



Massachusetts Cannabis Control Commission

Marijuana Cultivator

General Information:

License Number: MC282690
Original Issued Date: 01/27/2021
Issued Date: 01/27/2021
Expiration Date: 01/27/2022

ABOUT THE MARIJUANA ESTABLISHMENT

Business Legal Name: Cannatech Medicinals Inc.

Phone Number: 508-356-6600 Email Address: Andy.Plante@ianthuscapital.com

Business Address 1: 33 Union Street Business Address 2: Suite 2
Business City: Boston Business State: MA Business Zip Code: 02108
Mailing Address 1: 33 Union Street Mailing Address 2: Suite 2
Mailing City: Boston Mailing State: MA Mailing Zip Code: 02108

CERTIFIED DISADVANTAGED BUSINESS ENTERPRISES (DBES)

Certified Disadvantaged Business Enterprises (DBEs): Not a DBE

PRIORITY APPLICANT

Priority Applicant: yes
Priority Applicant Type: RMD Priority
Economic Empowerment Applicant Certification Number:
RMD Priority Certification Number: RP201858

RMD INFORMATION

Name of RMD: Cannatech Medicinals Inc.
Department of Public Health RMD Registration Number: Provisional MTC License Only
Operational and Registration Status: Obtained Provisional Certificate of Registration only
To your knowledge, is the existing RMD certificate of registration in good standing?: yes
If no, describe the circumstances below:

PERSONS WITH DIRECT OR INDIRECT AUTHORITY

Person with Direct or Indirect Authority 1

Percentage Of Ownership: Percentage Of Control: 50
Role: Director Other Role: President, Treasurer, Chief Financial Officer
First Name: Randy Last Name: Maslow Suffix:
Gender: Male User Defined Gender:

What is this person's race or ethnicity?: White (German, Irish, English, Italian, Polish, French)

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 2

Percentage Of Ownership: Percentage Of Control: 50

Role: Director Other Role: Chief Executive Officer, Clerk

First Name: John Last Name: Henderson Suffix:

Gender: Male User Defined Gender:

What is this person's race or ethnicity?: White (German, Irish, English, Italian, Polish, French)

Specify Race or Ethnicity:

ENTITIES WITH DIRECT OR INDIRECT AUTHORITY

No records found

CLOSE ASSOCIATES AND MEMBERS

No records found

CAPITAL RESOURCES - INDIVIDUALS

No records found

CAPITAL RESOURCES - ENTITIES

Entity Contributing Capital 1

Entity Legal Name: iAnthus Capital Management, LLC

Entity DBA:

Email: Phone: 416-591-1525
info@ianthuscapital.com

Address 1: 505 5th Avenue

Address 2: 23rd Floor

City: New York State: NY

Zip Code: 10017

Types of Capital: Debt Other Type of Capital: (Joint Promissory Note
Holder with IMT, LLC)

Total Value of Capital Percentage of Initial
Provided: \$20000 Capital: 100

Capital Attestation: Yes

Entity Contributing Capital 2

Entity Legal Name: IMT, LLC

Entity DBA:

Email: Phone: 508-356-6600
Andy.Plante@ianthuscapital.com

Address 1: 33 Union Street

Address 2: Suite 2

City: Boston State: MA

Zip Code: 02108

Types of Capital: Debt Other Type of Capital: (Joint Promissory Note
Holder with iAnthus Capital Management, LLC)

Total Value of Capital Percentage of Initial
Provided: \$20000 Capital: 100

Capital Attestation: Yes

BUSINESS INTERESTS IN OTHER STATES OR COUNTRIES

No records found

DISCLOSURE OF INDIVIDUAL INTERESTS

Individual 1

First Name: John Last Name: Henderson Suffix:

Marijuana Establishment Name: Mayflower Medicinals, Inc. Business Type: Marijuana Cultivator

Marijuana Establishment City: Holliston Marijuana Establishment State: MA

Individual 2

First Name: Randy	Last Name: Maslow	Suffix:
Marijuana Establishment Name: Mayflower Medicinals, Inc.	Business Type: Marijuana Cultivator	
Marijuana Establishment City: Holliston	Marijuana Establishment State: MA	

Individual 3

First Name: John	Last Name: Henderson	Suffix:
Marijuana Establishment Name: Mayflower Medicinals, Inc.	Business Type: Marijuana Product Manufacture	
Marijuana Establishment City: Holliston	Marijuana Establishment State: MA	

Individual 4

First Name: Randy	Last Name: Maslow	Suffix:
Marijuana Establishment Name: Mayflower Medicinals, Inc.	Business Type: Marijuana Product Manufacture	
Marijuana Establishment City: Holliston	Marijuana Establishment State: MA	

Individual 5

First Name: John	Last Name: Henderson	Suffix:
Marijuana Establishment Name: Mayflower Medicinals, Inc.	Business Type: Marijuana Retailer	
Marijuana Establishment City: Worcester	Marijuana Establishment State: MA	

Individual 6

First Name: Randy	Last Name: Maslow	Suffix:
Marijuana Establishment Name: Mayflower Medicinals, Inc.	Business Type: Marijuana Retailer	
Marijuana Establishment City: Worcester	Marijuana Establishment State: MA	

Individual 7

First Name: John	Last Name: Henderson	Suffix:
Marijuana Establishment Name: Mayflower Medicinals, Inc.	Business Type: Marijuana Retailer	
Marijuana Establishment City: Lowell	Marijuana Establishment State: MA	

Individual 8

First Name: Randy	Last Name: Maslow	Suffix:
Marijuana Establishment Name: Mayflower Medicinals, Inc.	Business Type: Marijuana Retailer	
Marijuana Establishment City: Lowell	Marijuana Establishment State: MA	

MARIJUANA ESTABLISHMENT PROPERTY DETAILS

Establishment Address 1: 1100 Innovation Way	
Establishment Address 2: FKA Lot 183	
Establishment City: Fall River	Establishment Zip Code: 02722
Approximate square footage of the Establishment: 30000	How many abutters does this property have?: 5
Have all property abutters have been notified of the intent to open a Marijuana Establishment at this address?: Yes	
Cultivation Tier:	Cultivation Environment:

FEE QUESTIONS

Cultivation Tier: Tier 02: 5,001 to 10,000 sq. ft.	Cultivation Environment: Indoor
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HOST COMMUNITY INFORMATION

Host Community Documentation:

Document Category	Document Name	Type	ID	Upload Date
Community Outreach Meeting Documentation	Cannatech - Community Outreach.pdf	pdf	5e7a594c172cbc35459737fe	03/24/2020
Certification of Host Community Agreement	FallRiverHostAgreement.pdf	pdf	5e7bbfe65f1da0353e2b0f5a	03/25/2020
Plan to Remain Compliant with Local Zoning	Cannatech - Plan to Remain Compliant with Local Zoning.pdf	pdf	5ea322e55f1da0353e2b65be	04/24/2020

Total amount of financial benefits accruing to the municipality as a result of the host community agreement. If the total amount is zero, please enter zero and provide documentation explaining this number.: \$

PLAN FOR POSITIVE IMPACT

Plan to Positively Impact Areas of Disproportionate Impact:

Document Category	Document Name	Type	ID	Upload Date
Plan for Positive Impact	Cannatech ADI Plan 07.02.2020.pdf	pdf	5efe2c9e8a595d6c10258ecc	07/02/2020

ADDITIONAL INFORMATION NOTIFICATION

Notification:

INDIVIDUAL BACKGROUND INFORMATION

Individual Background Information 1

Role: Director Other Role: Chief Financial Officer, President, Treasurer, and Director on the Board of Directors
First Name: Randy Last Name: Maslow Suffix:
RMD Association: RMD Manager
Background Question: no

Individual Background Information 2

Role: Director Other Role: Chief Executive Officer, Secretary, and Director on the Board of Directors
First Name: John Last Name: Henderson Suffix:
RMD Association: RMD Manager
Background Question: no

ENTITY BACKGROUND CHECK INFORMATION

Entity Background Check Information 1

Role: Other (specify) Other Role: Debt Capital Contributor
Entity Legal Name: iAnthus Capital Management LLC Entity DBA:
Entity Description: Delaware Limited Liability Company
Phone: 416-591-1525 Email: info@ianthuscapital.com
Primary Business Address 1: 505 5th Avenue, 23rd Floor Primary Business Address 2:
Primary Business City: New York Primary Business State: NY Principal Business Zip Code: 10017
Additional Information:

Entity Background Check Information 2

Role: Other (specify) Other Role: Debt Capital Contributor
Entity Legal Name: IMT, LLC Entity DBA:

Entity Description: Massachusetts Limited Liability Company

Phone: 508-356-6600

Email: Andy.Plante@ianthuscapital.com

Primary Business Address 1: 33 Union Street

Primary Business Address 2: Suite 2

Primary Business City: Boston

Primary Business State: MA

Principal Business Zip Code: 02108

Additional Information:

MASSACHUSETTS BUSINESS REGISTRATION

Required Business Documentation:

Document Category	Document Name	Type	ID	Upload Date
Articles of Organization	Cannatech - Articles of Organization.pdf	pdf	5e7a6b7a482e703583b7910d	03/24/2020
Department of Revenue - Certificate of Good standing	Cannatech _ Certificate of Good Standing from DUA (2.14.20).pdf	pdf	5e7a6bd4bddf0438d21da209	03/24/2020
Department of Revenue - Certificate of Good standing	Cannatech _ Certificate of Good Standing from the DOR (2.3.20).pdf	pdf	5e7a6bdb482e703583b79112	03/24/2020
Secretary of Commonwealth - Certificate of Good Standing	Cannatech - Sec. of State - Certificate of Good Standing.pdf	pdf	5e8b593ab7c619391b8b9f08	04/06/2020
Articles of Organization	Cannatech - 2020 Annual Report.pdf	pdf	5ea3259ab014bf38e46d1593	04/24/2020
Bylaws	Cannatech - Nonprofit Corporate Bylaws.pdf	pdf	5ea5b7f80f6f0d34840b10c6	04/26/2020
Articles of Organization	Cannatech - Articles of Org RFI 06.04.20.pdf	pdf	5ed98edc311430180025185e	06/04/2020

No documents uploaded

Massachusetts Business Identification Number: 001187545

Doing-Business-As Name:

DBA Registration City:

BUSINESS PLAN

Business Plan Documentation:

Document Category	Document Name	Type	ID	Upload Date
Proposed Timeline	Cannatech - Timeline.pdf	pdf	5ea1d899961ad539052c1298	04/23/2020
Plan for Liability Insurance	Cannatech - Liability Insurance.pdf	pdf	5ea1d8e8961ad539052c129c	04/23/2020
Business Plan	Cannatech Business Plan.pdf	pdf	5ea328785f1da0353e2b65d0	04/24/2020

OPERATING POLICIES AND PROCEDURES

Policies and Procedures Documentation:

Document Category	Document Name	Type	ID	Upload Date
Prevention of diversion	Cannatech - Diversion.pdf	pdf	5ea1f64abddf0438d21dfbcf	04/23/2020
Inventory procedures	Cannatech - Inventory.pdf	pdf	5ea1f65ad29ad9357159a178	04/23/2020
Maintaining of financial records	Cannatech - Maintaining Financial Records.pdf	pdf	5ea1f661172cbc354597916a	04/23/2020

Personnel policies including background checks	Cannatech - Personnel.pdf	pdf	5ea1f66c5f1da0353e2b63d1	04/23/2020
Qualifications and training	Cannatech - Qualification and Training.pdf	pdf	5ea1f6702b97cf38fa378f4f	04/23/2020
Restricting Access to age 21 and older	Cannatech - Restricting Access to 21+.pdf	pdf	5ea1f6751cdd2e3910a56220	04/23/2020
Record Keeping procedures	Cannatech - Recordkeeping.pdf	pdf	5ea1f67ab7c619391b8bcc8e	04/23/2020
Quality control and testing	Cannatech - Quality Control and Testing.pdf	pdf	5ea1f67e554b033566cd3fec	04/23/2020
Storage of marijuana	Cannatech - Storage.pdf	pdf	5ea1f695b014bf38e46d13d6	04/23/2020
Transportation of marijuana	Cannatech - Transportation.pdf	pdf	5ea1f69a961ad539052c1325	04/23/2020
Security plan	Cannatech - Security Plan - RFI 06.04.20.pdf	pdf	5ed98f7e2989d72512a74bef	06/04/2020
Diversity plan	Cannatech - Diversity Plan - RFI 06.02.20.pdf	pdf	5ed990179a439417df7e5227	06/04/2020
Policies and Procedures for cultivating.	Cannatech - Cultivation - RFI 06.20.20.pdf	pdf	5ed990a92989d72512a74bf3	06/04/2020

ATTESTATIONS

I certify that no additional entities or individuals meeting the requirement set forth in 935 CMR 500.101(1)(b)(1) or 935 CMR 500.101(2)(c)(1) have been omitted by the applicant from any marijuana establishment application(s) for licensure submitted to the Cannabis Control Commission.: I Agree

I understand that the regulations stated above require an applicant for licensure to list all executives, managers, persons or entities having direct or indirect authority over the management, policies, security operations or cultivation operations of the Marijuana Establishment; close associates and members of the applicant, if any; and a list of all persons or entities contributing 10% or more of the initial capital to operate the Marijuana Establishment including capital that is in the form of land or buildings.: I Agree

I certify that any entities who are required to be listed by the regulations above do not include any omitted individuals, who by themselves, would be required to be listed individually in any marijuana establishment application(s) for licensure submitted to the Cannabis Control Commission.: I Agree

Notification:

I certify that any changes in ownership or control, location, or name will be made pursuant to a separate process, as required under 935 CMR 500.104(1), and none of those changes have occurred in this application.:

I certify that to the best knowledge of any of the individuals listed within this application, there are no background events that have arisen since the issuance of the establishment's final license that would raise suitability issues in accordance with 935 CMR 500.801.:

I certify that all information contained within this renewal application is complete and true.:

ADDITIONAL INFORMATION NOTIFICATION

Notification:

COMPLIANCE WITH POSITIVE IMPACT PLAN

No records found

COMPLIANCE WITH DIVERSITY PLAN

No records found

HOURS OF OPERATION

Monday From: 7:00 AM	Monday To: 9:00 PM
Tuesday From: 7:00 AM	Tuesday To: 9:00 PM
Wednesday From: 7:00 AM	Wednesday To: 9:00 PM
Thursday From: 7:00 AM	Thursday To: 9:00 PM
Friday From: 7:00 AM	Friday To: 9:00 PM
Saturday From: 7:00 AM	Saturday To: 9:00 PM
Sunday From: 7:00 AM	Sunday To: 9:00 PM

Community Outreach Meeting Attestation Form

The applicant must complete each section of this form and initial each page before uploading it to the application. Failure to complete a section will result in the application being deemed incomplete. Instructions to the applicant appear in italics. Please note that submission of information that is “misleading, incorrect, false, or fraudulent” is grounds for denial of an application for a license pursuant to 935 CMR 500.400(1).

I, John Henderson, (*insert name*) attest as an authorized representative of Cannatech Medicinals Inc. (*insert name of applicant*) that the applicant has complied with the requirements of 935 CMR 500 and the guidance for licensed applicants on community outreach, as detailed below.

1. The Community Outreach Meeting was held on March 10, 2020 (*insert date*).
2. A copy of a notice of the time, place, and subject matter of the meeting, including the proposed address of the Marijuana Establishment, was published in a newspaper of general circulation in the city or town on February 23, 2020 (*insert date*), which was at least seven calendar days prior to the meeting. A copy of the newspaper notice is attached as Attachment A (*please clearly label the newspaper notice in the upper right hand corner as Attachment A and upload it as part of this document*).
3. A copy of the meeting notice was also filed on February 19, 2020 (*insert date*) with the city or town clerk, the planning board, the contracting authority for the municipality, and local licensing authority for the adult use of marijuana, if applicable. A copy of the municipal notice is attached as Attachment B (*please clearly label the municipal notice in the upper right-hand corner as Attachment B and upload it as part of this document*).
4. Notice of the time, place and subject matter of the meeting, including the proposed address of the Marijuana Establishment, was mailed on February 25, 2020 (*insert date*), which was at least seven calendar days prior to the community outreach meeting to abutters of the proposed address of the Marijuana Establishment, and residents within 300 feet of the property line of the petitioner as they appear on the most recent applicable tax list, notwithstanding that the land of any such owner is located in another city or town. A copy of one of the notices sent to abutters and parties of interest as described in this section is attached as Attachment C (*please clearly label the municipal notice in the upper right hand corner as Attachment C and upload it as part of this document; please only include a copy of one notice and please black out the name and the address of the addressee*).

5. Information was presented at the community outreach meeting including:
 - a. The type(s) of Marijuana Establishment to be located at the proposed address;
 - b. Information adequate to demonstrate that the location will be maintained securely;
 - c. Steps to be taken by the Marijuana Establishment to prevent diversion to minors;
 - d. A plan by the Marijuana Establishment to positively impact the community; and
 - e. Information adequate to demonstrate that the location will not constitute a nuisance as defined by law.
6. Community members were permitted to ask questions and receive answers from representatives of the Marijuana Establishment.

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EMPLOYMENT

Help Wanted

Fitter/Welder

Assemble from shop drawings. Stairs, rails, platforms made out of steel. Also if you work on stainless steel a plus but not necessary. If you have some experience will teach. Good work ethics and attitude.

Capco Steel Erection Co., Providence, RI
info@capcoerectors.com

Jobs Wanted

CONSTRUCTION PERSONNEL:

John Rocchio Corporation, a heavy civil and utility contractor has current openings for Project Managers, Estimators, Superintendents and Foreperson. We are seeking motivated individuals looking for both personal and corporate growth. We offer industry leading salary and benefit packages. Please visit our website at: johnrocchiocorp.com to learn more about our company. **Interested individuals apply at: Careers@johnrocchiocorp.com.**

Equal Opportunity Employer



R.E. RENTALS

Apartments Unfurnished

Fall River Downtown area 1 BR, 3RD flr, 1st, last mo rent. + \$200 sec. Refs req'ed. No pets. \$650/mo. 508-561-8698.

Legal Notices

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The Herald News

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Housing Specialist - Full Time - M-F 9a-5P
Fall River Community Development Agency

Develop & deliver programs/services to proactively respond to community development housing needs and priorities. Develop strategies to implement Building Blocks Program. Implement & deliver the MA Attny General Office's Abandoned Housing Initiative Grant Program and CD HOME Investment Partnership Program. Serve as liaison between the FRCSA, Bristol County Registry of Deeds, city departments, local and national financial institutions and neighborhood organizations. Knowledge of real estate/REO practices, real estate closing legal documentation, mortgage lending practices, principles/practices of public administration & government structure and services.

Application to: Michael P. Dion, Executive Director/CFO, One Government Center, Fall River, MA 02722 or email: mdion@fallriverma.org

Help Wanted

Help Wanted

Fall River Community Development Agency
Job Posting

The Community Development Agency announces the following job vacancy:

Title: Housing Specialist
Date: February 21, 2020
Salary: \$50,000 annually

Hours: Monday through Friday 9:00am to 5:00pm

Please submit a letter of intent, resume and attached Community Development

Application to: Michael P. Dion, Executive Director/CFO

One Government Center, Fall River, MA 02722

Or email mdion@fallriverma.org By: March 5, 2020

JOB SUMMARY

Within the office of the Fall River Community Development Agency (FRCSA) under the direct supervision of the Executive Director/CFO plan, develop and deliver programs and services to proactively respond to Community Development Housing needs and priorities. Develop strategies to implement Building Blocks Program. Implement and deliver the Massachusetts Attorney General Office's Abandoned Housing Initiative Grant Program and CD HOME Investment Partnership Program. Serve as liaison between the FRCSA, Bristol County Registry of Deeds, city departments, local and national financial institutions and neighborhood organizations.

