



STATE OF FLORIDA  
MEDICAL MARIJUANA TREATMENT  
CENTER APPLICATION

DH8052-OMMU-12/12/2022

PUBLISHED APRIL 2023

APPLICANT NAME: CROSS COUNTRY INTERNATIONAL, LLC  
DBA: CULTURE CANNABIS CLUB

*HIGHLY CONFIDENTIAL*

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## SECTION 4.1 – APPLICANT INFORMATION



### FORM 1: APPLICANT GENERAL INFORMATION

Applicant Information				
Applicant Name				
CROSS COUNTRY INTERNATIONAL, LLC				
Mailing Address				
1 Corporate Park				
City	Apt/Ste #	State	ZIP Code	Country
Irvine	Suite 112	CA	92606	USA

Contact Information		
First Name	Last Name	Middle Initial
Devon	Julian	B
Telephone Number	Designated Email (for Department/Applicant Communications)	
619-277-2827	Devon@culturecannabisclub.com	

Medical Director Information		
First Name	Last Name	Middle Initial
Owen	Ashton	Thomas
Florida Physician (MD or DO) License Number	Telephone Number	Email
ME45469	561-351-1460	Ashtonota@aol.com

Emergency Rule 64ER22-9  
Effective: 12/2022  
DH8052-OMMU-12/12/2022

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# CULTURE

## SECTION 4.2 – DECLARATION OF EXEMPT INFORMATION

Applicant considers many portions of the application-related documents, information, or records submitted to the Department to be trade secret and/or otherwise exempt from public inspection or disclosure pursuant to Florida's Public Records Law, Applicant has prominently and conspicuously marked all such information as **"Confidential-Exempt from Public Disclosure."**

Applicant has submitted a brief, written description of the grounds for each exemption claimed under the Public Records Law, including the specific statutory citation for such exemption.

### WRITTEN DESCRIPTION OF THE GROUNDS FOR EACH EXEMPTION

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Sections redacted pursuant to **435.09, F.S. 435.09** Confidentiality of personnel background check information. - No criminal or juvenile information obtained under this section may be used for any purpose other than determining whether persons meet the minimum standards for employment or for an owner or director of a covered service provider. The criminal records and juvenile records obtained by the department or by an employer are exempt from 119.07(1) F.S. Sections redacted pursuant to **812.081** definition of "Trade Secret" means the whole or any portion or phase of any formula, pattern, device, combination of devices, or compilation of information which is for use, or is used, in the operation of a business and which provides the business an advantage, or an opportunity to obtain an advantage, over those who do not know or use it. The term includes any scientific, technical, or commercial information, including financial information, and includes and design, process, procedure, list of suppliers, list of customers, business code, or improvement thereof, whether tangible or intangible, and regardless of whether or how it is stored, compiled, or memorialized physically, electronically, graphically, photographically, or in writing. Irrespective of novelty, invention, patentability, the state of the prior art, and level of skill in the business, art or field to which the subject matter pertains, a trade secret is considered to be:



1. Secret;
2. Of value;
3. For use or in use by the business; and
4. Of advantage to the business, or providing an opportunity to obtain an advantage, over those who do not know or use it, when the owner thereof takes measures to prevent it from becoming available to persons other than those selected by the owner to have access thereto for limited purposes.

### SECTIONS REDACTED PURSUANT TO 815.045, F.S.

**815.045** Trade secret information. - The Legislature finds that it is a public necessity that trade secret information as defined in s. 812.081, and as provided for in s. 815.04(3), be expressly made confidential and exempt from the public records law because it is a felony to disclose such records. Due to the legal uncertainty as to whether a public employee would be protected from a felony conviction if otherwise complying with chapter 119, and with s.24(a), Art I of the State Constitution, it is imperative that a public records exemption be created. The Legislature in making disclosure of trade secrets a crime has clearly established the importance attached to trade secret protection. Disclosing trade secrets in an agency's possession would negatively impact the business interests of those providing an agency such trade secrets by damaging them in the marketplace, and those entities and individuals disclosing such trade secrets would hesitate to cooperate with that agency, which would impair the effective and efficient administration of governmental functions. Thus, the public and private harm in disclosing trade secrets significantly outweighs any public benefit derived from disclosure, and the public's ability to scrutinize and monitor agency action is not diminished by nondisclosure of trade secrets.



## SECTIONS REDACTED PURSUANT TO 381.83, F.S.

**381.83** Trade secrets; confidentiality - Records, reports, or information obtained from any person under this chapter, unless otherwise provide by law, shall be available to the public, except upon a showing satisfactory to the department by the person from whom the records, reports, or information is obtained that such records, reports, or information, or a particular part thereof, contains trade secrets as defined in s. **812.081(1)(c)**. Such trade secrets shall be confidential and are exempt from the provisions of s. **119.07(1)** and s. **24(a)**, **Art I** of the State Constitution. The person submitting such trade secret information to the department must request that it be kept confidential and must inform the department of the basis for the claim of trade secret. The department shall, subject to notice and opportunity for hearing, determine whether the information, or portions thereof, claimed to be trade secret is or is not trade secret. Such trade secrets may be disclosed, however, to authorized representatives of the department or, pursuant to request, to other governmental entities in order for them to properly perform their duties, or when relevant in any proceeding under this chapter. Authorized representatives and other governmental entities receiving such trade secret information shall retain its confidentiality. Those involved in any proceeding under this chapter, including a hearing officer or judge or justice, shall retain the confidentiality of any trade secret information revealed at such proceeding.

## LISTING OF INFORMATION CLAIMED TO BE EXEMPT FROM PUBLIC DISCLOSURE

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<b>Listing of Information Claimed to be Exempt from Public Disclosure</b>	<b>Specify Statutory Citation for such Exemption</b>	<b>Type of Trade Secret</b>	<b>Notes</b>
<b>4.3.3</b> – Level 2 Background Screening	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	Secret	Commercial Information and Owner/Manager Information Outlined
<b>4.4</b> - Plan for Cultivating Marijuana and Supporting Infrastructure	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	For use or in use by the business;	Technical Process and Procedures Outlined
<b>4.5</b> - Plan for Processing Marijuana and Supporting Infrastructure	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	For use or in use by the business;	Technical and Scientific Process and Procedures Outlined
<b>4.6</b> - Plan for Dispensing Marijuana and Supporting Infrastructure	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	For use or in use by the business;	Technical and Design Process and Procedures Outlined
<b>4.7</b> - Plan for Security and Accountability	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	For use or in use by the business;	Process and Procedures Outlined
<b>4.8</b> - Ability to Execute Proposed Plans	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	For use or in use by the business;	Process and Procedures Outlined
<b>4.10</b> - Personnel	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	Of value	Commercial Information and List of Suppliers Outlined
<b>4.12</b> - Certified Financial Documents and Available Funding	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	Secret	Commercial Information and Financial Information Outlined
<b>4.13</b> - Business Ownership and Structure	F.S. 435.09. 812.081(1)(c), 815.045, and 381.83	Secret	Commercial Information and List of Suppliers Outlined

#### SUBSECTION 4.3.1 – FLORIDA BUSINESS REGISTRATION

Applicant, **Cross Country International, LLC**, has been registered to do business in Florida for the previous five consecutive years, and has continued in its existence from 2016 to present day.

The applicant is providing below a Certificate of Status from the Florida Department of State (DOS).

The entity applicant, as listed in Form 1 (Applicant General Information), is the same entity appearing on the Certificate of Status from DOS. The applicant's name has not changed during the proceeding five-year period.





# *State of Florida*

## *Department of State*


I certify from the records of this office that CROSS COUNTRY INTERNATIONAL, LLC is a limited liability company organized under the laws of the State of Florida, filed on April 14, 2016.

The document number of this limited liability company is L16000071886.

I further certify that said limited liability company has paid all fees due this office through December 31, 2023, that its most recent annual report was filed on January 30, 2023, and that its status is active.

*Given under my hand and the  
Great Seal of the State of Florida  
at Tallahassee, the Capital, this  
the Fifth day of April, 2023*



  
*Secretary of State*

Tracking Number: 3093208229CU

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>



LI 60000 7/886

(Requestor's Name)

(Address)

(Address)

(City/State/Zip/Phone #)

☐ PICK-UP ☐ WAIT ☐ MAIL

(Business Entity Name)

(Document Number)

Certified Copies \_\_\_\_\_ Certificates of Status \_\_\_\_\_

Special Instructions to Filing Officer:

Office Use Only



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16 APR 14 AM 10:44  
SECRETARY OF STATE  
TALLAHASSEE, FLORIDA  
RECEIVED  
DEPARTMENT OF STATE  
16 APR 14 AM 10:36

174



Confidential-Exempt from Public Disclosure

COVER LETTER

TO: Registration Section  
Division of Corporations

SUBJECT: Cross Country International, LLC  
Name of Limited Liability Company

The enclosed Articles of Organization and fee(s) are submitted for filing.

Please return all correspondence concerning this matter to the following:

Kenneth Kyle Fleming  
Name of Person

Firm/Company

3523 Kimmer Rowe Drive  
Address

Tallahassee FL 32309  
City/State and Zip Code

gkfleming@embargoemail.com  
E-mail address: (to be used for future annual report notification)

For further information concerning this matter, please call:

Kyle Fleming at (850) 545-9293  
Name of Person Area Code Daytime Telephone Number

Enclosed is a check for the following amount:

- ☒ \$125.00 Filing Fee ☐ \$130.00 Filing Fee & Certificate of Status ☐ \$155.00 Filing Fee & Certified Copy (additional copy is enclosed) ☐ \$160.00 Filing Fee, Certificate of Status & Certified Copy (additional copy is enclosed)

Mailing Address

New Filing Section  
Division of Corporations  
P.O. Box 6327  
Tallahassee, FL 32314

Street Address

New Filing Section  
Division of Corporations  
Clifton Building  
2661 Executive Center Circle  
Tallahassee, FL 32301



Confidential-Exempt from Public Disclosure

COVER LETTER

TO: Registration Section  
Division of Corporations

SUBJECT: Cross Country International, LLC  
Name of Limited Liability Company

The enclosed Articles of Organization and fee(s) are submitted for filing.

Please return all correspondence concerning this matter to the following:

Kenneth Kyle Fleming  
Name of Person

Firm/Company

3523 Kimmer Rowe Drive  
Address

Tallahassee FL 32309  
City/State and Zip Code

gkfleming@embargo.com  
E-mail address: (to be used for future annual report notification)

For further information concerning this matter, please call:

Kyle Fleming at ( 850 ) 545-9293  
Name of Person Area Code Daytime Telephone Number

Enclosed is a check for the following amount:

☒ \$125.00 Filing Fee ☐ \$130.00 Filing Fee & Certificate of Status ☐ \$155.00 Filing Fee & Certified Copy (additional copy is enclosed) ☐ \$160.00 Filing Fee, Certificate of Status & Certified Copy (additional copy is enclosed)

Mailing Address

New Filing Section  
Division of Corporations  
P.O. Box 6327  
Tallahassee, FL 32314

Street Address

New Filing Section  
Division of Corporations  
Clifton Building  
2661 Executive Center Circle  
Tallahassee, FL 32301

ARTICLES OF ORGANIZATION FOR FLORIDA LIMITED LIABILITY COMPANY

**ARTICLE I - Name:**

The name of the Limited Liability Company is:

Cross Country International, LLC

(Must end with the words "Limited Liability Company, "L.L.C.," or "LLC.")

APPROVED  
AND  
FILED

16 APR 14 AM 10:44

**ARTICLE II - Address:**

The mailing address and street address of the principal office of the Limited Liability Company is:

**Principal Office Address:**

**Mailing Address:**

3523 Kimmer Rowe Dr.  
Tallahassee FL 32309

**ARTICLE III - Registered Agent, Registered Office, & Registered Agent's Signature:**

(The Limited Liability Company cannot serve as its own Registered Agent. You must designate an individual or another business entity with an active Florida registration.)

