



Massachusetts Cannabis Control Commission

Medical Marijuana Treatment Center

General Information:

License Number: RMD3633
Original Issued Date: 07/18/2023
Issued Date: 07/18/2023
Expiration Date: 07/18/2024

ABOUT THE MEDICAL MARIJUANA TREATMENT CENTER

Business Legal Name: Green Meadows Farm, LLC

Phone Number: 508-909-5881
Email Address: licensing@greenmeadows.com

Business Address 1: 50 Whalon Street
Business City: Fitchburg
Business State: MA
Business Zip Code: 01420
Mailing Address 1: PO Box 829
Mailing City: Southbridge
Mailing State: MA
Mailing Zip Code: 01550
Business Address 2: Suite C
Mailing Address 2:

CERTIFIED DISADVANTAGED BUSINESS ENTERPRISES (DBES)

Certified Disadvantaged Business Enterprises (DBEs): Not a DBE

PERSONS HAVING DIRECT OR INDIRECT CONTROL

Person with Direct or Indirect Authority 1

Percentage Of Ownership: 2.09
Percentage Of Control: 2.09
Role: Board Director
Other Role: Robert H Patton is no longer an owner, but does retain management oversight of Green Meadows Farm, LLC
First Name: Robert
Last Name: Patton
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: 7.97
Percentage Of Control: 7.97
Role: Executive
Other Role:
First Name: Christian
Last Name: Zawacki
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 3

Date generated: 11/01/2023

Percentage Of Ownership: 6.97	Percentage Of Control: 6.97	
Role: Board Director	Other Role:	
First Name: Thomas	Last Name: Zawacki	Suffix: II
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 4

Percentage Of Ownership: 3.49	Percentage Of Control: 3.49	
Role: Executive	Other Role:	
First Name: Robert	Last Name: Patton	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 5

Percentage Of Ownership:	Percentage Of Control: 2	
Role: Executive	Other Role: Max was added as person of control in between this RFI and now	
First Name: Max	Last Name: Jones	Suffix:
Gender: Male	User Defined Gender:	
What is this person's race or ethnicity?: Black or African American (of African Descent, African American, Nigerian, Jamaican, Ethiopian, Haitian, Somali)		
Specify Race or Ethnicity:		

ENTITIES HAVING DIRECT OR INDIRECT CONTROL

Entity with Direct or Indirect Authority 1

Percentage of Control: 100	Percentage of Ownership: 100	
Entity Legal Name: Reya Ventures, LLC	Entity DBA:	DBA City: Southbridge
Entity Description: Massachusetts limited liability company		
Foreign Subsidiary Narrative:		
Entity Phone: 508-909-5881	Entity Email: chris@greenmeadows.com	Entity Website:
Entity Address 1: 64 Mill Street	Entity Address 2: Suite 101	
Entity City: Southbridge	Entity State: MA	Entity Zip Code: 01550 Entity Country: USA
Entity Mailing Address 1: P.O. Box 829	Entity Mailing Address 2:	
Entity Mailing City: Southbridge	Entity Mailing State: MA	Entity Mailing Zip Code: 01550 Entity Mailing Country: USA
Relationship Description: Reya Ventures is the investment holding company for Green Meadows Farm, LLC. A change of ownership of Green Meadows Farm, LLC., from Robert Patton to Reya Ventures, LLC was approved by the Commission on March 5, 2020.		

CAPITAL RESOURCES - INDIVIDUALS

No records found

CAPITAL RESOURCES DOCUMENTATION - INDIVIDUALS

Amounts and Sources of Capital Documentation:

Document Category	Document Name	Type	ID	Upload Date
Letter From Bank	No Individual Capital Investment Letter.pdf	pdf	6286985a3bea2b0008c122c9	05/19/2022

CAPITAL RESOURCES - ENTITIES

Entity Contributing Capital 1

Entity Legal Name: Reya Ventures, LLC **Entity DBA:**

Email: chris@greenmeadows.com **Phone:** 646-469-5001

Address 1: 64 Mill Street **Address 2:** Suite 101

City: Southbridge **State:** MA **Zip Code:** 01550 **Country:** USA

Types of Capital: Monetary/Equity **Other Type of Capital:** Total Value of Capital Provided: \$500000 **Percentage of Initial Capital:** 15

Capital Attestation: Yes

CAPITAL RESOURCES DOCUMENTATION - ENTITY

Amounts and Sources of Capital Documentation:

Document Category	Document Name	Type	ID	Upload Date
Funds Certification	Capital Resources Certification Form.pdf	pdf	62869daaeb816b000860af5d	05/19/2022
Funds Certification	Funds Existence Letter.pdf	pdf	6286a1ff3bea2b0008c1386d	05/19/2022
Existence of Capital Verification	Needham Bank Report.pdf	pdf	628b9d693bea2b0008c3c555	05/23/2022

BUSINESS INTERESTS IN OTHER STATES OR COUNTRIES

No records found

DISCLOSURE OF INDIVIDUAL INTERESTS

Individual 1

First Name: Robert **Last Name:** Patton **Suffix:**

Marijuana Establishment Name: Green Meadows Farm, LLC **Business Type:** Marijuana Retailer

Marijuana Establishment City: Southbridge **Marijuana Establishment State:** MA

Individual 2

First Name: Robert **Last Name:** Patton **Suffix:**

Marijuana Establishment Name: Green Meadows Farm, LLC **Business Type:** Marijuana Cultivator

Marijuana Establishment City: Southbridge **Marijuana Establishment State:** MA

Individual 3

First Name: Robert **Last Name:** Patton **Suffix:**

Marijuana Establishment Name: Green Meadows Farm, LLC **Business Type:** Marijuana Product Manufacture

Marijuana Establishment City: Southbridge **Marijuana Establishment State:** MA

Individual 4

First Name: Christian **Last Name:** Zawacki **Suffix:**

Marijuana Establishment Name: Green Meadows Farm, LLC **Business Type:** Marijuana Retailer

Marijuana Establishment City: Southbridge **Marijuana Establishment State:** MA

Individual 5

First Name: Christian **Last Name:** Zawacki **Suffix:**

Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Cultivator
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA

Individual 6

First Name: Christian	Last Name: Zawacki	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Product Manufacture	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 7

First Name: Thomas	Last Name: Zawacki	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 8

First Name: Thomas	Last Name: Zawacki	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Cultivator	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 9

First Name: Thomas	Last Name: Zawacki	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Product Manufacture	
Marijuana Establishment City: Southbridge	Marijuana Establishment State:	MA

Individual 10

First Name: Robert	Last Name: Patton	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 11

First Name: Robert	Last Name: Patton	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Cultivator	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 12

First Name: Robert	Last Name: Patton	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Product Manufacture	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 13

First Name: Max	Last Name: Jones	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 14

First Name: Max	Last Name: Jones	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Cultivator	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 15

First Name: Max	Last Name: Jones	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Product Manufacture	
Marijuana Establishment City: Southbridge	Marijuana Establishment State: MA	

Individual 16

First Name: Max	Last Name: Jones	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Fitchburg	Marijuana Establishment State: MA	

Individual 17

First Name: Robert	Last Name: Patton	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Fitchburg	Marijuana Establishment State: MA	

Individual 18

First Name: Christian	Last Name: Zawacki	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Fitchburg	Marijuana Establishment State: MA	

Individual 19

First Name: Thomas	Last Name: Zawacki	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Fitchburg	Marijuana Establishment State: MA	

Individual 20

First Name: Robert	Last Name: Patton	Suffix:
Marijuana Establishment Name: Green Meadows Farm, LLC	Business Type: Marijuana Retailer	
Marijuana Establishment City: Fitchburg	Marijuana Establishment State: MA	

PROPERTY DETAILS

Cultivation Address 1: 64 Mill Street	Cultivation Address 2: Suite 101
Cultivation City: Southbridge	Cultivation Zip Code: 01550
Approximate square footage of the Cultivation: 26992	How many abutters does this Cultivation property have?: 84
Have all property abutters have been notified of the intent to open a Marijuana Cultivation at this address?: Yes	
Cultivation Tier: Tier 03: 10,001 to 20,000 sq. ft	Cultivation Environment: Indoor

MARIJUANA PRODUCTION PROPERTY DETAILS

Production Address 1: 64 Mill Street	Production Address 2: Suite 101
Production City: Southbridge	Production Zip Code: 01550
Approximate square footage of the Production: 1917	How many abutters this production property have?: 84
Have all property abutters have been notified of the intent to open a Marijuana Production at this address?: Yes	

MARIJUANA DISPENSING PROPERTY DETAILS

Retail Address 1: 50 Whalon Street	Retail Address 2: Suite C
Retail City: Fitchburg	Retail Zip code: 01420
Approximate square footage of the Retail: 3000	How many abutters this Retail property have?:

Have all property abutters have been notified of the intent to open a Marijuana Retail at this address?: Yes

HOST COMMUNITY INFORMATION

Host Community Documentation:

Document Category	Document Name	Type	ID	Upload Date
Plan to Remain Compliant with Local Zoning	#2101.00 Plan to Remain Compliant with Local Zoning - Fitchburg.pdf	pdf	63d92c22a6f09f0008655577	01/31/2023
Plan to Remain Compliant with Local Zoning	#2100.00 Plan to Remain Compliant with Local Zoning - Southbridge.pdf	pdf	63d92c2aa8e275000715034b	01/31/2023
Certification of Host Community Agreement	Fitchburg HCA Cert Form_Sept 2021.pdf	pdf	63d92cb6a8e2750007150559	01/31/2023
Certification of Host Community Agreement	Southbridge HCA Cert Form_Oct 2019.pdf	pdf	63d92ceea6f09f000865586e	01/31/2023
Community Outreach Meeting Documentation	COM Attestation_Fitchburg MA 2.pdf	pdf	63ff5f3bd523e3000862f155	03/01/2023
Community Outreach Meeting Documentation	COMATT~2.PDF	pdf	63ff5f4cd523e3000862f169	03/01/2023

PLAN FOR POSITIVE IMPACT

Plan to Positively Impact Areas of Disproportionate Impact:

Document Category	Document Name	Type	ID	Upload Date
Plan for Positive Impact	#2210.00 Positive Impact Plan (PIP) - Fitchburg MA.pdf	pdf	63ff6999d523e300086308a2	03/01/2023

INDIVIDUAL BACKGROUND INFORMATION

Individual Background Information 1

Role: Executive / Officer Other Role: Board Member of Reya Ventures, LLC

First Name: Robert Last Name: Patton

Individual Background Information 2

Role: Executive / Officer Other Role:

First Name: Christian Last Name: Zawacki

Individual Background Information 3

Role: Owner / Partner Other Role: Board Member of Reya Ventures, LLC.

First Name: Thomas Last Name: Zawacki

Individual Background Information 4

Role: Executive / Officer Other Role: Board Member of Reya Ventures, LLC.

First Name: Robert Last Name: Patton

Individual Background Information 5

Role: Executive / Officer Other Role:

First Name: Max Last Name: Jones

ENTITY BACKGROUND CHECK INFORMATION

Date generated: 11/01/2023

Entity Background Check Information 1

Role: Parent Company

Other Role: Investment Company

Entity Legal Name: Reya Ventures, LLC

Entity DBA:

Entity Description: Massachusetts Limited Liability Company

Phone: 508-909-5881

Email: chris@greenmeadows.com

Primary Business Address 1: 64 Mill Street

Primary Business Address 2: Suite 101

Primary Business City: Southbridge

Primary Business State: MA

Principal Business Zip

Principal Business

Code: 01550

Country: USA

Additional Information: Reya Ventures, LLC is the sole Member of Green Meadows Farm, LLC. A Change of Ownership, with Reya Ventures, LLC. as the new owner, approved by the Commission on 3/5/2020.

MASSACHUSETTS BUSINESS REGISTRATION

Required Business Documentation:

Document Category	Document Name	Type	ID	Upload Date
Articles of Organization	Articles of Org - GMF.pdf	pdf	6297d18a3bea2b0008cf3b05	06/01/2022
Operating Agreement	Operating Agreement - GMF.pdf	pdf	6297d1c7eb816b00086ec0f8	06/01/2022
Secretary of Commonwealth - Certificate of Good Standing	COG SOS_Exp 3-21-23.pdf	pdf	63ea797435eb060008892769	02/13/2023
Department of Revenue - Certificate of Good standing	COG DOR_Exp 3-22-23.pdf	pdf	63ea797e35eb06000889277d	02/13/2023
Department of Unemployment Assistance - Certificate of Good Standing	COG DUA_Exp 3-21-23.pdf	pdf	63ea798935eb0600088927d6	02/13/2023

No documents uploaded

Massachusetts Business Identification Number: 001311857

Doing-Business-As Name:

DBA Registration City:

BUSINESS PLAN

Business Plan Documentation:

Document Category	Document Name	Type	ID	Upload Date
Business Plan	GMF Business Plan.pdf	pdf	629932303bea2b0008d09cc5	06/02/2022
Plan for Liability Insurance	Plan to Obtain Liability Insurance.pdf	pdf	62993297eb816b0008701c0d	06/02/2022
Business Plan	GMF Cultivation Business Plan - 2022.pdf	pdf	6299ff953bea2b0008d0d1f5	06/03/2022
Business Plan	GMF Manufacturing Business Plan - 2022.pdf	pdf	629a055f3bea2b0008d0d741	06/03/2022
Proposed Timeline	Proposed Timeline.pdf	pdf	63d98382a6f09f00086638f7	01/31/2023

OPERATING POLICIES AND PROCEDURES

Policies and Procedures Documentation:

Document Category	Document Name	Type	ID	Upload Date
Samples of unique identifying	Unique Identifying Markings.pdf	pdf	629a05ae3bea2b0008d0d77d	06/03/2022

marks used for branding				
Policies and Procedures for cultivating.	Biosecurity Sanitation.pdf	pdf	629a08773bea2b0008d0ddfb	06/03/2022
Policies and Procedures for cultivating.	Cultivation Procedures.pdf	pdf	629a08793bea2b0008d0de24	06/03/2022
Policies and Procedures for cultivating.	IPM.pdf	pdf	629a087c3bea2b0008d0de50	06/03/2022
Policies and Procedures for cultivating.	Asexual Propagation.pdf	pdf	629a087e3bea2b0008d0de71	06/03/2022
Policies and Procedures for cultivating.	Product Application.pdf	pdf	629a088feb816b0008705da3	06/03/2022
Policies and Procedures for cultivating.	Plant Breeding and Seed Production.pdf	pdf	629a0892eb816b0008705dcb	06/03/2022
Security plan	Security Policies and Procedures.pdf	pdf	629a08e63bea2b0008d0df7f	06/03/2022
Security plan	LAA Matrix.pdf	pdf	629a09613bea2b0008d0e1fc	06/03/2022
Security plan	LAA Matrix - Southbridge.pdf	pdf	629a09963bea2b0008d0e263	06/03/2022
Prevention of diversion	Prevention of Diversion.pdf	pdf	629a09d7eb816b000870619f	06/03/2022
Transportation of marijuana	Transportation Procedures.pdf	pdf	629a0a84eb816b0008706447	06/03/2022
Inventory procedures	Inventory Procedures.pdf	pdf	629a0b253bea2b0008d0e66b	06/03/2022
Quality control and testing	Quality Control and Testing.pdf	pdf	629a0b82eb816b000870664c	06/03/2022
Personnel policies including background checks	Personnel Policies.pdf	pdf	629a0c843bea2b0008d0e8a8	06/03/2022
Record Keeping procedures	RecordKeeping Policies.pdf	pdf	629a0cd63bea2b0008d0e9a2	06/03/2022
Maintaining of financial records	Maintaining Financial Records.pdf	pdf	629a0d353bea2b0008d0e9f0	06/03/2022
Dispensing procedures	Dispensing Sales Policy.pdf	pdf	629a0fd8eb816b0008706eeb	06/03/2022
Energy compliance plan	Energy Compliance Plan.pdf	pdf	629a10c73bea2b0008d0f310	06/03/2022
Qualifications and training	Qualifications and Training.pdf	pdf	629a111feb816b0008707428	06/03/2022
Dispensing procedures	#1300.00 Storage of Marijuana and Dispensing Procedures.pdf	pdf	63ea7a23a8e275000723056c	02/13/2023
Inventory procedures	#0910.00 Patient Supply Policy & Inventory Plan.pdf	pdf	63ea9dcf35eb060008897cbf	02/13/2023
Description of the types and forms of products manufactured	#1410.00 Strains and Products List.pdf	pdf	63ea9dd2a8e2750007235bb1	02/13/2023
Method used to produce products	#1500.00 Product Manufacturing Policies and Procedures.pdf	pdf	63ea9ddd35eb060008897d7d	02/13/2023
Security plan	#0800.00 Workplace Safety Policies and Procedures.pdf	pdf	63eaa130a8e275000723674d	02/13/2023
Method used to produce products	#1503.00 Dry Sift (Alchemist).pdf	pdf	63eb773635eb06000889e678	02/14/2023
Method used to produce products	#1504.00 Rosin Pressing Process.pdf	pdf	63eb7737a8e275000723bf2c	02/14/2023
Method used to produce products	#1505.00 Rotovap (Heidolph) Process.pdf	pdf	63eb773835eb06000889e68c	02/14/2023
Method used to produce products	#1501.00 Bubble Hash (Ice Water Extraction).pdf	pdf	63eb773aa8e275000723bf40	02/14/2023
Method used to produce products	#1502.00 Distillation (CDU 1000)	pdf	63eb773b35eb06000889e6a0	02/14/2023

	Process.pdf			
Method used to produce products	#1510.00 Supercritical CO2 (Hightech Extracts) Process.pdf	pdf	63eb774aa8e275000723bf54	02/14/2023
Method used to produce products	#1506.00 Adsorbent Remediation Process.pdf	pdf	63eb774b35eb06000889e6b4	02/14/2023
Method used to produce products	#1507.00 Decarboxylation (Oven and Reactor) Process.pdf	pdf	63eb774ca8e275000723bf68	02/14/2023
Method used to produce products	#1508.00 Ethanol Extraction (Goldleaf Scientific Reactor).pdf	pdf	63eb774d35eb06000889e6c8	02/14/2023
Method used to produce products	#1509.00 Solvent Purge (Vacuum Oven) Process.pdf	pdf	63eb774ea8e275000723bf7c	02/14/2023
Method used to produce products	#1518.00 Cannabis Curing Process.pdf	pdf	63eb775935eb06000889e6e2	02/14/2023
Method used to produce products	#1511.00 Winterization and Filtration (Hochstrom Filter).pdf	pdf	63eb775aa8e275000723bf96	02/14/2023
Method used to produce products	#1512.00 Continuous Monitoring of CO2 Extraction.pdf	pdf	63eb775ba8e275000723bfaa	02/14/2023
Reduced or Free Cost Program for Financial Hardship	#0920.00 Plan to Provide Marijuana to Patients with Verified Financial Hardship.pdf	pdf	63ee5264a8e275000726bea5	02/16/2023
Transportation of marijuana	Delivery Memo_No plan to deliver.pdf	pdf	63ff6c67d523e30008630cd3	03/01/2023
Diversity plan	#0751.00 Diversity Policy – Fitchburg MA.pdf	pdf	640b6c073a44570008ac49ae	03/10/2023
Diversity plan	8.16.23 AMENDED Diversity Policy - Fitchburg MA (2023 FINAL).pdf	pdf	64e39771bc2e8700089d77d3	08/21/2023

Do you intend to perform home deliveries?: No

ATTESTATIONS

I certify that no additional entities or individuals meeting the requirement set forth in 935 CMR 501.101(1) have been omitted by the applicant from any Medical Marijuana Treatment Center 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 Persons or Entities Having Direct or Indirect Control over the Medical Marijuana Treatment Center and a list of all persons or entities contributing initial capital to operate the Medical Marijuana Treatment Center 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 Medical Marijuana Treatment Center 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.:

I certify that all information contained within this application is true and accurate. I understand and acknowledge that applicants and licensees are required to update information that has changed.: I Agree

CULTIVATION HOURS OF OPERATION

Monday From: 7:30 AM	Monday To: 5:00 PM
Tuesday From: 7:30 AM	Tuesday To: 5:00 PM
Wednesday From: 7:30 AM	Wednesday To: 5:00 PM
Thursday From: 7:30 AM	Thursday To: 5:00 PM
Friday From: 7:30 AM	Friday To: 5:00 PM
Saturday From: Closed	Saturday To: Closed
Sunday From: Closed	Sunday To: Closed

PRODUCTION HOURS OF OPERATION

Monday From: 7:00 AM	Monday To: 5:00 PM
Tuesday From: 7:30 AM	Tuesday To: 5:00 PM
Wednesday From: 7:30 AM	Wednesday To: 5:00 PM
Thursday From: 7:30 AM	Thursday To: 5:00 PM
Friday From: 7:30 AM	Friday To: 5:00 PM
Saturday From: Closed	Saturday To: Closed
Sunday From: Closed	Sunday To: Closed

DISPENSING HOURS OF OPERATION

Monday From: 10:00 AM	Monday To: 7:00 PM
Tuesday From: 10:00 AM	Tuesday To: 7:00 PM
Wednesday From: 10:00 AM	Wednesday To: 7:00 PM
Thursday From: 10:00 AM	Thursday To: 7:00 PM
Friday From: 10:00 AM	Friday To: 8:00 PM
Saturday From: 10:00 AM	Saturday To: 8:00 PM
Sunday From: 10:00 AM	Sunday To: 6:00 PM



PLAN TO REMAIN COMPLIANT WITH LOCAL ZONING

Green Meadows Farm, LLC (“Green Meadows”) will remain compliant at all times with the local zoning requirements set forth in the City of Fitchburg’s Zoning Ordinance. In accordance with the Zoning Ordinance, Green Meadows’ proposed Medical Marijuana Treatment Center (MTC) is located in the Neighborhood Business District, where MTCs are a use authorized under special permit from the Planning Board and site plan approval.

In accordance with the requirements of the Zoning Ordinance, the MTC is not located at least three hundred (300) feet distant of a pre-existing public or private school providing education in kindergarten or any of grades 1 through 12, a vocational school, a public or private college, junior college, university or dormitory, a licensed child care facility, a library, a playground, a public park, a youth center, a public swimming pool, a video arcade facility, any facility in which minors commonly congregate, or any residence, including commercial residences such as hotels, motels, lodging houses, etc.

As required by Fitchburg’s Zoning Ordinance, Green Meadows has received a Special Permit and Site Plan Approval from the Planning Board. A special permit or site plan approval may be terminated due to violation of any of its conditions. In addition, a special permit or site plan approval shall terminate upon:

1. Failure of Green Meadows to commence operations at the MTC within twelve (12) months of the date of approval; or
2. Transfer of ownership of Green Meadows without approval of the Planning Board. For these purposes, transfer of ownership shall include any reallocation of ownership or change in business structure which results in a change of its designated representatives or responsible individuals; or
3. Termination of the Host Community Agreement or failure to pay a host fee or Impact Fee under the Agreement to the City.
4. A finding that Green Meadows is conducting an MTC use for which it has not obtained a license or approved by the Special Permit Granting Authority.
5. The expiration or termination of Green Meadows’ registration by the Cannabis Control Commission.
6. Green Meadows’ cession of operations of the MTC.

Green Meadows has applied for all other local permits required to operate an MTC at the proposed location. Green Meadows will comply with all conditions and standards set forth in any local permit required to operate an MTC at Green Meadows’ proposed location.

Green Meadows has already attended several meetings with various municipal officials and boards to



discuss Green Meadows' plans for a proposed MTC and has executed a Host Community Agreement with the City of Fitchburg. Green Meadows will continue to work cooperatively with various municipal departments, boards, and officials to ensure that Green Meadows' MTC remains compliant with all local laws, regulations, rules, and codes with respect to design, construction, operation, and security.

2100.00 Plan to Remain Compliant with Local Zoning

Green Meadows Farm, LLC (“Green Meadows”) will remain compliant at all times with the local bylaws, regulations and codes applicable to Green Meadows’ Colocated Marijuana Operations (CMO) located at 64 Mill Street in the Town of Southbridge.

In accordance with state regulations and Town of Southbridge Zoning Bylaw Section 8.7.3, Green Meadows’ proposed CMO located at 64 Mill Street is not located within 500 feet of a public or private pre-school, primary or secondary school, dance or gymnastics school, martial arts school, licensed day care center, public library, playground, athletic field, or any other facility or recreational area where children commonly congregate in an organized ongoing formal basis. The CMO will also be compliant with the buffer requirements for residential uses set forth in the Zoning Bylaw as will be determined during the Special Permit and Site Plan Approval process.

As required by Zoning Bylaw Sections 2.5 and 8.7.3, Green Meadows received a Special Permit and Site Plan Approval from the Town of Southbridge Planning Board, which is designated as the Special Permit Granting Authority for CMO’s. Pursuant to Zoning Bylaw Section 8.7.4, the Special Permit has a term limited to the duration of Green Meadows’ ownership or leasing of the premises as a CMO.

Green Meadows Farm applied and received a Building Permit from the Town of Southbridge Department of Inspection Services prior to commencing construction, as well as obtain a Certificate of Occupancy prior to commencing operations. In addition, Green Meadows will apply for any other local permits, approvals, registrations or certificates that are required to site and operate a CMO at the proposed location and will comply with all conditions and standards set forth in any required local permit or approval.

Green Meadows Farm will continue to work continuously and cooperatively with various Southbridge departments, boards, and officials to ensure that Green Meadows Farm is compliant with all local laws, regulations, rules, and codes with respect to design, construction, operation, and security.

Host Community Agreement Certification Form

Instructions

Certification of a host community agreement is a requirement of the application to become a Marijuana Establishment (ME) and Medical Marijuana Treatment Center (MTC). Applicants must complete items 1-3. The contracting authority for the municipality must complete items 4-8. Failure to complete a section will result in the application not being deemed complete. This form should be completed and uploaded into your application. 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(2) and 501.400(2).

Certification

The parties listed below do certify that the applicant and municipality have executed a host community agreement on the specified date below pursuant to G.L. c. 94G § 3(d):

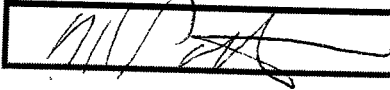
1. Name of applicant:

Green Meadows Farm, LLC

2. Name of applicant's authorized representative:

Robert H. Patton, CEO

3. Signature of applicant's authorized representative:



4. Name of municipality:

City of Fitchburg

5. Name of municipality's contracting authority or authorized representative:

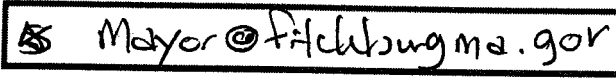
Stephen L. DiNatale, Mayor




6. Signature of municipality's contracting authority or authorized representative:



7. Email address of contracting authority or authorized representative of the municipality (*this email address may be used to send municipal notices pursuant to 935 CMR 500.102(1) and 501.102(1).*):



8. Host community agreement execution date:



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

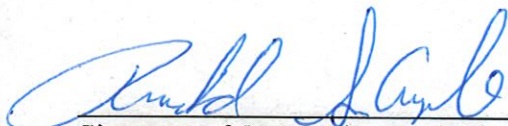
I, ROBERT H. PATTON, (insert name) certify as an authorized representative of GREEN MEADOWS FARM, LLC (insert name of applicant) that the applicant has executed a host community agreement with SOUTHBOROUGH, MA (insert name of host community) pursuant to G.L.c. 94G § 3(d) on OCTOBER 21, 2019 (insert date).



Signature of Authorized Representative of Applicant

Host Community

I, RONALD SAN ANGELO, (insert name) certify that I am the contracting authority or have been duly authorized by the contracting authority for Town of Southbridge (insert name of host community) to certify that the applicant and Town of Southbridge (insert name of host community) has executed a host community agreement pursuant to G.L.c. 94G § 3(d) on NOVEMBER 6, 2019 (insert date).



Signature of Contracting Authority or
Authorized Representative of Host Community

Community Outreach Meeting Attestation Form

Instructions

Community Outreach Meeting(s) are a requirement of the application to become a Marijuana Establishment (ME) and Medical Marijuana Treatment Center (MTC). 935 CMR 500.101(1), 500.101(2), 501.101(1), and 501.101(2). The applicant must complete each section of this form and attach all required documents as a single PDF document before uploading it into the application. If your application is for a license that will be located at more than one (1) location, and in different municipalities, applicants must complete two (2) attestation forms – one for each municipality. Failure to complete a section will result in the application not being deemed complete. 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(2) and 501.400(2).

Attestation

I, the below indicated authorized representative of that the applicant, attest that the applicant has complied with the Community Outreach Meeting requirements of 935 CMR 500.101 and/or 935 CMR 501.101 as outlined below:

1. The Community Outreach Meeting was held on the following date(s):
2. At least one (1) meeting was held within the municipality where the ME is proposed to be located.
3. At least one (1) meeting was held after normal business hours (this requirement can be satisfied along with requirement #2 if the meeting was held within the municipality and after normal business hours).



4. A copy of the community outreach notice containing the time, place, and subject matter of the meeting, including the proposed address of the ME or MTC was published in a newspaper of general circulation in the municipality at least 14 calendar days prior to the meeting. A copy of this publication notice is labeled and attached as "Attachment A."

a. Date of publication:

b. Name of publication:

5. A copy of the community outreach notice containing the time, place, and subject matter of the meeting, including the proposed address of the ME or MTC was filed with clerk of the municipality. A copy of this filed notice is labeled and attached as "Attachment B."

a. Date notice filed:

6. A copy of the community outreach notice containing the time, place, and subject matter of the meeting, including the proposed address of the ME or MTC was mailed at least seven (7) calendar days prior to the community outreach meeting to abutters of the proposed address, and residents within 300 feet of the property line of the applicant's proposed location as they appear on the most recent applicable tax list, notwithstanding that the land of the abutter or resident is located in another municipality. A copy of this mailed notice is labeled and attached as "Attachment C." Please redact the name of any abutter or resident in this notice.

a. Date notice(s) mailed:

7. The applicant presented information at the Community Outreach Meeting, which at a minimum included the following:
- The type(s) of ME or MTC to be located at the proposed address;
 - Information adequate to demonstrate that the location will be maintained securely;
 - Steps to be taken by the ME or MTC to prevent diversion to minors;
 - A plan by the ME or MTC to positively impact the community; and
 - Information adequate to demonstrate that the location will not constitute a nuisance as defined by law.
8. Community members were permitted to ask questions and receive answers from representatives of the ME or MTC.



