



Our Team

Steven R. Gruhn – Chief Executive Officer

Steve grew up on a farm. Steve is an entrepreneurial leader with seasoned experience in the agriculture, horticulture, retail, engineering and transportation markets. Steve has been a self-employed business owner and farmer for most of his work life. Steve has extensive experience in crop management, business management, equipment management, human resource management, sales, purchasing and time management. Steve's core competencies, educational background and work history are agriculture and management related. Steve's career began when he took over the family farm at 20 years of age gaining vital practitioner experience with daily management of an agricultural businesses subject the agile demands of weather, time and commodity price sensitivity. Steve started a commercial turf farm which he operated in conjunction with and used the income to help supplement the 800-acre family farm. The turf farm sales led to purchasing a local retail garden center and greenhouse operation which was recently sold. Steve has personal experience in greenhouse growing, all phases of landscape construction, maintenance and sales. He has managed in house computerized accounting system for budgeting and general accounting and at times managed the daily, payable, accounts receivable, payroll. He has extensive experience in equipment repair, maintenance and welding. Over the years Steve has built numerous pieces of specialized equipment for use in his operations. He has a very strong mechanical aptitude. When operating the family farm Steve did all routine machine maintenance and most all major repair work. In conjunction with his turf business, Steve built a fully functional GPS guided small scale fertilizer application system for precision application of fertilizer on golf courses and commercial areas. His mechanical aptitude according to the US Military ASVAB testing ranks me in the high 90 percentile. Steve has great personal interests in sustainable agriculture and renewable energy. In 2008, Steve applied and received a USDA grant for investigating the feasibility on the production of Anhydrous Ammonia fertilizer from excess wind energy generation. He assembled a team of farmers to back the study and a team of investigators to write it. This led to winning a second USDA grant to construct a small wind turbine to supply energy to an innovative passive solar greenhouse that he helped to design. The awarded grant project, along with several other subsequent grants, that Steve wrote has given him extensive grant writing experience and knowledge of sustainability and the green economy. Most recently Steve's entrepreneurial background has led to working on the development of a breakthrough gasification/ pyrolysis system. The machine creates a product called biochar as well as liquids that can be used for plant growth enhancement. This development led to the experimentation with hemp biomass. Currently we are working with local farmers where we have planted over a hundred acres of industrial hemp for seed and CBD. Steve also has extensive experience in customer relations and providing quality customer service.

Pete Bendorf – Chief Operating Officer

Pete grew up on a farm. As COO and Certified Professional Engineer of XLII Biochar Incorporated is focused on remediating the human impact on the environment. With the goal of being good stewards of the planet, he is focused at using natural methods to enhance the reclamation of the atmosphere, water and the restoration of the natural processes in the soil. Pete is XLII's value chain champion focused at the acquisition of corporate enablers, oversight of XLII's continuous process improvement initiatives and is focused at developing innovative engineering solutions that support XLII's proprietary "hub and spoke" concept of operations. Pete works with XLII Customers on a daily basis ensuring that XLII's relationships demonstrate operational excellence in the form of time, value, staffing, cost, information and material efficiencies. Pete is steadfast in ensuring Customer Intimacy through delivery reliability and order fulfillment responsiveness. Finally, Pete is our vanguard regarding process excellence in planning, sourcing, making, delivering, returning and enabling XLII's products and services.

Robert C. Daniell – Acting Chief Financial Officer

Mr. Daniell is a strong generalist with executive management experience in commercial Profit & Loss, Operations Management, Total Life Cycle Management, Performance Based Logistics (PBL), Supply Chain Management (SCM) and Lean Six Sigma (L6S) Continuous Process Improvement. He has a track record of driving cost-effective process change and top-line growth in competitive environments. As Forecasting Manager for Johnson & Johnson, Bob supported Product Marketing Initiatives through managing customer demand activities. Bob has been trained in the Holden Systems of Solutions Selling. Bob directly supported the launch of the Alpo Garfield product launch. Bob has helped sell large business improvement solutions to Douglas Pharmaceuticals Ltd in New Zealand, Siemens America, Management Science America, Dun & Bradstreet Solutions, Daimler-Chrysler, The United States Navy, The United States Air Force and the United States Army. As a results-driven leader, within commercial and DoD environments, he has helped streamline design chains, supply chains and customer chains to strengthen customer loyalty, operational excellence and product life cycle management. Performing as an enterprise change agent, Mr. Daniell is adept at designing ground-breaking strategies, leading practitioner-based transformation and energizing resources around him to improve profitability, delivery performance, competitive advantage and stakeholder value. Bob has led hundreds of business optimization projects using strategic supply chain management for companies like Johnson & Johnson, Dun & Bradstreet, Siemens, Daimler-Chrysler, Aberdeen Proving Ground, the U.S. Army, the U.S. Navy, and the U.S. Air Force. Bob personally led the redesign of the Automobile industry's Warranty Management System for radios, four-wheel drive controllers and instrument panels converting a significant cost center into a \$700k profit center within seven months. Bob is a former Regular Army Officer Airborne Ranger and has held certifications with the Association of Supply Chain Management for production and inventory management and was an Instructor for the Supply Chain Operations Reference Model, a certified Instructor of Supply Chain Management for the USAF and is a certified Lean Six Sigma Master Blackbelt. Bob has won innovation awards from Siemens for the Process Evaluation and Analysis Tool (PEAT), led the redesign of a major medical device OEM winning the California Award equivalent of the Malcomb Baldrige Award, won two global supply chain awards, one for medical diagnostics for Siemens and the second for the U.S. Army for the Return of Class IX repair parts from southwest Asia. Bob has been featured on television for his work on Computer Integrated Manufacturing. Bob was the founder and President & COO of American Hemp Corporation, a pioneer in the industrial hemp marketplace, the co-founder of the Nevada Industrial Hemp Cooperative, a new generation COOP, has been Secretary of the American Water Trust and a founder and former CEO, CMO of XLII Biochar Incorporated, an innovative supplier of biochar products, programs and solutions for soil health regeneration and land reclamation.