

CANNABIS CONTROL COMMISSION

November 18, 2021

10:00AM

Via Remote Participation via [Microsoft Teams Live*](#)

PUBLIC MEETING MINUTES

Documents:

- Application materials associated with:
 - Staff Recommendations on Changes of Ownership
 - Delta 420, LLC
 - Four Trees Holyoke, LLC
 - Holistic Industries, Inc.
 - Mainely Productions, LLC
 - ProVerde Laboratories, Inc.
 - The Hub Craft, LLC
 - United Cultivation, LLC
 - Staff Recommendations on Renewals
 - 1620 Labs, LLC (#MCR140101)
 - Apothca, Inc. (#MRR205928)
 - Apothca, Inc. (#MRR205929)
 - Ashli's Extracts, Inc. (#MPR243686)
 - Ashli's Farm, Inc. (#MCR140095)
 - Ashli's, Inc. (#MRR205882)
 - ATOZ Laboratories, Inc. (#ILR267897)
 - BB Botanics LLC (#MCR140111)
 - BB Botanics LLC (#MRR205894)
 - Berkshire Roots, Inc. (#MCR140114)
 - Berkshire Roots, Inc. (#MPR243695)
 - Berkshire Roots, Inc. (#MRR205918)
 - Berkshire Roots, Inc. (#MXR126660)
 - Berkshire Welco LLC (#MCR140092)
 - Bud & Mary's Cultivation, Inc. (#MCR140099)



- Caregiver-Patient Connection (#MCR140113)
- Caroline's Cannabis, LLC (#MRR205889)
- Coil Brothers LLC (#MPR243670)
- Community Care Collective, Inc. (#MRR205892)
- Community Growth Partners Northampton Operations LLC (#MCR140078)
- dba EMJ LLC (#MCR140103)
- DMA Holdings (MA), LLC (#MCR140110)
- DMA Holdings (MA), LLC (#MPR243699)
- DMA Holdings (MA), LLC (#MRR205924)
- Emerald City Growers Incorporated (#MCR140083)
- Emerald Grove, Inc. (#MCR140108)
- Emerald Grove, Inc. (#MPR243691)
- Evergreen Strategies, LLC (#MRR205902)
- Four Daughters Compassionate Care, Inc. (#MCR140060)
- Four Daughters Compassionate Care, Inc. (#MPR243666)
- Four Daughters Compassionate Care, Inc. (#MRR205852)
- Four Daughters Compassionate Care, Inc. (#MRR205905)
- Four Trees Holyoke LLC (#MCR140116)
- Four Trees Holyoke LLC (#MRR205916)
- Fresh Fields Gloucester LLC (#MRR205885)
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- Frozen 4 Corporation (#DOR5182937)
- Frozen 4, LLC (#MCR140123)
- Full Harvest Moonz, Inc. (#MRR205841)
- Gibby's Garden LLC (#MBR169278)
- Gold Thumb, LLC (#MCR140097)
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- Good Chemistry of Massachusetts, Inc. (#MCR140072)
- Good Chemistry of Massachusetts, Inc. (#MPR243674)
- Good Chemistry of Mass (#MRR205863)
- Green Biz LLC (#MRR205861)
- Green Biz LLC (#MRR205932)
- Green Era LLC (#MRR205909)
- Green Era LLC (#MRR205911)
- Green Era LLC (#MRR205901)
- GreenStar Herbals, Inc. (#MRR205897)
- GreenStar Herbals, Inc. (#MRR205898)
- Grow One, Inc. (#MCR140081)
- Grow One Inc. (#MPR243679)



- Haverhill Stem LLC (#MRR205880)
- Just Healthy LLC (#MCR140109)
- Just Healthy, LLC (#MPR243692)
- Just Healthy LLC (#MRR205910)
- KRD Growers, LLC (#MCR140066)
- KRD Growers, LLC (#MRR205848)
- Lifted Genetics, LLC (#MCR140100)
- M3 Ventures, Inc. (#MCR140070)
- M3 Ventures, Inc. (#MPR243673)
- M3 Ventures, Inc. (#MRR205854)
- Mainely Productions LLC (#MCR140106)
- Metro Harvest, Inc. (#MRR205908)
- Nature's Alternative, Inc. (#MRR205913)
- New England Cannabis Corporation, Inc. (#MCR140086)
- New England Cannabis Corporation, Inc. (#MPR243688)
- New Green LLC (#MRR205802)
- Nova Farms, LLC (#MCR140055)
- Nova Farms, LLC (#MPR243671)
- OBCC, LLC (#MCR140112)
- Other Side Agronomy, Inc. (#MCR140134)
- Other Side Agronomy, Inc. (#MPR243705)
- Patient Centric of Martha's Vineyard, Ltd. (#MRR205875)
- ProVerde Laboratories, Inc. (#ILR267896)
- RC Retail Amherst LLC (#MRR205869)
- Revolutionary Clinics II, Inc. (#MCR140080)
- Revolutionary Clinics II, Inc. (#MPR243684)
- Sanctuary Medicinals, Inc. (#MCR140082)
- Sanctuary Medicinals, Inc. (#MPR243680)
- Sanctuary Medicinals, Inc. (#MRR205872)
- Sparkboro Wellness Corp. (#MRR205858)
- Spencer House LLC (#MRR205836)
- TDMA LLC (#MRR205876)
- TDMA Orange LLC (#MCR140129)
- TDMA Orange LLC (#MCR140130)
- TDMA Orange LLC (#MPR243700)
- Temescal Wellness of Massachusetts, LLC (#MCR140090)
- Temescal Wellness of Massachusetts, LLC (#MPR243685)
- The Verb is Herb, LLC (#MRR205895)
- Tree Market Lynn LLC (#MRR205937)



- Tree Market Taunton LLC (#MRR205886)
- Volcann LLC (#MRR205900)
- Webber Road Ops, LLC (#MRR205873)
- Wellman Farm, Inc. (#MCR140056)
- 1622 Medical, LLC (#RMD1666)
- ACK Natural, LLC (#RMD1627)
- Apothca, Inc. (#RMD1667)
- Apothca, Inc. (#RMD1065)
- ARL Healthcare, Inc. (#RMD1085)
- Bask, Inc. (#RMD445)
- Coastal Healing, Inc. (#RMD1529)
- Cresco HHH (#RMD686)
- Cultivate Holding, Inc. (#RMD485)
- Good Chemistry of Massachusetts, Inc. (#RMD3061)
- Holistic Industries (#RMD685)
- HVV Massachusetts, Inc. (#RMD1405)
- MD Holistics, Inc. (#RMD1606)
- Middlesex Integrative Medicine, Inc. (#RMD1025)
- Nature's Remedy of Massachusetts, Inc. (#RMD1285)
- Pharmacannis Massachusetts, Inc. (#RMD1688)
- Resinate, Inc. (#RMD1345)
- Revolutionary Clinics II (#RMD405)
- Sanctuary Medicinals, Inc. (#RMD1128)
- Sanctuary Medicinals, Inc. (#RMD605)
- Silver Therapeutics, Inc. (#RMD3059)
- Theory Wellness, Inc. (#RMD525)
- Staff Recommendations on Final Licenses
 - 202 Trading Company, Inc. (#MR281735), Retail
 - Apical, Inc. (#MR281246), Retail
 - Caregiver-Patient Connection, LLC (#MP281301), Product Manufacturer
 - Coastal Cultivars, LLC (#MR282884), Retail
 - Commonwealth Alternative Care (#MC281917), Cultivation, Tier 11 / Indoor
 - Commonwealth Alternative Care (#MP281583), Product Manufacturer
 - Commonwealth Alternative Care (#MR282337), Retail
 - Frozen 4 Corporation (#MR282881), Retail
 - Good Chemistry of Massachusetts, Inc. (#MR282554), Retail
 - Greenstar Herbals, Inc. (#MR281034), Retail
 - Humboldt Masters, LLC (#MP281467), Product Manufacturer
 - Massbiolytics Corp. (#IL281290), Independent Testing Laboratory



