



Massachusetts Cannabis Control Commission

Marijuana Microbusiness

General Information:

License Number: MB282519
Original Issued Date: 02/13/2026
Issued Date: 02/13/2026
Expiration Date: 02/13/2027

ABOUT THE MARIJUANA ESTABLISHMENT

Business Legal Name: G&S MANAGEMENT SERVICES LLC

Phone Number: 203-550-9589 Email Address: gacostarua@pegasusdlt.com

Business Address 1: 90 Ellsworth Street Business Address 2: Suite 3

Business City: Worcester Business State: MA Business Zip Code: 01610

Mailing Address 1: 90 Ellsworth Street Mailing Address 2: Suite 3

Mailing City: Springfield Mailing State: MA Mailing Zip Code: 10610

CERTIFIED DISADVANTAGED BUSINESS ENTERPRISES (DBES)

Certified Disadvantaged Business Enterprises (DBEs): Minority-Owned Business, Woman-Owned Business

PRIORITY APPLICANT

Priority Applicant: no

Priority Applicant Type: Not a Priority Applicant

Economic Empowerment Applicant Certification Number:

RMD Priority Certification Number:

RMD INFORMATION

Name of RMD:

Department of Public Health RMD Registration Number:

Operational and Registration Status:

To your knowledge, is the existing RMD certificate of registration in good standing?:

If no, describe the circumstances below:

PERSONS WITH DIRECT OR INDIRECT AUTHORITY

Person with Direct or Indirect Authority 1

Percentage Of Ownership: 100 Percentage Of Control: 100

Role: Manager Other Role:

First Name: Kaneez Last Name: Henry Suffix:

Gender: Female	User Defined Gender:	
What is this person's race or ethnicity?: Hispanic, Latino, or Spanish (Mexican or Mexican American, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian), Black or African American (of African Descent, African American, Nigerian, Jamaican, Ethiopian, Haitian, Somali)		
Specify Race or Ethnicity:		
Person with Direct or Indirect Authority 2		
Percentage Of Ownership:	Percentage Of Control:	
Role: Manager	Other Role:	
First Name: Gaston	Last Name: Acosta- Rua	Suffix:
Gender: Male	User Defined Gender:	
What is this person's race or ethnicity?: Hispanic, Latino, or Spanish (Mexican or Mexican American, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian)		
Specify Race or Ethnicity:		

ENTITIES WITH DIRECT OR INDIRECT AUTHORITY

Entity with Direct or Indirect Authority 1

Percentage of Control:	Percentage of Ownership:		
Entity Legal Name: PegasusCPT LLC	Entity DBA:	DBA City:	
Entity Description: PegasusCPT			
Foreign Subsidiary Narrative:			
Entity Phone: 203-550-9589	Entity Email: gacostarua@pegasusdlt.com	Entity Website:	
Entity Address 1: 196 Danbury Road	Entity Address 2: Suite 202E		
Entity City: Wilton	Entity State: CT	Entity Zip Code: 06897	
Entity Mailing Address 1: 196 Danbury Road	Entity Mailing Address 2: Suite 202E		
Entity Mailing City: Wilton	Entity Mailing State: CT	Entity Mailing Zip Code: 06897	
Relationship Description: PegasusCPT LLC will provide intellectual property, expertise, and know how to G&S Management Services LLC for product manufacturing. Additionally PegasusCPT LLC will provide financing to the venture for capital investment and start up costs and expenses. PegasusCPT LLC is a signatory and guarantor on the lease along with G&S Management Services.			

CLOSE ASSOCIATES AND MEMBERS

Close Associates or Member 1

First Name: Gaston	Last Name: Acosta-Rua	Suffix:
Describe the nature of the relationship this person has with the Marijuana Establishment: Owner of PegasusCPT LLC		
PegasusCPT LLC is providing startup financing		
PegasusCPT LLC is providing technical expertise		
PegasusCPT LLC is providing operational expertise		
PegasusCPT LLC is providing project management service		
PegasusCPT LLC is a guarantor under the lease		

CAPITAL RESOURCES - INDIVIDUALS

Individual Contributing Capital 1

First Name: Kaneez	Last Name: Henry	Suffix:
Types of Capital: Monetary/Equity	Other Type of Capital:	Total Value of the Capital Provided: \$5000 Percentage of Initial Capital: 9
Capital Attestation: Yes		

CAPITAL RESOURCES - ENTITIES
Entity Contributing Capital 1

Entity Legal Name: PegasusCPT LLC		Entity DBA:	
Email: gacostarua@pegasusdlt.com	Phone: 203-550-9589		
Address 1: 196 Danbury Road		Address 2: Suite 202E	
City: Wilton	State: CT	Zip Code: 06897	
Types of Capital: Monetary/Equity, Debt	Other Type of Capital:	Total Value of Capital Provided: \$50000	Percentage of Initial Capital: 91
Capital Attestation: Yes			

BUSINESS INTERESTS IN OTHER STATES OR COUNTRIES
No records found

DISCLOSURE OF INDIVIDUAL INTERESTS
Individual 1

First Name: Gaston	Last Name: Acosta-Rua	Suffix:
Marijuana Establishment Name: Chispa Tres LLC	Business Type: Marijuana Microbusiness	
Marijuana Establishment City: Worcester	Marijuana Establishment State: MA	

Individual 2

First Name: Kaneez	Last Name: Henry	Suffix:
Marijuana Establishment Name: Chispa Tres LLC	Business Type: Marijuana Microbusiness	
Marijuana Establishment City: Worcester	Marijuana Establishment State: MA	

MARIJUANA ESTABLISHMENT PROPERTY DETAILS

Cultivation Environment: Not Cultivating	Establishment Activities: Manufacturing
Establishment Address 1: 90 Ellsworth Street	
Establishment Address 2: Suite 3	
Establishment City: Worcester	Establishment Zip Code: 01610
Approximate square footage of the Establishment: 3800	How many abutters does this property have?: 1
Have all property abutters have been notified of the intent to open a Marijuana Establishment at this address?: Yes	

HOST COMMUNITY INFORMATION
Host Community Documentation:

Document Category	Document Name	Type	ID	Upload Date
Executed HCA	Host Community Agreement - G S Management Servs LLC - Fully Executed.pdf	pdf	67d5b183541e85345e2bcbd4	03/15/2025
Plan to Remain Compliant with Local Zoning	G&S Management Services LLC - Plan to Remain Complaint with Local Permits and Zoning.pdf	pdf	67d5bb35dc92c5a698fdb85	03/15/2025
Community Outreach Meeting Documentation	NOTICE OF COMMUNITY OUTREACH MEETING - LETTER-G&S_04232025.pdf	pdf	680a27e33fc596185ea326d6	04/24/2025
Community Outreach Meeting Documentation	Newspaper confirmation_G&S_04242025.pdf	pdf	680a27f83fc596185ea326ea	04/24/2025
Community Outreach Meeting Documentation	Attachment B - G&S Management Services LLC - 90 Ellsworth Street.pdf	pdf	680a518b024b4d8d5abe6249	04/24/2025

Community Outreach Meeting Documentation	Community Outreach Meeting Attestation-G&S_04252025.pdf	pdf	680be246024b4d8d5ac032cc	04/25/2025
Community Outreach Meeting Documentation	Abutters List, Map & Labels - 90 Ellsworth - thru 1-24-25_amended_09262025.pdf	pdf	68d710985c55e822b033f151	09/26/2025

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

POSITIVE IMPACT PLAN

Positive Impact Plan:

Document Category	Document Name	Type	ID	Upload Date
Plan for Positive Impact	Positive Impact Plan for G&S_11052025.pdf	pdf	690bb13dc1a1ec508a022fa1	11/05/2025

ADDITIONAL INFORMATION NOTIFICATION

Notification:

INDIVIDUAL BACKGROUND INFORMATION

Individual Background Information 1

Role: Executive / Officer

Other Role: Manager

First Name: Kaneez

Last Name: Henry Suffix:

RMD Association: Not associated with an RMD

Background Question: no

Individual Background Information 2

Role: Executive / Officer

Other Role: Manager

First Name: Gaston

Last Name: Acosta-Rua Suffix:

RMD Association: Not associated with an RMD

Background Question: no

ENTITY BACKGROUND CHECK INFORMATION

Entity Background Check Information 1

Role: Investor/Contributor

Other Role:

Entity Legal Name: PegasusCPT, LLC

Entity DBA:

Entity Description: PegasusCPT, LLC - brings technology and intellectual property and financing

Phone: 203-550-9589

Email: gacostarua@pegasusdlt.com

Primary Business Address 1: 196 Danbury Road

Primary Business Address 2: Suite 202E

Primary Business City: Wilton

Primary Business State: CT

Principal Business Zip Code: 06897

Additional Information:

MASSACHUSETTS BUSINESS REGISTRATION

Required Business Documentation:

Document Category	Document Name	Type	ID	Upload Date
Articles of Organization	LLC Articles OR Certificate of	pdf	6720fc5224916600084ae1a3	10/29/2024

