



Massachusetts Cannabis Control Commission

Marijuana Retailer

General Information:

License Number: MR283784
Original Issued Date: 07/27/2021
Issued Date: 07/27/2021
Expiration Date: 07/27/2022

ABOUT THE MARIJUANA ESTABLISHMENT

Business Legal Name: Leaf Relief, Inc.

Phone Number: 914-484-2853 Email Address: ebholstein@gmail.com

Business Address 1: 165 Westgate Drive

Business Address 2:

Business City: Brockton

Business State: MA

Business Zip Code: 02301

Mailing Address 1: 1280 Belmont Street

Mailing Address 2:

Mailing City: Brockton

Mailing State: MA

Mailing Zip Code: 02301

CERTIFIED DISADVANTAGED BUSINESS ENTERPRISES (DBES)

Certified Disadvantaged Business Enterprises (DBEs): Not a DBE

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: 30

Percentage Of Control: 30

Role: Owner / Partner

Other Role:

First Name: Eric

Last Name: Holstein

Suffix:

Gender: Male

User Defined Gender:

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

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 2

Percentage Of Ownership: 20

Percentage Of Control:

20

Role: Owner / Partner

Other Role:

First Name: Anthony

Last Name: Ackil

Suffix:

Gender: Male

User Defined Gender:

What is this person's race or ethnicity?: White (German, Irish, English, Italian, Polish, French), Middle Eastern or North African (Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian)

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 3

Percentage Of Ownership: 50

Percentage Of Control:

50

Role: Manager

Other Role:

First Name: John

Last Name: Jeha

Suffix:

Gender: Male

User Defined Gender:

What is this person's race or ethnicity?: Middle Eastern or North African (Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian), White (German, Irish, English, Italian, Polish, French)

Specify Race or Ethnicity:

ENTITIES WITH DIRECT OR INDIRECT AUTHORITY

No records found

CLOSE ASSOCIATES AND MEMBERS

No records found

CAPITAL RESOURCES - INDIVIDUALS

Individual Contributing Capital 1

First Name: Eric

Last Name: Holstein

Suffix:

Types of Capital: Monetary/Equity Other Type of Capital: Total Value of the Capital Provided: \$100000 Percentage of Initial Capital: 100

Capital Attestation: Yes

CAPITAL RESOURCES - ENTITIES

No records found

BUSINESS INTERESTS IN OTHER STATES OR COUNTRIES

No records found

DISCLOSURE OF INDIVIDUAL INTERESTS

No records found

MARIJUANA ESTABLISHMENT PROPERTY DETAILS

Establishment Address 1: 165 Westgate Drive

Establishment Address 2:

Establishment City: Brockton

Establishment Zip Code: 02301

Approximate square footage of the establishment: 2700

How many abutters does this property have?: 5

Have all property abutters 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 |
|--|---|------|--------------------------|-------------|
| Community Outreach Meeting Documentation | Leaf Relief, Inc. - COM Documentation 11.2.2020.pdf | pdf | 5fa08562dd2d7407bedeae1c | 11/02/2020 |
| Certification of Host Community Agreement | HCA certification - signed.pdf | pdf | 5fc6c744d8789e0780e4041b | 12/01/2020 |
| Plan to Remain Compliant with Local Zoning | LR Plan to Remain Complaint w Local Zoning FINAL 12.16.2020.pdf | pdf | 5fe1235879776c07d15e5b04 | 12/21/2020 |

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

PLAN FOR POSITIVE IMPACT

Plan to Positively Impact Areas of Disproportionate Impact:

| Document Category | Document Name | Type | ID | Upload Date |
|--------------------------|---|------|--------------------------|-------------|
| Plan for Positive Impact | Leaf Relief - Positive Impact Plan - 12.31.2020.pdf | pdf | 5fef3db4841ecf07f32aa6dd | 01/01/2021 |

ADDITIONAL INFORMATION NOTIFICATION

Notification:

