputes, standard-of-care matters, economic damages, and asset forfeiture proceedings
- Insurance claims — cannabis crop loss, business interruption, property damage, coverage disputes, and production loss analysis
- Criminal defense — hemp versus marijuana identification, cultivation operation valuation, plant counts and yield analysis, THCA flower matters, and sentencing proceedings
- Services provided — early case evaluation, expert reports, deposition testimony, and trial testimony

A detailed list of testimony and engagements, including jurisdictions and retaining parties, is available upon request.

PROFESSIONAL AFFILIATIONS

- ASTM International — Voting Member, Committee D37 on Cannabis, including Subcommittees D37.01 (Indoor and Outdoor Horticulture and Agriculture), D37.06 (Personnel Training, Assessment, and Credentialing), D37.07 (Industrial Hemp), and D37.91 (Terminology)
- Cannabis Business Chamber of Commerce — Colorado Regional Leadership

PROFESSIONAL CERTIFICATIONS & CREDENTIALS

- Certified Commercial Cannabis Expert (CCCE) — Association of Certified Commercial Cannabis Experts
- Cannabis Compliance Management & Risk Management Certification — University of Denver
- Certificates: Cannabis Agriculture & Horticulture I & II; The Business of Cannabis I & II; Equity and the Cannabis Connection — University of Denver

- Certified Hemp Sampler — State of Colorado (passed examination to conduct hemp compliance sampling)
- Colorado Responsible Vendor, Cannabis Delivery, and Cannabis Hospitality Training — State of Colorado approved
- OSHA 30-Hour General Industry Outreach — 360 Training
- Water Restoration Technician Certification — Institute of Inspection, Cleaning and Restoration Certification (IICRC)
- Gas Chromatograph Operation — manufacturer training by SRI Instruments

PROFESSIONAL EXPERIENCE

Approach One LLC 07/2019 – Present
Owner / Cannabis & Hemp Expert Witness

Provides expert witness services in marijuana and hemp matters, alongside active industry consulting and production. Holds a Colorado Marijuana Enforcement Division badge to work in the licensed cannabis industry, and provides seeds and consulting for seedling and clone production to partners and clients nationwide.

- Oversaw feminized seed production across four states in spring 2020, spanning more than 100,000 sq ft and producing over 100 million feminized seeds.
- Cannabis breeder and in-house consultant for Blue Forest Farms, a nationally distributed feminized hemp seed, seedling, and retail products company.
- Led critical elements of the feminized seed program at Botany Lane Greenhouses — a 2019–2020 joint venture with Blue Forest Farms — producing over 50 million feminized seeds; Botany Lane supplies wholesale plants to big-box retailers across Colorado, Oklahoma, Texas, and Kansas.
- Improved cultivation practices and reduced clone mortality for Rocky Mountain Distributors (2022–2023), a Colorado laboratory and cultivation facility producing live rosin for the retail marijuana market; supported propagation, cultivation, harvesting, trimming, transportation, and compliance of product for distribution, as well as equipment and cultivation infrastructure.
- Consulted on feminized seed projects in Oklahoma and New York in 2022, producing over 25 million high-THC autoflower seeds.
- Designed and constructed indoor and greenhouse cultivation facilities, including environmental systems, and guided hemp farmers from startup through harvest and crop monetization.
- Additional partners include Atlantic Hemp Company, Echo Farms, Green Vision Farms, and Cous Inc.

Cannabis Business Chamber of Commerce 02/2025 – Present
Colorado Regional Leadership

Maintains active involvement in industry discussions and professional networks, supporting informed decision-making and organizational objectives.

Delta Valley Brands 03/2025 – 06/2025
Special Project Consultant

- Created an OSHA compliance program for hydrocarbon cannabis extraction, along with equipment inventory and other special projects.

DTN Inc. 06/2018 – 06/2019
Managing Partner

Scaled operation evolving from Konopi with significant capital investment — 10,000 sq ft of indoor and greenhouse feminized seed production, plus outdoor cultivation. As managing partner, oversaw greenhouse and indoor facility design and construction, seed and seedling production, breeding and selection, field cultivation, product manufacturing, sales, and on-site analytical testing by gas chromatography.

Konopi 11/2016 – 06/2018 (acquired by DTN Inc.)

Founding Partner

Vertically integrated hemp genetics and breeding company (seed to sale), focused on feminized seed, seedling, and clone production. Led business development, cultivation facility construction, breeding and propagation, field cultivation and harvesting, and product development.

SGA 03/2015 – 12/2016

Founding Partner

Nutrient and commercial equipment supply for the cannabis industry, with indoor grow design consulting. Led business management, marketing, sales and logistics, and customer relationship management.

EDUCATION

Daniels College of Business, University of Denver — Denver, CO

Master of Business Administration (MBA), 3.9 GPA

Bachelor of Science in Business Administration (B.S.B.A.), Marketing, 3.86 GPA