Name of applicant:

Name of applicant's authorized representative:

Signature of applicant's authorized representative:



ATTACHMENT A –
NEWSPAPER PUBLIC
NOTICE

CLASSIFIEDS

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SentinelandEnterprise.com

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EMAIL ✉️ classified@mediaonene.com

LEGAL ADS ✉️ legals@mediaonene.com

HOURS OF OPERATION: MON. - FRI. 8AM - 5PM

The ad deadline is 4:00pm for publication the following day.
(Friday @ 4:00pm for publication Sunday or Monday).



POLICIES/ADJUSTMENTS: Please check your ad and report errors immediately. Adjustments to billing will be made to the incorrect portion of the first insertion only. We are not responsible for failure to publish and reserve the right to reject, edit or cancel any ad. All ads are subject to credit approval or prepayment prior to publication. We accept Visa, Mastercard, AMEX, cash or check only.

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PUBLIC NOTICE

LEGAL NOTICE OF A VIRTUAL COMMUNITY OUTREACH MEETING REGARDING A MARIJUANA ESTABLISHMENT

Green Meadows Farm, LLC ("Green Meadows") hereby provides notice that a virtual Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for 6:30 PM EST on Wednesday, December 21, 2022.

The meeting may be accessed online through the following Microsoft Teams link:

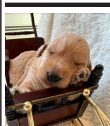
https://teams.microsoft.com/join/19%3Ameeting_NG_VIN20wYzQIMj0c000N2VUWVE4YkM0d0k0T1NkVlNGZmZm40d0hsc?context=7%7b%22id%22%3a%22b0962d04-8c0a-4589-a881-72894864649%22%3a%2204f622%3a%22b61342a0-1a1b-4636-9dda-456d5c729c3%22%7d

Meeting ID: 270 929 585 282
Passcode: WKSJR

The proposed Marijuana Establishment will be a Medical and Adult-Use Marijuana Retail Establishment located at 50 Whelan Street Suite C, Fitchburg, MA 01420. Green Meadows home office is located at 64 Mill Street, Southbridge, MA 01550. The purpose of the meeting is to inform community members of Fitchburg about any impact to their community due to the opening of the location. Fitchburg Community members and members of the public are encouraged to attend to ask questions and receive answers from representatives of Green Meadows. Questions may be submitted in advance to hr@greemeadows.com. The virtual Community Outreach Meeting will be held in accordance with the Massachusetts Cannabis Control Commission's Administrative Order Allowing Virtual Web-based Community Outreach Meetings and the applicable requirements set forth in M.G.L. 94 G, M.G.L. c.241 and 93B CMR 500.000 et. Seq. December 4 #NY006681

ANIMALS

2640 PETS



Standard Labradoodle and Mini Poodle Puppies!
Perfect Christmas gifts!
Call/text 413-977-3168 or 715-216-6688
Or visit our website at AdorableDoodlePups.com for available puppies

MERCHANDISE

2105 WANTED TO BUY

CASH FOR RECORD ALBUMS

Wanted: 33 lps, 8, 45s George
617-633-2682

Make Life Easier use
iPay
Call:
978.459.1300

1205 PROBATE CITATIONS

Commonwealth of Massachusetts The Trial Court - Probate and Family Court Worcester Division Docket No. W0227959EA INFORMAL PROBATE PUBLICATION NOTICE Estate of: Ferdinand R. Mastrangelo Also known as: Fred R Mastrangelo Date of Death: October 12, 2022. To all persons interested in the above captioned estate, by Petition of Petitioner Francesca M Mastrangelo of Eliot ME, Francesca M Mastrangelo of Eliot ME has been informally appointed as the Personal Representative of the estate to serve without surety on the bond. The estate is being administered under informal procedure by the Personal Representative under the Massachusetts Uniform Probate Code without supervision by the Court. Inventory and accounts are not required to be filed with the Court, but interested parties are entitled to notice regarding the administration from the Personal Representative and can petition the Court in any matter relating to the estate, including distribution of assets and expenses of administration. Interested parties are entitled to petition the Court to institute formal proceedings and to obtain orders terminating or restricting the powers of Personal Representatives appointed under informal procedure. A copy of the Petition and Will, if any, can be obtained from the Petitioner. December 4 #NY006648

SERVICES

8310 APPRAISING

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Antiques,
Used Furniture,
Tools,
Collectables,
China and Glass.

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CASH !!

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appraisals.
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301 6th Street
Leominster
towncraftsman.net

ANNOUNCEMENTS

1060 ANNOUNCEMENTS

SUBCONTRACTOR BIDS REQUESTED: Keith Construction, Inc. is accepting bids for all construction trades for the Fitchburg Arts Community project in Fitchburg, MA. Disadvantaged, minority, women, emerging small business and veteran owned businesses are encouraged to bid. Bids are due 12/7/22. To receive a link to download the plans, send RFIs and bids email bcastello@keith-con.com KEITH CONSTRUCTION IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYER

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section or to
place an ad in
our Service
Directory,
call

866-896-4979

LEGAL DEADLINES

4:00 PM TUESDAY - THURSDAY
for next day publication

4:00 PM FRIDAY
for Saturday, Sunday, Monday publication

TO PLACE A LEGAL NOTICE:

<https://adportal.bostonherald.com/nvgroup-adportal/ma-legals/index.html>

or EMAIL: legals@mediaonene.com

OFFICE HOURS: M-F 9AM-5PM | 978-458-3311

ATTACHMENT B –
TOWN CLERK PUBLIC
NOTICE

greenmeadows



ADULT-USE COMMUNITY OUTREACH MEETING

December 12, 2022

2022 DEC 13 PM 1:26

Town Clerk
Fitchburg MA 01420

RE: LEGAL NOTICE OF A VIRTUAL COMMUNITY OUTREACH MEETING REGARDING A MARIJUANA ESTABLISHMENT

Green Meadows Farm, LLC ("Green Meadows") hereby provides notice that a virtual Community Outreach Meeting for a proposed Medical Marijuana Establishment in Fitchburg, MA is scheduled for 6:30 PM EST on Wednesday, December 21, 2022.

The meeting may be accessed online through the following Microsoft Teams link:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_NGVIN2QwYzQtMjJhOC00NzVILWE4YjktMDdkOTI1NWU1N2Fh%40thread.v2/0?context=%7b%22Ti d%22%3a%22bb962d04-82da-45a9-a881-72884df4664d%22%2c%22Oid%22%3a%22861342a0-1a1b-4636-9dda-456dd5c729c5%22%7d

Meeting ID: 270 929 595 282

Passcode: rWK5jR

The proposed Marijuana Establishment will be a Medical and Adult -Use Marijuana Retail Establishment located at 50 Whalon Street Suite C, Fitchburg, MA 01420.

The purpose of the meeting is to inform community members of Fitchburg about any impact to their community due to the opening of the Medical location in Fitchburg, MA (Adult-Use Community Outreach Meeting took place earlier in 2022). Fitchburg Community members and members of the public are encouraged to attend to ask questions and receive answers from representatives of Green Meadows.

Questions may be submitted in advance to hr@greenmeadows.com. The virtual Community Outreach Meeting will be held in accordance with the Massachusetts Cannabis Control Commission's Administrative Order Allowing Virtual Web-based Community Outreach Meetings and the applicable requirements set forth in M.G.L. 94 G, M.G.L c.941 and 935 CMR 500.000 et. Seq

If you have any questions regarding this notice or the Community Outreach Meeting please contact me at cbellrose@greenmeadows.com

Regards,

A handwritten signature in cursive script that reads "Corey Bellrose".

Corey Bellrose

SVP of HR

ATTACHMENT C –
ABUTTERS NOTICE

Parcel Number	Property Address	Owner Name	Co-Owner Name	Owner Address	Owner City	Owner State	Owner Zip
203-24-0	104 WHALON ST			104 WHALON ST., SUITE 2D	FITCHBURG	MA	01420
203-24-0	104 WHALON ST			104 WHALON ST., SUITE 2D	FITCHBURG	MA	01420
203-24-0	104 WHALON ST			104 WHALON ST. UNIT 1B	FITCHBURG	MA	01420
202-77-0	43 WHALON ST			43 WHALON STREET	FITCHBURG	MA	01420
202-79-0	59 WHALON ST			43 WHALON STREET	FITCHBURG	MA	01420
203-24-0	104 WHALON ST			104 WHALON STREET, UNIT 2C	FITCHBURG	MA	01420
202-73-0	1029 SOUTH ST			1029 SOUTH STREET	FITCHBURG	MA	01420
203-19-0	0 MINNESOTA ST			142 CLARENDON STREET	FITCHBURG	MA	01420
202-72-0	1039 SOUTH ST			1039 SOUTH STREET	FITCHBURG	MA	01420
205-61-0	1010 SOUTH ST			269 CRAWFORD STREET	LEOMINSTER	MA	01453
202-65-0	1077 SOUTH ST			1077 SOUTH ST.	FITCHBURG	MA	01420
203-11-0	64 WHALON ST			64 WHALON STREET	FITCHBURG	MA	01420
202-66-0	1069 SOUTH ST			1069 SOUTH ST	FITCHBURG	MA	01420
203-24-0	104 WHALON ST			515 ACORN PARK DRIVE	ACTON	MA	01720
203-17-0	0 PIERCE AV			71 PHELPS STREET	FITCHBURG	MA	01420
206-14-0	0 MINNESOTA ST			182 HARTWELL AVENUE	LITTLETON	MA	01460
203-24-0	104 WHALON ST			28 UNIVERSITY STREET	LEOMINSTER	MA	01453
206-8-0	0 LOLA ST			417 OAKHILL AVE.	ATTLEBORO	MA	02703
203-21-0	0 BABBITT ST			42 BANCROFT STREET	PEPPERELL	MA	01463
203-22-0	0 PIERCE AV			42 BANCROFT STREET	PEPPERELL	MA	01463
206-83-0	0 LOLA ST			LOLA ST	FITCHBURG	MA	01420
206-85-0	67 VALDALIA AV			67 VALDALIA AVENUE	FITCHBURG	MA	01420
202-75-0	1040 SOUTH ST			1040 SOUTH STREET	FITCHBURG	MA	01420
202-70-0	1047 SOUTH ST			1047 SOUTH STREET	FITCHBURG	MA	01420
203-24-0	104 WHALON ST			104 WHALON ST. UNIT 1A	FITCHBURG	MA	01420
203-24-0	104 WHALON ST			27 FLINTLOCK ROAD	LEOMINSTER	MA	01453
203-20-A	0 BABBITT ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
203-20-B	0 BABBITT ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
203-26-0	0 ROCKWELL ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
203-27-0	0 PIERCE AV			8 DALBECK LANE	ASHBURNHAM	MA	01430
205-45-0	0 BABBITT ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-10-0	0 BABBITT ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-11-0	0 BABBITT ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-15-0	0 MINNESOTA ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-16-0	0 MINNESOTA ST			8 DALBECK LANE	ASHBURNHAM	MA	01430

206-4-0	0 LOLA ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-6-0	0 LOLA ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-7-0	0 LOLA ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-9-0	0 LOLA ST			8 DALBECK LANE	ASHBURNHAM	MA	01430
206-82-0	80 VALDALIA AV			80 VALDALIA AVENUE	FITCHBURG	MA	01420
203-17-A	0 PIERCE AV			130 PIERCE AVENUE	FITCHBURG	MA	01420
203-20-0	0 MINNESOTA ST			130 PIERCE AVENUE	FITCHBURG	MA	01420
206-5-0	0 LOLA ST			130 PIERCE AVENUE	FITCHBURG	MA	01420
203-15-0	0 BABBITT ST			255 OLMEY ROAD	WETHERSFIELD	CT	06109
203-8-0	45 PIERCE AV			100 WHALON STREET	FITCHBURG	MA	01420
202-81-0	1090 SOUTH ST			249 OLD CONNECTICUT PATH	WAYLAND	MA	01778
202-68-0	1059 SOUTH ST			1059 SOUTH STREET	FITCHBURG	MA	01420
205-44-0	44 PLEASANT VIEW AV			46 PLEASANT VIEW AVENUE	FITCHBURG	MA	01420
205-49-0	41 PLEASANT VIEW AV			41 PLEASANT VIEW AVENUE	FITCHBURG	MA	01420
202-95-0	0 WHALON ST			120 RACHEL ROAD	NEWTON	MA	02459
202-96-0	0 WHALON ST			120 RACHEL ROAD	NEWTON	MA	02459
206-12-0	0 BABBITT ST			120 RACHEL ROAD	NEWTON	MA	02459
202-94-0	26 WHALON ST			120 RACHEL ROAD	NEWTON	MA	02459
202-74-0	0 SOUTH ST			5 WINTER HILL ROAD	LUNENBURG	MA	01462
202-89-0	89 WHALON ST			5 WINTER HILL ROAD	LUNENBURG	MA	01462



December 12, 2022

RE: LEGAL NOTICE OF A VIRTUAL COMMUNITY OUTREACH MEETING REGARDING A MARIJUANA ESTABLISHMENT

Green Meadows Farm, LLC ("Green Meadows") hereby provides notice that a virtual Community Outreach Meeting for a proposed Medical Marijuana Establishment in Fitchburg, MA is scheduled for 6:30 PM EST on Wednesday, December 21, 2022.

The meeting may be accessed online through the following Microsoft Teams link:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_NGViN2QwYzQtMjJhOC00NzVILWE4YjktMDdkOTI1NWU1N2Fh%40thread.v2/0?context=%7b%22Ti d%22%3a%22bb962d04-82da-45a9-a881-72884df4664d%22%2c%22Oid%22%3a%22861342a0-1a1b-4636-9dda-456dd5c729c5%22%7d

Meeting ID: 270 929 595 282

Passcode: rWK5jR

The proposed Marijuana Establishment will be a Medical and Adult -Use Marijuana Retail Establishment located at 50 Whalon Street Suite C, Fitchburg, MA 01420.

The purpose of the meeting is to inform community members of Fitchburg about any impact to their community due to the opening of the Medical location in Fitchburg, MA (Adult-Use Community Outreach Meeting took place earlier in 2022). Fitchburg Community members and members of the public are encouraged to attend to ask questions and receive answers from representatives of Green Meadows.

Questions may be submitted in advance to hr@greenmeadows.com. The virtual Community Outreach Meeting will be held in accordance with the Massachusetts Cannabis Control Commission's Administrative Order Allowing Virtual Web-based Community Outreach Meetings and the applicable requirements set forth in M.G.L. 94 G, M.G.L c.941 and 935 CMR 500.000 et. Seq

If you have any questions regarding this notice or the Community Outreach Meeting please contact me at cbellrose@greenmeadows.com

Regards,

Cory Bellone

Corey Bellrose

SVP of HR



**UNITED STATES
POSTAL SERVICE.**

SOUTHERIDGE
235 MAIN ST
SOUTHERIDGE, MA 01550-9998
(800)275-8777

12/13/2022

12:06 PM

Product	Qty	Unit Price	Price
---------	-----	------------	-------

PurpleHeart(Meds)	55	\$0.60	\$33.00
-------------------	----	--------	---------

Grand Total: \$33.00

Debit Card Remit \$33.00

Card Name: VISA

Account #: XXXXXXXXXX2074

Approval #: 150960

Transaction #: 116

Receipt #: 021284

Debit Card Purchase: \$33.00

AID: A0000000980840

AL: US DEBIT

PIN: Verified

Chip

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Track your Packages
Sign up for FREE ®
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All sales final on stamps and postage.
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Thank you for your business.

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or call 1-800-410-7420.

UFN: 247259-0550

Receipt #: 840-50180060-2-3632450-2

Clerk: 01

Community Outreach Meeting Attestation Form

Instructions

Community Outreach Meeting(s) are a requirement of the application to become a Marijuana Establishment (ME) and Medical Marijuana Treatment Center (MTC). 935 CMR 500.101(1), 500.101(2), 501.101(1), and 501.101(2). The applicant must complete each section of this form and attach all required documents as a single PDF document before uploading it into the application. If your application is for a license that will be located at more than one (1) location, and in different municipalities, applicants must complete two (2) attestation forms – one for each municipality. Failure to complete a section will result in the application not being deemed complete. 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(2) and 501.400(2).

Attestation

I, the below indicated authorized representative of that the applicant, attest that the applicant has complied with the Community Outreach Meeting requirements of 935 CMR 500.101 and/or 935 CMR 501.101 as outlined below:

1. The Community Outreach Meeting was held on the following date(s):
2. At least one (1) meeting was held within the municipality where the ME is proposed to be located.
3. At least one (1) meeting was held after normal business hours (this requirement can be satisfied along with requirement #2 if the meeting was held within the municipality and after normal business hours).



4. A copy of the community outreach notice containing the time, place, and subject matter of the meeting, including the proposed address of the ME or MTC was published in a newspaper of general circulation in the municipality at least 14 calendar days prior to the meeting. A copy of this publication notice is labeled and attached as "Attachment A."

a. Date of publication:

b. Name of publication:

5. A copy of the community outreach notice containing the time, place, and subject matter of the meeting, including the proposed address of the ME or MTC was filed with clerk of the municipality. A copy of this filed notice is labeled and attached as "Attachment B."

a. Date notice filed:

6. A copy of the community outreach notice containing the time, place, and subject matter of the meeting, including the proposed address of the ME or MTC was mailed at least seven (7) calendar days prior to the community outreach meeting to abutters of the proposed address, and residents within 300 feet of the property line of the applicant's proposed location as they appear on the most recent applicable tax list, notwithstanding that the land of the abutter or resident is located in another municipality. A copy of this mailed notice is labeled and attached as "Attachment C." Please redact the name of any abutter or resident in this notice.

a. Date notice(s) mailed:

7. The applicant presented information at the Community Outreach Meeting, which at a minimum included the following:
- The type(s) of ME or MTC to be located at the proposed address;
 - Information adequate to demonstrate that the location will be maintained securely;
 - Steps to be taken by the ME or MTC to prevent diversion to minors;
 - A plan by the ME or MTC to positively impact the community; and
 - Information adequate to demonstrate that the location will not constitute a nuisance as defined by law.
8. Community members were permitted to ask questions and receive answers from representatives of the ME or MTC.



Name of applicant:

Name of applicant's authorized representative:

Signature of applicant's authorized representative:



ATTACHMENT A –
NEWSPAPER PUBLIC
NOTICE

ATTACHMENT B –
TOWN CLERK PUBLIC
NOTICE

greenmeadows



November 8, 2022

Town Clerk
Southbridge MA, 01550

RECEIVED
TOWN CLERK'S OFFICE
2022 NOV -9 PM 2:38
SOUTHBRIDGE
MASSACHUSETTS

RE: LEGAL NOTICE OF A VIRTUAL COMMUNITY OUTREACH MEETING REGARDING A MARIJUANA ESTABLISHMENT

Green Meadows Farm, LLC ("Green Meadows") hereby provides notice that a virtual Community Outreach Meeting for a proposed Marijuana Establishment in Fitchburg, MA is scheduled for 6:30 PM EST on Thursday, November 17, 2022.

The meeting may be accessed online through the following Microsoft Teams link:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_NTRiOWYxNDAtNjk5Ny00OWQxLWFiYmYtNmZlYTU3YzhmODE3%40thread.v2/0?context=%7b%22Tid%22%3a%22b962d04-82da-45a9-a881-72884df4664d%22%2c%22Oid%22%3a%22861342a0-1a1b-4636-9dda-456dd5c729c5%22%7d

Meeting ID: 216 984 928 94

Passcode: m4MRNF

The proposed Marijuana Establishment will be a Medical and Adult -Use Marijuana Retail Establishment located at 50 Whalon Street Suit C, Fitchburg, MA 01420. The Cultivation and Product Manufacturing Establishment that will supply some of the products sold at this Fitchburg location is located at 64 Mill Street, Southbridge MA 015550.

The purpose of the meeting is to inform community members of Southbridge about any impact to their community due to the opening of the location in Fitchburg, MA. Southbridge Community members and members of the public are encouraged to attend to ask questions and receive answers from representatives of Green Meadows.

Questions may be submitted in advance to hr@greenmeadows.com. The virtual Community Outreach Meeting will be held in accordance with the Massachusetts Cannabis Control Commission's Administrative Order Allowing Virtual Web-based Community Outreach Meetings and the applicable requirements set forth in M.G.L. 94 G, M.G.L c.941 and 935 CMR 500.000 et. Seq

If you have any questions regarding this notice or the Community Outreach Meeting please contact me at cbellrose@greenmeadows.com

Regards,

Corey Bellrose

SVP of HR

ATTACHMENT C –
ABUTTERS NOTICE

Property

Address 62 MILL STREET

Property ID 034-146-00001

Account 1602

Ownership

Owner on January 1 MILL STREET REALTY INC

Address 64 MILL ST

City, State, Zip SOUTHBRIDGE, MA, 01550-1175

Valuation

Total \$3,368,100

Assessment

Land \$266,700

Last Sale \$100 on 1980-07-07

Book / Page 7007 / 0032

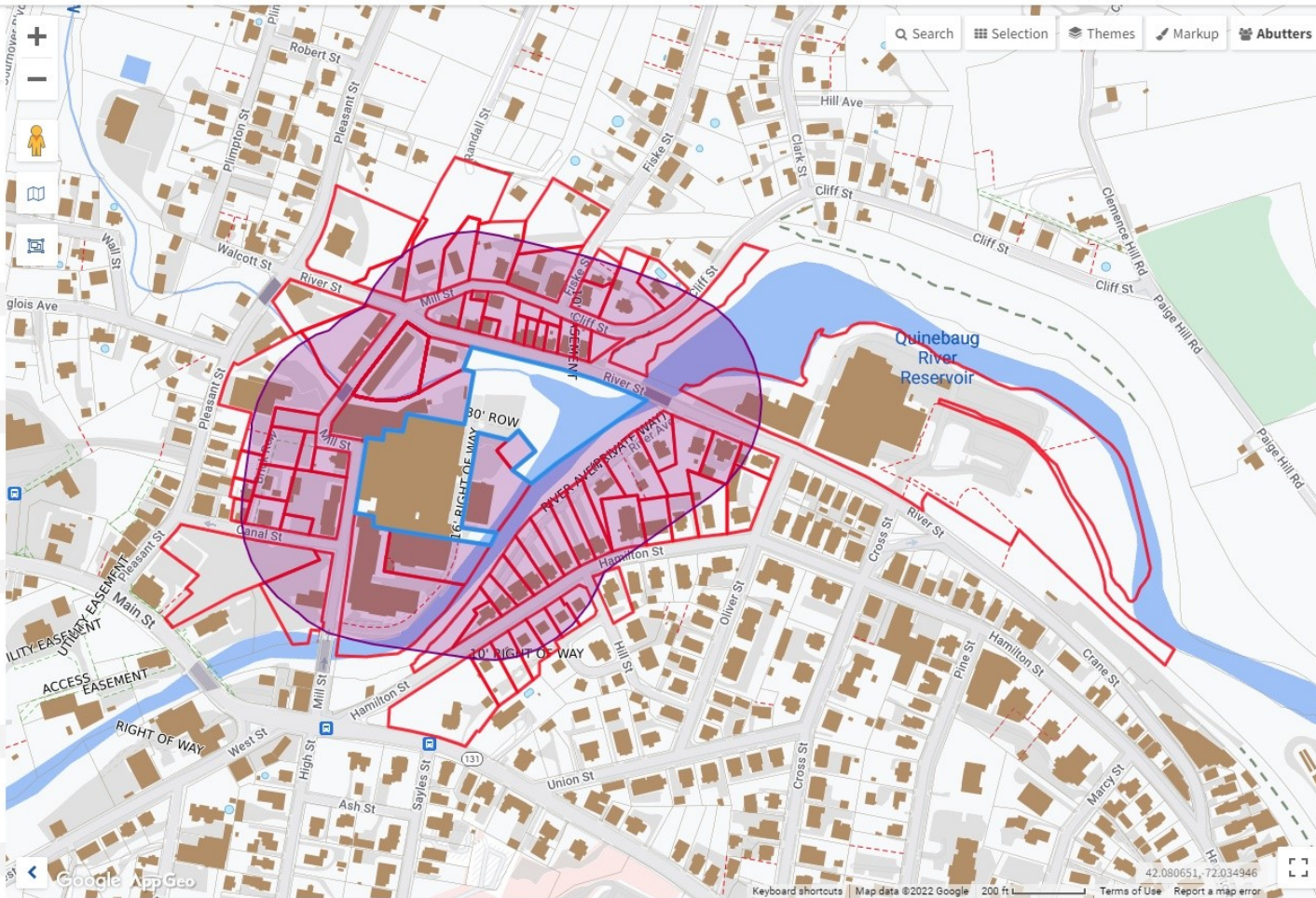
Other

Area 3.50 Acres

Zoning 2,

Use Code 4000

Zoning



		X
034-172-00001		
		X
034-169-00001		
		X
034-174-00001		
		X
031-041-00001		
		X
031-077-00001		
		X
034-176-00001		
		X
031-075-00001		
		X



November 9, 2022

[REDACTED]

RE: LEGAL NOTICE OF A VIRTUAL COMMUNITY OUTREACH MEETING REGARDING A MARIJUANA ESTABLISHMENT IN
FITCHBURG, MA

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If you have any questions regarding this notice or the Community Outreach Meeting please contact me at cbellrose@greenmeadows.com

Regards,

A handwritten signature in blue ink that reads "Corey Bellrose".

Corey Bellrose

SVP of HR



SOUTHBRIDGE
235 MAIN ST
SOUTHBRIDGE, MA 01550-9998
(800)275-8777

11/09/2022 02:48 PM

Product	Qty	Unit Price	Price
PurpleHeartMedal	88	\$0.60	\$52.80

Grand Total: \$52.80

Credit Card Remit \$52.80
Card Name: VISA
Account #: XXXXXXXXXXXXX2853
Approval #: 04055C
Transaction #: 079
AID: A0000000031010 Chip
AL: VISA CREDIT
PIN: Not Required CHASE VISA

Preview your Mail
Track your Packages
Sign up for FREE @
<https://informedelivery.usps.com>

All sales final on stamps and postage.
Refunds for guaranteed services only.
Thank you for your business.

Tell us about your experience.
Go to: <https://postalexperience.com/Pos>
or scan this code with your mobile device.



or call 1-800-410-7420.

UFN: 247259-0550
Receipt #: 840-50180060-1-7626141-1
Clerk: 09



SOUTHBRIDGE
235 MAIN ST
SOUTHBRIDGE, MA 01550-9998
(800)275-8777

11/09/2022 02:48 PM

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AL: VISA CREDIT
PIN: Not Required CHASE VISA

Preview your Mail
Track your Packages
Sign up for FREE @
<https://informedelivery.usps.com>

All sales final on stamps and postage.
Refunds for guaranteed services only.
Thank you for your business.

Tell us about your experience.
Go to: <https://postalexperience.com/Pos>
or scan this code with your mobile device.



or call 1-800-410-7420.

UFN: 247259-0550
Receipt #: 840-50180060-1-7626141-1
Clerk: 09



#2210.00 Plan to Positively Impact Areas of Disproportionate Impact Fitchburg, MA

STATEMENT OF PURPOSE

Green Meadows Farm, LLC (Green Meadows) is dedicated to serving and supporting populations falling within areas of disproportionate impact, which the Commission has identified as the following:

- 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;
- Commission-designated Economic Empowerment Priority applicants;
- Commission-designated Social Equity Program participants;
- Massachusetts residents who have past drug convictions; and
- Massachusetts residents with parents or spouses who have drug convictions are classified as areas of disproportionate impact.

** These groups will be referred to as a whole “CCC Disproportionate Groups” throughout the remainder of this report**

Green Meadows firmly believes that cannabis businesses have an obligation to support individuals and local communities that have had historically high rates of arrest, conviction, and incarceration related to marijuana crimes. It is Green Meadows’ intention to be a contributing, positive force in areas of disproportionate impact and to assist in changing negative stigmas and perceptions associated with marijuana use. To support such populations, Green Meadows has created the following Plan to Positively Impact Areas of Disproportionate Impact and have identified and created goals and programs we believe will fulfill our mission and promote full participation by these groups in the regulated cannabis industry.

GOAL #1: CCC Disproportionate Group Recruitment *[Goal, Programs, and Metrics]*

GOAL #1:

Recruit and hire at least 25% of staff from CCC Disproportionate Groups in an effort to encourage full participation in the regulated industry via employment at Green Meadows. This Goal will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight from the Green Meadows Compliance Department. Goals and Programs will be reviewed at least quarterly, and anytime deemed necessary in between quarters.

PROGRAM(S):

(1) “Fast Track” Application

Green Meadows will create a “Fast Track” link on the hiring page of our website that will alert Human Resources that a candidate is from one or more of the CCC Disproportionate Groups, at which time Green Meadows will move their application review to “Priority” status.

(2) Advertise in Areas of Disproportionate Impact

Advertise job openings in the Sentinel and Enterprise of Fitchburg and the Telegram and Gazette of Worcester to solicit local response. Fitchburg and Worcester are located in Areas of Disproportionate Impact and therefore will be the focus of our recruitment for this Program. Job postings will be advertised as needed to fulfill new positions (expect at least 8-10 hires before commencement) or vacant positions. For Worcester advertisements, we will focus on applications received by candidates in the following census tracks:

Table 2. Designated Worcester Census Tracts	
Full Census Tract Name	6 Digit Tract
Census Tract 7302, Worcester County, Massachusetts	730200
Census Tract 7305, Worcester County, Massachusetts	730500
Census Tract 7310.02, Worcester County, Massachusetts	731002
Census Tract 7312.03, Worcester County, Massachusetts	731203
Census Tract 7312.04, Worcester County, Massachusetts	731204
Census Tract 7313, Worcester County, Massachusetts	731300
Census Tract 7314, Worcester County, Massachusetts	731400
Census Tract 7315, Worcester County, Massachusetts	731500
Census Tract 7317, Worcester County, Massachusetts	731700
Census Tract 7318, Worcester County, Massachusetts	731800
Census Tract 7323.02, Worcester County, Massachusetts	732302
Census Tract 7324, Worcester County, Massachusetts	732400
Census Tract 7327, Worcester County, Massachusetts	732700
Census Tract 7330, Worcester County, Massachusetts	733000

All advertisements will only be targeted to individuals who are at least 21 years of age

METRIC(S):

(1) CCC Demographic Groups Data Entry & Review

Green Meadows will leverage our appropriate Human Resources software (currently Adaptive HR) to gather all necessary data on applicants to formulate the totals for each CCC Disproportionate Group, and to evaluate success at reaching or exceeding our 25% total Goal.

