JAMES DALE BENTON JR.

DIRECTOR, AI ENABLEMENT | AI GOVERNANCE | AGENTIC SYSTEMS

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EXECUTIVE SUMMARY

AI enablement and governance leader combining hands-on systems architecture with executive operating experience. Founder of ExecLayer, building governed agent runtimes, persistent memory, evaluation benchmarks, and production products across major model platforms and MCP. Led 200+ staff across multi-site healthcare and introduced processes that reduced spending about 15% on a $3M operating budget. Built regulated manufacturing from permits through inspection readiness. Technical expert contributing to CEN-CENELEC EU AI Act harmonized standards.

CORE CAPABILITIES

AI Enablement & Adoption: AI adoption programs; change management; AI literacy training; workflow and developer enablement; tool and vendor evaluation; adoption metrics; cost and ROI discipline.
Agentic Systems: Agent architecture; orchestration; MCP; retrieval and persistent memory; tool execution; human-in-the-loop approval; evaluation harnesses; browser and repository automation.
Governance, Risk & Compliance: EU AI Act; ISO/IEC 42001; NIST AI RMF; SOC 2 and HIPAA control mapping; deterministic policy enforcement; fail-closed authorization; delegated authority; cryptographic audit receipts.
Leadership & Operations: Executive communication; org-wide change; P&L and budgeting; team building; technical recruiting; vendor and contractor leadership; SOP systems; cGMP and OSHA compliance; product strategy; commercialization.
AI Platforms: Microsoft 365 Copilot; Claude and Claude Code; ChatGPT and Codex; GitHub Copilot; Gemini; AWS agent tooling.

PROFESSIONAL EXPERIENCE

ExecLayer Inc. | Founder, CEO & Chief Architect
Monterey County, California | james@execlayer.io | 2025-Present

- Founded and lead an AI governance infrastructure company for agentic systems, robotics, and autonomous execution; own product architecture, engineering, technical delivery, partnerships, standards work, and commercialization.
- Built and lead a six-person team spanning operations, risk, business development and compliance, revenue operations, and sales.
- Shipped QueueFlow Sentinel, a Ring App Store launch-partner product with 100+ signups and 10+ paying customers.
- Created Operator OS, a reusable AI operating architecture for teams spanning project-native orchestration, persistent memory, typed connectors, jobs, audit and decision logging, browser, repository, research, and build operators, voice workflows, and governed execution.
- Built SovereignClaw, a governed agent runtime across 33 Rust crates, with tested policy enforcement, independent risk checks, controlled tool execution, and multi-party approvals. Deployed OperatorOS review receipts requiring both Ed25519 and post-quantum SLH-DSA-SHA2-256f signatures, with fail-closed verification and durable replay.
- Built Kernel V4, a separate serverless Node.js/JavaScript authorization kernel on Vercel and Neon PostgreSQL, with multi-party authority, signed receipts, and browser verification. A September 21, 2026 production pilot measured 135.79 ms p95 authorization at 5 requests/sec, including receipt signing and durable commit. Public demo: kernel.execlayer.io
- Built and released IronMem, an Apache-2.0 open-source Rust memory system for AI assistants, with MCP, REST, and CLI interfaces, source-backed retrieval, policy-gated recall, and tested backup/restore. Public code: github.com/BMC-INC/Iron-mem
- Built Coding Ledger, a source-available, local-first Python tool tying AI usage records to shipped commits and merged PRs; delivered offline dashboards that distinguish API-equivalent cost estimates from actual spend. Public source: github.com/BMC-INC/coding-ledger
- Published three governance benchmarks with DOIs (AGB, OHB, MGIB) and filed seven provisional patent applications on deterministic AI governance, authority enforcement, and autonomous-system control.

PRIOR FOUNDER-LED VENTURES

Selected concurrent ventures | 2018-2026

Benton Manufacturing Consultants, Inc. | Sole Founder & Principal | United States | 2018-2025

- Independently founded and ran a technical staffing and consulting firm placing contract and temp-to-hire personnel with laboratory and manufacturing clients in Montana and Colorado; employed a PhD chemist and laboratory support staff; owned recruiting, payroll, onboarding, and employer administration.

Farm 209 Manufacturing LLC | Partner & COO, Manufacturing & Operations | Modesto, California | engaged through BMC | 2018-2025

- Built a state-licensed cannabis manufacturing business from site selection and permits through facility design, construction, equipment procurement, utilities, safety systems, staffing, and inspection readiness.
- Prepared state and local licensing; authored SOPs and cGMP-aligned quality systems; led OSHA and state compliance, safety, training, documentation, and inspection readiness across technical teams, vendors, contractors, procurement, and packaging.

Desert Zen LLC | Manufacturing & Compliance Director | Cathedral City, California | engaged through BMC | 2018-2020

- Built out the Cathedral City manufacturing facility, directed manufacturing and compliance operations, and supported a licensed consumer-brand launch.

Remediation Sciences & Technology PLLC | Co-Founder & Operations Lead | United States & Canada | 2019-2023

- Co-founded and operated a process-technology business serving regulated hemp and CBD manufacturers across U.S. states and international markets; co-developed process intellectual property supported by laboratory testing.
- Operated RFX North America-Boulder and acquired Honey Gold Processing (Boulder, Colorado) through RST; managed multi-country supply contracts.

KJ's Customs | Founder & Engineering / Fabrication Lead | Salinas, California | 2020-2026

- Ran an engineering and fabrication business spanning CAD, CNC machining, additive manufacturing, reverse engineering, prototyping, custom component production, vendor management, quality control, and operating P&L.
- Across ventures, built multiple e-commerce and brand websites before modern AI coding assistants, establishing hands-on web-development experience alongside business ownership.
- Across all ventures: entity formation, corporate records, SAM.gov registration, trademark filings, and contracts; co-founded and served as vice president of industry trade associations and engaged in regulatory stakeholder work.

Healthcare Services Group Inc. | Area Manager, Multi-Site Operations

California | 2006-2014

- Promoted from janitor to account manager in about 40 days, then to area manager over three hospital and long-term-care facilities with 200+ employees, site managers, staffing, payroll, safety, and inspections.
- Designed new labor-reduction work processes and rolled them out across 3 facilities and 200+ staff through training and SOPs, cutting spend about 15% on a $3M annual operating budget.
- Maintained seven years without an employee injury and passed 12 OSHA and state inspections without deficiencies.

STANDARDS, PUBLICATIONS & CREDENTIALS

- CEN-CENELEC JTC 21 WG2/WG3 Technical Expert (EU AI Act harmonized standards); ISO/IEC JTC 1/SC 42 observer via UNE (CTN-UNE 71/SC 42); member, ASTM F45 Committee on Robotics, Automation, and Autonomous Systems.
- OpenAI Partner Network; Anthropic Claude Partner Network; NVIDIA Inception; Google AI Essentials (2026); Google Prompting Essentials (2026); Securiti AI Security & Governance professional development (2026).
- Author, The End of Probabilistic Governance (ISBN 9798180419286); technical research published on SSRN (10.2139/ssrn.6290760) and Zenodo (10.5281/zenodo.20496565).