- MedMen Boston, LLC (#MR282091), Retail
- Mill Town Agriculture, LLC (#MC282596), Cultivation, Tier 1 / Indoor
- Munro Associates, LLC (#MR282527), Retail
- Pure Lowell, Inc. (#MR282815), Retail
- Solar Therapeutics, Inc. (#MR282948), Retail
- Union Twist, Inc. (#MR282313), Retail
- Staff Recommendations on Provisional Licenses
 - Advanced Cultivators, LLC (#MCN283314), Cultivation, Tier 2 / Indoor
 - Apical, Inc. (#MRN283720), Retail
 - B.O.T. Realty, LLC (#MRN283113), Retail
 - Bada Bloom!, Inc. (#MCN283393), Cultivation, Tier 1 / Indoor
 - Bada Bloom!, Inc. (#MPN282024), Product Manufacturer
 - BVO, LLC (#MCN281828), Cultivation, Tier 2 / Indoor
 - CanGrow, LLC (#MCN283505), Cultivation, Tier 7 / Outdoor
 - Canna Testing, LLC (#ILN281345), Independent Testing Laboratory
 - Cannabionics, LLC (#MCN283235), Cultivation, Tier 3 / Indoor
 - Clovercraft, LLC (#MDA1261), Marijuana Delivery Operator
 - Dark Stream, LLC (#MCN283386), Cultivation, Tier 2 / Indoor
 - Dark Stream, LLC (#MPN282042), Product Manufacturer
 - Debilitating Medical Condition Treatment Centers (#MPN282067), Product Manufacturer
 - Elevation Retail II, LLC (#MRN283887), Retail
 - Flower & Soul, Inc. (#MRN284326), Retail
 - Grassp Ventures, LLC (#MDA1262), Marijuana Delivery Operator
 - Hall Road, LLC (#MRN284277), Retail
 - Heart of Gold, LLC (#MBN282233), Microbusiness
 - High Hawk Farm, LLC (#MRN283968), Retail
 - I & I Rose Garden, LLC (#MPN281917), Product Manufacturer
 - Jolly Green, Inc. (#MCN283508), Cultivation, Tier 3 / Indoor
 - Milkmen Cultivation, LLC (#MCN283474), Cultivation, Tier 2 / Indoor
 - Milkmen Cultivation, LLC (#MPN282065), Product Manufacturer
 - MJ's Market (#MRN284238), Retail
 - Northeast Alternatives, Inc. (#MCN282112), Cultivation, Tier 6 / Indoor
 - Northeast Alternatives, Inc. (#MPN281868), Product Manufacturer
 - Rolling Releaf, LLC (#MDA1265), Marijuana Delivery Operator
 - Safetiva Labs, LLC (#ILN281354), Independent Testing Laboratory
 - Shine Delivery, LLC (#MDA1266), Marijuana Delivery Operator
 - Smokey Leaf (#MRN284276), Retail
 - Sun Grown Alternatives, LLC (#MCN283358), Cultivation, Tier 3 / Indoor



- Trava, Inc. (#MCN283495), Cultivation, Tier 2 / Indoor
- Trava, Inc. (#MPN282069), Product Manufacturer
- TSC Delivery, LLC (#MDA1270), Marijuana Delivery Operator
- Deerfield Naturals, Inc. (#RMDA3457), Vertically Integrated Medical Marijuana Treatment Center
- NS AJO Holdings, LLC (#RMDA3535), Vertically Integrated Medical Marijuana Treatment Center
- [Meeting Packet](#)
- Guidance for Municipalities
- Guidance for Municipalities on Equity and Host Community Agreements
- Memorandum re: Municipal Guidance Documents – Municipalities’ authority over deliveries
- Guidance on Hemp

In Attendance:

- Chairman Steven Hoffman
- Commissioner Ava Callender Concepcion
- Commissioner Nurys Z. Camargo
- Commissioner Kimberly Roy
- Commissioner Bruce Stebbins

Minutes:

- 1) Call to Order
 - The Chairman recognized a quorum and called the meeting to order.
 - The Chairman gave notice that the meeting is being recorded.
- 2) Chairman’s Comments and Updates
 - The Chairman thanked Director of Government Affairs and Policy, Matt Giancola for his work managing the public meeting process.
 - The Chairman noted that the 20th of November represents the third anniversary of the first two operational adult-use Marijuana Retailers. The Chairman recognize the milestone and the work still to do. The Chairman shared his view that the rollout of adult-use was largely smooth. He also noted that in that time span, the Commission has taken on oversight of the medical-use and the growth that program has seen as well. The Chairman expressed his pride in the work of the Commission and thanked former Commissioners and staff for the work that got the Commission here today.
 - Commissioner Camargo noted that she has been at the Commission for 11 months and recognized staff and the work that goes into preparing for Commission meetings and applications.
 - Commissioner Roy echoed the Chairman’s sentiments thanking staff for their work. Commissioner Roy also thanked Commissioner Stebbins for inviting her to work with



him on an editorial. Commissioner Roy noted her excitement for the variety of licenses coming before the Commission at this meeting. Commissioner Roy also wished everyone a Happy Thanksgiving.

- Commissioner Stebbins thanked the Communications team for their help on the recent editorial. Commissioner Stebbins also thanked the licensing and enforcement teams for preparing materials for the meeting. Commissioner Stebbins finally recognized Legal Assistant Sabiel Rodriguez as he takes on more responsibility for minute taking, including this first set of minutes he completed start to finish, which will be considered at this meeting.
- The Chairman gave an overview of the agenda.

3) Minutes for Approval– 00:10:20

- October 14, 2021
 - The Chairman asked if the Commissioners had a chance to review the minutes and whether there were questions or edits.
 - Commissioner Camargo moved to approve the minutes for the October 14, 2021, Commission public meeting.
 - Commissioner Concepcion seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
 - The Commission unanimously approved the minutes for the October 14, 2021, Commission public meeting.
- Commissioner Roy requested that at a future meeting that a map showing the disbursement of Medical Marijuana Treatment Centers across the Commonwealth be provided.

4) Executive Director's Report – 00:11:54

- The Executive Director gave an overview of licensing data, starting on page 289 of the [Meeting Packet](#).
 - The Chairman noted that the exclusivity period with respect to delivery will not begin to toll until the first Marijuana Delivery Operator commences operations, so approved licenses at this or previous meetings do not count toward the exclusivity period.
 - Commissioner Roy asked about how many cultivation licensees have expanded their tier.
 - The Executive Director noted that none will have qualified yet, due to the required sales history for tier expansion.
 - Commissioner Camargo asked if in the future a breakdown of Social Equity and Economic Empowerment licensees are licensed as cultivators and at what tier level.



- The Executive Director said he would be able to present that information at a future meeting.
- The Executive Director gave an overview and self-assessment for the goals the Commission set for him for Calendar year 2021, which he said is really the staff's responsibility to accomplish. In order, the Executive Director reviewed the following goals:
 - Goal 1 – Maintain and improve the FY19/FY20 levels of constituent service and support.
 - Goal 2 – Complete rollout of Dynamics across all departments with 100% staff compliance on data entry.
 - Goal 3 – Expand data collection and organization throughout the agency and fully integrate into aspects of Commission functions, including policymaking, licensing, enforcement, social equity programming, research, hiring through robust and expanded open data model.
 - Commissioner Concepcion asked when the new approach to open data will be accomplished.
 - The Executive Director indicated that it is a goal that will never fully be complete but should always be improving, but the new open data display should be operational by early calendar year 2022.
 - Goal 4 – Complete agency-wide job classification study to ensure Commission continues to implement proper structure, identify similar roles across and within departments, and is built for long-term organizational success,
 - Commissioner Camargo asked how performance management fits into the goal of an agency-wide job classification study.
 - The Executive Director said that it is not related.
 - Commissioner Camargo noted her desire to keep people at the Commission, able to grow in terms of position, but also in terms of compensation.
 - Commissioner Roy thanked staff for continued attention to the staff of the medical program.
 - Goal 5 – (a) Develop, submit and secure a Fiscal Year 21/22 budget proposal that identifies and meets Commission's mission statement, strategic goals and needs of overseeing a safe and equitable industry. (b) Develop and execute a spending plan, within the allotted appropriations that maintains sufficient and adequate Commission operations
 - The Chairman noted the track record of the commission and success in obtaining required funds.
 - Goal 6 – Continue to anticipate and meet all legislatively mandated deadlines for filing and reporting.
 - Goal 7 – Continue to ensure Commission meets and exceeds all statutory mandates relating to research studies and develop mechanisms to share findings and expand public awareness with broad coalition of policymakers, researchers, regulators and the general public, including, but not limited to hosting, sponsoring or attending research conference or summits.