(2) Advertisement Success Review

Green Meadows will leverage our appropriate Human Resources software (currently Jazz HR) to assess whether our fast track or advertisement programs *actually* assisted with the recruitment of any CCC Disproportionate Groups. This particular software is coded to ascertain how the job posting was accessed.

GOAL #2: CCC Disproportionate Group Volunteer Efforts [Goal, Programs, and Metrics]

GOAL #2:

Green Meadow Staff members will be recruited to participate in at least four (4) volunteer events that would service CCC Disproportionate Groups. This Goal will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight from the Green Meadows Compliance Department. Goals and Programs will be reviewed at least quarterly, and anytime deemed necessary in between quarters.

PROGRAM(S):

(1) Habitat for Humanity

Habitat for Humanity supports local communities and individuals by providing services such as home cleanup, home repairs, neighborhood revitalization, and mentoring low-

income groups on home ownership. Volunteer opportunities are available throughout Massachusetts including Fitchburg and disproportionately impacted areas of Worcester (as previously identified in the Census table outlined and Goal #1). **Please refer to Exhibit A for a copy of the Habitat for Humanity Letter of Agreement to receive funds, services, and/or goods.**

New volunteer opportunities are available regularly and Green Meadows will choose opportunities that will service the CCC Disproportionate Groups. Specific opportunities will be shared during licensing renewal periods when we report on our progress towards these goals.

(2) Partakers

The Partakers Organization assists in 1) the education of currently incarcerated, Massachusetts inmates with drug convictions to receive college degrees just prior to release and, (2) recently released Massachusetts residents with drug convictions to transition to society. **Please refer to Exhibit B for a copy of the Partakers Letter of Agreement to receive funds, services, and/or goods.**

Green Meadows will require at least two (2) staff to volunteer in one or both of these Partaker programs throughout the calendar year. Any staff can participate.

METRIC(S):

(1) Collection & Analysis of Supporting Documentation

Green Meadows will gather and maintain all related documentation regarding our activities and efforts supporting CCC Disproportionate Group(s). This will document detailed and demonstrative proof of our participation and will be provided at licensing renewal.

(2) Campaign Feedback

Green meadows will disperse Feedback Forms to all individuals or organizations that we have provided services to as part of this Goal to capture any feedback related to our Programs. Green Meadows will review all feedback to assess the success of the Programs and any places where we can improve or build upon accomplishments. This feedback will be provided at licensing renewal.

ACKNOWLEDGEMENTS

The applicant acknowledges and is aware, and will adhere to, the requirements set forth in 935 CMR 500 and 501.105(4), which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Marijuana Establishment. Any actions taken, or programs instituted, will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws. Any advertisements associated with any Goals or Programs in this Plan will only be targeted to individuals who are at least 21 years of age.

GOAL 2 EXHIBIT A – Habitat for Humanity Letter of Agreement



To: Laura Cash, Human Resources Manager, Green Meadows Farm

From: Habitat for Humanity, North Central Massachusetts

RE: Participation Confirmation

Date: May 20, 2022

Please accept this letter as affirmation and acceptance of Green Meadow Farms as a supporting member of the Habitat for Humanity, North Central Massachusetts. We are accepting all current and future gifts of volunteering time and financial support to our program whose purpose is to support the building of homes, communities and hope for those in needs. We look forward to your participation.

Kind Regards,

THOMAS DORVILLE

Signature:

5/20/2022

Date



GOAL 2 EXHIBIT B – Partakers Letter of Agreement



To: Laura Cash, Human Resources Manager, Green Meadows Farm

From: The Partakers

RE: Participation Confirmation, Partakers

Date: May 6, 2022

Please accept this letter as affirmation and acceptance of Green Meadows as a supporting member of the Partakers program. We are accepting all current and future gifts of volunteering time and financial support to our program which is focused on promoting the serving those who are formally or currently incarcerated to obtain a college degree and/or reentry into society throughout the State of Massachusetts. We look forward to your participation.

Kind Regards,

Arthur Bembury Date **5/8/22**

Arthur Bembury





The Commonwealth of Massachusetts
William Francis Galvin

Minimum Fee: \$500.00

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

Certificate of Organization

(General Laws, Chapter)

Identification Number: 001311857

1. The exact name of the limited liability company is: GREEN MEADOWS FARM, LLC

2a. Location of its principal office:

No. and Street: 656 ASBURY STREET

City or Town: SOUTH HAMILTON

State: MA

Zip: 01982

Country: USA

2b. Street address of the office in the Commonwealth at which the records will be maintained:

No. and Street: 656 ASBURY STREET

City or Town: SOUTH HAMILTON

State: MA

Zip: 01982

Country: USA

3. The general character of business, and if the limited liability company is organized to render professional service, the service to be rendered:

ANY LAWFUL BUSINESS FOR WHICH A LIMITED LIABILITY COMPANY MAY BE ORGANIZED UNDER THE LAWS OF THE COMMONWEALTH OF MASSACHUSETTS

4. The latest date of dissolution, if specified:

5. Name and address of the Resident Agent:

Name: ROBERT H. PATTON

No. and Street: 656 ASBURY STREET

City or Town: SOUTH HAMILTON

State: MA

Zip: 01982

Country: USA

I, ROBERT H. PATTON resident agent of the above limited liability company, consent to my appointment as the resident agent of the above limited liability company pursuant to G. L. Chapter 156C Section 12.

6. The name and business address of each manager, if any:

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code
MANAGER	ROBERT H. PATTON	656 ASBURY STREET SOUTH HAMILTON, MA 01982 USA

7. The name and business address of the person(s) in addition to the manager(s), authorized to execute documents to be filed with the Corporations Division, and at least one person shall be named if there are no managers.

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code

8. The name and business address of the person(s) authorized to execute, acknowledge, deliver and record any recordable instrument purporting to affect an interest in real property:

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code
REAL PROPERTY	ROBERT H. PATTON	656 ASBURY STREET SOUTH HAMILTON, MA 01982 USA

9. Additional matters:

**SIGNED UNDER THE PENALTIES OF PERJURY, this 6 Day of February, 2018,
ROBERT H. PATTON**

(The certificate must be signed by the person forming the LLC.)

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:

February 06, 2018 08:01 PM

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

WILLIAM FRANCIS GALVIN

Secretary of the Commonwealth

**OPERATING AGREEMENT
OF
GREEN MEADOWS FARM, LLC**

This Operating Agreement (the “**Agreement**”) of Green Meadows Farm, LLC (the “**Company**”), effective as of February 6, 2018 (the “**Effective Date**”), is entered into by and between the Company and Robert H. Patton, as the single member of the Company (the “**Member**”).

RECITALS

WHEREAS, the Company was formed as a limited liability company on February 6, 2018 by the filing of a certificate of organization (“**Certificate of Organization**”) with the Secretary of the Commonwealth of Massachusetts pursuant to and in accordance with the Massachusetts Limited Liability Act, as amended from time to time (the “**MLLCA**”); and

WHEREAS, the Member agrees that the membership in and management of the Company shall be governed by the terms set forth in this Agreement.

NOW, THEREFORE, the Member and the Company agree as follows:

Section 1 Name. The name of the Company is Green Meadows Farm, LLC.

Section 2 Purpose. The general character of the Company is to engage in the operation of a business pursuant to St. 2012, ch. 369, G.L. c. 94G, G.L. c. 94I, all as amended or replaced, and all regulations and applicable local laws promulgated pursuant thereto (the “**Cannabis Code**”), together with any and all other lawful acts or activities for which limited liability companies may be formed under the MLLCA and to engage in any and all necessary or incidental activities.

Section 3 Powers. The Company shall have all the powers necessary or convenient to carry out the purposes for which it is organized, including the powers granted by the MLLCA.

Section 4 Principal Office; Registered Agent.

(a) Principal Office. The location of the principal office of the Company shall be 656 Asbury Street, South Hamilton, MA 01982, or such other location as the Member may designate.

(b) Registered Agent. The registered agent of the Company for service of process in the Commonwealth of Massachusetts and the registered office of the Company in the Commonwealth of Massachusetts shall be that person and location reflected in the Certificate of Organization. In the event the registered agent ceases to act as such for any reason or the registered office shall change, the Board shall promptly designate a replacement registered agent or file a notice of change of address, as the case may be, in the manner provided by law.

Section 5 Members.

(a) Initial Member. The Member owns one hundred percent (100%) of the membership interests of the Company. The name and the business, residence, or mailing address of the Member are as follows:

Robert H. Patton
656 Asbury Street
South Hamilton, MA 01982

(b) Transfer of Interest. The Member may only transfer his interest in the Company, in whole or in part, if the proposed transferee is eligible to be admitted as a member of the Company pursuant to Section 5(c) hereof. Any purported transfer of the Member's interest to a person or entity that is not qualified to be admitted as an additional Member shall be null and void.

(c) Additional Members. One (1) or more additional members may be admitted to the Company with the consent of the Member. Prior to the admission of any such additional members to the Company, the Member shall amend this Agreement or adopt a new company agreement to make such changes as the Member shall determine to reflect the fact that the Company shall have such additional members. Each additional member shall execute and deliver a supplement or counterpart to this Agreement, as necessary. Further, a new Member may be admitted into the Company only if the new Member is qualified under the Cannabis Code to have an ownership or permitted economic interest in a marijuana business as evidenced by written determination by the Massachusetts Department of Public Health or the Cannabis Control Commission, as the case may be, (the "**Cannabis Regulatory Body**") or determination by legal counsel to the Company sufficient in the judgment of the Member.

(d) Membership Interests; Certificates. The Company will not issue any certificates to evidence ownership of the membership interests.

Section 6 Management.

(a) Management of the Company. The operations and affairs of the Company shall be managed by a board of managers (each a "Manager" and together the "Board"). The Board shall be comprised of up to three (3) Managers, who shall each be appointed by the Member. Any action taken by the Board shall constitute the act of and serve to bind the Company. Persons dealing with the Company are entitled to rely conclusively on the power and authority of the Board as set forth in this Agreement. The Board shall have all rights and powers of managers under the MLLCA, and shall have such authority, rights and powers in the management of the Company to do any and all other acts and things necessary, proper, convenient or advisable to effectuate the purposes of this Agreement. Notwithstanding the foregoing, in the event that any Manager becomes ineligible under the Cannabis Code or by determination of the Cannabis Regulatory Body to serve as a Manager of the Company, such Manager shall immediately cease to be a Manager of the Company.

Unless otherwise specified herein, any determination, election, or decision to be made by the Board hereunder shall be made by a majority of the Board.

(b) Election of Officers; Delegation of Authority. The Board may, from time to time, designate one (1) or more officers with such titles as may be designated by the Board to act in the name of the Company with such authority as may be delegated to such officers by the Board (each such designated person, an "**Officer**"). Any such Officer shall act pursuant to such delegated authority until such Officer is removed by the Board. Any action taken by an Officer designated by the Board pursuant to authority delegated to such Officer shall constitute the act of and serve to bind the Company. Persons dealing with the Company are entitled to rely conclusively on the power and authority of any Officer set forth in this Agreement and any instrument designating such Officer and the authority delegated to him or her. Notwithstanding the foregoing, any appointment of an Officer shall not be effective if the person purportedly appointed as such Officer is not qualified under the Cannabis Code to be an officer of a marijuana business. In the event that any Officer becomes ineligible under the Cannabis Code or pursuant to a determination by the Cannabis Regulatory Body to serve as an Officer of the Company, such Officer shall immediately cease to be an Officer of the Company.

Section 7 Liability of Member, Managers, and Officers; Indemnification.

(a) Liability of Member, Managers, and Officers. Except as otherwise required in the MLLCA, the debts, obligations and liabilities of the Company, whether arising in contract, tort or otherwise, shall be solely the debts, obligations and liabilities of the Company, and the Member, the Managers, and the Officers shall not be personally liable for any such debt, obligation or liability of the Company solely by reason of being or acting as a member, manager, or officer of the Company.

(b) Indemnification. To the fullest extent permitted under the MLLCA, the Member, Managers, and Officers (irrespective of the capacity in which it acts) shall be entitled to indemnification and advancement of expenses from the Company for and against any loss, damage, claim or expense (including attorneys' fees) whatsoever incurred by the Member, Managers, and Officers relating to or arising out of any act or omission or alleged acts or omissions (whether or not constituting negligence or gross negligence) performed or omitted by the Member, Managers, or Officers on behalf of the Company; provided, however, that any indemnity under this Section 7(b) shall be provided out of and to the extent of Company assets only, and neither the Member, Managers, of Officers nor any other person shall have any personal liability on account thereof.

Section 8 Term. The term of the Company shall be perpetual unless the Company is dissolved and terminated in accordance with Section 12.

Section 9 Capital Contributions. The Member hereby agrees to contribute to the Company such cash, property, or services as determined by the Member from time to time, or loan funds to the Company, as the Member may determine in its sole and absolute discretion; provided, that absent such determination, Member is under no obligation whatsoever, either express or implied, to make any such contribution or loan to the Company.

Section 10 Tax Status; Income and Deductions.

(a) Tax Status. As long as the Company has only one (1) member, it is the intention of the Company and the Member that the Company be treated as a disregarded entity for federal and all relevant state tax purposes and neither the Company, the Board, nor the Member shall take any action or make any election which is inconsistent with such tax treatment. All provisions of this Agreement are to be construed to preserve the Company's tax status as a disregarded entity.

(b) Income and Deductions. All items of income, gain, loss, deduction, and credit of the Company (including, without limitation, items not subject to federal or state income tax) shall be treated for federal and all relevant state income tax purposes as items of income, gain, loss, deduction, and credit of the Member.

Section 11 Distributions. Distributions shall be made to the Member at the times and in the amounts determined by the Board, subject to the obligations of the Company and applicable law. Notwithstanding the foregoing, the Board shall make quarterly distributions to the Member in an amount equal to the Members quarterly estimated taxes due in connection with the Member's membership interest in the Company, which shall be estimated in good faith by the Board.

Section 12 Dissolution; Liquidation.

(a) The Company shall dissolve, and its affairs shall be wound up upon the first to occur of the following: (i) the written consent of the Board or (ii) any other event or circumstance giving rise to the dissolution of the Company under Section 43 of the MLLCA, unless the Company's existence is continued pursuant to the MLLCA.

(b) Upon dissolution of the Company, the Company shall immediately commence to wind up its affairs and the Board shall promptly liquidate the business of the Company. During the period of the winding up of the affairs of the Company, the rights and obligations of the Member and the Board under this Agreement shall continue.

(c) In the event of dissolution, the Company shall conduct only such activities as are necessary to wind up its affairs (including the sale of the assets of the Company in an orderly manner, which sales, to the extent permitted by and subject to applicable laws, shall first be offered to the Members), and the assets of the Company or the proceeds therefrom shall be applied as follows: (i) first, to creditors, to the extent otherwise permitted by law, in satisfaction of liabilities of the Company (whether by payment or the making of reasonable provision for payment thereof); and (ii) second, to the Member.

(d) Upon the completion of the winding up of the Company, the Member shall file the Certificate of Cancellation in accordance with the MLLCA.

Section 13 Miscellaneous.

(a) Amendments. Amendments to this Agreement may be made only with the written consent of the Board.

(b) Governing Law. This Agreement and the rights and obligations of the parties hereunder shall be governed by and interpreted, construed and enforced in accordance with the laws of the Commonwealth of Massachusetts, without giving effect to principles of conflicts of law.

(c) Severability. In the event that any provision of this Agreement shall be declared to be invalid, illegal or unenforceable, such provision shall survive to the extent it is not so declared, and the validity, legality and enforceability of the other provisions hereof shall not in any way be affected or impaired thereby, unless such action would substantially impair the benefits to any party of the remaining provisions of this Agreement.

Section 14 Advisement of Counsel. THE CULTIVATION, PRODUCTION AND SALE OF CANNABIS IS ILLEGAL UNDER FEDERAL LAW. NEITHER PARTY, NOR ATTORNEYS FOR COMPANY, HAVE MADE ANY REPRESENTATION TO THE CONTRARY.

[Signature Page to Follow]

IN WITNESS WHEREOF, the undersigned have executed this Agreement to be effective as of the date first written above.

The Company:
Green Meadows Farm, LLC

By: 

Name: Robert H. Patton

Title: Manager

The Member:
Robert H. Patton





William Francis Galvin
Secretary of the
Commonwealth

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

December 21, 2022

TO WHOM IT MAY CONCERN:

I hereby certify that a certificate of organization of a Limited Liability Company was filed in this office by

GREEN MEADOWS FARM, LLC

in accordance with the provisions of Massachusetts General Laws Chapter 156C on **February 6, 2018.**

I further certify that said Limited Liability Company has filed all annual reports due and paid all fees with respect to such reports; that said Limited Liability Company has not filed a certificate of cancellation; that there are no proceedings presently pending under the Massachusetts General Laws Chapter 156C, § 70 for said Limited Liability Company's dissolution; and that said Limited Liability Company is in good standing with this office.

I also certify that the names of all managers listed in the most recent filing are: **ROBERT H. PATTON**

I further certify, the names of all persons authorized to execute documents filed with this office and listed in the most recent filing are: **ROBERT H. PATTON, CHRISTIAN M ZAWACKI**

The names of all persons authorized to act with respect to real property listed in the most recent filing are: **ROBERT H PATTON**



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



Commonwealth of Massachusetts
Department of Revenue
Geoffrey E. Snyder, Commissioner

mass.gov/dor

Letter ID: L1718403616
Notice Date: December 22, 2022
Case ID: 0-001-810-038



CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE



GREEN MEADOWS FARM, LLC
PO BOX 829
SOUTHBRIDGE MA 01550-0829

Why did I receive this notice?

The Commissioner of Revenue certifies that, as of the date of this certificate, GREEN MEADOWS FARM, LLC 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, 9:00 a.m. to 4:00 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
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF UNEMPLOYMENT ASSISTANCE

Charles D. Baker
GOVERNOR

Karyn E. Polito
LT. GOVERNOR



409880349

Rosalin Acosta
SECRETARY

Connie C. Carter
INTERIM DIRECTOR

GREEN MEADOWS FARM LLC
Attn: Chris Zawacki
PO Box 829
Southbridge, MA 01550-0829

EAN: 22137311
December 21, 2022

Certificate Id:65560

The Department of Unemployment Assistance certifies that as of 12/21/2022 ,GREEN MEADOWS FARM LLC 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.

Connie C. Carter, Interim Director

Department of Unemployment Assistance

The graphic features a large, semi-circular image of a lush green meadow with various ferns and plants. The image is framed by a dark grey arc at the top and bottom. A white, torn-paper-like shape cuts across the bottom right of the meadow image. The background is a solid dark teal color.

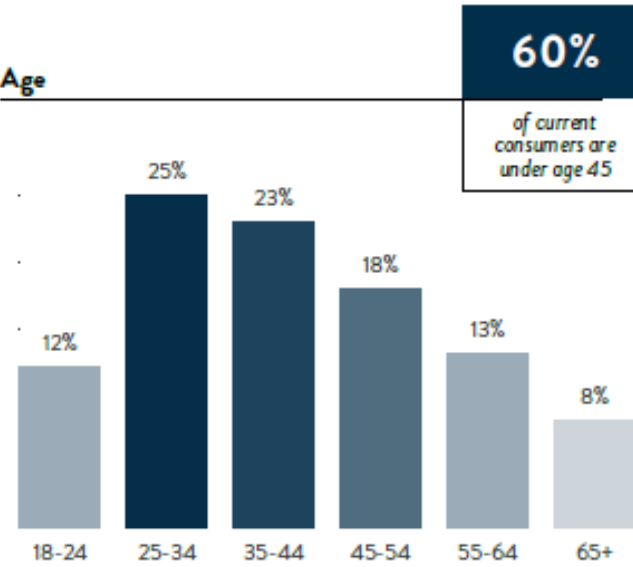
Green Meadows Fitchburg Medical Launch Plan

2022

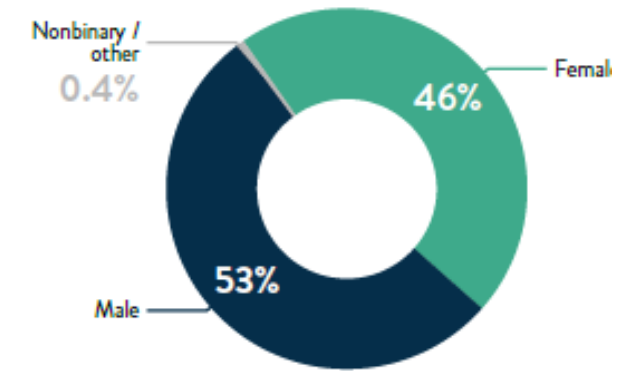
High Level Overview

MA Market Summary

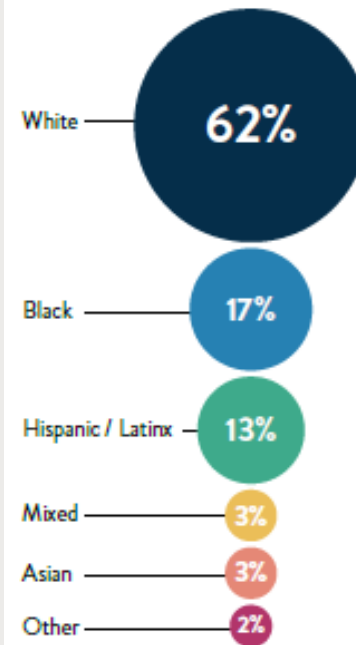
Age



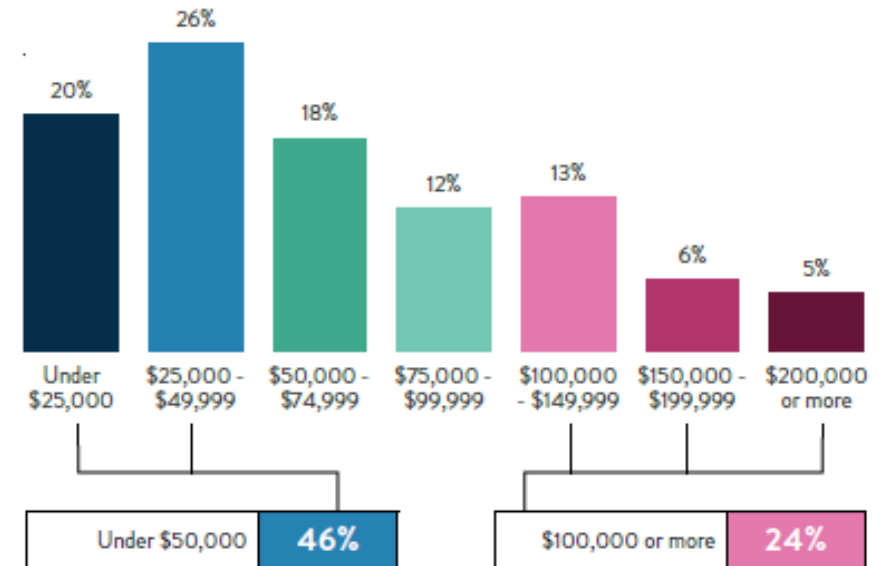
Gender



Racial/Ethnic Identity



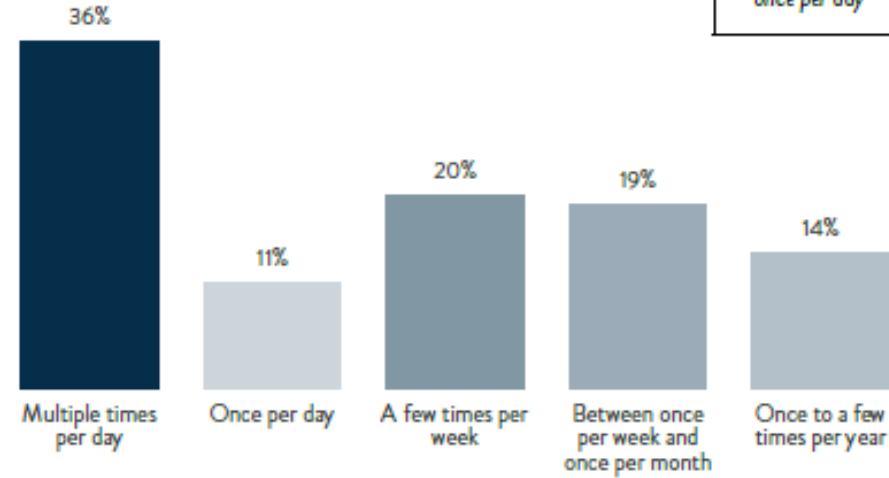
Annual Household Income



High Level Overview

Market Summary

Use Frequency



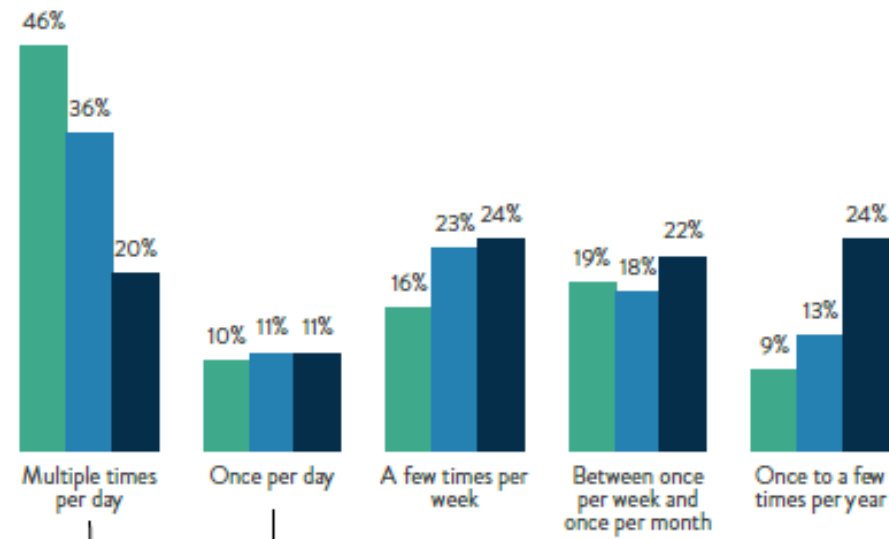
47%

consume at least once per day

More than one-third (36%) of current consumers uses cannabis multiple times a day. Another third consumes once daily or every other day (31%), and one-third (33%) consumes between once per week and once per year.

Use Frequency: by Age Group

● Ages 18-34 ● Ages 35-54 ● Ages 55+



Use frequency varies widely by age, with younger consumer groups generally using cannabis more frequently than older consumer groups.

Consume at least once per day	
Ages 18-34	56%
Ages 35-54	47%
Ages 55+	31%

High Level Overview

Market Summary

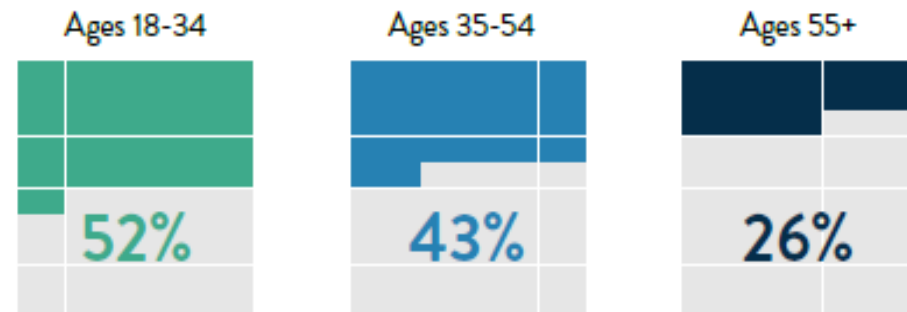
One in eight consumers reported a decrease in their cannabis consumption over the previous year. The rest were split between having increased their use or having maintained their use frequency.

Change in Consumption Since 1 Year Ago



Younger consumers were more likely than were older consumers to report having increased their overall cannabis consumption in the previous year.

Increased Cannabis Consumption Since 1 Year Ago: by Age

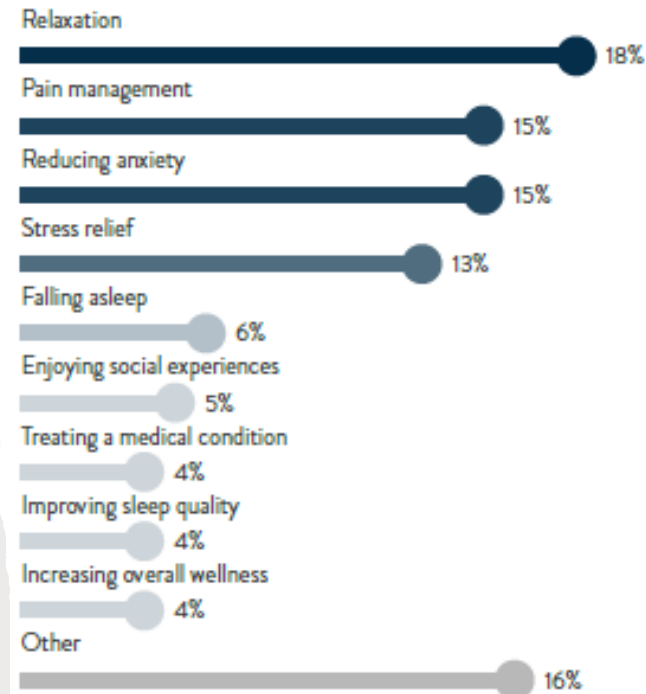


High Level Overview

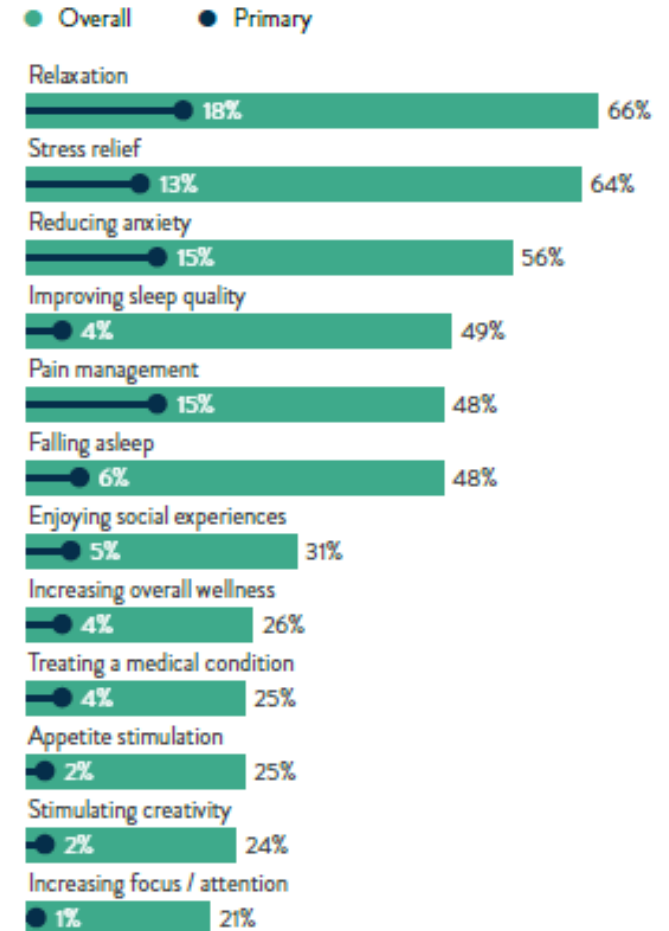
Market Summary

Together, motivations for unwinding (i.e., relaxation, reducing anxiety, or stress relief) comprised the primary reason for use among nearly half (46%) of current consumers.