INDIVIDUAL BACKGROUND INFORMATION

Individual Background Information 1

Role: Owner / Partner Other Role:
First Name: Eric Last Name: Holstein Suffix:
RMD Association: Not associated with an RMD
Background Question: no

Individual Background Information 2

Role: Owner / Partner Other Role:
First Name: Anthony Last Name: Ackil Suffix:
RMD Association: Not associated with an RMD
Background Question: no

Individual Background Information 3

Role: Owner / Partner Other Role:
First Name: John Last Name: Jeha Suffix:
RMD Association: Not associated with an RMD
Background Question: no

ENTITY BACKGROUND CHECK INFORMATION

No records found

MASSACHUSETTS BUSINESS REGISTRATION

Required Business Documentation:

| Document Category | Document Name | Type | ID | Upload Date |
|--|---|------|--------------------------|-------------|
| Secretary of Commonwealth - Certificate of Good Standing | Certif of Good Standing.pdf | pdf | 5fa096697083620840285261 | 11/02/2020 |
| Department of Revenue - Certificate of Good standing | Leaf Relief - DOR CGS.pdf | pdf | 5fa096990daeb60847fab0da | 11/02/2020 |
| Articles of Organization | Leaf Relief - Articles of Organization.pdf | pdf | 5fa09703edc7d60856d96368 | 11/02/2020 |
| Bylaws | Leaf Relief - ByLaws.pdf | pdf | 5fa09739bd0d8e081433bd8f | 11/02/2020 |
| Department of Revenue - Certificate of Good standing | Affidavit for Cert of Good Standing - DUA (1).pdf | pdf | 5fe123a9e826e207c07d9afb | 12/21/2020 |

No documents uploaded

Massachusetts Business Identification Number: 001360283

Doing-Business-As Name:

DBA Registration City:

BUSINESS PLAN

Business Plan Documentation:

| Document Category | Document Name | Type | ID | Upload Date |
|------------------------------|--|------|--------------------------|-------------|
| Plan for Liability Insurance | LR - ins plan.pdf | pdf | 5fa09786df85ec07dfb87ebf | 11/02/2020 |
| Proposed Timeline | LR - timeline- 12.9.2020.pdf | pdf | 5fd1404b63caf5075a67e64a | 12/09/2020 |
| Business Plan | Leaf Relief - Business Plan 12.21.2020.pdf | pdf | 5fe12434982b2307e1992194 | 12/21/2020 |

OPERATING POLICIES AND PROCEDURES

Policies and Procedures Documentation:

| Document Category | Document Name | Type | ID | Upload Date |
|--|---|------|--------------------------|-------------|
| Plan for obtaining marijuana or marijuana products | LR - obtain products.pdf | pdf | 5fa09b33a75869080486aee7 | 11/02/2020 |
| Restricting Access to age 21 and older | LR- 21 plan.pdf | pdf | 5fa09b3d08242707d4a76b17 | 11/02/2020 |
| Prevention of diversion | LR - diversion.pdf | pdf | 5fa09b4b08242707d4a76b1b | 11/02/2020 |
| Storage of marijuana | LR-storage.pdf | pdf | 5fa09b51df85ec07dfb87ed2 | 11/02/2020 |
| Transportation of marijuana | LR-transportation.pdf | pdf | 5fa09b596e60eb07f57f1285 | 11/02/2020 |
| Inventory procedures | LR-inventory.pdf | pdf | 5fa09b645b823307b79b5b96 | 11/02/2020 |
| Dispensing procedures | LR-dispensing.pdf | pdf | 5fa09b7708242707d4a76b1f | 11/02/2020 |
| Record Keeping procedures | LR-record keeping.pdf | pdf | 5fa09b8b57d9d707ee4d74b2 | 11/02/2020 |
| Qualifications and training | LR-q and training.pdf | pdf | 5fa09bafa75869080486aef4 | 11/02/2020 |
| Energy Compliance Plan | LR POLICY Energy 11.2.2020.pdf | pdf | 5fa0a18aa75869080486af0e | 11/02/2020 |
| Quality control and testing | LF - Quality Control and Testing 11.20.2020.pdf | pdf | 5fb8568157d9d707ee4dacee | 11/20/2020 |

