

ADAM HOLT, BCE

Board Certified Entomologist 78309

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EXPERIENCE

BCE Services, LLC, Oro Valley, AZ

Staff Board Certified Entomologist

January 2026 to Present

Work on active forensic and expert-witness casework, assisting with the organization, evaluation, and summarization of case data across multiple litigation matters. BCE Services, LLC provides entomological, forensic, and pest management expert witness and consulting services to law firms, pest control companies, product manufacturers, property management companies, state agencies, and other clients nationwide. In this role, I assist in reviewing and structuring case evidence and documentation, summarizing and assisting case analysis and expert opinion development. This work draws directly on my own field and technical background in urban entomology and pest management to help ensure each case file is thorough, accurate, and readily usable in expert reporting.

NameDatBug Consulting, San Diego, CA

Global Pest Control Consultant / Company Owner

April 2024 to Present

Independent pest control and entomological consultant advising pest control, hospitality, and commercial clients across international markets on operational strategy, regulatory compliance, and technology adoption. I design and deliver technical training programs and continuing education (CEU) content for industry professionals and develop and implement Quality Assurance programs for enterprise-level clients. I evaluate client software systems to identify and implement cost-saving operational efficiencies and support social media and brand growth strategy for client companies. I build and maintain relationships with international distributors, manufacturers, and industry partners, and represent the firm at industry events and client engagements across multiple regions. My consulting work spans program evaluations including IPM, licensing, safety, software, training, and overall company operations, ranging from improving employee retention to saving clients tens of thousands of dollars.

The BCE Podcast, San Diego, CA

Podcast Host / Creator, Self-employed

July 2025 to Present

Conceive, produce, and deliver every episode of The BCE Podcast, from guest outreach and interview preparation through recording, promotion, and audience engagement. The podcast functions as a natural extension of my consulting practice, drawing on over 25 years of pest control industry experience to lead meaningful, actionable conversations with guests spanning vector control, expert case witness work, pest management consulting, and public health. I develop interview frameworks that highlight each guest's professional journey and the impact of the BCE credential, host and moderate long-form video and audio interviews for both students and seasoned professionals, and manage production workflow across YouTube, Apple Podcasts, Spotify, and other platforms. I create supplementary educational content on BCE eligibility, the ESA certification exam, and professional ethics in entomology, and co-produce the show with Chelle Hartzer, BCE, PCQI (360 Pest Consulting) to deliver balanced perspectives across industry sectors.

Platinum Pest Control, Inc., San Diego, CA

Technical Director & Board Certified Entomologist (Independent Contractor)

March 2025 to July 2026

Provide strategic technical leadership and operational support as a fractional Technical Director, strengthening technical programs, service quality, and regulatory compliance across multiple service lines. Develop and deliver technical training programs for technicians focused on pest biology, Integrated Pest Management (IPM), product selection, and label-compliant pesticide applications. Assist with operational problem solving, advanced pest identification, complex account troubleshooting, and development of service protocols for sensitive environments such as food facilities and commercial accounts. Support regulatory compliance, audit preparation (AIB, SQF, BRC),

documentation standards, and technician certification development, and evaluate new technologies, treatment strategies, and monitoring systems to improve program effectiveness.

PestSense, Australia

Industry Software

Advisor (Independent Contractor)

May 2024 to Present

Provide industry expertise guiding product strategy and adoption for PestSense's digital rodent monitoring devices (Predictor/Predictor X) and OneCloud analytics platform. Advise on go-to-market and positioning of smart pest management technology for operators and enterprise clients globally, and support customer and partner engagement across AU, UK, and US markets, translating field pest control expertise into product and sales insights. Provide feedback on device design, sensor functionality, and data/alerting features (motion detection, bait weigh, multi-sensor monitoring) based on real-world operations and advise on best practices for transitioning traditional pest control businesses to digital, data-driven pest management. Support content and thought-leadership initiatives demonstrating the ROI of digital monitoring versus traditional methods.