	Organization.pdf			
Department of Unemployment Assistance - Certificate of Good standing	17 - Certificate of Compliance - DUA.pdf	pdf	67213c6524916600084b75b4	10/29/2024
DUA attestation if no employees	17 - ATTESTATION FROM - NO EMPLOYEES.pdf	pdf	67d5e7e7541e85345e2be08b	03/15/2025
Bylaws	G&S MANAGEMENT SERVICES LLC_OPERATING AGREEMENT.pdf	pdf	680264986db75c55745ff29f	04/18/2025
Department of Revenue - Certificate of Good standing	Certificate of Good Standing-DOR-G&S.pdf	pdf	680265dc6db75c55745ff496	04/18/2025
Secretary of Commonwealth - Certificate of Good Standing	Certificate of Good Standing-G&S_04262025.pdf	pdf	680bdf533fc596185ea5216e	04/25/2025

No documents uploaded

Massachusetts Business Identification Number: 001809335

Doing-Business-As Name:

DBA Registration City:

BUSINESS PLAN

Business Plan Documentation:

Document Category	Document Name	Type	ID	Upload Date
Operating Agreement or Articles of Incorporation	LLC Articles OR Certificate of Organization.pdf	pdf	6727ed55a18da60008e83fb8	11/03/2024
Business Plan	G&S_Summary Management and Operations Plan_2172025.pdf	pdf	67d5f104dc92c5a698fdd304	03/15/2025
Operating Agreement or Articles of Incorporation	G&S MANAGEMENT SERVICES LLC_OPERATING AGREEMENT.pdf	pdf	680265256db75c55745ff372	04/18/2025
Plan for Liability Insurance	Liability Insurance Plan_04182025.pdf	pdf	68029f682c28cfcb2868a9e9	04/18/2025
Capitalization Table	G&S Management Services LLC - Cap Table_04192025.pdf	pdf	6803c65a6db75c557460a75b	04/19/2025
Proposed Timeline	Proposed Timeline for Cannabis Microbusiness Operations_09262025.pdf	pdf	68d7153d366765b777b2c840	09/26/2025

OPERATING POLICIES AND PROCEDURES

Policies and Procedures Documentation:

Document Category	Document Name	Type	ID	Upload Date
Sample of unique identifying marks for branding	19.3 - Sample of Unique Identifying Marks for Branding.pdf	pdf	67d5ed28dc92c5a698fdcf9	03/15/2025
Separating recreational from medical operations, if applicable	19.5 - Separating Recreational from Medical Operations.pdf	pdf	67d5ed3adc92c5a698fdcf0	03/15/2025
Prevention of diversion	19.8 - Prevention of Diversion Plan.pdf	pdf	67d5eea8dc92c5a698fdd0f2	03/15/2025
Inventory procedures	19.11 - Inventory Management Policies and	pdf	67d5eecadc92c5a698fdd11a	03/15/2025

	Proceedures.pdf			
Dispensing procedures	19.13 - Dispensing Policies and Proceedures.pdf	pdf	67d5eefcdc92c5a698fdd148	03/15/2025
Maintaining of financial records	19.16 - Policy for Maintaining of Financial Records.pdf	pdf	67d5ef24dc92c5a698fdd18a	03/15/2025
Energy Compliance Plan	19.19 - Energy Efficiency Compliance Policy.pdf	pdf	67d5ef46dc92c5a698fdd1c6	03/15/2025
Safety Plan for Manufacturing	19.20 - Safety Plan for Cannabis Product Manufacturing .pdf	pdf	67d5ef50dc92c5a698fdd1da	03/15/2025
Plan to Obtain Marijuana	19.21 - Cannabis Products Sourcing Strategy.pdf	pdf	67d5ef5adc92c5a698fdd1f1	03/15/2025
Security plan	19.7 - Security Plan_G&S_04182025.pdf	pdf	6802b52b6db75c5574606cf7	04/18/2025
Storage of marijuana	19.9 - Storage of Marijuana Policy and Proceedures_04182025.pdf	pdf	6802b6fd6db75c5574606fa5	04/18/2025
Transportation of marijuana	19.10 - Transportation of Marijuana Policy and Proceedures_04182025.pdf	pdf	6802c5d32c28cfef2868ccfe	04/18/2025
Record Keeping procedures	19.15 - Record Keeping Policies and Proceedures_04192025.pdf	pdf	68037a956db75c557460995d	04/19/2025
Qualifications and training	19.18 - Qualifications and Training Policy_04192025.pdf	pdf	68037e5c2c28cfef2868e4b1	04/19/2025
Production methods	19.2 - Production Methods_04192025.pdf	pdf	6803ba376db75c557460a334	04/19/2025
Sample of unique identifying marks for branding	THCXR.png	png	6803baf82c28cfef2868ec93	04/19/2025
Restricting Access to age 21 and older	19.6 - Restricting Access to Age 21 and Older_04192025.pdf	pdf	680636906db75c5574611ac9	04/21/2025
Quality control and testing	19.12 - Quality Control Control and Testing Policy_04192025.pdf	pdf	68063c156db75c5574611cac	04/21/2025
Personnel policies including background checks	19.14 - Personnel Policies and Background Checks_09262025.pdf	pdf	68d71c95366765b777b2cb47	09/26/2025
Diversity plan	19.17 - Diversity and Equity Policy_09262025.pdf	pdf	68d7223b5c55e822b033f66a	09/26/2025
Types of products	19.1 - Types of Products_09262025.pdf	pdf	68d729b6366765b777b2cd84	09/26/2025

ATTESTATIONS

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

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

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

Notifcation:

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

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

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

ADDITIONAL INFORMATION NOTIFICATION

Notification:

COMPLIANCE WITH POSITIVE IMPACT PLAN - PRE FEBRUARY 27, 2024
No records found

COMPLIANCE WITH DIVERSITY PLAN
No records found

PRODUCT MANUFACTURER SPECIFIC REQUIREMENTS
No records found

HOURS OF OPERATION

Monday From: 9:00 AM	Monday To: 9:00 PM
Tuesday From: 9:00 AM	Tuesday To: 9:00 PM
Wednesday From: 9:00 AM	Wednesday To: 9:00 PM
Thursday From: 9:00 AM	Thursday To: 9:00 PM
Friday From: 9:00 AM	Friday To: 9:00 PM
Saturday From: 10:00 AM	Saturday To: 5:00 PM
Sunday From: 10:00 AM	Sunday To: 5:00 PM

G&S Management Services LLC

Plan to Remain Compliant with Local Permits and Zoning

3.15.2025

G&S Management Services LLC ("the Company") proposes to operate a Cannabis Microbusiness as a product manufacturer, producing cannabis-infused gummies, at 90 Ellsworth Street Suite 3, Worcester, MA ("the Premises"). The Company is committed to full compliance with all local permits and zoning requirements for the City of Worcester.

Special Permit

The Company is currently in the process of obtaining a Special Permit from the Worcester Planning Board to operate as a Marijuana Establishment, as required by the Worcester Zoning Ordinances. We will fully adhere to all terms and conditions of the Special Permit once obtained.

Zoning Compliance

1. The Company will ensure that the Premises is located in a zoning district that permits Marijuana Establishments, as determined by Table 4.1 of the Worcester Zoning Ordinance.
2. We will comply with all dimensional requirements specified in the Zoning Ordinance for Marijuana Establishments.
3. The Company will adhere to the 500-foot buffer zone requirement, ensuring that our facility is not located within 500 feet of a school.

Odor Control

The Company will implement and maintain an odor control plan that includes:

1. Proper ventilation systems to prevent the dispersion of odors in the manufacturing process.
2. Regular maintenance of all odor control equipment.
3. Documentation of specific odor-emitting activities, their sources, frequency, and duration.
4. See G&S Management Services LLC – Odor Mitigation Plan

Security Plan

We will develop and implement a comprehensive security plan that includes:

1. Monitoring systems to prevent illegal activities on the premises.
2. Installation of adequate lighting, gates, and fencing as needed.
3. See G&S Management Services LLC - Security Policy

Ongoing Compliance Measures

1. Regular review and updates of our compliance procedures to align with any changes in local regulations.
2. Maintenance of all required licenses and permits, ensuring timely renewals.
3. Ongoing training for staff on compliance requirements and best practices.
4. Regular communication with local authorities to stay informed of any regulatory changes.

Community Engagement

The Company will:

1. Conduct the required community outreach meeting as per CCC guidelines.
2. Maintain open lines of communication with city officials, neighbors, and the public.
3. Respond promptly to any community concerns that may arise.

**NOTICE OF COMMUNITY OUTREACH MEETING
FOR PROPOSED MARIJUANA RETAILER**

April 23, 2025

To Whom It May Concern:

Notice is hereby given that a Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for:

Date and Time: Monday, May 12, 2025 at 5:00PM

Location: 90 Ellsworth Street, Worcester, MA 01610

The proposed Product Manufacturing Microbusiness is anticipated to be located at the same address, 90 Ellsworth Street Suite 3. There will be an opportunity for the public to ask questions.

Sincerely, on behalf of G&S Management Services LLC,

Gaston Acosta-Rua

Authorized Agent

90 Ellsworth Street Suite 3

Worcester MA 01610

203.550.9589

gacostarua@pegasusdlt.com

ORDER DETAILS

PREVIEW FOR AD NUMBER LNEO02850710

Order Number:
LNEO0285071
External Order #:
11255421
Order Status:
Approved
Classification:
Public Notices
Package:
General Package
Base amount:
52.20
Service fee:
2.08
Cash/Check/ACH

Discount:

-0.00

Total payment:

54.28

As an incentive for customers, we provide a discount off the total order cost equal to the 3.99% service fee if you pay with Cash/Check/ACH. Pay by Cash/Check/ACH and save! In no event are service fees refundable.