ESSENTIAL FUNCTIONS:

1. Serve in the office of the Community Development Agency-Office in a liaison capacity between the City Departments, U.S. Department of Housing and Urban Development, Local and National Financial Institutions, Mortgage Companies and the Massachusetts Attorney General Office.
2. Administer the Building Blocks Program to implement strategies to revitalize abandoned properties in LMI neighborhoods.
3. Coordinate the Massachusetts Attorney General's Abandoned Housing Initiative Program.
4. Assist with the administration of the CD HOME Investment Partnership Program to provide affordable housing opportunities to city residents.
5. Outreach to neighborhoods for CDBG, HOME and other neighborhood revitalization strategies as they relate to housing needs.
6. Monitor nuisance conditions of abandoned properties and changes in those conditions.
7. Prepare written and oral reports for hearing officials and courts.
8. Research and apply for grant funding opportunities to revitalize and enhance neighborhood needs.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of real estate practices and REO practices.
- Understanding of real estate closing legal documentation
- Understanding of mortgage lending practices
- Skilled in working with the general public.
- The principles and practices of public administration and local government structure and services.

MINIMUM REQUIREMENTS:

Bachelor's degree in Public Administration, Urban Affairs, Business Management or a related field is necessary. Minimum five years of real estate experience and HUD regulations. Candidate must be able to communicate orally and in writing in a clear and concise manner. Personal computer experience with skills in MS Word, Excel, PowerPoint and Publisher is a must. A valid Massachusetts Driver's License. Working and/or attend meetings on evenings and weekends is required.

FALL RIVER
160 HARTWELL STREET

LEGAL NOTICE
NOTICE OF COMMUNITY OUTREACH MEETING

Notice is hereby given that a Community Outreach Meeting for proposed Marijuana Establishments to be operated by Cannatech Medicinals, Inc. ("Cannatech") is scheduled for March 10, 2020 at 5:30 PM at the Fall River Public Library, 104 North Main Street, Fall River, MA 02720. The proposed establishments are anticipated to be located at 1100 Innovation Way (Cultivation and Product Manufacturing) and 160 Hartwell Street (Retail). There will be an opportunity for the public to ask questions. Cannatech maintains Provisional Certificates of Registration from the Medical Use of Marijuana Program to operate at the sites and seeks to engage in the same type of operations for adult use marijuana within its existing commercial spaces.

AD#13873252
FRHN 2/23/2020

Legal Notices

Legal Notices

WESTPORT
PUBLIC AUCTION 3/4/20

LEGAL NOTICE
Coastal Self Storage
Self-Storage Facility
Lien Sale

In accordance with the provisions of the Massachusetts General Law, Chapter 105A, Enforcement of the Self Storage Facilities Owner's Lien, the following personal property/household items will be sold at Public Auction at 10:00 a.m. on Wednesday, 4 March 2020 on the premises of Coastal Self Storage, 521 American Legion Hwy, Westport MA. All items held in storage for the account(s) of: Kaila Harris, Outside Space #19 & Unit 526; Robyn Schlegel, Unit 650; Jermaine Pina, Unit 439. Failure to make full payment for unit and any fees associated with this notice prior to above date and time will result in the sale or disposal of your goods by Coastal Self Storage, 521 American Legion Hwy, Westport MA. Terms: cash, sale subject to cancellation and postponements.

AD#13873074
FRHN 2/23, 3/1/2020

Houses For Sale

Houses For Sale

MORTGAGEE'S SALE OF REAL ESTATE
AT PUBLIC AUCTION
Monday, February 24, 2020

11:00 AM-FALL RIVER
321 Newbury Street

sgl fam, 1,346 sq ft liv area, 0.11 ac lot, 4 rm,
2 bdrm, 1 bth, Bristol (Fall River): Bk 6310, Pg 95

TERMS: \$5,000 cash or certified check at the time and place of the sale. The balance to be paid within thirty (30) days at the law offices of Korde & Associates, P.C.
900 Chelmsford Street, Suite 3102, Lowell, MA 01851, Attorney for the Mortgagee.

Auctioneer makes no representation as to the accuracy of the information contained herein

BAY STATE AUCTION CO., INC.

NORTH CHELMSFORD (978) 251-1150 www.baystateauction.com
MAAU#: 2624, 2959, 3039, 2573, 2828, 116, 2526, 2484, 3246, 2919

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DEADLINES:

Monday edition.....4 p.m. Thursday
Tuesday edition.....3 p.m. Friday
Wednesday edition.....3 p.m. Monday

Thursday edition.....3 p.m. Tuesday
Friday edition.....3 p.m. Wednesday
Saturday edition.....4 p.m. Thursday
Sunday edition.....4 p.m. Thursday

FAX IT IN:

508-676-2579

MAIL IT IN:

207 POCASSET ST.
FALL RIVER, MA 02722

Error Policy: Please check your advertisement the first day it appears. If you find an error, call the Classified Department at 676-2517 before 4pm so that we may make the correction for the following day. The Herald News shall not be liable for any errors or issue credits pertaining to errors called in after the ad has run for more than 2 days, or after the ad has expired.

Payment Policy: Pre-payment in the form of cash, check or credit card will be required for all non-contract placed advertising. Call 508-676-2519 with any questions.

I'VE NEVER UNDERSTOOD WHY MY HUMAN WON'T LEAVE THE HOUSE WITHOUT HER LEASH. I THINK SHE'S AFRAID OF GETTING LOST. BUT IT'S OK, I KIND OF LIKE SHOWING HER AROUND.

-HARPER
adopted 08-18-09

A PERSON IS THE BEST THING TO HAPPEN TO A SHELTER PET

adopt
the shelterpetproject.org

Ad Council THE HUMANE SOCIETY OF THE UNITED STATES

Tuesday, March 24, 2020 at 2:50:56 PM Eastern Daylight Time

Subject: RE: Public Meeting Notice - March 10, 2020

Date: Wednesday, February 19, 2020 at 12:27:32 PM Eastern Standard Time

From: City Clerk

To: Rebecca Rutenberg

The meeting has been posted on the bulletin board at the City Clerk's Office within Government Center, and also on the city's website.

You can find the website posting notice at <https://www.fallriverma.org/event/community-outreach-meeting-2/>.

Alison M. Bouchard
City Clerk
One Government Center
Fall River, MA 02722
T: 508-324-2220
F: 508-324-2211
Website: www.fallriverma.org

From: Rebecca Rutenberg [mailto:rebecca@vicentesederberg.com]

Sent: Wednesday, February 19, 2020 10:06 AM

To: City Clerk <city_clerks@fallriverma.org>

Subject: [EXTERNAL] Public Meeting Notice - March 10, 2020

Hello,

I am seeking to file the attached meeting notice with the Fall River City Clerk. Please confirm receipt and if any additional action needs to be taken.

We appreciate your assistance. Have a great day!

Becca

--

Rebecca Rutenberg

Director of Strategic Affairs

Vicente Sederberg LLP

2 Seaport Ln., 11th Floor

Boston, MA 02210

Cell: 610-675-5958

Rebecca@VicenteSederberg.com

VicenteSederberg.com

[Confidentiality Notice](#)

RECEIVED

2020 FEB 19 A 10:32

CITY CLERK _____
FALL RIVER, MA

NOTICE OF COMMUNITY OUTREACH MEETING

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Host Community Agreement Certification Form

The applicant and contracting authority for the host community must complete each section of this form before uploading it to the application. Failure to complete a section will result in the application being deemed incomplete. Instructions to the applicant and/or municipality appear in italics. Please note that submission of information that is “misleading, incorrect, false, or fraudulent” is grounds for denial of an application for a license pursuant to 935 CMR 500.400(1).


Applicant

I, John Henderson, (insert name) certify as an authorized representative of Cannatech Medicinals, Inc. (insert name of applicant) that the applicant has executed a host community agreement with City of Fall River (insert name of host community) pursuant to G.L.c. 94G § 3(d) on 3-14-2020 (insert date).


Signature of Authorized Representative of Applicant

Host Community

I, Paul E. Coogan, (insert name) certify that I am the contracting authority or have been duly authorized by the contracting authority for City of Fall River (insert name of host community) to certify that the applicant and City of Fall River (insert name of host community) has executed a host community agreement pursuant to G.L.c. 94G § 3(d) on 3-9-20 (insert date).


Signature of Contracting Authority or
Authorized Representative of Host Community

PLAN TO REMAIN COMPLIANT WITH LOCAL ZONING

Cannatech Medicinals Inc. (“Cannatech”) will remain compliant at all times with the local zoning requirements set forth in the Fall River Zoning Ordinance. In accordance with the Zoning Ordinance Table of Uses, Cannatech’s proposed Marijuana Cultivation and Product Manufacturing Facility is located in the Industrial Zoning District which permits processing, manufacturing and other industrial uses by right. No special permit is required.

In compliance with 935 CMR 500.110(3), the property is not located within 500 feet of a pre-existing public or private school providing education in kindergarten or any of grades 1 through 12.

Cannatech's building was previously build out for a medical use and it intends to operate under its existing Certificate of Occupancy. Cannatech will continue to work cooperatively with various municipal departments, boards, and officials to ensure that Cannatech’s facility remains compliant with all local laws, regulations, rules, and codes.



PLAN TO POSITIVELY IMPACT AREAS OF DISPROPORTIONATE IMPACT

Overview

Cannatech Medicinals Inc. (“Cannatech”) is dedicated to serving and supporting the areas around it, particularly those that are classified as areas of disproportionate impact. The Cannabis Control Commission (“the Commission”) has identified the following as populations falling within areas of disproportionate impact:

1. Past or present residents of the geographic “areas of disproportionate impact,” which have been defined by the Commission and identified in its Guidance for Identifying Areas of Disproportionate Impact;
2. Commission-designated Economic Empowerment Priority applicants;
3. Commission-designated Social Equity Program participants;
4. Massachusetts residents who have past drug convictions; and
5. Massachusetts residents with parents or spouses who have drug convictions.

It is Cannatech's intention to be a contributing, positive force in areas of disproportionate impact and to assist in changing the perception of those associated with marijuana use. The objective of Cannatech's Plan to Positively Impact Areas of Disproportionate Impact is to create an integrated program with multiple approaches to promote economic empowerment and community support, with a focus on providing training and skills which will enable individuals to find employment both in the cannabis industry and general hiring markets.

Cannatech's goals include:

1. Reducing barriers to entry in the commercial adult-use cannabis industry;
2. Providing mentoring, professional, and technical services for individuals and businesses facing systemic barriers; and
3. Promoting sustainable, socially and economically reparative practices in the cannabis industry in Massachusetts.

The Cannatech CLONE Program (Cannabis Learning Opportunities New England)

This program is designed with the objectives of providing skills, training and education in industry and business-applicable areas to facilitate in resume building and employment seeking. This program will focus on making such opportunities accessible to individuals facing systemic barriers and individuals in geographical communities of disproportionate impact to help tailor its efforts for the greatest positive impacts.

Each semester, at least two (2) eligible fellows from the local community will be given an opportunity to gain relevant skills and industry experience in an area(s) of interest as a registered Cannatech agent. To be eligible as a fellow, a candidate must be at least 21 years of age, pass a background check and suitability determination, and meet the other minimum qualifications set forth in 935 CMR 500.000 for Marijuana Establishment Agents.

In addition, individuals will need to meet one or more of the below qualifications to be considered for the fellowship program:

- Past or present residents of the geographic “areas of disproportionate impact,” which have been designated by the Cannabis Control Commission and identified in its “Guidance for Identifying Areas of Disproportionate Impact”;
- State-designated Social Equity Program participants;
- Massachusetts residents who have past drug convictions; or
- Massachusetts residents with parents or spouses who have past drug convictions.

Areas of focus will include operations, cultivation, product manufacturing, marketing and branding, and business management. Each fellowship will last approximately 3 months, and fellows will receive one-on-one training, training manuals and materials, and regular evaluations. At the end of the fellowship, fellows will be eligible for full-time hiring. Cannatech will also serve as a reference when appropriate.

Fellowship opportunities will be advertised twice per year via one or more of the following methods:

- Advertising fellowship opportunities in diverse publications including local media such as local newspapers, local workforce training groups, and on Cannatech's website;
- Providing briefings to representatives from recruitment sources tailored to individuals falling in the above-listed demographics concerning current and future fellowship openings each semester; and
- Encouraging current employees and fellows to refer applicants from diverse groups for employment.

Plan Measurement and Accountability

Cannatech will utilize qualitative and quantitative measures to ensure that its goals are achieved.

Cannatech will measure its program implementation by:

- Whether or not it has two fellows each year;
- Number of job postings that were sent out, which should exceed two each year; and
- Value of programs as outlined in a survey at the end of each fellowship, which should exceed 80% in scoring metrics.

The progress or success of Cannatech's plan will be reviewed and documented annually upon renewal of Cannatech's provisional license and submitted to the Commission.

Acknowledgements

Cannatech will adhere to the requirements set forth in 935 CMR 500.105(4), which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Marijuana Establishment.

Any actions taken or programs instituted by Cannatech will not violate the Commission’s regulations with respect to limitations on ownership or control or other applicable state laws.



The Commonwealth of Massachusetts
William Francis Galvin

Minimum Fee: \$35.00

Secretary of the Commonwealth, Corporations Division
One Ashburton Place, 17th floor
Boston, MA 02108-1512
Telephone: (617) 727-9640

Articles of Organization

(General Laws, Chapter 180)

Identification Number: 001187545

ARTICLE I

The exact name of the corporation is:

CANNATECH MEDICINALS INC.

ARTICLE II

The purpose of the corporation is to engage in the following business activities:

TO ENGAGE IN ANY OR ALL LAWFUL ACTS OR ACTIVITIES FOR WHICH NON-PROFIT CORPORATIONS MAY BE ORGANIZED UNDER THE GENERAL NON-PROFIT CORPORATION LAWS OF MASSACHUSETTS, AND PERMITTED UNDER GENERAL LAWS OF MASSACHUSETTS PART I, TITLE XXII, CHAPTER 180.

ARTICLE III

A corporation may have one or more classes of members. If it does, the designation of such classes, the manner of election or appointments, the duration of membership and the qualifications and rights, including voting rights, of the members of each class, may be set forth in the by-laws of the corporation or may be set forth below:

ARTICLE IV

Other lawful provisions, if any, for the conduct and regulation of the business and affairs of the corporation, for its voluntary dissolution, or for limiting, defining, or regulating the powers of the corporation, or of its directors or members, or of any class of members, are as follows:

(If there are no provisions state "NONE")

THE CORPORATION IS ORGANIZED EXCLUSIVELY FOR NONPROFIT PURPOSES. NO PART OF THE NET EARNINGS OF THE CORPORATION SHALL INURE TO THE BENEFIT OF, OR BE DISTRIBUTABLE TO ITS DIRECTORS, OFFICERS, OR OTHER PRIVATE PERSONS, EXCEPT THAT THE CORPORATION SHALL BE AUTHORIZED AND EMPOWERED TO PAY REASONABLE COMPENSATION FOR SERVICES RENDERED AND TO MAKE PAYMENTS AND DISTRIBUTIONS IN FURTHERANCE OF THE PURPOSES OF THE CORPORATION. IN THE EVENT OF DISSOLUTION OF THE CORPORATION, THE BOARD OF DIRECTORS SHALL, AFTER PAYING OR MAKING PROVISIONS FOR THE PAYMENT OF ALL OF THE LIABILITIES OF THE CORPORATION, DISPOSE OF ALL THE ASSETS OF THE CORPORATION EXCLUSIVELY FOR THE PURPOSES OF THE CORPORATION, AS THE BOARD OF DIRECTORS SHALL DETERMINE, IN ACCORDANCE WITH THE STATUTES OF THE COMMONWEALTH OF MASSACHUSETTS. NO OFFICER OR DIRECTOR OF THE CORPORATION SHALL BE PERSONALLY LIABLE TO THE CORPORATION FOR MONETARY DAMAGES FOR OR ARISING OUT OF A BREACH OF FIDUCIARY DUTY AS AN OFFICER OR

DIRECTOR NOTWITHSTANDING ANY PROVISION OF LAW IMPOSING SUCH LIABILITY; PROVIDED, HOWEVER, THAT THE FOREGOING SHALL NOT ELIMINATE OR LIMIT THE LIABILITY OF AN OFFICER OR DIRECTOR TO THE EXTENT THAT SUCH LIABILITY IS IMPOSED BY APPLICABLE LAW (I) FOR BREACH OF THE OFFICER'S OR DIRECTOR'S DUTY OF LOYALTY TO THE CORPORATION OR ITS MEMBERS, (II) FOR ACTS OR OMISSIONS NOT IN GOOD FAITH OR WHICH INVOLVE INTENTIONAL MISCONDUCT OR A KNOWING VIOLATION OF THE LAW, OR (III) FOR ANY TRANSACTION FROM WHICH THE OFFICER OR DIRECTOR DERIVED AN IMPROPER PERSONAL BENEFIT. THE CORPORATION SHALL, TO THE EXTENT LEGALLY PERMISSIBLE, INDEMNIFY EACH PERSON WHO MAY SERVE OR WHO HAS SERVED AT ANY TIME AS AN OFFICER OR DIRECTOR OF THE CORPORATION AGAINST ALL EXPENSES AND LIABILITIES, INCLUDING, WITHOUT LIMITATION, COUNSEL FEES, JUDGMENTS, FINES, EXCISE TAXES, PENALTIES AND SETTLEMENT PAYMENTS, REASONABLY INCURRED BY OR IMPOSED UPON SUCH PERSON IN CONNECTION WITH ANY THREATENED, PENDING OR COMPLETED ACTION, SUIT OR PROCEEDING IN WHICH HE OR SHE MAY BECOME INVOLVED BY REASON OF HIS OR HER SERVICE IN SUCH CAPACITY; PROVIDED THAT NO INDEMNIFICATION SHALL BE PROVIDED FOR ANY SUCH PERSON WITH RESPECT TO ANY MATTER AS TO WHICH HE OR SHE SHALL HAVE BEEN FINALLY ADJUDICATED IN ANY PROCEEDING NOT TO HAVE ACTED IN GOOD FAITH IN THE REASONABLE BELIEF THAT SUCH ACTION WAS IN THE BEST INTEREST OF THE CORPORATION; AND FURTHER PROVIDED THAT ANY COMPROMISE OR SETTLEMENT PAYMENT SHALL BE APPROVED BY A MAJORITY VOTE OR A QUORUM OF DIRECTORS WHO ARE NOT AT THAT TIME PARTIES TO THE PROCEEDING. THE INDEMNIFICATION PROVIDED HEREUNDER SHALL INURE TO THE BENEFIT OF THE HEIRS, EXECUTORS AND ADMINISTRATORS OF PERSONS ENTITLED TO INDEMNIFICATION HEREUNDER. THE RIGHT OF INDEMNIFICATION UNDER THIS ARTICLE SHALL BE IN ADDITION TO AND NOT EXCLUSIVE OF ALL OTHER RIGHTS TO WHICH ANY PERSON MAY BE ENTITLED. THIS ARTICLE CONSTITUTES A CONTRACT BETWEEN THE CORPORATION AND THE INDEMNIFIED OFFICERS AND DIRECTORS. NO AMENDMENT OR REPEAL OF THE PROVISIONS OF THIS ARTICLE WHICH ADVERSELY AFFECTS THE RIGHT OF AN INDEMNIFIED OFFICER OR DIRECTOR UNDER THIS ARTICLE SHALL APPLY TO SUCH OFFICER OR DIRECTOR WITH RESPECT TO THOSE ACTS OR OMISSIONS WHICH OCCURRED AT ANY TIME PRIOR TO SUCH AMENDMENT OR REPEAL.

