



FARMER OWNED • CERTIFIED FAIR TRADE • CERTIFIED ORGANIC

March 31, 2011

Organic Trade Association Board of Directors

Re: Summary presented by Matthew Holmes, Organic Integrity and Democratic Renewal at OTA

Dear Board,

The following is a summary to my attached letter.

Its very clear that the Organic industry suffers from infighting. The attached letter and following summary have been written to address this infighting.

The infighting will stop if OTA embarks on a process of democratic renewal where all members' opinions are valued within a framework of consensus based decision making. The infighting will stop once OTA censures board members who are under investigation for organic fraud and recuses them from the board.

So to summarize the following are my suggestions:

1. OTA's board agrees to undertake a processes of democratic renewal which will engage membership in the following:

- development of a consensus based decision making process for policy and other important OTA deliverables
- determine the form of democratic decision making: consensus based, consensus minus one, 2/3 majority

2. OTA's board agrees to undertake a practical commitment to organic integrity. OTA must deal with two issues impacting organic integrity.

- Implication of board member companies in ongoing USDA organic fraud investigations.
- The apperance of a conflict of interest with some board members in relation to ownership of organic, 'natural', conventional/GE brands.

3. OTA's board agrees to engage membership in the following process and suggestions for democratic renewal.

- OTA board seats must come from companies or co-ops that derive 95% of their sales through the marketing of organic products.
- All members running for OTA board elections must provide a transparency disclosure to inform OTA members who their company is owned by and any natural, conventional or GMO interests or brands owned by them or their parent company.
- OTA move towards a consensus based policy decision making process. 6500 heads are better than 15.
- A minimum of at least 1 permanent board seat for an organic family farmer with expenses paid for travel, lodging and other related board expenses.
- A minimum of at least 1 permanent board seat for an organic farm worker with expenses paid for travel, lodging and other related board expenses.

I have experience in organizations with similar structures to what I'm proposing above. It is crucial that OTA membership is engage in this process. I would be more than happy to facilitate this process.

Best Regards,

Jason Freeman

General Manager

