

## David Salturelli

### Work Experience:

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#### **Igadi LTD**

*Chief Marketing Officer/Co-Founder Tabernash, CO Jan 2015 – Present*

- Designed interior retail display and functionality
- Established retail standard operating procedures
- Managed retail employees and managers over four retail locations
- Created branding/marketing of store and internal products including logo design, packaging & pricing
- Established wholesale standard operating procedures
- Managed sales/marketing of products provided throughout Colorado
- Managed wholesale sales representatives covering multiple regions throughout Colorado

#### **Apparelphernalia**

*Owner/Co-Founder Tabernash, CO Jan 2015 – Present*

- Established retail standard operating procedures
- Designed apparel and merchandise branding
- Handled ordering of all apparel and merchandise products
- Supervised inventory of all products

#### **Citypub**

*General Manager Denver, CO 2012 – 2014*

- Managed assistant bar managers, bartenders, and servers
- Managed chefs and kitchen employees
- Established standard operating procedures throughout bar, restaurant, and kitchen
- Handled sourcing and ordering bar, restaurant, and kitchen inventory and equipment
- Designed interior and exterior improvements and remodeling of bar and restaurant

#### **Blake Street Tavern**

*Bar Manager Denver, CO 2010 – 2012*

- Managed assistant bar managers, bartenders, and servers
- Established standard operating procedures throughout bar,
- Handled sourcing and ordering bar inventory and equipment

#### **Tigers for Tomorrow**

*Facilities Manager Attala, AL 2006 - 2010*

- Handled daily care for big cats and other exotic animals
- Maintain conditions of animal enclosures
- Maintain conditions of facilities building and exterior landscaping
- Designed and built large mammal enclosures
- Managed daily care of barn animals

### Education

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**Metropolitan State University**, Denver, CO 2014 – present

*Bachelor of Science in Business Management – ongoing*

Email: .

# PHUONG T. CRONIN

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## CAREER HIGHLIGHTS

### **Igadi, Ltd.**

**Chief Administrative Officer**, Winter Park, CO 2014 - Present

- Manage all HR functions including onboarding, off boarding, payroll, coordinating employee benefits and tracking employee training and development strategies.
- Coordinate with external IT vendors on all computer, internet and software services. Debug and troubleshoot all IT and software issues as needed.
- Maintain and track all third party contracts and agreements.
- Prepare, maintain and track all corporate licenses and renewals.

### **Pole Creek Management, LLC**

**Property Manager/Owner**, Winter Park, CO 2014 to Present

- Manage rental property – ensure all leases are current; collect monthly rents; coordinate vendors & subcontractors for all work on property;
- Review monthly budgets and capital reserve spending.

### **Intrawest - Winter Park Resort**

**Village Company & Commercial Asset Manager**, Winter Park, CO 2012 to 2014

- Responsible for Village Company budgets; ongoing daily management; regular analysis and reporting including variance and forecasting of financial performance.
- Accountable for overseeing A/P and A/R functions and for all Village operations including events; animation activity; maintenance, landscaping; safety; cleanliness; promotion/marketing; communication; financial management; reserve planning; board of directors' liaison and management of executive board and annual meetings.
- Created a positive and mutually-beneficial relationship with the commercial merchants operating within the Village; ensuring all tenants remain current; lease management/modification; proactive management of all financials related to commercial assets; actively work to lease vacant space; merchant communications; maintenance and safety of commercial assets and ensuring a high-quality and consistent experience is delivered to guests by the tenants.

### **Eco Luxe Real Estate**

**Office Manager**, Winter Park, CO/Oceanside, CA 2011 to 2012

- Review contract terms to ensure compliance.
- Liaison with other agents and customers to manage deliverables for all real estate transactions to track status and resolve issues.
- Interface with customers to ensure smooth transactions at closings.
- Adapt to new roles as needed including managing new marketing channels

### **Intrawest - Winter Park Resort Ski & Ride School**

**Financial Administrator**, Winter Park, CO 2010 to 2011

- Compiled detailed daily, weekly and monthly reports using JD Edwards and RTP to Management; perform analysis of marketing and sales plans to determine progress; recommend trade decisions of plans based on performance analysis; research and resolve billing and collections disputes;

- Represented department on Revenue Maximization Team to establish strategic product and services pricing to remain competitive within market;
- Assist with yearly strategic plan and budget for SRS; accountable for overseeing A/P and resolving any issues

### **Law Office of David P. Michel, LLC**

**Office Manager/Paralegal**, Winter Park, CO 2008 to 2010

- Prepared, checked and processed legal forms, agreements and related materials.
- Located and abstract information from legal files and records. Gathered and organized relevant material for use in legal proceedings.
- Established and managed operations for firm, handled a busy phone system, functioned as primary liaison to clients and ensured a consistently positive client experience.