The name and the Florida street address of the registered agent are:

Kenneth Kyle Fleming  
Name

3523 Kimmer Rowe Drive

Florida street address (P.O. Box **NOT** acceptable)

Tallahassee FL 32309  
City State Zip

*Having been named as registered agent and to accept service of process for the above stated limited liability company at the place designated in this certificate, I hereby accept the appointment as registered agent and agree to act in this capacity. I further agree to comply with the provisions of all statutes relating to the proper and complete performance of my duties, and I am familiar with and accept the obligations of my position as registered agent as provided for in Chapter 605, F.S.*

Kenneth Kyle Fleming  
Registered Agent's Signature (REQUIRED)

(CONTINUED)

Page 1 of 2



**ARTICLE IV-**

The name and address of each person authorized to manage and control the Limited Liability Company:

**Title:**

"AMBR" = Authorized Member

"MGR" = Manager

MGR

MGR

MGR

MGR

**Name and Address:**

Kenneth Kyle Fleming  
3523 Kimmer Rowe Dr.  
Tallahassee FL 32309

Kevin Fleming  
1840 Winery Way  
Tallahassee FL 32317

Kenneth A. Fleming  
3111 Thomas Drive  
Tallahassee FL 32425

16 APR 14 AM 10:44

SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

(Use attachment if necessary)

**ARTICLE V:** Effective date, if other than the date of filing: \_\_\_\_\_ (OPTIONAL)

(If an effective date is listed, the date must be specific and cannot be more than five business days prior to or 90 days after the date of filing.)

**Note:** If the date inserted in this block does not meet the applicable statutory filing requirements, this date will not be listed as the document's effective date on the Department of State's records.

**ARTICLE VI:** Other provisions, if any.

**REQUIRED SIGNATURE:**

Kenneth Kyle Fleming

Signature of a member or an authorized representative of a member.

This document is executed in accordance with section 605.0203 (1) (b), Florida Statutes. I am aware that any false information submitted in a document to the Department of State constitutes a third degree felony as provided for in s.817.155, F.S.

Kenneth Kyle Fleming  
Typed or printed name of signee

**Filing Fees:**

\$125.00 Filing Fee for Articles of Organization and Designation of Registered Agent

\$ 30.00 Certified Copy (Optional)

\$ 5.00 Certificate of Status (Optional)



#### SUBSECTION 4.3.2 – DACS DOCUMENTATION

Applicant, **Cross Country International, LLC**, has attached below a copy of a current, valid certificate of registration issued to the applicant by the Florida Department of Agriculture & Consumer Services (DACS) pursuant to section 581.131, F.S. The applicant, as listed in Form 1, is the same entity on the DACS certificate of registration.





COMMISSIONER  
WILTON SIMPSON

Florida Department of Agriculture and Consumer Services

B102256

**CERTIFICATE OF NURSERY REGISTRATION**

Section 581.131, F.S. and Rule 5B-2.002, F.A.C  
1911 S.W. 34th St. P.O. Box 147100, Gainesville, FL 32614-7100 (352) 395-4700

**ISSUED TO:**

CROSS COUNTRY INTERNATIONAL, LLC  
FLEMING, CHARLES KEVIN  
1840 WINERY WAY  
TALLAHASSEE, FL 32317-7901

**THIS CERTIFICATE EXPIRES:** 04/14/2024

**FEE PAID:** \$35.00

**REGISTRATION NO.:** 48026516

**DATE ISSUED:** 04/09/2021

THIS IS TO CERTIFY that the nursery stock on the premises of the nursery shown hereon has been inspected for plant pests and meets at least the minimum requirements of Section 581.131, Florida Statutes.

THIS CERTIFICATE OF REGISTRATION MUST BE DISPLAYED or in the immediate possession of any person engaged in the sale or distribution of nursery stock.

FDACS-08002 Revised 05/05



















































































































































































































































































































































































































































































































































































## SUBSECTION 4.9.1 – MEDICAL DIRECTOR EXPERIENCE IN THE MARIJUANA INDUSTRY

### INTRODUCTION

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The Applicant, **Cross Country International, LLC**, doing business as “*Culture Cannabis Club*,” (“**Culture**”) has recruited a team of Medical Directors to embark on its Florida MMTC endeavor that meet the requirement of Florida Statute (“F.S.”) 381.986 1 (i) “a person who holds an active, unrestricted license as an allopathic physician under chapter 458 or osteopathic physician under chapter 459 and is in compliance with the requirements of paragraph (3)(c)”. Culture feels strongly that a passionate team of Medical Doctors is the key to guiding successful operations in Florida. Culture hopes to not only reach patient needs, but to spearhead a robust educational program to help medical professionals across the state learn about the uses and benefits of medical marijuana, so to better inform their patients of their options, dispel myths about marijuana, and focus on preventative rather than reactionary medicine.

The Medical Director team is composed of successful, ethical, industry leaders who have each paved the way with exceptional patient care and impressive education initiatives. Culture is humbled and honored to work with this team of physicians, whose impressive decades of service cannot be summed up in 4 pages. The Medical Director that will assume the role if Culture is awarded an MMTC license is Dr. Owen Thomas Ashton, MD, FACPh, as well as Dr. Deanna Wathington, MD, MPH, FAAFP, who will operate in an advisory position, assisting Dr. Ashton to create seminars, classes, materials, and drive research to bring imperative information to the Florida market. Culture will also recruit an alternative should Dr. Ashton be unavailable.



## PRIOR EMPLOYMENT BY AN ENTITY AUTHORIZED TO CULTIVATE, PROCESS, OR DISPENSE MARIJUANA IN FLORIDA OR OTHER JURISDICTION

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Dr. Ashton and Dr. Wathington have not been previously employed by a licensed Florida MMTC, or in any other jurisdiction.

## EXPERIENCE RELATED TO PATIENT USE OF MEDICAL MARIJUANA

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### DR. OWEN THOMAS ASHTON, MD, FACPH - MEDICAL DIRECTOR - QUALIFIED PHYSICIAN

Dr. Ashton began his career serving his country as a Major in the U.S. Army Medical Corps. After his service, he continued to serve patients for the past 40 years as a practicing surgeon, leading hospital teams as the Chief of Surgery, and running multiple private surgery practices. Based on his experiences and research into human nature, he has authored several groundbreaking and thought-provoking books. Dr. Ashton is one of the original physicians in the State of Florida to promote the medically supervised use of medicinal marijuana and teaches courses in *Advanced Living Concepts*. Dr. Ashton is deeply committed to serving as Culture's Medical Director, upholding all state requirements for production and dispensing. After serving as a General Trauma Surgeon for more than 20 years, Dr. Ashton pivoted into natural, plant-based remedies for patients, ultimately joining the group Regulate Florida. Dr. Ashton is one of the physicians from the initial group qualified to recommend medical marijuana to patients in the State of Florida. He has worked with Florida legislators to lead program implementation and general public education. The patient roster of enrolled, qualified patients exceeded 2,000 at the inception of the medical program in 2015. In addition to his legislative initiatives, Dr. Ashton testified at local hearings to the benefits of medical marijuana in West Palm Beach, ultimately influencing approval for dispensary locations within the city limits.



From young student athletes to elderly patients, Dr. Ashton has a long-standing history of treating hundreds of patients with medicinal marijuana for a complete array of conditions from PTSD, MS, and Crohn's Disease to Arthritis, Parkinson's, and cancer. Treatment of cancer patients includes specific instances of assisting clients with brain, lung, and Stage 4 ovarian cancer - assisting to ease pain and symptoms during chemotherapy treatment and end of life care with custom tailored marijuana doses. Other benefits of medical marijuana that Dr. Ashton facilitated include: an increase in positive mental attitude, reduced symptoms of depression, and eliminating problematic weight loss due to nausea or loss of appetite. Additionally, Dr. Ashton has completed extensive findings on endogenous cannabinoid systems declining with age that are able to be supplemented with medical marijuana, allowing aging and elderly patients to maintain homeostasis and physiologic balance. Familiar with the common sequence of events that lead to addiction, Dr. Ashton has assisted to treat opioid addiction, eliminating or reducing addictions in patients using marijuana under medical supervision. Dr. Ashton is committed to bridging the gap between physician and dispensary. He proposes to achieve this goal by conducting extensive training seminars for the MMTC staff to ensure all Culture team members put patient safety and health first and instill a deep sense of responsibility to honor physician treatment plans.

#### DR. DEANNA WASHINGTON, MD, MPH, FAAFP – CHIEF OF MEDICINE - ADVISOR

Dr. Wathington is a public health practitioner and family physician who brings over 25 years of practice and academic experience in the field with emphasis on collaboration across multiple sectors to address and optimize community health, equity, and diversity issues. She currently serves as the clinical director at REACHUP, Inc. She previously served as dean of the College of Health Sciences (Bethune-Cookman University), associate dean for Academic and Student Affairs (University of South Florida College of Public Health), associate dean for Academic Enrichment



(USF College of Medicine) and as the director of the Office of Minority Health for the Florida Department of Health. She is currently an affiliate professor in the College of Public Health (USF Health) and the College of Arts and Sciences at the University of South Florida.

Dr. Wathington currently serves as executive director of the Consortium of African American Public Health Programs, is a member of the Council on Education for Public Health, and a member of National Academies (Sciences, Engineering, and Medicine) Committee on Progress toward Human Health and Community Resilience in the Gulf of Mexico Region. She previously served on a number of national/regional committees and boards including the National Partnership for Women and Families Listening to Mothers Advisory Group, the US Department of Health and Human Services National Partnership for Action Region IV Southeastern Health Equity Council, and as chair of the executive board of the American Public Health Association.

Dr. Wathington's work and scholarly efforts have centered on health equity, clinical-community linkages, women's health, infant mortality disparities, equitable community development, community health initiatives, and expanding diversity within the health professions. She has served as principal investigator/co-investigator on federal, state, county, and foundation grants. Her scholarly work includes peer-reviewed articles, abstracts, books, book chapters, and panel reports. She is co-editor of *Black Women in Public Health: Strategies to Name, Locate, and Change Systems of Power* published by SUNY Press in February 2022. Dr. Wathington is the recipient of an AAMC GIA Award of Excellence, the DHPE Health Promotion and Advocacy award, and the Florida Outstanding Woman in Public Health award.



#### SUBSECTION 4.9.2 – OTHER RELEVANT EXPERIENCE

**Treatment of patients suffering from various diseases** - Dr. Ashton has a 40-year history of treating patients with a complete array of conditions. He has an impeccable surgical record, never having a complaint or malpractice filed against him. He has treated: ☑ Cancer, Epilepsy, PTSD, ALS, Crohn's Disease, Parkinson's Disease, Multiple Sclerosis, substance abuse, trauma, organ failure, and more. ☑ Glaucoma, HIV, AIDS. **Treatment of patients suffering from terminal conditions** - Dr. Ashton has assisted many terminal patients with end-of-life care, including individuals suffering from an array of diagnoses from brain cancer to Stage 4 ovarian cancer, major trauma, gun-shot wounds, stabbings, breast cancer, and organ failure - assisting to ease pain and symptoms throughout chemotherapy, palliative and hospice care. **Recognizing and treating drug dependency, abuse, and addiction** - Familiar with the common sequence of events that lead to addiction, Dr. Ashton has successfully treated many patients with opioid addiction, Schedule 1 drug dependency, and alcoholism. He writes in his book the story of a 17-year-old boy, addicted to oxycontin, who overdosed twice, went through rehab, took various conventional medications, but felt terrible and was unable to stay clean. He relapsed twice while on conventional treatments. He started MMJ treatment with Dr. Ashton, and completely turned his life around. **Diagnosing and treating substance use disorder** - Dr. Ashton can diagnose substance abuse disorders with a thorough patient history and physical exam. By getting to know his patients, he can recognize the patterns and provide appropriate care for addiction. He has coupled substance abuse treatment with support and education, knowing the two go hand in hand for patients to remain clean. **Patient education** - Dr. Ashton has been an educator for 40 years of medical practice. His philosophy is strongly rooted in a modern medicine + holistic approach to health; he incorporates mind, body, and spirit with physical health - they go hand in hand. He educates every patient he sees to connect deeply with the root of all ailments; he teaches courses, including one titled Advanced Living



Concepts, and has authored several educational and thought-provoking books. **Pharmaceutical formulations and dosage forms** - Dr. Ashton has ordered various pharmaceuticals to be compounded by a licensed pharmacist. He has also assisted in the formulation and production of CBD from hemp, in tincture form, including product development for Repower MD - a raw stick CBD product marketed toward golfers to assist as an anti-inflammatory. **Experience dispensing medications** - Dr. Ashton has not dispensed conventional pharmaceuticals as he is not a pharmacist. He has dispensed supplements for anti-inflammation. He has also recommended medical marijuana to be dispensed by an appropriate licensed MMTC. **Clinical trials or observational studies** - While pursuing his Master's in Science Degree in Microbiology, Dr. Ashton conducted research with a team, developing a vaccine against melanoma. They utilized laboratory animals to create immunity against cancer in the animals, followed up by various test-tube studies to demonstrate the positive effect of immunity against the cancer. **Analytical laboratory methods and quality control** - Dr. Ashton is proficient in analytical laboratory methods and quality control. He understands the laboratory acronyms and jargon, having used it extensively. Analytical methods are standard practice in clinical studies, which Dr. Ashton utilized throughout his Masters program in all research, investigations, and trials.