Payment Type:

amex

User ID:

L0103750

Community Outreach Public Notice

Notice is hereby given that G&S Management Services LLC. will hold a Community Outreach Meeting for a proposed Marijuana Establishment scheduled for Monday May 12, 2025 at 5:00PM at 90 Ellsworth Street. The proposed Product Manufacturing Microbusiness is anticipated to be located at 90 Ellsworth Steet Suite 3, Worcester MA. There will be an opportunity for the public to ask questions.

April 26 2025
LNEO0285071

ACCOUNT INFORMATION

Gaston Acosta-Rua
196 Danbury Road Suite 202E
Wilton, CT 06897
203-550-9589
gacostarua@pegasusdlt.com
PegasusCPT LLC
Contract ID:

PAYMENT DETAILS

amex*****9006

TRANSACTION REPORT**Date**

April 23, 2025 2:39:22 PM EDT

Amount:

54.28

ADDITIONAL OPTIONS

1 Affidavit

SCHEDULE FOR AD NUMBER LNEO02850710

April 26, 2025

Worcester Telegram & Gazette

[Privacy Policy](#)

[Terms of Service](#)

[Contact Us](#)

i-Publish® AdPortal: v2.6

©2025 iPublish Media Solutions, LLC

Community Outreach Public Notice

Notice is hereby given that G&S Management Services LLC. will hold a Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for Monday May 12, 2025 at 5:00PM at 90 Ellsworth Street. The proposed Product Manufacturing Microbusiness is anticipated to be located at 90 Ellsworth Steet Suite 3, Worcester MA. There will be an opportunity for the public to ask questions.

RECEIVED
WORCESTER CITY CLERK
2025 APR 24 AM 9:07

Community Outreach Meeting Attestation Form

Instructions

Community Outreach Meeting(s) are a requirement of the application to become a Marijuana Establishment (ME) and Medical Marijuana Treatment Center (MTC). 935 CMR 500.101(1), 500.101(2), 501.101(1), and 501.101(2). The applicant must complete each section of this form and attach all required documents as a single PDF document before uploading it into the application. If your application is for a license that will be located at more than one (1) location, and in different municipalities, applicants must complete two (2) attestation forms – one for each municipality. Failure to complete a section will result in the application not being deemed complete. Please note that submission of information that is “misleading, incorrect, false, or fraudulent” is grounds for denial of an application for a license pursuant to 935 CMR 500.400(2) and 501.400(2).

Attestation

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

1. The Community Outreach Meeting ^{will be} held on the following date(s): 5/12/2025
2. At least one (1) meeting was held within the municipality where the ME is proposed to be located.
3. At least one (1) meeting was held after normal business hours (this requirement can be satisfied along with requirement #2 if the meeting was held within the municipality and after normal business hours).



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

a. Date of publication:

b. Name of publication:

Telegram & Gazette

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

a. Date notice filed:

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

a. Date notice(s) mailed:

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



Name of applicant:

G&S Management Services LLC

Name of applicant's authorized representative:

Gaston Acosta-Rua

Signature of applicant's authorized representative:

Gaston Acosta-Rua

Digitally signed by Gaston Acosta-Rua
Date: 2025.04.24 11:19:47 -04'00'



25 JAN 23 PM 12:03

CITY OF WORCESTER, MASSACHUSETTS

Edward M. Augustus, Jr.
City Manager



Samuel Konieczny, MAA
City Assessor

Administration and Finance
Division of Assessing

REQUEST FOR MAPS AND/OR ABUTTERS' LISTS:

Please be advised that requested lists will typically be completed within ten (10) business days. Lists will be provided for a fee of \$20.00 paid at the time of request. Please state the reason for the abutters' list and indicate if the subject parcel has shared ownership with an adjoining parcel, this will ensure the provided list meets the appropriate regulations. Two sets of mailing labels will be included when required.

Our email address is: Assessing@worcesterma.gov and our fax number is (508) 799-1021.

Please contact our office with any questions.

☒ ABUTTER'S LIST LABELS ☒ Yes No 1 SET ☒ 2 SETS
☒ MAP(S)

PROPERTY ADDRESS 90 Ellsworth Street

Worcester, MA

MBL No. 05-040-00076

REASON:

☒ PLANNING
☐ ZONING
☐ LIQUOR LICENSE
☐ CONSERVATION COMMISSION
☐ HISTORICAL COMMISSION
☐ OTHER- _____

Footage for radius 300

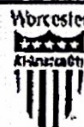
CONTACT:

NAME: Stephanie Fleming

ADDRESS: 311 Main Street, Worcester

TELEPHONE: MA, 01608, 508-926-3346

CITY HALL ROOM 209 - 455 MAIN STREET WORCESTER, MASSACHUSETTS 01608
TELEPHONE (508) 799-1098
E-Mail: assessing@worcesterma.gov



*Mail to
sfleming@worcesterma.com*

Eric D. Batista
CITY MANAGER



CITY OF WORCESTER
ADMINISTRATION & FINANCE

Timothy J. McGourthy
CHIEF FINANCIAL OFFICER

Samuel E. Konieczny
CITY ASSESSOR

Certified Abutters List

A list of 'parties in interest' shall be attached to the application form and shall include the names and addresses. All such names and addresses shall be obtained from the most recent applicable tax list maintained by the City's Assessing Department. The Assessing Department certifies the list of names and addresses.

Total Count: 14

Parcel Address: 90 ELLSWORTH ST
Assessor's Map-Block-Lot(s): WORCESTER, MA 01610
05-040-00076

Owner: BARARO REALTY COMPANY LLC
Mailing Address: 9 WINTER ST
WORCESTER, MA 01604

Petitioner (if other than owner): STEPHANIE FLEMING
311 MAIN STREET
WORCESTER, MA 01608
508-926-3346

Planning: x

Zoning: _____

Liquor License: _____

Conn. Comm.: _____

Historical: _____

Cannabis: _____

Other: _____

[REDACTED]	05-013-00001	0131 LAMARTINE ST	WORCESTER, MA 01608
[REDACTED]	05-012-00005	0300 WEST MAIN ST, BUILDING A UNIT 1	NORTHBOROUGH, MA 01532
[REDACTED]	05-040-00064	PO BOX 270	HARTFORD, MA 06141-0270
[REDACTED]	05-012-0013A	0512 GREENVILLE AVENUE, P.O. BOX 2246	STAUNTON, VA 24402
[REDACTED]	05-012-16-21	306 MAIN ST	WORCESTER,, MA 01608
[REDACTED]	05-013-00412	0080 HERMON STREET	WORCESTER, MA 01610
[REDACTED]	05-013-00002	0056 WILDWOOD AVE	WORCESTER, MA 01603
[REDACTED]	05-040-00007	0060 ELLSWORTH ST	WORCESTER, MA 01608
[REDACTED]	05-040-00008	PO BOX 55	WORCESTER, MA 01613-0055
[REDACTED]	05-040-00076	0009 WINTER ST	WORCESTER, MA 01604
[REDACTED]	05-040-00001	PO BOX 270	HARTFORD, CT 06141-0270
[REDACTED]	05-040-22+47	PO BOX 270	HARTFORD, MA 06141-0270
[REDACTED]	05-022-0102A	PO BOX 270	HARTFORD, CT 06141-0270
[REDACTED]	05-022-01+02	PO BOX 270	HARTFORD, CT 06141

This is to certify that the above is a list of abutters to Assessor's Map-Block-Lot(s) **05-040-00076** as cited above.
Certified by:

Samuel E. Konieczny
Signature

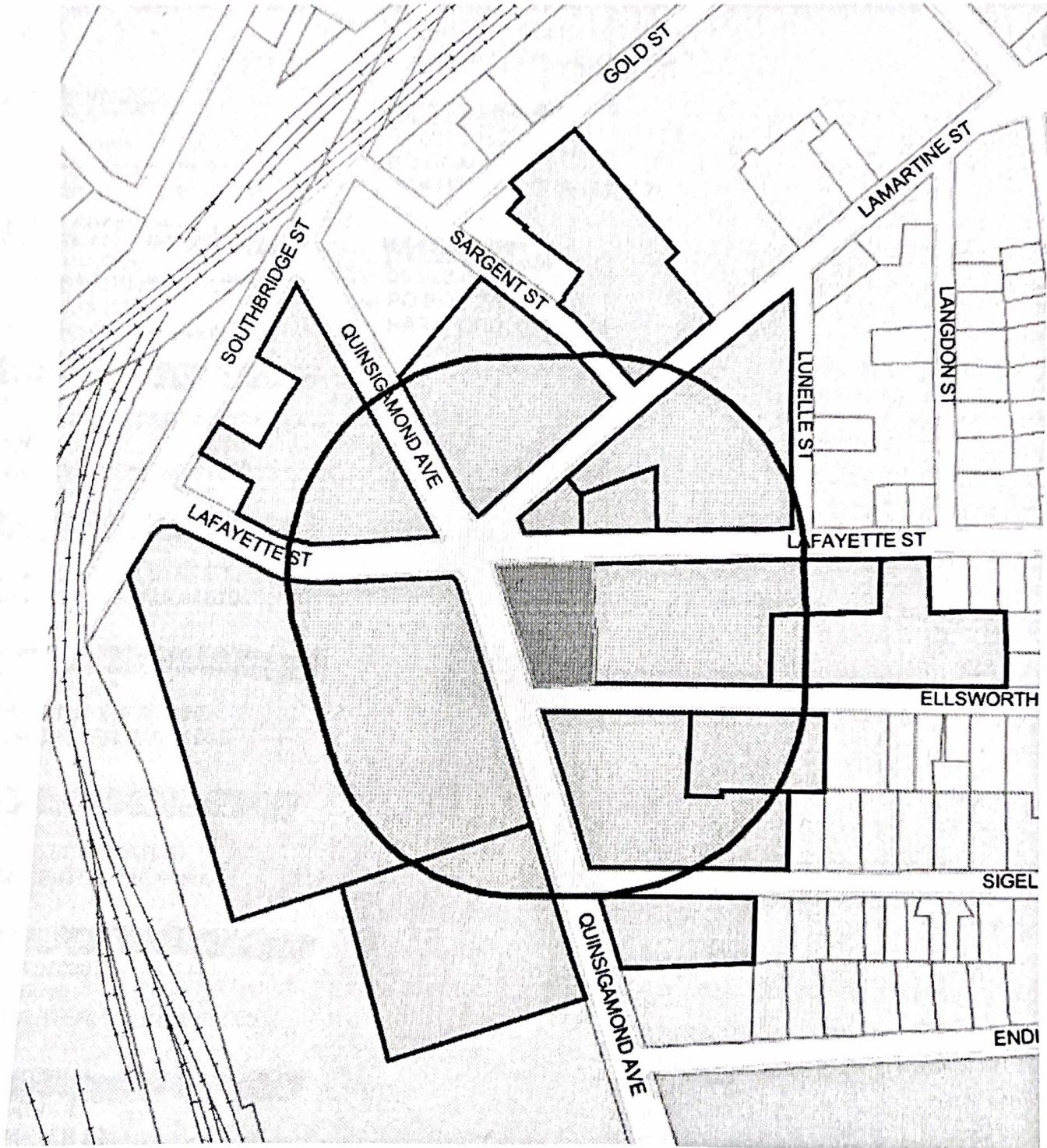
Date: JAN. 24, 2025



The City of
WORCESTER

Assessing Division
Samuel E. Konieczny, MAA, City Assessor
City Hall, 455 Main Street, Worcester, MA 01608
P | 508-799-1098 F | 508-799-1021
assessing@worcesterma.gov

Abutters Map



[REDACTED]
05-013-00001
0131 LAMARTINE ST
WORCESTER, MA 01608

[REDACTED]
05-012-00005
0300 WEST MAIN ST
BUILDING A UNIT 1
NORTHBOROUGH, MA 01532

[REDACTED]
05-040-00064
PO BOX 270
PROPERTY TAX DEPT
HARTFORD, MA 06141-0270

[REDACTED]
05-012-0013A
0512 GREENVILLE AVENUE
P O. BOX 2246
STAUNTON, VA 24402

[REDACTED]
05-012-16-21
C/O GREENBERG, ROSENBLAT...
306 MAIN ST
WORCESTER,, MA 01608

[REDACTED]
05-013-00412
0080 HERMON STREET
WORCESTER, MA 01610

[REDACTED]
05-013-00002
0056 WILDWOOD AVE
WORCESTER, MA 01603

[REDACTED]
05-040-00007
0060 ELLSWORTH ST
WORCESTER, MA 01608

[REDACTED]
05-040-00008
PO BOX 55
WORCESTER, MA 01613-0055

[REDACTED]
05-040-00076
0009 WINTER ST
WORCESTER, MA 01604

[REDACTED]
05-040-00001
PO BOX 270
PROPERTY TAX DEPT
HARTFORD, CT 06141-0270

[REDACTED]
05-040-22+47
PO BOX 270
PROPERTY TAX DEPT
HARTFORD, MA 06141-0270

[REDACTED]
05-022-0102A
PO BOX 270
HARTFORD, CT 06141-0270

[REDACTED]
05-022-01+02
PO BOX 270
HARTFORD, CT 06141

Positive Impact Plan for G&S Management Services LLC

11.05.2025

Target Population and Geographic Area:

G&S Management Services LLC's business address has a Census Tract Number of 732500, which is not in a Disproportionately Impact Area, however some surrounding residential neighborhoods are.

Our Positive Impact Plan will focus on benefiting residents of Worcester, MA, which has been identified as an area of disproportionate impact by the Cannabis Control Commission. We will particularly target residents of economically disadvantaged neighborhoods within Worcester including residents currently living in Census Tracts (730200, 730500, 731002, 731203, 731204, 731300, 731400, 731500, 731700, 731800, 732001, 732302, 732400, 732700, 733000).

Goal 1: Employment Opportunities for Disproportionately Impacted Individuals

Objective:

Hire at least one of the three total employees (33%) from populations disproportionately impacted by marijuana prohibition, including residents of designated census tracts in Worcester, individuals with past drug convictions, or family members of individuals with past convictions.

Recruitment Plan:

- Job openings will be advertised through Worcester workforce boards, community organizations, and local job resources targeting disproportionately impacted neighborhoods and individuals.
- Outreach efforts include flyers, social media announcements, and engagement with organizations such as the Worcester Jobs Fund and reentry programs.
- Applications will specifically invite candidates from disproportionately impacted groups, with priority given to qualified applicants from these populations.

Metrics:

- Track the number and percentage of employees hired from disproportionately impacted populations each year.
- Document recruitment sources, outreach activities, and demographics of applicants.
- Provide an annual report to the Cannabis Control Commission detailing hiring outcomes and steps taken.

Goal 2: Mentorship and Entrepreneur Training Program

Objective:

Provide a structured mentorship and entrepreneur training program targeted at aspiring cannabis business owners from disproportionately impacted populations in Worcester.

Program Structure:

- Conduct one annual 3-month mentorship cohort, with one participant selected from local candidates.
- The program curriculum will cover cannabis business basics, regulatory compliance, product manufacturing, and entrepreneurship.
- Mentorship pairs experienced cannabis professionals with mentees from impacted communities for guidance and skill development.
- Program will commence in the third year of operations.

Outreach and Advertising:

- Advertisements and announcements through community groups, equity alliances, NewVue Communities, NAACP Worcester branch, social media, and the G&S website.
- Flyers distributed in targeted neighborhoods and local events promoting cannabis industry equity.
- Collaboration with social equity organizations and workforce development agencies for candidate recruitment.

Metrics:

- Track number of cohorts, participants, and mentorship hours provided annually.
- Collect participant feedback and progress reports on business readiness and industry entry.
- Document advertising methods and applicant demographics.
- Provide an annual program summary report to the Cannabis Control Commission.

The Commonwealth of Massachusetts, William Francis Galvin
Corporations Division

One Ashburton Place - Floor 17, Boston MA 02108-1512 | Phone: 617-727-9640

Certificate of Organization

(General Laws, Chapter 156C, Section 12)

Filing Fee: \$500.00

Identification Number:			001809335	(number will be assigned)		
------------------------	--	--	-----------	---------------------------	--	--

1. The exact name of the limited liability company is:

G&S MANAGEMENT SERVICES LLC

2. The address in the Commonwealth where the records will be maintained:

Number and street: 112 LAWTON ST APT 6

Address 2:

City or town: SPRINGFIELD State: MA Zip code: 01109

Country: UNITED STATES

3. The general character of business (if the limited liability company is organized to render professional service, this form must be filed by fax, mail or in person):

MANAGEMENT AND OPERATING SERVICES FOR CANNABIS PRODUCTION AND MANUFACTURING.

4. The latest date of dissolution, if specified: (mm/dd/yyyy)

5. The name and address of the Resident Agent:

Agent name: KANEEZ HENRY

Number and street: 112 LAWTON ST APT 6

Address 2:

City or town: SPRINGFIELD State: MA Zip code: 01109

I KANEEZ HENRY,

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

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

Title	Name	Address

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

Title	Name	Address
SOC SIGNATORY	KANEEZ HENRY	112 LAWTON ST APT 6 SPRINGFIELD, MA 01109 USA

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

Title	Name	Address
REAL PROPERTY	KANEEZ HENRY	112 LAWTON ST APT 6 SPRINGFIELD, MA 01109 USA

9. Additional matters:

10. This certificate is effective at the time and on the date approved by the Division, unless a later effective date not more than ninety (90) days from the date of filing is specified:

Later Effective Date (mm/dd/yyyy): Time (HH:MM)

SIGNED UNDER THE PENALTIES OF PERJURY, this 12 Day of June, 2024,

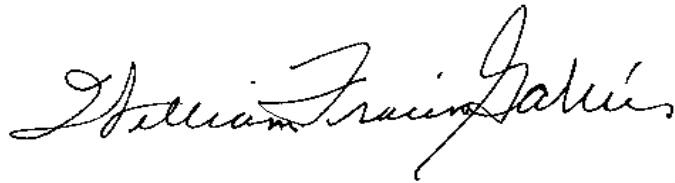
ERIK TREUTLEIN, VICE PRESIDENT OF LEGALZOOM.COM, INC.

, Signature of Authorized Signatory.