## **EDUCATION**

**B.S in Electrical Engineering** - University of California, Santa Barbara, CA

**M.B.A in Accounting** - University of Phoenix, Phoenix, AZ

Licensed CO Real Estate Broker (inactive); AMS – Association Management Specialist (inactive)

# **David P. Michel, Esq**

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## **Education**

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### **University of Connecticut School of Law, Hartford, CT (August 2002 – December 2004)**

- ❖ J.D., December 2004; 3.435 Overall G.P.A.; 3.581 Upper Class G.P.A.
- ❖ **Academic Honors:**
  - Member of the Moot Court Board:
    - Received “Best Oralist” Award in the 2003 William H. Hastie Moot Court Competition;
    - Winner of the 2004 University of Connecticut Moot Court Board Ethics Competition.
  - Awarded the CALI Excellence Award for class performance in both Negotiations and Criminal Procedure.

### **Hamilton College, Clinton, NY (August 1996 – May 2000)**

- ❖ B.A. with a major in Religious Studies and a minor in History, May of 2000.
- ❖ Spent my Junior Year studying abroad in Costa Rica at the Costa Rica Rainforest Outward Bound School, Intercultura Language School in Heredia, Costa Rica, and Universidad Nacional in Heredia, Costa Rica.
- ❖ J.D., January 2005; 3.435 Overall G.P.A.; 3.581 Upper Class G.P.A.

## **Continuing Legal Education and Bar Licenses.**

- ❖ Attended and/or presented at numerous continuing legal education seminars on marijuana, real estate, criminal and corporate law.
- ❖ Admitted to practice law in the states of Colorado, New Hampshire and Connecticut.

## **Work Experience**

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### **Igadi, Ltd., Tabernash, CO (May, 2014 – Present) – *General Counsel***

- ❖ Intimately involved in marijuana licensing, corporate structures, marijuana related contracts, 280E compliance/avoidance measures, real estate analysis, due diligence for purchase of licenses and real property, regulatory analysis and compliance in numerous states and countries.
- ❖ Oversaw licensing, permitting and construction of large marijuana facility.
- ❖ Created unique HR structure for marijuana industry to avoid 280E tax matters and provide liability protection for companies that engage in the sale of marijuana.

### **Michel Law, LLC, Winter Park, CO (August 2006 – Present) – *Attorney and Owner***

- ❖ Extensive practice in the areas of Marijuana, Real Estate, Construction, Corporate and Criminal Law.
- ❖ Serve as general counsel to numerous Colorado marijuana businesses involved in their day-to-day operations since 2009.

### **District Attorney’s Office - 5<sup>th</sup> Judicial District, Georgetown, CO (January 2013 – May, 2013) – *Deputy District Attorney***

- ❖ Took temporary role as District Attorney for Clear Creek County as head prosecutor working on numerous drug related and search and seizure matters.

### **Nelson, Kinder, Mosseau & Saturley, P.C., Manchester, NH (March 2005 – July 2006) – *Attorney***

- ❖ Member of the *Environmental, Employment and Energy & Utilities Practice Groups.*
- ❖ Experience with all facets of civil litigation in multiple jurisdictions at the state and federal level.

### **Connecticut Urban Legal Initiative, Hartford, CT (August 2004 – December 2004) – *Internship***

- ❖ Provided legal assistance to non-for-profits on real estate, tax and corporate matters.

### **Levy & Droney, P.C., Farmington, CT (May 2004 – August 2004) – *Summer Associate***

- ❖ Associate in the litigation and Real Estate Practice Groups.

### **State’s Attorney’s Office, G.A. 9, Middletown, CT (March 2003 – April 2004) – *Prosecutor***

- ❖ Worked as district attorney for large office in Central Connecticut dealing with numerous drug possession related and search and seizure matters.

## Steven Michel

### Work Experience:

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#### **Igadi, LTD**

*CFO*

*Tabernash, CO*

*Jan 2015 – Present*

- Financial Statement Presentation
- Tax Return Preparation
- Supervise the Accounting & Financial Staff in managing AR, AP, Cash, Inventory, Assets, Procurement & Payroll.
- Budget Preparation

#### **Steven Michel Accounting, LLC**

*Accountant*

*Winter Park, CO*

*June 2014 – Present*

- Provide Accounting services
- Handle financial statement presentation, AP, AR

#### **Aspens Market**

*General Manager*

*Jackson, WY*

*Jan 2011 – June 2014*

- Opened new grocery store from scratch
- Handle staffing, inventory, purchasing and all financial aspects of the company including financial statement review, budgeting, billing and payroll.