## MEDICAL ADVISORY BOARD

### MEDICAL DIRECTOR



Medical Director  
Dr. Owen Thomas Ashton, MD, FACP

Rush University College of Medicine, MD  
Bachelor of Science in Microbiology & Immunity  
Masters of Science Biology  
US Navy LT Line Officer  
US Army Major Medical Corps



Chief Medical Officer  
Dr. Deanna Wathington, MD, MPH, FACP

University of Medicine and Dentistry of New  
Jersey, Doctor of Medicine  
Master of Public Health  
Baccalaureate Zoology and Physiology





## JOB DESCRIPTIONS

### MEDICAL DIRECTOR & CHIEF MEDICAL OFFICER

The Medical Director and Chief Medical Officer are responsible for providing direction, advice, oversight, strategy, consultation to and with the Executive Board regarding the safety and best practices of the MMTC. They will ensure all operational facets of the business are compliant to guarantee the health and welfare of patients and caregivers. They are required to create and implement key education to the public and staff. They must stay abreast of emerging medical trends and studies, and collaborate with any third-parties to fulfill contractual duties of those relationships for the benefit and development of medicinal marijuana throughout the State of Florida. Responsible for leading a team of medical professionals, non-medical professionals, executive team, ensuring high-quality care, capable of planning, strategizing, and executing on the company mission and goals.

#### Qualifications:

- Valid Board Certification, in-good standing, no disciplinary actions taken
- OMMU Medical Director Certification
- Satisfactory recommendation on professional performance
- Statement of health
- Strong leadership, motivator, ethical character, and passion
- Experience in hospital settings and inpatient services
- Experience with research, trials, studies
- Experience with education, teaching, public speaking
- Possess knowledge of the concepts of cannabinoid therapy
- Experience recommending cannabinoid therapy
- Any other privileges, special training, experience, and demonstration of exemplary conduct in the medical field or other

### MEDICAL ADVISORY BOARD & ALTERNATE MEDICAL DIRECTOR

Support the Medical Director and executive team to identify and implement all company missions and goals. Responsible for providing direction, advice, oversight, strategy, consultation to the Medical Director regarding the safety and best practices of the MMTC. The Advisory Board Members will ensure all operational facets of the business are compliant to guarantee the health and welfare of patients and caregivers. Assist the MD in creating and implementing key education to the public and staff. Create a program so that the MD can stay abreast of emerging medical trends and studies, and to collaborate with any third-parties to fulfill contractual duties of those relationships for the benefit and development of medicinal marijuana throughout the State of Florida. Responsible for advising with a team of medical professionals, non-medical professionals, executive team, ensuring high-quality care, capable of planning, strategizing, and executing on the company mission and goals.

#### Qualifications:

- Valid Board Certification, past or present, in-good standing, no disciplinary actions taken
- Satisfactory recommendation on professional performance
- Statement of health
- Strong leadership, motivator, ethical character, and passion
- Experience in hospital settings and inpatient services
- Experience with research, trials, studies
- Experience with education, teaching, public speaking
- Any other privileges, special training, experience, and demonstration of exemplary conduct in the medical field or other







DR. OWEN THOMAS ASHTON, MD, FACP  
MEDICAL DIRECTOR

## EDUCATION

Ohio State University BSc BS Microbiology & Immunity 1977  
University of Guam, MSc MS Biology  
Rush University College of Medicine, MD  
US Navy LT Line Officer  
US Army Major: Medical Corps

## PROFILE

As one of the physicians from the initial group that qualified to recommend MMJ to patients in the State of Florida, Dr. Ashton has worked with Florida legislators to lead program implementation and general public education. Familiar with the common sequence of events that lead to addiction, Dr. Ashton has assisted to treat opioid addiction, eliminating or reducing addictions in patients using MMJ under medical supervision. This includes successfully treating drug dependency and alcoholism, transitioning from dangerous addictive substances to controlled use of MMJ. Dr Ashton has a long standing history of treating patients with a complete array of conditions from PTSD, MS, and Crohn's Disease to Arthritis, Parkinson's, and lung cancer. Treatment of cancer patients included specific instances of assisting clients with brain, lung, and Stage 4 ovarian cancer - assisting to ease pain and symptoms through chemotherapy treatment to end of life care.

## CERTIFICATIONS

Board Certified, American Board of Venous and Lymphatic Medicine US Army Medical Corps

## ADDITIONAL MEDICAL & MMJ EXPERIENCE

US Navy, Officer in Charge Communications, 150 Man division  
Taught Chemistry, Biology, Physics: Ashland High School, Ashland, Ohio  
Original class MMJ certified working with Regulate Florida; presentations, seminars, lectures

## CAREER SUMMARY

With 40-year extensive experience in all aspects of medicine, he has experience in many facets of medicine including surgery, trauma, oncology, and general abdominal procedures. He has served as Medical Director, Chief of Surgery, and served the American College of Phlebology as well as receiving the award for Fellow of the American College of Phlebology. After completing his General Surgery Residency, he settled his surgical practice in South Florida in 1984. Serving as Chief of Surgery with extensive service as an Emergency Room Physician, he excelled in his level of detail for patients and close supervision as an up and coming specialist in treating major traumas. With the surgeon's responsibility for everything that occurs in their operating room, Dr. Ashton is highly skilled as a medical doctor and innovative medical marijuana leader in the state of Florida.

## PROFESSIONAL TIMELINE

2000 - Present Owner/Operator Ashton Vein Center, an outpatient vascular surgery treatment center; Founder of Ashton Vein and Laser Center; Founder of GrassRoots Holistics, LLC; Advanced Living Concepts  
1984 - 2000 Attending General Surgeon; Private practice;  
1994-1996 served as Chief of Surgery  
1977 - 1984 Emergency Room Physician  
1972 - 1977 Resident and Chief Resident General Surgery Mckeesport Hospital, Mckeesport, PA

## PUBLICATIONS & PRESENTATIONS

Author: Above the Fray, The Awareness Project  
Unplugged for Good: The Pathway to Inner Calm and Balance

## PROFESSIONAL AFFILIATIONS

Fellow American College of Phlebology  
Fellow American Board Venous and Lymphatic Medicine  
Member: Age Management Medical Group  
Member: National Cannabis Chamber of Commerce  
Fellow American College of Phlebology  
Fellow American Board Venous and Lymphatic Medicine  
Member: Age Management Medical Group  
Member: National Cannabis Chamber of Commerce

## HOW TO REACH ME

Email: Ashtonota@aol.com





DR. DEANNA J. WATHINGTON, MD, MPH, FAAFP  
CHIEF MEDICAL OFFICER - MEDICAL ADVISORY

## EDUCATION

Rutgers, the State University, Newark, New Jersey  
Baccalaureate – Zoology and Physiology

Temple University, Philadelphia, PA  
Master of Public Health – Community Health

University of Medicine and Dentistry of New Jersey  
New Jersey Medical School, Newark, New Jersey  
Doctor of Medicine

## POSTGRADUATE EDUCATION

Internship in Family Medicine,  
JFK Medical Center, Edison, New Jersey

Residency in Family Medicine,  
Bayfront Medical Center, St. Petersburg, Florida

## HONORS & AWARDS

- Elected Fellow, American Academy of Family Physicians
- Elected Executive Board and Governing Council Member, American Public Health Association
- 2020 Florida Outstanding Woman in Public Health Award
- DHPE Health Promotion and Education Advocacy Award
- Student National Medical Association Recognition Award-Outstanding Mentor, Advisor and Role Model
- Delta Omega Honorary Society in Public Health
- Active Teacher in Family Medicine Award, American Academy of Family Physicians
- Outstanding Volunteer Service, National Youth Sports Program
- Outstanding Professor, Morsani College of Medicine, University of South Florida
- AAMC GIA Award of Excellence Shoestring Award-Public Relations "Straight Talk with Dr. D."
- Matawan Regional High School Hall of Fame
- Professional Achievement Award, National Association of Negro Business & Professional Women's Club
- Samuel F. D'Amboia Award, Family Medicine, University of Medicine & Dentistry of NJ
- City of Newark, NJ Distinguished Citizens Award
- Kellogg Foundation/National Medical Fellowship in Community Medicine, Francois-Xavier Bagnoud Pediatric HIV Center (Mentor: James Oleske, MD)

## PROFILE

Dr. Wathington is a public health practitioner and family physician who brings over 25 years of practice and academic experience in the field with emphasis on collaboration across multiple sectors to address and optimize community health, equity, and diversity issues. She currently serves as the clinical director at REACHUP, Inc. She previously served as dean of the College of Health Sciences (Bethune-Cookman University), associate dean for Academic and Student Affairs (University of South Florida College of Public Health) associate dean for Academic Enrichment (USF College of Medicine) and as the director of the Office of Minority Health for the Florida Department of Health. She is currently an affiliate professor in the College of Public Health (USF Health) and the College of Arts and Sciences at the University of South Florida.

Dr. Wathington currently serves as executive director of the Consortium of African American Public Health Programs, is a member of the Council on Education for Public Health, and a member of National Academies (Sciences, Engineering, and Medicine) Committee on Progress toward Human Health and Community Resilience in the Gulf of Mexico Region. She previously served on a number of national/regional committees and boards including the National Partnership for Women and Families Listening to Mothers Advisory Group, the US Department of Health and Human Services National Partnership for Action Region IV Southeastern Health Equity Council, and as chair of the executive board of the American Public Health Association. Dr. Wathington earned her medical degree from the University of Medicine and Dentistry of New Jersey – New Jersey Medical School (now known as Rutgers University – New Jersey Medical School), Master of Public Health from Temple University, and baccalaureate in Zoology and Physiology from Rutgers University. She completed residency training in Family Medicine at JFK Medical Center, NJ and Bayfront Medical Center, FL. She was awarded the distinction of Fellow of the American Academy of Family Physicians.

## HOW TO REACH ME

Phone: 813-476-9704  
Email: djwmdmph@gmail.com





## ACADEMIC APPOINTMENTS & LEADERSHIP

2014–2021  
Founding Dean and Professor, Petrock College of Health Sciences  
Bethune Cookman University

2016–2020  
Dean and Professor, School of Graduate Studies Bethune-Cookman University  
2018–Present  
Affiliate Professor, Department of Anthropology  
University of South Florida (USF) College of Arts and Sciences

2014–Present  
Affiliate Professor, Department of Community and Family Health  
USF College of Public Health

2010–2014  
Associate Professor (Joint Appointment)  
Department of Community and Family Health, USF College of Public Health  
Department of Pharmacy Practice, USF College of Pharmacy  
Department of Family Medicine, USF College of Medicine

2009–2014  
Associate Dean of Academic and Student Affairs, USF College of Public Health

2008–2009  
Interim Associate Dean of Academic and Student Affairs, USF College of Public Health

2007–2011  
Director, Public Health Practice Program and Joint Appointment -  
Department of Community and Family Health, USF College of Public Health  
Department of Family Medicine, USF College of Medicine

2004–2006  
Associate Dean for Academic Enrichment, Office of Curriculum and Medical Education and Department of Family Medicine, USF College of Medicine

1998–2000  
Assistant Professor and Director, Family Medicine Clinical Rotation  
Department of Family Medicine, USF College of Medicine

## ADDITIONAL LEADERSHIP & PROFESSIONAL EXPERIENCE

2022–Present  
Clinical Director, REACHUP, Inc.

