

To Whom it May Concern,

Nichole West has been an important part of the Colorado cannabis industry for many years. I had the pleasure of working with her as part of the upper level management of more than one large cannabis company. We worked together both at Tru Cannabis and Kind Love and spent several years in total working with each other.

At the time, Tru Cannabis was running multiple store fronts and grows for both recreational and medical cannabis sales in the Denver area. Nichole was integral to these operations and was taking on multiple roles for the ownership team. She was in charge of overseeing all compliance issues for the companies along with functioning as a GM role over all of the store fronts for the company. She was excellent in her roles and the company could not have expanded as quickly as it did without her, no doubt. At the time there were a lot of moving pieces in this rapidly changing industry and she was always one step ahead of the competition and able to juggle her responsibilities effortlessly. While I managed all grow operations for this company she allowed me to focus solely on that while she was overseeing all other aspects of Tru Cannabis's business.

I also had the pleasure of working with her at Kind Love, a more boutique cannabis company that was in the midst of rapidly expanding after a large cash infusion helped them grow. This operation was a smaller boutique cannabis medical company that expanded into a larger 80,000 square foot grow from a tiny 80 light grow where quality was the only concern. At the same time the company was preparing to open it's second store focusing on retail sales. Nichole was an important part of the executive level management of this company during a tough transitional time from a tiny operation to a larger player in the Colorado market. Her expertise and technical knowledge were invaluable and helped us transition seamlessly from a tiny medical operation to a larger company involved in both the medical and recreational markets.

Nichole has all the essential skills of an executive and an assertive attitude that has helped her remain invaluable to many Colorado cannabis operations over the years. Her competency in all aspects of the emerging cannabis market has been a true pleasure to work with and frankly, I still wish she was helping me at Tru Cannabis to this day. Nichole's leadership qualities are truly exceptional and I would recommend her to any company in any emerging cannabis market. I hope to be able to work with her again and can not say enough positive things about her based on my experiences.

Sincerely,

Rob Jany  
Chief Cultivation Officer of Tru Cannabis in Denver  
Chief Horticulture Officer of Hampden Care Facility in Massachusetts  
Chief Cultivation Officer of Three Rivers in Pueblo