#### **Jackson Whole Grocer**

*Director of Sustainability*

*Jackson, WY*

*Nov 2006 – Dec 2010*

- Organized Jackson Eco Fair 2009 & 2010, to promote sustainability efforts of local businesses
- Organized Harvest Festival 2008, 2009 & 2010 to promote local food producers & growers
- Implemented the Natural Step Sustainability Framework, baseline mapping of store departments, training of managers and staff, setting short-term and long-term goals
- Participated in the Yellowstone Business Partnership's Uncommon Sense Sustainability Program
- Created and organized content for new website, [www.jacksonwholegrocer.com](http://www.jacksonwholegrocer.com)
- Handled financing and promotions for Vertical Harvest Greenhouse project to construct a vertical greenhouse in downtown Jackson

#### **Slow Foods in the Tetons**

*Board Member, Treasurer*

*Jackson, WY*

*Jan 2010 – Jan 2013*

- Prepared financial statements, operating budget and handled cash flow

#### **Jackson Hole People's Market**

*Market Manager*

*Jackson, WY*

*June 2010 – Present*

- Started an evening farmer's market in downtown Jackson with local farmers, ranchers, artists food producers and musicians.
- Handled finances, marketing, managing vendors and writing grants

#### **Ernst & Young, LLP**

*Senior Auditor, Assurance and Advisory Business Services*

*San Francisco, CA*

*Sept 2004 - Aug. 2006*

- Performed client service and financial reporting tasks as a senior on the engagements for Gracenotes, Inc, Lightspeed VP and Babcock & Brown LP.
- Performed SEC reporting, experience includes: 10Q, 10K, and 8-K filings for Chiron Corporation.

#### **Deloitte & Touche, LLP**

*Staff Accountant, Assurance and Advisory Business Services*

*Stamford, CT*

*Sept. 2003 - Sept. 2004*

- Performed client services and financial reporting tasks as a staff on the engagements for ITT Technologies and Crane Corporation.
- Performed SEC reporting, experience includes: 10Q, 10K, and 8-K filings for ITT Technologies and Crane Corporation.

### Education

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**Certified CPA of Board Accountancy in the State of California**

*July 2006*

**Masters in Accounting, University of Connecticut**

GPA 3.6

*Storrs, CT    Graduated Aug. 2003*

**Bachelor of Science in Business Management, Cornell University**

GPA 3.1

*Ithaca, NY    Graduated May 2002*

**Community Service & Other Accomplishments**

- **Leadership Jackson Hole** – Graduated Jackson Hole’s 2009/2010 leadership program, which teaches young residents of Jackson leadership skills
- **KHOL, Jackson Community Radio** – Hosted ‘Lights Off’ radio show, which interviews local green experts in Jackson Hole, WY. Performed interviews of guests and edited show for radio.

Email:

# JOSHUA PENNINGTON

## **EXPERIENCE** | **COO/CO-FOUNDER, IGADI, LTD., TABERNASH, CO** OCTOBER, 2014 - PRESENT

- Designed and operated a \$2M MJ revenue retail center and \$1M MJ wholesale business.
- Manage over 35 employees in a variety of work capacities which includes but not limited to cashiers, receptionists, extraction experts, lab technicians, general contractors, logistics manager, canna chefs, kitchen assistants and cultivation experts.
- Responsible for Standard Operating Procedures for all departments to ensure consistent quality of products and customer experience.
- Created a compliant procedure in one of the most rapidly changing and highly regulated industries in the world.

## **GENERAL MANAGER SHAGGY'S RESTAURANT, HUNTSVILLE, AL** 2010 - 2013

- Responsible for ordering supplies, tracking and maintaining inventory and catering services.
- Handled all scheduling and delegation of tasks for employees.
- Created SOPs for each department.
- Trained all cashiers in cash handling and customer service protocols.

## **CASHIER/MANAGER LITTLE ROSIES TAQUERIA, HUNTSVILLE, AL** 2006 - 2011

- Created training handbook for new hires.
- Trained all new employees in proper protocols for each department.
- Responsible for cash drawer reconciliations and handling bank deposits.

## **EDUCATION** | **CALHOUN COMMUNITY COLLEGE, HUNTSVILLE, AL** 2009-2012 Associates Degree of Science