- Commissioner Camargo noted the great work of the Executive Director working with other jurisdictions.
- Commissioner Stebbins asked about the last legislatively mandated THC report and opportunities for the research department.
- Commissioner Roy noted thanked the Special Commission on Operating Under the Influence and Impaired Driving.
- Goal 8 – In collaboration with Commissioners, begin to develop a 3-year strategic plan for the Social Equity Program that includes measurable goals and metrics, combined with robust data collection and tracking of cohort participants' success and satisfaction with the program, and the ability to identify and engage participants after the completion of their coursework.
- Commissioner Camargo noted how excited she is to see the strategic plan on social equity and to figure out how to better and best support social equity applicants.
- Commissioner Concepcion asked about the data referenced in the Social Equity Program goal and whether it will be accessible and to whom.
 - The Executive Director said that the data will be used to frame the Commission's thinking and identify the things staff does not know yet.
 - Commissioner Concepcion said she believed knowing how many Social Equity Program participants are licensed and operating would be incredibly helpful.
 - Commissioner Camargo also noted that it would be helpful to see the data for Social Equity Program participants in ancillary businesses.
- Goal 9 – Full rollout of staff-wide performance management process including cascading goals to direct reports and all departments.
- Commissioner Roy asked if there could be some survey data on Goal 8 and what is working within Positive Impact Plans.
- Goal 10 – Utilize the results and findings of the employee engagement survey to implement organization, structural or strategic change when necessary to maintain and build upon staff engagement and prepare to continue survey annually to monitor success,
- Goal 11 – Successfully onboard and fully integrate new Commissioners into ongoing Commission priorities, programming and relevant operations with focus on facilitating collaboration amongst Commissioners and Commission staff,
- Commissioner Stebbins joked that he appreciates that the Executive Director set the bar pretty low for himself in order to get an A. Commissioner Stebbins said he also appreciated the ability to work with staff directly.
- Commissioner Roy also said that the on boarding process was incredible, in particular Human Resources Generalist Silea Williams, who works until the wee hours of the morning, which speaks volumes about the Executive Director's management of the agency.
- Commissioner Camargo echoed Commissioner Stebbins comments about being able to break down barriers between staff and Commissioners and to work directly with staff.



- Commissioner Concepcion said that becoming a commissioner is a steep learning curve and she thanked staff for the continued support in learning.
- The Chairman forecasted the discussion for later in the day with respect to 2022 goals for the Executive Director and the consistent, performance evaluation process for the Executive Director.
- The Executive Director gave some general updates with respect to the availability of licenses on the website, the Cannabis Advisory Board, a reminder of patient renewals, and the Special Commission on Operating Under the Influence and Impaired Driving.
- The Executive Director also gave an overview of open procurement opportunities.
- The Executive Director gave an update on the Social Equity Program including a demographic breakdown of the third cohort.
 - Commissioner Roy asked how many people were able to apply due to the extension of the application deadline.
 - The Executive Director said the number of additional applicants was in the several hundred range.
 - Commissioner Roy asked whether that meant the application deadline for next year will also be extended.
 - The Executive Director indicated that that question is something that will be discussed among staff.
- Commissioner Camargo thanked outside partners who helped with applications and community outreach. The Executive Director gave a hiring update, including with respect to Associate Enforcement Counsel, Executive Assistant, Constituent Services Manager, Desktop Support Analyst, Director of Test, and Investigations and enforcement Assistant.

The Commission took a brief recess, returning at 11:45 AM (01:43:10)

5) Staff Recommendations on Changes of Ownership

a. Delta 420, LLC

- Licensing Manager Tsuko Defoe presented the Staff Recommendation for Change of Ownership.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Change of Ownership.
- Commissioner Concepcion seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Change of Ownership.

b. Four Trees Holyoke, LLC



- Licensing Manager Defoe presented the Staff Recommendation for Change of Ownership.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Change of Ownership.
- Commissioner Roy seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Change of Ownership.

c. Holistic Industries, Inc

- Licensing Manager Defoe presented the Staff Recommendation for Change of Ownership.
- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Change of Ownership.
- Commissioner Stebbins seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Change of Ownership.

d. Mainely Productions, LLC

- Licensing Manager Defoe presented the Staff Recommendation for Change of Ownership.
- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Change of Ownership.
- Commissioner Camargo seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Change of Ownership.

e. ProVerde Laboratories, Inc.



- Licensing Manager Defoe presented the Staff Recommendation for Change of Ownership.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Change of Ownership.
- Commissioner Concepcion seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Change of Ownership.

f. The Hub Craft, LLC

- Licensing Manager Defoe presented the Staff Recommendation for Change of Ownership.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Change of Ownership.
- Commissioner Roy seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Change of Ownership.

g. United Cultivation, LLC

- Licensing Manager Defoe presented the Staff Recommendation for Change of Ownership.
- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Change of Ownership.
- Commissioner Stebbins seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Change of Ownership.

6) Staff Recommendations on Renewals



- The Chairman thanked staff for their work in reviewing and preparing the large number of renewals before the Commission.
- Commissioner Camargo echoed the Chairman's thanks and in particular thanked Licensing Manager Anne DiMare, Program Coordinator Rebecca Kwakye and Licensing Specialist Sarah Currie for working with her to go through renewals. Commissioner Camargo noted that she reviews Renewals and looks forward to the renewals portion of the meeting because it is an opportunity for new Commissioner to see how licensees have evolved after opening their doors, as well as it allows her to ensure that licensees are living up to the Commission's equity mandate, concerning Positive Impact Plans and Diversity Plans. Commissioner Camargo gave a shout-out to 1620 Labs, LLC, Gibby's Garden LLC, Good Chemistry of Massachusetts, Inc., Sanctuary Medicinals, Inc., Temescal Wellness of Massachusetts LLC for their work contributing to their communities. Commissioner Camargo also gave some tips for success in developing Positive Impact Plans and Diversity Plans.
- The Chairman noted that Renewals would be considered as one or more rosters, subject to a commissioner's request for individual treatment. The Commission will consider each for which a commissioner requested individual treatment and then will consider the remaining applications in two rosters: (1) all Adult-use applications; and (2) all other medical-use renewals.
- Adult-Use Roster
 - Commissioner Stebbins moved to approve the remaining roster of adult-use Renewals.
 - Commissioner Camargo seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
 - The Commission unanimously approved the roster of adult-use Renewals.
- Medical-Use Roster
 - Commissioner Camargo moved to approve the roster of medical-use Renewals.
 - Commissioner Concepcion seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
 - The Commission unanimously approved the roster of medical-use Renewals.

a. 1620 Labs, LLC (#MCR140101)



b. Apothca, Inc. (#MRR205928)
c. Apothca, Inc. (#MRR205929)
d. Ashli's Extracts, Inc. (#MPR243686)
e. Ashli's Farm, Inc. (#MCR140095)
f. Ashli's, Inc. (#MRR205882)
g. ATOZ Laboratories, Inc. (#ILR267897)
h. BB Botanics LLC (#MCR140111)
i. BB Botanics LLC (#MRR205894)
j. Berkshire Roots, Inc. (#MCR140114)
k. Berkshire Roots, Inc. (#MPR243695)
l. Berkshire Roots, Inc. (#MRR205918)
m. Berkshire Roots, Inc. (#MXR126660)
n. Berkshire Welco LLC (#MCR140092)
o. Bud & Mary's Cultivation, Inc. (#MCR140099)
p. Caregiver-Patient Connection (#MCR140113)
q. Caroline's Cannabis, LLC (#MRR205889)
r. Coil Brothers LLC (#MPR243670)
s. Community Care Collective, Inc. (#MRR205892)
t. Community Growth Partners Northampton Operations LLC (#MCR140078)
u. dba EMJ LLC (#MCR140103)
v. DMA Holdings (MA), LLC (#MCR140110)
w. DMA Holdings (MA), LLC (#MPR243699)
x. DMA Holdings (MA), LLC (#MRR205924)
y. Emerald City Growers Incorporated (#MCR140083)
z. Emerald Grove, Inc. (#MCR140108)
aa. Emerald Grove, Inc. (#MPR243691)
bb. Evergreen Strategies, LLC (#MRR205902)
cc. Four Daughters Compassionate Care, Inc. (#MCR140060)
dd. Four Daughters Compassionate Care, Inc. (#MPR243666)
ee. Four Daughters Compassionate Care, Inc. (#MRR205852)
ff. Four Daughters Compassionate Care, Inc. (#MRR205905)
gg. Four Trees Holyoke LLC (#MCR140116)
hh. Four Trees Holyoke LLC (#MRR205916)
ii. Fresh Fields Gloucester LLC (#MRR205885)
jj. Fresh Fields LLC (#MRR205884)
kk. Frozen 4 Corporation (#DOR5182937)
ll. Frozen 4, LLC (#MCR140123)
mm. Full Harvest Moonz, Inc. (#MRR205841)
nn. Gibby's Garden LLC (#MBR169278)