Primary Reason for Cannabis Use



Leading Reasons for Cannabis Use

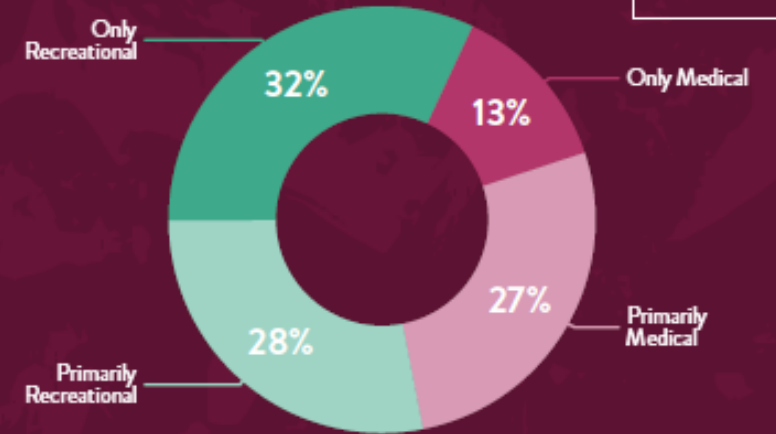


High Level Overview

Market Summary

While males are slightly overrepresented among cannabis consumers in general, medical cannabis consumers are about evenly split between males and females. On average, medical consumers are slightly older than are recreational consumers.

Medical vs. Recreational: Self-Identification

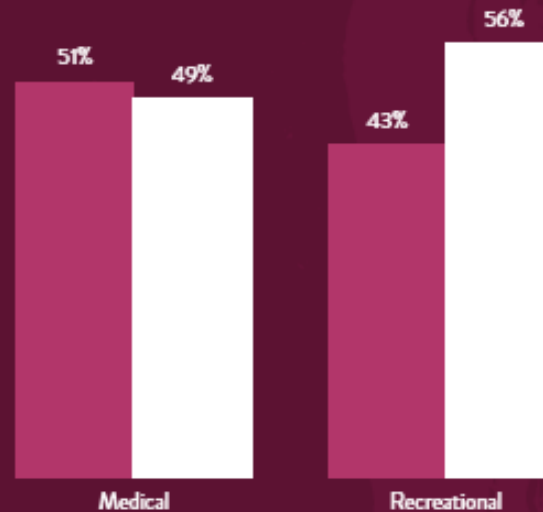


40%

identify as medical cannabis users

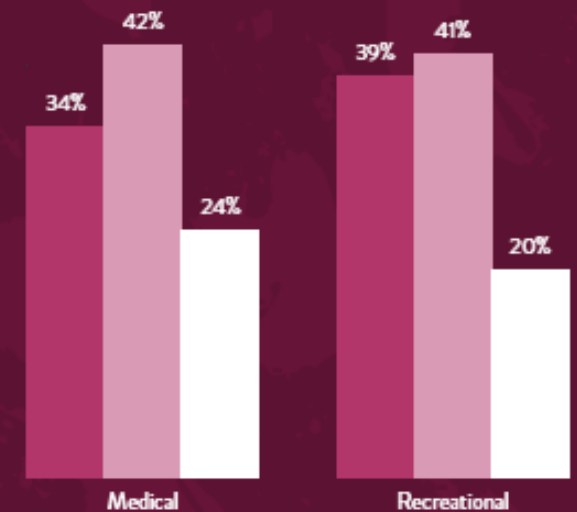
Medical vs. Recreational: by Gender

Female Male



Medical vs. Recreational: by Age

Ages 18-34 Ages 35-54 Ages 55+



High Level Overview

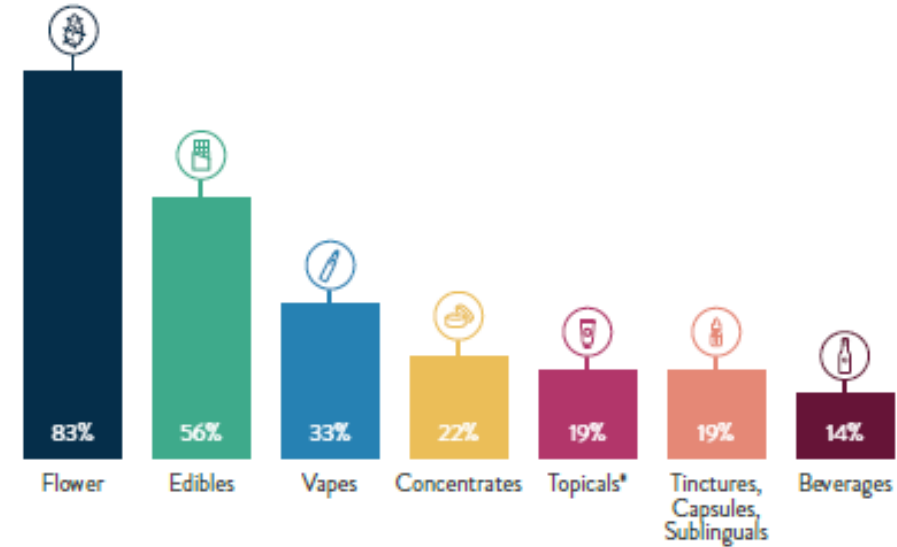
Market Summary








Flower is the leading product form, followed by edibles, then vapes.








Consumers in illicit states were significantly more likely than were consumers in other markets to report using only flower. Regulated markets offer more convenient access to non-flower offerings and alternatives to combustible products.

Top Forms

What % of current consumers use each form



MOST FREQUENTLY USED FORM		
	Flower	65%
	Edibles	17%
	Vapes	9%
	Topicals*	3%
	Tinctures, Capsules, Sublinguals	3%
	Concentrates	2%
	Beverages	1%

FAVORITE FORM (regardless of frequency)		
	Flower	60%
	Edibles	22%
	Vapes	8%
	Concentrates	4%
	Tinctures, Capsules, Sublinguals	3%
	Topicals*	2%
	Beverages	1%

High Level Overview

Market Summary

Under what circumstances would you consider trying cannabis?



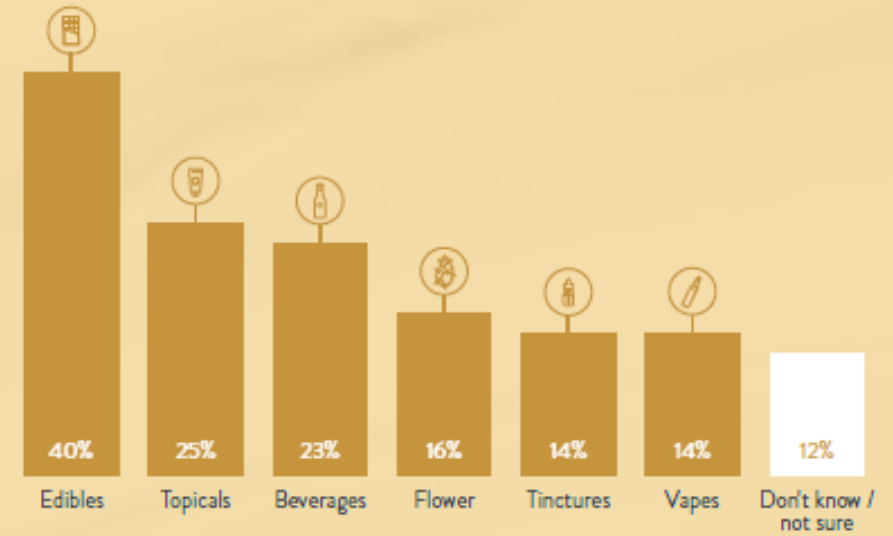
Potential Reasons for Cannabis Use Among Nonconsumers



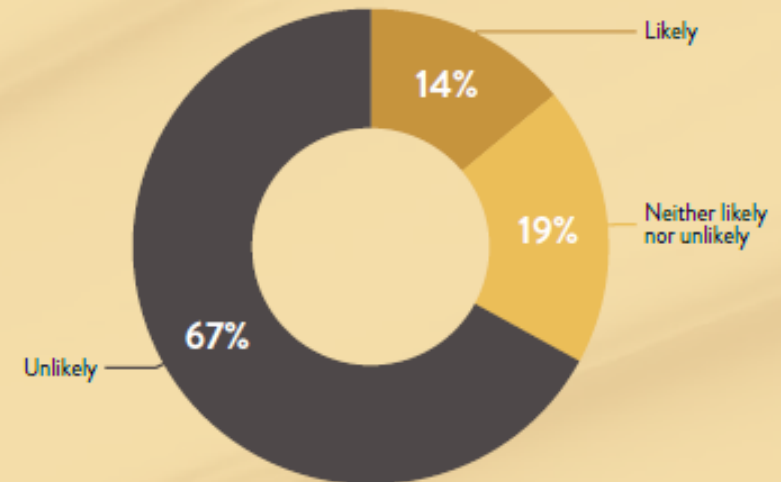
High Level Overview

Market Summary

Product Forms' Appeal to Nonconsumers



How Likely Are Nonconsumers to Try Cannabis in the Next Six Months

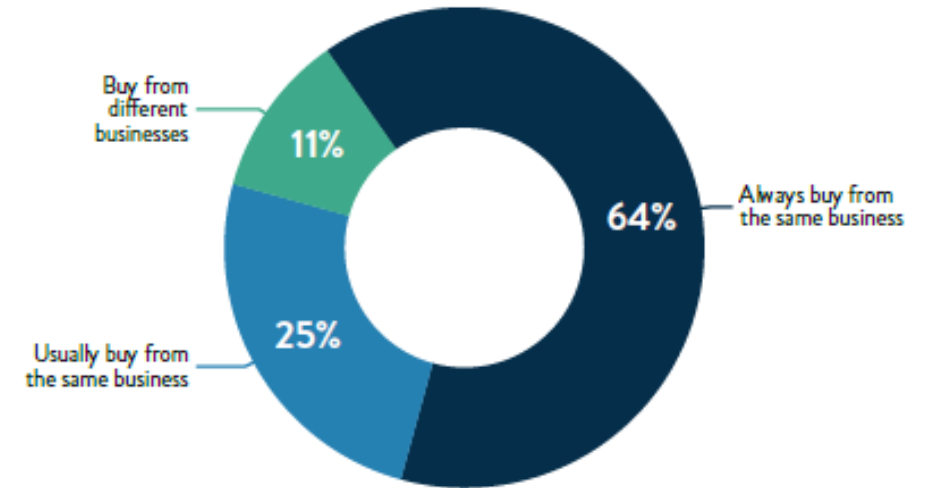


High Level Overview

Market Summary

89% of consumers who source from businesses report **always or usually** purchasing from that same business.

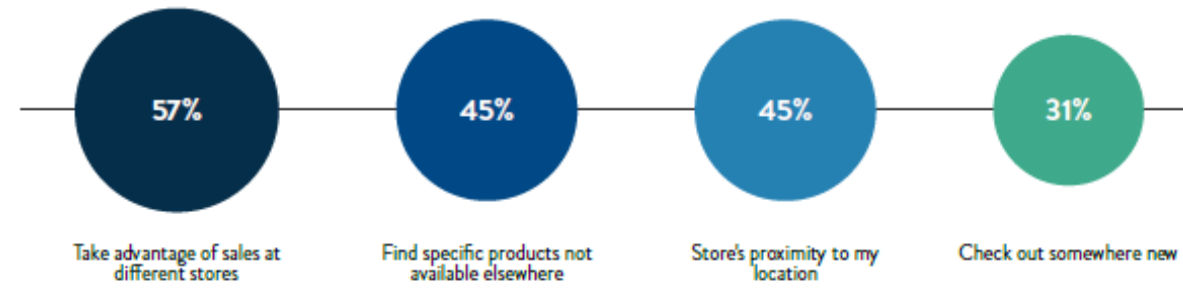
Business Loyalty



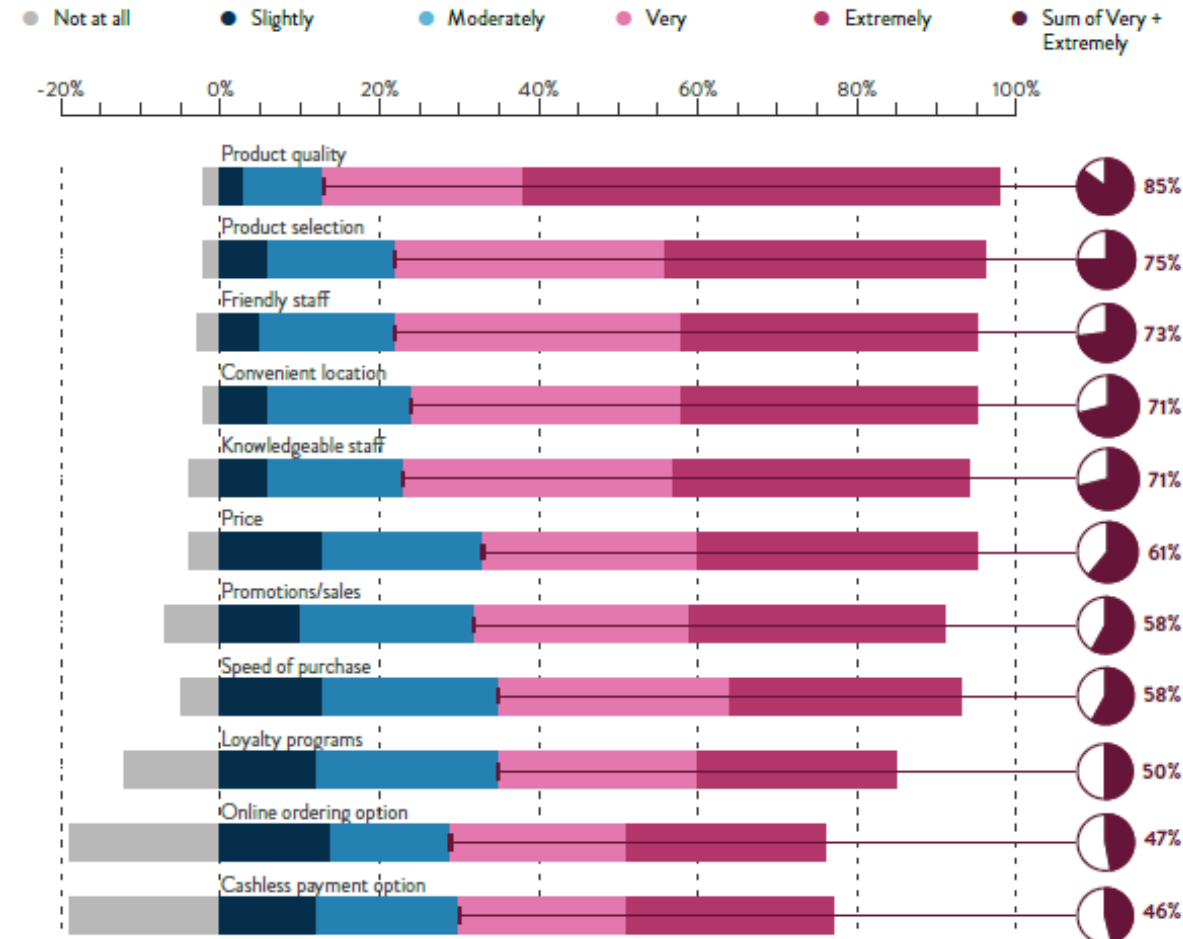
High Level Overview

Market Summary

Business Switching Reasons



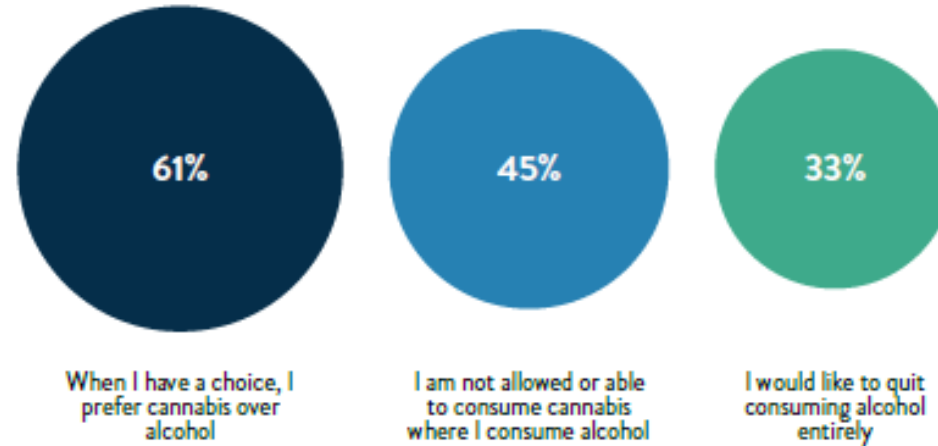
Importance of Source Decision Factors



High Level Overview

Market Summary

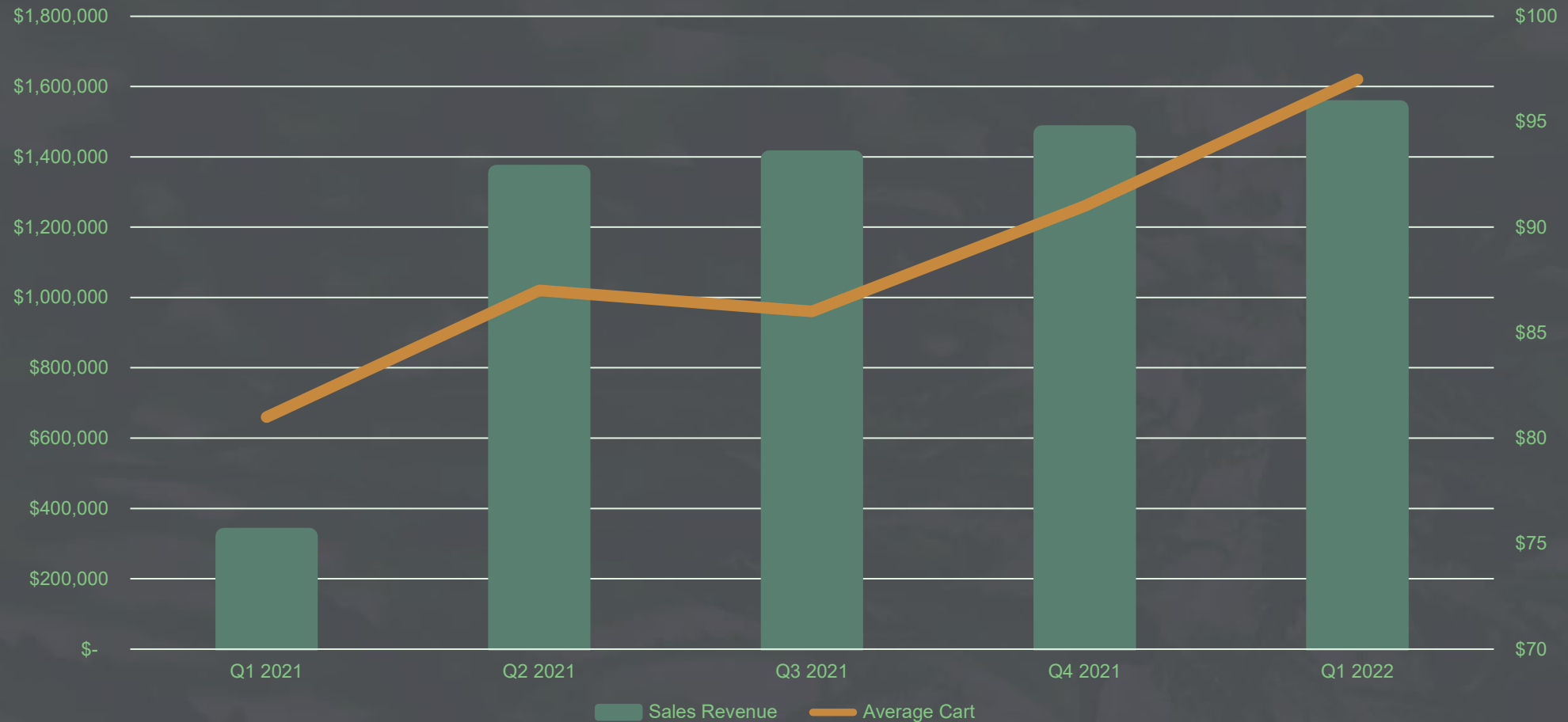
Cannabis vs. Alcohol: Among Consumers of Both



27% of cannabis consumers always / almost always consume cannabis when imbibing alcohol.

GMF Quarterly Retail Performance To Date

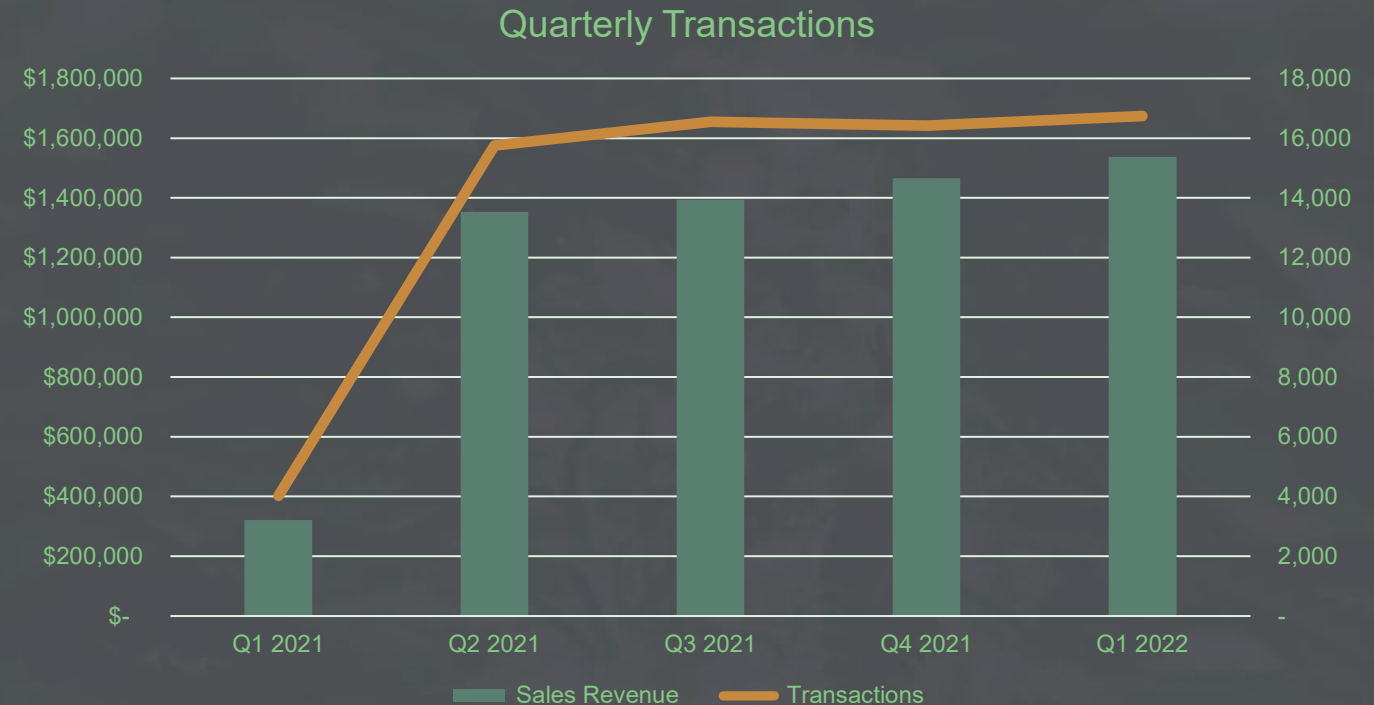
Still Growing



Retail Overview - Southbridge

Always More To Do

- Average cart is strong. Average transactions are flat.
- Local competition is increasing.
- Market prices are coming down.



Fitchburg Dispensary Personnel Plan

- Kat: Director of Retail Operations
- NEED TO HIRE: General Manager
- NEED TO HIRE: 12 GSAs
- NEED TO HIRE: Vault Supervisor, 3 Vault Technicians

Dispensary Strategy

Growth Plan Initiative

- Optimize in-store operations based on Southbridge wins and losses
- Revamp wholesale procurement approach
- Better alignment with Marketing + Community Engagement
- Revisiting and formalizing new Dispensary KPIs
- New Product SKUs. New genetic strains. Clones on-sale all the time.

Medical Sales Performance - Southbridge

- Medical sales roughly 10% of Recreational revenue
- Weekly transactions increasing; Average cart at ~\$135
- Profit margin significantly less, approximately at 25%
- Aggressive discount structure
 - Veteran discount = 40% twice a month
 - Discount stacking = allowable up to 40%

Marketing, Community Engagement, Public Relations

Updates

- New agency: Rose + Gold
- Promotion: Shannon Sly, Marketing Manager
- Community Engagement: Jessica Smith (HR)
- PR: Akrete

Marketing, Community Engagement, Public Relations

Focus & Prioritize

- Product GTM
- Revitalized approach to Community Engagement
 - Focus on foot traffic
 - Program development
 - Engage the GMF team
 - Full-year calendar of activities and events
 - Discuss: Jess Smith org alignment
- Why Green Meadows?

Marketing, Community Engagement, Public Relations

WooSox and The Hub Craft

➤ Worcester Red Sox

- Q2-Q3 events to be planned
- Additional events likely
- Schedule photo opportunity with Lucchino/Mayor for lightpole banners

➤ The Hub Craft

- 4 brands launched, limited SKUs and strains
- Monthly minimums go into effect this month (\$20K T34)
- Lack of marketing support, but brands do sell (\$163K in April)
- Likely signing Marshawn Lynch
- Long-term prospect is murky

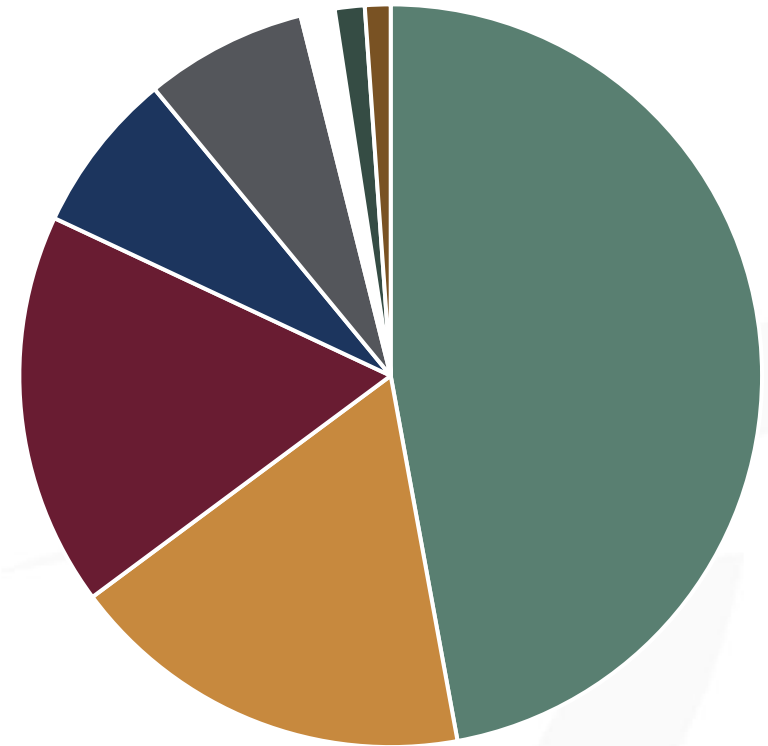


Top 8 Products Sold in MA Last Week

Flower:	\$12m
Vapes:	\$4.5m
Preroll:	\$4.3m
Infused Edibles:	\$1.8m
Concentrates:	\$1.8m
Shake:	\$380K
Infused Prerolls:	\$333K
Infused Beverages:	\$286K

Top 8 Products Sold in MA Last Week

Rec Revenue 4/3 - 4/10 MA



■ Flower ■ Vape Product ■ PreRoll ■ Infused Edible ■ Concentrate ■ Shake ■ Infused PreRoll ■ Infused Beverage

Dispensary Forecast

- October Goal: \$20K
- November: \$40K
- December: \$60K
- 2023: \$780,000

PLAN FOR OBTAINING LIABILITY INSURANCE

Green Meadows Farm, LLC (“**Green Meadows**”) plans to contract with a qualified insurance provider to maintain general liability insurance coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate annually, as well as product liability coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate annually. The policy deductible will be no higher than \$5,000 per occurrence. Green Meadows will consider additional coverage based on availability and cost-benefit analysis.