THE COMMONWEALTH OF MASSACHUSETTS

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

June 12, 2024 06:41 PM

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

WILLIAM FRANCIS GALVIN

Secretary of the Commonwealth

OPERATING AGREEMENT

1. LLC Formation and Purpose:

This Operating Agreement governs the operations of G&S Management Services LLC (the “**Company**”) a single-member Massachusetts LLC formed under Chapter 156C § 2. The LLC’s purpose is to operate as a licensed cannabis microbusiness with a product manufacturing license under the Massachusetts Cannabis Control Commission (CCC). The Company’s business is to produce cannabis infused edibles.

2. Ownership and Management:

- a. Sole Member: Kaneez Henry owns 100% of the membership interest.
- b. Management Structure: The LLC is member-managed, with the sole Member responsible for day-to-day operations, compliance with CCC regulations, and binding the LLC in contracts.

3. Capital Contributions:

- a. The Member’s initial contribution is \$1,000.00, documented as follows:
 - i. Cash: \$1,000.00
- b. Additional contributions require written consent of the Member.

4. Regulatory Compliance:

The LLC agrees to:

- a. Maintain compliance with 935 CMR 500.000 (CCC regulations for microbusinesses), including security plans, inventory tracking, and restricted purchase limits.
- b. Adhere to local zoning laws.
- c. Submit required reports to the CCC and renew the microbusiness license annually, paying applicable fees.

5. Profit, Loss, and Distributions:

- a. Allocation: Profits/losses are allocated 100% to the sole Member.
- b. Distributions: Made at the Member’s discretion, subject to maintaining sufficient reserves for regulatory obligations.

6. Tax Status:

The LLC will be taxed as a [disregarded entity/partnership/corporation] under IRS regulations. The Member is responsible for reporting income on their personal tax returns unless otherwise elected.

7. Dissolution:

The LLC may dissolve if:

- a. The Member votes to dissolve.
- b. The CCC revokes the microbusiness license.
- c. Required by state law.

Remaining assets will be distributed to the Member after settling debts and regulatory obligations.

8. Amendments:

This agreement may be amended in writing by the sole Member, provided changes comply with Massachusetts LLC law and CCC regulations.

9. Effective Date:

This agreement is effective as of June 12, 2024, the date of LLC formation.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed as of the Effective Date by their respective officers thereunto duly authorized.

G&S MANAGEMENT SERVICES LLC

By: 

Name: Kaneez Henry

Title: Member

Date: June 12, 2024



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

mass.gov/dor

Letter ID: L0321861536
Notice Date: April 7, 2025
Case ID: 0-002-848-727



CERTIFICATE OF GOOD STANDING/TAX COMPLIANCE REQUEST STATUS



G&S MANAGEMENT SERVICES
196 DANBURY RD STE 202E
WILTON CT 06897-4029

Why did I receive this notice?

We received your request for a Certificate of Good Standing and/or Tax Compliance for G&S MANAGEMENT SERVICES. As of the date of this notice, the Commissioner of Revenue is unable to certify whether you are in compliance with your tax obligations under Chapter 62C of the Massachusetts General Laws.

According to our records, you're not registered with the Department of Revenue. As a result, we don't know if you have any outstanding liabilities. We're also unable to determine if you're legally required to file and pay taxes in Massachusetts.

What if I have questions?

If you have questions, call us at (617) 887-6400, Monday through Friday, 9:00 a.m. to 4:00 p.m.

Visit us online!

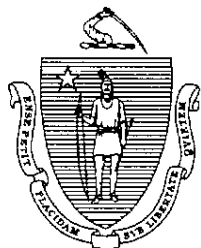
Visit mass.gov/dor to learn more about Massachusetts tax laws and DOR policies and procedures, including your Taxpayer Bill of Rights, and MassTaxConnect for easy access to your account:

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

Use the confirmation code below to print another copy of this letter or to review your submission.

Confirmation Code: 857jxf

Edward W. Coyle, Jr., Chief
Collections Bureau



William Francis Galvin
Secretary of the
Commonwealth

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

April 24, 2025

TO WHOM IT MAY CONCERN:

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

G&S MANAGEMENT SERVICES LLC

in accordance with the provisions of Massachusetts General Laws Chapter 156C on **June 12, 2024.**

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

I also certify that the names of all managers listed in the most recent filing are: **NONE**

I further certify, the names of all persons authorized to execute documents filed with this office and listed in the most recent filing are: **KANEEZ HENRY**

I also certify that the names of all persons authorized to act with respect to real property listed in the most recent filing are: **KANEEZ HENRY**



In testimony of which,

I have hereunto affixed the

Great Seal of the Commonwealth

on the date first above written.

William Francis Galvin

Secretary of the Commonwealth

Processed by: QL

QC by: ISM

G&S Management Services LLC – Summary Management and Operations Plan

2.15.2025

1. Executive Summary

G&S Management Services LLC ("the Company") is applying for a cannabis microbusiness license in Massachusetts to engage in the product manufacturing of cannabis infused products. The Company aims to produce gummies infused with live resin and rosin active for the adult-use market.

2. Business Overview

G&S Management Services LLC will operate as product manufacturer of cannabis infused gummies.

3. Products and Services

The Company will offer small batch live resin and rosin-infused gummies.

4. Market Analysis

The Massachusetts adult-use cannabis market continues to grow, with consumers demonstrating demand for high-quality, craft cannabis products. There is opportunity for small batch, hand crafted manufacturers focused on premium offerings.

5. Marketing Strategy

The Company will focus on building brand recognition for its products through:

- Partnerships with top dispensaries
- Cannabis industry events and trade shows
- Social media and online marketing to the extent permissible by law
- Customer education on product quality and craftsmanship

6. Operations Plan

Manufacturing:

- Commercial laboratory for gummi production
- Strict adherence to safety and compliance regulations

7. Management Team

The Company is led by experienced professionals with backgrounds in:

- Extraction and infused product manufacturing
- Business operations and finance
- Regulatory compliance

8. Financial Projections

- Year 1: \$1,091,543 revenue, \$1,024,067 costs & expenses, \$67,476 cash flow
- Year 2: \$1,637,315 revenue, \$1,142,249 costs & expenses, \$495,065 cash flow
- Year 3: \$2,728,858 revenue, \$1,744,716 costs & expenses, \$984,141 cash flow

9. Funding Requirements

To date the Company has invested over \$250,000 and has allocated additional funding of \$180,000 to cover:

- Facility buildout and equipment
- Initial operating expenses
- Working capital

G&S Management Services LLC - Liability Insurance Plan

4.18.2025

G&S Management Services LLC insurance plan will comply 935 CMR 500.101(1) and 935 CMR 500.105(10).

1. General Liability Insurance

- a. This is the foundation of your insurance coverage, protecting against common risks:
 - i. Coverage for bodily injury and property damage
 - ii. Personal and advertising injury protection
 - iii. Medical payments coverage
 - iv. Plan will cover \$1 million per occurrence and \$2 million aggregate
 - v. Plan deductible will be no higher than \$5,000 per occurrence

2. Product Liability Insurance

- a. Essential for manufacturing operations:
 - i. Protection against claims related to product defects or contamination
 - ii. Coverage for recall expenses
 - iii. Plan will cover \$1 million per occurrence and \$2 million aggregate
 - iv. Plan deductible will be no higher than \$5,000 per occurrence

3. Property Insurance

- a. To protect your cultivation and manufacturing facilities:
 - i. Coverage for buildings, equipment, and inventory
 - ii. Protection against fire, theft, and natural disasters
 - iii. Business interruption coverage
 - iv. Consider crop insurance for cultivated cannabis

4. Workers' Compensation Insurance

- a. Mandatory for businesses with employees in Massachusetts:
 - i. Coverage for work-related injuries and illnesses
 - ii. Typical policy provides wage replacement and medical benefits

5. Cyber Liability Insurance

- a. Important for protecting sensitive customer and business data:
 - i. Coverage for data breaches and cyber attacks
 - ii. Typically includes incident response and recovery costs

6. Professional Liability Insurance

- a. Also known as Errors and Omissions (E&O) insurance:
 - i. Protects against claims of negligence or failure to perform professional duties
 - ii. Particularly important for product manufacturing and quality control

7. Commercial Auto Insurance

- a. If your business uses vehicles:
 - i. Coverage for company-owned vehicles
 - ii. Non-owned and hired auto coverage for employees using personal vehicles for work

8. Umbrella Insurance

- a. Provides additional liability coverage:
 - i. Extends over and above primary liability policies
 - ii. Recommended limits of \$5-10 million, depending on business size and risk profile

9. Directors and Officers (D&O) Insurance

- a. Protects company leadership:
 - i. Coverage for claims related to management decisions
 - ii. Important for attracting investors and board members

10. Environmental Liability Insurance

- a. Specific to the cannabis industry:
 - i. Covers pollution-related claims
 - ii. Important for cultivation operations using pesticides or fertilizers

11. Additional Considerations

- a. Compliance: Ensure all insurance policies comply with Massachusetts cannabis regulations and licensing requirements specifically 935 CMR 500.101(1) and 935 CMR 500.105(10).
- b. Policy Limits: Adjust coverage limits based on your specific business operations, size, and risk assessment.
- c. Specialized Cannabis Insurance: Work with brokers experienced in cannabis industry insurance to access tailored policies.
- d. Risk Management: Implement robust risk management practices to potentially lower premiums and reduce claim likelihood.
- e. Regular Reviews: Schedule annual policy reviews to ensure coverage keeps pace with your growing business.
- f. Claims History: Maintain a clean claims history to keep premiums manageable.
- g. Bundling: Consider bundling policies with a single insurer for potential cost savings.