Notes: The preceding four (4) articles are considered to be permanent and may only be changed by filing appropriate Articles of Amendment.

ARTICLE V

The by-laws of the corporation have been duly adopted and the initial directors, president, treasurer and clerk or other presiding, financial or recording officers, whose names are set out on the following page, have been duly elected.

ARTICLE VI

The effective date of organization of the corporation shall be the date approved and filed by the Secretary of the Commonwealth. If a *later* effective date is desired, specify such date which shall not be more than *thirty days* after the date of filing.

ARTICLE VII

The information contained in Article VII is not a permanent part of the Articles of Organization.

a. The street address (*post office boxes are not acceptable*) of the principal office of the corporation in Massachusetts is:

No. and Street: 679 WASHINGTON ST. SUITE 8
BOX 117
City or Town: ATTLEBORO State: MA Zip: 02703 Country: USA

b. The name, residential street address and post office address of each director and officer of the

corporation is as follows:

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code	Expiration of Term
PRESIDENT	DR. HENRY D CROWLEY JR.	509 SPRING STREET WEST BRIDGEWATER, MA 02379 USA 509 SPRING STREET WEST BRIDGEWATER, MA 02379 USA	9/2020
TREASURER	STEVEN J. PIMENTAL	127 CAMERON WAY REHOBOTH, MA 02769 USA 127 CAMERON WAY REHOBOTH, MA 02769 USA	9/2020
CLERK	ERIN KOPECKY	66 LONG LANE WARREN, RI 02885 USA 66 LONG LANE WARREN, RI 02885 USA	9/2020
DIRECTOR	ERIN KOPECKY	66 LONG LANE WARREN, RI 02885 USA 66 LONG LANE WARREN, RI 02885 USA	9/2020
DIRECTOR	ELIZABETH LAPRADE	3 HILL COURT SEEKONK, MA 02771 USA 3 HILL COURT SEEKONK, MA 02771 USA	9/2020
DIRECTOR	JOSEPH BENEVIDES	31 PLATT STREET BRISTOL, RI 02809 USA 31 PLATT STREET BRISTOL, RI 02809 USA	9/2020
DIRECTOR	STEVEN J. PIMENTAL	127 CAMERON WAY REHOBOTH, MA 02769 USA 127 CAMERON WAY REHOBOTH, MA 02769 USA	9/2020
DIRECTOR	DR. HENRY D CROWLEY JR.	509 SPRING STREET WEST BRIDGEWATER, MA 02379 USA 509 SPRING STREET WEST BRIDGEWATER, MA 02379 USA	9/2020

c. The fiscal year (i.e., tax year) of the business entity shall end on the last day of the month of:
January

d. The name and business address of the resident agent, if any, of the business entity is:

Name: ANDREA F. NUCIFORO, JR.

No. and Street: 100 NORTH STREET
SUITE 405

City or Town: PITTSFIELD State: MA Zip: 01201 Country: USA

I/We, the below signed incorporator(s), do hereby certify under the pains and penalties of perjury that I/we have not been convicted of any crimes relating to alcohol or gaming within the past ten years. I/We do hereby further certify that to the best of my/our knowledge the above-named officers have not been similarly convicted. If so convicted, explain:

IN WITNESS WHEREOF AND UNDER THE PAINS AND PENALTIES OF PERJURY, I/we, whose signature(s) appear below as incorporator(s) and whose name(s) and business or residential address (es) beneath each signature do hereby associate with the intention of forming this business entity under the provisions of General Law, Chapter 180 and do hereby sign these Articles of Organization as incorporator(s) this 31 Day of August, 2015. (If an existing corporation is acting as incorporator, type in the exact name of the business entity, the state or other jurisdiction where it was incorporated, the name

of the person signing on behalf of said business entity and the title he/she holds or other authority by which such action is taken.)

ANDREA F. NUCIFORO JR., ESQ. REGISTERED AGENT ONE INTERNATIONAL PLACE SUITE 14
00 BOSTON, MA 02110

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THE COMMONWEALTH OF MASSACHUSETTS

I hereby certify that, upon examination of this document, duly submitted to me, it appears that the provisions of the General Laws relative to corporations have been complied with, and I hereby approve said articles; and the filing fee having been paid, said articles are deemed to have been filed with me on:

August 31, 2015 10:14 AM

A handwritten signature in black ink, reading "William Francis Galvin". The signature is written in a cursive style with a large, prominent initial "W".

WILLIAM FRANCIS GALVIN

Secretary of the Commonwealth



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF UNEMPLOYMENT ASSISTANCE

Charles D. Baker
GOVERNOR

Karyn E. Polito
LT. GOVERNOR



174486620

Rosalin Acosta
SECRETARY

Richard A. Jeffers
DIRECTOR

CANNATECH MEDICINALS INC
33 UNION ST STE 2
BOSTON, MA 02108-2414

EAN: 22157911
February 14, 2020

Certificate Id:35516

The Department of Unemployment Assistance certifies that as of 2/14/2020 ,CANNATECH MEDICINALS INC is current in all its obligations relating to contributions, payments in lieu of contributions, and the employer medical assistance contribution established in G.L.c.149,§189.

This certificate expires in 30 days from the date of issuance.

Richard A. Jeffers, Director

Department of Unemployment Assistance



CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE



PATRICK SCATAMACCHIA
CANNATECH MEDICINALS INC
33 UNION ST STE 2
BOSTON MA 02108-2414

Why did I receive this notice?

The Commissioner of Revenue certifies that, as of the date of this certificate, CANNATECH MEDICINALS INC is in compliance with its tax obligations under Chapter 62C of the Massachusetts General Laws.

This certificate doesn't certify that the taxpayer is compliant in taxes such as unemployment insurance administered by agencies other than the Department of Revenue, or taxes under any other provisions of law.

This is not a waiver of lien issued under Chapter 62C, section 52 of the Massachusetts General Laws.

What if I have questions?

If you have questions, call us at (617) 887-6400 or toll-free in Massachusetts at (800) 392-6089, Monday through Friday, 8:30 a.m. to 4:30 p.m..

Visit us online!

Visit mass.gov/dor to learn more about Massachusetts tax laws and DOR policies and procedures, including your Taxpayer Bill of Rights, and MassTaxConnect for easy access to your account:

- Review or update your account
- Contact us using e-message
- Sign up for e-billing to save paper
- Make payments or set up autopay

Edward W. Coyle, Jr., Chief
Collections Bureau



The Commonwealth of Massachusetts
Secretary of the Commonwealth
State House, Boston, Massachusetts 02133

William Francis Galvin
Secretary of the
Commonwealth

Date: April 03, 2020

To Whom It May Concern :

I hereby certify that according to the records of this office,
CANNATECH MEDICINALS INC.

is a domestic corporation organized on **August 31, 2015**

I further certify that there are no proceedings presently pending under the Massachusetts General Laws Chapter 180 section 26 A, for revocation of the charter of said corporation; that the State Secretary has not received notice of dissolution of the corporation pursuant to Massachusetts General Laws, Chapter 180, Section 11, 11A, or 11B; that said corporation has filed all annual reports, and paid all fees with respect to such reports, and so far as appears of record said corporation has legal existence and is in good standing with this office.



In testimony of which,
I have hereunto affixed the
Great Seal of the Commonwealth
on the date first above written.

William Francis Galvin

Secretary of the Commonwealth

Certificate Number: 20040038650

Verify this Certificate at: <http://corp.sec.state.ma.us/CorpWeb/Certificates/Verify.aspx>

Processed by: bod



The Commonwealth of Massachusetts William Francis Galvin

Minimum Fee: \$15.00

Secretary of the Commonwealth, Corporations Division
One Ashburton Place, 17th floor
Boston, MA 02108-1512
Telephone: (617) 727-9640

Annual Report

(General Laws, Chapter 180)


Identification Number: 001187545Filing for November 1, 2020

In compliance with the requirements of Section 26A of Chapter one hundred and eighty (180) of the General Laws:

1. Exact name of the corporation: CANNATECH MEDICINALS INC.

2. Location of its principal office:

No. and Street: 33 UNION STREET, SUITE 2
City or Town: BOSTON State: MA Zip: 02108 Country: USA

3. DATE OF THE LAST ANNUAL MEETING:  (mm/dd/yyyy)
(if none leave blank)

4. State the names and street addresses of all officers, including all the directors of the corporation, and the date on which the term of office of each expires:

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code	Expiration of Term
PRESIDENT	RANDY MASLOW	33 UNION STREET, SUITE 2 BOSTON, MA 02108 USA	Until a successor has been elected and qualified.
TREASURER	RANDY MASLOW	33 UNION STREET, SUITE 2 BOSTON, MA 02108 USA	Until a successor has been elected and qualified.
CEO	JOHN HENDERSON	33 UNION STREET, SUITE 2 BOSTON, MA 02108 USA	Until a successor has been elected and qualified.
CFO	RANDY MASLOW	33 UNION STREET, SUITE 2 BOSTON, MA 02108 USA	Until a successor has been elected and qualified.
CLERK	JOHN HENDERSON	33 UNION STREET, SUITE 2 BOSTON, MA 02108 USA	Until a successor has been elected and qualified.
DIRECTOR	JOHN HENDERSON	33 UNION STREET, SUITE 2 BOSTON, MA 02108 USA	Until a successor has been elected and qualified.
DIRECTOR	RANDY MASLOW	33 UNION STREET, SUITE 2 BOSTON, MA 02108 USA	Until a successor has been elected and qualified.

5. Check if the corporation is a cemetery corporation that does NOT hold perpetual care funds in trust. If the corporation is a cemetery corporation that holds perpetual care funds in trust, a copy of the written instrument establishing the trust and any amendments thereto must be attached, and the annual report must be filed by facsimile, mail or in person. ☐

I, the undersigned, RANDY MASLOW of the above-named business entity, in compliance with the General Laws, Chapter 180, hereby certify that the above information is true and correct as of the dates shown. IN WITNESS WHEREOF AND UNDER PENALTIES OF PERJURY, I hereto sign my name on this 15 Day of January, 2020.

BYLAWS

CANNATECH MEDICINALS, INC.

Section 1.

ARTICLES OF ORGANIZATION, LOCATION, CORPORATE SEAL AND FISCAL YEAR

1.1 Articles of Organization. The name and purposes of the Corporation shall be as set forth in its Articles of Organization. These Bylaws, the powers of the Corporation and of its directors and officers, and all matters concerning the conduct and regulation of the affairs of the Corporation shall be subject to such provisions in regard thereto, if any, as are set forth in the Articles of Organization.

1.2 Purpose. To engage in civic, educational and benevolent activities as per Mass. Gen. Laws ch. 180 §4, including making medical marijuana available to qualified patients and their personal caregivers in a safe, healthy, and clean environment that complies with the laws of The Commonwealth of Massachusetts and the directives of the Massachusetts Department of Public Health. Additionally, the purpose includes providing palliative and other services to qualified patients, as well as educational materials regarding the potential benefits and dangers associated with the use of medical marijuana. As permitted by law, the Corporation may engage in any and all activities in furtherance of, related to, or incidental to these purposes, the activities being lawful for a Corporation formed under said Chapter 180.

1.3 Location. The principal office of the Corporation in The Commonwealth of Massachusetts shall initially be located at the place set forth in the Articles of Organization of the Corporation. The directors may change the location of the principal office in The Commonwealth of Massachusetts effective upon filing a certificate with the Secretary of the Commonwealth.

1.4 Corporate Seal. The directors may adopt and alter the seal of the Corporation.

1.5 Fiscal Year. The fiscal year of the Corporation shall end on the December 31 in each year unless the directors change the fiscal year by filing a certificate with the Secretary of the Commonwealth.

1.6 Annual Meeting. The annual meeting of the Corporation shall be held not later than the last day of November at such time and place, as the directors shall designate.

1.7 Gender. The personal pronoun "he" or possessive pronoun "his", when appropriate, shall be construed to mean "she" or "her" and the word "chairman" shall be construed to include a female.

1.8 Not-for-Profit Operation.

(a) The Corporation shall at all times operate on a non-profit basis for the benefit of registered qualifying patients and shall ensure that revenue of the Corporation is used solely in furtherance of its non-profit purpose, in full accordance with 105 CMR 725.100(A)(1) and the Guidance for Registered Marijuana Dispensaries Regarding Non-Profit Compliance issued by the Massachusetts Department of Public Health.

(b) No dividends, liquidating dividends, or distributions shall be declared or paid by the Corporation to any private individual, member, officer, or director of the Corporation.

(c) No part of the net earnings or net income of the Corporation shall inure to the benefit of

any private individual or officer or director of the Corporation; provided, however, that such a person may receive reasonable, fair-market compensation for sales, leases or loans, or personal or professional services rendered which are necessary to carrying out the purposes of the Corporation.

(d) Notwithstanding any other provision of these Articles of Organization, the Corporation shall not carry on any other activities not permitted to be carried out by a Corporation that is formed under Mass. Gen. Laws ch.180, is a registered marijuana dispensary pursuant to 105 CMR 725.000 et seq. and is in compliance with the laws of the Commonwealth of Massachusetts.

Section 2. SHAREHOLDERS

The Corporation shall have no shareholders. Any action or vote required or permitted by Mass. Gen. Laws c. 180 to be taken by members shall be taken by action or vote of the same percentage of directors in accordance with Mass. Gen. Laws c. 180, §3.

Section 3. SPONSORS, BENEFACTORS, CONTRIBUTORS, ADVISORS, FRIENDS OF THE CORPORATION

The directors may designate certain persons or groups of persons as sponsors, benefactors, contributors, advisors or friends of the Corporation or such other title as they deem appropriate. Such persons shall serve only in an honorary capacity and, except as the directors shall otherwise designate, shall in such capacity have no right to notice of or to vote at any meeting, shall not be considered for purposes of establishing a quorum, and shall have no other rights or responsibilities.

Section 4. BOARD OF DIRECTORS

4.1 Powers. The business and affairs of the Corporation shall be controlled and governed by the Board of the Directors who may exercise all the powers of the Corporation as permitted by law (the "Board").

4.2 Number and Election. By the unanimous vote of the members of the Board, the directors shall determine the number of directors and the manner by which new directors are nominated and elected. The directors may nominate and elect directors at any time, and such directors may serve full or partial terms. Upon the date of adoption of these bylaws, the number of directors shall be fixed at five. The names and addresses of the initial Board of Directors and Officers are set forth on Schedule A attached hereto.

4.3 Term of Office. The directors, and each of them, shall serve for terms to be determined by the board. The terms and length of service of each director shall be maintained by the Clerk, and these Bylaws will be updated from time to time to reflect such terms and length of service. Directors shall serve a continual term which shall not end except by such director's resignation or termination in accordance with these Bylaws.

4.4 Meetings. The Board of Directors shall hold annual meetings each year and may select the time and place for annual and other meetings of the Board. Other meetings of the Board of Directors may be called by the Chief Executive Officer (defined below) or the President (defined below) or by a majority of the directors then in office by delivering notice in writing by mail, facsimile or electronic transmission, at his usual or last known business or residence address of the date, time, place, and purpose of such meeting, to all directors at least ten (10) business days in advance of such meeting.

4.5 Waiver of Notice for Meetings. Whenever any notice of a meeting is required to be given to any director under the Articles of Organization, these Bylaws, or the laws of Massachusetts, no waiver of such notice shall be effective unless in a writing signed by the director, waiving such notice, whether before or after the time of the meeting, shall be equivalent to the giving of such notice.

4.6 Quorum. At any meeting of the directors two-thirds of the directors then in office shall constitute a quorum. Any meeting may be adjourned by a vote of at least two-thirds of the votes cast upon the question, whether or not a quorum is present, and the meeting may be held as adjourned without further notice. Notwithstanding the provisions of this section 4.6, no vote on any matter described in Section 4.8 shall occur with less than four directors present and voting.

4.7 Action by Vote. Except as set forth in section 4.8 herein, when a quorum is present at any meeting, a vote of at least two-thirds of the directors present and voting shall decide any question, including election of directors and officers, unless otherwise provided by law, the Articles of Organization, or these Bylaws.

4.8 Action Requiring a Super-Majority Vote. The Board shall not take any of the following actions absent a vote of at least two-thirds of the members of the Board:

- a) selling, encumbering, exchanging, transferring, devising, leasing, or otherwise disposing of or allocating a material portion of the assets or a material asset of the Corporation in a single transaction or in a series of transactions;
- b) merging, consolidating, transferring, combining, or any other disposition of the Corporation with another entity or individual in a single transaction or in a series of transactions;
- c) electing a new director;
- d) removing an existing director;
- e) borrowing money in the name of the Corporation or incurring any debt or obligation;
- f) terminating any agreement or contract to which the Corporation is a party;
- g) guaranteeing any third-party liability;
- h) commencing a lawsuit or demand for arbitration;
- i) filing a petition or otherwise commencing any action in the name of the Corporation under the federal bankruptcy act or under any state insolvency or receivership law;
- j) changing the number of directors on the Board;
- k) opening, closing or otherwise changing any bank accounts or banking arrangements of the Corporation;
- l) terminating or removing the Chief Executive Officer, the President or any other officer of the Corporation; or
- m) taking any corporate action outside of the ordinary course of business;

4.9 Action by Writing. Any action required or permitted to be taken at any meeting of the directors may be taken without a meeting if all directors consent to the action in writing and the written consents are filed with the records of the meetings of the directors. Such consents shall be treated for all purposes as a vote at a meeting.

4.10 Committees. The directors may establish committees and subcommittees that the directors deem necessary and proper to conduct the business of the corporation by a two-thirds vote of the members of the Board. Any such committee shall be populated as directed by the Board, and shall report to the board as directed from time to time.

4.14 Qualifications. The directors shall at all times have or be eligible for a dispensary agent registry identification card issued by the Massachusetts Department of Public Health. At any time should a director fail to be eligible for a dispensary agent registry identification card or have such card revoked pursuant to 105 CMR 725.000, the director shall be deemed automatically removed from the Board.

4.11 Presence Through Communications Equipment. Unless otherwise provided by law or by the articles of organization, directors may participate in any meeting of the Board of Directors by means of a conference telephone or similar electronic or communications equipment by means of which all persons participating in the meeting can hear each other at the same time, and participation by such means shall constitute presence in person at a meeting.

4.12 Voting by Proxy or Nominee. A director may vote either in person or by proxy executed in writing by the director or his or her attorney-in-fact. An appointment of a proxy is effective when received by the Chief Executive Officer, the President or other officer or agent authorized by the Corporation to tabulate votes. No proxy shall be valid after eleven (11) months from the date of its execution unless otherwise provided in the proxy. A proxy shall be revocable.

4.13 Emergency Management of the Corporation. In the event of an emergency, to the extent not limited or prohibited by law, the Articles of Organization or these Bylaws, the following provisions regarding the management of the Corporation shall take effect immediately. An emergency exists if a majority of the Corporation's governing persons cannot readily participate in a meeting because of the occurrence of a catastrophic event.