| | | | | |
|---|---|-----|--------------------------|------------|
| Security plan | LR POLICY Security Plan FINAL 11.20.2020.pdf | pdf | 5fb8568cdd2d7407bedee686 | 11/20/2020 |
| Personnel policies including background checks | LR - Personnel - Dec 2020.pdf | pdf | 5fe1248e79776c07d15e5b0f | 12/21/2020 |
| Maintaining of financial records | LR - Maintain Financial records - Dec 2020.pdf | pdf | 5fe124d7d18fa907c7d90a02 | 12/21/2020 |
| Diversity plan | LR-diversity plan - revised Dec. 2020.pdf | pdf | 5fe1250144f61c07f67fce9d | 12/21/2020 |

MARIJUANA RETAILER SPECIFIC REQUIREMENTS

No documents uploaded

No documents uploaded

ATTESTATIONS

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

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

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

Notification:

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

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

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

ADDITIONAL INFORMATION NOTIFICATION

Notification:

COMPLIANCE WITH POSITIVE IMPACT PLAN

No records found

COMPLIANCE WITH DIVERSITY PLAN

No records found

HOURS OF OPERATION

| | |
|-------------------------|-----------------------|
| Monday From: 8:00 AM | Monday To: 8:00 PM |
| Tuesday From: 8:00 AM | Tuesday To: 8:00 PM |
| Wednesday From: 8:00 AM | Wednesday To: 8:00 PM |
| Thursday From: 8:00 AM | Thursday To: 8:00 PM |
| Friday From: 8:00 AM | Friday To: 8:00 PM |

Saturday From: 8:00 AM Saturday To: 8:00 PM

Sunday From: 8:00 AM Sunday To: 8:00 PM

Community Outreach Meeting Attestation Form

Instructions

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

Attestation

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

1. The Community Outreach Meeting was held on the following date(s): June 11, 2020
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:

JUNE 4, 2020

b. Name of publication:

BROCKTON ENTERPRISE

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:

JUNE 4, 2020

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:

JUNE 1, 2020

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:

LEAF RELIEF INC

Name of applicant's authorized representative:

ERIC HOLSTEIN

Signature of applicant's authorized representative:



Classifieds

wickedlocalsearch.com

To Place an Advertisement Call 508-588-5000 • Mon-Fri 9am-5pm

JOBS

SERVICES

STUFF

HOMES

WHEELS



NOTICES

Legals

NOTICE OF INITIAL SITE INVESTIGATION AND TIER I CLASSIFICATION

11 Rosseter Street
Brockton, Massachusetts
RELEASE TRACKING
NUMBER 4-27806

A release of oil and/or hazardous materials has occurred at this location, which is a disposal site as defined by M.G.L. c. 21E, § 2 and the Massachusetts Contingency Plan, 310 CMR 40.0000. To evaluate the release, a Phase I Initial Site Investigation was performed pursuant to 310 CMR 40.0480. As a result of this investigation, the site has been classified as Tier II pursuant to 310 CMR 40.0500. On May 22, 2020, ATA Realty filed a Tier II Classification Submittal with the Department of Environmental Protection (MassDEP). To obtain more information on this disposal site, please contact Mr. Elie Ata, 204 North Montello Street, Brockton, Massachusetts (508) 584-4890.

Legals

769 bedford st.

COMMONWEALTH OF
MASSACHUSETTS
PLYMOUTH, ss.
SUPERIOR COURT
DEPARTMENT OF THE
TRIAL COURT
CIVIL ACTION:
2083CV00379

To:
Susan and Ralph
Constantine, Trustees of
the 769 Bedford Street
Realty Trust

and to all persons entitled
to the benefit of the
Servicemembers Civil
Relief Act as amended.