Hawaii State Department of Education, Wahiawa, HI

Science Teacher

July 2024 to March 2025

Taught core science curriculum to middle school students covering life science, earth science, and physical science concepts aligned with state standards. Created and taught an original entomology elective, designing curriculum, lab activities, and specimen-based learning to introduce students to insect biology, ecology, and identification. Developed lesson plans, hands-on labs, and assessments to build scientific literacy and critical thinking, and fostered student engagement through inquiry-based learning and real-world applications of scientific concepts.

Innovative Pest Solutions, Vista, CA

Director of Operations

September 2023 to June 2024

Ran daily operations while triaging fires, with direct reports including two service managers and a quality assurance and training director. Led weekly team meetings spanning operations, CSRs, and software, and maintained all regulatory requirements by adhering to state and local guidelines, handling any infractions or notices of violation from state or county authorities. Managed onboarding for all new technicians and created and maintained training material addressing customer-level needs, including target-pest education, software/mobile application training, and target-pest prep sheets for German cockroach, bed bugs, and similar accounts. Worked directly with attorneys on litigation cases.

AMGUARD Environmental Technologies, Research Triangle Park, NC

Western Regional Sales Manager

December 2022 to August 2023

Provided regional client support across five core service areas: product knowledge, implementation and application; Electronic Remote Monitoring (ERM) options; pest control software options; Learning Management Software (LMS); and social media strategy and its impact on business growth. Attended state pest control association meetings and industry trade shows and delivered state-approved CEU trainings for clients.

Douglas Products, Liberty, MO

Business Development Manager

December 2021 to December 2022

Represented Douglas Products, manufacturer of fumigation products, in the Northeast region, driving business growth for the company's fumigant portfolio, including Vikane® and ProFume® gas fumigants, within the pest management and food protection industries, covering everything from stewardship training to on-site visits. Identified and developed new business opportunities with pest control operators, structural fumigation providers, and commodity/food storage facilities, and built and maintained relationships with distributors, key accounts, and industry partners to expand market share and product adoption. Collaborated with marketing and technical teams to position Douglas Products' solutions against competing technologies, supported regional sales strategy, pricing, and contract negotiations, and represented the company at industry trade shows, conferences, and customer events.

Advanced IPM, Roseville, CA

Technical Director

September 2019 to December 2021

Managed the safety onboarding process for all new hires across CSR, sales, and technician roles, evolving the process from paper-based to fully digital and shifting much of it from in-person to video delivery. Created and implemented a company-wide online training platform for employees and clients covering regulatory safety, residential and commercial pest control operations, and software training across multiple platforms, including Structural and DPR-approved CEU courses, and built training reference insect collections for all branches. In response to the COVID-19 crisis, quickly implemented remote-meeting and training tools (Join.me, DocuSign, Adobe) for branch meetings, interviews, and third-party CEU trainings, and rolled out license management software (Lycensed) to track employee CEUs across major state licenses. Led a team as project manager through a company-wide software conversion and launched remote monitoring technology company-wide, continuing to test and implement new technologies and products. Served as an active Board of Director for PCOC and on ongoing PCOC committees, including Public Relations and Fundraising.

Real Green Systems, Walled Lake, MI

Pest Control Product Manager / Software Developer

August 2018 to August 2019

Evaluated and enhanced SA5 (Service Assistant), Mobile Live, and the Customer Assistance Website (CAW), among other platforms, to improve software for existing and incoming pest control companies offering commercial and residential services. Worked directly with clients using Sentricon and with high-end commercial accounts on mechanical devices, site maps, work orders, trend analysis, mobile functionality, documentation, and AIB/BRC/SQF audits. Created up-to-date, easy-to-use training guides for field technicians and office staff, helped clients increase sales through adoption of high-end software technology, and served as an integral part of the development and QA team, creating and tracking JIRA tickets through the full development lifecycle.