G&S Management Services LLC – Separating Recreational from Medical Operations

1.5.2025

G&S Management Services LLC will only be participating in the recreational market

G&S Management Services - Financial Record Keeping Policies and Procedures

3.15.2025

1. General Requirements

- a. All financial records shall be maintained in accordance with generally accepted accounting principles (GAAP).
- b. Financial records must be kept for a minimum of 4 years.
- c. Records shall be made available for inspection by the Cannabis Control Commission upon request during normal business hours.

2. Record Keeping System

- a. Utilize an electronic accounting and record keeping system to track all financial transactions.
- b. The system shall have the capability to generate reports on:
 - i. Revenue by product type
 - ii. Expenses by category
 - iii. Inventory levels and values
 - iv. Accounts payable and receivable
 - v. Tax liabilities

3. Required Financial Records

- a. The following financial records must be maintained:
 - i. General ledger
 - ii. Bank statements and reconciliations
 - iii. Sales records and invoices
 - iv. Purchase records and invoices
 - v. Inventory records
 - vi. Payroll records
 - vii. Tax returns and supporting documentation
 - viii. Annual financial statements

4. Cash Handling Procedures

- a. Maintain a log of all cash transactions.
- b. Perform daily cash counts and reconciliations.
- c. Store cash in a secure safe when not in use.
- d. Make regular cash deposits to the company's bank account.
- e. Limit cash on premises to necessary operating amounts.

5. Banking Procedures

- a. Maintain separate bank accounts for business and personal funds.
- b. Reconcile bank statements monthly.

- c. Review all electronic fund transfers and payments.
- d. Maintain documentation for all banking transactions.

6. Tax Compliance

- a. Track and report all applicable state and local cannabis taxes.
- b. File quarterly estimated tax payments.
- c. Maintain records of all tax payments and filings.

7. Inventory Tracking

- a. Perform monthly physical inventory counts.
- b. Reconcile physical inventory to inventory records.
- c. Track costs associated with manufacturing.
- d. Value inventory according to GAAP principles.

8. Audit Procedures

- a. Conduct internal audits of financial records quarterly.
- b. Engage an independent CPA to perform an annual financial audit.
- c. Address any audit findings or recommendations promptly.

9. Reporting

- a. Generate monthly financial statements including:
 - i. Income statement
 - ii. Balance sheet
 - iii. Cash flow statement
- b. Provide financial reports to management monthly.
- c. File annual financial reports with the Cannabis Control Commission.

G&S Management Services LLC - Energy Compliance Policy

1.5.2025

1. Purpose

This policy outlines our commitment to energy efficiency and compliance with Massachusetts Cannabis Control Commission (CCC) regulations regarding energy usage for product manufacturing operations.

2. Scope

This policy applies to all manufacturing activities conducted under our microbusiness license.

3. Energy Efficiency Measures

- a. Lighting
 - i. We will utilize energy-efficient lighting fixtures
 - ii. Lighting schedules will be optimized to minimize unnecessary usage
 - iii. Motion sensors will be installed to reduce lighting waste
- b. HVAC
 - i. High-efficiency HVAC systems will be used for climate control
 - ii. Proper insulation will be installed to reduce heating/cooling needs
 - iii. Temperature and humidity settings will be optimized for efficiency
- c. Equipment
 - i. All manufacturing equipment will meet ENERGY STAR certification standards where applicable
 - ii. Equipment will be properly maintained to ensure optimal efficiency
 - iii. Energy-efficient options will be prioritized when purchasing new equipment
- d. Energy Monitoring and Reporting
 - i. We will track monthly energy consumption for all operations
 - ii. Energy usage will be reported annually to the CCC as required
 - iii. An energy audit will be conducted every three years to identify improvement opportunities
- e. Renewable Energy
 - i. We will explore options for on-site solar panel installation within the next 2 years
 - ii. At least 10% of our energy usage will come from renewable sources by 2030

4. Continuous Improvement

We are committed to ongoing evaluation and improvement of our energy efficiency practices. This policy will be reviewed annually and updated as needed to reflect new technologies and best practices in cannabis energy management.

5. Employee Training

All employees will receive training on our energy efficiency policies and practices upon hiring and annually thereafter. Employees are encouraged to suggest energy-saving ideas. By implementing this policy, we aim to minimize our environmental impact, reduce operational costs, and maintain full compliance with Massachusetts cannabis energy regulations. Our goal is to be a leader in sustainable cannabis manufacturing practices.

G&S Management Services LLC – Record Keeping Policies and Procedures

4.18.2025

1. Manufacturing Records

- a. Inventory Management
 - i. Track all cannabis and non-cannabis ingredients used in manufacturing.
 - ii. Record receipt of ingredients, including source and batch information.
 - iii. Maintain accurate inventory counts through regular audits, as required by 935 CMR 500.105(8) and 935 CMR 500.105(9).
- b. Production Logs
 - i. Keep detailed batch production records for all manufactured products, including:
 - 1. Ingredient lists and amounts used
 - 2. Processing steps and parameters
 - 3. Equipment used
 - 4. In-process quality control checks
 - 5. Batch numbers and production dates
- c. Product Testing
 - i. Maintain records of all product testing, both internal and by licensed testing facilities
 - ii. Document test results, Certificates of Analysis, and any required remediation.

2. General Business Records

- a. Employee Records
 - i. Maintain files on all employees, including background checks and training records.
 - ii. Document employee time and attendance.
 - iii. The following personnel records shall be maintained per 935 CMR 500.105(9):
 - 1. Job descriptions for each agent;
 - 2. A personnel record for each agent;
 - 3. A staffing plan that will demonstrate accessible business hours and safe cultivation conditions;
 - 4. Personnel policies and procedures; and
 - 5. All background check reports obtained in accordance with 935 CMR 500.030.
- b. Financial Records
 - i. Keep detailed financial records, including sales data, expenses, and tax payments.

- ii. Maintain records of all business transactions for at least 3 years.
- iii. The following business records shall be maintained per 935 CMR 500.105(9):
 - 1. Assets and liabilities;
 - 2. Monetary transactions;
 - 3. Books of accounts;
 - 4. Sales records; and
 - 5. Salary and wages paid to each employee.Establishments shall maintain their records in accordance with generally accepted accounting principles, as stated in 935 CMR 500.105(9).

c. Compliance Documentation

- i. Retain copies of all licenses, permits, and regulatory correspondence.
- ii. Document all required inspections and their outcomes.
- iii. Keep records of any product recalls or returns.

d. Security Records

- i. Maintain surveillance footage for at least 90 days.
- ii. Keep visitor logs and records of any security incidents.

e. Record Keeping Policies

- i. Designate a records custodian responsible for maintaining and securing all required records.
- ii. Store records in a secure, locked location with limited access.
- iii. Back up electronic records regularly and store backups off-site.
- iv. Retain all records for at least 3 years, or longer if required by regulations. Upon closure of the Establishment, all records shall be kept for at least two years, as required by 935 CMR 500.105(9).
- v. Make records available for inspection by regulatory authorities upon request.
- vi. Conduct regular internal audits to ensure record-keeping compliance.
- vii. Train all employees on proper record-keeping procedures relevant to their roles.

3. Additional Record Keeping Requirements

- a. Waste disposal records as required under 935 CMR 500.105(12) will be maintained.
- b. Written operating procedures shall be maintained as required by 935 CMR 500.105(1) and 935 CMR 500.105(9).
- c. Seed-to-sale SOR Electronic Tracking Records for all marijuana as required by 935 CMR 500.105(8)(e) and 935 CMR 500.105(9) will be maintained.
- d. Personnel policies and procedures, including, at a minimum, the following:
- e. Code of ethics;
- f. Whistle-blower policy; and
- g. A policy that notifies persons with disabilities of their rights under <https://www.mass.gov/service-details/about-employment-rights> or a

comparable link and includes provisions prohibiting discrimination and providing reasonable accommodations.

G&S Management Services LLC - Qualifications and Training Policy

4.18.2025

1. Purpose

- a. This policy outlines the qualifications and training requirements for employees of G&S Management Services LLC a licensed cannabis microbusiness in Massachusetts engaged in product manufacturing. The purpose is to ensure compliance with state regulations and maintain high standards of safety, quality, and professionalism.

2. Scope

- a. This policy applies to all employees involved in cannabis cultivation, processing, and product manufacturing operations.

3. Qualifications

a. General Requirements

- i. All employees must:
 - 1. Be at least 21 years of age
 - 2. Pass a background check as required by the Cannabis Control Commission (CCC)
 - 3. Obtain a valid Marijuana Establishment Agent registration from the CCC within 90 days of hire
 - 4. Demonstrate proficiency in English language, both verbal and written

b. Manufacturing Positions

- i. Employees involved in product manufacturing must have:
 - 1. Minimum of 1 year experience in food manufacturing, laboratory, or related field
 - 2. Knowledge of extraction methods and infusion processes
 - 3. Understanding of quality control and food safety principles
 - 4. Familiarity with equipment operation and maintenance

c. Training Requirements

- i. Responsible Vendor Training
 - 1. All current owners, managers, and employees shall complete the Responsible Vendor Program after July 1, 2019, or when available, as required by 935 CMR 500.105(2).