oo. Gold Thumb, LLC (#MCR140097)
pp. Gold Thumb, LLC (#MPR243689)
qq. Good Chemistry of Massachusetts, Inc. (#MCR140072)
rr. Good Chemistry of Massachusetts, Inc. (#MPR243674)
ss. Good Chemistry of Mass (#MRR205863)
tt. Green Biz LLC (#MRR205861)
uu. Green Biz LLC (#MRR205932)
vv. Green Era LLC (#MRR205909)
ww. Green Era LLC (#MRR205911)
xx. Green Era LLC (#MRR205901)
yy. GreenStar Herbals, Inc. (#MRR205897)
zz. GreenStar Herbals, Inc. (#MRR205898)
aaa. Grow One, Inc. (#MCR140081)
bbb. Grow One Inc. (#MPR243679)
ccc. Haverhill Stem LLC (#MRR205880)
ddd. Just Healthy LLC (#MCR140109)
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uuu. OBCC, LLC (#MCR140112)
vvv. Other Side Agronomy, Inc. (#MCR140134)
www. Other Side Agronomy, Inc. (#MPR243705)
xxx. Patient Centric of Martha's Vineyard, Ltd. (#MRR205875)
yyy. ProVerde Laboratories, Inc. (#ILR267896)
zzz. RC Retail Amherst LLC (#MRR205869)
aaaa. Revolutionary Clinics II, Inc. (#MCR140080)



bbbb. Revolutionary Clinics II, Inc. (#MPR243684)
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hhhh. TDMA LLC (#MRR205876)
iiii. TDMA Orange LLC (#MCR140129)
jjjj. TDMA Orange LLC (#MCR140130)
kkkk. TDMA Orange LLC (#MPR243700)
llll. Temescal Wellness of Massachusetts, LLC (#MCR140090)
mmmm. Temescal Wellness of Massachusetts, LLC (#MPR243685)
nnnn. The Verb is Herb, LLC (#MRR205895)
oooo. Tree Market Lynn LLC (#MRR205937)
pppp. Tree Market Taunton LLC (#MRR205886)
qqqq. Volcann LLC (#MRR205900)
rrrr. Webber Road Ops, LLC (#MRR205873)
ssss. Wellman Farm, Inc. (#MCR140056)
tttt. 1622 Medical, LLC (#RMD1666)
uuuu. ACK Natural, LLC (#RMD1627)
vvvv. Apothca, Inc. (#RMD1667)
www. Apothca, Inc. (#RMD1065)
xxxx. ARL Healthcare, Inc. (#RMD1085)
yyyy. Bask, Inc. (#RMD445)
zzzz. Coastal Healing, Inc. (#RMD1529)
aaaa. Cresco HHH (#RMD686)
bbbbb. Cultivate Holding, Inc. (#RMD485)
ccccc. Good Chemistry of Massachusetts, Inc. (#RMD3061)
dddd. Holistic Industries (#RMD685)
eeee. HVV Massachusetts, Inc. (#RMD1405)
ffff. MD Holistics, Inc. (#RMD1606)
ggggg. Middlesex Integrative Medicine, Inc. (#RMD1025)
hhhhh. Nature's Remedy of Massachusetts, Inc. (#RMD1285)
iiii. Pharmacannis Massachusetts, Inc. (#RMD1688)
jjjjj. Resinate, Inc. (#RMD1345)
kkkkk. Revolutionary Clinics II (#RMD405)
lllll. Sanctuary Medicinals, Inc. (#RMD1128)
mmmmm. Sanctuary Medicinals, Inc. (#RMD605)
nnnnn. Silver Therapeutics, Inc. (#RMD3059)



ooooo. Theory Wellness, Inc. (#RMD525)

7) Staff Recommendations on Final Licenses – 02:04:06

- The Chairman noted that the Commission considers Final Licenses as a roster unless a commissioner requests otherwise. There are two rosters: (1) the three Commonwealth Alternative Care applications from which Commissioner Camargo recused herself and (2) all other adult-use licenses.
- Adult-Use Roster and the Sole Medical-Use License.
 - Commissioner Stebbins moved to approve the remaining roster of adult-use Final Licenses.
 - Commissioner Camargo seconded the motion.
 - The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
 - The Commission unanimously approved the remaining roster of adult-use Final Licenses.

a. 202 Trading Company, Inc. (#MR281735), Retail

b. Apical, Inc. (#MR281246), Retail

c. Caregiver-Patient Connection, LLC (#MP281301), Product Manufacturer

d. Coastal Cultivars, LLC (#MR282884), Retail

e. Commonwealth Alternative Care (#MC281917), Cultivation, Tier 11 / Indoor

f. Commonwealth Alternative Care (#MP281583), Product Manufacturer

g. Commonwealth Alternative Care (#MR282337), Retail

- Commissioner Roy moved to approve the roster of Final Licenses.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Recused
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the roster of Final Licenses.

h. Frozen 4 Corporation (#MR282881), Retail

i. Good Chemistry of Massachusetts, Inc. (#MR282554), Retail

j. Greenstar Herbals, Inc. (#MR281034), Retail

k. Humboldt Masters, LLC (#MP281467), Product Manufacturer

l. Massbiolytics Corp. (#IL281290), Independent Testing Laboratory



- m. MedMen Boston, LLC (#MR282091), Retail
- n. Mill Town Agriculture, LLC (#MC282596), Cultivation, Tier 1 / Indoor
- o. Munro Associates, LLC (#MR282527), Retail
- p. Pure Lowell, Inc. (#MR282815), Retail
- q. Solar Therapeutics, Inc. (#MR282948), Retail
- r. Union Twist, Inc. (#MR282313), Retail

8) Staff Recommendations on Provisional Licenses – 02:08:

- Commissioner Roy requested a condition to apply to all adult-use licenses, stating that the Responsible Vendor Training program is a mandatory curriculum for all employees involved in the handling or sale of marijuana. To date, compliance of this mandate is only at 50% within the Massachusetts Cannabis industry — less than 12,000 industry employees have completed the RVT Basic Core Curriculum. A recent data pull shows that this percentage may be even lower. This is a reminder that failure to maintain Responsible Vendor status is grounds for action by the Commission.
 - Proposed condition: Prior to Final application for Licensure, all provisional licensees shall ensure that all persons having direct or indirect control over the license, and all newly hired employees involved in the handling or sale of marijuana or marijuana products, successfully complete the Basic Core Curriculum of the Responsible Vendor Training Program and subsequently provide a “certificate of completion” to the Commission for each individual within 90 days of hire to be in compliance with 935 CMR 500.105(2) or 935 CMR 501.105(2).
- Commissioner Stebbins echoed Commissioner Roy’s comments and stressed the importance of Responsible Vendor Training for public health, safety, and welfare.

a. Advanced Cultivators, LLC (#MCN283314), Cultivation, Tier 2 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the condition requested by Commissioner Roy.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy.