If adequate coverage is unavailable at a reasonable rate, Green Meadows will place in escrow at least \$250,000 to be expended for liabilities coverage. Any withdrawal from such escrow will be replenished within ten (10) business days. Green Meadows will keep reports documenting compliance with state regulations related to insurance coverage.



Green Meadows Farm 2022 Cultivation Business Plan

PROPRIETARY & CONFIDENTIAL



2022 Company Goals

One Team, One Root.

1. Happy, Engaged Employees
2. Product Quality & Innovation
3. Beyond Compliance
4. Give Back
5. Financial Performance and Growth Execution

2022 MBO

Product Quality

1. Cultivation Yield
 - a. > 80 lbs. of A-Bud per Harvest
 - b. > 15 lbs. of Trim per Harvest
 - c. > 4,500 lbs. total usable material annually
1. Win 1 industry award from a recognized MA or national organization for a GMF product



2022 MBO

Operations

- Temp threshold within 4 degrees of setpoint with < 2 heat incidents per quarter.
 - a. Incident defined as more than 7 degrees from setpoint for more than 1hr
- Humidity threshold within 7% of setpoint with < 5 humidity incidents per quarter.
- EHS full safety program rolled out with company-wide training
- 99% security checklist compliance

Cultivation

2022 Priorities

- Harvest cycle forecast
- Grams per SF to date; goals
- Update on strains in production and manufactured products
- Facilities behavior
 - APEX Lighting
- IPM program and challenges
- New Dry and Cure Rooms
- Raised beds
- Breeding project
- Manufacturing product roadmap / Leadership
- Personnel update; Shanda and John G
- Plan for organic certifications



CULTIVATION

- **Accomplishments To Date:**
 - Much improved air quality
 - Improved air-flow in grow rooms (but not where we need it to be)
 - Harvested remaining rooms of the older plants
 - Produced packaged flower and extraction material
 - New irrigation system fully installed and operational
 - Made significant improvements in overall flower quality and yields
 - Current yields averaging around 50 - 55g/sqft (100% PASS rate)
 - Average of 65g/sqft expected by end of Q2/3
 - Goal of 75+g/sqft by Q4
 - Clone Sales
 - Retail – launched April 13th (needs marketing and advertisement)
 - Wholesale – This is a big opportunity (discussed in detail in later slide)
 - Brought in a lot of new genetics
 - Genetics are the keys to the kingdom (valuable IP)
 - Raised beds in mother room with cover crops and living soil
 - Raised bed test run in V1 will begin May 2022
- (Huge props to Mike and Dave in Facilities for getting the rooms dialed in)

CULTIVATION – Harvest Schedule

Monday	Week	F 1	F 2	F 3	F 4	F 5	F 6 (V 1)	F 7 (V3)
5/2/2022	16	F4	F5	Hrvst/Fill	F2	F1	F8	F4
5/9/2022	17	F5	F6	V1	F3	F2	Hrvst/Fill	F5
5/16/2022	18	F6	F7	F1	F4	F3	V1	F6
5/23/2022	19	F7	F8	F2	F5	F4	F1	F7
5/30/2022	20	F8	Hrvst/Fill	F3	F6	F5	F2	F8
6/6/2022	21	F9	V1	F4	F7	F6	F3	Hrvst/Fill
6/13/2022	22	Hrvst/Fill	F1	F5	F8	F7	F4	V1
6/20/2022	23	V1	F2	F6	Hrvst/Fill	F8	F5	F1
6/27/2022	24	F1	F3	F7	V1	Hrvst/Fill	F6	F2
7/4/2022	25	F2	F4	F8	F1	V1	F7	F3
7/11/2022	26	F3	F5	Hrvst/Fill	F2	F1	F8	F4
7/18/2022	27	F4	F6	V1	F3	F2	Hrvst/Fill	F5
7/25/2022	28	F5	F7	F1	F4	F3	V1	F6
8/1/2022	29	F6	F8	F2	F5	F4	F1	F7
8/8/2022	30	F7	Hrvst/Fill	F3	F6	F5	F2	F8
8/15/2022	31	F8	V1	F4	F7	F6	F3	Hrvst/Fill
8/22/2022	32	Hrvst/Fill	F1	F5	F8	F7	F4	V1
8/29/2022	33	V1	F2	F6	Hrvst/Fill	F8	F5	F1
9/5/2022	34	F1	F3	F7	V1	Hrvst/Fill	F6	F2
9/12/2022	35	F2	F4	F8	F1	V1	F7	F3

CULTIVATION – Goals & Objectives

- Continue to Improve Operational Efficiencies
 - Finalize SOP revision and SOP training for staff (Visual SOP at all workstations)
 - Conduct time studies to set benchmark production metrics
 - Eliminate Bottlenecks in Cultivation – soil mixing, transplanting, defoliation, bucking
 - Work with EnviroTech/Priva to improve system and fix issues (programming, irrigation, lighting, etc)
 - Set High Standards for productivity and quality based on improved outcomes
- New Cultivation Management – John Guardarrama; Shanda Turner
- New varieties in production for pheno hunt and testing
 - Melonade, Banana OG, Bubba Kush, Colin OG, Pebble Pie, Gummy Buns, Hell on Wheels (1:1), Blueberry Ice Cream, Blueberry Wedding Cake, AK47/BBOG x Key Lime Pie, Clementine, Legend of Lime, Blueberry Headband x KLP, Blueberry Muffin, Pine Soul, Papaya Punch, Chocolope x BBOG, StrawPicana, Jelly Rancher

CULTIVATION – Goals & Objectives

- New Genetics Program – finish first breeding project; germinate seeds for testing; launch new GMF bred flower in Q4!
 - Clementine male crossed to: Double Chocolate, Melonade, Sour Diesel, Banana OG, Gary Payton, & Apples/Bananas
 - Round 2 will be a feminized seed production using a Melonade female for pollen donor
- Improved yields, quality – get systems dialed in – Lighting (APEX, dimmable Helix); Air-Flow (Patterson, \$35-40k)
- Not-Till, Living Soil – Full Room Testing in V1 – First harvest by mid – July (Banana OG and Melonade)
- Clone Operations – New Strains, Wholesale – develop strategic plan to expand clone/nursery operation; build out team
- Breeding Program – build out breeding chambers, develop long term strategy
- IPM program implementation – Hire IPM Coordinator
 - Critical component of cultivation that has been missing from GMF
- Finalize Dry Room renovations and dial rooms in – improve air flow; relocate dehu's; purge system online; connect Priva

Genetics

- **Breeding program kicks off in Q2**
- **Unique, proprietary varieties, only at GMF**
- **Valuable IP**
- **Sets company apart**
- **Creates new and exciting varieties**
- **Focus on the science of cannabis**
- **Revenue opportunity selling seeds**
 - **Wholesale & Retail**

PROPRIETARY & CONFIDENTIAL



Clones - A Unique Opportunity

- Cannabis Nurseries are incredibly popular in many legal states: CA, OR, CO, MI, WA
- There are no nursery businesses in MA
- Almost 400 licensed cultivators in MA
- Potential \$5 mil annual revenue
- Would require additional space, team
- Complements our genetics program



CULTIVATION – Long-term Objectives for MA

- Improved yields & quality – get all systems dialed in
 - Lighting (APEX, dimmable Helix)
 - Air-Flow (Patterson, \$35-40k)
 - Priva (programming, sensors, irrigation, data)
 - AROYA Platform – cultivation management system; build science lab (GC-FID, DNA Sequencer, Moisture Sensor, Flow Hood, etc)
- Facility wide, No-Till, Living Soil Raised beds
- Build talented and skilled cultivation team that is dedicated to winning
- OUTDOOR GROW! – 1 acre canopy - terpenes, cannabinoids, full-sun flower/extracts
- Expand Indoor to 25k sq ft flowering canopy
- Win Cannabis Cups!



Green Meadows Farm

2022 Manufacturing Business Plan

PROPRIETARY & CONFIDENTIAL



2022 Company Goals

One Team, One Root.

1. Happy, Engaged Employees
2. Product Quality & Innovation
3. Beyond Compliance
4. Give Back
5. Financial Performance and Growth Execution

2022 MBO

Product Quality

1. Product Manufacturing on Shelves
 - a. > 5 products via licensing or partnerships
 - b. > 12 GMF manufactured products
1. Win 1 industry award from a recognized MA or national organization for a GMF product

New Genetics for Manufacturing

- Breeding program kicks off in Q2
- Unique, proprietary varieties, only at GMF
- Valuable IP
- Sets company apart
- Creates new and exciting varieties
- Focus on the science of cannabis

PROPRIETARY & CONFIDENTIAL





Organization Updates

- Mandi Concepcion – promoted to Director of Cannabis Operations
- Assessing headcount requirements to support organizational growth



Extraction Updates

- Extraction training started week of 4/18, delays due to chiller issues
- Launch vape product Q2
- More variety in the future
- Product selection / roadmap in process



New Product Updates

Q2 products to retail

- 7G shake
- 7G Popcorn
- Clones
- 1G Kief
- 10 pack preroll

Targeting 40% GMF brand penetration in Southbridge location & prepare for 2nd retail location

#1600.00 Quality Control and Testing

Quality Control in the Handling Marijuana

Green Meadows Farm, LLC ("Green Meadows Farm") will comply with the following sanitary requirements:

1. Any Green Meadows Farm 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 300.00, and all edible marijuana products will be prepared, handled, and stored in compliance with sanitation requirements in 105 CMR 500.00, and with the requirements for food handlers, specified in 105 CMR 300.000. As we manufacture products, at least one manager in each Cultivation and Product Manufacturing will be certified in Food Handling and Food Allergens by a nationally accredited food safety certification course vendor and will oversee product manufacturing operations.
2. Any Green Meadows Farm 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. Green Meadows Farm'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 Green Meadows Farm'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. Specifically, hand-washing facilities are in Primary Extraction, Refinement, and the Restrooms.
4. Green Meadows Farm's facility will have sufficient space for placement of equipment and storage of materials as is necessary for the maintenance of sanitary operations;
5. Green Meadows Farm 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. Please refer to Green Meadows Farm Marijuana Waste Process & Procedures SOP for a detailed summary of our current disposal procedures.
6. Green Meadows Farm's floors, walls, and ceilings will be constructed in such a manner that they may be adequately kept clean and in good repair;
7. Green Meadows Farm's facility will have adequate safety lighting in all processing and storage areas, as well as areas where equipment or utensils are cleaned;
8. Green Meadows Farm's buildings, fixtures, and other physical facilities will be maintained in a sanitary condition;
9. Green Meadows Farm 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. The Commission may require Green

Meadows Farm to demonstrate the intended and actual use of any toxic items found on the premises;

11. Green Meadows Farm will ensure that its water supply is sufficient for necessary operations. Any private water source will be capable of providing a safe, potable, and adequate supply of water to meet the Green Meadows Farm's needs;
12. Green Meadows Farm'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 Green Meadows Farm. There will be no cross-connections between the potable and wastewater lines;
13. Green Meadows Farm will provide its employees with adequate, readily accessible toilet facilities that are maintained in a sanitary condition and in good repair;
14. Green Meadows Farm 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. Green Meadows Farm 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.
16. Green Meadows Farm'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. The interior of the transportation vehicles will be cleaned daily if not at a greater frequency.

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

Quality Control Sampling

Per 935 CMR 500.002 and 935 CMR 501.002, Definitions, a Quality Control Sample ("QC sample") means a sample of Marijuana or Marijuana Product developed by a Marijuana Cultivator, a Marijuana Product Manufacturer, a Microbusiness, or a Craft Marijuana Cooperative that is provided internally to employees for purposes of ensuring product quality and making determinations about whether to sell the Marijuana or Marijuana Product.

Green Meadows will institute a quality control sampling program in compliance with 935 CMR 500.120(14). This program will allow for GMF to provide up to four grams of flower per strain, but no more than seven strains per calendar month to its employees for the purpose of quality control sampling to ensure product quality is in line with the company's expectations.

All QC samples shall be assigned a unique, sequential alphanumeric identifier and entered into Metrc as a "Quality Control Sample."

All QC samples will be labeled with the following:

1. A statement that reads: "QUALITY CONTROL SAMPLE NOT FOR RESALE";
2. The name and registration number of the Marijuana Cultivator;
3. The quantity, net weight, and type of Marijuana flower contained within the package; and

4. A unique sequential, alphanumeric identifier assigned to the Cultivation Batch associated with the Quality Control Sample that is traceable in the Seed-to-sale SOR.

As conditions for providing this program to employees the following will be set in place to ensure compliance with all state laws and regulations:

1. May not be consumed on the licensed Premises;
2. May not be sold to another licensee or Consumer; and
3. Shall be tested in accordance with 935 CMR 500.160: Testing of Marijuana and Marijuana Products.

Upon providing a Quality Control Sample to an employee, the Marijuana Cultivator shall record:

1. The reduction in quantity of the total weight or item count under the unique alphanumeric identifier associated with the Quality Control Sample;
2. The date and time the Quality Control Sample was provided to the employee;
3. The agent registration number of the employee receiving the Quality Control Sample; and
4. The name of the employee as it appears on their agent registration card.

Recalls

Green Meadows Farm 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 Green Meadows Farm 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 applicable regulatory provisions, and any such waste stored, secured, and managed in accordance with applicable state and local statutes, ordinances, and regulations.

Quality Control – Sanitation Standard Operating Procedure (SOP)

Green Meadows Farm will be operated in compliance with safe food handling and sanitation standards and regulations. All equipment in the facility will comply with the design and construction standards of nationally recognized standards and/or code requirements and bear the certification mark of an American National Standards Institute (ANSI)-accredited organization (e.g. NSF, UL, ETL).

1. All product contact surfaces will be smooth, durable, and easily cleanable. The walls, ceiling and floors of all cultivation, processing and storage areas will be constructed of materials that are smooth, durable and can be adequately kept clean and in good repair. There must be coving at base junctures that is compatible with both wall and floor coverings. The coving should provide at least 1/4-inch radius and 4" in height.
2. The facility will provide sufficient space for the placement of equipment and storage of materials as is necessary for the maintenance of sanitary operations and the production of safe marijuana products.
3. Floor drains and floors are effectively sloped and designed to prevent pooling water. Drains have proper grating to prevent blockage and stopping of drains.
4. Overhead fixtures, ducts and pipes are designed as to prevent drips or condensate from potential contamination of marijuana products or marijuana products-packaging materials. Piping and conduit is at least 25 mm (2.5 cm) from the walls and ceilings.
5. Aisles or working spaces are provided between equipment and walls and are adequately

unobstructed and of adequate width to permit employees to perform their duties and to protect against contaminating infused or marijuana products or infused or marijuana products-contact surfaces with clothing or personal contact.

6. Lighting and light fittings will be shatter-proof or safety-type light bulbs, fixtures, or other glass is used where lighting is suspended over cultivation, processing or storage areas or otherwise protect against marijuana product contamination in case of glass breakage. Suspended lighting is constructed from non-corrodible and cleanable assemblies. Adequate lighting will be installed in hand-washing areas, dressing and locker rooms, and toilet rooms and in all areas where infused or marijuana products are examined, processed, or stored and where equipment or utensils are cleaned. All light bulbs used in the production, processing and storage areas are shatterproof and/or protected with plastic covers. Green Meadows Farm will ensure adequate safety lighting in all production, processing, and storage areas, as well as areas where equipment or utensils are cleaned.
7. Buildings, fixtures, and other physical facilities will be constructed in such a manner that allow them to be maintained in a sanitary condition.
8. Adequate ventilation or control equipment will be installed to minimize odors and vapors (including steam and noxious fumes) in areas where they may contaminate marijuana products. Fans and other air-blowing equipment shall be operated in a manner that minimizes the potential for contaminating infused or marijuana products, infused or marijuana products-packaging materials, and infused or marijuana products-contact surfaces.
9. Handwashing facilities will be adequate and convenient and shall be furnished with running water at a suitable temperature. Handwashing will be located in all production and processing areas and where good sanitary practices require employees to wash and sanitize their hands. Green Meadows Farm will provide effective hand-cleaning and sanitizing preparations and sanitary towel service or suitable drying devices.
10. The facility water supply comes from the municipal water supply and is sufficient for necessary operations. The facilities plumbing will be of adequate size and design, and adequately installed and maintained to carry sufficient quantities of water to required locations throughout the facility. Plumbing shall properly convey sewage and liquid disposable waste from the facility. There will be no cross-connections between the potable and wastewater lines. The facility will provide its employees with adequate, readily accessible toilet facilities that will be maintained in a sanitary condition and in good repair.
11. All storage areas will be constructed in a manner that will protect its contents against physical, chemical, and microbial contamination as well as against deterioration of marijuana products or their containers.

Contamination Control

1. All entrance and exit doors to the facility will be self-closing and metal commercial-grade metal. Insect screening, HEPA, and carbon filters will prevent pest and microbial contaminants from entering through vents and exhaust from the outside. Sticky mats are strategically placed throughout the facility to collect pest and contaminants from foot ware.
2. Employees are required to have the following personal protective equipment (PPE):
 1. Scrub tops, issued by company, if Cultivation/CP staff. All others, including visitors, should wear issued lab coats (if walking through facility) or disposable lab coats for harvest activities.
 2. 1.5 - disposable gloves
 3. Hair net or clean hats/head covering

4. Face mask (during COVID)
5. Beard net (as applicable)
6. Shoe booties (all)
7. Safety glasses for horticultural lighting, per Energy Compliance guidance document & regs.
8. Eye safety glasses, as activities demand

Any visitors will be required to put on the same level of PPE as the Cultivation staff prior to entering the Cultivation and Product Manufacturing areas. However, Lab coats will be a requirement for any visitors as they will NOT be wearing the laundered tees. Lab coats and all required PPE will be washed and laundered by a contracted launderer, horticultural lighting safety glasses or eye protection will be available for all, they are not a requirement given the type of lights throughout the facility. They will be available to all visitors.

3. Training: All employees will be trained on general pest prevention practices.
4. Green Meadows Farm will contract with a third-party pest company to help monitor, detect, and prevent pests in the facility.
5. Handling and storage of marijuana product or marijuana plant waste: All marijuana plant waste will be placed in the "Marijuana Waste" container located in each cultivation and processing area. This container must be impervious and covered at all times. At the end of every day, the "Marijuana Waste" container must be emptied, and the contents transferred to the Marijuana Waste Room. All plant waste will be stored in the waste room in sealed containers until disposal.
6. All non-marijuana waste will be placed into the appropriate impervious covered waste receptacles, Recyclable, Organic and Solid Waste. At the end of every day these containers will be emptied, and the contents removed and placed in the appropriate containers to await pickup.
7. All toxic materials including cleaning compounds, pesticides, sanitizers, etc. will be stored in an area away from production, processing, and storage areas.

Sanitation

All marijuana products will be prepared, handled, and stored in compliance with;

1. The sanitation requirements in 105 CMR 500.000: *Good Manufacturing Practices for Food*;
 2. The sanitation requirements in 105 CMR 590.000: *Minimum Sanitation Standards for Food Establishments*; and
 3. The requirements for food handlers specified in 105 CMR 300.000: *Reportable Diseases, Surveillance, and Isolation and Quarantine Requirements*
1. Storage- Separate storage rooms will be utilized for finished marijuana products.
 2. Hand Washing- The facility will have a separate handwashing sink; hand drying device, or disposable towels; supply of hand cleaning agent; and waste receptacle for each processing, production, utensil washing area, and toilet room.
 - a. Sinks used for product preparation or for washing equipment or utensils shall not be used for handwashing.
 - b. Each handwashing sink will be provided with hot and cold water tempered by means of a mixing valve or a combination faucet to provide water at a temperature of at least 110 degrees Fahrenheit.
 - c. Handwashing sinks will be of sufficient number and conveniently located for use by all employees in the production, processing and utensil washing areas.

Handwashing sinks will be easily accessible and may not be used for purposes other than handwashing.

3. Toilet Room- A toilet room shall be available for use by all workers. Ventilation will be provided by mechanical means. A soap dispenser and disposable towels shall be provided for hand washing in toiletrooms.
4. Manual Cleaning and Sanitizing- For manual cleaning and sanitizing of equipment and utensils, a stainless steel three-compartment sink will be used.
 - a. The sink compartments shall be large enough to hold the largest pot, pan or piece of equipment.
 - b. Each compartment will be supplied with adequate hot and cold potable running water. Integral drainboards of adequate size shall be provided on both sides of the sink for cleaned and soiled utensils.
 - c. A floor drain will be located in the immediate vicinity of the sink in areas where wet pots, utensils and equipment are air-drying.
 - d. Stainless Steel racks, shelves or dish tables are to be provided adjacent to the warewash sink.
 - e. An approved chemical test kit for determining sanitizer strength will be available and used.
 - f. Manual Warewashing Procedure
 - i. Rinse, scrape, or soak all items before washing.
 - ii. Record the date, sanitizer water temperature or test strip results, and initial record on Manual Warewashing Monitoring Form.
 - iii. Wash items in the first sink in a detergent solution. Water temperature should be at least 110°F. Use a brush, cloth, or scrubber to loosen remaining soil. Replace detergent solution when suds are gone, or water is dirty.
 - iv. Immerse or spray-rinse items in second sink. Water temperature should be at least 110°F. Remove all traces of food and detergent. If using immersion method, replace water when it becomes cloudy, dirty, or sudsy.
 - v. Immerse items in third sink filled with hot water or a chemical-sanitizing solution.
 1. If hot water immersion is used, the water temperature must be at least 180°F. Items must be immersed for 30 seconds. Proper personal protective equipment should be worn.
 2. If chemical sanitizing is used, the sanitizer must be mixed at the proper concentration. (Check at regular intervals with a test kit.) Water must be correct temperature for the sanitizer used.
 - a. The strength of the sanitizer must be measured in accordance with manufacturer's instructions.
 - vi. To avoid recontamination of clean and sanitary items:
 1. Air dry all items on a drainboard.
 2. Wash hands prior to returning to storage.

Warewashing Sink Setup

WASH	RINSE	SANITIZE
110°F	110°F	180°F or

Soapy Water	Clear Water	Chemical Sanitizer
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Chemical Solution	Concentration Level	Minimum Temperature	Minimum Immersion Time
Chlorine Solution	25mg/l minimum	120°F	10 seconds
	50mg/l minimum	100°F	10 seconds
	100mg/l minimum	55°F	10 seconds
Iodine Solution	12.5-25.0mg/l	75°F	30 seconds
Quaternary Ammonium Solution	200 ppm maximum	75°F	30 seconds

g. Equipment Cleaning and Sanitizing Procedure

- h. Disassemble removable parts from equipment.
- i. Use the three-sink method to wash, rinse, and sanitize all parts. Verify sanitizer concentration for each meal period and as necessary per policy.
 1. Quaternary ammonia –200 ppm and immerse for 30 seconds
 2. Iodine –12.5-25.0 ppm and immerse for 30 seconds
 3. Chlorine –50-99ppm and immerse for 7 seconds
- ii. Wash, rinse, and sanitize all food contact surfaces of the equipment that are stationary.
- iii. Allow all parts of the equipment to air dry.
- iv. After being rinsed and sanitized, equipment and utensils should not be rinsed before air-drying, unless the rinse is applied directly from a ware washing Machine or the sanitizing solution calls for rinsing off the sanitizer after it has been applied in a commercial ware washing Machine.
- v. Re-assemble the equipment.
- i. Product Preparation Surfaces- These 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.
 - i. Pre-scrape surface to remove gross soils.
 - ii. Wash surface with recommended strength solution of pot & pan detergent.
 - iii. Rinse with water and wipe dry.
 - iv. Using trigger sprayer bottle and a different wiping cloth, apply sanitizing solution of sanitizer.
 1. Per label directions, use appropriate test papers to determine correct concentration of the sanitizer solution. Surfaces must remain wet for 60 seconds and allow to air dry.

Personnel

1. Any employee or contractor who, by medical examination or supervisory observation, is shown to have, or appears to have, any disease transmissible through food, an illness, open lesion, including boils, sores, or infected wounds, or any other abnormal source of microbial contamination by which there is a reasonable possibility of marijuana products, production or processing surfaces, or packaging materials becoming contaminated, shall be excluded from any operations which may be expected to result in such contamination until the condition is corrected. Personnel shall be instructed to report such health conditions to their supervisors.
 - a. Any manager, when he or she knows or has reason to believe that an employee has contracted any disease transmissible through food or has become a carrier of such disease, or any disease listed in 105 CMR 300.200(A) will report the same immediately by email to the Board of Health.
 - b. Green Meadows Farm will voluntarily comply with any and all isolation and/or quarantine orders issued by the Board of Health, the Department of Public Health, or the Cannabis Control Commission.
 - c. Green Meadows Farm Agents must report any flu-like symptoms, diarrhea, and/or vomiting to their supervisor. Employees with these symptoms will be sent home with the exception of symptoms from a noninfectious condition.
 - i. Agents may be re-assigned to activities so that there is no risk of transmitting a disease through food/product.
2. Green Meadows Farm will conform to sanitary practices while on duty, including:
 - a. Maintain adequate personal cleanliness:
Grooming:
 - i. Arrive at work clean – clean hair, teeth brushed, bathed, and used deodorant daily.
 - ii. Maintain short, clean, and polish-free fingernails. No artificial nails are permitted in the food/product production or processing area.
 - a. Fingernails should be trimmed, filed, and maintained so edges and surfaces are cleanable and not rough.
 - iii. Wash hands (including under fingernails) and up to forearms vigorously and thoroughly with soap and warm water for a period of 20 seconds:
 - When entering the facility before work begins.
 - Immediately before preparing or processing products or handling equipment.
 - As often as necessary during cultivation or product preparation when contamination occurs.
 - In the restroom after toilet use and when you return to your workstation.
 - When switching between working areas.
 - After touching face, nose, hair, or any other body part, and after sneezing or coughing.
 - After cleaning duties.
 - Between each task performed and before wearing disposable gloves.
 - After eating or drinking.
 - Any other time an unsanitary task has been performed – i.e.

taking out garbage, handling cleaning chemicals, picking up a dropped item, etc.

- a. Wash hands only in hand sinks designated for that purpose.
- b. Dry hands with single use towels. Turn off faucets using a paper towel, in order to prevent recontamination of clean hands.

Proper Attire:

- i. Wear appropriate clothing – clean uniform with sleeves and clean non-skid close-toed work shoes (or leather tennis shoes) that are comfortable for standing and working on floors that can be slippery.
- ii. Wear laundered shirt on site, as appropriate.
 - Do not wear laundered shirt to and from work.
 - Take off laundered shirt before using the restroom.
 - Remove laundered shirt when leaving the production or processing area.
 - Change laundered shirt if it becomes soiled or stained.
- iii. Wear disposable gloves with any cuts, sores, rashes, or lesions.
- iv. Wear gloves when handling products or product ingredients that will not be heat-treated.
- v. Wear gloves when packaging products.
- vi. Change disposable gloves as often as handwashing is required. Wash hands before donning and after discarding gloves.

Hair Restraints and Jewelry:

- i. Wear a hair net or bonnet in any food/product production or processing area so that all hair is completely covered.
- ii. Keep beards and mustaches neat and trimmed. Beard restraints are required in any food/product production or processing area.
- iii. Refrain from wearing jewelry in the food/product production and processing area.
 - Only a plain wedding band.
 - No necklaces, bracelets, or dangling jewelry are permitted.
 - No earrings or piercings that can be removed are permitted.

Cuts, Abrasions, and Burns:

- i. Bandage any cut, abrasion, or burn that has broken the skin.
- ii. Cover bandages on hands with gloves and finger cots and change as appropriate.
- iii. Inform supervisor of all wounds.

Smoking, eating, and gum chewing:

- i. Green Meadows Farm facility is a smoke free facility. No smoking or chewing tobacco shall occur on the premises.
- ii. Eat and drink in designated areas only. A closed beverage container may be used in the production area if the container is handled to prevent contamination of 1) the employee's hands, 2) the container, and 3) exposed product, clean equipment, and utensils.
- iii. Refrain from chewing gum or eating candy during work in a food/product production or processing area.

Training

Green Meadows Farm will provide training and training opportunities to all of its employees. In addition to required training, Green Meadows Farm will encourage advanced training to all employees in the area of Plant Safety, Safe Cultivation Processes, and Good Manufacturing Practices.

1. All employees will be trained on basic plant safety prior to or during the first day of employment.
 - a. Include basic product safety training as part of new employee orientation.
 - b. The sanitation requirements in 105 CMR 500.000: Good Manufacturing Practices for Food;
 - c. The sanitation requirements in 105 CMR 590.000: Minimum Sanitation Standards for Food Establishments; and
 - d. The requirements for food handlers specified in 105 CMR 300.000: Reportable Diseases, Surveillance, and Isolation and Quarantine Requirements.
2. All employees engaging in the trimming or packaging will be trained and certified in;
 - a. A nationally accredited Food Handler Program (i.e. ServSafe).
3. Provide staff with at least an annual training on plant safety and 105 CMR 500.000 Good Manufacturing Practices.
4. Ongoing on-the-job training.
5. Require all managers to be Certified Food Protection Managers (CFPM) by completing a ServSafe, or similar nationally accredited food safety certification course.
6. Use outside resources, such as vendors, health department inspectors, or qualified trainers to provide safety training.
7. Observe staff to ensure they demonstrate safety knowledge each day in the workplace.
8. Document the content of all training sessions and attendance.
9. File documentation records.

Handling and Processing of Marijuana Sanitary Manner

Green Meadows Farm will process marijuana in a safe and sanitary manner. Green Meadows Farm 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, pests, and bacterial diseases; satisfying the sanitation requirements in 105 CMR 500.000: Good Manufacturing Practices for Food, and if applicable, 105 CMR 590.000: State Sanitary Code Chapter X: Minimum Sanitation Standards for Food Establishments;
- Prepared and handled on food-grade stainless steel tables with no contact with an agent's bare hands; and
- Packaged in the Packaging Room, a secure area.

All edible products will be prepared, handled, and stored in compliance with sanitation requirements.