In the event of an emergency, a meeting of the Board of Directors may be called following the attempt of not less than two-hour notice to each director. Said notice may be given by electronic transmission, including facsimile transmission, transmission to an electronic mail address provided by the director, as well as by telephone.

The Board of Directors is to approve and maintain a current list of officers or other persons to serve as directors to the extent necessary to provide a quorum at any meeting held while these emergency bylaws are in effect.

These emergency provisions take effect only in the event of an emergency as defined hereinabove, and will no longer be effective after the emergency ends. Any and all provisions of these Bylaws that are consistent with these emergency provisions remain in effect during an emergency. Any or all of these actions of the Corporation taken in good faith in accordance with these provisions are binding upon this Corporation and may not be used to impose liability on a managerial official, employee, or agent of the Corporation.

4.14 Chairman of the Board of Directors. The Board may elect a Chairman of the Board by a vote of at least two-thirds of the members of the Board. If a "Chairman of the Board" of the directors is elected, he or she shall preside at all meetings of the directors except as the directors shall otherwise determine, and shall have such other powers and duties as may be determined by a vote of at least two-thirds of the members of the Board.

Section 5. OFFICERS AND AGENTS

5.1 Number and Qualification. The officers of the Corporation shall be a president, treasurer, secretary, clerk, Chief Executive Officer and such other officers, if any, as the directors may determine. The Corporation may also have such agents, if any, as the directors may appoint. Any such appointment

shall be memorialized in a resolution of the Corporation or such other writing as the directors may determine. Any officer may, but need not, be a director. The clerk shall be a resident of Massachusetts unless the Corporation has a resident agent duly appointed for the purpose of service of process. A person may hold more than one office at the same time. If required by the directors, any officer shall give the Corporation a bond for the faithful performance of his duties in such amount and with such surety or sureties as shall be satisfactory to the directors.

5.2 Election. In the event that officers retire or are otherwise removed, the officers of the Corporation shall be elected by the Board at the next meeting. The election of an officer upon the retirement or other removal of an officer shall require a vote of at least two-thirds of the members of the Board. Each officer shall hold office until a successor shall have been elected and qualified.

5.3 Tenure. The president, treasurer, and secretary may each hold office for a term as determined by a vote of two-thirds of the Board.

5.4 Chief Executive Officer. The "Chief Executive Officer" of the Corporation shall be the principal officer of the Corporation and shall have authority over and be authorized to direct (by the Board) all day to day affairs of the Corporation. The Chief Executive Officer must serve in a manner consistent with 105 CMR 725.000 et seq. and any other guidance, ruling or direction that the Massachusetts Department of Public Health may issue from time to time. The authority of the Chief Executive Officer shall include, among other powers the ability to put forth budgets for the Corporation, the ability to hire and fire employees of the Corporation, the authority to handle the day to day management of the Corporation, or to designate other officers or staff to take any and all actions with regards to such day to day affairs of the Corporation. The Chief Executive Officer shall have general charge and supervision of the affairs of the Corporation and shall have all such powers as typically possessed by a chief executive officer. The Board may terminate the Chief Executive Officer only upon a vote of at least two-thirds of the members of the Board. The initial Chief Executive Officer of the Corporation shall be Elizabeth Stavola.

5.5 President. The "President" of the Corporation shall preside over the Board in the absence of the Board electing a Chairman of the Board. The initial President of the Corporation shall be Dr. Hank Crowley.

5.6 Chief Operating Officer. The Board may hire or retain a Chief Operating Officer by a two-thirds vote of the members of the Board. The Chief Operating Officer must serve in a manner consistent with 105 CMR 725.000 et seq. and any other guidance, ruling or direction that the Massachusetts Department of Public Health may issue from time to time. The authority of such Chief Operating Officer shall be determined and approved by the Chief Executive Officer, which shall include, among other powers, the authority to handle the day to day operation of the Company at the direction of the Chief Executive Officer consistent with 105 CMR 725.000 et seq. or to designate other officers or staff to do so as permitted by law. The Board may terminate the Chief Operating Officer only upon a vote of at least two-thirds of the members of the Board.

5.7 Other Executives and Staff. The Board, or any person duly authorized by the Board, may hire or retain other executives and staff on behalf of the Corporation, in accordance with Massachusetts law and the laws of the United States upon a vote of at least two-thirds of the members of the Board. Any such executives and staff must serve in a manner consistent with 105 CMR 725.000 et seq. and any other guidance, ruling or direction that the Massachusetts Department of Public Health may issue from time to time. The Board may terminate any such staff by majority vote, and in a manner not inconsistent with law.

5.8 Treasurer. Unless otherwise determined by the directors, the treasurer or his designee shall be

in charge of the Corporation's books of account and accounting records, and of its accounting procedures. It shall be the duty of the treasurer to prepare or oversee all filings required by the Commonwealth of Massachusetts, the Internal Revenue Service, and other federal or state agencies. He shall have such other duties and powers as designated by the directors or the Chief Executive Officer.

5.9 Secretary. The secretary shall be responsible for keeping records of board meetings and board actions, including the taking of minutes at all board meetings, providing notice and board meeting announcements, preparing and distributing agenda and minutes to the directors, and assuring the proper maintenance of corporate records. The secretary of the Corporation shall serve as the "Clerk" of the Corporation as a required officer under Massachusetts law. In addition, the secretary shall record and maintain records of all proceedings of the directors in a book or series of books kept for that purpose, which book or books shall be kept within the Commonwealth at the principal office of the Corporation or at the office of its secretary or of its resident agent and shall be open at all reasonable times to the inspection of any director. Such book or books shall also contain records of all meetings of incorporators and the original, or attested copies, of the Articles of Organization and Bylaws and names of all directors and the address of each. If the secretary is absent from any meeting of directors, a temporary secretary chosen at the meeting shall exercise the duties of the secretary at the meeting. The secretary shall have custody of the seal of the Corporation.

5.10 Chairman of the Board of Directors. The Chairman of the board shall have all powers as described in Section 4.14 and shall, along with the Chief Executive Officer, be responsible for the direction of the Corporation.

Section 6. RESIGNATIONS, REMOVALS AND VACANCIES

6.1 Resignations. Any director or officer may resign at any time by delivering his resignation in writing to the Chief Executive Officer or the President or the secretary or to the Corporation at its principal office. Such resignation shall be effective upon receipt unless specified to be effective at some other time. If there is only one director of the Corporation, the director may not resign without appointing a new director, updating these Bylaws or dissolving the Corporation.

6.2 Removals. An officer or director (including, but not limited to, the President and Chief Executive Officer) may be removed only for cause and only by a vote of at least two-thirds of the directors then in office (including himself) and only after reasonable notice and opportunity to be heard before the body proposing to remove him on the occurrence of any of the following events:

(a) upon a good faith finding by the directors of (i) the gross and repeated failure of such director or officer to perform his assigned duties for the Corporation, (ii) dishonesty, gross negligence or willful misconduct, or (iii) the conviction of, or the entry of a pleading of guilty or nolo contendere by such director or officer to, any crime involving moral turpitude or any felony; or

(b) upon the disability of such director or officer. As used in this section, the term "disability" shall mean the inability of such director or officer, due to a physical, emotional or mental disability, for a period of one hundred and twenty (120) days, whether or not consecutive, during any three hundred and sixty (360) day period to perform his assigned duties for the Corporation. A determination of disability shall be made by the directors in their reasonable discretion, but requiring a unanimous vote of directors (not including the vote of the director who may be disabled).

6.3 No Right to Compensation. Except as provided in Section 1.8(c), no director or officer shall have any right to compensation as such director or officer for his service, or upon his resignation or

removal, or any right to damages on account of such removal.

6.4 Vacancies. Any vacancy in any office or on the board of directors may be filled by the directors upon a vote of two-thirds of a majority of the directors then in office. The directors may elect a successor if the office of the President, treasurer or clerk becomes vacant and may elect a successor if any other office becomes vacant. Each such successor shall hold office for the unexpired term and in the case of the President, treasurer and clerk until his successor is chosen and qualified, or in each case until he sooner dies, resigns, or is removed. The directors shall have and may exercise all their powers notwithstanding the existence of one or more vacancies in their number.

Section 7. COMMITTEES

The Board of Directors may create such standing and special committees as it determines to be in the best interest of the Corporation by a vote of at least two-thirds of the members of the Board. The Board of Directors shall determine the duties, powers, and composition of such committees, except that the Board shall not delegate to such committees those powers which by law may not be delegated. Each such committee shall submit to the Board of Directors at such meetings as the Board may designate, a report of the actions and recommendations of such committees for consideration and approval by the Board of Directors. Any committee may be terminated at any time by the Board of Directors.

Section 8. EXECUTION OF PAPERS

Except as the directors may authorize the execution thereof in some other manner, all deeds, leases, transfers, contracts, bonds, notes, checks, drafts and other obligations made in the course of the Corporation's regular business, accepted or endorsed by the Corporation shall be signed by the President. Except as otherwise provided by M.G.L. c. 180 or directed by the directors, the President may authorize in writing any officer or agent of the Corporation to sign, execute and acknowledge such documents and instruments in his or her place and stead. The clerk of the Corporation is authorized and empowered to sign in attestation all documents so signed, and to certify and issue copies of any such document and of any resolution adopted by the directors of the Corporation, provided, however, that an attestation is not required to enable a document to be an act of the Corporation.

Any recordable instrument purporting to affect an interest in real estate, executed in the name of the Corporation by the President or the Chief Executive Officer, shall be binding on the Corporation in favor of a purchaser or other person relying in good faith on such instrument, notwithstanding any inconsistent provisions of the Articles of Organization, Bylaws, resolutions or votes of the Corporation.

Section 9. PERSONAL LIABILITY

9.1 No Personal Liability. The directors and the officers of the Corporation shall not be personally liable for any debt, liability or obligation of the Corporation for or arising out of a breach of fiduciary duty as an officer or director notwithstanding any provision of law imposing such liability; provided, however, that the foregoing shall not eliminate or limit the liability of an officer or director to the extent that such liability is imposed by applicable law (i) for a breach of the officer's or director's duty of loyalty to the Corporation or its members, or (ii) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of the law, or (iii) for any transaction from which the officer or director derived an improper personal benefit.

9.2 Corporate Obligations. All persons, corporations or other entities extending credit to, contracting with, or having any claim against, the Corporation, may look only to the funds and property of the Corporation for the payment of any such contract or claim, or for the payment of any debt, damages, judgment or decree, or of any money that may otherwise become due or payable to them from the Corporation.

Section 10. INDEMNIFICATION

The Corporation shall, to the extent legally permissible, indemnify any person serving or who has served at any time as a director, executive director, President, treasurer, clerk, Chief Executive Officer or other officer of the Corporation, or at its request as a director or officer of any organization, or at its request in any capacity with respect to any employee benefit plan, and may indemnify an employee or other agent who has so served, against all liabilities and expenses, including, without limitation, amounts paid in satisfaction of judgments, in compromise or as fines and penalties, and counsel fees, reasonably incurred by him in connection with the defense or disposition of any action, suit or other proceeding, whether civil or criminal, in which he may be involved or with which he may be threatened, while in office or thereafter, by reason of his being or having been such a director or officer (or in any capacity with respect to any employee benefit plan), except with respect to any matter as to which he shall have been adjudicated in any proceeding not to have acted in good faith in the reasonable belief that his action was in the best interests of the Corporation (or, to the extent that such matter relates to service with respect to an employee benefit plan), in the best interest of the participants or beneficiaries of such employee benefit plan; provided, however, that as to any matter disposed of by a compromise payment by such person, pursuant to a consent decree or otherwise, no indemnification either for said payment or for any other expenses shall be provided unless such compromise and indemnification shall be approved:

(i) by a vote of at least two-thirds of the members of the Board;

or

(ii) by a court of competent jurisdiction.

If authorized in the manner specified above for compromise payments, expenses including, but not limited to, counsel fees, reasonably incurred by any such person in connection with the defense or disposition of any such action, suit or other proceeding may be paid from time to time by the Corporation in advance of the final disposition thereof upon receipt of (a) an affidavit of such individual of his good faith belief that he has met the standard of conduct necessary for indemnification under this Section, and (b) an undertaking by such individual to repay the amounts so paid to the Corporation if it is ultimately determined that indemnification for such expenses is not authorized by law or under this Section, which undertaking may be accepted without reference to the financial ability of such person to make repayment.

The right of indemnification hereby provided shall not be exclusive of or affect any rights to indemnification to which corporate personnel other than the persons designated in this Section may be entitled by contract, by vote of the board of directors, or otherwise under law.

As used herein the terms "person," "director," "officer," "employee," and "agent" include their respective heirs, executors and administrators, and an "interested" director or officer is one against whom the proceedings in question or other proceedings on the same or similar grounds is then pending.

If any term or provision hereof, or the application thereof to any person or circumstances, shall to any

extent be held invalid or unenforceable, the remainder hereon, or the application of such term or provision to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby, and each term and provision hereof shall be held valid and be enforced to the fullest extent permitted by law.

Section 11. AMENDMENTS

These Bylaws may be adopted, altered, amended or repealed, in whole or in part, by a unanimous vote of the directors then seated.

Section 12. ACTIVITIES

12.1 Investments. Subject to Section 4.8, the Corporation shall have the right to retain all or any part of any securities or property acquired by it in whatever manner, and to invest and reinvest any funds held by it, according to the judgment of the directors, without being restricted to the class of investments which a trustee is or may hereafter be permitted by law to make or any similar restriction, provided, however, that no action shall be taken by or on behalf of the Corporation if such action is a prohibited transaction under Massachusetts law.

12.2 Loans. No moneys shall be borrowed on behalf of the Corporation and no evidences of such indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors in compliance with Section 4.8.

12.3 Deposits. All funds of the Corporation, not otherwise employed, shall be deposited from time to time to the credit of the Corporation in such banks, investment firms or other depositories as the Board of Directors shall select in compliance with Section 4.8.

12.4 Conflict of Interest. Whenever a director or officer has a financial or personal interest in any matter coming before the Board of Directors, the affected person shall fully disclose the nature of the interest. Any transaction or vote involving a potential conflict of interest shall be approved only when two-thirds of the directors determine that it is in the best interest of the Corporation to do so. The minutes of meetings at which such votes are taken shall record such disclosure and rationale for approval.

12.5 Audits. Within four months after the close of the Corporation's fiscal year, the Corporation will prepare reviewed financial statements in accordance with generally accepted accounting principles (GAAP) and make these statements available to any interested parties. In the event that the Corporation has total gross revenue in excess of \$1,000,000 per year the Corporation will prepare independently audited financial statements, in accordance with GAAP, and make those available to any interested parties. In the event that the Corporation becomes a Public Charity under M.G.L. Chapter 12, Section 8 et seq. or is otherwise required by the Department of Public Health or any other provision of Massachusetts law to file audited or reviewed financial statements and a Form PC, such auditing and filing will be completed in accordance with GAAP and performed in a timely manner.

Section 13. INSURANCE

The Corporation may purchase and maintain insurance (including but not limited to insurance for legal expenses and costs incurred in connection with defending any claim, proceeding or lawsuit) on behalf of any person who is or was a director, officer, employee, fiduciary or agent of the Corporation or who,

while serving in this role, is or was serving at the request of the Corporation as a director, officer, partner, trustee, employee, fiduciary or agent of any other foreign or domestic Corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, against any liability asserted against him or incurred by him in any such capacity, or arising out of his status as such, whether or not the Corporation would have the power to indemnify him against such liability under the provisions of Section 10. In addition the Corporation shall maintain liability insurance coverage in compliance with 105 CMR 725.105(Q).

Section 14. CORPORATE INTEGRITY POLICY

It is the policy of the Corporation to encourage and enable directors, officers, and employees to make reports where they believe, in good faith, that acts or omissions unlawful under the laws of the Commonwealth of Massachusetts or unethical may have occurred. With this goal in mind, no one who, in good faith, makes a report shall be subject to retaliation in any form, including adverse employment consequences. Moreover, an employee who retaliates against someone who has made a good faith report is subject to discipline up to and including dismissal from the volunteer position or termination of employment. If after an investigation, the claim is determined to have been made in bad faith or was knowingly false, the individual making the claim will immediately have his or her position in the Corporation revoked.

Section 15. ANTITRUST POLICY

It is the policy of the Corporation to comply fully with all federal and state antitrust laws, which prohibit companies from working together to restrict competition. It is also the policy of the Corporation that it and its directors and officers are informed about antitrust laws and recognize possible antitrust issues or questions.

It is legal for competitors within the medical marijuana industry to work together, unless such work unlawfully restricts competition within the industry. Although the Corporation's activities generally do not present antitrust issues, to ensure against inadvertent violations of federal and state antitrust laws, directors, except to insure that prices are reasonable and affordable for the Corporation's patients, and to prevent diversion for non-medical purposes, officers and employees shall not discuss with competitors:

- Increasing, decreasing, or stabilizing prices for medical marijuana or related products and services;
- Establishing market monopolies for products or services;
- Refusal to deal with a company because of pricing or distribution practices for medical marijuana or related products or services;
- Strategies or plans to give business or remove business from a specific company.

Furthermore, directors, officers, and employees shall not engage in any actions or understandings arising in the context of the Corporation's activities which appear to be anti-competitive in purpose or inconsistent with this policy.

In the event that additional directors are appointed, and Board of Director meetings occur, the Corporation meetings shall follow a pre-approved agenda and meeting minutes will be prepared and available. Any questions regarding antitrust issues and the Corporation's activities shall be directed to the Chair of the Board, if any, and referred to counsel if deemed necessary.

Section 16.

**Section 16.
DISSOLUTION**

Dissolution of the Corporation will comply with Mass. Gen. Laws ch. 180, s. 11. The directors may authorize a petition for the dissolution of the Corporation. A unanimous vote will be required for such dissolution. The Articles of Dissolution form will be filed with the Massachusetts Secretary of State. All annual reports for the last ten years will be filed with the Secretary of State. A letter to the Massachusetts Department of Revenue on the Corporation's letterhead will be sent stating that the Corporation is dissolving. All outstanding business will be completed. All outstanding debts will be paid. Any remaining funds in the Corporation will be distributed as per the direction of the directors at the meeting authorizing the dissolution.

In the event that the dissolution also requires one or more RMD locations to close, cease conducting business or dissolve, the board of directors shall vote to take the following actions: written notice to the Massachusetts Department of Public Health; patients and caregivers that obtain medical marijuana will be notified of the Corporation's dissolution via mail, or in-person if the opportunity to notify the patient or caregiver arises prior to the closing of the doors of the Corporation's place of business; any remaining medical marijuana will be destroyed at the close of business, and disposed of in a manner consistent with 105 CMR 725.000 et seq. and with the policies and procedures of the RMD.

**Section 17.
SEVERABILITY**

The invalidity or unenforceability of any provisions of these Bylaws shall not affect the validity or enforceability of any other provision of this Agreement, which shall remain in full force and effect.

As set forth above, these Bylaws have been amended and adopted by a vote of the board as per Section 11 and affirmed by the Chief Executive Officer of the Corporation on this 11 day of June, 2017.


Chief Executive Officer



DISSOLUTION

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Chief Executive Officer

Schedule A

Henry D. Crowley, Jr.

Elizabeth Stavola

Julie Winter

Steven Pimental

Bradley Doyle

Please be advised that the following individuals, who were listed on Cannatech Medicinals, Inc.'s ("Cannatech") Articles of Organization when the company was initially formed in August 2015, are no longer affiliated with Cannatech in any capacity.