Radius Bank

claiming to be the holder of
a mortgage covering real
property situated in
Whitman in said County of
Plymouth on Bedford Street
and numbered 769, given
by Susan and Ralph
Constantine, Trustees of
the 769 Bedford Street
Realty Trust to Radius
Bank dated October 14,
2016 and recorded with
Plymouth County Deeds,
Book 47616 Page 242 has
filed with said court a complaint for authority to foreclose said mortgage in the following manner, to wit: by entry and possession and by the exercise of a power of sale contained in said mortgage.

If you are entitled to the
benefits of the

Legals

Across the street from 605
Conant Ave

NOTICE OF PUBLIC HEARING CONSERVATION COMMISSION BRIDGEWATER, MASSACHUSETTS

In accordance with
Massachusetts General
Laws, Chapter 131, Section
40 and the Town of
Bridgewater Local By-Law,
the Bridgewater
Conservation Commission
will hold a public hearing
held as a virtual meeting
over ZOOM. A link and
instructions to participate
in the meeting will follow
and be posted to the
Calendar on the Town's
website at
www.bridgewaterma.org. A
recording of the meeting
will also be posted to the
Town's webpage within 48
hours after the meeting
ends. The hearing will be
on a Request for
Determination of
Applicability filed by Cody
Buchalter, P.E. The
applicant proposes to construct
a 12' wide new paved
asphalt access roadway
and approximately a
175'x80' paved parking
facility to replace the existing
dirt access roadway
and parking area. The
approximate route of the
new access roadway will
closely follow the existing
gravel and dirt roadway. A
2-ft wide gravel shoulder on
the north side and an
approximately 8' rock lined
swale on the south side of

Legals

morse estate

Commonwealth of
Massachusetts
The Trial Court
Bristol Probate and
Family Court
Office of Register Suite 240
40 Broadway
Taunton, MA 02780
508-877-6040
Docket No. BR20P1008EA
CITATION ON PETITION
FOR FORMAL
ADJUDICATION

Estate of:
George Howard Morse Jr.
Date of Death: 04/15/20

To all interested persons: A
Petition for Formal
Adjudication of Will with
Appointment of Personal
Representative has been
filed by: Grafton H. Willey
IV of Portsmouth, RI
requesting that the Court
enter a formal Decree and
Order and for such other
relief as requested in the
Petition. The Petitioner requests
that: Grafton H. Willey IV of
Portsmouth, RI be appointed
as Personal Representative(s) of said
estate to serve without
surety on the bond in an
unsupervised administration.

IMPORTANT NOTICE

You have the right to obtain
a copy of the Petition from
the Petitioner or at the
Court. You have a right to
object to this proceeding.
To do so, you or your attorney

Legals

barry estate

Commonwealth of
Massachusetts
The Trial Court
Plymouth Probate and
Family Court
Docket No. PL20P0685EA
CITATION ON PETITION
FOR FORMAL
ADJUDICATION

Estate of: Esther M Barry
Date of Death: 07/15/2011

To all interested persons: A
Petition for Formal Probate
of Will with Appointment of
Personal Representative
has been filed by: Christine
M Barry of Brockton MA
requesting that the Court
enter a formal Decree and
Order and for such other
relief as requested in the
Petition. The Petitioner requests
that: Christine M Barry of
Brockton MA be appointed
as Personal Representative(s) of said
estate to serve Without
Surety on the bond in an
unsupervised administration.

IMPORTANT NOTICE

You have the right to obtain
a copy of the Petition from
the Petitioner or at the
Court. You have a right to
object to this proceeding.
To do so, you or your attorney
must file a written
appearance and objection
at this Court before: 10:00
a.m. on the return day of
06/22/2020.