Testing

Green Meadows Farm will not sell or otherwise market marijuana or marijuana products that are not capable of being tested by Independent Testing Laboratories, except as otherwise allowed. No marijuana product will be sold or otherwise marketed for use that has not first been tested by an

Independent Testing Laboratory and deemed to comply with the standards required pursuant to 935 CMR 500.160, and 935 CMR 501.160. Testing of Green Meadows Farm's marijuana products will be performed by an Independent Testing Laboratory in compliance with any and all requisite regulatory protocols, including, but not limited to, the Protocol for Sampling and Analysis of Finished Medical Marijuana Products and Marijuana-infused Products ("Protocol"). All transportation of marijuana to and from Independent Testing Laboratories providing marijuana testing services will comply with all regulatory requirements pursuant to 935 CMR 500.105(13), and 935 CMR 501.105(13).

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. In compliance with the Protocol, testing for all production batches of finished plant material will include pesticides and plant growth regulators and production batches to be dispensed as finished Product will be tested for Metals, Bacteria, fungi, mycotoxins, and Cannabinoid profile. All Products sold as resin or concentrates will be tested for Solvents (if used) and Metals with only production batches to be dispensed as finished Product tested for Bacteria, fungi, mycotoxins, and Cannabinoid profile. Edibles, tinctures and topicals will be tested for bacteria, fungi, mycotoxins, and Cannabinoid profile. In addition, all Products will be tested in accordance with Commission guidance and orders in place at the time of testing.

Our Adult-use single-servings of marijuana products tested for potency in accordance with 935 CMR 500.150(4)(a) will be subject to a potency variance of no greater than plus/minus ten percent (+/- 10%).

Marijuana and marijuana products submitted for retesting prior to remediation must 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.

Green Meadows Farm's policy of responding to laboratory results that indicate contaminant levels are above acceptable limits include notifying the Commission within 72 hours of any laboratory testing results indicating that the contamination cannot be remediated and disposing of the production batch. Such notification will describe a proposed plan of action for both the destruction of the contaminated product and the assessment of the source of contamination.

Testing of Green Meadows Farm's environmental media will be performed in compliance with any and all requisite regulatory protocols. Green Meadows Farm will be using a blend of coco, peat, perlite, compost, and other organic amendments (assuming 'environmental media' is talking about the grow media) which will be tested prior to initial use and each time new source is used.

All excess marijuana will be disposed in compliance with regulatory requirements, either by the Independent Testing Laboratory returning excess marijuana to Green Meadows Farm for disposal or by the Independent Testing Laboratory disposing of it directly. Green Meadows Farm will maintain testing results in compliance with all regulatory requirements and the Green Meadows Farm's recordkeeping policies and will maintain the results of all testing for no less than one year. Testing dates in excess of one year will be deemed expired and may not be dispensed, sold, transferred, or otherwise conveyed until retested.

Pursuant to 935 CMR 500.130(4), and 935 CMR 501.130(4) Green Meadows Farm will provide documentation of our compliance, or lack thereof, with the testing requirements of 935 CMR 500.160, and 935 CMR 501.160 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 to all marijuana establishments that we sell or otherwise transfer marijuana to. Required testing includes:

1. Cannabinoid Profile
2. Contaminants as specified by the Commission including, but not limited to:
 - a. Mold
 - b. Mildew
 - c. Heavy metals
 - d. Plant-Growth Regulators and
 - e. Pesticides

Green Meadows Farm will maintain the results of all testing for no less than one year. All testing results shall be valid for one year. All testing will be conducted in accordance with the frequency required by the Commission.

Responding to Laboratory Results

Green Meadows Farm will ensure our policy for responding to laboratory results that indicate contaminant levels are above acceptable limits are available to Registered Qualifying Patients and Personal Caregivers, as identified in 935 CMR 501.160(1), and 935 CMR 501.160.

If a laboratory test result indicates that a Green Meadows Farm marijuana product sample has contaminant levels above the acceptable limits, Green Meadows Farm will:

1. Immediately segregate the cultivation or production batch and evaluate next steps.
 - a. The Cultivation Production Manager and CEO will determine whether to:
 - i. Retest the Cultivation/Production Batch
 - ii. Remediate the Cultivation/Production Batch
 - iii. Dispose of Cultivation/Production Batch
2. If the test result indicates a contaminant level for Pesticides that is above the acceptable limits the Production Batch will be immediately disposed of.
3. If it is determined that the Production Batch cannot be remediated, it will be disposed of immediately.
 - a. Green Meadows Farm Cultivation, Production Manager or CEO will:
 - i. Notify the Commission within 72 hours of the laboratory testing results indicating that the contamination cannot be remediated and is being disposed of;
 - ii. Notify the Commission of any information regarding contamination as specified by the Commission or immediately upon request by the Commission;
 - iii. The notification will be from Green Meadows Farm, and the Independent Testing Laboratory, separately and directly.
 - iv. This notification to the Commission will describe the proposed plan of action for both the destruction of the contaminated product and the assessment of the source of contamination.
4. In the case of any test result that indicates that a Green Meadows Farm marijuana product

sample has contaminant levels above the acceptable limits, the Cultivation, Production Manager or CEO will conduct an assessment of the source of the contamination.

- a. This extensive assessment will include investigating all possible sources of contamination including water, media, nutrients, environmental conditions, and employee factors.
 - b. The assessment should include a corrective action plan and be shared as a training tool with all Green Meadows Farm Agents.
5. Once Green Meadows Farm receives notice that Marijuana or a Marijuana Product submitted for testing has failed any test for contaminants will either reanalyze the Marijuana or Marijuana Product without remediation, take steps to remediate the identified contaminants or dispose of the Marijuana or Marijuana Products. We will take the following steps determined upon our decision:
- a. Reanalysis by a Second ITL. If we choose to reanalyze the sample, a sample from the same batch will be submitted for reanalysis at the ITL that provided the initial failed result. If the sample passes all previously failed tests at the initial ITL, a sample from the same batch previously tested will be submitted to a second ITL other than the original ITL for a Second Confirmatory Test. To be considered passing and therefore safe for sale, the sample shall have passed the Second Confirmatory Test at a second ITL. Any Marijuana and Marijuana product that fails the Second Confirmatory Test may not be sold, transferred, or otherwise dispensed to Consumers, Patients or Licensees without first being remediated. Otherwise, Green Meadows Farm will dispose the failed product.
 - b. Remediation. If we choose to remediate, a new test sample will be submitted to any licensed ITL, which may include the initial ITL, for a full-panel test. Any failing Marijuana or Marijuana product may be remediated a maximum of two times. Any Marijuana or Marijuana product that fails any test after the second remediation attempt may not be sold, transferred, or otherwise dispensed to Consumers, Patients or Licensees. Green Meadows Farm will dispose of the product.
 - c. Dispose. If we choose to dispose the Marijuana or Marijuana Products, Green Meadows Farm will do so in compliance with 935 CMR 500.105, and 935 CMR 501.105.

Additional Marijuana Testing Requirements

1. Clones are subject to these testing provisions but are exempt from testing for metals.
2. All transportation of Marijuana to and from Independent Testing Laboratories providing Marijuana testing services will comply with 935 CMR 500.105(13), and 935 CMR 501.105(13).
3. All storage of Marijuana at a laboratory providing Marijuana testing services shall comply with 935 CMR 500.105(11), and 935 CMR 501.105(11).
4. All excess Marijuana must be disposed of in compliance with 935 CMR 500.105(12), and 935 CMR 501.105(12) by the Independent Testing Laboratory disposing of it directly.
5. Green Meadows Farm will not sell or otherwise market Marijuana or Marijuana Products that have not first been tested by an Independent Testing Laboratory and deemed to comply with the standards required under 935 CMR 500.160, and 935 CMR 501.160.
6. For Adult-use single-servings of Marijuana Products tested for potency will be in accordance with 935 CMR 500.150(4)(a) and are subject to a potency variance of no greater

than plus/minus ten percent (+/- 10%).

Environmental Media Testing (e.g., soils, solid growing media, and water)

1. All source soils and solids shall be sampled and analyzed prior to use in cultivation.
2. All source soils and solids shall be sampled and analyzed whenever a new source material is utilized (e.g., different source soil location or different source solid manufacturer).
3. All source soils and solids shall be sampled and analyzed in compliance with *Protocol for Sampling and Analysis of Finished Medical Marijuana and Marijuana-Infused Products for Massachusetts Registered Medical Dispensaries*.

760.00 Personnel Policies Including Background Checks

Overview

Green Meadows Farm, LLC (“**Green Meadows Farm**”) will maintain personnel records as a separate category of records due to the sensitivity and importance of information concerning Agents, including registration status and background check records. Personnel records will be maintained for at least 12 months after termination of the individual’s affiliation with Green Meadows Farm. Green Meadows Farm 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 Agent;
- A staffing plan that will demonstrate accessible business hours and safe cultivation conditions;
- Personnel policies and procedures; and
- Background check reports.

Job Descriptions

Director of Operations: Under the supervision of the Chief Executive Officer, the Director of Operations is responsible for the development and overall management of the Security Policies and Procedures for Green Meadows Farm, while implementing, administering, and revising the policies as needed. In addition, the Director of Operations manage and implement the following duties:

- Provide general training to Green Meadows Farm Agents during new hire orientation or current 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 submission to the executive management team—follow up with Security Agent if needed;
- Maintain lists of Agents authorized to access designated areas of the Green Meadows Farm’s facility, including cash and cannabis product storage vaults, the surveillance and network equipment room, and other highly sensitive areas of the Green Meadows Farm facility;
- Lead a working group comprised of the Chief Executive Officer, SVP, Compliance, and any other designated advisors to ensure the current policies and procedures are properly implemented, integrated, effective, and relevant to ensure the safety of Green Meadows Farm 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 Green Meadows Farm'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 Green Meadows Farm's 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 patients, caregivers, customers, authorized visitors, and Green Meadows Farm 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 Operations;
- Oversee the entrance to the facility and verify credentials of each person seeking access to the Green Meadows Farm's facility;
- Answer routine inquiries;
- Log entries, and maintain visitor log;
- Escort authorized visitors in restricted access areas; and
- Escort Green Meadows Farm 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 ending 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 ending inventory;
- Ensuring products are properly stored, labeled, and recorded in the tracking software system;
- Ensuring waste is properly stored; and
- Coordinating the waste disposal schedule and ensuring Green Meadows Farm policies and procedures for waste disposal are adhered to.

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

- Oversee hiring and release of Green Meadows Farm Agents;
- Review and revise Green Meadows Farm personnel policies and procedures in consultation with the executive management team and department managers;
- Develop training schedules and policies for Green Meadows Farm 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.

Agent Personnel Records

Personnel records for each Agent will be maintained for at least twelve (12) months after termination of the Agent's affiliation with Green Meadows Farm and will include, at a minimum, the following:

- All materials submitted to the Commission pursuant to 935 CMR 500.029, and 935 CMR 501.029;
- A copy of the Agent's application that Green Meadows Farm submitted to the Commission on behalf of any prospective Agent;
- Documentation of verification of references;
- Documentation of periodic performance evaluations;
- A record of any disciplinary action taken;
- The job description or employment contract that includes the Agent's duties, authority, responsibilities, qualifications, and supervisor(s);
- 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;

- Notice of completed Responsible Vendor Training Program and in- house training

- for MT Agents required under 935 CMR 501.105(2), and 935 CMR 500.105(2);
- All background check reports obtained in accordance with state regulations; Documentation of all security related events (including violations) and the results of any investigations and description of remedial actions, restrictions, or additional training required as a result of an incident.

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.

Hiring and Recruitment

Green Meadows Farm Human Resource Manager will engage the executive management team and management staff on a regular basis to determine if vacancies are anticipated or specific positions need to be created in response to company needs. Green Meadows Farm hiring practices will include but are not limited to the following and apply to all types of working situations including hiring, firing, promotions, harassment, training, wages and benefits:

- Equal Employment Opportunity Commission (EEOC) Compliance;
- Green Meadows Farm Diversity Plan and Community Initiatives;
- Green Meadows Farm Plan to Positively Impact Areas of Disproportionate Impact;
- Background Checks and References;
- Mandatory reporting of criminal convictions (and termination if necessary);
- State and Federal Family Leave Act;
- Workplace Safety Laws;
- State and Federal Minimum Wage Requirements; and
- Non-Disclosure and Non-Complete Agreements

Standards of Conduct

Green Meadows Farm is committed to maintaining an environment conducive to the health and well-being of patients, caregivers, customers and employees. It is Green Meadows Farm mission to provide a professional workplace free from harassment and discrimination for employees.

Green Meadows 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 Green Meadows Farm 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. All harassment or discrimination by employees is strictly prohibited. Further, harassing or discriminatory behavior of non- employees directed at Green Meadows Farm employees, patients, caregivers or customers also is 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, and request for the patient, caregiver, or other parties involved to immediately leave the facility. Law enforcement will be contacted immediately in the case of a violent event. Weapons are not permitted on site by employees, patients, caregivers, customers, or other parties. Employees found carrying weapons on Green Meadows Farm facilities will be immediately terminated. Patients, Caregivers, or Customers found carrying weapons 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 Green Meadows Farm 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.

Hours of Operation

Green Meadows Farm will have employees enter their respective areas for operation during the following times/shifts:

Hours of Operation for Retail

Sunday 10am-6pm
Monday 10am – 7pm
Tuesday 10am-7pm
Wednesday 10am – 7pm
Thursday 10am – 7pm
Friday 10am – 8pm
Saturday 10am-8pm

Hours of Operation for Cultivation and Product Manufacturing Facility

Monday – Friday: 8:00 AM – 6:00 PM

After-Hours Contact Information

Chief Executive Officer: Chris Zawacki – (646) 469-5001 Director of Operations: Jordan Heersink (860) 481-0592

Chief of Staff: Dan Attella (508) 615-9679

Overview of Personnel Policies and Procedures

Standard Employment Practices

Green Meadows Farm values the contributions of its management and staff positions. Green Meadows Farm 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 medical and 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

Green Meadows Farm written policies will address, among other things, 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, maintenance of personnel files, privacy, email policy, state regulations, 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

Green Meadows Farm 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 state regulations.

Designated Outside Counsel

Green Meadows Farm may retain counsel specializing in employment law to assist the Human Resources Department with any issues and questions.

Job Status

Job Classifications

Positions at Green Meadows Farm are categorized by rank and by department. The executive management team oversees the overall success of the 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, recurring company-wide meeting on a quarterly basis. All required personnel will be notified of their required attendance. Certain personnel, such as house-keeping staff, may not be required to attend. Each department may 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 the 60 day mark intervals for new hourly employees during the first year and quarterly 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 the employee's overall performance.

Leave Policies

Green Meadows Farm 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 (2) weeks in advance and approved by the employee's department manager. Green Meadows Farm observed holidays are identified below. Green Meadows Farm will determine which which departments will not be required to work. Green Meadows Farm will offer maternity and paternity leave in compliance with the MA Paid Family Medical Leave Act.

Green Meadows Farm observes the following holidays:

- New Year's Day;
- Martin Luther King Day;
- Presidents' Day;

- Memorial Day;
- Juneteenth Independence Day;
- Independence Day;
- Labor Day;
- Columbus Day;
- Veteran's Day;
- Thanksgiving (CLOSED); and
- Christmas Day (CLOSED).

Disciplinary Policies

Purpose

Green Meadows Farm discipline policy and procedure is 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 Green Meadows Farm discipline policy and procedure have been designed consistent with Green Meadows Farm organizational values, best practices, and employment laws.

Violation of Company policies or procedures may result in disciplinary action including documentation, demotion, transfer, discipline, or termination of employment.

The Company encourages a system of progressive discipline depending on the type of prohibited conduct. However, the Company is not required to engage in progressive discipline and may discipline or terminate employees using discretion who violate the rules of conduct, Green Meadows Farm's standard operating procedures, or state regulations, or where the quality or value of their work fails to meet expectations at any time. Again, any attempt at progressive discipline does not imply that your employment is anything other than on an "at-will" basis.

The Company follows an overarching "Aggregate" Discipline Policy which means that generally, three (3) Written Warnings of any type (progressive or different subjects of warning offenses) within a 12-month rolling period will typically result in termination from employment. Three (3) Written Warnings of any type within a time period longer than a 12-month period may similarly result in termination from employment at the Company's discretion depending on the particular facts and circumstances.

The Company retains the discretion to terminate at any time even where Progressive Discipline is initially attempted. Likewise, where it chooses to utilize Progressive Discipline, it may or may not choose to follow the disciplinary process outlined within the Disciplinary Action and Progressive Discipline Steps listed below. For example, it may choose to skip one or more steps based on the particular facts and circumstances.

There may be allegations of 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 are not forms of discipline by themselves and are purely used to assist management with diffusing situations and allowing for the proper fact findings to take place, and the appropriate discipline to be issued.

Disciplinary Steps

Step : Verbal Coaching

A verbal Coaching 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 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 a reasonable time period from the event, the supervisor will prepare written documentation of a Step 1 meeting. The supervisor's documentation will be placed in the employee's personnel file but it does not need to be signed by the employee.

Step: Written Counseling

If addressing a progressive issue, while it is hoped that the performance, conduct, or attendance issues that were identified in a verbal warning have been corrected, Green Meadows Farm recognizes that this may not always be the case. A written counseling involves more formal documentation of the performance, conduct, or attendance issues and consequences. During a written counseling, 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 and / or conduct expectations. This will be the first written documentation of an issue, including any previous verbal coachings and will be signed by both the manager and the employee.

The company reserves the right to issue a written counseling for certain violations without having previously issued corrective action.

Step : Written Warning

If addressing a progressive issue, while it is hoped that the performance, conduct, or attendance issues that were identified in a verbal warning have been corrected, Green Meadows Farm recognizes that this may not always be the case. Written warning involves more formal documentation of the performance, conduct, or attendance issues and consequences.

During a written warning, 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 and / or conduct expectations.. A notice, 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 written warning and it will be signed by both manager and employee.

The company reserves the right to issue a written warning for certain violations without having previously issued corrective action.

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Step: Final Warning

If addressing a progressive issue, while it is hoped that the performance, conduct, or attendance issues that were identified in a verbal warning have been corrected, Green Meadows Farm recognizes that this may not always be the case. A Final Written warning involves more formal documentation of the performance, conduct, or attendance issues and consequences. During a final warning, 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 and / or conduct expectations.

The company reserves the right to issue a final warning for certain violations without having previously issued corrective action.

Step : Recommendation for Termination of Employment

The most serious step in the discipline procedure is a recommendation to terminate employment. Generally, Green Meadows Farm will try to exercise the progressive nature of this policy by first providing warnings, a final written warning, before proceeding to a recommendation to terminate employment. However, Green Meadows Farm reserves the right to combine and skip steps depending upon the circumstances of each situation and the nature of the offense. Furthermore, employees may be terminated without prior notice or disciplinary action.

The Company follows an overarching "Aggregate" Discipline Policy which means that generally, three (3) Written Warnings of any type (progressive or different subjects of warning offenses) within a 12-month rolling period will typically result in termination from employment. Three (3) Written Warnings of any type (written or finals) within a time period longer than a 12-month period may similarly result in termination from employment at the Company's discretion depending on the particular facts and circumstances.

Management's recommendation to terminate employment must be approved by the Human Resources Department and department manager or their designee. Final approval may be required from the CEO or their 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 Green Meadows Farm and its employees.

Appeal Process

Employees will have the opportunity to present relevant material that may challenge information management has used to issue disciplinary action. The purpose of this process is to provide insight into extenuating circumstances that may have contributed to the employee performance and / or conduct issues while allowing for an equitable solution.

If the employee does not present this information during any of the step meetings, he or she will have five (5) business days after that meeting to present information.

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.

Documentation

The employee will be provided copies of all progressive discipline documentation, including all performance improvement plans. 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 Green Meadows Farm, his or her supervisor must contact the Human Resources Manager to schedule an exit interview, typically to take place on employee's last workday.

Types of Separation

1. Resignation

Resignation is a voluntary act initiated by the employee to end employment with Green Meadows Farm. The employee should provide a minimum of two (2) weeks' notice prior to resignation. . The resignation date must not fall on the day after a holiday and they cannot use paid time off to extend the termination date;

2. Retirement

An employee who wishes to retire is required to notify his or her department director and the Human Resources Manager in writing at least one (1) month before planned retirement date. It is the practice of Green Meadows Farm 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 his or her supervisor for two (3) consecutive workdays will be considered to have abandoned the job without notice effective at the end of the employee's normal shift on the third 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. If the employee eventually contacts Green Meadows Farm with a reason why the termination should not take place this will be considered by the company. Employees who are separated due to job abandonment are ineligible for rehire;

4. Termination

Employees of Green Meadows Farm 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 workers 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 on the employee's last day of work or other 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 some items may result in deductions from final paycheck. An employee will be required to sign the Wage Deduction Authorization Agreement to deduct the costs of such items from the final paycheck.

Termination of Benefits

An employee separating from Green Meadows Farm is eligible to receive. Two (2) weeks' notice should be given, and the employee must be available to work the full two work-weeks, if they will be paid in lieu of notice. 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 hiring 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, Green Meadows Farm believes that it is in the best interest of both the organization and Green Meadows Farm employees to fairly compensate its workforce for the value of the work provided. It is Green Meadows Farm 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.

Selection 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 Green Meadows Farm, 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 Green Meadows Farm:

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, bonus, variable based or incentive-based pay, and all other related expenses, including benefit plans.

Management Responsibility

2. The CEO is charged with ensuring that Green Meadows Farm is staffed with highly qualified, fully-competent employees and that all programs are administered within appropriate guidelines and within the approved budget;
3. 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;
4. 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 Green Meadows Farm will undergo a detailed background investigation prior to being granted access to a Green Meadows Farm facility or beginning work duties.
- Background checks will be conducted on all Agents in their capacity as employees or volunteers for Green Meadows Farm pursuant to state regulations and will be used by the Security and Loss Prevention Manager, who will be registered with the Department of Criminal Justice Information Systems pursuant to 803 CMR 2.04: I CORI 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 state regulations, Green Meadows Farm 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 state regulations 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 state regulations. In addition to the requirements established in state regulations, Green Meadows Farm will:

- a. Comply with all guidance provided by the Commission and state regulations 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 state regulations. In the event a Presumptive Negative Suitability Determination is made, Green Meadows Farm will consider the following factors:
 - Time since the offense or incident;
 - Age of the subject at the time of the offense or incident;
 - Nature and specific circumstances of the offense or incident;
 - Sentence imposed and length, if any, of incarceration, if criminal;
 - Penalty or discipline imposed, including damages awarded, if civil or administrative;
 - Relationship of offense or incident to nature of work to be performed;
 - Number of offenses or incidents;
 - Whether offenses or incidents were committed in association with dependence on drugs or alcohol from which the subject has since recovered;
 - 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

- 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 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, Green Meadows Farm 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. 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 Green Meadows Farm along with any legal notices required;
- All suitability determinations will be documented in compliance with all state regulations 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 prior to the time of hire;
- As deemed necessary, individuals in key positions with unique and sensitive access (e.g. members of the executive management team) will undergo additional screening, which may include interviews with prior employers or colleagues;
- 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 Green Meadows Farm or the Commission.

#200.00 Recordkeeping Policy

General Overview

Green Meadows Farm, LLC ("Green Meadows Farm") has established policies regarding recordkeeping and record-retention to ensure the maintenance, safe keeping, and accessibility of critical documents. Unless otherwise dictated, electronic and wet signatures are accepted forms of execution of Green Meadows Farm documents. Records will be stored at Green Meadows Farm in the executive office / admin space in locked cabinets; this office will be locked when not occupied by Green Meadows Farm Executive staff. All electronic and hard copy (written) records will be available to the Commission upon request pursuant to 935 CMR 500.105(9), and 935 CMR 501.105 (9). The records will be maintained in accordance with generally accepted accounting principles. All written records required in any section of 935 CMR 500.000 are subject to inspection. Green Meadows Farm records are only accessible to Executive staff as necessary as well as Commission staff.

Recordkeeping

To ensure that Green Meadows Farm 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 Green Meadows Farm's quarter-end closing procedures. In addition, Green Meadows Farm's operating procedures will be updated on an ongoing basis as needed.

Corporate Records

Those records that require, at a minimum, annual reviews, updates, and renewals, include:

- Insurance Coverage:
 - Directors & Officers Policy
 - Product Liability Policy
 - General Liability Policy
 - Excess Liability 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 State Filings
 - Board of Directors Meetings
 - Minutes from Board of Directors Meetings

Business Records

Records that require ongoing maintenance and updates. These records can be electronic or hardcopy (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 Agent, or stipend, and any executive compensation, bonus, benefit, or item of value paid to any individual having direct or indirect control over Green Meadows Farm;
- List of all executives of Green Meadows Farm, and members, if any, which must be made available upon request by any individual;
- Waste disposal records as required under 935 CMR 501.105(12) and;
- Following closure of Green Meadows Farm, all business records will be kept for at least two years at the expense of Green Meadows Farm in a form and location acceptable to the Commission.

Personnel Records

At a minimum 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 Green Meadows Farm Agent. Such records will be maintained for at least 12 months after termination of the Agent's affiliation with Green Meadows Farm and will include, at a minimum, the following:
 - All materials submitted to the Commission pursuant to 935 CMR 500.030(2), 935 CMR 501.029, and 935 CMR 501.030;
 - A copy of the application submitted to the Commission on behalf of any prospective Medical Agents;
 - 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 Training and in-house training for Medical and Adult-Use Agents.
- A staffing plan that will demonstrate accessible business hours and safe cultivation conditions;
- Personnel policies and procedures that will include at a minimum;
 - Code of ethics
 - Whistle-blower policy and
 - A policy which notifies persons with disabilities of their rights; and

- All background check reports obtained in accordance with 935 CMR 500.030, and 935CMR501.030.

Handling and Testing of Marijuana Records

Green Meadows Farm will maintain the results of all testing for a minimum of one (1) year. Green Meadows Farm plans on contracting with a subset of MCR Labs, CDX Labs, and / or Pro Verde Labs for Product testing services. Samples will be prepared by the Executive Vice President, Cannabis Production in coordination with the Director of Quality Assurance and packaged in a container clearly marked for testing. A record of previous test results as well as who prepared the sample will be maintained by the SVP, Compliance. A full inventory of samples pending pick-up and samples currently out for testing will be maintained by the Executive Vice President, Cannabis Production. All test results for products received at the retail facility will be maintained and will be easily accessible for Commission review. Test results for products pending wholesale transfer to the retail facility will be reviewed by the Senior Vice President, Retail Operations or Dispensary Manager and compared against the packaging and labeling information prior to accepting the shipment.

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. As further detailed in our protocols regarding inventory, audits will be conducted at minimum, monthly with a comprehensive inventory conducted annually.

Green Meadows Farm will perform audits of available patient supplies for products on a weekly basis and retain those records for a period of 6 months. An inventory plan for Marijuana products reserved for patient supply will be submitted to the Commission on a biannual basis.

Green Meadows Farm will retain all records of purchases from any supplier of any ingredient, additive, device, component part or other materials provided to Green Meadows Farm about Marijuana Vaporizer devices sold at Green Meadows Farm. All records will be made available to the Commission upon request.

Seed-to-Sale Tracking Records

Green Meadows Farm will use Leaf Logix as a seed to sale and POS solution, in parallel with the state tracking system, Metric to maintain real-time inventory. Metric 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 MIPs; and all damaged, defective, expired, or contaminated marijuana and MIPs awaiting disposal.

Green Meadows Farm's Point of Sale System, Leaf Logix, will integrate with the Metric system and update records in real time. Green Meadows Inventory staff will always confirm integration is working properly after any product movement is completed but logging into Metric and verifying accuracy.

Cultivation Records

Prior to commencing operations, Green Meadows Farm will disclose all growing media and plant nutrients intended to be used during the cultivation process. In all instances, Green Meadows Farm will disclose all growing media and plant nutrients being used upon request. Green Meadows Farm will maintain the media and plant nutrient records for the Commission's review.

Cultivation records specific to the amount of marijuana produced as well as the amount of marijuana sold will be maintained and reviewed, at minimum, on an annual basis in association with the license renewal application. The Executive Vice President, Cannabis Production will be responsible for these records.

Incident Reporting Records

Within ten (10) calendar days, Green Meadows Farm will provide written notice to the Commission of any incident by submitting an incident report, detailing the incident, the investigation, the findings, resolution (if any), confirmation that the local law enforcement and Commission were notified within twenty-four (24) hours of discovering the breach, and any other relevant information. Notification will occur but not be limited to, during the following occasions;

- Discovery of inventory discrepancies;
- Diversion, Theft, or loss of any Marijuana Product;
- Any criminal action involving the facility or an Agent or occurring on or in the premises;
- Any suspicious act involving the sale, cultivation, distribution, process, or production of marijuana;
- Unauthorized destruction of marijuana;
- Any loss or unauthorized alteration of records related to marijuana, registered qualifying patients, personal caregivers, or Agents;
- An alarm activation or other event that requires response by public safety personnel including, but not limited to, local law enforcement, municipal fire departments, public works or municipal sanitation departments, and municipal inspectional services department, or security personnel privately engaged by Green Meadows Farm;
- The failure of any security alarm system due to a loss of electrical power or mechanical malfunction that is expected to last longer than eight hours;
- A significant motor vehicle crash that occurs while transporting or delivering Finished Marijuana Products and would require the filing of a Motor Vehicle Crash Operator Report, provided that a motor vehicle crash that renders the licensee's vehicle inoperable will be reported immediately to state and local law enforcement so that Marijuana or Marijuana Products may be adequately secured, or;
- Any other breach of security.

Reports and supporting documents, including photos and surveillance video related to a reportable incident, will be maintained by Green Meadows Farm 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 upon request.

Visitor Records

A visitor sign-in and sign-out record will be maintained at the secure check in area. The record 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. The visitor log will be audited daily by Receptionstaff.

Waste Disposal Records

Green Meadows Farm will maintain and store waste disposal records according to 935 CMR 500.105(12). When marijuana or marijuana products are disposed or handled, Green Meadows Farm will create and maintain an electric 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 Green Meadows Farm Agents present during the disposal or handling, with their signatures. Any and all outdated, damaged, deteriorated, mislabeled, or contaminated marijuana will be segregated from other marijuana and will be destroyed. Green Mountain Farm will document the disposition of the marijuana. Green Meadows Farm will keep disposal records forat least 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

On an annual basis, Green Meadows Farm will obtain at its own expense a security system audit by a vendor approved by the Commission. The audit report will be submitted no later than 30 calendardays after the audit is completed. If the audit identifies concerns regarding our security system, Green Meadows Farm will submit a plan to mitigate those concerns within 10 business days of submitting our audit.