- Dr. Henry D. Crowley Jr.
- Steven J. Pimental
- Erin Kopecky
- Elizabeth Laprade
- Joseph Benevides

The Directors and Officers of Cannatech have changed over the years, as evidenced by the various Certificates of Change of Directors or Officers and Annual Reports that are available on the Secretary of the Commonwealth's website. On April 24, 2020, Cannatech uploaded the 2020 Annual Report to demonstrate the current Directors and Officers of Cannatech, which are:

- Randy Maslow
- John Henderson

Please also note that a Change of Ownership and Control Application and For-Profit Conversion submission have been filed and are currently pending Commission approval.

PLAN FOR OBTAINING LIABILITY INSURANCE

Cannatech Medicinals Inc. (“Cannatech”) will contract with an insurance provider to maintain general liability insurance coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate annually and product liability coverage for no less than \$1,000,000 per occurrence & \$2,000,000 in aggregate annually. The policy deductible will be no higher than \$5,000 per occurrence. Cannatech will consider additional coverage based on availability and cost-benefit analysis.



CANNATECH MEDICINALS, INC.

BUSINESS PLAN

April 23, 2020

EXECUTIVE SUMMARY

Mission Statement

Cannatech Medicinals Inc. (“Cannatech”) is an applicant for Marijuana Establishment Licenses in the Commonwealth that is committed to creating a safe and clean community environment and that provides consistent, high quality cannabis to consumers who are 21 years of age or older.

License Types

Cannatech is applying for the following Licenses from the Massachusetts Cannabis Control Commission (the “Commission”) to operate Marijuana Establishments in Massachusetts:

- Product Manufacturer
- Tier 2 Cultivation

What Drives Us

Cannatech’s goals include:

1. Providing customers 21 years of age or older with a wide variety of high quality, consistent, laboratory-tested cannabis and derivatives;
2. Assisting local communities in offsetting the cost of Cannatech’s operations within its communities;
3. Hiring employees and contractors from within the communities served;
4. Hiring employees and contractors from communities that have been disproportionately impacted by the war on drugs;
5. Having a diverse and socially representative pool of employees;
6. Empowering the next generation of entrepreneurs and leaders through hiring, training and teaching; and
7. Running an environmentally friendly Marijuana Establishment.

COMPANY DESCRIPTION

Structure

Cannatech is applying for Licenses from the Commission to operate Marijuana Establishments in the Commonwealth.

Cannatech will file, in a form and manner specified by the Commission, an application for licensure as a Marijuana Establishment consisting of three packets: An Application of Intent packet; a Background Check packet; and a Management and Operations Profile packet.

Operations

Cannatech will establish inventory controls and procedures for the conduct of inventory reviews and comprehensive inventories of marijuana products in the process of cultivation and finished, stored marijuana; conduct a monthly inventory of marijuana in the process of cultivation and finished, stored marijuana; conduct a comprehensive annual inventory at least once every year after the date of the previous comprehensive inventory; and promptly transcribe inventories if taken by use of an oral recording device.

Cannatech will tag and track all marijuana seeds, clones, plants, and marijuana products using Metrc and in a form and manner approved by the Commission.

No marijuana product, including marijuana, will be sold or otherwise marketed for adult use that has not first been tested by Independent Testing Laboratories, except as allowed under 935 CMR 500.000.

Cannatech will maintain records which will be available for inspection by the Commission upon request. The records will be maintained in accordance with generally accepted accounting principles and maintained for at least 12 months or as specified and required by 935 CMR 500.000.

Cannatech will obtain and maintain general liability insurance coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate, annually, and product liability insurance coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate, annually, except as provided in 935 CMR 500.105(10)(b) or otherwise approved by the Commission. The deductible for each policy will be no higher than \$5,000 per occurrence. If adequate coverage is unavailable at a reasonable rate, Cannatech will place in escrow at least \$250,000 to be expended for liabilities coverage (or such other amount approved by the Commission). Any withdrawal from such escrow will be replenished within 10 business days of any expenditure. Cannatech will keep reports documenting compliance with 935 CMR 500.105(10) in a manner and form determined by the Commission pursuant to 935 CMR 500.000.

Cannatech will provide adequate lighting, ventilation, temperature, humidity, space, and equipment, in accordance with applicable provisions of 935 CMR 500.105 and 500.110.

All recyclables and waste, including organic waste composed of or containing finished marijuana and marijuana products, will be stored, secured, and managed in accordance with applicable state and local statutes, ordinances, and regulations. Organic material, recyclable material, solid waste, and liquid waste containing marijuana or by-products of marijuana processing will be disposed of in compliance with all applicable state and federal requirements.

Cannatech will demonstrate consideration of the factors for Energy Efficiency and Conservation outlined in 935 CMR 500.105(15) as part of its operating plan and application for licensure.

Prior to commencing operations, Cannatech will provide proof of having obtained a surety bond in an amount equal to its licensure fee payable to the Marijuana Regulation Fund. The bond will ensure payment of the cost incurred for the destruction of cannabis goods necessitated by a violation of St. 2016, c. 334, as amended by St. 2017, c. 55 or 935 CMR 500.000 or the cessation of operation of Cannatech. If Cannatech is unable to secure a surety bond, it will place in escrow a sum of no less than \$5,000 or such other amount approved by the Commission, to be expended for coverage of liabilities. The escrow account will be replenished within ten business days of any expenditure required under 935 CMR 500.105: *General Operational Requirements for Marijuana Establishments* unless Cannatech has ceased operations. Documentation of the replenishment will be promptly sent to the Commission.

Cannatech and Cannatech agents will comply with all local rules, regulations, ordinances, and bylaws.

Security

Cannatech will contract with a professional security and alarm company to design, implement, and monitor a comprehensive security plan to ensure that the facility is a safe and secure environment for employees and the local community.

Cannatech's state-of-the-art security system will consist of perimeter windows, as well as duress, panic, and holdup alarms connected to local law enforcement for efficient notification and response in the event of a security threat. The system will also include a failure notification system that will immediately alert the executive management team if a system failure occurs. A redundant alarm system will be installed to ensure that active alarms remain operational if the primary system is compromised.

Interior and exterior HD video surveillance of all areas that contain marijuana, entrances, exits, and parking lots will be operational 24/7 and available to the Police Department. These surveillance cameras will remain operational even in the event of a power outage. The exterior of the dispensary and surrounding area will be sufficiently lit, and foliage will be minimized to ensure clear visibility of the area at all times.

Only Cannatech's registered agents and other authorized visitors (e.g. contractors, vendors) will be allowed access to the facility, and a visitor log will be maintained in perpetuity. All agents and visitors will be required to visibly display an ID badge, and Cannatech will maintain a current list of individuals with access. Cannatech will have security personnel on-site during business hours.

On-site consumption of marijuana by Cannatech's employees and visitors will be prohibited.

Benefits to Host Communities

Cannatech looks forward to working cooperatively with its host communities to ensure that Cannatech operates as a responsible, contributing member of those host communities. Cannatech has established a mutually beneficial relationship with its host communities in exchange for permitting Cannatech to site and operate.

Cannatech's host communities stand to benefit in various ways, including but not limited to the following:

1. **Jobs**: A Marijuana Establishment facility will add a number of full-time jobs, in addition to hiring qualified, local contractors and vendors.
2. **Monetary Benefits**: A Host Community Agreement with significant monetary donations will provide the host community with additional financial benefits beyond local property taxes.
3. **Access to Quality Product**: Cannatech will allow qualified consumers in the Commonwealth to have access to high quality marijuana and marijuana products that are tested for cannabinoid content and contaminants.
4. **Control**: In addition to the Commission, the Police Department and other municipal departments will have oversight over Cannatech's security systems and processes.

5. Responsibility: Cannatech is comprised of experienced professionals who will be thoroughly background checked and scrutinized by the Commission.
6. Economic Development: Cannatech's operation of its facilities will help to revitalize its host communities and contribute to the overall economic development of the local community.

MARKET RESEARCH

Customers

Cannatech will only sell marijuana and marijuana products to other licensed Marijuana Establishments.

Competitors

Cannatech's competitors include other marijuana cultivators and product manufacturers across the Commonwealth.

Competitive Advantage

Cannatech possesses several strengths that separate Cannatech from the competition. The industry is rapidly growing, and customers are scrutinizing the quality of cannabis dispensed, the services offered, the location of the dispensary, the prices offered for the products, and the branding of the business.

Regulations

Cannatech will maintain the corporation in good standing with the Massachusetts Secretary of the Commonwealth, the Department of Revenue, and the Department of Unemployment Assistance. Cannatech will apply for all state and local permits and approvals required to build out and operate the facility.

Cannatech will also work cooperatively with various municipal departments to ensure that the proposed facility complies with all state and local codes, rules and regulations with respect to design, renovation, operation, and security.

Products & Services

In addition to traditional sativa, indica, and hybrid cannabis flower, Cannatech will manufacture a wide range of products that will allow Cannatech to serve customers with a wide variety of needs. Products Cannatech intends to offer include, but will not be limited to:

1. Concentrates
2. Topical Salves
3. Creams and Lotions
4. Patches
5. Oral Mucosal and Sublingual Dissolving Tablets
6. Tinctures
7. Sprays
8. Inhalation Ready to Use CO2 Extracted Hash Oils

9. Pre-Dosed Oil Vaporizers
10. Ingestion Capsules
11. Infused Food and Beverages

Pricing Structure

Cannatech's pricing structure will vary based on market conditions. Cannatech plans to provide products of superior quality and will price accordingly.

MARKETING & SALES

Growth Strategy

Cannatech's plan to grow the company includes:

1. Strong and consistent branding;
2. Intelligent, targeted, and compliant marketing programs;
3. An exemplary customer in-store experience; and
4. A caring and thoughtful staff made of consummate professionals.

Cannatech plans to seek additional, appropriate locations in the surrounding area to expand business and reach an increased number of customers in the future.

Communication

Cannatech will engage in reasonable marketing, advertising, and branding practices that do not jeopardize the public health, welfare, or safety of the general public, or promote the diversion of marijuana or marijuana use in individuals younger than 21 years old. Any such marketing, advertising, and branding created for viewing by the public will include the statement: "Please Consume Responsibly," in a conspicuous manner on the face of the advertisement and will include a minimum of two of the warnings, located at 935 CMR 500.105(4)(a), in their entirety in a conspicuous manner on the face of the advertisement.

All marketing, advertising, and branding produced by or on behalf of Cannatech will include the following warning, including capitalization, in accordance with M.G.L. c. 94G, § 4(a½)(xxvi): "This product has not been analyzed or approved by the Food and Drug Administration (FDA). There is limited information on the side effects of using this product, and there may be associated health risks. Marijuana use during pregnancy and breast-feeding may pose potential harms. It is against the law to drive or operate machinery when under the influence of this product. KEEP THIS PRODUCT AWAY FROM CHILDREN. There may be health risks associated with consumption of this product. Marijuana can impair concentration, coordination, and judgment. The impairment effects of edible marijuana may be delayed by two hours or more. In case of accidental ingestion, contact poison control hotline 1-800-222-1222 or 9-1-1. This product may be illegal outside of MA."

Cannatech will seek events where 85% or more of the audience is reasonably expected to be 21 years of age or older, as determined by reliable, current audience composition data. At these events, Cannatech will market its products and services to reach a wide range of qualified consumers.

Cannatech will communicate with customers through:

1. A company run website;
2. A company blog;
3. Popular cannabis discovery networks such as WeedMaps and Leafly;
4. Popular social media platforms such as Instagram, Facebook, Twitter, and SnapChat; and
5. Opt-in direct communications.

Sales

Cannatech will ensure that all marijuana products that are provided for sale to consumers are sold in tamper or child-resistant packaging. Packaging for marijuana products sold or displayed for consumers, including any label or imprint affixed to any packaging containing marijuana products or any exit packages, will not be attractive to minors.

Packaging for marijuana products sold or displayed for consumers in multiple servings will allow a consumer to easily perform the division into single servings and include the following statement on the exterior of the package in a printed font that is no smaller than ten-point Times New Roman, Helvetica, or Arial, including capitalization: “INCLUDES MULTIPLE SERVINGS.” Cannatech will not sell multiple serving beverages and each single serving of an edible marijuana product contained in a multiple-serving package will be marked, stamped, or otherwise imprinted with the symbol issued by the Commission under 935 CMR 500.105(5) that indicates that the single serving is a marijuana product. In no instance will an individual serving size of any marijuana product contain more than five (5) milligrams of delta-nine tetrahydrocannabinol.

Logo

Cannatech has developed a logo to be used in labeling, signage, and other materials such as letterhead and distributed materials.

The logo is discreet, unassuming, and does not use marijuana symbols, images of marijuana, related paraphernalia, or colloquial references to cannabis or marijuana.

An image of the logo can be found below:



FINAL REMARKS

Cannatech has the experience and know-how to safely and efficiently provide high quality, consistent, laboratory-tested cannabis and derivatives. Cannatech hopes to bring its high-quality standards to adult-use consumers to provide them with a safe and clean community environment. Cannatech's security systems and comprehensive security measures will also help ensure a safe and secure environment that will help deter and prevent diversion.

In Massachusetts adult-use sales eclipsed \$250 million in the first eight months of 2019, and as more Marijuana Establishments become operational, the sales growth rate continues to expand month after month. Cannatech is prepared to position itself well in this market and contribute to this growth through a highly experienced team of successful operators working under an established framework of high quality standard operating procedures and growth strategies. In doing so, Cannatech looks forward to working cooperatively with all the municipalities in which it is operating to help spread the benefits that this market will yield.

MAINTAINING OF FINANCIAL RECORDS

Cannatech Medicinals Inc.'s ("Cannatech") operating policies and procedures ensure financial records are accurate and maintained in compliance with the Commission's Adult Use of Marijuana regulations (935 CMR 500). Financial records maintenance measures include policies and procedures requiring that:

- Confidential information will be maintained in a secure location, kept separate from all other records, and will not be disclosed without the written consent of the individual to whom the information applies, or as required under law or pursuant to an order from a court of competent jurisdiction; provided however, the Commission may access this information to carry out its official duties.
- All recordkeeping requirements under 935 CMR 500.105(9) are followed, including:
 - Keeping written business records, available for inspection, and in accordance with generally accepted accounting principles, which will include manual or computerized records of:
 - Assets and liabilities;
 - Monetary transactions;
 - Books of accounts, which will include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
 - Sales records including the quantity, form, and cost of marijuana products; and
 - Salary and wages paid to each employee, or stipend, executive compensation, bonus, benefit, or item of value paid to any persons having direct or indirect control over nature.
- All sales recording requirements under 935 CMR 500.140(5) are followed, including:
 - Utilizing a point-of-sale (POS) system approved by the Commission, in consultation with the DOR, and a sales recording module approved by DOR;
 - Prohibiting the use of software or other methods to manipulate or alter sales data;
 - Conducting a monthly analysis of its equipment and sales data, and maintaining records, available to the Commission upon request, that the monthly analysis has been performed;
 - If Cannatech determines that software has been installed for the purpose of manipulation or alteration of sales data or other methods have been utilized to manipulate or alter sales data: 1. it shall immediately disclose the information to the Commission; 2. it shall cooperate with the Commission in any investigation regarding manipulation or alteration of sales data; and 3. take such other action directed by the Commission to comply with 935 CMR 500.105.
 - Complying with 830 CMR 62C.25.1: *Record Retention* and DOR Directive 16-1 regarding recordkeeping requirements;
 - Adopting separate accounting practices at the point-of-sale for marijuana and marijuana product sales, and non-marijuana sales;
 - Maintaining such records that would allow for the Commission and the DOR to audit and examine the point-of-sale system used in order to ensure compliance with Massachusetts tax laws and 935 CMR 500; and

- Additional written business records will be kept, including, but not limited to, records of:
 - Compliance with liability insurance coverage or maintenance of escrow requirements under 935 CMR 500.105(10) and all bond or escrow requirements under 935 CMR 500.105(16);
 - Fees paid under 935 CMR 500.005 or any other section of the Commission's regulations; and
 - Fines or penalties, if any, paid under 935 CMR 500.360 or any other section of the Commission's regulations.
- License Renewal Records
 - Cannatech will keep and submit as a component of the renewal application documentation that the establishment requested from its Host Community the records of any cost to a city or town reasonably related to the operation of the establishment, which would include the city's or town's anticipated and actual expenses resulting from the operation of the establishment in its community. The applicant will provide a copy of the electronic or written request, which should include the date of the request, and either the substantive response(s) received or an attestation that no response was received from the city or town. The request should state that, in accordance with M.G.L. c. 94G, § 3(d), any cost to a city or town imposed by the operation of a Marijuana Establishment or MTC will be documented and considered a public record as defined by M.G.L. c. 4, § 7, cl.

PERSONNEL POLICIES INCLUDING BACKGROUND CHECKS

Overview

Cannatech Medicinals Inc. (“Cannatech”) will securely maintain personnel records, including registration status and background check records. Cannatech will keep, at a minimum, the following personnel records:

- Job descriptions for each employee and volunteer position, as well as organizational charts consistent with the job descriptions;
- A personnel record for each marijuana establishment agent;
- A staffing plan that will demonstrate accessible business hours and safe cultivation conditions;
- Personnel policies and procedures; and
- All background check reports obtained in accordance with 935 CMR 500.030.

Job Descriptions

Director of Security: Under the supervision of the Chief Executive Officer, the Director of Security is responsible for the development and overall management of the Security Policies and Procedures for Cannatech, while implementing, administering, and revising the policies as needed. In addition, the Director of Security will perform the following duties

- Provide general training to Cannatech agents during new hire orientation or recurrent trainings throughout the year;
- Provide training specific for Security Agents prior to the Security Agent commencing job functions;
- Review and approve incident reports and other reports written by Security Agents prior to submitting to the executive management team—follow up with security agent if needed;
- Maintain lists of agents authorized to access designated areas of the Cannatech facility, including cash and product storage vaults, the surveillance and network equipment room, and other highly sensitive areas of the Cannatech facility;
- Lead a working group comprised of the Chief Executive Officer, Chief Operating Officer, and any other designated advisors to ensure the current policies and procedures are properly implemented, integrated, effective, and relevant to ensure the safety of Cannatech agents and assets;
- Ensure that all required background checks have been completed and documented prior to an agent performing job functions; ensure agent is granted appropriate level of access to the facility necessary to complete his/her job functions;
- Maintain all security-related records, incident reports and other reports written by security agents;
- Evaluate and determine the number of Security Agents assigned to each shift and proper shift change times; and
- Maintain frequent contact with local law enforcement authorities.

Security Agent: Security Agents monitor Cannatech's security systems including alarms, video surveillance, and motion detectors. Security Agents are responsible for ensuring that only authorized individuals are permitted access to the Cannatech facility by verifying appropriate ID cards and other forms of identification. In addition, Security Agents perform the following duties and other duties upon request:

- Investigate, communicate, and provide leadership in the event of an emergency such as an intrusion, fire, or other threat that jeopardizes customers, authorized visitors, and Cannatech agents;
- Respond and investigate security situations and alarm calls; clearly document the incident and details surrounding the incident in a written report for the Director of Security;
- Oversee the entrance to the facility and verify credentials of each person seeking access to the Cannatech facility;
- Answer routine inquiries;
- Log entries, and maintain visitor log;
- Escort authorized visitors in restricted access areas; and
- Escort Cannatech agents from the facility during non-business hours and perform security checks at designated intervals.