2021–2022  
Interim CEO, Commonsense Childbirth

2020–Present  
Executive Director, Consortium of African-American Public Health Programs

2018–Present  
Medical Director, Volusia Volunteers in Medicine

2009–2012  
Health Equity Consultant, Office of Health Equity  
Hillsborough County Health Department

2006–2007  
Director, Office of Minority Health  
Florida Department of Health

2005–2010  
Consulting Faculty, Department of Women's Studies  
USF College of Arts and Sciences

2002–2003  
Public Health Consultant/Physician (Community Environmental Health Project Grant)  
Escambia County Health Department, FL

2000–2004  
Private Practice and Clinical Assistant Professor  
Department of Family Medicine, USF College of Medicine

1989–1998  
Public Health Consultant

1991  
Lead Teaching Assistant, New Jersey Medical School  
University of Medicine and Dentistry of New Jersey

1988–1990  
Graduate Teaching Assistant, Department of Public Health and Health Education  
Temple University

1984–1988  
Public Health Educator/Trainer and Volunteer Coordinator  
Planned Parenthood of Monmouth County, NJ  
Planned Parenthood of Southeastern Pennsylvania

1982–1984  
Assistant Public Health Educator, Rutgers University

## PRIOR CLINICAL PRACTICE & APPOINTMENTS

University of South Florida Physicians Group  
USF Health Sciences Center, Tampa, FL

Ambulatory Care Physician  
Tampa General Family Care Center  
Tampa General Hospital

Community Family Practice

Deanna Wathington, MD, PA  
University Point Place, Tampa, FL



## TEACHING, EDUCATION & CURRICULUM DEVELOP

### Bethune-Cookman University College of Health Sciences

- Oversight of Program of Merit AGHE accreditation effort for the Aging Studies/Gerontology program, Earned AGHE accreditation August 2020.
- Creation and development of Maternal and Child Health -Birth Equity program curriculum
- Creation, development, and implementation of Public Health graduate program curriculum Master of Public Health in Health Equity. Launched August 2015. First MPH in Health Equity on Eastern seaboard/only HBCU. Earned full 5 year initial Council on Education for Public Health (CEPH) accreditation June 2019
- Obtained grant funding for Sickle Cell project to provide community testing and student internship opportunities
- Co-creation and development SACS prospectus MAT program, and implementation of Master of Athletic Training (MAT) graduate degree and undergraduate Exercise Science program
- Oversight of Commission on Accreditation of Athletic Training Education (CAATE) site visit with Rehabilitation Sciences Dept. February 2019. Earned full 4 year initial CAATE accreditation 8/2019
- Co-developed and participated in multi-organizational effort to position Daytona Beach as an Applicant for an FQHC.FQHC partner awarded NAP Dec. 2015, began service April 2016
- Expansion of the Aging Studies program and preparation to launch a Master's certificate
- Began process of accreditation with Accreditation for Gerontology Education Council (2019)
- Oversight of development and implementation of a minor in Nutrition,
- Oversight of implementation and launch of Medical Terminology course and the upper level Anatomy, Physiology, and courses
- Invited Volusia Volunteers in Medicine (VVM) to provide clinical services in the Chambliss Center for Health Equity and coordinated partnership. Official launch of free clinic services for the working uninsured September 2015. Coordinated placement of students into internship positions within the VVM clinic.
- Obtained AAFP grant funding to support the acquisition of supplies/equipment for the new VVM free clinic
- Recruitment of faculty for new and growing programs
- Development and launch of the B-CU Health Equity Summit series for community and professional development with the inaugural Health Equity Summit held in 2017 and the National Conference on Equitable Development held in 2018
- Developed and implemented collaboration with Halifax Health for clinical/internship positions to fulfill curricular requirements for MAT and MPH graduate degrees
- Leadership team – 2016 and 2019 Volusia County CHNA process and report

### University of South Florida College of Public Health

- Creation, development and launch of College of Public Health Student Academic Portfolio (now USF Health Student Portfolio) with USF Health IT
- Creation of a joint graduate certificate entitled Planning for Healthy Communities in collaboration with the USF Department of Geography, the College of Engineering and School of Architecture
- Collaboration with School of Pharmacy on development of interprofessional public health course, health equity offerings, and co-curricular ventures
- Development/implementation of International MSPH with Senacyt-Panama City, Panama
- Degree competency revision and update, co-curricular competency assessment
- Facilitation and implementation of new DrPH program and new BSPH program
- Revision of MD/MPH pathway
- Collaboration with USF Health IS on development of online competency documentation and field experience database

### University of South Florida College of Medicine

- Founding Associate Dean of the Office of Academic Enrichment
- AHEC pipeline program collaboration
- Masters in interdisciplinary biomedical sciences Pipeline program — Co-Project Leader
- USF Health Leadership Institute — Member of Development and Implementation Workgroup
- Cultural Competency — Developed and coordinated the implementation of cultural competency issues longitudinally across all four years of medical curriculum — Project Leader and Instructor
- Project to Advance Clinical Education (PACE) Curricular Revision of the 3rd and 4th clinical years - Co-Project Leader
- Electronic Portfolios in Medical Education — Co-Project Leader
- Clinical Diagnosis and Reasoning — Course Creator
- Women's Health- A Lifespan Perspective — Course Creator

## COURSES TAUGHT

### UBethune-Cookman University Petrock College of Health Sciences

- PUBH 601 Behavior and Culture in Public Health
- PUBH 608 Health Policy, Services and Law
- PUBH 614 Social, Structural, and Environmental Determinants of Health
- PUBH 610 Health Advocacy and Community Engagement
- PUBH 630 Public Health Capstone
- PUBH 640 Practical Experience in Public Health

### University of South Florida College of Public Health

- PHC 6934/PHA 6898 Foundations of Public Health (Interprofessional Health Course) (Course Director)
- PHC 6936 Public Health Capstone (Course Director)
- PHC 6930 Public Health Practice Seminar (Course Director)
- PHC 6934 Implications of Health Disparities for Health Care Managers

### University of South Florida College of Pharmacy

- PHA 6898/ PHC 6934 Foundations of Public Health (Course Director)

### University of South Florida College of Medicine

- BMS 5015 Clinical Diagnosis and Reasoning (Course Creator and Course Director)
- BCC 6173 Introduction to Clerkships (Course Director)
- BCC 6175 Family Medicine Clerkship (Course Director)
- MEL 8266 Women's Health-A Lifespan Perspective (Course Creator)
- BMS 5007 Profession of Medicine
- BMS 8334 Evidence-Based Medicine
- BMS 6830 Physical Diagnosis
- BMS 6840 Behavioral Medicine
- BMS 6941 Longitudinal Clinical Experience
- MEL 8265 Family Practice Clerkship
- MEL 8262 Honors in Family Medicine
- MEL 8263 Public Sector Medicine

### Temple University College of Health Professions

- PH 101 Drugs and Alcohol
- PH 106 Human Sexuality





## RESEARCH & SCHOLARSHIP

### Research Interests

- Health Disparities and Health Equity
- Maternal and Child Health
- Women's Health
- Community Health/Equitable Development
- Diversity in the Health Professions

## PEER-REVIEWED PUBLICATIONS

### Journals

1. Cozart, Thometta; Joseph, Jennie; Nwafor, Uzoamaka; Davis, Shambria; Ippel, Kendra; & Wathington, Deanna (2022) "Eliminating COVID-19 Related Birth Disparities through Telehealth," *Journal of Health Disparities Research and Practice*: Vol. 15: Iss. 3, Article 3

2. Rahman, S., Mirza, A. S., Wathington, D., Green, S., Mayers, Y., Iranmanesh, E., & Woodard, L. (2021). Chronic disease and socioeconomic factors among uninsured patients: A retrospective study. *Chronic illness*, 17(1), 53-66. <https://doi.org/10.1177/1742395319828430>

3. Isokpehi, R. D., Johnson, C. P., Tucker, A. N., Gautam, A., Brooks, T. J., Johnson, M. O., Cozart, T., Wathington, D. J. (2020). Integrating Datasets on Public Health and Clinical Aspects of Sickle Cell Disease for Effective Community-Based Research and Practice. *Diseases*, 8(4), 39. doi:10.3390/diseases8040039

4. DeBate, R. D., Petersen, D. J., Wathington, D., & Wolfe-Quintero, K. (2015). Our practice is our passion: development and delivery of a 21st-century Doctor of Public Health program. *American Journal of Public Health*, 105 Suppl 1(Suppl 1), S27-33.

5. McGinnis, K., Montiel-Ishino, F.A., Standifer, M.K., Wathington, D., Goldsmith, J., Baldwin, J.A. (2014). Photonovels: An innovative approach to address health disparities and sustainability. *Journal of Cancer Education* Volume 29, Issue 3 2014: 441-448

6. Standifer, M, Baldwin, J, Davis, J, Gwede, C.K., Williams, C., Dash-Pitts, L., Goldsmith, J., CozartBrooks, T., Wathington, D., Green, B.L., Sneed, K.B. (2013) A transdisciplinary approach to eliminate cancer disparities: An overview of community engagement and outreach efforts in a National Institute of Health Center for Excellence. *Journal of Health Disparities Research and Practice*. 6(3), 26-36.

7. Gwede, C. K., Ashley, A. A., McGinnis, K., Montiel-Ishino, F. A., Standifer, M., Baldwin, J., Williams, C., Sneed, K. B., Wathington, D., Dash-Pitts, L., Green, B. L. (2012). Designing a community-based lay health advisor training curriculum to address cancer health disparities. *Health Promotion Practice*, 14(3), 415-24.

8. Alio, A. P., Mbah, A. K., Kornosky, J. L., Wathington, D., Marty, P. J., Salihi, H. M. (2011). Assessing the impact of paternal involvement on racial/ethnic disparities in infant mortality rates. *Journal of Community Health*, 36, 63-68.

9. Alio AP, Richman AR, Clayton HB, Jeffers DF, Wathington DJ, Salihi HM. (2010) An ecological approach to understanding black-white disparities in perinatal mortality. *Maternal and Child Health Journal*. 14(4): 557-566.

10. Salihi HM, Mbah AK, Alio AP, Lynch O, Wathington D, Kornosky J. Maternal pre-pregnancy underweight and risk of early and late stillbirth in black and white gravidas. *Journal of the National Medical Association*. 2009;101:582-587

11. Belogolovkin V, Alio AP, Mbah AK, Clayton HB, Wathington DJ, Salihi HM. Patterns and success of fetal programming among women with low and extremely low pre-pregnancy BMI. *Archives of Gynecology and Obstetrics*. 2009; 280(4): 579-584

12. Salihi HM, Luke S, Alio AP, Wathington D, Mbah A, Marty P, Whiteman V. The super-obese mother and ethnic disparities in preterm birth. *Journal of the National Medical Association*. 2009; 101(11): 1125-1131.

