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# ANCILLARY

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## ACCOUNTING ○

State specific and must comply with state regulations. Services include payroll, bookkeeping, and CPA/tax services. Accountants and auditors prepare and examine financial records, identify potential areas of opportunity and risk, and provide solutions for businesses and individuals. They ensure that financial records are accurate, that financial and data risks are evaluated, and that taxes are paid properly.

## ○ HUMAN RESOURCES

A new frontier for the cannabis industry, however, as the industry continues to make head way, the need for HR professionals is becoming a reality. Weed culture may feel like the antithesis of everything human resources once represented. But attitudes toward cannabis have changed dramatically in recent decades. Human resources managers plan, coordinate, and direct the administrative functions of an organization. They oversee the recruiting, interviewing, and hiring of new staff; consult with top executives on strategic planning; and serve as a link between an organization's management and its employees.

## MARKETING & SALES ○

These positions include brand ambassadors and developers, B2B sales representatives, social media account managers, and visual merchandisers. These individuals are aware of cannabis industry trends (past, present, and future), manage and address customer needs, and are role models for employer's values of respect, integrity, teamwork, compassion, and accountability.

## ○ OTHER POSITIONS

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|----------------------------|--------------------------|
| • Real Estate              | • Consulting             |
| • Banking                  | • Law                    |
| • Insurance                | • Construction           |
| • Security and Compliance  | • Maintenance            |
| • Transportation           | • Research & Lab-Testing |
| • Smoke Shops & Head Shops | • Printing Services      |

\*\*\*All persons allowed to work if they are 21+ years of age, obtained an Agent Card from the Nevada Cannabis Compliance Board (CCB), and had a background check. Current law states an employee cannot have been convicted of an excluded felony offense. Additional experience and education level is required based on position.

INFO: VARIOUS GOOGLE SOURCES

