

Annika joined my team roughly 6 months ago, and I have been her direct supervisor for the duration of that time. Though we brought Annika onto the team as an entry level employee, she quickly rose to take on the responsibilities of quality control. Anytime Annika was staffed on my projects, I could always count on us finishing on time, and under budget because she delivered so much value above her paygrade. Having worked in Cannabis for quite a while, including at other farms, I am well equipped to say that Annika has the potential to be a leader in this industry.

Annika influenced others with or without the positional power she was given. Before she rose through the ranks she consistently strove to better her own work as well as the team's around her. She raised the bar for others through her example. She was a model for the other workers to follow which helped me immensely. The amount of time I spent training new workers diminished significantly as soon as we added Annika to the team. She was well aware of the expectations of the positions she filled and she endeavored to help others reach their potential.

Annika drove for a high level of quality in her work. I rarely if ever had to coach her and when I did she picked it up instantly. She even came up with new and insightful ideas for how to make processes more efficient. I knew that if I had a task that needed to be done right, I could be confident in Annika to see it through. She eventually worked her way up to being our sole quality control specialist due to her attention to detail. During her tenure at that position I did not have a single complaint from a customer. This was a significant improvement to our team and legitimacy as a business.

For all her skill and experience she was also willing to learn. She took pride in her work but did not let that pride get in the way of learning new processes. I truly appreciated having Annika as a part of our team. She will be an asset to any company lucky enough to have her.

Sincerely,

Donovan Pepin

Head of Sales and Processing, Cascadia Gardens LLC