13. Roetzheim R., Pal N., Van Durme D., Wathington D., Gonzalez E., Ferrante J., Increasing Supplies of Dermatologists and Family Physicians are Associated with Earlier Stage of Melanoma Detection. *Journal of the American Academy of Dermatology*. 2000; 43:211-218

14. Van Durme D., Ferrante J., Pal., Wathington, D., Roetzheim R., Gonzalez E., Demographic Predictors of Melanoma Stage at Diagnosis. *Archives of Family Medicine*. 2000; 9:606-611

### Abstracts

1. Davis J, McGinnis K, Walsh M, Williams C, Green BL, Sneed K, Wathington D, Standifer M, Baldwin J. Applying audience response systems in community-based research. *Cancer Epidemiol Biomarkers September 2011 20: B2*; doi:10.1158/1055-9965.DISP-11-B2

2. Comins, M., Sultan D.H., Wathington, D.J. Medicare Reimbursement and Patterns of tPA Utilization for Acute Ischemic Stroke Patients. *Circ Cardiovasc Qual Outcomes*. 2011 4:6 Supplement AP31

### Technical Reports, Panel Reports & Monographs

1. Population Health across all Professions, Framing the Future Expert Panel, Association of Schools and Programs of Public Health, 2015

2. Core Competencies for Interprofessional Collaborative Practice, Interprofessional Education Collaborative, Association of American Medical Colleges, 2011

3. Closing the Gap Project Report 2003-2006, Office of Minority Health, Florida Department of Health, January 2007

4. Florida Healthy People 2010 Minority Health Program Report, Office of Minority Health, Florida Department of Health, December 2006

### Grants & Contracts

1. Co-Investigator, Increasing Food Security in a Designated Food Desert in Coastal East Central Florida Principal Investigator, Florida Blue Foundation, Project Period 2020-2024 \$393,000

2. Volusia Volunteers in Medicine, Family Medicine Cares USA Emergency Funding Grant, American Academy of Family Physicians Foundation, 2020 \$11,000

3. Co-Principal Investigator, Faith-based Approach to Management of Chronic Conditions in Underserved Populations, Florida Blue Foundation, 2018-2019 \$25,000.

4. Principal Investigator, Volusia Volunteers in Medicine, Family Medicine Cares USA "new" clinic award, American Academy of Family Physicians Foundation, 2016 \$8,084



5. Principal Investigator, Addressing Sickle Cell Needs and Transition of Care Seed Grant, CS-1572, Volusia County Council, Project Period 2014-2015. \$30,705.96

6. Principal Investigator, College of Health Sciences Public Health Program -Bethune Cookman University, Jessie Ball DuPont Fund, 2014-007, Project Period 2014-2016. \$150,000

7. Principal Investigator, A03HP01159 Public Health Traineeship, Department of Health and Human Services, Health Resources and Services Administration, Project Period 2012-2013. \$64,500

8. Co-Principal Investigator, Enhancing Medical Resident Cultural and Linguistic Competency, Graduate Medical Education Challenge Grant, 6102100000, Picker Institute/Arnold P. Gold Foundation, Project Period 2011-2012, \$50,000

9. Co-Investigator, Public Health Training Center, 6417101400, Department of Health and Human Services, Health Resource and Services Administration. Project Period 2010-2011 \$3,000,000

10. Principal Investigator, AOAH16417, Public Health Traineeship, American Recovery and Reinvestment Act, Department of Health and Human Services, Health Resource and Services Administration. Project Period 2009-2012. \$72,766

11. Principal Investigator, A03HP01159 Public Health Traineeship, Department of Health and Human Services, Health Resources and Services Administration. Project Period 2009-2012. \$106,515

12. Co-Investigator and Co-Leader Community Engagement and Outreach Core. P20 MD003375-01,USF/Moffitt Transdisciplinary Center to Address Cancer Health Disparities. National Center on Minority Health and Health Disparities, National Institutes of Health. 2009-2014. \$6,477,000

13. Co-Investigator, P0126278 Black Infant Health Initiative. W.K. Kellogg Foundation 2008-2009. \$254,000.

14. Principal Investigator, Area Health Education Program grant for support of educational programs for medical students in medically underserved areas. 2000-2001. \$15,500

15. Co-Investigator, Title VII Predoctoral Training grant for support of educational programs for junior and senior medical students. 1999-2001. \$185,000

16. Principal Investigator, Area Health Education Program grant for support of educational programs for medical students in medically underserved areas. 1999-2000. \$15,500

#### Grants Management

1. Commonsense Childbirth, Inc. Grant Portfolio for Perinatal Equity/Reduction of MCH Disparities, \$1,400,000

2. Petrock College of Health Sciences-Bethune Cookman University Access and Retention Grant (State), Florida State Legislature, Non-recurring revenue and Title III (Federal)

3. Office of Minority Health, Florida Department of Health Reducing Ethnic and Racial Health Disparities: Closing the Gap Florida State Legislature Recurring Revenue - Awarded to 50 programs in 35 counties \$5,600,000

4. State Partnership Grant, Florida Office of Minority Health, Department of Health HHS Grant to provide technical assistance and capacity building services to community based organizations focused on public health and reduction of health disparities \$159,000

#### Invited Presentations

##### Professional and Scientific Meetings

1. Cozart, Thometta; Joseph, Jennie; Nwafor, Uzoamaka; Davis, Shambria; Ippel, Kendra; and Wathington, Deanna (2022) "Eliminating COVID-19 Related Birth Disparities through Telehealth," Journal of Health Disparities Research and Practice: Vol. 15: Issue 3, Article 3.

2. Rahman, S., Johnson M., Wathington, D., Borenstein A. (2019) Mental Health Matters: Depression Among Students at a Historically Black College and University, Oral presentation, American Public Health Association Annual Meeting, Philadelphia, PA

3. Rahman, S., Mirza, A., Swanson, M., and Wathington, D. (2019) Why Do We Need Safety Net Providers? Assessing Disease Burden among Patients of Free Clinics, Oral presentation, American Public Health Association Annual Meeting, Philadelphia, PA

4. Martinez, M., Campos, B., Cozart, T., and Wathington, D., Assessing Colorectal Cancer Incidence Among Latinos Utilizing the Social Ecological Model for Action in Puerto Rico, American Public Health Association Annual Meeting, Philadelphia, PA

5. Harris, B., Congdon, E., Harrel-Powers, V., Wathington, D. (2018) Targeted Impact: Lowering Incidence of HIV/STD in High Risk Populations through CBO and HBCU Partnership, Poster presentation, Society for Analysis of African American Public Health Issues Annual Meeting, San Diego, CA

6. Barrow, J., Gunn, L., Wathington, D. (2017) Strengthening Community Networks through the Development of Collaborative Community Health Needs Assessments, Oral presentation, 145th American Public Health Association Annual Meeting, Atlanta, GA

7. Wathington D., McConner S., German A., Harris B. (2016) Creating an MPH in Health Equity program: A foundation for the future 144th American Public Health Association Meeting, Denver, CO

8. Wathington D. (2016) Academia and Public Health Leadership, Oral presentation, Florida Public Health Association Annual Conference, Orlando, FL

9. Wathington D., Arnold, A. (2015) Prevalence and monitoring: Sickle Cell in Volusia County, Poster presentation, 143rd American Public Health Association Meeting, Chicago, IL

10. Cozart T., Fleming K., Wathington D. (2014) Lessons Learned from Minority Cancer Survivor Podcasts, Poster presentation, 142nd American Public Health Association Annual Meeting, New Orleans, LA

11. Wathington D., Sultan D. (2014) Communities and Healthy Food: An initial review of availability and access, Roundtable presentation, 142nd American Public Health Association Annual Meeting, New Orleans, LA





12. Debate R., Wathington D. (2014) Training the 21st century DrPH: Innovation in practice-based curriculum, Oral presentation, 142nd American Public Health Association Annual Meeting, New Orleans, LA.

13. Wathington D., Dixon, A., Cozart-Brooks T. (2013) Answering the Call: Health Equity Education and the Public Health Workforce in Florida, Oral presentation, 141st American Public Health Association Annual Meeting, Boston, MA.

14. Wathington D., Brooks, TC., Fleming, K., Standifer, M., Hall, K., (2013) Rising Above: Cancer Survivorship and Health Messaging through Podcast, Oral presentation, Annual Health Disparities Conference, Teachers College, Columbia University, New York, NY.

15. Middleton, S., Brooks, T., Alexander, J., Gadbois, B., and Wathington, D. (2012) Enhancing Medical Resident Cultural Competency. Poster presentation, 140th American Association of Medical Colleges Annual Meeting, San Francisco, CA.

16. Wathington, D., Hogeboom, D., Okhrymovych, K., Striby, M. (2012) Creating a new platform for the student academic experience: A partnership between academic public health and IT. Oral presentation, American Public Health Association Annual Meeting, San Francisco, CA.

17. Brown K, Standifer M, Baldwin J, Sneed KB, Wathington D, Green BL (2012) Talking circles: A potential method of reducing health disparities by facilitating patient-provider communication among medically underserved populations. Poster presentation, American Association for Cancer Research Conference on The Science of Cancer Health Disparities in Racial/Ethnic Minorities and the Medically Underserved, San Diego, CA.

18. Holloway, M., Montiel-Ishino, A., McGinnis, K., Kambon, M., Goldsmith, J., Kambon, M., Baldwin, J., Wathington, D., Sneed, K., & Green, L. (2010). Photo-Novellas: A method to educate low-literate and underserved populations. Roundtable discussion, 138th American Public Health Association Annual Meeting, Denver, CO.

19. Montiel-Ishino, A., Holloway, M., McGinnis, K., Kambon, M., Romo, M., Wathington, D., & Baldwin, J. A. (2010). Mexican migrant men, "illegality" and cancer health disparities: No access to health allowed. Poster presentation, 138th American Public Health Association Annual Meeting, Denver, CO.

20. McGinnis, K., Walsh, M. L., Davis, J., Kambon Standifer, M., Green, B. L., Wathington, D., & Baldwin, J. (2011). Applying Audience Response Systems (ARS) in Community-Based Research. Poster presentation, Society for Applied Anthropology, Seattle, WA.

21. Comins, M. Sultan, D., Wathington, D. (2010) Health Care Reform: Will Extending Insurance Coverage Also Reduce Costs for Stroke Care? Poster Presentation. Academy Health Annual Research Meeting, Boston, MA

22. Comins, M. Sultan, D., Wathington, D. (2010) Medicare Reimbursement and Patterns of tPA Utilization for Acute Ischemic Stroke Patients, Poster presentation, American Heart Association Quality of Care and Outcomes Research in Cardiovascular Disease and Stroke, Washington, D.C.

23. Pagan L, Olivera D, Fortune G, Hinmon K, Johnson A, Wathington D, Ziboh A, Sneed K (2007) Assessing knowledge of cardiovascular risks and overcoming barriers to healthcare in minority adult populations to improve health outcomes: The IN-SCHAPE Project (Inter-collaborative Student's and Community's Health Assessment Project and Evaluation). Poster presentation, Florida Society of Health Systems Pharmacists Annual Conference.

24. Wathington, D. (2005) Student Initiative for Cultural Diversity. Poster presentation, National Medical Association 2005 Annual Conference and Scientific Assembly, New York, NY.

25. Wathington, D. (2005) Cultural Diversity in Education, Roundtable discussion, Society of Teachers in Family Medicine/American Academy of Family Physicians Annual Conference on Patient Education, Orlando, FL.

26. Wallach PM, Ferguson D, Wathington D, Karshmer J. (2004) An intercollegiate collaborative OSCE. Oral presentation. Association for Medical Education in Europe. Edinburgh, Scotland.