b. Apical, Inc. (#MRN283720), Retail



- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Camargo requested a condition.
 - Proposed condition: Prior to final licensure, applicant to submit a partnership letter from hiring organizations under program section #3.
- Commissioner Concepcion requested a condition.
 - Proposed condition: Prior to final licensure, the applicant shall provide an updated security plan stating that the appropriate Law Enforcement Authorities and the Commission shall be notified of any breach of security or other reportable incident defined in 500.110(9) immediately and, in no instance, more than 24 hours following discovery of the breach or incident.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the condition requested by Commissioners Camargo, Concepcion, and Roy.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Camargo, Concepcion, and Roy.

c. B.O.T. Realty, LLC (#MRN283113), Retail

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested two conditions, noting his frustration that this applicant's positive impact plan did not include goals to benefit the Area of Disproportionate Impact in which it is located.
 - Proposed conditions;
 - Prior to Final Application for Licensure, consider identifying goal(s) for Positive Impact Plan with a focus on Disproportionate Impact and host community of Fitchburg.
 - Prior to Final Application for Licensure, provide second goal or more detail for strategies in Diversity Plan beyond hiring strategies.
- Commissioner Concepcion commented that there is an opportunity to positively impact the ADI in which entities are located or within local communities, and it is unclear why licensees are seeking to impact ADI's so far from their location.
- Commissioner Roy also commented that this licensee's positive impact plan seeks to benefit communities 58 miles away when it is located in an ADI, which does not seem to make sense.
- The Chairman asked for questions or comments.



- Commissioner Stebbins moved to approve the Provisional License, subject to the condition requested by Commissioners Roy and Stebbins.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy and Stebbins.

d. Bada Bloom!, Inc.(#MCN283393), Cultivation, Tier 1 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for both Bada Bloom!, Inc. Provisional Licenses.
- Commissioner Stebbins requested a condition to apply to both licenses.
 - Prior to Final Application for Licensure, consider a goal for Positive Impact Plan with a focus on employment opportunities for Disproportionate Impact community of Lowell.
- Commissioner Roy commended the initiative to donate to veterans.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional license, subject to the conditions requested by Commissioners Roy and Stebbins.

e. Bada Bloom!, Inc.(#MPN282024), Product Manufacturer

- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes



- Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

f. BVO, LLC (#MCN281828), Cultivation, Tier 2 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Camargo requested a condition.
 - Proposed condition: Prior to final licensure applicant to resubmit Diversity Plan to include more than hiring.
- Commissioner Roy commented that this entity's Positive Impact Plan is what the Commission is generally looking for, by focusing on Areas of Disproportionate Impact nearby.
- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Provisional License, subject to the Conditions requested by Commissioners Camargo and Roy.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Camargo and Roy.

g. CanGrow, LLC (#MCN283505), Cultivation, Tier 7 / Outdoor

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Concepcion requested a condition.
 - Proposed condition: Prior to Final Licensure, review Positive Impact Plan and provide an update on how the proposed collaboration with the Town of Orange will make a positive impact on areas of disproportionate impact.
- Commissioner Stebbins requested a condition, commenting that this appears to have some cut and paste work, but also has some pretty low goals for hiring of women.
 - Proposed condition: Prior to application for Final Licensure review diversity hiring goals and projected number of employees and provide any updates.
- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the conditions requested by Commissioners Concepcion, Roy, and Stebbins.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes



- Commissioner Concepcion – Yes
- Commissioner Roy – Yes
- Commissioner Stebbins – Yes
- Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Concepcion, Roy, and Stebbins.

h. Canna Testing, LLC (#ILN281345), Independent Testing Laboratory

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested a condition.
 - Proposed condition: Prior to Final Application for Licensure, review diversity hiring goals and projected number of employees and provide any updates.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

i. Cannabionics, LLC (#MCN283235), Cultivation, Tier 3 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Stebbins requested a condition.
 - Proposed condition: Prior to Final Application for Licensure, review diversity hiring goals and projected number of employees and provide any updates.
- Commissioner Roy moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes



- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

j. Clovercraft, LLC (#MDA1261), Marijuana Delivery Operator

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Roy requested an additional condition.
 - Proposed condition: Prior to Final application for Licensure, the applicant shall ensure compliance with 935 CMR 500.050(7)(c), namely, not providing direct or indirect compensation to Independent Testing Laboratories, in the execution of its Plan to Positively Impact Disproportionately Harmed People as a condition of licensure.
- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the conditions requested by Commissioner Roy.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioner Roy.

k. Dark Stream, LLC (#MCN283386), Cultivation, Tier 2 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for both Dark Stream, LLC Provisional Licenses.
- Commissioner Stebbins requested a condition to apply to both licenses.
 - Proposed condition: Prior to Final Application for Licensure, review diversity hiring goals based on statistics of community and region and not just based on overall state statistics.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes



- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

l. Dark Stream, LLC (#MPN282042), Product Manufacturer

- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

m. Debilitating Medical Condition Treatment Centers (#MPN282067), Product Manufacturer

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Roy commended this licensee for their partnership with the local community college.
- Commissioner Roy moved to approve the Provisional License, subject to the condition requested by Commissioner Roy.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy.

n. Elevation Retail II, LLC (#MRN283887), Retail

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Roy requested a condition.
 - Proposed condition: Prior to application for Final Licensure and to achieve your stated diversity goals please update your Diversity & Inclusion plan, namely under the Measurements Section (bullet number one) to include veterans.



- Commissioner Stebbins requested two conditions.
 - Proposed conditions:
 - Prior to Final Application for Licensure, applicant shall review advertising strategies on social media and compliance with Commission regulations 935 CMR 500.105(4) and confirm with CCC Licensing Division.
 - Prior to Final Application for Licensure, review diversity hiring goals and projected number of employees and provide any updates.
- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

o. Flower & Soul, Inc. (#MRN284326), Retail

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested a condition.
 - Prior to Final Application for Licensure, review diversity hiring goals based on statistics of community and region and not just based on overall state statistics.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Stebbins and Roy.

p. Grassp Ventures, LLC (#MDA1262), Marijuana Delivery Operator

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested two conditions.



- Proposed conditions:
 - Prior to Final Application for Licensure, establish hiring goals for residents of ADI communities separately from host community of Salem.
 - Prior to Final Application for Licensure, contact CCC Licensing Division for an update to confirm your training and recruitment partners eligibility to support your activities.
- Commissioner Roy commended this licensee for the partnerships identified in the Positive Impact Plan.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

q. Hall Road, LLC (#MRN284277), Retail

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Concepcion requested a condition.
 - Proposed condition: Prior to Final Licensure, review Positive Impact Plan and provide an update on any strategy for outreach to residents of nearby Southbridge, a designated Area of Disproportionate Impact.
- Commissioner Roy requested an additional condition commenting that consumer education is a requirement and must satisfy the requirements contained in all the subsections and not just some.
 - Proposed condition: Prior to final licensure, and upon receiving a commence operations notice, the applicant shall ensure full compliance with all consumer education material requirements applicable to its license type in accordance with 935 CMR 500.140 (6) which will include the addition of current omitted subsections; (c), (d), (e), (f) (g), and (j).
- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the conditions requested by Commissioners Concepcion and Roy.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes



- Commissioner Roy – Yes
- Commissioner Stebbins – Yes
- Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Concepcion and Roy.

r. Heart of Gold, LLC (#MBN282233), Microbusiness

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the condition requested by Commissioner Roy.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy.

s. High Hawk Farm, LLC (#MRN283968), Retail

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested a condition.
 - Proposed condition: Prior to Final Application for Licensure, separate and provide clearer details about community outreach and diversity training as part of second Diversity Plan goal.
- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Recused
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License by a vote of four in favor and one refusal, subject to the conditions requested by Commissioners Roy and Stebbins.