Inventory Manager: The Inventory Manager is responsible for inventory on a day-to-day basis as well as the weekly and monthly inventory counts and waste disposal requirements. The inventory manager will perform the comprehensive annual inventory in conjunction with the executive management team. Additional duties include, but are not limited to:

- Implementing inventory controls to track and account for all dispensary inventory;
- Implementing procedures and notification policies for proper disposal;
- Maintaining records, including operating procedures, inventory records, audit records, storage and transfer records;
- Maintaining documents with each day's beginning, acquisitions, sales, disposal, and pending inventory; and
- Proper storing, labeling, tracking, and reporting of inventory.

Inventory Associate: Inventory Associates support the Inventory Manager during day-to-day operations. Responsibilities include, but are not limited to:

- Maintaining records, including operating procedures, inventory records, audit records, storage and transfer records.
- Maintaining documents with each day's beginning, acquisitions, sales, disposal and pending inventory;
- Ensuring products are properly stored, labeled, and recorded in the POS software system;
- Ensuring waste is properly stored; and
- Coordinating the waste disposal schedule and ensuring Cannatech's policies and procedures for waste disposal are adhered to.

Human Resources Manager: The Human Resources Manager at Cannatech will support the executive management team on a day-to-day basis to effectively implement all personnel policies and procedures for Cannatech, including hiring processes. The Human Resources Manager will:

- Oversee hiring and release of Cannatech agents;
- Review and revise Cannatech personnel policies and procedures in consultation with the executive management team and department managers;
- Develop training schedules and policies for Cannatech agents under the supervision of the executive management team and department managers;
- Handle any and all agent discipline as necessary;
- Ensure compliance with any and all workplace policy laws and requirements; and
- Be responsible for such additional human resources tasks as determined by the executive management team

Director of Cultivation: The Director of Cultivation is responsible for all daily operations and maintenance of the Cultivation Facility. The Director of Cultivation will:

- Be responsible for implementing policies with the Cultivation Facility;
- Coordinate space assignments;
- Receive and review work requests;
- Coordinate repairs and maintenance;
- Supervise and train agents in an ongoing capacity;
- Provide mandatory training for new agents;
- Maintain a record of space allocations;
- Work with Cultivation Technicians to promote successful operations in the Cultivation Facility;
- Program and monitor the Direct Digital Control (DDC).
- Maintain a database of environmental controls and conditions;
- Adjust DDC for optimum efficiency of operation;
- Provide pesticide recommendations and ensure IPM Program is sufficient.

Cultivation Manager: The Cultivation Manager supervises and participates in all aspects of daily Cultivation Facility tasks. The Cultivation Manager operates under the supervision of the Director of Cultivation and will:

- Instruct Cultivation Technicians on operation procedures;
- Train and supervise Cultivation Technicians;
- Assist with the activities performed by all Cultivation Technicians;
- Instruct agents or apply pesticides with guidance from the Director of Cultivation;
- Perform routine maintenance;
- Maintain inventory of all cultivation supplies and order such supplies;
- Report daily to Director of Cultivation; and
- Coordinate with relevant staff regarding harvest schedules.

Cultivation Technician: Cultivation Technicians are responsible for all daily tasks in their assigned areas within the Cultivation Facility. Cultivation Technicians report directly to Cultivation Manager and/or Director of Cultivation. Responsibilities include, but are not limited to:

- Irrigation;
- Pruning;
- Pesticide application;
- Potting/Re-potting;
- Propagation;
- Light construction; and
- Janitorial duties (i.e. cleaning, disinfecting, sterilizing).

Production Manager: The Production Manager is responsible for all post-harvest handling of marijuana. The Production Manager coordinates directly with the Cultivation Manager regarding harvest schedules. Production Manager reports directly to the Director of Cultivation and is responsible for the following:

- Transitioning harvested plant material from cultivation rooms to the Trim Room where marijuana is trimmed via machine and manually;
- Overseeing Trim Technicians and delegates daily tasks to production agents;
- Ensuring quality control of finished marijuana flowers;
- Monitoring the status of the Dry Room and of marijuana flowers that are in the process of drying;
- Entering wet and dry weights of all product including flowers and trim into the POS software;
- Working with Cultivation Technicians to ensure prompt transfer of marijuana trim to relevant room within the Cultivation Facility;
- Overseeing bulk packaging and storing in dedicated vault; and
- Relaying information to the Inventory Manager for sales purposes.

Trim Technicians: Trim Technicians are responsible for post-harvest trimming of marijuana plants, both mechanical and manual. Trim Technicians report directly to the Production Manager and are responsible for:

- Receiving daily tasks from the Production Manager;
- Assisting in the harvest of marijuana;
- Trimming marijuana plants;
- Maintaining a sterile environment in the Trim Room; and
- Cleaning and maintaining scissors and trim machines.

Production Manager: Responsible for production of all concentrates and marijuana products created by Cannatech. This includes, but is not limited to:

- Managing inventory and par-levels of all concentrate and marijuana products, including integration into the POS software system;
- Creating raw Super Critical CO₂ (SCCO₂) concentrate;
- Creating distilled, high-purity concentrate for use in marijuana products and vaporizer

- cartridges;
- Creating all marijuana products;
- Organizing extraction schedule based on availability of cultivated material;
- Maintaining a rigid cleaning schedule that all lab agents must adhere to;
- Ensuring safety pursuant to established safety protocols;
- Coordinating facility repairs and maintenance;
- Supervising and training agents in an ongoing manner; and
- Providing mandatory training for new agents.

Lab/Production Assistant: Responsible for supporting the Production Manager during day-to-day operations. This includes, but is not limited to:

- Drying and grinding cultivated material in preparation for SCCO₂ extraction;
- Unpacking and cleaning the SCCO₂ extractor;
- Cleaning and sanitization of all lab glassware;
- Cleaning and sanitization of all kitchen cookware and utensils;
- Cleaning and sanitization of the distillation still;
- Routine scheduled maintenance of all equipment; and
- Assisting with packaging of all concentrate and marijuana products to be sold.

Member Services Agent: Member Services Agents ensure that each customer is treated with respect while at a Cannatech facility and that each customer receives the appropriate amount of individualized attention in order to address his/her specific needs and questions.

Member Services Agent responsibilities include, but are not limited to:

- Maintaining a clean, safe, healthy, and productive environment ensuring that customers have a positive experience at a Cannatech facility;
- Answering customer questions regarding products including, but not limited to, flowers, concentrates, tinctures, and edibles;
- Being knowledgeable of strains and various types of products offered by Cannatech;
- Properly setting up product displays pursuant to Cannatech policies and procedures;
- Executing and enforcing compliance with Commission regulations and Cannatech policies and procedures;
- Understanding sales transactions using a POS software system;
- Understanding individual customer goals;
- Reconciling cash from sales transactions, sales reports, and other forms of task management daily; and
- Participating in ongoing education and professional development as required.

Agent Personnel Records

In compliance with 935 CMR 500.105(9), personnel records for each agent will be maintained for at least twelve (12) months after termination of the agent's affiliation with Cannatech and will include, at a minimum, the following:

- All materials submitted to the Commission pursuant to 935 CMR 500.030(2);
- Documentation of verification of references;
- The job description or employment contract that includes duties, authority, responsibilities, qualifications, and supervision;
- Documentation of all required training, including training regarding privacy and confidentiality requirements, and the signed statement of the individual indicating the date, time, and place he or she received said training and the topics discussed, including the name and title of presenters;
- Documentation of periodic performance evaluations;
- A record of any disciplinary action taken;
- Notice of completed responsible vendor and eight-hour related duty training; and
- Results of initial background investigation, including CORI reports.

Standards of Conduct

Cannatech is committed to maintaining an environment conducive to the health and wellbeing of customers and employees. It is Cannatech's mission to provide a professional workplace free from harassment and discrimination for employees. Cannatech will not tolerate harassment or discrimination on the basis of sex, race, color, national origin, age, religion, disability, sexual orientation, gender identity, gender expression, or any other trait or characteristic protected by any applicable federal, state, or local law or ordinance. Harassment or discrimination on the basis of any protected trait or characteristic is contrary to Cannatech's values and is a violation of the Company Code of Conduct. Harassment is a form of discrimination. There is a broad range of behavior that could constitute harassment. In general, harassment is any verbal or physical conduct that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
- Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- Adversely affects an individual's employment opportunities.

Employees are expected to maintain the highest degree of professional behavior. Any harassment or discrimination by employees is strictly prohibited. Further, harassing or discriminatory behavior of non-employees directed at Cannatech employees or customers is also condemned and will be promptly addressed.

Violence and Weapons in the Workplace

Any and all acts of violence in the workplace will result in immediate dismissal of the employee, customer, or parties involved. Law enforcement will be contacted immediately in the case of a violent event. Weapons are not permitted to be brought on site by employees, customers, or other parties. Any employee found carrying a weapon on the premises of a Cannatech facility

will be immediately terminated, and any customer found carrying a weapon on the premises will be asked to leave and/or the police will be notified accordingly.

At-Will Employment

In the state of Massachusetts, employment is assumed to be at-will unless otherwise stated. At-will employment implies that employer and employee alike may terminate the work relationship at any given moment and for any legitimate purpose. Wrongful termination may be more difficult to prove in an at-will arrangement because of the freedom that each party has to end the employment. However, there are still many instances wherein a termination or discharge can be called wrongful, even in an at-will employment.

Workplace Attire

The required attire for registered agents at Cannatech varies based upon required duties. New hire training and the onboarding process will go over the workplace attire specific to each role and the department manager will be responsible for ensuring compliance with all requirements is met.

Personnel records will be kept in a secure location to maintain confidentiality and be only accessible to the agent's manager or members of the executive management team.

Overview of Personnel Policies and Procedures

Standard Employment Practices

Cannatech values the contributions of its management and staff positions. Cannatech will strive to be the industry leader in workplace satisfaction by offering highly competitive wage and benefits packages and developing a culture that values a proper work-life balance, boasts a transparent and accessible executive management team, and fosters a work ethic that focuses on the mission of the company and spirit of the adult-use marijuana program in Massachusetts.

Advancement

The organization will be structured in a relatively flat manner, with promotional opportunities within each department. Participation in training and bi-annual performance evaluations will be critical for any promotions or pay increases.

Written Policies

Cannatech's written policies will address, inter alia, the Family and Medical Leave Act (FMLA), the Consolidated Omnibus Budget Reconciliation Act (COBRA), equal employment opportunity, discrimination, harassment, the Employee Retirement Income Security Act (ERISA), disabilities, workers' compensation, maintenance of personnel files, privacy, email policy, 935 CMR 500.000 et seq., holidays, hours, sick time, personal time, overtime, performance reviews, disciplinary procedures, working hours, pay rates, overtime, bonuses, veteran preferences, drug testing, personnel policies, military leaves of absence, bereavement leave, jury duty, CORI checks, smoking, HIPAA, patient confidentiality, and compliance hotline.

Investigations

Cannatech will set forth policies and procedures to investigate any complaints or concerns identified or raised internally or externally in order to stay in compliance with 935 CMR 500.000 et seq.

Designated Outside Counsel

Cannatech may retain counsel specializing in employment law to assist the Human Resources Manager with any issues and questions.

Job Status

Job Classifications

Positions at Cannatech are categorized by rank and by department. The executive management team oversees the overall success of mission of the company; the CEO is responsible for implementation of the mission and the executive management team as a whole is responsible for ensuring that all departments are properly executing their functions and responsibilities. Job classification is comprised of three rank tiers: Executive Management, Management, and Non-Management Employee.

Work Schedules

Work schedules will be either part-time, full-time, or salaried, depending of the specific position. Schedules will be set according to the needs of each department as determined by the department manager and the executive manager they report to. It is the department manager's responsibility to develop and implement a work schedule that provides necessary duty and personnel coverage but does not exceed what is required for full implementation of operations. It is also the department manager's responsibility to ensure that adequate coverage occurs on a daily basis and does not lead to unnecessary utilization of overtime coverage

Mandatory Meetings and Community Service Days

There will be a mandatory, reoccurring company-wide meeting on a monthly basis. All personnel will be notified if their attendance is required. Certain personnel, such as housekeeping staff, may not be required to attend. Each department will have a mandatory weekly meeting scheduled by the department manager. The department managers will provide agendas for all meetings and will report to their executive manager.

Breaks

Daily breaks, including lunch breaks, will comply with the laws of the Commonwealth.

Performance Reviews

Performance reviews will be conducted by executive or department managers. Reviews will be conducted at three-month intervals for new employees during the first year and at six-month intervals thereafter. A written synopsis must be provided to, and signed by, the employee under review. Reviews must be retained in each employee's employment file. Performance reviews must take into account positive performance factors and areas requiring improvement. Scoring systems may be utilized to help reflect an employee's overall performance.

Leave Policies

Cannatech's leave policies will comport with all state and federal statutes.

All full-time employees will receive two 40-hour weeks of paid vacation per annum. Additional leave must be requested at least two weeks in advance and approved by the employee's department manager. Cannatech will determine which holidays will be observed and which departments will not be required to work. Cannatech will offer unpaid parental leave for eligible employees. Please see Employment Handbook regarding additional leave policies.

Cannatech anticipates observing the following holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving; and
- Christmas Day

Disciplinary Policies

Purpose

Cannatech's progressive discipline policies and procedures are designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable behavior and/or performance issues. The steps outlined below of Cannatech's progressive discipline policies and procedures have been designed consistent with Cannatech's organizational values, best practices, and state and federal employment laws.

Cannatech reserves the right to combine or skip steps depending upon the facts of each situation and the nature of the offense. The level of disciplinary intervention may also vary. Some of the factors that will be considered are whether the offense is repeated despite coaching, counseling, and/or training; the employee's work record; and the impact the employee's performance, conduct and/or attendance issues have on Cannatech as an organization.

Procedure

Step 1: Counseling and Verbal Warning

Step 1 creates an opportunity for the immediate supervisor to schedule a meeting with an employee to bring attention to the existing performance, conduct, or attendance issue. The supervisor should discuss with the employee the nature of the problem and/or violation of company policies and procedures. The supervisor is expected to clearly outline expectations and steps the employee must take to improve performance or resolve the problem.

Within five business days, the supervisor will prepare written documentation of a Step 1 meeting. The employee will be asked to sign the written documentation. The employee's signature is needed to demonstrate the employee's understanding of the issues and the corrective action needed.

Step 2: Written Warning

While it is hoped that the performance, conduct, or attendance issues that were identified in Step 1 have been corrected, Cannatech recognizes that this may not always be the case. A written warning involves a more formal documentation of the performance, conduct, or attendance issues and consequences.

During Step 2, the immediate supervisor and a department manager or director will meet with the employee and review any additional incidents or information about the performance, conduct, or attendance issues as well as any prior relevant corrective action plans. Management will outline the consequences for the employee of his or her continued failure to meet performance, conduct and/or attendance expectations. A formal performance improvement plan (PIP) requiring the employee's immediate and sustained corrective action will be issued within five business days of a Step 2 meeting. A warning outlining that the employee may be subject to additional discipline up to and including termination if immediate and sustained corrective action is not taken may also be included in the PIP.

Step 3: Suspension and Final Written Warning

There may be performance, conduct, or safety incidents so problematic and harmful that the most effective action may be the temporary removal of the employee from the workplace. When immediate action is necessary to ensure the safety of the employee or others, the immediate supervisor may suspend the employee pending the results of an investigation.

Suspensions that are recommended as part of the normal progression of the progressive discipline policies and procedures are subject to approval from a next-level manager and the Human Resources Manager.

Depending upon the seriousness of the infraction, an employee may be suspended without pay in full-day increments consistent with federal, state and local wage-and-hour employment laws. Nonexempt/hourly employees may not substitute or use an accrued paid vacation or sick day in lieu of the unpaid suspension. Due to Fair Labor Standards Act (FLSA) compliance issues, unpaid suspension of salaried/exempt employees is reserved for serious workplace safety or conduct issues. The Human Resources Manager will provide guidance so that discipline is administered without jeopardizing the FLSA exemption status.

Pay may be restored to an employee if an investigation of the incident or infraction absolves the employee.

Step 4: Recommendation for Termination of Employment

The last and most serious step in the progressive discipline procedures is a recommendation to terminate employment. Generally, Cannatech will try to utilize the progressive steps of this policy by first providing warnings, a final written warning, and/or suspension from the workplace before proceeding to a recommendation to terminate employment. However, Cannatech reserves the right to combine and

skip steps depending upon the circumstances of each situation and the nature of the offense, and an employee may be terminated without prior notice or disciplinary action.

Management's recommendation to terminate employment must be approved by the Human Resources Manager and department manager or designee. Final approval may be required from the CEO or designee.

Nothing in this policy provides any contractual rights regarding employee discipline or counseling nor should anything in this policy be read or construed as modifying or altering the employment-at-will relationship between Cannatech and its employees.

Appeal Process

Any employee subject to a disciplinary action will have the opportunity to present information on their own behalf that may challenge information management relied upon in making the decision to issue the disciplinary action. The purpose of this appeal process is to provide insight into extenuating circumstances that may have contributed to the employee's performance, conduct and/or attendance issues, while allowing for an equitable solution.

If an employee does not present information on their own behalf during a step meeting, they will have five business days after the meeting to present such information to the supervisor who conducted the meeting.

Performance and Conduct Issues Not Subject to Progressive Discipline

Behavior that is illegal is not subject to progressive discipline and may be reported to local law enforcement. Theft, intoxication at work, fighting and other acts of violence are also not subject to progressive discipline and may be grounds for immediate termination.

Documentation

Any employee subject to progressive discipline will be provided with copies of all relevant documentation related to the progressive discipline process, including all PIPs. The employee will be asked to sign copies of this documentation attesting to their receipt and understanding of the corrective action outlined in these documents. Copies of these documents will be placed in the employee's official personnel file.

Separation of Employment

Separation of employment within an organization can occur for several different reasons. Employment may end as a result of resignation, retirement, release (end of season or assignment), reduction in workforce, or termination. When an employee separates from Cannatech, the employee's supervisor must contact the Human Resources Manager to schedule an exit interview, which will typically take place on the employee's last workday.

Types of Separation

1. Resignation

Resignation is a voluntary act initiated by the employee to end employment with Cannatech. The employee must provide a minimum of two (2) weeks' notice prior to resignation. If an employee does not provide advance notice or fails to actually work the remaining two weeks, the employee will be ineligible for rehire. The resignation date must not fall on the day after a holiday.

2. Retirement

An employee who wishes to retire is required to notify their department director and the Human Resources Manager in writing at least one (1) month before planned retirement date. It is the practice of Cannatech to give special recognition to employees at the time of their retirement.

3. Job Abandonment

An employee who fails to report to work or contact their supervisor for two (2) consecutive workdays will be considered to have abandoned their job without notice effective at the end of the employee's normal shift on the second day. The department manager will notify the Human Resources Manager at the expiration of the second workday and initiate the paperwork to terminate the employee. Employees who are separated due to job abandonment are ineligible for rehire.

4. Termination

Employees of Cannatech are employed on an at-will basis, and the company retains the right to terminate an employee at any time.

5. Reduction in Workforce

An employee may be laid off due to changes in duties, organizational changes, lack of funds, or lack of work. Employees who are laid off may not appeal the layoff decision through the appeal process.

6. Release

Release is the end of temporary or seasonal employment. The Human Resources Manager, in consultation with the department manager, will inform the temporary or seasonal worker of their release according to the terms of the individual's temporary employment.

Exit Interview

The separating employee will contact the HR department as soon as notice is given to schedule an exit interview. The interview will be held on the employee's last day of work or another day, as mutually agreed upon.