urban-Gro, Lafayette, CO

Biologicals Program Manager

April 2018 to August 2018

Developed integrated pest management plans for cannabis cultivation operations, including calculating the appropriate number of beneficial control organisms (BCOs) needed for successful, strategic IPM programs, and gained deep expertise in cannabis-specific pesticide products and their interaction with cannabis plants, as well as benching, fan plans, humidifiers, and other environmental factors relevant to IPM planning. Visited dispensary clients directly to identify cannabis pests, troubleshoot issues, and provide feedback and recommendations, and created IPM cannabis pest training guides for current and future clients.

ServicePro, Columbus, OH*February 2014 to February 2018****Territory Manager of Sales and Training***

From February 2014 to February 2015, I was managing dozens of nationwide key accounts before the role evolved into product and software management across desktop, digital logbook, mobile, and customer portal applications. Applied prior pest control and technology experience from commercial field data capture to enhance software applications for pest control companies, learning JIRA, SQL, and ISS to help create a seamless, automated process for field technicians.

Commercial Entomology Analyst of Training Support

From February 2015 to February 2018, I was managing client relationships and serving as project manager for nearly 50 key accounts annually, checking in with each client at minimum every two weeks and assisting with mobile and desktop training, mockup development, and JIRA ticket tracking through development, staging, and live environments. Served as part of the team that created and implemented a patent for a remote monitoring hardware/software system called "ServSensor," contributing from initial black-box hardware installation through alpha and beta testing, and completed weekly on-site visits to monitor rodent activity, troubleshoot hardware and software, and manage client accounts directly. ServSensor patent holder for your information. Traveled to deliver on-site commercial, residential, and termite pest control trainings, and completed technician ride-alongs to support mobile application adoption in the field. Represented the company annually at the Servsuite University users' conference and PestWorld, and was instrumental in launching the digital logbook and commercial training software programs.

Terminix, Memphis, TN

February 2011 to February 2014

Commercial Sales Representative

From February 2011 to December of 2011, I served in this role generating nearly \$300k in sales as well as earning salesperson of the month for November 2011.

Regional Technical Specialist

From January 2012 to February 2014, I was traveling statewide across Florida, from Jacksonville to Key West, conducting weekly branch evaluations covering sales, service, termite, fumigation, bed bugs, and technician ride-alongs. Worked directly with each branch manager to ensure staff compliance with state standards, statutes, and regulations through effective quality assurance audits, and provided monthly training for new call center employees at two national call centers in Tampa, FL. Served on the technology team, successfully rolling out handheld devices to thousands of technicians statewide.

Florida State College at Jacksonville, Jacksonville, FL

Adjunct Professor of Biology

May 2010 to December 2011

Taught Biology I and Biology II (majors' sequence) to undergraduate students, covering cell biology, genetics, evolution, ecology, and organismal biology. Delivered lecture and laboratory instruction, designing lab exercises to reinforce core biological concepts and scientific method, and developed and administered course materials, assessments, and grading rubrics aligned with departmental learning outcomes. Advised and mentored students pursuing science, health, and pre-professional degree pathways, and collaborated with faculty on curriculum development and course consistency.

Anastasia Mosquito Control District, Saint Augustine, FL

Education Specialist

October 2008 to February 2011

Served as the continuing and outreach educator for all of St. Johns County (674 square miles), creating and implementing accredited CEU programming for staff employees and board members, while also serving as the public relations face of the district during mosquito-borne arbovirus outbreaks and acting as website administrator and developer. Created and implemented an outreach education program in 27 of the district's 35 schools, aligned with Florida Sunshine State Standards and providing qualifying instructional benchmarks across grade levels K-12, and created and led a successful summer camp program for low-income children in grades K-8. Participated in ongoing efficacy research and field testing of manufacturer repellent and control products, including studies with companies such as Johnson & Johnson.