The Commission took a 43-minute recess until 1:30p (03:30:03)

t. I & I Rose Garden, LLC (#MPN281917), Product Manufacturer

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Roy commended the creativity demonstrated in this applicants Positive Impact Plan.
- Commissioner Camargo moved to approve the Provisional License, subject to the condition requested by Commissioner Roy.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy.

u. Jolly Green, Inc. (#MCN283508), Cultivation, Tier 3 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Roy requested a condition, commenting that this condition is intended to help the applicant achieve the goal stated.
 - Proposed condition: Prior to Final application for Licensure and to achieve your stated diversity goals, please update your Diversity Plan under program section, namely bullet one to also include veterans in the stated language when posting quarterly employment advertisements.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the conditions requested by Commissioner Roy.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioner Roy.

v. Milkmen Cultivation, LLC (#MCN283474), Cultivation, Tier 2 / Indoor



- Licensing Manager Defoe presented the Staff Recommendation for both Milkmen Cultivation, LLC Provisional Licenses.
- Commissioner Stebbins requested two conditions to apply for both licenses.
 - Proposed conditions:
 - Prior to Final Application for Licensure, review Positive Impact Plan and any strategy for outreach to residents of nearby Disproportionate Impact designated community of Fitchburg for employment and applicant's educational programs and provide any updates.
 - Prior to Final Application for Licensure, provide updated partnership letter from Last Prisoner Project – Massachusetts offices and agreed upon engagement strategies and purpose of donation.
- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Provisional License, subject to the conditions requested by Commissioner Roy and Stebbins.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

w. Milkmen Cultivation, LLC (#MPN282065), Product Manufacturer

- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

x. MJ's Market (#MRN284238), Retail

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested three conditions.
 - Proposed conditions;



- Prior to Final Application for Licensure, provide updated partnership letter from CultivatED requiring organization to send report outlining how contribution was used in previous year.
- Prior to Final Application for Licensure, review marketing strategies and compliance with 935 CMR 500.105(4).
- Prior to Final Application for Licensure, contact CCC Licensing Division for an update to confirm your training and recruitment partners eligibility to support your activities.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

y. Northeast Alternatives, Inc. (#MCN282112), Cultivation, Tier 6 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Provisional License, subject to the condition requested b Commissioner Roy.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioner Roy.

z. Northeast Alternatives, Inc. (#MPN281868), Product Manufacturer

- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the condition requested by Commissioner Roy.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:



- Commissioner Camargo – Yes
- Commissioner Concepcion – Yes
- Commissioner Roy – Yes
- Commissioner Stebbins – Yes
- Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy.

aa. Rolling Releaf, LLC (#MDA1265), Marijuana Delivery Operator

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested a condition.
 - Proposed condition: Prior to Final Application for Licensure, review product purchasing strategies and determine if they meet or align with Diversity Plan goals.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

bb. Safetiva Labs, LLC (#ILN281354), Independent Testing Laboratory

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the condition requested by Commissioner Roy.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy.



cc. Shine Delivery, LLC (#MDA1266), Marijuana Delivery Operator

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested a condition.
 - Proposed condition: Prior to Final Application for Licensure, review Positive Impact Plan and any strategy for outreach to residents of nearby Disproportionate Impact designated community of Taunton for employment and programming and provide any updates.
- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Provisional License, subject to the condition requested b Commissioners Roy and Stebbins.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

dd. Smokey Leaf (#MRN284276), Retail

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Concepcion requested a condition.
 - Proposed condition: Prior to final licensure, the applicant shall provide an updated security plan stating that the appropriate Law Enforcement Authorities and the Commission shall be notified of any breach of security or other reportable incident defined in 500.110(9) immediately and, in no instance, more than 24 hours following discovery of the breach or incident.
- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the conditions requested by Commissioners Concepcion and Roy.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Concepcion and Roy.



ee. Sun Grown Alternatives, LLC (#MCN283358), Cultivation, Tier 3 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested two conditions.
 - Proposed conditions:
 - Prior to Final Application for Licensure, identify any hiring goals for individuals with disabilities and LGBTQ residents.
 - Prior to Final Application for Licensure, identify specific outreach strategies for Diversity Plan educational trainings.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

ff. Trava, Inc. (#MCN283495), Cultivation, Tier 2 / Indoor

- Licensing Manager Defoe presented the Staff Recommendation for both Trava, Inc, Provisional Licenses.
- Commissioner Stebbins requested a condition to apply to both licenses.
 - Proposed condition: Prior to Final Application for Licensure, consider and identify any specific outreach strategies for diverse and local vendors as highlighted in company's application documents.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.



gg. Trava, Inc. (#MPN282069), Product Manufacturer

- The Chairman asked for questions or comments.
- Commissioner Roy moved to approve the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioners Roy and Stebbins.

hh. TSC Delivery, LLC (#MDA1270), Marijuana Delivery Operator

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- The Chairman asked for questions or comments.
- Commissioner Stebbins moved to approve the Provisional License, subject to the condition requested by Commissioner Roy.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner Roy.

ii. Deerfield Naturals, Inc. (#RMDA3457), Vertically Integrated Medical Marijuana Treatment Center

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested a condition.
 - Proposed condition: Prior to Final Application for Licensure, identify any hiring goals for veterans, individuals with disabilities and LGBTQ residents.
- The Chairman asked for questions or comments.
- Commissioner Camargo moved to approve the Provisional License, subject to the condition requested by Commissioner Stebbins.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:



- Commissioner Camargo – Yes
- Commissioner Concepcion – Yes
- Commissioner Roy – Yes
- Commissioner Stebbins – Yes
- Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the condition requested by Commissioner and Stebbins.

jj. NS AJO Holdings, LLC (#RMDA3535), Vertically Integrated Medical Marijuana Treatment Center

- Licensing Manager Defoe presented the Staff Recommendation for Provisional License.
- Commissioner Stebbins requested three conditions.
 - Proposed conditions:
 - Prior to Final Application for Licensure, provide letter confirming support and acceptance of financial contribution from Montachusett Opportunity Council.
 - Prior to Final Application for Licensure, review diversity hiring goals based on statistics of community and region and not just based on overall state statistics.
 - Prior to Final Application for Licensure, clarify and limit Positive Impact Plan goals for Host Community of Fitchburg and pending provisional application for Fitchburg operations.
- Commissioner Roy commented that she was glad to see additional MTCs opening up to expand access for patients.
- The Chairman asked for questions or comments.
- Commissioner Concepcion moved to approve the Provisional License, subject to the conditions requested by Commissioner Stebbins.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the Provisional License, subject to the conditions requested by Commissioner Stebbins.

9) Commission Discussion and Votes – 04:02:26

a. Executive Director Performance Management Process

- The Chairman gave context for the topic and thanked Commissioner Stebbins for his leadership on the topic.



- Commissioner Stebbins provided an overview the proposed Executive Director’s Performance Management process, intended to bring the process in line with the performance management process to be implemented for the rest of staff.
- Commissioner Roy thanked Commissioner Stebbins for his work on this topic and that she agrees with the timeline and volunteered to help in whatever capacity the Commission decides.
- Commissioner Camargo said that based on her understanding, option 2 of the memo was more feasible.
 - Commissioner Stebbins noted that in his time with the Gaming Commission, it was common for a single commissioner to be tasked with certain employment matters.
 - Commissioner Camargo followed up asking whether it makes sense to task a single commissioner or two commissioners.
 - Commissioner Stebbins noted that a single commissioner is the mechanism that complies with Open Meeting Law.
- Commissioner Concepcion thanked Commissioner Stebbins and the General Counsel for their work.
- Commissioner Camargo asked for the Executive Director’s perspective.
 - The Executive Director said he appreciates the approach and clarity of direction.
- Commissioner Stebbins moved to approve option two of the proposed Executive Director Performance Management Process and other aspects of the proposed process.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the motion.

b. Executive Director’s Goals for Calendar Year 2022

- The Chairman gave an overview of the topic.
- The Executive Director presented the draft goals he is proposing for himself.
- Commissioner Roy asked which states are using Massachusetts as a model for their cannabis regulatory schemes.
 - The Executive Director listed the states, namely in the local region, he is in regular contact with.
- The Chairman asked how the Executive Director will be measured for the second goal.
 - The Executive Director said that his plan would be to assign these tasks to the various staff to accomplish.
- Commissioner Roy asked whether it was possible to make the goal to track equity participants’ success and satisfaction part of the renewal process.