Return of Property

The separating employee must return all company property at the time of separation, including but not limited to, uniforms, cell phones, keys, computers, and identification cards. Failure to return certain items may result in deductions from the employee's final paycheck. All separating

employees will be required to sign a Wage Deduction Authorization Agreement, allowing Cannatech to deduct the costs of such items from their final paycheck.

Termination of Benefits

An employee separating from Cannatech is eligible to receive benefits as long as the appropriate procedures are followed as stated above. Two weeks' notice must be given, and the employee must work the full two work weeks. Accrued vacation leave will be paid in the last paycheck.

Health Insurance

Health insurance terminates on the last day of the month of employment, unless employee requests immediate termination of benefits. Information about the Consolidated Omnibus Budget Reconciliation Act (COBRA) continued health coverage will be provided. Employees will be required to pay their share of the dependent health and dental premiums through the end of the month.

Rehire

Former employees who left in good standing and were classified as eligible for rehire may be considered for reemployment. An application must be submitted to the Human Resources Manager, and the applicant must meet all minimum qualifications and requirements of the position, including any qualifying exam, when required.

Department managers must obtain approval from the Human Resources Manager or designee prior to rehiring a former employee. Rehired employees begin benefits just as any other new employee. Previous tenure will not be considered in calculating longevity, leave accruals, or any other benefits.

An applicant or employee who is terminated for violating policy or who resigned in lieu of termination from employment due to a policy violation will be ineligible for rehire.

Compensation

As an employer, Cannatech believes that it is in the best interest of both the organization and Cannatech's employees to fairly compensate its workforce for the value of the work provided. It is Cannatech's intention to use a compensation system that will determine the current market value of a position based on the skills, knowledge, and behaviors required of a fully-competent incumbent. The system used for determining compensation will be objective and non-discriminatory in theory, application and practice. The company has determined that this can best be accomplished by using a professional compensation consultant, as needed, and a system recommended and approved by the executive management team.

Section Criteria

1. The compensation system will price positions to market by using local, national, and industry specific survey data.
2. The market data will primarily include marijuana-related businesses and will include survey data for more specialized positions and will address significant market differences due to geographical location.

3. The system will evaluate external equity, which is the relative marketplace job worth of every marijuana industry job directly comparable to similar jobs at Cannatech, factored for general economic variances, and adjusted to reflect the local economic marketplace.
4. The system will evaluate internal equity, which is the relative worth of each job in the organization when comparing the required level of job competencies, formal training and experience, responsibility and accountability of one job to another, and arranging all jobs in a formal job-grading structure.
5. Professional support and consultation will be available to evaluate the compensation system and provide on-going assistance in the administration of the program.
6. The compensation system must be flexible enough to ensure that the company is able to recruit and retain a highly-qualified workforce, while providing the structure necessary to effectively manage the overall compensation program.

Responsibilities

The executive management team will give final approval for the compensation system that will be used by Cannatech.

1. On an annual basis the executive management team will review and approve, as appropriate, recommended changes to position-range movement as determined through the vendor's market analysis process.
2. As part of the annual budgeting process, the executive management team will review and approve, as appropriate, funds to be allocated for total compensation, which would include base salaries, bonuses, variable based or incentive-based pay, and all other related expenses, including benefit plans.
3. The CEO is charged with ensuring that Cannatech is staffed with highly-qualified, fully-competent employees and that all programs are administered within appropriate guidelines and within the approved budget.
4. The salary budget will include a gross figure for the following budget adjustments, but the individual determinations for each employee's salary adjustment will be the exclusive domain of the CEO: determining the appropriate head count, titles, position levels, merit and promotional increases and compensation consisting of salary, incentive, bonus, and other discretionary pay for all positions.
5. The CEO will ensure that salary ranges are updated at least annually, that all individual jobs are market priced at least once every two years, and that pay equity adjustments are administered in a fair and equitable manner.

Agent Background Checks

- In addition to completing the Commission's agent registration process, all agents hired to work for Cannatech will undergo a detailed background investigation prior to being granted access to a Cannatech facility or beginning work duties.
- Background checks will be conducted on all agents in their capacity as employees or volunteers for Cannatech pursuant to 935 CMR 500.030 and will be used by the Director of Security, who will be registered with the Department of Criminal Justice Information Systems pursuant to 803 CMR 2.04: iCORI Registration and the Commission for purposes of determining the suitability of individuals for registration as a marijuana establishment agent with the licensee.

- For purposes of determining suitability based on background checks performed in accordance with 935 CMR 500.030, Cannatech will consider:
 - a. All conditions, offenses, and violations are construed to include Massachusetts law or like or similar law(s) of another state, the United States or foreign jurisdiction, a military, territorial or Native American tribal authority, or any other jurisdiction.
 - b. All criminal disqualifying conditions, offenses, and violations include the crimes of attempt, accessory, conspiracy, and solicitation. Juvenile dispositions will not be considered as a factor for determining suitability.
 - c. Where applicable, all look-back periods for criminal conditions, offenses, and violations included in 935 CMR 500.802 commence upon the date of disposition; provided, however, that if disposition results in incarceration in any institution, the look-back period will commence upon release from incarceration.
- Suitability determinations will be made in accordance with the procedures set forth in 935 CMR 500.800. In addition to the requirements established in 935 CMR 500.800, Cannatech will:
 - a. Comply with all guidance provided by the Commission and 935 CMR 500.802: Tables B through D to determine if the results of the background are grounds for Mandatory Disqualification or Presumptive Negative Suitability Determination.
 - b. Consider whether offense(s) or information that would result in a Presumptive Negative Suitability Determination under 935 CMR 500.802. In the event a Presumptive Negative Suitability Determination is made, Cannatech will consider the following factors:
 - i. Time since the offense or incident;
 - ii. Age of the subject at the time of the offense or incident;
 - iii. Nature and specific circumstances of the offense or incident;
 - iv. Sentence imposed and length, if any, of incarceration, if criminal;
 - v. Penalty or discipline imposed, including damages awarded, if civil or administrative;
 - vi. Relationship of offense or incident to nature of work to be performed;
 - vii. Number of offenses or incidents;
 - viii. Whether offenses or incidents were committed in association with dependence on drugs or alcohol from which the subject has since recovered;
 - ix. If criminal, any relevant evidence of rehabilitation or lack thereof, such as information about compliance with conditions of parole or probation, including orders of no contact with victims and witnesses, and the subject's conduct and experience since the time of the offense including, but not limited to, professional or educational certifications obtained; and
 - x. Any other relevant information, including information submitted by the subject.
 - c. Consider appeals of determinations of unsuitability based on claims of erroneous information received as part of the background check during the application process in accordance with 803 CMR 2.17: Requirement to Maintain a Secondary

Dissemination Log and 2.18: Adverse Employment Decision Based on CORI or Other Types of Criminal History Information Received from a Source Other than the DCJIS.

- Upon adverse determination, Cannatech will provide the applicant a copy of their background screening report and a pre-adverse determination letter providing the applicant with a copy of their right to dispute the contents of the report, who to contact to do so and the opportunity to provide a supplemental statement.
 - a. After 10 business days, if the applicant is not disputing the contents of the report and any provided statement does not alter the suitability determination, an adverse action letter will be issued providing the applicant information on the final determination made by Cannatech along with any legal notices required.
- All suitability determinations will be documented in compliance with all requirements set forth in 935 CMR 500 et seq. and guidance provided by the Commission.
- Background screening will be conducted by an investigative firm holding the National Association of Professional Background Screeners (NAPBS®) Background Screening Credentialing Council (BSCC) accreditation and capable of performing the searches required by the regulations and guidance provided by the Commission.
- References provided by the agent will be verified at the time of hire.
- As a condition of their continued employment, agents, volunteers, contractors, and subcontractors are required to renew their Program ID cards annually and submit to other background screening as may be required by Cannatech or the Commission.

Personnel Policies and Training

As outlined in Cannatech's Record Keeping Procedures, a staffing plan and staffing records will be maintained in compliance with 935 CMR 500.105(9) and will be made available to the Commission, upon request. All Cannatech agents are required to complete training as detailed in Cannatech's Qualifications and Training plan which includes but is not limited to Cannatech's strict alcohol, smoke and drug-free workplace policy, job specific training, Responsible Vendor Training Program, confidentiality training including how confidential information is maintained at the marijuana establishment and a comprehensive discussion regarding the marijuana establishment's policy for immediate dismissal. All training will be documented in accordance with 935 CMR 105(9)(d)(2)(d).

Cannatech will have a policy for the immediate dismissal of any dispensary agent who has:

- Diverted marijuana, which will be reported the Police Department and to the Commission;
- Engaged in unsafe practices with regard to Cannatech operations, which will be reported to the Commission; or
- Been convicted or entered a guilty plea, plea of *nolo contendere*, or admission to sufficient facts of a felony drug offense involving distribution to a minor in the Commonwealth, or a like violation of the laws of another state, the United States or a foreign jurisdiction, or a military, territorial, or Native American tribal authority.

QUALIFICATIONS AND TRAINING

Cannatech Medicinals Inc. (“Cannatech”) will ensure that all employees hired to work at a Cannatech facility will be qualified to work as a marijuana establishment agent and properly trained to serve in their respective roles in a compliant manner.

Qualifications

In accordance with 935 CMR 500.030, a candidate for employment as an agent must be 21 years of age or older. In addition, the candidate cannot have been convicted of a criminal offense in the Commonwealth involving the distribution of controlled substances to minors, or a like violation of the laws of another state, the United States, or foreign jurisdiction, or a military, territorial, or Native American tribal authority.

Cannatech will also ensure that its employees are suitable for registration consistent with the provisions of 935 CMR 500.802. In the event that Cannatech discovers any of its agents are not suitable for registration as a marijuana establishment agent, the agent’s employment will be terminated, and Cannatech will notify the Commission within one (1) business day that the agent is no longer associated with the establishment.

Training

As required by 935 CMR 500.105(2), and prior to performing job functions, each of Cannatech’s agents will successfully complete a comprehensive training program that is tailored to the roles and responsibilities of the agent’s job function. Agent training will at least include the Responsible Vendor Training Program and eight (8) hours of on-going training annually.

All of Cannatech’s current Owners, managers, and employees that are involved in the handling and sale of marijuana at the time of licensure or renewal of licensure will have attended and successfully completed the mandatory Responsible Vendor Training Program operated by an education provider accredited by the Commission to provide the annual minimum of three (3) hours of required training to marijuana establishment agents to be designated a “Responsible Vendor”. Once Cannatech is designated a “Responsible Vendor”, all new employees involved in the handling and sale of marijuana will successfully complete a Responsible Vendor Training Program within 90 days of the date they are hired. After initial successful completion of a Response Vendor Training Program, each Owner, manager, and employee involved in the handling and sale of marijuana will successfully complete the program once every year thereafter to maintain designation as a “Responsible Vendor”.

Cannatech will also encourage administrative employees who do not handle or sell marijuana to take the “Responsible Vendor” program on a voluntary basis to help ensure compliance. Cannatech’s records of Responsible Vendor Training Program compliance will be maintained for at least four (4) years and made available during normal business hours for inspection by the Commission and any other applicable licensing authority on request.

As part of the Responsible Vendor Training Program, Cannatech's agents will receive training on a variety of topics relevant to marijuana establishment operations, including but not limited to the following:

1. Marijuana's effect on the human body, including:
 - Scientifically based evidence on the physical and mental health effects based on the type of Marijuana Product;
 - The amount of time to feel impairment;
 - Visible signs of impairment; and
 - Recognizing signs of impairment
2. Diversion prevention and prevention of sales to minors, including best practices;
3. Compliance with all tracking requirements;
4. Acceptable forms of identification, including:
 - How to check identification;
 - Spotting false identification;
 - Patient registration cards formerly and validly issued by the DPH or currently and validly issued by the Commission; and
 - Common mistakes made in verification
5. Other key state laws and rules affecting Owners, managers, and employees, including:
 - Local and state licensing and enforcement;
 - Incident and notification requirements;
 - Administrative and criminal liability;
 - License sanctions;
 - Waste disposal;
 - Health and safety standards;
 - Patrons prohibited from bringing marijuana onto licensed premises;
 - Permitted hours of sale;
 - Conduct of establishment;
 - Permitting inspections by state and local licensing and enforcement authorities;
 - Licensee responsibilities for activities occurring within licensed premises;
 - Maintenance of records;
 - Privacy issues; and
 - Prohibited purchases and practices.

PLAN FOR RESTRICTING ACCESS TO AGE 21 AND OLDER

Cannatech Medicinals Inc.'s ("Cannatech") facility will only be accessible to employees, agents of the Commission, state and local officials, limited outside vendors, contractors and visitors who are 21 years of age or older with a verified and valid government-issued photo ID. Upon entry into the premises of the marijuana establishment by an individual, visitor, or agent, a Cannatech agent will immediately inspect the person's proof of identification and determine the person's age, in accordance with 935 CMR 500.140(2).

In the event Cannatech discovers any of its agents intentionally or negligently divert marijuana to an individual under the age of 21, the agent will be immediately terminated, and the Commission will be promptly notified, pursuant to 935 CMR 500.105(1)(m). Cannatech will not hire any individuals who are under the age of 21 or who have been convicted of distribution of controlled substances to minors in the Commonwealth or a like violation of the laws in other jurisdictions, pursuant to 935 CMR 500.030(1).

Pursuant to 935 CMR 500.105(4), Cannatech will not engage in any marketing, advertising or branding practices that are targeted to, deemed to appeal to or portray minors under the age of 21. Cannatech will not engage in any advertising, marketing and branding by means of television, radio, internet, mobile applications, social media, or other electronic communication, billboard or other outdoor advertising, including sponsorship of charitable, sporting or similar events, unless at least 85% of the audience is reasonably expected to be 21 years of age or older as determined by reliable and current audience composition data. Cannatech will not manufacture or sell any edible products that resemble a realistic or fictional human, animal or fruit, including artistic, caricature or cartoon renderings, pursuant to 935 CMR 500.150(1)(b). In accordance with 935 CMR 500.105(4)(a)(5), any marketing, advertising and branding materials for public viewing will include a warning stating, **"For use only by adults 21 years of age or older. Keep out of the reach of children. Marijuana can impair concentration, coordination and judgment. Do not operate a vehicle or machinery under the influence of marijuana. Please Consume Responsibly."** Pursuant to 935 CMR 500.105(6)(b), Cannatech packaging for any marijuana or marijuana products will not use bright colors, resemble existing branded products, feature cartoons or celebrities commonly used to market products to minors, feature images of minors or other words that refer to products commonly associated with minors or otherwise be attractive to minors. Cannatech's website will require all online visitors to verify they are 21 years of age or older prior to accessing the website, in accordance with 935 CMR 500.105(4)(b)(13).

RECORDKEEPING PROCEDURES

General Overview

Cannatech Medicinals Inc. (“Cannatech”) has established policies regarding recordkeeping and record-retention in order to ensure the maintenance, safe keeping, and accessibility of critical documents. Electronic and wet signatures are accepted forms of execution of Cannatech documents. Records will be stored at Cannatech in a locked room designated for record retention. All written records will be available for inspection by the Commission upon request.

Recordkeeping

To ensure that Cannatech is keeping and retaining all records as noted in this policy, reviewing Corporate Records, Business Records, and Personnel Records to ensure completeness, accuracy, and timeliness of such documents will occur as part of Cannatech quarter-end closing procedures. In addition, Cannatech operating procedures will be updated on an ongoing basis as needed and undergo a review by the executive management team on an annual basis.

- Corporate Records

Corporate Records are defined as those records that require, at a minimum, annual reviews, updates, and renewals, including:

- Insurance Coverage:
 - Directors & Officers Policy
 - Product Liability Policy
 - General Liability Policy
 - Umbrella Policy
 - Workers Compensation Policy
 - Employer Professional Liability Policy
- Third-Party Laboratory Contracts
- Commission Requirements:
 - Annual Agent Registration
 - Annual Marijuana Establishment Registration
- Local Compliance:
 - Certificate of Occupancy
 - Special Permits
 - Variances
 - Site Plan Approvals
 - As-Built Drawings
- Corporate Governance:
 - Annual Report
 - Secretary of Commonwealth Filings

- Business Records

Business Records require ongoing maintenance and updates. These records can be electronic or hard copy (preferably electronic) and at minimum include:

- Assets and liabilities;
- Monetary transactions;
- Books of accounts, which will include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
- Sales records including the quantity, form, and cost of marijuana products;

- Salary and wages paid to each employee, or stipend, executive compensation, bonus, benefit, or item of value paid to any persons having direct or indirect control over Cannatech.
- Personnel Records

At a minimum, Personnel Records will include:

 - Job descriptions for each agent and volunteer position, as well as organizational charts consistent with the job descriptions;
 - A personnel record for each marijuana establishment agent. Such records will be maintained for at least twelve (12) months after termination of the agent's affiliation with Cannatech and will include, at a minimum, the following:
 - All materials submitted to the Commission pursuant to 935 CMR 500.030(2);
 - Documentation of verification of references;
 - The job description or employment contract that includes duties, authority, responsibilities, qualifications, and supervision;
 - Documentation of all required training, including training regarding privacy and confidentiality requirements, and the signed statement of the individual indicating the date, time, and place he or she received said training and the topics discussed, including the name and title of presenters;
 - Documentation of periodic performance evaluations; and
 - A record of any disciplinary action taken.
 - Notice of completed responsible vendor and eight-hour related duty training.
 - A staffing plan that will demonstrate accessible business hours and safe cultivation conditions;
 - Personnel policies and procedures; and
 - All background check reports obtained in accordance with 935 CMR 500.030: Registration of Marijuana Establishment Agents 803 CMR 2.00: Criminal Offender Record Information (CORI).
- Handling and Testing of Marijuana Records
 - Cannatech will maintain the results of all testing for a minimum of one (1) year.
- Inventory Records
 - The record of each inventory will include, at a minimum, the date of the inventory, a summary of the inventory findings, and the names, signatures, and titles of the agents who conducted the inventory.
- Seed-to-Sale Tracking Records
 - Cannatech will use Metrc as the seed-to-sale tracking software to maintain real-time inventory. The seed-to-sale tracking software inventory reporting will meet the requirements specified by the Commission and 935 CMR 500.105(8)(e), including, at a minimum, an inventory of marijuana plants; marijuana plant-seeds and clones in any phase of development such as propagation, vegetation, flowering; marijuana ready for dispensing; all marijuana products; and all damaged, defective, expired, or contaminated marijuana and marijuana products awaiting disposal.

- Incident Reporting Records
 - Within ten (10) calendar days, Cannatech will provide notice to the Commission of any incident described in 935 CMR 500.110(9)(a), by submitting an incident report in the form and manner determined by the Commission which details the circumstances of the event, any corrective action taken, and confirmation that the appropriate law enforcement authorities were notified within twenty-four (24) hours of discovering the breach or incident .
 - All documentation related to an incident that is reportable pursuant to 935 CMR 500.110(9)(a) will be maintained by Cannatech for no less than one year or the duration of an open investigation, whichever is longer, and made available to the Commission and law enforcement authorities within Cannatech jurisdiction on request.
- Visitor Records
 - A visitor sign-in and sign-out log will be maintained at the security office. The log will include the visitor's name, address, organization or firm, date, time in and out, and the name of the authorized agent who will be escorting the visitor.
- Waste Disposal Records
 - When marijuana or marijuana products are disposed of, Cannatech will create and maintain an electronic record of the date, the type and quantity disposed of or handled, the manner of disposal or other handling, the location of disposal or other handling, and the names of the two Cannatech agents present during the disposal or other handling, with their signatures. Cannatech will keep disposal records for at least three (3) years. This period will automatically be extended for the duration of any enforcement action and may be extended by an order of the Commission.
- Security Records
 - A current list of authorized agents and service personnel that have access to the surveillance room will be available to the Commission upon request.
 - Recordings from all video cameras which shall be enabled to record twenty-four (24) hours each day shall be available for immediate viewing by the Commission on request for at least the preceding ninety (90) calendar days or the duration of a request to preserve the recordings for a specified period of time made by the Commission, whichever is longer.
 - Recordings shall not be destroyed or altered and shall be retained as long as necessary if Cannatech is aware of pending criminal, civil or administrative investigation or legal proceeding for which the recording may contain relevant information.
- Transportation Records
 - Cannatech will retain all transportation manifests for a minimum of one (1) year and make them available to the Commission upon request.
- Vehicle Records (as applicable)
 - Records that any and all of Cannatech vehicles are properly registered, inspected, and insured in the Commonwealth and shall be made available to the Commission on request.