2. All employees must complete the state-mandated 4-hour Responsible Vendor Training program within 90 days of hire. This training covers:
 - a. Laws and regulations
 - b. Seed-to-sale tracking
 - c. Diversion prevention
 - d. Health and safety standards
 - e. Potency and effects of cannabis
3. Responsible Vendor Program documentation must be retained for four (4) years, as required by 935 CMR 500.105(2).

ii. Company Orientation

1. New employees will complete a company orientation covering:
 - a. Company policies and procedures
 - b. Facility layout and security protocols
 - c. Emergency procedures
 - d. Proper use of personal protective equipment (PPE)

iii. Job-Specific Training

1. Employees will receive hands-on training specific to their role, including:
 - a. Manufacturing: Extraction processes, infusion methods, equipment operation
 - b. Quality control procedures
 - c. Sanitation and hygiene practices
 - d. Recordkeeping and inventory management

iv. Ongoing Education

1. Establishments must ensure that employees receive a minimum of eight (8) hours of ongoing training annually, as required by 935 CMR 500.105(2).
2. Employees are required to participate in ongoing education, including:
 - a. Monthly safety meetings
 - b. Quarterly seminars on industry developments and best practices
 - c. Annual refresher courses on core competencies

v. Training Documentation

1. All employee training will be documented and records maintained for a minimum of one year. Documentation will include:
 - a. Date and duration of training

- b. Topics covered
- c. Name and qualifications of trainer
- d. Verification of employee attendance and comprehension

vi. Compliance Monitoring

1. The Compliance Manager will conduct quarterly audits to ensure all employees meet qualification requirements and are up-to-date on required training. Any deficiencies will be addressed promptly through additional training or corrective action. By implementing this comprehensive qualifications and training policy, G&S Management Services LLC aims to maintain a skilled workforce, ensure regulatory compliance, and uphold the highest standards of quality and safety in our cannabis microbusiness operations.

G&S Management Services LLC – Restricting Access to Age 21 and Older

4.19.2025

Restricting Access to Individuals 21 Years of Age and Older

Purpose

This policy ensures compliance with Massachusetts regulations regarding age restrictions for all employees, registered agents, visitors, and consumers at the Marijuana Establishment, as required by 935 CMR 500.000 et seq.

1. Age Requirements for Employees and Registered Agents

- All employees and registered agents must be at least 21 years of age.
- Prior to hire or registration, all prospective employees and agents will be required to provide valid, government-issued photo identification to verify their age.
- The Human Resources department will maintain records of age verification for all employees and agents as part of the onboarding process, in compliance with 935 CMR 500.029 and 500.030.

2. Age Requirements for Visitors

- All visitors to the premises must be at least 21 years of age, as defined by 935 CMR 500.00225.
- Visitors will be required to present valid, government-issued photo identification at the point of entry.
- Security personnel will verify the age of all visitors before allowing access to the premises.
- No exceptions will be made for individuals under 21 years of age.

3. Age Requirements for Consumers

- All consumers entering the Marijuana Retailer must be at least 21 years of age, unless the establishment is co-located with a Medical Marijuana Treatment Center, in which case additional medical patient access rules apply as outlined in 935 CMR 500.050(5).
- Consumers must present valid, government-issued photo identification at the point of sale and/or entry, which will be verified by trained staff.
- Any consumer who cannot provide acceptable proof of age will be denied entry and service.

4. Process to Prevent Access by Individuals Under 21

To ensure that no individual under 21 years of age is allowed on the premises, the following procedures will be implemented:

- **Entry Control:**
 - All access points to the premises will be staffed by trained security personnel during business hours.
 - Security staff will request and verify government-issued photo identification from every individual seeking entry, regardless of apparent age.
 - Acceptable forms of identification include a valid driver's license, state identification card, passport, or military ID.
- **Employee and Agent Monitoring:**
 - Human Resources will conduct age verification for all new hires and agents before granting access credentials.
 - Access badges or credentials will only be issued upon successful age verification.
- **Visitor Management:**
 - All visitors must sign in at the reception/security desk and present valid identification for age verification.
 - Visitors under 21 years of age will be denied entry and escorted off the premises if necessary.
- **Consumer Verification:**
 - At retail points of entry, staff will verify the age of every consumer prior to allowing access to sales areas.
 - Any individual unable to provide valid proof of age will be refused entry and service.
- **Recordkeeping:**
 - The establishment will maintain logs of all age verification checks at entry points.
 - Any incident involving attempted access by an underage individual will be documented and reported to management.
- **Training:**
 - All staff responsible for age verification will receive training on acceptable forms of identification and procedures for denying access to underage individuals.

5. Notification to the Commission

- The Commission will be informed of these procedures and any updates as part of the establishment's compliance reporting process, as required by 935 CMR 500.050 and related regulations.

6. Enforcement

- Any employee or agent who knowingly allows an individual under 21 years of age to access the premises will be subject to disciplinary action, up to and including termination, and may be reported to the Commission for further action.

This policy will be reviewed annually and updated as necessary to ensure ongoing compliance with state regulations.

G&S Management Services LLC - Quality Control and Testing Policies and Procedures

4.19.2025

Product Testing

1. All cannabis and cannabis products will be tested by an independent testing laboratory licensed by the Cannabis Control Commission (CCC) before sale or transfer.
2. Testing will be conducted for at least the following:
 - a. Cannabinoid profile and potency
 - b. Terpene profile
 - c. Residual solvents
 - d. Microbiological contaminants
 - e. Mycotoxins
 - f. Heavy metals
 - g. Pesticide residues
3. Samples for testing will be collected according to the CCC's sampling protocols.
4. No product will be sold or transferred until passing test results are received from the laboratory.

Quality Control Measures

1. Implement a tracking system to monitor all cannabis products from acquisition through manufacturing and testing.
2. Maintain detailed logs of all manufacturing and testing activities.
3. Conduct regular in-house quality checks on products before submitting them for laboratory testing.
4. Quarantine any products that do not meet specifications or fail testing.

Standard Operating Procedures (SOPs) - Including Sanitary Practices

1. Develop and maintain written SOPs for all cultivation, manufacturing, and quality control processes.
2. Train all employees on SOPs and quality control protocols.
3. Conduct regular internal audits to ensure compliance with SOPs.
4. Update SOPs as needed based on regulatory changes or process improvements.
5. **Sanitary Processing of Marijuana:** Ensure that only the leaves and flowers of the female marijuana plant are processed accordingly in a safe and sanitary manner as prescribed below (required for cultivators, product manufacturers, micro businesses, and craft marijuana cooperatives per 935 CMR 500.105(3)):
 - a. Well-cured and generally free of seeds and stems.
 - b. Free of dirt, sand, debris, and other foreign matter.
 - c. Free of contamination by mold, rot, other fungus, and bacterial diseases.

- d. Prepared and handled on food-grade stainless steel tables.
 - e. Packaged in a secure area.
- 6. **Food Handler Requirements:** All agents whose job includes contact with marijuana are subject to the requirements for food handlers specified in 105 CMR 300.000.
- 7. **Agent Sanitary Practices:** Any agent working in direct contact with marijuana shall conform to sanitary practices while on duty, including:
 - a. Maintaining adequate personal cleanliness.
 - b. Washing hands appropriately (935 CMR 500.105(3)).
- 8. **Hand-Washing Facilities:** Hand-washing facilities shall be located in production areas and where good sanitary practices require employees to wash and sanitize their hands (935 CMR 500.105(3)).
- 9. **Space Adequacy:** There shall be sufficient space for the placement of equipment and storage of materials as necessary for the maintenance of sanitary operations (935 CMR 500.105(3)).
- 10. **Waste Management:** Litter and waste shall be properly removed to minimize odor development and the potential for waste attracting and harboring pests, according to 935 CMR 500.105(12) and 935 CMR 500.105(3).
- 11. **Facility Construction:** Floors, walls, and ceilings shall be constructed to be adequately kept clean and in good repair (935 CMR 500.105(3)).
- 12. **Contact Surface Maintenance:** All contact surfaces shall be maintained, cleaned, and sanitized as frequently as necessary to protect against contamination (935 CMR 500.105(3)).
- 13. **Toxic Item Storage:** All toxic items shall be identified, held, and stored in a manner that protects against contamination of marijuana (935 CMR 500.105(3)).
- 14. **Water Supply:** The water supply shall be sufficient for necessary operations (935 CMR 500.105(3)).
- 15. **Plumbing:** Plumbing shall be of adequate size and design and maintained to carry sufficient quantities of water to required locations throughout the establishment (935 CMR 500.105(3)).
- 16. **Toilet Facilities:** The establishment shall provide its employees with adequate, readily accessible toilet facilities (935 CMR 500.105(3)).
- 17. **Storage and Transportation:** Storage and transportation of finished products shall be under conditions that will protect them against physical, chemical, and microbial contamination (935 CMR 500.105(3)).
- 18. **Contamination Notification:** The establishment shall notify the Commission within 72 hours of any laboratory testing results indicating contamination if contamination cannot be remediated and disposal of the production batch is necessary (935 CMR 500.160(2)).

Record Keeping

- 1. Maintain records of all testing results for a minimum of one year.
- 2. Document any product recalls or returns due to quality issues.
- 3. Keep detailed batch records for all products manufactured.
- 4. Retain certificates of analysis from testing laboratories.

