



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.

Olive A. Daniell – Chief Financial Officer / Secretary

Olive Daniell's greatest qualities are in her capabilities to get things done and her demonstrated compassion for the welfare of her family, friends and business acquaintances and her stewardship efforts in sustaining our natural resources. As CEO of American Hemp Corporation (AHC), Olive helped create AHC's reputation as a pioneer in the industrial hemp fiber industry. AHC co-founded and has boot-strapped the Nevada Industrial Hemp Fiber Cooperative transitioning it into a new generation cooperative focused at putting Farmers first in the value chain. Additionally, Olive helped support the founding of the American Water Trust, an organization dedicated to restoring the sacredness of water. As a Master Gardner, Olive continuously supports community efforts to beautify their surroundings and to enable farm to table food provisioning. As a healthcare professional – from being a registered nurse to an executive Long-Term Healthcare Administrator managing multimillion dollar budgets and overseeing several Nobel Prize awardees quality of life. Olive has always put her Customers first. Olive is a graduate of Molloy College with a degree in Psychology (cum laude) and a graduate of the University of Tennessee with the title of Registered Nurse. During the course of her career, Olive has touched upon every aspect of healthcare. She is certified ANCC in Gerontology, CDC certified in infection control, NADONA/LTC certified long term care by the Academy of Fellows. Olive has managed employees in the most difficult of circumstances and has been a source of encouragement for them. She has expertise in Federal and multi-state regulatory compliance and marketing.

Robert C. Daniell – Chief Marketing Officer / Business Development

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 is 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, Secretary of the American Water Trust and a founder and former CEO of XLII Biochar Incorporated, an innovative supplier of biochar products, programs and solutions for soil health regeneration and land reclamation.

Grant Snell – General Counsel

Grant is a Partner in his firm's Kalispell office. He has a broad-based practice with over 12 years of experience serving individual and business clients with a variety of personal and commercial legal needs. On the personal side, his practice focuses on preparing comprehensive estate plans for clients that are personalized to their needs. In addition to preparing wills, trusts, powers of attorney, and related documents, Grant routinely handles special needs planning, business succession planning, multi-generational planning, planning for second marriages, and planning for times of incapacity or disability. He designs estate plans for high-net-worth individuals as well as more modest estates and believes every person deserves to have an estate plan that is shaped by their own set of unique circumstances, whatever those may be. He also assists clients with all aspects of trust and estate administration, including handling will and trust disputes, and he helps family members obtain guardianship and conservatorship for their loved ones with disabilities. In addition, Grant advises clients on elder law matters including planning for long term care and Medicaid eligibility. On the business side, Grant helps business clients of all sizes with a wide array of business matters including, business entity formation, contract drafting and review, business governance, collections, mergers, acquisitions, and other business transactions. Grant enjoys learning about his clients' businesses and providing creative solutions to help them succeed. A significant part of Grant's practice consists of working with individuals and businesses on a variety of real estate matters, both residential and commercial. He assists with purchase and sale transactions, leases, easements, condominium creation, development, and financing transactions. When he is not helping clients, Grant enjoys spending time with his family in the great Montana outdoors.

Erin McCrady – Securities & Capitalization

Erin is a partner in the firm's Corporate Finance and Public Finance practice groups. Erin represents clients in a variety of finance transactions, including public and private offerings of equity and debt securities, mergers and acquisitions and restructuring transactions. In her corporate practice, Erin works with start-ups, emerging growth and publicly traded companies. She advises on a wide range of equity financing matters, including friends & family, angel, venture capital and other strategic finance transactions, as well as public offerings and other private placement transactions. She has extensive experience advising both domestic and foreign issuers and underwriters on public and private debt securities offerings, including high yield, investment grade and convertible debt, and on tender offers, exchange offers, consent solicitations and other debt restructuring matters. In addition, Erin represents clients on mergers and acquisitions/dispositions (M&A), general business, contract and corporate governance matters, and securities law compliance. Her experience spans a range of industries, including technology, healthcare, oil & gas and mining. In her public finance practice, Erin acts as bond counsel for state and local governments, conduit issuers, economic development authorities, universities, hospitals and other 501(c)(3) organizations. She also represents underwriters, banks and financial institutions on a wide range of public finance transactions. Erin regularly advises on securities law compliance and disclosure matters and tax matters. Erin is head of her Firm's Missoula office. Prior to that she was with Skadden, Arps, Slate, Meagher & Flom LLP (Los Angeles) and Davis Polk & Wardwell LLP (New York City and Silicon Valley).

T.J O'Carroll – Certified Public Accountant

TJ's goals are to develop long-lasting client relationships and to help clients solve problems. TJ strives to provide reliable, timely and value-added service to clients. TJ assists corporations, pass-through entities and individuals with tax planning and compliance. When you work with TJ, you will receive quality service and expertise, coupled with a desire to understand your personal/business financial goals. Outside of work, TJ enjoys spending time with his family (wife, Kristen, son, Carson, and twin daughters, Kennedy and Adalyn), watching sporting events, and playing golf and basketball. Memberships American Institute of Certified Public Accountants Nevada State Board of Accountancy. TJ has designations/licensures Certified Public Accountant Education Bachelor of Accounting—University of Nevada, Reno Master of Accountancy (MAcc)—University of Nevada, Reno Master of Arts in Sport Management—University of San Francisco.