27. Roetzheim, R, Van Durme, D, Wathington, D, Gonzalez, E, (2000) Physician supply and melanoma detection, 33rd Annual Spring Conference, Society of Teachers in Family Medicine, Orlando, FL

28. Wathington, D, Roetzheim, R. (1998) The effects of physician supply on melanoma stage at diagnosis, Oral Presentation, National Finalist, Tenth Annual Bristol-Myers Squibb National Family Medicine Research Forum, Fort Lauderdale, FL

#### Community/National Organizations/Meetings

1. Health Equity Community of Practice (CoP) Forum for Frontline Partnerships, National Association of Community Health Centers (funded by RWJF) November 2022

2. Maternal Mental Health Summit: Partnering for the Wellness of Marginalized Communities, Panelist, US. Dept. of HHS Partnership Center and American Psychological Association (APA) July 2022

3. Liberation Stories: Origins and Visions, Black Women's Health Imperative, April 2022

4. Equity, Inclusion and Belonging, CareerSource, Flagler/Volusia, January 2021

5. Lessons from the Era of COVID, Florida Brownfields Association, November 2020

6. The Environmental Triad: Connecting Parallel Lines of Assessment for Health, Florida Brownfields Association/Southeastern Brownfields Association, October 2019

7. Health, Equity and Environment: Snapshot of a Triad, Florida Brownfields Association Annual Conference 2018

8. Equitable Development: The Case for Building Healthy Communities National Conference on Equitable Development, 2018

9. Environment and Healthy Communities, Florida Brownfields Association Annual Conference 2017

10. Equitable Development and Health: Environmental Justice at Work, Environmental Justice Workshop, April 2016

11. Diversifying Partnerships to Achieve Health Equity: Minority Serving Institutions, National Implementation & Dissemination for Chronic Disease Prevention, Centers for Disease Control/WIC, April 2016

12. What If They Kill The Bill: The Political Impact of Healthcare Reform on Black America, NAACP, 11th Leadership 500 Summit, May 2015

13. Community-Clinical Linkages: Increasing Opportunities for Chronic Disease Prevention, National Implementation & Dissemination for Chronic Disease Prevention, Centers for Disease Control/WIC, March 2015



14. The Heckler Report: Thirty Years of Advancing Health Equity, Florida Department of Health Volusia County, Regional Summit, March 2015

15. Racial Disparities and Infant Mortality, Healthy Start of Hillsborough County, October 2014

16. A Majority of Minorities: Health in our Communities and Families, The National Forum for Black Public Administrators Florida Conference - Connecting Communities Across the Globe: Health and Wellness, October 2012

17. African-American Women: Live Long and Prosper, Florida Statewide Leadership Conference, Women's Health, Florida Department of Health and Zeta Phi Beta Sorority, Inc., May 2010

18. Health Equity and Education, Meeting the Challenge of Higher Education Summit, American Association of Community Colleges, February 2010

19. Focusing on Diversity in the Health Professions, West Central Florida Health Care Recruiters Association, June 2009

20. Mentoring for Success! Mentoring Multicultural Students for the Health Professions (MEMS) 16th Annual Recognition Event, Tallahassee, FL April 2009

21. Developing a Competitive Application for Graduate/Professional School, Student Symposium on Health Professions, Florida Alliance for Health Professions Diversity, April 2009

22. Moving toward Health Equity: A 21st Century Challenge, 31st Annual Family Medicine Review National Conference, March 2009

23. Health Equity and African-American Women, Black Entertainment Television (BET) Women's Health Symposium, March 2009

24. Health Disparities to Health Equity- Our Communities, Hispanic Leadership Council Health Conference, September 2008

25. Health Disparities to Health Equity, Grand Rounds, Bayfront Medical Center, June 2008

26. Health Disparities, Health Councils Annual Luncheon, Health Council of West Central Florida, 2008

27. Careers in Allied Health: A Mechanism to Positively Impact Disparities in Healthcare, Panel, Office of Diversity and Equal Opportunity, University of South Florida, February 2008 and February 2009

28. Ethnic Disparities in Health Care, Day of Pampering (Breast Cancer Awareness), Hillsborough County Health Department, October 2007 and October 2008

29. Health Disparities and Women of Color, East Tampa Women's Day, East Tampa Civic Association, September 2007

30. Cultural Competency: Is It Enough? Cultural Competence Summit, Central Florida Partnership on Health Disparities, Valencia Community College, March 2007

31. Health Disparities: Initiative and Implementation, Moffitt Cancer Center, February 2007

32. Health Disparities in Florida: A Call to Action, Florida State Caucus of Black Legislators, October 2006

33. Addressing Health Disparities: HIV/AIDS in Minority Communities, FDOH, Jacksonville, 2006

34. Minority Health: Speaking of Mothers and Babies, Healthy Start Orange County, 2006

## PROFESSIONAL ENGAGEMENT & SERVICE

1. Editor, Journal of Healthcare Transformation (2015–2020)

2. Reviewer, American Public Health Association Annual Meeting (2010–Present)

3. Reviewer, Journal of the American Medical Informatics Association (2016–2020)

4. Reviewer, Journal of Health Promotion and Practice (2013–Present)

5. Reviewer, Journal of Health and Quality of Life Outcomes (2015–Present)

6. Reviewer, International Journal of Environmental Research and Public Health (2020)

7. Reviewer, American Interprofessional Health Collaborative Annual Meeting (2011–2013)

8. Advisory Committee, Association of Schools and Programs of Public Health (ASPPH)

Center for Public Health Workforce (2022–Present)

9. National Academies (of Sciences, Engineering, and Medicine) – Committee on Progress toward Human Health and Community Resilience in the Gulf of Mexico Region (2021–Present)

10. National Advisory Board - Investing in Health Center Pathways for Equitable Health and Well-Being (funded by RWJF) - National Association of Community Health Centers (NACHC) and Association of Asian Pacific Community Health Organizations (AAPCHO) (2022)

11. National Partnership for Women and Families – Listening to Mothers Advisory Planning Council (2021)

12. Rare Disease Diversity Coalition - Provider Group, Black Women's Health Imperative (2021–Present)

13. National Advisory Board, Improving Health Equity by Building Health Center Capacity to Address the Social Determinants of Health (funded by RWJF) — National Association of Community Health Centers (NACHC) and Association of Asian Pacific Community Health Organizations (AAPCHO) (2021–2022)

14. Program Advisory Board, NIH T32 TBBS (Transdisciplinary Biomolecular & Biomedical Sciences), Florida International University (2020–Present)

15. U.S. Dept. of HHS- Office of Minority Health, National Partnership for Action, Southeastern Health Equity Council – Appointed (Three year term 2017–2020)

16. Interprofessional Education Collaborative Expert Panel, (2011)





17. Presenter/Project Leader, Universities as Partners in the Fight for Health and Food Equity, Oral Presentation, Women's Environmental Leadership Lecture Series, Urban Waterways Project, Smithsonian Anacostia Community Museum, November 14, 2020

18. Organizer, Strategies to Address an Epidemic of Injustice: Missing & Murdered Indigenous Women and Persons (MMIWP), Oral Presentation/Panel, American Public Health Association Annual Meeting, Virtual October 26, 2020

19. Panelist, Climate, Diversity, and Inclusion in Schools and Programs of Public Health, Oral Presentation, Council on Education for Public Health Annual Conference, Philadelphia, PA November 2, 2019

20. Presenter, Public Health Competencies: Technical Assistance Webinar, Association of Accredited Public Health Programs, September 2019

21. Moderator, Behavioral Health and Violence Prevention, Black Caucus of Health Workers, American Public Health Association Annual Meeting, Denver, CO October 2016

22. Moderator, Interprofessional Education for Public Health, Academic Public Health Caucus, American Public Health Association Annual Meeting, San Francisco, CA October 2012

23. Panelist, Implementing the ASPH Competency Models, Association of Schools of Public Health Annual Meeting, Washington, D.C. October 2011

24. Facilitator, Conference on Health Disparities and their True Consequences (with six former and current Surgeons General), Central Florida Partnership on Health Disparities in conjunction with Florida Hospital University of Central Florida, Orlando, FL Oct. 14, 2010

25. Moderator, Transdisciplinary Education, Academic Public Health Caucus, American Public Health Association Annual Meeting, Denver, CO November 2010

26. Organizer (with Dawood H. Sultan), Healthcare Systems and Health Disparities. Session 54, 35th annual meeting of the Mid-South Sociological Association, Lafayette, LA November 2009.

27. Panelist, Access to Care Issues, National Caucus of Black and Hispanic State Legislators, Miami, FL June 2007

28. Co-Creator and Moderator, Florida Health Equity Summit, Office of Minority Health, Florida Department of Health, Tampa, FL May 2007

## BOARD SERVICE & LEADERSHIP

Advocates for Highway and Auto Safety  
Consortium of African-American Public Health Programs (CAAPHP)  
Council on Education for Public Health (CEPH)  
College of Arts and Sciences Advisory Board – Stetson University  
Volusia Volunteers in Medicine

### Previous Board service

American Public Health Association (Executive Board 2017–2021; Chair, Executive Board 2020–2021)  
Halifax Health Foundation  
Black Caucus of Health Workers, Board of Directors  
Healthy Start Coalition of Flagler and Volusia Counties, Inc.  
Hispanic Serving Health Professions Schools (HSHPS) Board of Directors  
Executive Board, James and Jennifer Harrell Center for the Study of Domestic Violence  
USF Collaborative Board for Children, Families and Communities  
The Spring of Tampa Bay, Inc.

## MEDIA APPEARANCES

- 90 Days Film Screening and Panel, Conversation Starters Series, onePULSE Foundation (2021)
- Healthfeed weekly segments, B-CU Petrock College of Health Sciences, 1380 AM (2016)
- "Bird Flu," WTSP CBS
- "COVID, Protests, and Justice," Ladies First, Black News Channel, (2020)
- "Cultural Competence in Health Care," Orlando Sentinel
- "Forging a Bold Path to Health," 1380 AM "The CAT" (2019)
- "Hang on, New Public Health Grads: Strong Long-Term Outlook for Jobs," Global Health Now, Johns Hopkins Bloomberg School of Public Health (2020)
- "Health Equity and Determinants of Health," JOY106.3 FM (2018)
- "Health Talk with Dr. Nelson Adams," Gospel AM 1490 WMBM and www.wmbm.com (2014) Heart Health, WUSF-TV PBS
- How to Live Longer, WTVT FOX
- "Latino Engineering, Science Students Increasingly Active on U.S. Campuses," Hispanic Outlook in Higher Education (2012)
- Menopause, Speaking of Women's Health, WEDU
- Minority Health, East Orlando Sun Newspaper
- Minority Health and the Haitian Community, BonJours Unvers, Radio Universal 90.7 SCA
- Minority Health, Star 94.5 FM
- National Youth Sports Program, WTVT FOX
- Preconception Counseling Media Campaign, ReachUp, Inc. (2013)
- Straight Talk with Dr. D, USF Health, iTunesU (2010)
- Symptoms You Shouldn't Ignore, WTVT FOX
- Take a Loved One for a Checkup Day, News Talk Radio WDBD 580 AM, WHQT 96.5 FM, WMMO 98.9 FM, WPYO 95.3 FM and WWKA 92 FM

## PROFESSIONAL DEVELOPMENT

Duke University, Faculty Development Program in Family Medicine  
American Academy of Family Physicians Leadership Forum  
USF Health Leadership Institute  
People's Institute for Survival and Beyond  
Leadership Daytona  
Harvard University, Women in Education Leadership Program



### SUBSECTION 4.9.3 – OVERSIGHT RESPONSIBILITIES, SUPERVISION, AND OVERSIGHT

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The Medical Director's primary role is that of training and education. He will seek to bring medical marijuana knowledge to patients, caregivers, and physicians, and increase community awareness. He will do so through education initiatives, outreach, research, and peer-reviewed publications. He will work with the Medical Advisory team, the Chief of Medicine, marijuana industry subject-matter experts, and the Executive Board, to create and implement training programs for all Culture staff, to establish consistent standards of care, best practices, and goals for all operational procedures. The Medical Director will successfully complete a 2-hour course and subsequent examination on an annual basis, offered by the Florida Medical Association or the Florida Osteopathic Medical Association required by 381.986, F.S. The Medical Director will oversee the Medical Advisory Board, as referenced in *Subsection 4.9.2 Addendum*, and will include implementation of HIPAA compliant practices, Patient data safety, quality Patient consultation practices, and measuring the quality and consistency of customer care. The Medical Director will provide oversight on the compliance of daily business practices in retail sales, assurance of the production of safe marijuana products, including at least one Low-THC product, Patient care and Caregiver support, and personnel education, guidance, and development to meet all statutory requirements for quality control and safety. The Medical Director will:

- Hold quarterly meetings with Executive Board members.
- Perform frequent facility and retail store inspections.
- Maintain all required Medical Director licenses and certificates.
- Organize company sponsored seminars for educational purposes.
- Spearhead research & development initiatives.
- Oversee the university internship program.



