

Company: Anonymous

Location: South Coast Massachusetts

Role: Extraction Laboratory Manager

ROLE DUTIES:

- Management & Operations of Extraction Processes, Program, & Staff
- Follow Existing Operational Procedures & work to develop SOPs with Senior Management
- Assist Senior Management with hiring and developing laboratory staff as needed
- Preparation of equipment and plant materials for extraction
- Execution of extraction and processing in accordance with state and local standards
- Mastering operation of sophisticated extraction equipment
- Ensure consistency and efficiency of product through quality control, testing, and procedures
- Cleaning & maintenance of extraction equipment and spaces
- Maintaining strict inventory records in accordance with regulatory requirements
- Disposal of waste according to State Guidelines
- Complete the cleaning and sanitization of all production equipment, work surfaces, and tools
- Maintaining material safety data sheets for all chemicals and products
- Work with testing laboratory as defined by state guidelines
- Work in conjunction with MIPs Production team & packaging team to deliver product on schedule
- Assist Senior Management with implementation, formulation, and production processes for new products

QUALIFICATIONS:

- **Must be able to utilize ethanol extraction equipment, rotary recovery equipment, and distillation equipment.**
- Excellent research and data analysis skills
- Good documentation practices
- Experience developing and continuously improving SOPs for all lab operations
- Experience in managing a lab including coordinating supplies, consumables and maintaining equipment
- Experience operating inventory tracking system
- Experience designing and building out cannabis extraction labs
- Experience with vaporizer oil post processing techniques, winterization, separation, isolation, and product refinement
- Experience with fractional distillation
- Management & Employee development experience

ABILITIES/ATTRIBUTES:

- Passion for Cannabis and ability to discern quality plant and finished products
- Understanding of state and local laws
- Ambitious, Hustle, Team Player
- Analytical & Organized

- Driven to stay current on new practices and new developments in the cannabis extraction industry
- Ability to work quickly without compromising accuracy
- Strong communication skills
- Strong Computer Skill
- Ability to lift/carry up to 50 lbs unassisted.

Salary: On Target Earning: \$90,000.00

Salary Description: The role will include a base salary bonus structure. The bonus structure will be based on production metrics and general performance. These metrics will be developed and agreed upon by the Laboratory Manager and Senior Management. The bonus structure will be awarded quarterly based upon development of goals.

Equity: Up to a 2% equity stake has been allotted for this role and will be awarded based on success in the role, growth of the department, and overall performance as a key employee and distributed after a trial period.

Equity Description: 25% of the Unvested Shares shall vest and become Vested Shares on the one-year anniversary of the Vesting Start Date (the "Cliff Date"), and the remaining 75% of the Unvested Shares shall vest and become Vested Shares in thirty-six equal monthly installments, commencing on the last day of the one-month period following the Cliff Date, until all Unvested Shares shall vest, all subject to the vesting conditions herein.

In the event of any Change of Control (as defined below) all Unvested Shares shall vest and become Vested Shares effective immediately prior to such Change of Control. As used herein, a "Change of Control" shall be deemed to have occurred if the Company (i) is merged into or consolidated with another corporation, or is the subject of a sale of stock by its stockholders, under circumstances in which the stockholders of the Company immediately prior to such merger, consolidation or stock sale do not own immediately after giving effect to such merger, consolidation or stock sale shares of capital stock representing a majority of the voting power of the Company or the surviving or resulting corporation or, if the surviving or resulting corporation is a wholly owned subsidiary of another corporation immediately following such merger, consolidation or stock sale, the parent

corporation of such surviving or resulting corporation, as the case may be, or (ii) sells or otherwise disposes of all or substantially all of its assets.

Insurance: Will offer subsidized health and dental coverage

Employee Benefits: weekly catered lunch, free snacks & beverages, and more to come!

Tentative Start Date: ASAP