Legals

407 ash street

MORTGAGEE'S SALE OF REAL ESTATE

By virtue and in execution of the Power of Sale contained in a certain mortgage given by Mozart St. Cyr, Trustee of the 407 Ash Street Realty Trust u/d/t dated December 28, 2018, a Trustee's Certificate pursuant to M.G.L. c. 184 Section 35 recorded with the Plymouth County Registry of Deeds in Book 50687, Page 311 to Latitude Capital, LLC, a Delaware limited liability company, dated December 28, 2018 and recorded with the Plymouth County District Registry of Deeds in Book 50687, Page 316, as affected by an Assignment from Latitude Capital LLC to the Latitude Capital, LLC, Trustee of the Latitude Capital Lending Trust u/d/t dated August 1, 2018, dated December 31, 2018 and being recorded with the Plymouth County Registry of Deeds in Book 50688, Page 180 of which mortgage the undersigned is the present holder, by assignment, for breach of the conditions of said mortgage and for the purpose of foreclosing the same will be sold at Public Auction on June 25, 2020 at 11:00 am at 407 Ash Street, Brockton MA all and singular the premises described in said mortgage.

To wit;

The land with the improvements thereon in Brockton, Plymouth County, Massachusetts bounded and described as follows:

Beginning at a point where the Westerly line of Ash Street intersects Southerly line of Boylston Street, being the Northeast corner of the premises herein described; thence

SOUTHERLY in the Westerly line of Ash Street a distance of eighty-two and 00/100 (82.00) feet, more or less, to land now or formerly of one Sherman; thence

WESTERLY in line of land now or formerly of said Sherman, a distance of one hundred ten and

00/100 (110.00) feet to land now or formerly of one Cushman; thence

NORTHERLY by said land now or formerly of said Cushman a distance of eighty-two and 00/100 (82.00) feet more or less, to a point of said Southerly line of Boylston Street; thence

The most
local jobs!

assified

Tier Classification Submittal and other disposal site files can be reviewed at MassDEP's office located at 20 Riverside Drive, Lakeville, Massachusetts, 02347 (508) 946-2700.

Additional public involvement opportunities are available under 310 CMR 40.1403(9) and 310 CMR 40.1404.

13891253 6/4/20

LEAF RELIEF INC.
RE: LEAF RELIEF INC.
165 WESTGATE DRIVE
BROCKTON, MA 02301

Please take notice that an Outreach Meeting for a proposed retail recreational marijuana facility at the above location, in a unit adjoining Collins Surgical Supply, is scheduled for **June 11, 2020 at 5:00 p.m.** The presentation will be regarding the location access, traffic, impact on the community, and diversion programs to insure that only authorized individuals will be allowed access to the facility. Other related topics may also be raised.

The meeting will be a virtual web-based meeting pursuant to M.G.L. c. 94G, and C. 941 and 935 CMR 500.00 and 501.000, with public interaction capabilities, including American with Disabilities, also including but not limited to closed captioning. Questions may be submitted in advance by forwarding to: leafrelief2018@gmail.com. Interested parties may join and participate in the meeting by joining into the following by clicking on the link or pasting it on browser:

Join Zoom Meeting

<https://us02web.zoom.us/j/82213367802>

Meeting ID: 822 1336 7802

Or by Phone:

+1 929 205 6099

Leaf Relief Inc.
By: Eric Holstein
c/o P.O. Box 6272
Brockton, MA 02305

#13893656 6/4/20

The foreclosure of said mortgage, you or your attorney should file a written appearance and answer in said court at Plymouth on or before June 29, 2020, or you may be forever barred from claiming that such foreclosure made under such authority is invalid under said act.

Witness, Judith Fabricant, Chief Justice of our Superior Court, the 13th day of May in the year of our Lord Two Thousand and 20.