The scope of the Medical Director's supervision will include:

- All Board Members, facility Managers, and facility personnel, are required to take the Medical Director's advisement with the utmost authority and command.
- All patient recommendations will be subject to the Medical Director's scrutiny for dosage compliance, per Rule 64ER22-8.
- The Medical Director will inspect testing results to ensure products are safe and within appropriate limits.
- The Medical Director will inspect packaging and labeling to ensure compliance with Rule: 64ER20-32.

#### PLANS TO ENSURE MEDICAL DIRECTOR WITHOUT LAPSE

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While Culture intends to retain Dr. Ashton for the duration of operations in Florida, we understand things occur beyond our control which may result in an unanticipated vacancy. Providing continued, uninterrupted care for patients rostered on the physician's approved/qualified MMJ patients list via the OMMU/Department of Health is imperative, so Culture will ensure that a Medical Director's departure does not interrupt business in any way. To ensure continuous, uninterrupted services to our patients and operations teams, Culture will also employ a Vice Medical Director, ready to take on the role. Culture will recruit a Vice Medical Director who is already Qualified as a Medical Director and has passed the required 2-hour training, back-ground checks pursuant to 381.986 (9) F.S. and is prepared to take be promoted to Medical Director. If possible, replacement of the Medical Director will be accomplished a minimum of 60 days in advance to the Medical Director's departure. Changes to the Medical Director shall be provided to the Department in writing and all information updated with the Department as required.



## STAYING UP TO DATE WITH CURRENT EMERGING SCIENCE AND BEST PRACTICES

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In order to stay up to date and current on emerging science and best practices related to medical marijuana, the Medical Director shall dedicate time for research and development, review current peer-reviewed publications, create unique peer-reviewed scientific findings, and attend continued education opportunities on emerging science and best practices. The Medical Director will seek to address the barriers to safe accessible medication and will work diligently to convey the therapeutic benefits of cannabinoid profiles. Peer-reviewed articles and leading studies will be sought out via medical publications, and detailed, systematic searches will be made regularly with the use of PubMed, Scopus, EMBASE, and other credible medical search-engines.

Culture has recruited Dr. Deanna Wathington because of her years of extensive dedication to research, education, and community outreach. She will play a key role in supporting the Medical Director's capability to stay current with emerging science and best practices. Dr. Wathington is a public health practitioner and family physician who brings over 25 years of practice and academic experience in the field with emphasis on collaboration across multiple sectors to address and optimize community health, equity, and diversity issues. She currently serves as the clinical director at REACHUP, Inc. She previously served as dean of the College of Health Sciences (Bethune-Cookman University), associate dean for Academic and Student Affairs (University of South Florida College of Public Health) associate dean for Academic Enrichment (USF College of Medicine) and as the director of the Office of Minority Health for the Florida Department of Health. She is currently an affiliate professor in the College of Public Health (USF Health) and the College of Arts and Sciences at the University of South Florida.

Dr. Wathington currently serves as executive director of the Consortium of African American Public Health Programs, is a member of the Council on Education for Public Health, and a member



of National Academies (Sciences, Engineering, and Medicine) Committee on Progress toward Human Health and Community Resilience in the Gulf of Mexico Region. She previously served on a number of national/regional committees and boards including the National Partnership for Women and Families Listening to Mothers Advisory Group, the US Department of Health, and Human Services National Partnership for Action Region IV Southeastern Health Equity Council, and as chair of the executive board of the American Public Health Association. Her work and scholarly efforts have centered on health equity, clinical-community linkages, women's health, infant mortality disparities, equitable community development, community health initiatives, and expanding diversity within the health professions. Her scholarly work includes peer-reviewed articles, abstracts, books, book chapters, and panel reports. She is co-editor of *Black Women in Public Health: Strategies to Name, Locate, and Change Systems of Power* published by SUNY Press in February 2022.



#### SUBSECTION 4.9.4 – MANAGING CONFLICTS OF INTERESTS

Conflicts of interest include but are not limited to pay to play, cash incentives, kickbacks, or the acceptance of gifts of various kinds, including meals. Internal audits and cross checks will ensure adherence to a variety of fraud and abuse statutes, specifically the laws governing physician relationships include the Physician Payments Sunshine Act (PPSA), the Stark Law, the Anti-Kickback Statute (AKS), the False Claims Act (FCA). To prevent behavior that may create a conflict of interest, Culture will require the Medical Director to do the following:

1. Code of Conduct - **read, understand, and sign a detailed Code of Conduct document**, that outlines the prohibition of behaviors, such as, but not limited to:
  1. Engaging with any Qualified Patient Physician to accept kickbacks or other compensation in exchange for an increase in patient visits or store sales.
  2. Entering into any contract, agreement, partnership or other arrangement with a Qualified Physician, an office recommending medical marijuana, or similar.
2. Register Disclosures Under Penalty of Perjury - declare interests before engaging in any activities for or on behalf of Culture, i.e., financial interests and participation in any sponsorship, volunteer, board, officer, additional employment, or other directorship roles.

#### **Internal measures for prevention that include:**


1. Surveillance - The company Board will be required to remain vigilant and will conduct unannounced audits, meetings, and investigations to prevent prohibited behavior.
  1. The Board will regularly consult with facility Managers to identify any potential prohibited behavior, or suspicion thereof.
2. Zero Tolerance - Culture will not tolerate violation of this provision and will swiftly take action to remove the Medical Director, and replace with a qualified alternative.






## SUBSECTION 4.9.5 – MEDICAL DIRECTOR ACKNOWLEDGMENT AND CERTIFICATE OF COURSE COMPLETION

### 1. COMPLETED FORM 4 (MEDICAL DIRECTOR ACKNOWLEDGMENT)

**OMMU** Office of **MEDICAL**  
**MARIJUANA** Use



**FORM 4: MEDICAL DIRECTOR ACKNOWLEDGMENT**

I, Owen Thomas Ashton, have consented to be employed as the medical director for CROSS COUNTRY INTERNATIONAL, LLC, an applicant for MMTC licensure pursuant to section 381.986, F.S. I have successfully completed the 2-hour course and examination for medical directors offered by the Florida Medical Association or Florida Osteopathic Medical Association concerning the requirements of section 381.986, F.S. I understand and agree that, upon licensure by the Department, I am responsible for supervising the activities of the MMTC. I understand that if I knowingly make a false statement in writing with the intent to mislead a public servant in the performance of his or her official duty, that I may be found guilty of a misdemeanor of the second degree, punishable as provided in sections 775.082 or 775.083, F.S.

Name (Printed): Owen Thomas Ashton

Signature: OT Ashton

Florida MD or DO License #: ME 45469

Emergency Rule 64ER22-9  
Effective: 12/2022  
DH8052-OMMU-12/12/2022

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**2. A CERTIFICATE DEMONSTRATING THE MEDICAL DIRECTOR'S SUCCESSFUL COMPLETION OF THE 2-HOUR COURSE FOR MMTC MEDICAL DIRECTORS AND THE SUBSEQUENT EXAMINATION ADMINISTERED BY THE FLORIDA MEDICAL ASSOCIATION OR THE FLORIDA OSTEOPATHIC MEDICAL ASSOCIATION**

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#### SUBSECTION 4.11.1 – DIVERSITY PLAN

#### PROMOTING THE INVOLVEMENT OF FLORIDA-RESIDING MINORITY PERSONS, MBES, AND VETERAN BUSINESSES

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The Applicant, **Cross Country International, LLC**, doing business as “*Culture Cannabis Club*,” (the “**Applicant**” or “**Culture**”) aims to be an industry leader that promotes diversity and ensures the involvement of Florida-residing minority persons, minority business enterprises (“**MBEs**”), as defined in section 288.703 F.S, and veteran business enterprises (“**VBEs**”), as defined in section 295.187 F.S, in ownership, management, employment, and contracting. Culture promotes the representation of minority persons and veterans in its workforce by its very essence; Culture is a diverse organization composed of minority and veteran owners, board members, professionals, and personnel. The current makeup of Culture’s ownership and executive team includes 24 persons, 10 of which are women, 11 of which are African American, Hispanic, or Asian, and two of which are military veterans. Efforts to recruit new persons for employment will be accomplished by the creation of our internal **Equality Diversity Board** (the “**Board**”) intent to strategize and implement several initiatives to recruit, train, support and promote. The Board’s full resumes are included in *Subsection 4.10.1 Addendum*. The Board will partner with proactive, community-based organizations to promote career opportunities, research and development contract bids, MBE partnerships, and veteran support initiatives. Culture will create a **Master Recruitment Plan** (the “**MRP**”), focused on education, vocational training, mentorship, and internships to develop professional skills for the medical marijuana industry, promoting minority opportunities as a cornerstone. When Culture seeks out contractors and business partners in Florida, it will carefully vet each prospect to determine if it is a certified MBE or VBE, and each individuals’ residency and work permit in Florida, and will strive to meet the goal that a minimum of 20% of all contracts are with MBEs or VBEs. Culture will make it clear in recruitment that registered MBEs and VBEs



are sought for their qualified expertise. Culture will audit its MRP twice a year to measure its effectiveness, explore new ideas, and percentage of goals met.

## **PROMOTING THE REPRESENTATION OF MINORITY PERSONS AND VETERANS IN THE MMTC'S WORKFORCE**

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To promote the representation of minority persons and veterans in the MMTC workforce, Culture will lean on its already diverse executive team to carry out its MRP mission. Chairman of the Board, Joyours “Pete” Gamble, has over 60-years of experience in public service and the private military sector. His affordable housing initiatives have impacted communities largely, with hundreds of millions of dollars procured for development. The largest barrier to inclusion is deeply rooted cultural teachings that have created a lack of acceptance and understanding for others. Culture seeks to break this barrier leading by example, and implementing educational programs, events, and outreach to build awareness and sensitivity. All Culture owners, executive members, and employees will be required to undergo diversity and inclusivity training, and will join the *Society for Human Resources Management*, to consistently gain knowledge and keep abreast of trends in diversity management. According to a 2018 publication by Deloitte, when companies have inclusive cultures, they are: A) eight times more likely to achieve better business outcomes; b) six times more likely to be innovative and agile; c) three times as likely to be high performing; and, d) twice as likely to meet or exceed financial targets.<sup>1</sup> Culture will allocate a budget to this MRP initiative in the amount of \$25,000, to be controlled by the Board.

## **RECRUITING MINORITY PERSONS AND VETERANS FOR EMPLOYMENT**

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To recruit the veteran population and increase their interest in job opportunities, the Board will rely on its veteran member Altonia Washington, a disabled Navy Electrician, who currently works

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<sup>1</sup> [https://www2.deloitte.com/content/dam/insights/us/articles/4209\\_Diversity-and-inclusion-revolution/DI\\_Diversity-and-inclusion-revolution.pdf](https://www2.deloitte.com/content/dam/insights/us/articles/4209_Diversity-and-inclusion-revolution/DI_Diversity-and-inclusion-revolution.pdf)





for the Veterans Administration as an accountant. After becoming disabled and no longer able to serve his country, he dedicated his life's mission to volunteering for outreach and programs to help fellow veterans succeed. He will spearhead partnerships geared towards education and support for veterans, and the Board has already initiated plans with *Veterans in the Know* - working with Ms. Susan Bower. She is responsible for implementation of programs throughout districts in the State of Florida for Veteran Affairs. Culture intends to work with veteran and minority specific recruitment agencies throughout the State, will participate in career fairs, publicize employment opportunities at common public meeting spaces minorities and veterans might frequent, such as VA centers and rehabilitation facilities, Universities, community and career centers, and more. Culture hopes to mitigate the financial barriers associated with pursuing education by offering educational reimbursement benefits to encourage self-development. Some opportunities for continuing education in the marijuana industry include Oaksterdam University, Cannabis Training University, THC University, or an accredited university or college an employee may wish to enroll in. Part of the Culture MRP will include university grants for minorities and veterans, so that their continued education prepares them for a bright future in any field. Students enrolled in non-marijuana specific subjects eligible for grants might include: economics, business management, accounting, marketing, health industry administration, and anything specific to cultivation, procurement, supply chains, or mechanical processing. Implementation of career counseling services will assist in laying the foundations for providing economic opportunities and tangible benefits such as employment skills, social skills, and job readiness.