- The Executive Director said that could be one option, but also to do it manually so that those licensees do not have different licensing requirements.
- The Chairman asked how he will be measured with respect to the seventh goal.
 - The Executive Director described the tasks he would assign to staff and accomplishment of those tasks is the measurement of success for the goal.
 - The Chairman agreed that the goals are broad and that discrete tasks would stem from them, but in the performance management process proposed by Commissioner Stebbins, at the midyear evaluation, it is hard to determine how this goal would be measured.
 - The Executive Director said he would hope the Commission would have input and there would be engagement with various stakeholders to assess whether this goal is being met.
- Commissioner Roy said that the Executive Director will be grading himself, so can determine how to measure success, but also looking at what other states are copying the Commission and using that to determine success under this goal.
- Commissioner Stebbins asked what type of metric will be used to measure the goals, rather than the previously used percentage complete.
 - The Executive Director said that likely these broader goals would be measured differently, and he would explore different metrics.
- Commissioner Camargo asked how to ensure the incomplete work from this year does not get lost.
 - The Executive Director said that the goals are written to capture some of those elements.
- The Chairman suggested that a vote on the goals should be held off until the January meeting, which would allow Commissioners to provide feedback on the goals to the Executive Director and for the Executive Director to determine the measures for success and metrics for assessing performance.
- Commissioner Camargo asked if waiting until January would put the schedule off for planning for the next year.
 - The executive Director said making some assumptions things can continue to move forward.
 - The Chairman expressed his support for that approach.
- Commissioner Roy asked a question of whether folks are comfortable with the goals themselves, by not the metrics for assessment and whether Commissioner Stebbins has best practices from his time at the Gaming Commission.
 - Commissioner Stebbins said he is generally comfortable with the goals, but that some goals at Gaming were more task oriented, so measurements of success were more easily identified. Commissioner Stebbins suggested relying on what is used for Performance Management for staff to see what is useful for metrics of success.
 - The Chairman said he was confident that the metrics can be developed
- Commissioner Roy asked why the Executive Director is the one assessing his own performance, rather than the Commissioners.
 - The Chairman clarified that under the performance management process proposed by Commissioner Stebbins and approved by the Commission, the Commissioners



will be doing the assessment, but it is still a valuable exercise for the Executive Director to do a self-assessment to reconcile different understandings of the facts. The Chairman went on to echo what the Executive Director said that nothing about Performance Management should be a surprise because consistent, timely, and specific feedback should be ongoing.

- The Executive Director said that he finds the self-assessment to be a reflective process.
- Commissioner Stebbins noted that a self-assessment is helpful because each Commissioner may have different experience or information based on their unique work with the Executive Director, and a self-assessment allows each of the Commissioner's viewpoints.
- Commissioner Camargo noted she wants to be mindful that metrics for assessment should not be a matter of assessing completion of tasks. Commissioner Camargo said she also wanted to be cognizant that determining the metrics of success should not delay starting these goals.
 - The Chairman said he said he does not like the word metric for the reason Commissioner Camargo stated, it implies the completion of tasks. Nonetheless, the Chairman said he wants to identify some measurement for determining whether these broad goals are accomplished.
- Commissioner Stebbins said he would look at what is being used in the Performance Management process to be implemented for other staff to see if there are helpful ways to measure success.
- Commissioner Roy suggested using a S.W.A.T. analysis for each goal.
- The Chairman summarized that these goals are largely acceptable for the purposes of the Executive Director's planning, but some feedback and determination with respect to measuring accomplishment of the goals is necessary and will be considered at the January meeting.

The Commission took an eight minute break, returning at 3:10p (05:09:55)

- The Chairman noted that the Executive Director's goals are the Commission's goals as well and determining how to measure success is not just for holding the Executive Director accountable but holding the Commission accountable.

c. Job Description: Manager of Equity Programming and Strategic Partnerships

d. Job Description: Director of Data Analytics

e. Job Description: Budget Director

f. Job Description: Manager of Government Affairs and Policy

- The Executive Director gave an overview of the four job descriptions.
- Commissioner Concepcion asked what steps the Commission is taking to ensure a diverse pool of applicants for jobs at the Commission.
 - The Executive Director said that it's a question staff asks itself, but said the focus is largely on ensuring qualified candidates, so looking at trade publications and trade job boards. The Commission relies on its social media but also relies on



- other publications to cast a wide net. The Executive Director said that staff is open to suggestion.
 - Commissioner Concepcion followed up and said she would follow up with the Chief People Officer with ideas on ways to have more engagement.
- Commissioner Roy asked if there could be an update on promotions within the Commission.
 - The Executive Director said that is possible.
- Commissioner Stebbins noted that some of the job positions tie into the goals presented.
 - The Executive Director said that the agency is moving in a general direction, so it would make sense for jobs and goals to align, but these also represent an area of need.
- Commissioner Roy asked whether Commissioners could be involved in the process for interviewing the Manager of Government Affairs and Policy.
- Commissioner Stebbins moved to approve the roster of job descriptions.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the roster of job descriptions.

g. Municipal Guidances

- Commissioner Stebbins moved to approve the Guidance for Municipalities and to delegate to staff the authority to make ministerial changes to finalize the guidance.
- Commissioner Roy seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the motion.
- Commissioner Concepcion proposed an amendment to the guidance based on feedback she and the Chairman received from constituents. Commissioner Concepcion noted that she and the Chairman have been reviewing guidances with delivery in mind. Commissioner Concepcion read her proposed change.
- The Chairman thanked Commissioner Concepcion for her leadership and work on this topic.



- Commissioner Camargo also thanked Commissioner Concepcion for her leadership and work on this topic and thanked staff for their work.
- Commissioner Roy thanked Commissioner Concepcion and the Chairman for their engagement with constituents and expressed her view of how important outreach is. Commissioner Roy thanked Commissioner Concepcion for her work on the amendment to the guidance.
- The Chairman shared his view that outreach and listening to the public is crucial in fulfilling the Commissions mission.
- Commissioner Concepcion said that the meetings with the public was incredibly helpful. Commissioner Concepcion also thanked the legal staff for their support developing the amendment.
- Commissioner Concepcion moved to approve the Guidance for Municipalities on Equity and Host Community Agreements, subject to the changes requested by Commissioner Concepcion; and further moved to delegate to the Executive Director, General Counsel, and Chief Communications Officer authority to revise the guidance to include the change requested by Commissioner(s) and make any other changes needed to prepare the guidance for publication and distribution.
- Commissioner Stebbins seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the motion.

h. Hemp Guidance

- The Executive Director gave an overview of the guidance and thanked Office Manager/Receptionist Hailey Penske, Investigators Colin Soper and Tim Barwise, Associate General Counsel Alycia DeAngelis, Associate Enforcement Counsel Andrew Carter, Executive Assistant Grace, Director of Government Affairs and Policy Matt Giancola.
- The Chairman asked when the public comment would be closed.
 - The Executive Director said it would likely be at the close of the calendar year.
 - The Chairman noted that he made a commitment to hold a round table on hemp after public comment is complete.
- Commissioner Stebbins moved to approve the Hemp Guidance for public comment and to be brought before the Commission for final approval at the January public meeting. .
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes



- Commissioner Roy – Yes
- Commissioner Stebbins – Yes
- Chairman Hoffman – Yes
- The Commission unanimously approved the motion.

i. Social Equity Fund Legislation

- Commissioner Concepcion noted that this is the first time the Commission has used its new process for commenting on and influencing legislation. Commissioner Concepcion also thanked the Chairman for working with her to develop the process. Commissioner Concepcion gave an overview of the process as a mechanism for the Commission to provide input on legislation as a single entity. Commissioner Concepcion gave an overview of the topic.
- Director of Government Affairs and Policy Matt Giancola gave an overview of the process, legislative updates, and the current proposal.
- Commissioner Concepcion that time is of the essence for the legislature to act.
- Commissioner Camargo thanked Director Giancola and provided context for the PowerPoint slide, stating it is key to the Commission's policy discussion, these current numbers tell us a story that may not be obvious to anyone who hasn't started a business and specifically a licensed cannabis establishment in our heavily regulated industry. Commissioner Camargo recognized that access to capital for anyone in this industry is difficult due to the absence of traditional banking, however, and unfortunately, it is even more difficult for equity applicants, due to the known systematic injustices that exist for some of our communities. Commissioner Camargo noted that a few months ago, she testified before the Joint Committee on Cannabis Policy and was transparent about the Commission's equity progress despite all the Commission's provisions and programming; she identified the need for funding mechanisms to move the needle on these efforts. Commissioner Camargo noted that the lack of equity applicants in this industry tells a story and therefore she sought support for legislative action before it's too late. Commissioner Camargo also noted that the cannabis industry will quickly reach market-saturation and the Commonwealth will miss this critical window of opportunity if the state does not take immediate and effective action. Massachusetts is the first state in the nation to include a statewide equity mandate; however, it will simply be a well-meaning gesture without the intended effect if a workable solution for a state-backed funding mechanism for equity participants is not found. Commissioner Camargo pointed to other states that have followed Massachusetts's lead on statewide equity efforts and have raised the bar with robust access to capital. Commissioner Camargo said she is proud that Massachusetts has led the way but fear that it is not keeping up because of this crucial but missing resource. Commissioner Camargo highlighted the numbers presented on the PowerPoint slide come with barriers and challenges even for those in the pipeline, which goes for retail, cultivation, labs, and not just delivery. Commissioner Camargo pointed to Pre-Certification as an example of the Commission working this issue. The largest grouping of equity participants sits in this part of the process because pre-certification has intentionally low barriers to support equity applicants progress and encourage engagement with investors and



