

## Professional Summary

Accomplished senior executive with over a decade of leadership experience in the regulated cannabis sector. Proven track record in compliance, regulatory adherence, and operational excellence. Adept at strategic planning, business development, and staff training. Recognized thought leader and published author in the cannabis industry.

## Key Skills

### **Leadership and Management:**

Over 30 years' experience, including 20 years in senior management and executive roles in energy, technology, and cannabis companies.

### **Cannabis Industry Expertise:**

Over a decade of executive leadership in regulated cannabis, including licensing, facility applications, and compliance.

### **Regulatory Expertise:**

Navigating complex cannabis and ISO regulatory environments across multiple states and countries, including licensing, compliance, and auditing.

### **Strategic Planning & Execution:**

Proven ability to develop and implement strategic initiatives that drive business growth and operational efficiency.

**Training & Development:** Extensive experience in designing and delivering training programs at multiple levels to enhance staff competencies and professional growth.

**Business Development:** Strong background in launching, designing, developing and managing business operations, from startups to multi-state enterprises.

### **Operational and Financial Expertise:**

Operations planning, corporate financial management, process improvement, software product development.

### **Communication and Public Relations:**

Experienced speaker and instructor. Responsible for public relations for publicly traded cannabis company.

## Professional Experience

### **Managing Director**

**Signal Hill Group** | USA and Germany | 08/2023 - Present

- Provide management consulting services to emerging companies in the manufacturing, energy, and cannabis space.
- Created a comprehensive platform for cannabis cultivation and retail dispensary planning.
- Provide expertise in licensing, regulatory adherence, and SOPs.
- Developing comprehensive training programs and quality management systems for cannabis industry.
- Overseeing development of application suite for companies to comply with emerging environmental and sustainability reporting guidelines.
- Developed grant application for funding from Department of Energy for a
- Designing a training program for Massachusetts social equity cannabis applicants

**Co-CEO****New Retail Management GmbH** | Germany and Switzerland | 2023 - Present

- Developing a program including processes and procedures for establishing retail cannabis dispensaries across Germany.
- Spearheaded cannabis cultivation associations in Germany, ensuring compliance with emerging market standards.
- Designed automated zoning tools for compliant real estate selection
- Directed Swiss cannabis pilot program applications in collaboration with Swiss Universities in Ticino and Wallis.
- Developing program to support Germany's cannabis scientific pilot program.

**Co-Founder, COO, CEO****EVIO, Inc.** (OTC: EVIO) | MA, OR, CA, CO, FL, Alberta | 2014 – 2023

- Led company growth from startup to multi-state cannabis testing operator.
- Responsible for acquisition, licensing, sale, and licensed partnership with EVIO Labs
- Developed quality management system and responsible for ISO 17025 accreditation
- Managed strategic direction, project management, and business development, mergers & acquisitions, dispositions and fundraising.
- Recruited and trained over 100 staff members.

**Signal Bay Inc.**

- Developed and facilitated the awarding of over 150 cannabis license applications in NV, MD, PA, AR, MS, NJ, CA, OR, FL AL.
- Developed vast library of compliant operating procedures, business plans, financial plans, and training materials.
- Developed CannalQ, cannabis industry database, and co-wrote *Medical Marijuana Desk Reference*.

**Senior Managing Consultant****EY Consulting Services / CenterPoint, APS, Ameren** | Houston, Phoenix, St. Louis | 2012 - 2014

- Headed program management and business process design for large scale energy sustainability solutions for utilities.
- Developed demand response systems and conducted business case assessments.
- Performed cybersecurity audit for Ameren Energy

**Managing Consultant****IBM Global Business Services / NV Energy** | Las Vegas | 2010 - 2012

- Led business process design and smart grid system integration for NV Energy.
- Defined strategy to deployment and manage smart thermostats and associated software across Nevada.

**Product Manager****Itron Inc.** | Oakland | 2006 - 2010

- Directed development of smart grid applications and consumer-focused energy tools.
- Designed software that provided consumer engagement with real time energy consumption data.
- Developed product and marketing plans, led engineering teams, presented solutions to clients and at tradeshow.