Twenty-four (24) hour recordings from all video cameras that are available for immediate viewing bythe Commission upon request and that are retained for at least 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. A current list of authorized Agents and service personnel that haveaccess to the surveillance room will be available to the Commission upon request.

In accordance with 935 CMR 500.110(1)(e), (1)(j), and (4)(e) and 935 CMR 501.110(1)(e), (1)(j), and (4)(e), Green Meadows Farm will obtain the signature of each Agent, prior to the issuance of their Agent badge(s) and secure key card, whereby the Agent confirms with their signature that they havereceived training on and will comply with limited access areas, electronic door access and key cards,properly entering and exiting the facility, and other protocols to ensure compliance and the securityof the facility, cash, Marijuana, and Marijuana products.

Transportation Records

In accordance with 935 CMR 500.105(13), Green Meadows Farm will maintain and store our transportation records, including but not limited to our shipping manifests for a minimum of one(1)year. All transportation records will be available to the Commission upon request.

Agent Training Records

Documentation of all required training, including training regarding privacy and confidentiality requirements, Responsible Vendor Training 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).

Closure

In the event Green Meadows Farm closes, all records will be kept for at least 2 years at Green Meadows Farm's expense in a form (electronic, hard copies, etc.) and location acceptable to the Commission. In addition, Green Meadows Farm 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 Green Meadows Farm's 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 but not be limited to the following:

- Security measures in compliance with 935 CMR 500.110, and 935 CMR 501.110;
- Employee security policies, including personal safety and crime prevention techniques;
- A description of the Marijuana Establishment's hours of operation and after- hours contact information, which shall be provided to the Commission, made available to Law Enforcement Authorities on request, and updated pursuant to 935 CMR 500.000, and 935 CMR 501.104;
- Storage and waste disposal of Marijuana in compliance with 935 CMR 500.105(11), 935 CMR 500.105(12), 935 CMR 501.105(11), and 935 CMR 501.105 (12). This policy and procedure will ensure that any outdated, damaged, deteriorated, mislabeled, or contaminated Marijuana is segregated from other marijuana and destroyed.
- 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;
- Price list for Marijuana and Marijuana Products and any other available products, and alternate pricelists for patients with documented Verified Financial Hardship, as defined in 935 CMR 501.002, as required by 935 CMR 501.100(1)(h);
- Procedures to ensure accurate recordkeeping, including inventory protocols for transfer and inventory in compliance with 935 CMR 500.105(8) and (9), and 935 CMR 501.105(8);
- Procedures to ensure accurate recordkeeping, including inventory protocols for transfer and inventory and procedures for integrating a secondary electronic seed-to-sale SOR;
- Plans for quality control, including product testing for contaminants in compliance with 935 CMR 500.160 and 935 CMR 501.160;
- A staffing plan and staffing records in compliance with 935 CMR 500.105(9)(d), 935 CMR 501.105(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 and other records required to be maintained confidentially will be maintained;
- A policy for the immediate dismissal of any Green Meadows Farm Agent who has:
 1. Diverted Marijuana, which shall be reported to Law Enforcement Authorities and to the Commission;
 2. Engaged in unsafe practices regarding operation of Green Meadows Farm, which shall be reported to the Commission; or
 3. 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 any other Jurisdiction.
- A list of all board of directors, members and Executives of Green Meadows Farm, and Members, if any, of the Licensee must be made available on request by any individual.
- Policies and procedure for the handling of cash on Green Meadows Farm premises including, but not limited to, storage, collection frequency, and transport to financial institution(s), to be available on inspection.
- Policies and procedures to prevent the diversion of Marijuana to individuals younger than 21 years old;
- The standards and procedures by which Green Meadows Farm determines the price it charges for Marijuana, and a record of the prices charged, including policies and procedures for the provision of Marijuana to Registered Qualifying Patients with Verified Hardship without charge or at less than the market price, as required by 935 CMR 501.050(1)(h);
- Policies and procedures for energy efficiency and conservation that shall 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 the 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 Act of 1970. 29 U.S.C. § 651, *et seq.*, including the general duty clause under whereby: Each employer (a) shall furnish to each of its employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to its employees; (b) shall comply with occupational safety and health standards promulgated under this act. Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to 29 U.S.C. § 651, *et seq.*, which are applicable to the employee's own actions and conduct.
- A description of Green Meadows Farm patient and consumer education activities.
- Policies and procedures for transportation between Medical Treatment Centers.

- Policies and procedures to reduce energy and water usage, engage in energy conservation and mitigate other environmental impacts. The policies and procedures at a minimum, must comply with 935 CMR 500.105(15) and 935 CMR 500.120(11).
- Policies and procedures for handling voluntary and mandatory recalls of marijuana. Such procedures shall be adequate to deal with recalls due to any action initiated at the request or order of the Commission, and any voluntary action by a Marijuana Establishment to remove defective or potentially defective marijuana from the market, as well as any action undertaken to promote public health and safety.
- Policies and procedures for the transfer, acquisition, or sale of marijuana between Marijuana Establishments.
- Policies and procedures for ensuring fire safety in cultivation activities, including but not limited to the storage and processing of chemicals or fertilizers, in compliance with the standards set forth in 527 CMR 1.00: *The Massachusetts Comprehensive Fire Code*.

Record-Retention

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

Inventory and Transfer

Green Meadows Farm will enter all products into Leaf Logix and Metric and accurately report the physical location of the Products within the same business day. Green Meadows Farm may transfer product to an MTC; and an MTC may transfer product to Green Meadows Farm provided there is no violation of the dosing limitations set forth in 935 CMR 500.150(4) or the limitations on total MTC inventory as set forth in 935 CMR 501.105(8)(k)2. and 3. Such transfers cannot violate provisions protecting patient supply under 935 CMR 502.140(9). To ensure transfers are compliant, prior to such transfer the Director of Quality Assurance will review inventory records and the proposed products for transfer. 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. As referenced above, test results will be reviewed for products being received at the Marijuana Retailer and at the Product Manufacturer and/or Cultivation Facility prior to transfer.

In addition to providing written operating procedures according to 935 CMR 500.105(1), Green Meadows Farm will be compliant with 935 CMR 500.105(8) by providing methods for identifying, recording, and reporting diversion, theft, or loss, and for correcting all errors and inaccuracies in inventories.

Real-time inventory will be maintained as specified by the Commission and in 935 CMR 500.105(8)(c) and (d) including, at a minimum, an inventory of Marijuana plants; Marijuana plant-seeds and Clones in any phase of development such as Propagation, Vegetation, and Flowering; Marijuana ready for dispensing; all Marijuana Products; and all damaged, defective, expired, or contaminated Marijuana and Marijuana Products awaiting disposal. It is the responsibility of the individual Department Managers to ensure Products are properly entered at each phase and continuously audited by the Compliance Team to ensure accuracy. Plant tags will be attached to all Marijuana, Clones, and plants and all

Marijuana seeds, Clones, plants, and Marijuana Products will be tracked. Additionally, package tags will be attached to all Finished Marijuana and Marijuana Products. Tracking will occur using a Seed-to-sale methodology in a form and manner to be approved by the Commission.

Green Meadows Farm has established 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 as additionally detailed in other Green Meadows Farm operating procedures. Green Meadows Farm will conduct a monthly inventory of Marijuana in the process of cultivation and finished, stored Marijuana at minimum. At the retail facility inventory will be conducted monthly by the Senior Vice President, Retail Operations or Dispensary Manager. A comprehensive annual inventory will occur at least once every year after the date of the previous comprehensive inventory. In the event inventory is taken by use of an oral recording device it will be promptly recorded. The record of each inventory shall include, at a minimum, the date of the inventory, a summary of the inventory findings, and the names, signatures, and titles of the individuals who conducted the inventory.

#210.00 Maintenance of Financial Records Policy and Procedure

General Overview

Green Meadows Farm is committed to being compliant with all regulations outlined in 935 CMR500.000, and 935 CMR 501.000 et. seq. ("the Regulations") and any other requirements or sub-regulatory guidance issued by the Massachusetts Cannabis Control Commission ("CCC" or "the Commission") or any other regulatory agency.

Purpose

The purpose of this policy is to outline the responsibilities of the Company, the Company's management team and Agents to ensure specific, methodical, and consistent compliance of the Regulations and to ensure that our financial records are maintained in a compliant manner in compliance with all regulations and laws.

Policy

Green Meadows Farm's financial records will be kept and maintained according to generally accepted accounting principles. The CFO is responsible for all accounting responsibilities and will engage the services of external Accountants and Tax Professionals to ensure proper accounting compliance. The Financial Controller assists in the maintaining of these records. All Green Meadows Farm financial/business records will be available for inspection to the Commission upon request. Green Meadows Farm will maintain all business records in manual and electronic (computerized) form. These records include, but are not limited to;

1. Assets and liabilities;
2. Monetary transactions;
3. Books of accounts, which shall include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
4. Sales records including the quantity, form, and cost of marijuana products; and
5. Salary and wages paid to each employee, stipend paid to each board member, and any executive compensation, bonus, benefit, or item of value paid to any individual affiliated with a Marijuana Establishment, including members of the nonprofit corporation, if any.

In relation to the maintenance of financial records Green Meadows Farm will incorporate the following into our business operations;

1. Green Meadows Farm will engage the services of a professional payroll and human resources company to assist in Human resources management and payroll services for its employees.
2. Green Meadows Farm will maintain a banking relationship in Massachusetts with Century Bank to provide banking services for our company.
3. Green Meadows Farm will use up to date financial software programs for all financial transactions.
4. Green Meadows Farm does not plan to make cash transactions with other Marijuana Establishments. All transactions will be done through traditional banking transactions including checks, wire transfers or credit cards.
5. On an annual basis Green Meadows Farm will engage the services of an independent

certified public accountant who is preferably experienced in the legal marijuana industry, to conduct a financial audit of Green Meadows Farm's finances (books).

6. Green Meadows Farm will maintain a relationship with AAFCPA, an industry-experienced tax and accounting firm for the filing of all required state and federal tax documents, or a similarly experienced professional.
7. At the end of each business day a reconciliation audit will be done on each POS station by the Dispensary Manager.
8. Comprehensive financial audits will be done at the end of every day by the CFO or designee. At the discretion of the CFO the frequency of these audits may be changed to weekly and then monthly.
9. At a minimum, a comprehensive audit by the CFO or designee of all sales transactions will be completed every month.
10. For the first year of operation the CFO will conduct a comprehensive audit of all of the facility's financial records every 3 months and report their findings to the CEO and COO.

Access to the Commission

Green Meadows Farm's electronic and hard copy (written) records will be available to the Commission upon request pursuant to 935 CMR 500.105(9). The records will be maintained in accordance with generally accepted accounting principles. All written records required in any section of 935 CMR 500.00 and 935 CMR 501.00 are subject to inspection.

Access to the Massachusetts Department of Revenue ("DOR")

Green Meadows Farm's books, records, papers, and other data will be made available upon request by the DOR. Accounting records and information in electronic format will be provided in a searchable electronic format if requested by the Commission of the DOR. Any additional reports and schedules relating to the preparation of tax returns will be maintained and made available upon request.

Inventory system data as well as any additional purchase reports, schedules or documentation that reconcile to other books and records, such as purchase journals or a general ledger, will also be maintained and made available upon request.

These records will be kept so long as their contents are material in the administration of Massachusetts tax laws. At a minimum, unless the DOR Commissioner consents in writing to an earlier destruction, the records will be preserved until the statute of limitations for making additional assessments for the period for which the return was due has expired. The DOR may require a longer retention period, such as when the records are the subject of an audit, court case, or other proceeding.

Additionally, Green Meadows Farm will comply with all records retention requirements outlined in the DOR Regulations including but limited to 830 CMR 62C.25.1: Record Retention.

Point of Sale (POS) Systems

Green Meadows Farm will utilize Leaf Logix POS system, which complies with the requirements in G.L. c.62C, § 25; 830 CMR 62C.25.1 (the Records Retention Regulation); and the Massachusetts Department of Revenue ("DOR") Directive 16-1 *"Recordkeeping Requirements for Sales and Use Tax Vendors Utilizing Point of Sale (POS) Systems"*.

1. Our POS system will record all transactions in a manner that will allow the DOR to verify what was sold, identifying both and whether the appropriate amount of tax was collected. Along with the data in the POS system, Green Meadows Farm will maintain the following records:
 - a. A journal or its equivalent, which records daily all non-cash transactions affecting accounts payable;
 - b. A cash journal or its equivalent, which records daily all cash receipts and cash disbursements, including any check transactions;
 - c. A sales slip, invoice, cash register tape, or other document evidencing the original transaction, which substantiates each entry in the journal or cash journal;
 - d. Memorandum accounts, records or lists concerning inventories, fixed assets, or prepaid items, except in cases where the accounting system clearly records such information; and
 - e. A ledger to which totals from the journal, cash journal and other records have been periodically posted. The ledger must clearly classify the individual accounts receivable and payable and the capital account.
 - f. Green Meadows Farm, when necessary, will implement policies and procedures for the accounting of marijuana and non-marijuana sales.
2. Each POS transaction record will provide enough detail to independently determine the taxability of each sale and the amount of tax due and collected. Information on each sales transaction will include, but is not limited to the:
 - a. individual item(s) sold,
 - b. selling price,
 - c. tax due,
 - d. invoice number,
 - e. date of sale,
 - f. method of payment, and
 - g. POS terminal number and POS transaction number.
3. Green Meadows Farm will maintain auditable internal controls to ensure the accuracy and completeness of the transactions recorded in the POS system. The audit trail in Leaf Logix is extensive and prohibits the manipulation or alteration of sales data. The audit trail details include, but are not limited to:
 - a. Internal sequential transaction numbers;
 - b. Records of all POS terminal activity; and
 - c. Procedures to account for voids, cancellations, or other discrepancies in sequential numbering.

Additional Types of Records

The following records will be maintained and stored by Green Meadows Farm and available to the Commission upon request:

- a. Operating procedures as required by 935 CMR 500.105(1) and 935 CMR 501.105(1);
 - i. Security measures in compliance with 935 CMR 500.110 and 935 CMR 501.110;
 - ii. Employee security policies, including personal safety and crime prevention techniques;

- iii. A description of the Marijuana Establishment's hours of operation and after-hours contact information, which shall be provided to the Commission, made available to law enforcement officials upon request, and updated pursuant to 935 CMR 500.000 and 935 CMR 501.00.
 - iv. Storage of marijuana in compliance with 935 CMR 500.105(11) and 935 CMR 501.105(11);
 - v. 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;
 - vi. Procedures to ensure accurate recordkeeping, including inventory protocols in compliance with 935 CMR 500.105(8) and (9);
 - vii. Plans for quality control, including product testing for contaminants in compliance with 935 CMR 500.160;
 - viii. A staffing plan and staffing records in compliance with 935 CMR 500.105(9);
 - ix. Emergency procedures, including a disaster plan with procedures to be followed in case of fire or other emergencies;
 - x. Alcohol, smoke, and drug-free workplace policies;
 - xi. A plan describing how confidential information will be maintained;
 - xii. A policy for the immediate dismissal of any marijuana establishment Agent who has:
 - 1) Diverted marijuana, which shall be reported to law enforcement officials and to the Commission;
 - 2) Engaged in unsafe practices with regards to operation of the Marijuana Establishment, which shall be reported to the Commission; or
 - 3) 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.
 - xiii. A list of all board members and executives of a Marijuana Establishment, and members, if any, of the licensee must be made available upon request by any individual. 935 CMR This requirement may be fulfilled by placing this information on the Marijuana Establishment's website.
 - xiv. Policies and procedures for the handling of cash on Marijuana Establishment premises including but not limited to storage, collection frequency, and transport to financial institution(s).
 - xv. Policies and procedures to prevent the diversion of marijuana to individuals younger than 21 years old.
- b. Operating procedures as required by 935 CMR 500.130(5)
- i. Methods for identifying, recording, and reporting diversion, theft, or loss, and for correcting all errors and inaccuracies in inventories. The policies and procedures, at a minimum, must be in compliance with 935 CMR 500.105(8);
 - ii. Policies and procedures for handling voluntary and mandatory recalls of marijuana products. Such procedures shall be adequate to deal with recalls due to any action initiated at the request or order of the Commission, and any voluntary action by a Marijuana Establishment to remove defective or potentially defective marijuana

- products from the market, as well as any action undertaken to promote public health and safety;
- iii. Policies and procedures for ensuring that any outdated, damaged, deteriorated, mislabeled, or contaminated marijuana products are segregated from other products and destroyed. Such procedures shall provide for written documentation of the disposition of the marijuana products. The policies and procedures, at a minimum, must comply with 935 CMR 500.105(12);
- iv. Policies and procedures for transportation. The policies and procedures, at a minimum, must comply with 935 CMR 500.105(13);
- v. Policies and procedures to reduce energy and water usage, engage in energy conservation and mitigate other environmental impacts. The policies and procedures, at a minimum, must comply with 935 CMR 500.105(15); and
- vi. Policies and procedures for the transfer, acquisition, or sale of marijuana products between Marijuana Establishments.
- c. Operating procedures as required by 935 CMR 500.140(6);
 - i. Policies and procedures for ensuring software is reviewed and prohibits the ability to alter or manipulate sales data
 - ii. A monthly analysis will be conducted of equipment to ensure that no software has been installed that could be utilized to manipulate or alter sales data. A record will be maintained which confirms the monthly analysis has been performed.
 - iii. If monthly analysis determines software was installed that could be utilized to alter or manipulate sales data, the information contained in the findings will be disclosed to the Commission and will cooperate with any action taken by the Commission.
 - iv. Green Meadows Farm will maintain and provide the Commission on a biannual basis accurate sales data during the six months immediately preceding application for the purpose of ensuring an adequate supply of marijuana and marijuana products.
- d. Inventory records as required by 935 CMR 500.105(8);
- e. Seed-to-sale tracking records for all marijuana products are required by 935 CMR 500.105(8)(e).
- f. Personnel records required by 935 CMR 500.105(9)(d), including but not limited to;
 - i. Job descriptions for each employee and volunteer position, as well as organizational charts consistent with the job descriptions;
 - ii. A personnel record for each marijuana establishment Agent. Such records shall be maintained for at least 12 months after termination of the individual's affiliation with the Marijuana Establishment and shall include, at a minimum, the following:
 - 1) All materials submitted to the Commission pursuant to 935 CMR 500.030(2) and 935 CMR 500.030(2) ;
 - 2) Documentation of verification of references;
 - 3) The job description or employment contract that includes duties, authority, responsibilities, qualifications, and supervision;
 - 4) 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;
 - 5) Documentation of periodic performance evaluations;
 - 6) A record of any disciplinary action taken; and
 - 7) Notice of completed responsible vendor and eight-hour related duty training.
 - iii. A staffing plan that will demonstrate accessible business hours.
 - iv. Personnel policies and procedures; and
 - v. All background check reports obtained in accordance with 935 CMR 500.030 and 935 CMR 501.030.
- g. Business records, which shall include manual or computerized records of:
 - i. Assets and liabilities;
 - ii. Monetary transactions;
 - iii. Books of accounts, which shall include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
 - iv. Sales records including the quantity, form, and cost of marijuana products; and
 - v. Salary and wages paid to each employee, stipend paid to each board member, and an executive compensation, bonus, benefit, or item of value paid to any individual affiliated with a Marijuana Establishment, including members of the nonprofit corporation, if any.
- h. Waste disposal records as required under 935 CMR 500.105(12); and
- i. Following closure of a Marijuana Establishment, all records must be kept for at least two years at the expense of the Marijuana Establishment and in a form and location acceptable to the Commission.
- j. Responsible vendor training program compliance records.
- k. Vehicle registration, inspection, and insurance records. (If Applicable)

All records kept and maintained by Green Meadows Farm will be securely held. Access to these records will only be accessible to those Green Meadows Farm Agents who require access as a part of their job duties.

1420.00 Energy Efficiency and Conservation Policies

Overview

Green Meadows Farm, LLC ("Green Meadows Farm") will demonstrate consideration of the following factors:

1. Identification of potential energy use reduction opportunities (such as natural lighting and energy efficiency measures), and a plan for implementation of such opportunities;
2. Consideration of opportunities for renewable energy generation, including, where applicable, submission of building plans showing where energy generators could be placed on the site, explanation of why the identified opportunities were not pursued, if applicable;
3. Strategies to reduce electric demand (such as lighting schedules, active load management, and energy storage); and
4. Engagement with energy efficiency programs offered pursuant to M.G.L. c. 25, § 21, or through municipal lighting plants.

To the extent updates are required to the information provided for initial licensure, Green Meadows Farm will submit an updated energy compliance letter prepared by a Massachusetts Licensed Professional Engineer or Massachusetts Licensed Registered Architect with supporting documentation, together with a renewal application submitted under 935 CMR 500.103(4) and 935 CMR 501.103(4).

Green Meadows Farm will use additional best management practices as determined by the Commission, in consultation with the working group established under St. 2017, c. 55, § 78(b), to reduce energy and water usage, engage in energy conservation and mitigate other environmental impacts, and will provide energy and water usage reporting to the Commission in a form determined by the Commission. Each license renewal application under 935 CMR 500.103(4) and 935 CMR 501.103(4) will include a report of Green Meadows Farm's energy and water usage over the twelve-month period prior to the date of application.

Energy Efficiency and Conservation

Green Meadows has identified potential energy efficiency measures and a plan for implementation of such opportunities. Our facility has been fully designed with features including energy efficient, tunable LED lighting with an increased micro mole production efficiency of over 35% - 40% when compared to traditional HID light systems. To further demonstrate Green Meadows' compliance with the energy efficiency and conservation regulations, a letter prepared by Fuss & O'Neill, Inc., a Massachusetts Licensed Professional Engineer and supporting documentation is attached as Document D.

GMF has included insulated drop ceilings and select window shades in the design to reduce the cooling demand of the facility.

Green Meadows is also pursuing the additional lighting strategies to reduce electric demand. We will use active load management strategies that include turning our tunable LED cultivation lights on in a delayed sequence to prevent a sudden spike in electrical demand and offsetting the majority of the vegetative photoperiod from the flower photoperiod to reduce the duration of peak energy demand. Green Meadows will also reduce electrical demand through the use of advanced environmental monitoring and control equipment that will use staged, responsive, and predictive set points, in contrast to static set points, to optimize energy use required to achieve the required setpoint. Green Meadows Farm's ultimate goal will be to level load energy consumption to a more predictable, flattened consumption across each day. We will use this information, once actual electricity consumption increases and the usage is more predictable. We will interview and assess this dynamic load leveling with a third party energy broker.

Green Meadows is working with Linnaeus Lighting to create an energy efficient lighting plan and plans `on using LINNAEUS LIGHTING (or comparable) – HELIX (2.7 micromoles/J) and LINNAEUS LIGHTING – APEX (2.6 micromoles/J) found here: <https://linnaeuslighting.com/products/>.

It's worth noting that conservation efforts towards water in our customer parking lot on 19 Mill Street will also be made through smart nutrient and moisture management and features such as a rain garden in the parking lot. The rain garden will allow greater rainwater surface penetration to promote groundwater recharge and reduce the impact of the impervious area of the parking lot.

Additionally:

- The facility water filtration system will create a minimal amount of water lost (between 5% - 10%) during backflush in comparison to typical RO filter systems that can create up to 50% wastewater during normal operation.
- The facility irrigation system will monitor environmental factors such as soil moisture and EC, light levels, and temperature and humidity and will make decisions based on these factors to provide the minimal amount of water needed to optimize production.

Green Meadows Farm has considered opportunities for renewable energy generation. Our team is dedicated to consistently striving for sustainability and emissions reduction. The Green Meadows team reviewed options for solar energy but ultimately decided to hold off on the pursuit of these options due o financial constraints at the time of review. Green Meadows intends on regularly reviewing renewable energy ~~sources~~ as it exits the startup phase of business and enters profitability.

Energy Efficiency and Equipment Standards

Green Meadows Farm will satisfy minimum energy efficiency and equipment standards established by the Cannabis Control Commission (the “Commission”) and meet all applicable environmental laws, regulations, permits and other applicable approvals, including those related to water quality and quantity, wastewater, solid and hazardous waste management, and air pollution control, including prevention of odor and noise pursuant to 310 CMR 7.00: Air Pollution Control as a condition of obtaining a final license under 935 CMR 500.103(2) prior to obtaining a final license under 935 CMR 500.103(2).

Green Meadows Farm will adopt and use additional best management practices as determined by the Commission, in consultation with the working group established under St. 2017, c. 55, § 78(b), or applicable departments and divisions of the Executive Office of Energy and Environmental Affairs to reduce energy and water usage, engage in energy conservation and mitigate other environmental impacts, and will provide energy and water usage reporting to the Commission in a form determined by the Commission. Each license renewal application under 935 CMR 500.103(4) will include a report of Green Meadows Farm’s energy and water usage over the twelve-month period prior to the date of application.

Building Code Requirements

Green Meadows Farm’s cultivation facility will meet minimum Massachusetts Building Code

requirements and all Massachusetts amendments (780 CMR: *State Building Code*), International Energy Conservation Code (IECC) Section C.402 or The American Society of Heating, Refrigerating and Air-conditioning Engineers (ASHRAE) Chapters 5.4 and 5.5 as applied or incorporated by reference in 780 CMR: *State Building Code*.

Lighting

Green Meadows Farm's facility is listed as above Tier 1 or Tier 2 and therefore must meet the requirements of 36 watts/ square foot or less. The total HLSF (Horticultural Lighting Square Foot) is 12,940 square feet and the HLE (Horticultural Lighting Equipment) is 385,604 watts giving a HLDP (Horticultural Lighting Power Density) of 29.7 watts per square foot.

HVAC

Green Meadows Farm's Heating Ventilation and Air Condition (HVAC) and dehumidification systems meet Massachusetts Building Code requirements and all Massachusetts amendments (780 CMR: *State Building Code*), IECC Section C.403 or ASHRAE Chapter 6 as applied or incorporated by reference in (780CMR: *State Building Code*). Green Meadows Farm will provide a certification from a Massachusetts Licensed Mechanical Engineer that the HVAC and dehumidification systems meet Massachusetts building code as specified in this 935 CMR 500.120(11)(c) and that these systems have been evaluated and sized for the anticipated loads of the facility.

Safety Protocols

Green Meadows Farm has established and documented safety protocols to protect workers and consumers (e.g., eye protection near operating grow light), as further described in the Workplace Safety Plan.

Green Meadows Farm will document renewable or alternative energy credits that represent a portion of the energy usage not generated onsite, has been purchased and retired yearly.

Before final licensure Green Meadows Farm will demonstrate compliance with 935 CMR 500.120(11), by submitting an energy compliance letter prepared by a Massachusetts Licensed Professional Engineer or Massachusetts Licensed Registered Architect with supporting documentation and submission of building plans under 935 CMR 500.10.

The Commission may further define these standards, or create reasonable exemptions or modifications, through guidelines issued in consultation with the energy and environmental standards working group established under St. 2017, c. 55, § 78(b). Green Meadows Farm will regularly check for such guidelines and continue to follow the Commission's standards.

#770.00 Qualifications and Training

Green Meadows Farm is committed to being compliant with all regulations outlined in 935 CMR500.000, and 935 CMR 501.000 et. seq. ("the Regulations") and any other requirements or sub-regulatory guidance issued by the Massachusetts Cannabis Control Commission ("CNB" or "the Commission") or any other regulatory agencies.

The purpose of this policy is to outline the responsibilities of the Company, the Company's management team and Agents to ensure specific, methodical, and consistent compliance of the Regulations and to ensure that we only hire qualified Agents and that our training process and curriculum are in compliance with all regulations and laws.

The minimum requirements to become a Green Meadows Farm Marijuana Agent ("Agent") are outlined below. All Green Meadows Farm board members, directors, employees, executives, managers, or volunteers will register with the Commission as an Agent. All Green Meadows Farm Agents must;

1. Be 21 years of age or older;
2. Not been convicted of an offense in the Commonwealth involving the distribution of controlled substances to minors, or a like violation of the laws of other Jurisdictions; and
3. Be determined suitable for registration consistent with the provisions of 935 CMR 500.800, 801,802, and 935 CMR 501.800, 801, and 802.

Green Meadows Farm will develop a job description for all positions with the company. While all Agents must meet the qualifications listed above, several of our positions will require additional qualifications depending on the required duties. Pursuant to 935 CMR 500.105(2)(a), and 935 CMR 501.105(a) we will ensure all Green Meadows Farm Agents complete training prior to performing job functions. Training will be tailored to the role and responsibilities of the job function.

1. Our initial training begins during employee orientation where all new employees will be issued their employee handbook. Classroom or online training will include, but not be limited to;
 - a. Code of Conduct;
 - b. Verifying Identifications;
 - c. Marijuana Regulations;
 - d. Security and Safety;
 - e. Emergency Procedures/Disaster Plan;
 - f. Diversion of Marijuana;
 - g. Terminatable Offences;
 - h. Confidential Information;
 - i. Employee Policies (all employee policies from the handbook will be covered) including but not limited to;
 - i. Alcohol, smoke, and drug-free workplace;
 - ii. Equal Employment Policy;
 - iii. Anti-Harassment and Sexual Harassment Policy;
 - iv. Americans with Disability Act;
 - v. Employee Assistance Policy; and
 - vi. Diversity Plan

2. After the initial training(s) are completed, Agents will be trained on job specific areas depending on their duties. This training will be done in a classroom setting, online or computerized, on the job training ("OJT") or through external training platforms.
3. All Green Meadows Farm Agents will receive a minimum of 8 hours of training annually.
4. Green Meadows Farm will record, maintain, and store 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. These records will be stored in the Agents Personnel File. Training records will be retained by Green Meadows Farm for at least one year after the Agents' termination.
5. Within 90 days of hire, Green Meadows Farm will require all of its Agents to attend and complete a minimum of 4 hours of Responsible Vendor Training Program to become designated as a "responsible vendor." Any additional RVT hours over the four-hour RVT requirement may count toward the eight-hour total training requirement.
 - a. Any Green Meadows Agent who is both a Marijuana Establishment Agent and MTC Agent will receive the training required for each license under which the Agent is registered, including, without limitation, with respect to patient privacy and confidentiality requirements, which may result in instances that would require such an Agent to participate in more than eight hours of training.
 - b. Green Meadows Farm will maintain records of responsible vendor training program compliance for four years and make them available to inspection by the Commission and any other applicable licensing authority upon request during normal business hours.
6. All Green Meadows Farm Agents responsible for tracking and entering product into the Seed-to-sale SOR (Metrc) will receive training in a form and manner determined by the Commission.