St. Johns County Health Department, St. Augustine, FL

Environmental Health Specialist

June 2007 to August 2007

Conduct inspections and enforce state and local regulations across environmental health program areas, including food safety, water quality, onsite sewage/septic systems, and vector-borne disease control. Investigate complaints and potential health hazards, issue permits, and provide technical guidance to businesses, property owners, and the public to ensure compliance with Florida Administrative Code and Chapter 381, F.S. Collaborate with other public health staff on disease surveillance, outbreak investigation, and community education initiatives, and maintain accurate inspection records and reports in accordance with department standards.

Florida Department of Agriculture and Consumer Services (FDACS), Division of Plant Industry, Entomology Dept.

Lab Tech IV

January 2002 to July 2005

Perform specimen identification, curation, and processing in support of the Division's entomological survey and regulatory programs, ensuring accurate documentation of pest and beneficial insect records for the state's plant protection efforts. Prepare, mount, label, and maintain insect specimens according to established museum and taxonomic standards, and assist entomologists with sample processing, data entry, and record management for statewide detection and identification services. Support laboratory operations by maintaining equipment, supplies,

and quality control procedures, and contribute to the identification of exotic and invasive pest species critical to Florida's agricultural and environmental protection.

EDUCATION

M.S. Entomology, University of Florida (2005-2009)

- Master's thesis "The Florida Field Guide to Bird Lice" (unpublished)

B.S. Entomology, University of Florida (1999 to 2002)

ADDITIONAL QUALIFICATIONS

Board Certified Entomologist, ESA General Entomology, Certification #78309 (2012 to present)

- NPMA Quality Pro, Certification #06132011 (2011 to present)
- Florida Public Health Pest Control License PH10394 (2008-2014)
- Georgia Commercial Pesticide Applicator License (2011-2014)
- Field Representative Branch II Structural License #57850 (2019-2022)(2026-present)
- Qualified Applicator's License #155501 (2019-2022)

PROFESSIONAL ORGANIZATIONS & ADDITIONAL ACTIVITIES

- Entomological Society of America (ESA); Member, 2013 to present
 - ESA PM & Certification Review Committee, Chair, 2017 to present
 - ESA Leadership Development Committee, 2021 to present
- National Pest Management Association (NPMA); Member, 2011 to present
- California Pest Management Association (CAPMA); Member, 2019 to 2022, 2026
 - CAPMA (Previously known as PCOC) Board of Director, 2019 to 2021; Chair, 2021
 - CAPMA Public Relations Committee Member, 2019 to 2022
 - CAPMA Fundraising Committee Member, 2019 to 2022
- Hawaii Pest Control Association (HPCA); Member, 2020 to 2023
- Arizona Pest Professional Organization (AZPPO); Member, 2023
 - AZPPO; Communications Committee, 2023

PUBLICATIONS

- "New County Records of Chewing Lice (Mallophaga) on Birds in Florida" (Parts I, II, and III) ~ 2002, 2005, 2006
- "Field Evaluation of Commercial Repellents Against the Floodwater Mosquito *Psorophora columbiae* (Diptera: Culicidae) in St. Johns County, Florida" ~ 2010
- "A Customer Satisfaction Survey Analysis of Anastasia Mosquito Control District" ~ 2010

MEDIA, PODCAST & SPEAKING ENGAGEMENTS

Frequent guest and speaker across industry podcasts and publications, including Pest Posse (YouTube series), Coast 2 Coast Pest Talk, License to Kill (LTK), Beauties and Beasties, Pest Perspectives, SwarmCast, D and A Pest Control Podcast, Business Blind Spots Exposed, and Banfi's Tales. Contributing subject-matter source for trade publications including PCT, Quality Assurance Magazine, PMP, and PCOC, on topics spanning remote monitoring technology, social media strategy for pest control businesses, rodent bait station technology, and the value of the BCE credential.