



22785 Fuji Ln, Salinas, CA 93908

**March 25, 2020**

To: Monterey County Ag Advisory Committee

Re: *Nomination for Ag Advisory Committee*

To Whom it May Concern:

The purpose of this letter is twofold, first to provide an introduction and second, to nominate myself for the vacancy on the Ag Advisory Committee. I have spent the past 20 years working in the agriculture industry, and transitioned into the cannabis industry just over 3 years ago. I am currently a shareholder and the Chief Operating Officer of a large group of California Cannabis Companies and a large-scale Commercial Hemp Facility. I feel that it is critical for our success as a whole to bring together cannabis industry, produce industry and wine industry into a united group, with a united voice.

With my combined experience in traditional agriculture, cannabis and hemp, I feel that I am a perfect fit for the vacancy on the Ag Advisory Committee.

I have attached a copy of my resume for your review.

Sincerely,

DocuSigned by:

*Michael Ferguson*

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Michael Ferguson, COO  
Monterey Botanicals, LLC

# Michael S. Ferguson

## Skill Set

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- Cannabis Operations
  - Co-founded the launch of 30+ cannabis related companies
  - Lead all aspects of all areas of cannabis cultivation, nursery operations, processing, manufacturing and distribution activities
  - Management of over 500,000 currently active square feet of greenhouse space
  - Implement procedures to increase efficiency and quality of product
  
- Extensive experience in all aspects of Horticultural Production
  - Scheduling and Planning
  - Extensive experience in grading and quality control
  - Plug/Young Plant production of annuals and perennials
  - Use of TC material in greenhouse production systems
  - Bulb crop management
  - Laboratory Production Management
  - Expert Growing and Finishing on a wide range of crops
  - Packing, and Logistics Management of multiple commodities with specific requirements
  - Managing more than 20 acres under glass, and more than 100 acres of outdoor production
  
- Experience with implementation, design, and use of structures, automated equipment and machinery
  - Irrigation and boom systems
  - Grading/Sizing systems
  - Table/Tray moving systems
  - Planting/Transplanting systems
  - Media processing systems
  - Climate control systems
  - New Greenhouse Construction and Facility start up
  
- Personnel Management
  - More than 12 direct reports in the following departments:
    - Inventory
    - Warehouse
    - QC
    - Bulb Processing
    - Packing
    - Shipping

- Greenhouse
  - Laboratory (Tissue Culture)
  - Cut Flower Processing
  - Responsible for a full labor staff of more than 350 employees
    - Hire, manage, schedule, evaluate, and develop managerial staff in all reporting departments
    - Help improve staff morale and performance through communication, explanation of higher level corporate vision, expression of appreciation for a job well-done
  - Lead weekly meetings with Production and Sales staff
  - Development of comprehensive and detailed SOPs for all areas of the company
    - From receiving of POs through Shipping
  - Close interaction with Ownership, Accounting, Customer Service, Field Production, Human Resources, Maintenance, and Breeding
- Financial Management
  - Responsible and accountable for setting and achieving budget goals for all facility departments
  - Implement company wide cost saving plans
  - Review and analysis of P&L statements
  - Negotiation of prices and terms with suppliers and contracted companies
  - Contribute to product pricing plans with Sales Department
  - Plan, execute, and review all major purchasing channels
- Relationship Management
  - Direct Relationship building with brokers, customers, and other agencies
    - Understanding needs, challenges, and requests of customers and brokers, and implementing action plan responses when necessary
    - Addressing credits and customer feedback
    - Giving technical advice to growers/customers
    - Handling Energy Provider relationships and communication
    - Serving a point of contact for Government Agencies
      - USDA, APHIS
      - Environmental Health Department
      - OSHA
    - Logistics Companies Relations
      - Air Freight
      - North American LTL and FTL
      - Common Carrier Services
- Personal Attributes
  - Strong interpersonal skills
  - Keen attention to detail
  - Extremely organized

- Assertive
- Self-starter
- Problem solver
- Life-long Learner and Student (There is always more to learn)
- Growth mindset
- Responsible and Accountable Leader and Team Player

## Experience

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- January 2017 - Present                      Monterey Botanicals, LLC and its 30+ affiliates  
Monterey County, CA
  - **Chief Operating Officer, Owner and Board Member**
    - Reporting to Owners and the Board
- February 2014 - January 2017 Golden State Bulb Growers    Moss Landing, CA
  - **Operations Manager**
    - Reporting to CEO and Owner
- August 2012 – January 2014            T&L Nursery Inc.                      Redmond, WA
  - **Head Grower/Production Manager**
    - Reporting to GM
- June 2011 – August 2012            Northwest Horticulture LLC            Mabton, WA
  - **Stock Plant and Technical Support Manager**
    - Reporting to Facility Director
- May 2008 – June 2011            Green Circle Growers Inc.            Oberlin, OH
  - **Head Orchid Grower/Facility Manager**
    - Reporting to COO, Owner
- Oct. 2006 – May 2008            Dahlstrom & Watt Inc.            Smith River, CA
  - **Assistant Production Manager**
    - Reporting to Production Manager/Head Grower/Owner

## Other Relevant Experience

- Cannabis Activities- 2002 – Present
  - Producing high yeild and high quality
  - Various production models
    - Soil, Soilless, and Hydroponic Substrates
    - Indoor- up to 500 ft2 rooms, various container sizes
    - Outdoor- up to 35 gallon container size
    - Greenhouse – over 300,000 square feet of greenhouse space
    - Distribution – statewide
    - Numerous production models and techniques
  - Familiarity with all aspects of post-harvest handling

**Languages**

Fully Bilingual in English and Spanish

**Education**

2001-2006

**University of Wisconsin**  
**Bachelor of Science in Horticulture**  
**Bachelor of Science in Spanish**

Madison, WI

**References**

-Available upon request