Green Meadows Farm will provide training and training opportunities to its employees. Green Meadows Agents responsible for tracking and entering product into the Seed-to-sale SOR will receive training in a form and manner determined by the Commission. At a minimum, our Agents will receive eight hours of on-going training annually. As a CMO, Green Meadows Agents may receive the training required for each license under which the Agent is registered, including, without limitation, with respect to patient privacy and confidentiality requirements, which may result in instances that would require an Agent to participate in more than eight hours of training. In addition to required training, Green Meadows Farm will require advanced training to our employees in the areas of Safety and Security, Marijuana Science or other areas then enhance the Company's, our Agents, and our customers safety. These training will include:

1. All Agents who handle marijuana or marijuana products will be trained on basic food safety prior to or during the first day of employment.
 - a. Include basic food safety training as part of new employee orientation.
 - b. The sanitation requirements in 105 CMR 500.000: Good Manufacturing Practices for Food;

- c. The sanitation requirements in 105 CMR 590.000: Minimum Sanitation Standards for Food Establishments; and
 - d. The requirements for food handlers specified in 105 CMR 300.000: Reportable Diseases, Surveillance, and Isolation and Quarantine Requirements.
- 2. All employees engaging in the processing or packaging of Marijuana will be trained and certified in:
 - a. SERVSAFE Massachusetts Allergen Training Program
 - b. SERVSAFE Food Handler Program
- 3. Cultivation staff will receive bi-annual in-service training on food safety, including food allergy awareness and HACCP.
- 4. All Managers in cultivation, processing and packaging will be trained as a Certified Food Protection Manager (CFPM) by completing a SERVSAFE or similar nationally accredited food safety certification course.
- 5. All trainings will be filed in employee records.

#920.00 Plan to Provide Marijuana to Patients with Verified Financial Hardship

Overview

Green Meadows Farm, LLC (“Green Meadows”) is committed to assisting Registered Qualifying Patients that have Verified Financial Hardship with obtaining access to Medical-use Marijuana or Marijuana Products needed to treat the symptoms of their Debilitating Medical Conditions.

To support such Patients, and in accordance with 935 CMR 501.105(1)(p), Green Meadows has created the following Plan to Provide Marijuana to Patients with Verified Financial Hardship (“the Plan”).

Goal

In order to increase patient access to Medical-use Marijuana or Marijuana Products, Green Meadows will offer a fifteen percent (15%) discount on all orders of Marijuana, Marijuana Products, and Marijuana accessories used for consumption for all Registered Qualifying Patients with Verified Financial Hardship.

Program

Green Meadows has developed a detailed program to effectuate its stated goal of providing reduced-cost Marijuana, Marijuana Products, and Marijuana accessories to all registered, qualifying patients with a documented verified financial hardship.

As defined in 935 CMR 501.002, an individual with a verified financial hardship includes: (1) a recipient of MassHealth; (2) a recipient of Supplemental Security Income; or (3) an individual with an income that does not exceed 300% of the Federal Poverty Level, adjusted for family size.

Any Registered Qualifying Patients that meets the Commission’s definition of an individual with a “Verified Financial Hardship” and provides sufficient supporting documentation will be eligible for the discount, which will be applied at the point of sale.

Green Meadows will provide Registered Qualifying Patients with a Verified Financial Hardship Affidavit Form to determine whether the Patient has a Verified Financial Hardship. The Verified Financial Hardship Affidavit Form will request that patients provide proof of a Verified Financial Hardship by submitting a copy of one of the following documents:

1. Valid MassHealth card issued by the Commonwealth of Massachusetts;
2. Supplemental Security Income benefit verification letter; or
3. State or Federal tax return from the current year or previous year, including all attachments, to determine if income exceeds 300% of the Federal Poverty Level.

An alternate price list for Marijuana, Marijuana Products, and Marijuana accessories that reflects the reduced prices available for patients with verified financial hardship will be made available to patients inside Green Meadows’s Retail dispensary and on Green Meadows’ website: <https://greenmeadows.com/>.

A copy of this Plan and the Verified Financial Hardship Affidavit Form will also be made available

inside the Retail dispensary and on Green Meadows' website.

Measurements

The Director of Retail Operations or their authorized representative will administer the Financial Hardship Program and will be responsible for developing measurable outcomes to ensure Green Meadows continues to meet its commitments. Such measurable outcomes, in accordance with Green Meadows's goals and programs described above, include:

1. Documenting the Registered Qualifying Patients that submit a Verified Financial Hardship Affidavit Form and the type of supporting documentation;
2. Documenting the Registered Qualifying Patients with a Verified Financial Hardship that qualifies for the discount; and
3. Documenting the amount of each discount provided to Patients with Verified Financial Hardships.

Beginning upon Green Meadows's receipt of notice from the Commission to commence operations for the Medical Marijuana Treatment Center (MTC), Green Meadows's will utilize the proposed measurements to assess its Plan. Retail Leadership will review and evaluate Green Meadows's measurable outcomes no less than twice per year to ensure that Green Meadows is meeting its commitments and will update the Plan based on feedback from Registered Patients and the Cannabis Control Commission, as applicable.

Acknowledgements

- Green Meadows will adhere to the requirements set forth in 935 CMR 501.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Medical Marijuana Treatment Center.
- Any actions taken, or programs instituted, by Green Meadows will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state law



#0751.00 Diversity Plan – Fitchburg, MA

STATEMENT OF PURPOSE

Green Meadows Farm, LLC (Green Meadows) is an employer dedicated to promoting equity in its operations for diverse populations, which the Cannabis Control Commission (CCC) has defined to include the following demographic distinctions:

- Minorities;
- Women;
- Veterans;
- People with disabilities; and
- LGBTQ+

**Within the remainder of this report, these demographics will be referred to as “CCC Demographic Groups.”*

At Green Meadows we truly believe that Diversity only makes us stronger as a company, community, and industry as a whole, and commit to molding our Diversity Plan Goals into our everyday business operations. We fully support the CCC’s goal of honoring the will of the voters and adopt diversity goals that provide meaningful participation of communities disproportionately affected by cannabis prohibition and enforcement, including the groups identified above.

GOAL #1: **Diverse Recruitment** [Goal, Programs, and Metrics]

GOAL #1:

Strive through hiring practices to employ individuals in the CCC Demographic Groups with a further goal of Green Meadows’ employee demographic exceeding the local community’s demographic (via the United States Census Bureau from July 2020), and further allowing for equitable opportunities for these groups. This Goal will be managed and maintained by the Green Meadows Human Resources Department, with oversight from the Green Meadows Compliance Department.

The following identifies our percentage goals for each CCC demographic group:

- **41.3%** Minorities
- **50.1%** Women
- **10%** Veterans
- **13.0%** People with Disabilities
- **10.0%** LGBTQ+

PROGRAM(S):

(1) Advertise for Diversity

The Green Meadows Human Resources Department will advertise job openings with professional organizations and/or media outlets that reach CCC Demographic Groups in

Fitchburg and surrounding areas. These postings will happen as often as job opportunities become available at the 50 Whalon Street, Fitchburg MA. location (anticipate 8-10 new hire prior to commencement). These include new opportunities due to growth, as well as replacing positions due to employee turnover. The following are five organizations/outlets in which Green Meadows will advertise with to meet this Goal (this is not intended to be comprehensive, and can vary depending on certain factors such as cost):

a) The Arc of North Central Massachusetts

- <https://www.arcofopportunity.org/ways-help/hire-us/vocational-services>
- The ARC serves North Central, Massachusetts (including Fitchburg) with a mission to *“create and support lifetime opportunities in the community for individuals with disabilities and their families to reach their fullest potential by providing advocacy, education, employment, residential, and recreational services to enhance quality of life.”*
- This Program Advertisement is intended to reach Minorities in the Fitchburg Area with employment opportunities.

b) Career Cast Diversity & Bilingual Network

- <https://diversity.careercast.com/jobs>
- Career Cast Diversity *“connects Black Americans, Latinx, Asian Americans, Native Americans, Women, People with Disabilities, and members of the LGBTQIA+ community with top companies.”*
- This Program Advertisement is intended to reach all CCC Demographic Groups in the Fitchburg Area with employment opportunities.

c) Spanish American Center

- <https://www.spanishamericancenter.org/>
- The Spanish-American Center serves North Central Massachusetts (including Fitchburg, MA) with a Mission of responding to *“the social, health, educational and cultural needs of the Leominster community and surrounding areas with special focus on the Hispanic /Latino community, limited by language, poverty and access. We foster economic self-sufficiency, equal opportunity, and active participation in community related activities for better quality of life.”*
- This Program Advertisement is intended to reach Minorities in the Fitchburg Area with employment opportunities.

d) LGBT Job Network

- <https://www.lgbtjobnetwork.com/>
- The LGBT Job Network is driven by The National Diversity Network, which *“is a comprehensive compliance solution that specializes in attracting diverse talent. Our innovative technologies get your jobs noticed, while supporting your Affirmative Action Plan or OFCCP regulations.”*
- This Program Advertisement is intended to reach LGBTQ+ in the Fitchburg Area with employment opportunities.

e) North Central Chamber of Commerce

- <https://www.northcentralmass.com/ourmembers/jobs-board>
- The North Central Chamber of Commerce serves/reaches Fitchburg and surrounding areas. The link above is to their job board.
- This Program Advertisement is intended to reach all CCC Demographic Groups in the Fitchburg Area with employment opportunities.

****All advertisements will only be targeted to individuals who are at least 21 years of age****

METRIC(S):

The following Metrics will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight by the Green Meadows Compliance Department. The Metrics will be evaluated at least quarterly, and whenever deemed necessary in between quarters.

(1) Data Retention of CCC Demographic Groups

The Green meadows Agent Onboarding Form requests that any new employee identify if they belong to one or more of the CCC Demographic Groups.

(2) CCC Demographic Groups Data Entry & Review

Green meadows will record within the appropriate Human Resources Software (currently Adaptive HR) all associated CCC demographic group data collected during the onboarding process to formulate the totals for each CCC demographic group, and to ascertain success at reaching or exceeding our Goal.

(3) Advertisement Success Review

Green Meadows will leverage our appropriate Human Resources Software (currently Jazz HR) to assess whether our advertisement program resources *actually* assisted with the recruitment of any CCC Demographic Groups. This particular software is coded to ascertain where the job posting was accessed from.

GOAL #2: CCC Demographic Group Awareness *[Goal, Programs, and Metrics]*

GOAL #2:

Develop and/or participate in initiatives and campaigns reinforcing internal and external awareness of all CCC Demographic Groups in an effort to promote a more diverse population at all levels of Green Meadows, as well as elevating and supporting our diverse community. This Goal will be managed by the Green Meadows Farm Diversity Committee (formed in March 2022), with oversight from Green Meadows Human Resources and Compliance Departments. The Diversity Committee meets monthly to review Goals & Programs.

PROGRAM(S):

(1) Management Diversity & Promotion Training

This program will focus on training management staff on Diversity and Inclusion, roadblocks for members of diverse populations, current Green Meadows Diversity Goals, and how best to promote members in the CCC Demographic Groups. All new or recently promoted management staff will be administered this training by the Human Resources and/or Compliance Departments, with refreshers given yearly.

(2) Diverse Group Awareness & Assistance Campaigns

Each campaign will focus on a CCC diverse group (e.g. LGBTQ+ in June during “Pride Month” / Minorities in February during “Black History Month” etc.) to either bring awareness, provide monetary/time donations, and/or any additional support identified as needed by these groups. The Green Meadows Farm Diversity Committee will develop these campaigns during monthly meetings.

For the campaigns that involve monetary or time donations, please see Exhibit A for Acceptance letters from the Aids Project Worcester, Stop Soldier Suicide, and Habitat for

Humanity; all letters confirm that the organizations will accept donations as well as specify CCC diverse group(s) that will benefit from such donations. Monetary donations will meet or exceed a goal of \$1000 annually. Green Meadows sets a time donation goal of 60 hours a year.

Any advertisements associated with these campaigns will be targeted to 21+ audiences and will follow all advertising regulations as outlined and 935 CMR 500 & 501.105(4) "Advertising Requirements." The primary forms of advertisements planned as of the date of this plan include in-store ads and digital communications to opted-in customers.

METRIC(S):

The following Metrics will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight by the Green Meadows Compliance Department. The Metrics will be evaluated at least quarterly, and whenever deemed necessary in between quarters.

(1) Diversity Promotion Data

Green Meadows will leverage our appropriate Human Resources Software (currently Jazz HR) to assess whether our Programs resulted in internal promotions of any CCC Demographic Groups on our staff.

(2) Campaign Feedback

Green meadows will disperse Feedback Forms to members of the management team, diverse staff, and all organizations that we partner with and/or support during awareness campaigns to capture all feedback related to our Programs. Green Meadows will review all feedback to assess the success of the Programs and any places where we can improve or build upon accomplishments.

GOAL #3: DBE & Ancillary Support & Opportunities *[Goal, Programs, and Metrics]*

GOAL #3:

Develop relationships with Disadvantaged Business Enterprises (DBE's) and diverse businesses that provide ancillary services by supporting and/or providing business opportunities. This Goal will be managed by the Green Meadows Farm Diversity Committee with oversight from Green Meadows Human Resources and Compliance Departments.

DBE's categories that Green Meadows will strive to support:

- Minority Business Enterprise [MBE]
- Women Business Enterprise [WBE]
- Veteran Business Enterprise [VBE]
- Service-Disabled Veteran Owned Business Enterprise [SDVOBE]
- Disability Owned Business Enterprise [DOBE]

PROGRAM(S):

(1) Educate Green Meadows Teams on opportunities to partner with diverse vendors and ancillary businesses.

This program will focus on training Green Meadows Sales & Marketing, Operations, and/or Facilities Departments on what a DBE is, current list of DBE's Green Meadows works with, latest DBE-related Goals & Programs, and examples of ways to support/partner with these

groups. All new or recently promoted management staff will be administered this training by the Human Resources and/or Compliance Departments, with refreshers given yearly.

(2) Quarterly Enterprise & Opportunity List

On a quarterly basis, the Green Meadows Diversity Empowerment Committee will provide a current list of DBE's to Green Meadows Sales & Marketing, Operations, and Facilities Departments, as well as upcoming partnering or support opportunities with DBE groups that were identified and discussed in the monthly Diversity Empowerment Committee meetings. The Diversity Empowerment Committee will work with these Green Meadows Departments to further develop and execute all viable opportunities which could include, but is not limited to, the following:

1. Advertising Support Campaigns
 - Any advertisements associated with these campaigns will be targeted to 21+ audiences and will follow all advertising regulations as outlined and 935 CMR 500 & 501.105(4) "Advertising Requirements." The primary forms of advertisements planned as of the date of this plan include in-store ads and digital communications to opted-in customers.
2. Monetary or time donations
 - For the campaigns that involve monetary or time donations, please see Exhibit A for Acceptance letters from the Aids Project Worcester, Stop Soldier Suicide, and Habitat for Humanity; all letters confirm that the organizations will accept donations as well as specify CCC diverse group(s) that will benefit from such donations. Monetary donations will meet or exceed a goal of \$1000 annually. Green Meadows sets a time donation goal of 60 hours a year.
3. Work for hire opportunities (e.g. plumbing, electricians, catering etc.)
 - Green Meadows will reach out directly to ancillary vendors for work for hire opportunities, these will not be publicly advertised.

Green Meadows will utilize *at least* the following resources, and any identified after the submittal of this plan, to obtain DBE's and diverse ancillary businesses:

- CCC Website.
- Mass.gov listing of Diversity owned Businesses.
(<https://www.diversitycertification.mass.gov/BusinessDirectory/BusinessDirectorySearch.aspx>)

METRIC(S):

The following Metrics will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight by the Green Meadows Compliance Department. The Metrics will be evaluated at least quarterly, and whenever deemed necessary in between quarters.

(1) Partnerships & Opportunities Supporting Data

Green Meadows will maintain all supporting data (e.g. donation receipts, partnership communications, any promotion advertising etc.). to demonstrate the progress and level/type of support or opportunities afforded to these groups.

(2) Campaign Feedback

Green meadows will disperse Feedback Forms to all staff that took the required training, businesses, organizations, and/or individuals that we partner with/provide

opportunities to in an effort to capture all feedback related to our Programs. Green Meadows will review the feedback to assess the success of the Programs and any places where we can improve or build upon accomplishments.

ACKNOWLEDGEMENTS

This plan 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 Marijuana Establishments. All advertisements will only be targeted to individuals who are at least 21 years of age.

In addition, any actions taken, or programs instituted, by the applicant will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.

EXHIBIT A:
*Letters of Time & Donation
Acceptance*



To: Laura Cash, Human Resources Manager, Green Meadows Farm

From: AIDS Project Worcester, Lamar Brown-Noguera

RE: Participation Confirmation

Date: June 01, 2022,

Please accept this letter as affirmation and acceptance of Green Meadows as a supporting member of AIDS Project Worcester. We are accepting all current and future gifts of volunteering time and financial support to our program which is focused on HIV/AIDS services to individuals, primarily in the LGBTQ+ community, in Central Massachusetts. We look forward to your participation.

Kind Regards,

06.01.2022

Signature:

Date





To: Green Meadows, Jessica Smith, Manager of Community Relations & Employee Engagement

From: Stop Soldier Suicide, Crystal Clark, Director of Donor Engagement

RE: Participation Confirmation

Date: 1/4/2023

Please accept this letter as affirmation and acceptance of Green Meadows as a supporting member of the Stop Soldier Suicide. We are accepting all current and future gifts of volunteering time and financial support to our program which is focused on delivering wellness resources to Veterans, Service Members, and their families. We look forward to your participation.

Kind Regards,

Crystal Clark

Signature:

1/11/2023

Date

greenmeadows



To: Laura Cash, Human Resources Manager, Green Meadows Farm

From: Habitat for Humanity, North Central Massachusetts

RE: Participation Confirmation

Date: March 10, 2023

Please accept this letter as affirmation and acceptance of Green Meadow Farms as a supporting member of the Habitat for Humanity, North Central Massachusetts. We are accepting all current and future gifts of volunteering time and financial support to our program whose purpose is to support the building of homes, communities and hope for those in needs. Veterans are a specific group that we support. We look forward to your participation.

Kind Regards,

A handwritten signature in black ink, appearing to read 'Diana Sinkus'.

Diana Sinkus
Habitat for Humanity NCM
Outreach Coordinator



#0751.00 Diversity Plan – Fitchburg, MA

STATEMENT OF PURPOSE

Green Meadows Farm, LLC (Green Meadows) is an employer dedicated to promoting equity in its operations for diverse populations, which the Cannabis Control Commission (CCC) has defined to include the following demographic distinctions:

- Minorities;
- Women;
- Veterans;
- People with disabilities; and
- LGBTQ+

**Within the remainder of this report, these demographics will be referred to as “CCC Demographic Groups.”*

At Green Meadows we truly believe that Diversity only makes us stronger as a company, community, and industry as a whole, and commit to molding our Diversity Plan Goals into our everyday business operations. We fully support the CCC's goal of honoring the will of the voters and adopt diversity goals that provide meaningful participation of communities disproportionately affected by cannabis prohibition and enforcement, including the groups identified above.

GOAL #1: **Diverse Recruitment** [Goal, Programs, and Metrics]

GOAL #1:

Strive through hiring practices to employ individuals in the CCC Demographic Groups with a further goal of Green Meadows' employee demographic exceeding the local community's demographic (via the United States Census Bureau from July 2020), and further allowing for equitable opportunities for these groups. This Goal will be managed and maintained by the Green Meadows Human Resources Department, with oversight from the Green Meadows Compliance Department.

The following identifies our percentage goals for each CCC demographic group:

- **40%** Minorities
- **53%** Women
- **3%** Veterans
- **4%** People with Disabilities
- **15%** LGBTQ+

PROGRAM(S):

- (1) Advertise for Diversity**

The Green Meadows Human Resources Department will advertise job openings with professional organizations and/or media outlets that reach CCC Demographic Groups in Fitchburg and surrounding areas. These postings will happen as often as job opportunities become available at the 50 Whalon Street, Fitchburg MA. location (anticipate 8-10 new hire prior to commencement). These include new opportunities due to growth, as well as replacing positions due to employee turnover. The following are five organizations/outlets in which Green Meadows will advertise with to meet this Goal (this is not intended to be comprehensive, and can vary depending on certain factors such as cost):

a) The Arc of North Central Massachusetts

- <https://www.arcofopportunity.org/ways-help/hire-us/vocational-services>
- The ARC serves North Central, Massachusetts (including Fitchburg) with a mission to *“create and support lifetime opportunities in the community for individuals with disabilities and their families to reach their fullest potential by providing advocacy, education, employment, residential, and recreational services to enhance quality of life.”*
- This Program Advertisement is intended to reach Minorities in the Fitchburg Area with employment opportunities.

b) Career Cast Diversity & Bilingual Network

- <https://diversity.careercast.com/jobs>
- Career Cast Diversity *“connects Black Americans, Latinx, Asian Americans, Native Americans, Women, People with Disabilities, and members of the LGBTQIA+ community with top companies.”*
- This Program Advertisement is intended to reach all CCC Demographic Groups in the Fitchburg Area with employment opportunities.

c) Spanish American Center

- <https://www.spanishamericancenter.org/>
- The Spanish-American Center serves North Central Massachusetts (including Fitchburg, MA) with a Mission of responding to *“the social, health, educational and cultural needs of the Leominster community and surrounding areas with special focus on the Hispanic /Latino community, limited by language, poverty and access. We foster economic self-sufficiency, equal opportunity, and active participation in community related activities for better quality of life.”*
- This Program Advertisement is intended to reach Minorities in the Fitchburg Area with employment opportunities.

d) LGBT Job Network

- <https://www.lgbtjobnetwork.com/>
- The LGBT Job Network is driven by The National Diversity Network, which *“is a comprehensive compliance solution that specializes in attracting diverse talent. Our innovative technologies get your jobs noticed, while supporting your Affirmative Action Plan or OFCCP regulations.”*
- This Program Advertisement is intended to reach LGBTQ+ in the Fitchburg Area with employment opportunities.

e) North Central Chamber of Commerce

- <https://www.northcentralmass.com/ourmembers/jobs-board>
- The North Central Chamber of Commerce serves/reaches Fitchburg and surrounding areas. The link above is to their job board.
- This Program Advertisement is intended to reach all CCC Demographic Groups in the Fitchburg Area with employment opportunities.

****All advertisements will only be targeted to individuals who are at least 21 years of age ****

METRIC(S):

The following Metrics will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight by the Green Meadows Compliance Department. The Metrics will be evaluated at least quarterly, and whenever deemed necessary in between quarters.

(1) Data Retention of CCC Demographic Groups

The Green meadows Agent Onboarding Form requests that any new employee identify if they belong to one or more of the CCC Demographic Groups.

(2) CCC Demographic Groups Data Entry & Review

Green meadows will record within the appropriate Human Resources Software (currently Adaptive HR) all associated CCC demographic group data collected during the onboarding process to formulate the totals for each CCC demographic group, and to ascertain success at reaching or exceeding our Goal.

(3) Advertisement Success Review

Green Meadows will leverage our appropriate Human Resources Software (currently Jazz HR) to assess whether our advertisement program resources *actually* assisted with the recruitment of any CCC Demographic Groups. This particular software is coded to ascertain where the job posting was accessed from.

GOAL #2: CCC Demographic Group Awareness *[Goal, Programs, and Metrics]*

GOAL #2:

Develop and/or participate in initiatives and campaigns reinforcing internal and external awareness of all CCC Demographic Groups in an effort to promote a more diverse population at all levels of Green Meadows, as well as elevating and supporting our diverse community. This Goal will be managed by the Green Meadows Farm Diversity Committee (formed in March 2022), with oversight from Green Meadows Human Resources and Compliance Departments. The Diversity Committee meets monthly to review Goals & Programs.

PROGRAM(S):

(1) Management Diversity & Promotion Training

This program will focus on training management staff on Diversity and Inclusion, roadblocks for members of diverse populations, current Green Meadows Diversity Goals, and how best to promote members in the CCC Demographic Groups. All new or recently promoted management staff will be administered this training by the Human Resources and/or Compliance Departments, with refreshers given yearly.

(2) Diverse Group Awareness & Assistance Campaigns

Each campaign will focus on a CCC diverse group (e.g. LGBTQ+ in June during “Pride Month” / Minorities in February during “Black History Month” etc.) to either bring awareness, provide monetary/time donations, and/or any additional support identified as needed by these groups. The Green Meadows Farm Diversity Committee will develop these campaigns during monthly meetings.

For the campaigns that involve monetary or time donations, please see Exhibit A for Acceptance letters from the Aids Project Worcester, Stop Soldier Suicide, and Habitat for Humanity; all letters confirm that the organizations will accept donations as well as specify CCC diverse group(s) that will benefit from such donations. Monetary donations will meet or exceed a goal of \$1000 annually. Green Meadows sets a time donation goal of 60 hours a year.

Any advertisements associated with these campaigns will be targeted to 21+ audiences and will follow all advertising regulations as outlined and 935 CMR 500 & 501.105(4) "Advertising Requirements." The primary forms of advertisements planned as of the date of this plan include in-store ads and digital communications to opted-in customers.

METRIC(S):

The following Metrics will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight by the Green Meadows Compliance Department. The Metrics will be evaluated at least quarterly, and whenever deemed necessary in between quarters.

(1) Diversity Promotion Data

Green Meadows will leverage our appropriate Human Resources Software (currently Jazz HR) to assess whether our Programs resulted in internal promotions of any CCC Demographic Groups on our staff.

(2) Campaign Feedback

Green meadows will disperse Feedback Forms to members of the management team, diverse staff, and all organizations that we partner with and/or support during awareness campaigns to capture all feedback related to our Programs. Green Meadows will review all feedback to assess the success of the Programs and any places where we can improve or build upon accomplishments.

GOAL #3: DBE & Ancillary Support & Opportunities *[Goal, Programs, and Metrics]*

GOAL #3:

Develop relationships with Disadvantaged Business Enterprises (DBE's) and diverse businesses that provide ancillary services by supporting and/or providing business opportunities. This Goal will be managed by the Green Meadows Farm Diversity Committee with oversight from Green Meadows Human Resources and Compliance Departments.

DBE's categories that Green Meadows will strive to support:

- Minority Business Enterprise [MBE]
- Women Business Enterprise [WBE]
- Veteran Business Enterprise [VBE]
- Lesbian Gay Bisexual and Trans Business Enterprise [LGBTBE]
- Service-Disabled Veteran Owned Business Enterprise [SDVOBE]
- Disability Owned Business Enterprise [DOBE]

PROGRAM(S):

- (1) Educate Green Meadows Teams on opportunities to partner with diverse vendors and ancillary businesses.**

This program will focus on training Green Meadows Sales & Marketing, Operations, and/or Facilities Departments on what a DBE is, current list of DBE's Green Meadows works with, latest DBE-related Goals & Programs, and examples of ways to support/partner with these groups. All new or recently promoted management staff will be administered this training by the Human Resources and/or Compliance Departments, with refreshers given yearly.

(2) Quarterly Enterprise & Opportunity List

On a quarterly basis, the Green Meadows Diversity Empowerment Committee will provide a current list of DBE's to Green Meadows Sales & Marketing, Operations, and Facilities Departments, as well as upcoming partnering or support opportunities with DBE groups that were identified and discussed in the monthly Diversity Empowerment Committee meetings. The Diversity Empowerment Committee will work with these Green Meadows Departments to further develop and execute all viable opportunities which could include, but is not limited, the following:

1. Advertising Support Campaigns
 - Any advertisements associated with these campaigns will be targeted to 21+ audiences and will follow all advertising regulations as outlined and 935 CMR 500 & 501.105(4) "Advertising Requirements." The primary forms of advertisements planned as of the date of this plan include in-store ads and digital communications to opted-in customers.
2. Monetary or time donations
 - For the campaigns that involve monetary or time donations, please see Exhibit A for Acceptance letters from the Aids Project Worcester, Stop Soldier Suicide, and Habitat for Humanity; all letters confirm that the organizations will accept donations as well as specify CCC diverse group(s) that will benefit from such donations. Monetary donations will meet or exceed a goal of \$1000 annually. Green Meadows sets a time donation goal of 60 hours a year.
3. Work for hire opportunities (e.g. plumbing, electricians, catering etc.)
 - Green Meadows will reach out directly to ancillary vendors for work for hire opportunities, these will not be publicly advertised.

Green Meadows will utilize *at least* the following resources, and any identified after the submittal of this plan, to obtain DBE's and diverse ancillary businesses:

- CCC Website.
- Mass.gov listing of Diversity owned Businesses.
<https://www.diversitycertification.mass.gov/BusinessDirectory/BusinessDirectorySearch.aspx>

METRIC(S):

The following Metrics will be managed and maintained by the Green Meadows Human Resources Department, with assistance and oversight by the Green Meadows Compliance Department. The Metrics will be evaluated at least quarterly, and whenever deemed necessary in between quarters.

(1) Partnerships & Opportunities Supporting Data

Green Meadows will maintain all supporting data (e.g. donation receipts, partnership communications, any promotion advertising etc.). to demonstrate the progress and level/type of support or opportunities afforded to these groups.

(2) Campaign Feedback

Green meadows will disperse Feedback Forms to all staff that took the required training, businesses, organizations, and/or individuals that we partner with/provide opportunities to in an effort to capture all feedback related to our Programs. Green Meadows will review the feedback to assess the success of the Programs and any places where we can improve or build upon accomplishments.

ACKNOWLEDGEMENTS

This plan 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 Marijuana Establishments. All advertisements will only be targeted to individuals who are at least 21 years of age.

In addition, any actions taken, or programs instituted, by the applicant will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.

EXHIBIT A:
*Letters of Time & Donation
Acceptance*