

Thomas B. Ebert

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BUSINESS:

- 1) Founded and operated two abalone farms in 3 different locations in California over the past thirty years, including on-shore and in-the-sea operations.
- 2) Served as CEO, President, Chairman of the Board, Managing General Partner and General Manager at different times over the past 30 years.
- 3) I've raised millions of dollars via public and private offerings for aquaculture businesses
- 4) Supervised 10 to 20 employees continuously over the past 30 years for aquaculture businesses.
- 5) Extensive experience with public speaking
- 6) Secured and compliance with a wide range of development and operating permits from County and State agencies.
- 7) Financially managed businesses continuously over the past 30 years.
- 8) Sold my Aquaculture business in 2018.

PRODUCTION:

- 1) Designed and built an aquaculture production system with 3,400 culture tanks.
- 2) Designed, built and maintained a seawater pumping system that pumps 2,000 gpm of seawater continuously from the ocean to an on-shore aquaculture farm.
- 3) Developed all the methodologies for all phases of the production system and trained staff to operate it.
- 4) Designed and built a raft/cage culture system (~10,000 sq. ft.) in the ocean. Operated the culture system for 10 years.
- 5) Very knowledgeable about aquaculture operations/practices throughout the world.

SALES:

- 1) Developed and currently have in-place a system that sells seafood at three levels: retail, wholesale and direct to restaurants.
- 2) Developed markets and shipped live and prepared seafood products throughout the US and internationally.
- 3) Developed a large network of contacts in the seafood business over the past 30 years. These include fishermen, seafood buyers, seafood markets, restaurants, wholesalers, retail customers and other aquaculture companies.

EDUCATION:

Humboldt State University: BA in Zoology 1983

Moss Landing Marine Laboratory: Master's in Marine Biology 1985

EMPLOYMENT HISTORY:

1. Palma High School: 1985 to 1987 – Taught High School Biology and Math (coached football & wrestling teams)
2. Ocean Resource Consulting Associates: 1986 to 1989 - Operated my own marine consulting company. Projects included: (1) developing aquaculture methodologies with Klallam Indian tribe in the state of Washington (USA), (2) Surveying abalone populations and out-planting abalone at Fitzgerald Marine Reserve in San Mateo County, California, (3) developed a raft/cage culture abalone growing system at Pillar Point Harbor, California
3. US Abalone: 1989 to 2007 – Founded/built and operated abalone farm
4. American Abalone Farms: 2008 to 2018 – Founded and built abalone farm (sold company in 2018)
5. American Abalone Farms: August 2018 to May 2019 – employed as the General Manager for the abalone farm and started a seafood restaurant.

SKILLS:

1. 30 plus years experience operating and overseeing all aspects of small businesses
2. Leadership
3. Personnel Management
4. Outstanding multi-tasking abilities
5. Excellent writing skills. I have published 6 scientific papers and numerous environmental reports.
6. Outstanding ability to work with a wide range of people to achieve a common goal
7. Business integrity
8. Substantial experience working with County and State agencies/regulators
9. Very knowledgeable about aquaculture practices throughout the world
10. Ability to design, build and operate aquaculture production facilities
11. Speaks English

HOBBIES & INTERESTS

1. NAUI certified SCUBA diver
2. Travelling
3. Santa Cruz County CASA (Court Appointed Special Advocate for Foster Children)

4. Foster Parent
5. Coaching youth sports

For more information about my recent professional activities please GOOGLE “Tom Ebert Abalone”. Below are some links to articles about projects that I’ve been working on over the past few years.

1. Peninsula Press Story: Abalone decline and sea urchin abundance

<http://peninsulapress.com/2019/06/11/californians-grapple-with-the-loss-of-red-abalone/>

2. Coastside fifty-six article

<https://thesixfifty.com/one-of-the-coastsides-best-kept-secrets-is-an-abalone-farm-with-a-seafood-market-and-a-view-ee0ab738af7d>

3. San Francisco Chronicle article about Pillar Point Fish House

<https://www.sfchronicle.com/food/article/Pillar-Point-Fish-House-an-abalone-focused-13463973.php#article-comments>