Recall Procedures

1. Establish a recall plan to quickly remove any products found to be contaminated or otherwise unfit for consumption.
2. Maintain a system to track all products by batch to facilitate recalls if needed.
3. Designate a recall coordinator to oversee any recall activities.

Continuous Improvement

1. Regularly review quality control data to identify trends or areas for improvement.
2. Solicit feedback from customers on product quality and consistency.
3. Stay informed on industry best practices and emerging technologies for quality assurance.

G&S Management Services LLC – Personnel and Background Check Policy

9.26.2025

1. Staffing Plan with Job Descriptions and Records Compliance (935 CMR 500.105(9), 935 CMR 500.105(1))

The company will operate with a lean staffing model consisting of two full-time employees and one part-time employee. This staffing plan is designed to meet operational needs while maintaining compliance with 935 CMR 500.105 requirements for documentation and recordkeeping.

- **Principal / Operations Manager (Full-Time):**

The Principal, who is the first full-time employee, oversees the entire operations of the microbusiness. Responsibilities include managing production activities, ensuring compliance with all regulatory requirements, supervising staff, overseeing quality control, and handling communications with the Cannabis Control Commission. The Principal is also responsible for maintaining records related to operations, employee files, and regulatory documentation.

- **Assistant / Production Specialist (Full-Time):**

The second full-time employee serves as the Assistant to the Principal and participates in all operational tasks. Their primary focus is on production activities including preparation, processing, and packaging of cannabis products. This role supports compliance efforts by assisting in recordkeeping for production batches and inventory management, as well as helping enforce health and safety protocols.

- **Part-Time Operations Assistant:**

The part-time employee assists with general operational support including production and packaging tasks. This role provides flexibility to manage workload fluctuations and supports the full-time team in maintaining operational efficiency and product quality. The part-time employee's duties include assisting with packaging, labeling, and maintaining cleanliness and organization in the production area.

2. Records to be Maintained:

The company will maintain detailed personnel records for all employees, including job descriptions, hiring documentation, training records, background checks, Commission-issued registration cards,

and any performance or disciplinary records. All records will be securely stored and available for review by the Commission to ensure compliance with regulations.

3. Mandatory Background Checks

- a. All prospective employees, contractors, and volunteers must undergo a comprehensive background check before beginning work at the microbusiness. This includes:
 - i. Criminal record check (CORI)
 - ii. Sex offender registry check
 - iii. Employment verification
 - iv. Education verification
 - v. Professional license/certification verification (if applicable)

4. Additional Personnel Policies

- a. **Drug and Alcohol Policy:**
 - i. Zero tolerance for use of cannabis or alcohol while on duty.
 - ii. The company will maintain alcohol, smoke, and drug-free workplace policies in compliance with 935 CMR 500.105(1).
- b. **Security Protocols**
 - i. Employees must wear ID badges at all times on premises.
 - ii. Limited access areas restricted to authorized personnel only.
 - iii. Procedures for reporting security incidents or suspicious activity.
- c. **Hygiene and Safety Standards**
 - i. Proper sanitation and personal hygiene requirements
 - ii. Protocols for safe handling of cannabis plants and products
 - iii. Proper use of personal protective equipment
- d. **Inventory Control**
 - i. Procedures for tracking cannabis from seed-to-sale
 - ii. Protocols to prevent and report diversion
- e. **Confidentiality**
 - i. Non-disclosure agreements required
 - ii. Policies on protecting proprietary cultivation/manufacturing processes
 - iii. A plan describing how confidential information will be maintained in accordance with 935 CMR 500.105(1).
- f. **Compliance Training**
 - i. Ongoing education on state and local cannabis regulations
 - ii. Procedures for maintaining licensing requirements
- g. **Employee Dismissal Policy**
 - i. The company will adhere to a policy for the immediate dismissal of any agent who has diverted marijuana, engaged in unsafe practices, or been convicted or entered a guilty plea for a felony charge of distribution of a drug to a minor, as required by 935 CMR 500.105(1).

G&S Management Services - Diversity Plan

9.26.2025

As a cannabis microbusiness licensee in Massachusetts participating in product manufacturing, G&S Management Services LLC is committed to promoting equity and diversity in our workforce, management, and business relationships. G&S Management Services LLC is a woman and minority owned business. Our starting workforce of two full time employees are both women and minorities.

This plan outlines our goals, programs, and measurements to foster inclusion of minorities, women, veterans, persons with disabilities, LGBTQ+ people and other diverse groups of people. This plan is tailored to Commission-approved areas of diversity, which include people of color, particularly Black, African American, Hispanic, Latino, and Indigenous people; women; Veterans; persons with disabilities; and LGBTQ+ people.

1. Diversity Plan Goals

The company is committed to promoting diversity and inclusivity across all employment and contracting opportunities. The following specific goals will be implemented to ensure meaningful participation by individuals from Commission-approved groups:

2. Hiring Goals

- At least 50% of employees will be women.
- At least 20% of employees will be people of color, including but not limited to Black, African American, Hispanic, Latino, and Indigenous individuals.
- At least 10% of employees will be veterans.
- At least 10% of employees will be persons with disabilities.
- At least 10% of employees will be individuals who identify as LGBTQ+.

3. Contracting Goals

- At least 20% of all contracts will be with businesses majority-owned or managed by women.
- At least 25% of all contracts will be with businesses majority-owned or managed by people of color.
- At least 10% of all contracts will be with businesses majority-owned or managed by veterans.
- At least 10% of all contracts will be with businesses majority-owned or managed by persons with disabilities.
- At least 10% of all contracts will be with businesses majority-owned or managed by LGBTQ+ individuals.

4. Strategies and Programs

- Advertise all job openings through platforms and organizations that have strong connections to each diverse community, such as women's organizations, veteran support organizations, disability advocacy groups, and LGBTQ+ networks.
- Regularly review and, if necessary, revise recruiting protocols to ensure accessibility and inclusivity for applicants from all targeted groups.
- Partner with diversity-focused business directories and the Massachusetts Supplier Diversity Office to identify qualified diverse contractors and suppliers.
- Create an internal annual training program focused on unconscious bias, cultural competency, and anti-discrimination policies.
- Attend and/or host at least one local community event or job fair per year to directly reach and engage diverse candidates.

5. Measurement and Accountability

- Track and document the number of employment opportunities posted through diversity-focused channels.
- Maintain annual records of the demographics of applicants, hires, and retained employees in each category.
- Record the percentage of contract dollars awarded to businesses in each diversity category.
- Evaluate and report progress against diversity goals to the Commission annually. If goals are not met, revise strategies as needed, including outreach, advertising, and targeted partnerships.
- Maintain all documentation related to hiring, contracting, and outreach to demonstrate good-faith efforts and provide these to the Commission as required.

6. Programs and Initiatives

a. Recruitment and Hiring

- i. Partner with community organizations and job training programs serving underrepresented groups to expand our candidate pool.
 1. *Frequency: As needed when hiring*
 2. *Duration: Ongoing*
 3. *Methods: Direct contact with organizations, participation in job fairs, and targeted advertising.*
- ii. Implement blind resume screening to reduce unconscious bias in the hiring process.
 1. *Frequency: For all new hires*
 2. *Duration: Throughout the screening process*
 3. *Methods: Redacting personal information from resumes before review.*

- iii. Require diverse candidate slates for all open positions.
 - 1. *Frequency: For all open positions*
 - 2. *Duration: Throughout the hiring process*
 - 3. *Methods: Ensuring a diverse pool of candidates is considered for each role.*

b. Retention and Advancement

- i. Establish a mentorship program pairing employee from underrepresented groups with senior staff.
 - 1. *Frequency: Ongoing*
 - 2. *Duration: Continuous effort*
 - 3. *Methods: Ongoing training and mentoring on all aspects of the business*
- ii. Provide leadership development training and opportunities for employees from diverse backgrounds.
 - 1. *Frequency: Ongoing*
 - 2. *Duration: Continuous effort*
 - 3. *Methods: Ongoing training and mentoring on all aspects of the business*
- iii. Conduct regular pay equity analyses to ensure fair compensation across all demographics.
 - 1. *Frequency: Bi-annually*
 - 2. *Duration: Ongoing*
 - 3. *Methods: Statistical analysis of pay data, review of job descriptions and responsibilities.*

c. Supplier Diversity

- i. Actively seek out and build relationships with diverse suppliers, including those certified by the Massachusetts Supplier Diversity Office.
 - 1. *Frequency: Ongoing*
 - 2. *Duration: Continuous effort*
 - 3. *Methods: Attending supplier diversity events, networking, and online research.*
- ii. Set targets for procurement from minority-owned, women-owned, veteran-owned, and other diverse businesses.
 - 1. *Frequency: Annually*
 - 2. *Duration: Ongoing*
 - 3. *Methods: Setting specific spending goals, tracking procurement data, and reporting progress.*
- iii. Offer technical assistance and support to help diverse suppliers meet our procurement needs.

1. *Frequency: As needed*
2. *Duration: Project-based*
3. *Methods: Providing guidance, resources, and mentorship.*

Our leadership team will review these metrics quarterly and adjust our strategies as needed to ensure progress toward our diversity goals. We will also submit an annual report on our diversity efforts to the Cannabis Control Commission upon our annual license renewal. By implementing this diversity plan, G&S Management Services LLC aims to create a more equitable and inclusive cannabis industry in Massachusetts while building a stronger, more innovative business.