#### PLAN TO CONTRACT FOR SERVICES WITH MBES AND VBES

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Culture will source local MBEs and VBEs under the leadership of Board member Phillip Singleton. Mr. Singleton, formerly active with the *National Association for the Advancement of Colored People*, the *Young Enterprises Council*, the *Congressional Black Caucus*, *Big Bend*



*Minority Chamber of Commerce*, and much more, has played an instrumental role providing underserved communities and businesses a seat at the political table. He has secured millions in resources for at-risk youth programs, college scholarships for veterans and minority students, and economic development initiatives throughout Florida. Mr. Singleton will gear his efforts towards partnerships with Chambers of Commerce, African American Chambers of Commerce, Hispanic business initiatives, U.S. Small Business Association, and many more, to open dialogue on how Culture is a ready and able business partner within the agriculture, industrial, and commercial sectors. Mr. Singleton will utilize public resources to search for qualified businesses through the Florida Department of Management Service's Office of Supplier Diversity.

**SPECIFIC GOALS, PROGRAMS, AND METRICS TO DEMONSTRATE THE EFFECTIVENESS OF YOUR DIVERSITY PLAN AS REQUIRED BY SECTION 381.986(8)(B)10., F.S.**

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**Programs and Events:** Master Recruitment Plan; Expungement program; Host an annual Supplier Diversity Summit; VA Thank You Dinner; Biennial Job Recruitment Fair Participation; Sensitivity Training; Underserved Community Outreach Events. **Goals:** a) 40% of the Culture workforce are minority persons; b) 15% of the Culture workforce are veterans; c) 20% of contracts are with MBEs or VBEs; Expunge 5 MMJ convicted person/year; Host 2 summits/dinners/events per year; Participate in 4 community, non-profit, or similar events per year. **Metrics:** To measure the success of these goals, Culture will utilize an internal auditing structure that keeps a detailed record of all personnel and contracts. Board member Anne Castro, highly skilled at creating successful impact plans, knows first-hand what it takes to expand an idea to scale. She will work closely with the Chair of the Board, Joyous "Pete" Gamble, and Bethune Cookman University, to exceed Culture's annual MRP mission and goals.



## SUBSECTION 4.11.2 - IMPLEMENTATION OF DIVERSITY PLAN

As outlined in Section 4.11.1, Culture's implementation of its Diversity Plan begins with its core structure, a diverse ownership team made up of minority persons and veterans, marijuana industry executives with extensive experience scaling small businesses into multi-million dollar enterprises, a verifiable history of hiring and maintaining a diverse workforce, partnering with MBE and VBE businesses, and involvement in a plethora of non-profit community outreach to promote tolerance, education, and diversity with equal opportunity. Culture's **Equality Diversity Board** (the "**Board**") will hold quarterly meetings with the company Executive Team to set goals and measure success.

The company has recruited a Board who have collectively done a lifetime of public service with successes in infrastructure development, grant approvals, politics, law, public works, veteran affairs, underserved neighborhoods, youth initiatives, published authors, dreamers, innovators, and dynamic leaders. Culture's Board is composed of members with proven planning successes to meet all DEI requirements of 381.986(8)(b)10 F.S. and serve the diverse population of Florida's qualifying medical marijuana patients.

Vice Chair of the Board at Bethune-Cookman University in Daytona Beach, Florida, Joyours "Pete" Gamble has been helping people for 70 years. He ran the Daytona Beach Housing Authority for nearly two decades, and before that he spent 28 years as an engineer for the defense private sector. He developed satellite communications, artificial intelligence, solar power technology, automated ship control. Mr. Gamble is humble and reserved, and doesn't look for recognition; however, those close to him know the impact he has had on so many lives, often saying "you'll never know some of the things he's done.... he just loves helping people." He has lived through segregation, graduating Campbell High School in 1964, and thinking he could escape racism, he



ventured to New York. When he realized he could not, he returned to Daytona and led a life founded on his kind heart and drive to succeed.

### EQUALITY DIVERSITY BOARD



Joyours Gamble   Phillip Singleton   Chelsea Washington   Anne Castro   Altonia Washington

### QUARTERLY EQUALITY DIVERSITY BOARD MEETINGS WILL BE ATTENDED BY THE FOLLOWING EXECUTIVES:

**Devon Julian, Julie Le, Barigye McCoy, Christina D'Angelo** - Principals of Culture Cannabis

Club in California since 2019, which boasts 50% of its current employees to be minority persons and have led several initiatives through current operating retail stores, such as *Weed for Warriors*, and all-day event honoring veterans for their service and sacrifice. Culture seeks out local MBEs and VBEs to obtain important services nearby each facility location, including contractors, electrician, plumbers, landscapers, consultants, lawyers, accountants, janitorial, and more.

**Charlena Berry** - Recently published a book, Breaking The Stigma - Racism, the Opioid Endemic, Lies, and Inviting Grandma to the Dispensary, where she breaks down how to navigate through the cannabis industry, win customers, and build a sustainable brand in an industry that, despite decriminalization and legalization, still suffers from misguided perceptions stemming from racial stereotypes and lies.

**Hubert Grimes, J.D.** - A retired Seventh Judicial Circuit Court Judge, he is a published author, advocate, and the first Black judge in the history of the Daytona Beach - St. Augustine area.



**Altonia Washington** - has been serving veterans through various non-profits since he became disabled and could no longer serve in the Navy.

**Anne Castro** - has done pro bono work at the Advocacy Center for Persons with disabilities.

**Dr. Deanna Wathington** - An educator, activist, and author, Dr. Deanna taps into her large University and Professional Association network to gain direct access to programs that will bring visibility and results to our MRP.

### ELEMENTS OF THE MASTER RECRUITMENT PLAN

**Non-Profit Partnerships-** Through mutual assistance and local service initiatives, along with other experienced professional groups and individuals, we can engage a targeted market of partners, subcontractors, and workforce staff. Culture has commitments from *Bethune-Cookman University*, (*Dr. Joan Browne, Executive Director*); *Daytona State College*; *Embry Riddle University*, and *One Source Volusia* to partner on recruitment fairs, and will offer training and career opportunities to service the underrepresented populations.

**Equity Partnerships & Incubator Efforts** – Culture will identify diverse suppliers to build a pool that will be drawn from collaborations with organizations such as the Black Farmers Association, Women’s Business Enterprise Council, Volusia County Hispanic Chamber of Commerce, and the Urban Chamber of Commerce of Volusia and Flagler Counties.

The Culture Mentor and Incubation Program allows Culture to partner with Florida residents/natives who have been adversely affected by the War on Drugs to promote business ownership options, including incubation efforts and support systems. General Counsel, Hubert Grimes, Esq., will lead the effort in aiding in the expungement of a minimum of five convicted felons per year.

**Veterans in the Know** – According to the website of the Florida Department of Veteran Affairs, Florida is the home of the third largest population of veterans in the country with roughly



1,492,000. To gain partnerships with the multitude of offices, we will further our diversity initiatives by working with Ms. Susan K. Bower who is the Constituent Services Director and the Academy Coordinator for Congressman Michael Waltz. She is responsible for the implementation of programs throughout districts in the State of Florida for Veterans Affairs. Working with this partner will aid in a broader reach in varying markets to engage diverse veterans in education and in training, supplier diversification, and employment.

**Community Outreach** - *Bethune Cookman University's We Invest In Your Needs* – Health Projects (WIN-HP), led by Dr. Danyell Wilson- Howard will expand its platform by providing cannabis education and outreach to address its use in the treatment of pain and other chronic and terminal illnesses. This will provide company visibility to reach a broader audience of minority groups, veterans, MBEs and VBEs creating valuable opportunities to work together. Examples of the events that we will engage in such outreach include Daytona Beach Bike Week, Black Family Wellness, Spring Break, and other community events.

## ANNUAL REVIEWS

To implement Culture's proposed diversity plan, the Board will 1) set MRP in motion; 2) Recruit minority workforce, MBEs, and VBEs; 3) Run Diversity Training Program referenced in *Section 4.11.1* 3) Quarterly Evaluation ("QE"); 4) Adjust based on QE; 5) Contract with \*Diversity Committee at next QE mark; 6) Adjust based on QE; 7) Conduct confidential employee survey; 8) QE; 9) Re-train if necessary; 10) Final QE, prepare annual report for review by the Department.

**\*Diversity Committee** - We will partner with a third-party workforce diversity consultant (a Florida-based, certified minority and woman owned business) to audit our employment process with the goal of continually improving Culture's efforts in growing its diversity program.

















































































































































































































































































































































































































































































































































































































































































































































































































































































SECTION 4.14 - COMPLETE EACH SECTION IN THE APPLICABLE FORM **3 (FORM 3(A), “ENTITY APPLICANT ACKNOWLEDGMENT AND STATEMENT OF UNDERSTANDING,” OR FORM 3(B), “INDIVIDUAL APPLICANT ACKNOWLEDGMENT AND STATEMENT OF UNDERSTANDING”)** AND INCLUDE THE APPLICABLE COMPLETED FORM 3 IN SECTION 4.14.

Applicant is an entity, and therefore has completed Form 3A – *Entity Applicant Acknowledgment and Statement of Understanding*.





**FORM 3(A): ENTITY APPLICANT ACKNOWLEDGMENT AND STATEMENT OF  
UNDERSTANDING**

I, CHARLES KEVIN FLEMING, the undersigned representative, hereby represent and warrant that I am authorized to submit this application on behalf of the entity listed on the application (the Applicant) and to attest to the following on behalf of the Applicant.

- All information included in the application is true and correct. Applicant understands that the Department will rely on such information, and that any material misrepresentation in this application is grounds for licensure denial. Further, Applicant understands that if the applicant knowingly makes a false statement in writing with the intent to mislead a public servant in the performance of his or her official duty, the applicant may be found guilty of a misdemeanor of the second degree, punishable as provided in sections 775.082 or 775.083, F.S.
- Applicant understands that this application for licensure creates neither an entitlement to, nor a vested right in, licensure.
- No individual or entity that owns, controls, or holds power to vote 5 percent or more of the voting shares of the Applicant has any direct or indirect ownership or control of a voting share of any currently licensed MMTC.
- No individual or entity that owns, controls, or holds power to vote 5 percent or more of the voting shares of any currently licensed MMTC has any direct or indirect ownership or control of a voting share of the Applicant.
- No currently licensed MMTC has any direct or indirect ownership or control of any voting shares or other form of ownership of the Applicant.
- The Applicant does not have any direct or indirect ownership or control of any voting shares or other form of ownership of a currently licensed MMTC.

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- Notwithstanding the contents of the application, upon licensure, Applicant agrees to abide by, and be bound to, all the requirements of section 381.986, F.S., and all Department rules relating to medical marijuana and medical marijuana treatment centers.
- Applicant understands and agrees that if the Department determines at any point after licensure that the application contained a material misrepresentation, then the license will be revoked.

Representative Name (Printed): CHARLES KEVIN FLEMING

Representative Signature: 

MMTC Applicant Name: CROSS COUNTRY INTERNATIONAL, LLC



## SECTION 4.15 – CITRUS PREFERENCE DOCUMENTATION

Applicant **Cross Country International, LLC** is not seeking to qualify for the Citrus Preference.



## SECTION 4.16 - *PIGFORD/BFL* APPLICATION FEE TRANSFER REQUEST

Applicant **Cross Country International, LLC** is not seeking to transfer the application fee from the *Pigford/BFL* batching cycle.

