

Ted Menadier

3378 W Centennial Ave, Littleton, CO 80123

(717) 357-0148 (ted@themothertplant.com)

Summary of Qualifications

Master's in Business Administration and a Bachelor of Science in Marketing with 25 years of leadership and management experience. Skilled in building teams and accomplishing strategic objectives. Specialized skills in the hemp/cannabis industries with a focus on feminized seed production and breeding, with broad experience in cultivation, field production, and the business of cannabis.

Key Competencies:

- Expert witness services
- Feminized cannabis seed production
- Cannabis Propagation
- Planting, cultivation, and field production
- Cannabis breeding and selection by phenotype, chemotype, genotype
- Cannabis harvesting and material storage
- Retail branding and marketing
- Seed and seedling sales
- IPM Strategies
- Greenhouse and indoor grow facilities design

Education:

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

Master's in Business Administration, 3.9 GPA

Relevant Courses: Strategic Management, Financial Accounting, Strategic Cost Management, Finance, Marketing Strategy, Ethics for the 21st Century, Innovation Design & Execution

B.S.B.A –Marketing, 3.86 GPA

Relevant Courses: Methods of Marketing Research, Integrative Marketing Strategy, E-Marketing, Personal Selling, International Marketing, Innovation Strategies, Consumer Behavior

Certifications and Classes:

Association of Certified Commercial Cannabis Experts

CCCE (Certified Commercial Cannabis Expert)

University of Denver

Cannabis Compliance Management Certification and Risk Management

Relevant Courses: Cannabis 101, Cannabis Compliance, Cannabis Risk Management

Cannabis Agriculture and Horticulture

Relevant Courses: Cannabis Agriculture and Horticulture I and Cannabis Agriculture and Horticulture II

The Business of Cannabis

Relevant Courses: The Business of Cannabis I, The Business of Cannabis II

Equity and the Cannabis Connection

Relevant Course: Social and Environmental Justice in Cannabis

State of Colorado

Certified Hemp Sampler for the State of Colorado

Passed the examination and received a certificate to conduct hemp compliance sampling for the State of Colorado

State of Colorado Approved Certifications

Responsible Vendor Training Program

Colorado Responsible Cannabis Delivery Training

Colorado Responsible Cannabis Hospitality Training

360 Training

Osha 30 Hour General Industry Outreach

Institute of Inspection, Cleaning and Restoration Certification

Water Restoration Technician Certification

Experience:

Cannabis Business Chamber of Commerce

2/2025 to Present

Colorado Regional Leadership

Industry Engagement and maintained active involvement in industry discussions and professional networks to support informed decision-making and organizational objectives.

Delta Valley Brands

3/25 to 6/225

Special Project

Providing support and expertise for cannabis industry-related projects and issues.

- Tasked with creating an OSHA compliance program for hydrocarbon cannabis extraction

Approach One LLC

7/19 to present

Owner

Currently working as an expert witness in marijuana and hemp. I retain a badge to work in the cannabis industry in Colorado, issued by the Colorado Marijuana Enforcement Division under license number M143271. I have worked with Rocky Mountain Distributors, a laboratory and cultivation facility producing live rosin for the retail marijuana market in Colorado. I provide support with propagation, cultivation, harvesting, trimming, transportation, and compliance of product for distribution and lab testing, as well as equipment and cultivation infrastructure. Additionally, I am also working as a consultant for feminized marijuana seed production, including projects in Oklahoma in 2022 and New York in 2023.

Areas of focus:

- Expert Witness Hemp/Marijuana
- Cannabis cultivation (Indoor, greenhouse, field production)
- Breeding and genetic selection for marijuana and hemp
- Cannabis propagation (seed and seedling production, cloning)
- All aspects of feminized seed production
- Cultivation equipment and infrastructure
- Cannabis Markets hemp/marijuana
- Integrated pest management strategies

Past clients/partners

- Rocky Mountain Distributors
- Blue Forest Farms/ Botany Lane greenhouses
- Atlantic Hemp Company
- Cous Inc.
- Echo Farms
- Green Vision Farms

DTN inc

6/18--6/19

Partner

An evolution of Konopi with significant capital investment. 10,000 sq ft of feminized seed production and 200 acres of irrigated land for cultivation. Focused on feminized seed and seedling sales. In addition to wholesale product sales.

- General manager for all aspects of the business, including:
 - Design and construction of greenhouses and indoor grow facilities
 - Product manufacturing
 - Seed production
 - Seedling production
 - Sales
 - Farming/field cultivation
 - Breeding and selection

Konopi

11/16--6/18 when acquired by DTN Inc.

Founding Partner

Hemp Genetics and breeding company with vertical integration from seed to sale. The main focus is on feminized seed production, seedlings, and clone sales. In addition, retail products, web sales, white labeling, etc

- Business development
- construction of cultivation spaces, indoor and greenhouse
- Feminized seed production
- Cloning and propagation
- Farming-- Field cultivation and harvesting
- product development
- Seedling and clone sales

SGA

3/15--12/16

Founding Partner:

Nutrient and Commercial Equipment supply for the cannabis Industry, in addition to indoor grow design consulting.

- Business manager
- Marketing and customer relationship management
- Sales and logistics
- Grow facility design consulting coordinator