

**Julie Hulburd**  
**Colchester, Vermont**

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March 22, 2024

Dear Chair Hardy and Senate Government Operations Committee,

I appreciate the opportunity to present my candidacy for re-appointment to the Cannabis Control Board, especially during such a busy point in your Legislative Session. Since my initial appointment to the Board in April 2021, alongside my colleagues Kyle Harris and Chair James Pepper, we have diligently pursued the mission outlined in Act 164 of 2020 to “safely, effectively, and equitably implement and administer” Vermont’s regulated hemp and cannabis markets.

In our roles, we collaborate closely with our team to ensure the proper functioning of the market, with each of us taking responsibility for specific policy areas. Personally, I have focused on Social Equity Programs and public health related policies as mandated by statute. Over the past three years, I have organized several projects, some of which have become integral to our regulated program, while others are still in development.

Here are some highlights of the projects I have led:

- **Municipal Round Table:** In fall 2021, I initiated a survey sent to Vermont’s cities and towns to gather their input before commencing the rule-making process. Seventy-seven towns responded to the online survey, and twenty participated in an online roundtable listening session.
- **Social Equity Sub-Committee of the CCB Advisory Committee:** In fall 2021, the CCB began meeting with its Advisory Committee organized into policy area sub-committees. I supported the work of the Social Equity Sub-Committee, which developed two key recommendations for the Board: the criteria for Social Equity and the reduced fee structure.
- **Public Health Sub-Committee of the CCB Advisory Committee:** Similar to the support provided to the Social Equity Sub-committee, I further guided the work of the Public Health Sub-Committee. Their primary focus was to recommend a universal symbol and warning label for cannabis and cannabis products, leading to ongoing collaboration with the Department of Health.
- **Social Equity and Economic Empowerment Networking Series:** In winter 2021 and 2022, as the Board was actively developing its rules, I coordinated a series of networking events aimed at prospective Social Equity and Economic Empowerment Applicants. These events included panel discussions with experts on navigating the local permitting process and developing a business plan.
- **Workforce and Employment Survey:** In the Spring and Summer of 2023, I conducted a workforce survey to better understand Vermont’s cannabis workforce and the value of jobs within the industry. Although the response rate was low, the survey provided some helpful early data that could be further developed with improved data collection methods.

- Social Equity Program Analysis through Appreciative Inquiry: Approximately 14% of businesses in the regulated market are Social Equity Applicants. Sixty applicants have accessed business and technical support provided through the Cannabis Business Loan Fund managed by the Agency of Commerce and Community Development, with forty receiving financial support. Ongoing evaluation of the program's success and collaboration with ACCD and ORE continues as the program evolves to support these businesses in the start-up phase.
- Dept. of Health Collaboration, Health at Home Locking Bag Pilot Program: In fall 2023, I collaborated with key CCB team members and the Department of Health on a pilot program to distribute lockable storage bags to cannabis retail stores. These bags were made available to customers with children and pets free of charge, emphasizing the importance of public education in maintaining a safe marketplace. [Free Lockable Storage Bags Will Help Keep Children from Accessing Cannabis Products | Vermont Department of Health \(healthvermont.gov\)](#)

In addition to these initiatives, I have had the honor of connecting and learning from other cannabis regulators across the country. I provided the afternoon keynote at the Cannabis HR Council's HR Summit in the Summer of 2023, was invited to guest speak at a class at NYU and VTSU and moderated a panel discussion at Vermont Fresh Network's Annual Meeting. Each of these events provided an opportunity to connect with cannabis regulators and entrepreneurs, both locally and nationally, and has significantly contributed to the success of our local market.

I am committed to continuing this important work and would be honored to be re-appointed to the Cannabis Control Board. Thank you for considering my candidacy.

Sincerely,  
Julie Hulburd SHRM-CP, PHR

## **EDUCATION**

Vermont State University

- Bachelor of Arts in Hotel and Hospitality Management
- Master of Arts in Leadership – Anticipated Completion 2024

## **CERTIFICATIONS**

- Human Resources Certification Institute - Professional in Human Resources Certification (PHR)
- Society for Human Resource Management - Certified Professional (SHRM-CP)

## **PROFESSIONAL MEMBERSHIPS**

- Cannabis Regulators Association
- Society for Human Resources Management
- Vermont Human Resources Association
- Committee on Government Ethics and Laws (2017-2021)

## **EMPLOYMENT HISTORY**

- Vermont Cannabis Control Board – Montpelier, Vt
  - Commissioner, April 2021 - Present
- Vermont Student Assistance Corporation - Winooski, Vt
  - Human Resources Director, October 2019 – April 2021
- City of Winooski - Winooski, Vt
  - Human Resources Manager, January 2016 – October 2019
- City of Burlington – Burlington, Vt
  - Vermont Human Resources Manager April 2014 to December 2015
  - Human Resources Generalist, Dec. 2011 to April 2014
  - Benefits and Insurance Analyst, Oct. 2007 – Dec. 2011
- Greater Burlington YMCA - Burlington, Vt
  - Human Resources Coordinator, April 2006 – Oct. 2007
- Onion River Cooperative DBA City Market - Burlington, Vt
  - Human Resources Generalist April 2002 – Nov. 2005
- Burlee.com, South Burlington, Vt
  - Executive Assistant to the Chief Executive Officer, June 2000 – March 2002

## **PUBLIC SERVICE**

- Vermont State Ethics Commission 2017 – 2021
  - Chair – 2019 – 2021
- Colchester Parks and Rec. Advisory Board - 2018-2020
- Colchester Select Board – 2020 - 2021
- Justice of the Peace – Elected 2018, Re-elected 2022