**Associate Director, Energy**

**SNL Financial LC** | Charlottesville, VA, Ahmedabad India | 2004 - 2006

- Led strategic development of suite of energy business intelligence products
- Trained and managed a team of offshore energy analysts.

**Sales Engineer and Product Manager****Message Media (Acquired by Doubleclick/Google)** | Boulder | 1999 - 2001

- Managed CRM database product strategy and sales alignment.
- Developed both product and marketing plans, led engineering teams, presented solutions to clients and at tradeshow.

**Adjunct Professor****Metropolitan State College** | Denver | 1998 - 2000

- Taught courses in Engineering and Project Management to engineering undergrads.

**Consultant****Financial Times Energy** | Boulder | 1997 - 1999

- Delivered consulting services and authored syndicated studies for energy companies.
- Expert witness testimony support for Kenetech Windpower v. Navajo Nation.
- Co-author of *Energy Economics, and the Environment*.
- Developed long term electricity, natural gas, and emission price forecasts

**Sr. Consultant and Mechanical Engineer**

## Stone &amp; Webster Engineering | Boston; Huntsville, AL ; and Denver | 1991 - 1997; 2000 - 2001

- Performed due diligence analysis on behalf of Deutsche Bank for analysis of large complex power project acquisition on US/Mexico border.
- Performed economic analyses for transmission systems in USA, Ukraine, Thailand and Chile
- Design engineer for Millstone, Bellefonte, and Browns Ferry nuclear power plants, with particular emphasis on seismic (earthquake) stability design and thermos-fluid analysis of critical systems.

## Education and Certificates

MS/MBA Management Science, University of Alabama, Huntsville, 1995

BS Mechanical Engineering, University of New Hampshire, 1991

Economics of Blockchain and Digital Assets, Wharton Executive Education 2022

## Publications and Selected Articles

- *Edibles* (2024) Author
- MJBizDaily “*Cannabis labs watchful of supply disruptions during coronavirus crisis as testing demand remains strong*”, December 2021
- Cannabis Business Times “*California Prepares to Roll Out Additional Cannabis Testing Regulations*” June, 2018
- San Francisco Business Journal “*How this cannabis testing company is trying to solve CA’s testing backlog*”, April 2018
- National Real Estate Investor “*Pot Warehouses are Going through a Boom*” April, 2017
- Extraction Magazine “*Q&A with Lori Glauser*” 2017
- Cashinbis “*Lori Glauser: Successfully Navigating a Tough Landscape*” 2015

- *Medical Marijuana Desk Reference*, 2014 (Publisher, Co-author)
- *Energy Economics and the Environment* (RDI Syndicated Study)

## Speaking Engagements

- International Cannabis Business Conference Berlin 2023 “*Growing your Business: Strategies for Developing and Marketing Cannabis Products*”
- Bezinga Cannabis Hour “*Women Execs in The Cannabis Industry Address Challenges, Opportunities and More*” April 5, 2021
- *State of Cannabis Podcast “High Quality Analytical and Consulting Services for Agricultural and Biomedical Industries”* July, 2018
- Cannabis Collaborative Conference January 15, 2016
- Marijuana Business Daily, “*Cannabis and Sustainability*” Las Vegas 2015
- Oregon Marijuana Business Conference, “Application Development” Eugene 2015

## Awards and Honors

- Finalist, California Clean Tech Open for Tangerine Network Devices, Smart Energy Measurement and Monitoring Device Suite. 2008

## Professional Affiliations and Community Involvement

- Founder Cannabis Consultant Marketplace, a social media forum. (2015 – Present)
- Sustainability Committee, Foundation for Cannabis Unified Standards (FOCUS) (2015-2017)
- Founding Chair, Women Grow Las Vegas Chapter (2014-2016)
- Mentor, Big Brothers Big Sisters (2011-2015)
- Advisor, i6 Green Challenge, US Economic Development Administration (2012-2014)
- Society of Women Engineers (1991 – 2005)