- Agent Training Records
 - Documentation of all required training, including training regarding privacy and confidentiality requirements, and a signed statement of the individual indicating the date, time, and place he or she received the training, the topics discussed and the name and title of the presenter(s).
- Responsible Vendor Training
 - Cannatech will maintain records of Responsible Vendor Training Program compliance for four (4) years and make them available to inspection by the Commission and any other applicable licensing authority on request during normal business hours.
- Closure
 - In the event Cannatech closes, all records will be kept for at least two (2) years at Cannatech expense in a form (electronic, hard copies, etc.) and location acceptable to the Commission. In addition, Cannatech will communicate with the Commission during the closure process and accommodate any additional requests the Commission or other agencies may have.
- Written Operating Policies and Procedures

Policies and Procedures related to Cannatech operations will be updated on an ongoing basis as needed and undergo a review by the executive management team on an annual basis. Policies and Procedures will include the following:

 - Security measures in compliance with 935 CMR 500.110;
 - Employee security policies, including personal safety and crime prevention techniques;
 - A description of Cannatech hours of operation and after-hours contact information, which will be provided to the Commission, made available to law enforcement officials upon request, and updated pursuant to 935 CMR 500.000.
 - Storage of marijuana in compliance with 935 CMR 500.105(11);
 - Description of the various strains of marijuana to be cultivated, processed or sold, as applicable, and the form(s) in which marijuana will be sold;
 - Procedures to ensure accurate recordkeeping, including inventory protocols in compliance with 935 CMR 500.105(8) and (9);
 - Plans for quality control, including product testing for contaminants in compliance with 935 CMR 500.160;
 - A staffing plan and staffing records in compliance with 935 CMR 500.105(9)(d);
 - Emergency procedures, including a disaster plan with procedures to be followed in case of fire or other emergencies;
 - Alcohol, smoke, and drug-free workplace policies;
 - A plan describing how confidential information will be maintained;
 - Policy for the immediate dismissal of any dispensary agent who has:
 - Diverted marijuana, which will be reported to Law Enforcement Authorities and to the Commission;
 - Engaged in unsafe practices with regard to Cannatech operations, which will be reported to the Commission; or
 - Been convicted or entered a guilty plea, plea of *nolo contendere*, or admission to sufficient facts of a felony drug offense involving distribution to a minor in the Commonwealth, or a like violation of the

laws of another state, the United States or a foreign jurisdiction, or a military, territorial, or Native American tribal authority.

- A list of all board of directors, members, and executives of Cannatech, and members, if any, of the licensee must be made available upon request by any individual. This requirement may be fulfilled by placing this information on Cannatech website.
- Policies and procedures for the handling of cash on Cannatech premises including but not limited to storage, collection frequency and transport to financial institution(s), to be available upon inspection.
- Policies and procedures to prevent the diversion of marijuana to individuals younger than 21 years old.
- Policies and procedures for energy efficiency and conservation that will include:
 - Identification of potential energy use reduction opportunities (including but not limited to natural lighting, heat recovery ventilation and energy efficiency measures), and a plan for implementation of such opportunities;
 - Consideration of opportunities for renewable energy generation, including, where applicable, submission of building plans showing where energy generators could be placed on site, and an explanation of why the identified opportunities were not pursued, if applicable;
 - Strategies to reduce electric demand (such as lighting schedules, active load management and energy storage); and
 - Engagement with energy efficiency programs offered pursuant to M.G.L. c. 25 § 21, or through municipal lighting plants.
- Policies and procedures to promote workplace safety consistent with applicable standards set by the Occupational Safety and Health Administration, including plans to identify and address any biological, chemical or physical hazards. Such policies and procedures shall include, at a minimum, a hazard communication plan, personal protective equipment assessment, a fire protection plan, and an emergency action plan.
- License Renewal Records
 - Cannatech will keep and submit as a component of the renewal application documentation that the establishment requested from its Host Community the records of any cost to a city or town reasonably related to the operation of the establishment, which would include the city's or town's anticipated and actual expenses resulting from the operation of the establishment in its community. The applicant shall provide a copy of the electronic or written request, which should include the date of the request, and either the substantive response(s) received or an attestation that no response was received from the city or town. The request should state that, in accordance with M.G.L. c. 94G, § 3(d), any cost to a city or town imposed by the operation of a Marijuana Establishment or MTC shall be documented and considered a public record as defined by M.G.L. c. 4, § 7, cl. 26.

Record-Retention

Cannatech will meet Commission recordkeeping requirements and retain a copy of all records for two (2) years, unless otherwise specified in the regulations.

QUALITY CONTROL AND TESTING

Quality Control

Cannatech Medicinals Inc. (“Cannatech”) will comply with the following sanitary requirements:

1. Any Cannatech agent whose job includes contact with marijuana or nonedible marijuana products, including cultivation, production, or packaging, is subject to the requirements for food handlers specified in 105 CMR 300.000, and all edible marijuana products will be prepared, handled, and stored in compliance with the sanitation requirements in 105 CMR 590.000, and with the requirements for food handlers specified in 105 CMR 300.000.
2. Any Cannatech agent working in direct contact with preparation of marijuana or nonedible marijuana products will conform to sanitary practices while on duty, including:
 - a. Maintaining adequate personal cleanliness; and
 - b. Washing hands thoroughly in an adequate hand-washing area before starting work, and at any other time when hands may have become soiled or contaminated.
3. Cannatech’s hand-washing facilities will be adequate and convenient and will be furnished with running water at a suitable temperature. Hand-washing facilities will be located in Cannatech’s production areas and where good sanitary practices require employees to wash and sanitize their hands, and will provide effective hand-cleaning and sanitizing preparations and sanitary towel service or suitable drying devices;
4. Cannatech’s facility will have sufficient space for placement of equipment and storage of materials as is necessary for the maintenance of sanitary operations;
5. Cannatech will ensure that litter and waste is properly removed and disposed of so as to minimize the development of odor and minimize the potential for the waste attracting and harboring pests. The operating systems for waste disposal will be maintained in an adequate manner pursuant to 935 CMR 500.105(12);
6. Cannatech’s floors, walls, and ceilings will be constructed in such a manner that they may be adequately kept clean and in good repair;
7. Cannatech’s facility will have adequate safety lighting in all processing and storage areas, as well as areas where equipment or utensils are cleaned;
8. Cannatech’s buildings, fixtures, and other physical facilities will be maintained in a sanitary condition;
9. Cannatech will ensure that all contact surfaces, including utensils and equipment, will be maintained in a clean and sanitary condition. Such surfaces will be cleaned and sanitized as frequently as necessary to protect against contamination, using a sanitizing agent registered by the US Environmental Protection Agency (EPA), in accordance with labeled instructions. Equipment and utensils will be so designed and of such material and workmanship as to be adequately cleanable;
10. All toxic items will be identified, held, and stored in a manner that protects against contamination of marijuana products. Toxic items will not be stored in an area containing products used in the cultivation of marijuana. Cannatech acknowledges and understands that the Commission may require Cannatech to demonstrate the intended and actual use of any toxic items found on Cannatech’s premises;

11. Cannatech will ensure that its water supply is sufficient for necessary operations, and that any private water source will be capable of providing a safe, potable, and adequate supply of water to meet Cannatech's needs;
12. Cannatech's plumbing will be of adequate size and design, and adequately installed and maintained to carry sufficient quantities of water to required locations throughout the marijuana establishment. Plumbing will properly convey sewage and liquid disposable waste from the marijuana establishment. There will be no cross-connections between the potable and wastewater lines;
13. Cannatech will provide its employees with adequate, readily accessible toilet facilities that are maintained in a sanitary condition and in good repair;
14. Cannatech will hold all products that can support the rapid growth of undesirable microorganisms in a manner that prevents the growth of these microorganisms; and
15. Cannatech will store and transport finished products under conditions that will protect them against physical, chemical, and microbial contamination, as well as against deterioration of finished products or their containers.

Cannatech's vehicles and transportation equipment used in the transportation of marijuana products or edibles requiring temperature control for safety will be designed, maintained, and equipped as necessary to provide adequate temperature control to prevent the marijuana products or edibles from becoming unsafe during transportation, consistent with applicable requirements pursuant to 21 CFR 1.908(c).

Cannatech will ensure that Cannatech's facility is always maintained in a sanitary fashion and will comply with all applicable sanitary requirements.

Cannatech will follow established policies and procedures for handling voluntary and mandatory recalls of marijuana products. Such procedures are sufficient to deal with recalls due to any action initiated at the request or order of the Commission, and any voluntary action by Cannatech to remove defective or potentially defective marijuana products from the market, as well as any action undertaken to promote public health and safety.

Any inventory that becomes outdated, spoiled, damaged, deteriorated, mislabeled, or contaminated will be disposed of in accordance with the provisions of 935 CMR 500.105(12), and any such waste will be stored, secured, and managed in accordance with applicable state and local statutes, ordinances, and regulations.

Cannatech will process marijuana in a safe and sanitary manner. Cannatech will process the leaves and flowers of the female marijuana plant only, which will be:

- Well-cured and generally free of seeds and stems;
- Free of dirt, sand, debris, and other foreign matter;
- Free of contamination by mold, rot, other fungus, and bacterial diseases;
- Prepared and handled on food-grade stainless steel tables; and
- Packaged in a secure area.

All edible products will be prepared, handled, and stored in compliance with the sanitation requirements in 105 CMR 590.000: Minimum Sanitation Standards for Food Establishments, and

any marijuana product that is made to resemble a typical food or beverage product will be packaged and labeled as required by 935 CMR 500.105(5) and 500.105(6).

When selling or otherwise transferring marijuana to another marijuana establishment Cannatech will provide documentation of its compliance with the testing requirements of 935 CMR 500.160: *Testing of Marijuana and Marijuana Products*, and standards established by the Commission for the conditions, including time and temperature controls, necessary to protect marijuana products against physical, chemical, and microbial contamination as well as against deterioration of finished products during storage and transportation.

Testing

Cannatech will not sell or otherwise market marijuana or marijuana products that are not capable of being tested by Independent Testing Laboratories, except as allowed under 935 CMR 500.000. No marijuana product will be sold or otherwise marketed for adult use that has not first been tested by an Independent Testing Laboratory and deemed to comply with the standards required under 935 CMR 500.160.

Any Independent Testing Laboratory relied upon by Cannatech for testing will be licensed or registered by the Commission and (i) currently and validly licensed under 935 CMR 500.101: *Application Requirements*, or formerly and validly registered by the Commission; (ii) accredited to ISO 17025:2017 or the most current International Organization for Standardization 17025 by a third-party accrediting body that is a signatory to the International Laboratory Accreditation Accrediting Cooperation mutual recognition arrangement or that is otherwise approved by the Commission; (iii) independent financially from any Medical Marijuana Treatment Center, Marijuana Establishment or Licensee; and (iv) qualified to test marijuana and marijuana products, including marijuana-infused products, in compliance with M.G.L. c. 94C, § 34; M.G.L. c. 94G, § 15; 935 CMR 500.000: *Adult Use of Marijuana*; 935 CMR 501.000: *Medical Use of Marijuana*; and Commission protocol(s).

Testing of Cannatech's marijuana products will be performed by an Independent Testing Laboratory in compliance with a protocol(s) established in accordance with M.G.L. c. 94G, § 15 and in a form and manner determined by the Commission, including but not limited to, the *Protocol for Sampling and Analysis of Finished Medical Marijuana Products and Marijuana-infused Products*. Testing of Cannatech's environmental media will be performed in compliance with the *Protocol for Sampling and Analysis of Environmental Media for Massachusetts Registered Medical Marijuana Dispensaries* published by the Commission.

Cannatech's marijuana will be tested for the cannabinoid profile and for contaminants as specified by the Commission including, but not limited to, mold, mildew, heavy metals, plant-growth regulators, and the presence of pesticides. Cannatech acknowledges and understands that the Commission may require additional testing.

Cannatech's policy of responding to laboratory results that indicate contaminant levels are above acceptable limits established in the protocols identified in 935 CMR 500.160(1) will include notifying the Commission (i) within 72 hours of any laboratory testing results indicating that the contamination cannot be remediated and disposing of the production batch and (ii) of any

information regarding contamination as specified by the Commission immediately upon request by the Commission. Such notification will be from both Cannatech and the Independent Testing Laboratory, separately and directly, and will describe a proposed plan of action for both the destruction of the contaminated product and the assessment of the source of contamination.

Cannatech will maintain testing results in compliance with 935 CMR 500.000 *et seq* and the record keeping policies described herein and will maintain the results of all testing for no less than one year. Cannatech acknowledges and understands that testing results will be valid for a period of one year, and that marijuana or marijuana products with testing dates in excess of one year shall be deemed expired and may not be dispensed, sold, transferred or otherwise conveyed until retested.

All transportation of marijuana to and from Independent Testing Laboratories providing marijuana testing services will comply with 935 CMR 500.105(13). All storage of Cannatech's marijuana at a laboratory providing marijuana testing services will comply with 935 CMR 500.105(11). All excess marijuana will be disposed in compliance with 935 CMR 500.105(12), either by the Independent Testing Laboratory returning excess marijuana to Cannatech for disposal or by the Independent Testing Laboratory disposing of it directly. All Single-servings of marijuana products will be tested for potency in accordance with 935 CMR 500.150(4)(a) and subject to a potency variance of no greater than plus/minus ten percent (+/- 10%). Any marijuana or marijuana products submitted for retesting prior to remediation will be submitted to an Independent Testing Laboratory other than the laboratory which provided the initial failed result. Marijuana submitted for retesting after documented remediation may be submitted to the same Independent Testing Laboratory that produced the initial failed testing result prior to remediation.

DIVERSITY & INCLUSION PLAN

Cannatech Medicinals Inc. (“Cannatech”) believes in creating and sustaining a robust policy of inclusivity and diversity. Cannatech recognizes that diversity in the workforce is key to the integrity of a company’s commitment to its community. Cannatech's Diversity & Inclusion Plan is designed to promote equity among minorities, women, veterans, people with disabilities, and people who identify as LGBTQ+. Cannatech will make every effort to employ and advance in employment qualified and diverse people at all levels within the company.

Goals

Cannatech seeks to develop a Diversity & Inclusion Plan that promotes equity among minorities, women, veterans, people with disabilities, and people who identify as LGBTQ+. Cannatech has developed specific goals, including:

1. Increasing the number of individuals falling into the above-listed demographics working in the establishment; and
2. Providing tools to ensure the success of individuals falling into the above-listed demographics.

Diversity Recruitment and Sourcing

Cannatech will establish and maintain an inclusive and diverse workforce to serve its customers through innovative corporate recruitment of underrepresented and minority communities. Cannatech has developed strategic corporate initiatives to ensure a diverse and qualified staff stands ready to serve Cannatech customers’ needs. Cannatech's recruitment efforts are designed to maintain a steady flow of qualified diverse applicants and includes the following steps:

- Hosting two career fairs annually within the City of Fall River with preference for hiring qualified diverse individuals in the above-listed demographics (metrics for hiring goals outlined below);
- Advertising employment opportunities in diverse publications including the Herald News, bilingual media, networking groups for those who identify with the above-listed demographics, and posting job options on public boards;
- Providing briefings to representatives from recruitment sources tailored to individuals falling in the above-listed demographics concerning current and future job openings; and
- Encouraging employees to refer applicants from diverse groups for employment.

Employee Retention, Training and Development

Perhaps the most critical element of maintaining a diverse and inclusive workforce is keeping the pathways to professional development and promotion open for all employees. Therefore, Cannatech's mentoring, training, and professional development programs are structured with the intention of finding, fostering, and promoting diverse employees.

Cannatech will offer promotions, career counseling, and training to provide all employees with opportunities for growth and to decrease turnover. Cannatech will ensure that all employees receive opportunities for career counseling, counsel employees on advancement opportunities, and provide training programs to assist them in career development. Training programs will be both internal and external to the company and cannabis industry, and may include topics such as: marijuana cultivation techniques, product manufacturing techniques, retail practices, compliance, writing, management training, and industry seminars provided at annual conferences such as MJBizCon.

Cannatech's diversity awareness training emphasizes Cannatech's zero-tolerance commitment against harassment and discrimination and Cannatech's strict adherence to take corrective action should any issues, concerns, or complaints arise. All Cannatech employees are required to complete the diversity awareness training program during employee orientation. Training will begin immediately upon hiring, and all new employees will be required to participate in an orientation program that will introduce and stress the importance of the Diversity & Inclusion Plan.

Upon completion of the orientation program, new hires will be equipped to describe, discuss, and implement the Diversity & Inclusion Plan. Following successful completion of the general orientation program, employees will undergo additional diversity training that will be tailored to the employee's specific job function. All employees will also be required to undergo ongoing diversity training to ensure knowledge of newly determined best practices and policies and continued familiarity and compliance with the Diversity & Inclusion Plan.

Measuring Progress

A comprehensive audit of the Diversity & Inclusion Plan will take place annually upon PCR renewal and will measure the success of Cannatech's various diversity programs and initiatives during the 12-month period prior to the yearly renewal of Cannatech's license. The audit report will track various data points and metrics to measure the success of the Plan, including:

- Employment data, including the number of individuals from the above- referenced demographic groups, with a goal of hiring at least 25% of new employees from such groups subject to the suitability of the applicants. Cannatech will specifically make best efforts to hire at least 25% employees that are women, 10% minorities, 10% veterans, 10% LGBTQ, and 10% with a disability¹;
- Number of and type of information sessions held or participated in with supporting documentation. At least one information session will be held when a job becomes available;
- Number of postings in diverse publications or general publications with supporting documentation. At least one posting will occur when a job becomes available;
- Number and subject matter of trainings held. At least one training will be held annually; and
- A comprehensive description of all efforts made by Cannatech to monitor and enforce the Diversity & Inclusion Plan. At least one description will be drafted annually.

The results of the annual audit demonstrating proof of the success and progress of Cannatech's Diversity & Inclusion Plan will be made available to the Commission in connection with the yearly renewal of Cannatech's license.

Acknowledgements

- Cannatech will adhere to the requirements set forth in 935 CMR 500.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Marijuana Establishment.
- Any actions taken, or programs instituted, by Cannatech will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.

¹The above goals and percentages were provided at the Commission's request. Any documentation evidencing such hiring goals will be collected in accordance with applicable employment law standards. These percentages are intended to represent Cannatech's efforts for hiring a diverse workforce; however, Cannatech is limited in its ability to confirm the ultimate percentages of these demographics in its workforce due to applicable employment and labor laws.