municipalities. At this stage, applicants rely heavily on Standard Operating Procedure development that isn't reliant on having Host Community Agreement, or a possession of a building and they shouldn't need expensive lawyers and consultants. Commissioner Camargo went on to note that Provisional and Provisionally Approved applicants must have a Host Community Agreement in hand, which is difficult to obtain in many municipalities that have not baked the state's equity mandate into their licensing process. Commissioner Camargo noted that a location needs to be secured at this point as well, which is a big drawing point, because applicants must pay rent on a location without a final license from the Commission in one of the globe's most expensive real estate markets. Commissioner Camargo said that in addition to the consultant and rental costs, the construction and technology infrastructure expenditures to support safe and secure operations and the absence of capital can be described as a daunting gap. Commissioner Camargo said that it is easy to see the impact of real costs, start to soften our equity numbers at this phase. Commissioner Camargo said that with respect to Final Licenses and Commence Operations she continues to be concerned as we transition to Final licensure and Commence Operations. You can clearly see the bottleneck for our equity participants constricting further. The lack of equity participants successfully moving through final licensure and commencing operations is the direct impact of the high costs of our well-regulated industry and the absence of funding for our applicants. Commissioner Camargo noted that in this phase the Commission's process, licensees and applicants take on shockingly high costs for Inventory - the purchase of cannabis and cannabis products for retailers, building out their staff, Product testing, background checks, etc., and the costs continue to build. Commissioner Camargo noted that these costs are not specific to just retail licensees; during a recent lab visit, a licensee conveyed that it would cost \$5 million to open an ITL. Commissioner Camargo pointed out that out of 1070 total applications considered, we have more than 100 pre-certified equity participants, several dozen in the provisional and provisionally approved stages, only a handful in final licensing stage, and since stores first opened, there are less than two dozen who have made it to commence operations. Commissioner Camargo stated that without action from the Commission's partners in industry and other levels of government, some of the Commission's equity participants will never make it out of pre-certification, others will make their way through various stages but never cross the finish line. Many who do commence operations, do so, only after years of steady efforts and depletion of extremely limited capital. Commissioner Camargo thanked Commissioner Concepcion and the Chairman for moving this Legislative process forward that allows the Commission to think about what legislative priorities to bring to the forefront to make this industry more equitable. Commissioner Camargo also thanked the former Commissioners, the Executive Director, and staff who have made it a priority to make sure the agency is keeping equity as one of our pillars. Commissioner Camargo noted that as she has mentioned previously, the Massachusetts state legislation made history as the first legislative body in the nation to mandate full participation in the legal industry by individuals who have been harmed by marijuana prohibition and to promote equity in the Cannabis industry. Commissioner Camargo went on to say



that Massachusetts, however, has fallen behind when it comes to creating an equity fund for what we call Social Equity and Economic Empowerment Applications. Since then, other states have used Massachusetts as an equity model and have allocated funds for equity business through a state fund. Commissioner Camargo went on to state that this industry lacks access to capital, small business loans, grants and or other services that are available to businesses that are not to marijuana operators. Commissioner Camargo noted that in many cases this has encouraged predatory lending and led to lack of diversity and inclusion and, most importantly as per our law, full participation by individuals who have been harmed by marijuana prohibition. Commissioner Camargo said that being the first is great but not when the task is incomplete. Commissioner Camargo suggested that as the second phase of Commission, we now have a process in place for legislative priorities like this one, that will shape the future of this industry. Commissioner Camargo stated that today's discussion is about supporting social equity participants and allowing the legislators to use their expertise to develop a mechanism. Commissioner Camargo noted for the Chairman that she would like to state the proposed motion that is recommended after our open discussion. "I move that the Commission adopts the proposed Statement of Commission Policy regarding social equity funding and to further authorize the Executive Director or his delegates to implement the outreach process as discussed and includes Commissioner input and review, for the purpose of informing the Legislature and other stakeholders of the Commission's statement."

- The Chairman thanked Commissioners Concepcion and Camargo and expressed his support for advancing equity initiatives. The Chairman also recommended taking two votes, one for a statement to the legislature and the second for the process.
- The Chairman commented on the statement that it should explicitly state that the fund is not only state administered, but state funded.
 - Commissioner Concepcion said that that was the intention, so she welcomes the feedback and change.
- Commissioner Stebbins echoed the Chairman's point and asked whether a broader statement also needs to be made capturing the points that Commissioners Concepcion and Camargo made, including with respect to predatory practices being employed with respect to "equity" applicants.
 - Director Giancola gave an overview of how the statement will be used and modified for the necessary audience.
- Commissioner Roy thanked Commissioners Concepcion and Camargo and Director Giancola. Commissioner Roy suggested the statement also encourage private participation in endowing the fund.
 - Commissioner Stebbins echoed Commissioner Roy's suggestion
 - Commissioner Camargo said that would be the intent.
 - Commissioner Concepcion said the language as written may cover both what Commissioner Roy and the Chairman are suggesting.
 - The Chairman said he thinks it needs to be modified in two ways to ensure it is state administered, state funded, and privately funded.



- Commissioner Camargo said it seems that everyone agrees on the intent, so there needs to be some modification to get there.
- Director Giancola suggested an amendment and re-read the statement language.
- Commissioner Camargo moved to approve the proposed statement of Commission policy relating to the social equity fund, as modified by Director Giancola.
- Commissioner Concepcion seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously approved the motion.
- Director Giancola discussed next steps now that the Commission adopted the statement of Commission policy.
 - Commission Concepcion gave some additional context on what immediate steps and long-term steps would be.
- Commissioner Stebbins said he thinks the next steps make sense and said that it is an important for stakeholders to also activate to advance this initiative.
- Commissioner Roy said she appreciates the opportunity for all Commissioners to get involved but also wanted to make sure that there are no unintended consequences, such as fees and additional burdens, for the communities the Commission is seeking to benefit. Commissioner Roy also noted her preference that money previously allocated from the Marijuana Regulation Fund to addiction services be protected. Commissioner Roy also wondered if there is a method of “register rounding” for consumers to be able to contribute money to the fund.
- Commissioner Camargo thanked Commissioner Roy.
- The Chairman said that there are two additional issues that he believes impede social equity including Host Community Agreements and Social Consumption, both of which need to be revitalized in terms of discussions and legislative action by the Commission.
- Commissioner Camargo said she agrees with the Chairman and asked to have that discussion on the agenda.
- Commissioner Concepcion volunteered to work with the Chairman on that initiative.
- Commissioner Stebbins also volunteered to work on the Host Community Agreement discussion.

10) New Business the Chairman Did Not Anticipate at the Time of Posting – No additional topics identified.

11) Next Meeting Date – 06:33:40

- The Chairman noted the next meeting will be January 20, 2022.



- The Chairman noted that this was the last meeting of the calendar year.

12) Adjournment – 06:35:14

- Commissioner Stebbins moved to adjourn the meeting.
- Commissioner Camargo seconded the motion.
- The Chairman took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Commissioner Stebbins – Yes
 - Chairman Hoffman – Yes
- The Commission unanimously voted to adjourn.