Robert S. Creedon, Jr.
Clerk of Courts

13891286 6/4/20

George H. Mitchell
Elementary School
**NOTICE OF PUBLIC HEARING
CONSERVATION COMMISSION
BRIDGEWATER,
MASSACHUSETTS**

In accordance with Massachusetts General Laws, Chapter 131, Section 40 and the Town of Bridgewater Local Wetland By-Law, the Bridgewater Conservation Commission will hold a public hearing held as a virtual meeting over ZOOM. A link and instructions to participate in the meeting will follow and be posted to the Calendar on the Town's website at www.bridgewaterma.org. A recording of the meeting will also be posted to the Town's webpage within 48 hours after the meeting ends. The hearing is on a Notice of Intent filed by Samiotes Consultants, Inc. The applicant proposes a redevelopment of the George H. Mitchell Elementary School. The property is owned by Town of Bridgewater and is located at 500 South Street, Bridgewater, MA Map 62 Parcel 19. Please contact the Bridgewater Conservation office at 508-697-0950 for the hearing date and time.

All interested persons are encouraged to attend.

#13894019 6/4/20

for any runoff. The existing outlet locations will be enhanced with rock outlet protection. An additional 8' wide area adjacent to the gravel roadway shoulder will be seeded with grasses native to the area, and requests a determination from the Commission whether the work depicted on the plan is subject to jurisdiction under the Wetlands Protection Act and Town of Bridgewater Wetland By-Law. The property is owned by MCI & SECC/DEPT OF CORRECTIONS and located across the street from 605 Conant Ave, in Bridgewater MA as shown on Assessor's Map 90, Parcel 999C. Please contact the Bridgewater Conservation department at 508-697-0950 for the hearing date and time.

All interested persons are encouraged to attend.

#13894010 6/4/20

IFB

**BID NOTICE
TOWN OF WEST
BRIDGEWATER, MA**

The Town of West Bridgewater is hereby soliciting sealed bids for the **Traffic Signal Installation Project at Route 106 and Howard Street**. Bids will be open at the Office of the Board of Selectmen at the West Bridgewater Town Hall on Thursday, June 25, 2020 at 2:00 P.M. Bids received after such time will not be accepted. Sealed envelopes containing bids must be clearly marked in accordance with the Bidding Contract Requirements. Each Bid must be accompanied by a bid security consisting of a **BID BOND, CASH, or CERTIFIED CHECK** issued by a responsible bank or trust company in the amount of 5% of the bid price.

Bid documents may be obtained in electronic format on or after Wednesday, June 3, 2020 by email at jnoyes@gpinet.com. All bidders must be prequalified by the Massachusetts Department of Transportation - Highway Division.

#13893903 6/4/20

a.m. on the return day of 07/10/2020.

This is NOT a hearing date, but a deadline by which you must file a written appearance and objection if you object to this proceeding. If you fail to file a timely written appearance and objection followed by an affidavit of objections within thirty (30) days of the return day, action may be taken without further notice to you.

UNSUPERVISED ADMINISTRATION UNDER THE MASSACHUSETTS UNIFORM PROBATE CODE (MUPC)

A Personal Representative appointed under the MUPC in an unsupervised administration is not required to file an inventory or annual accounts with the Court. Persons interested in the estate are entitled to notice regarding the administration directly from the Personal Representative and may petition the Court in any matter relating to the estate, including the distribution of assets and expenses of administration.

WITNESS,
Hon. Katherine A. Field,
First Justice of this Court.
Date: May 28, 2020
Thomas C. Hoyer Jr.
Register of Probate

13893682 6/4/20



BUSINESS SERVICES

Roofing & Gutters

WEATHERTITE ROOFING
Many roof repairs under \$200. 30 year New Roofs. Free roof/gutter inspection, no direct contact needed. Porches. All rotted wood replaced. Ins'd. Reg# is 168929. 508-942-4200 weatheritertitroofingma.com

CLASSIFIED SEELS!

most me a written appearance and objection if you object to this proceeding. If you fail to file a timely written appearance and objection followed by an affidavit of objections within thirty (30) days of the return day, action may be taken without further notice to you. UNSUPERVISED ADMINISTRATION UNDER THE MASSACHUSETTS UNIFORM PROBATE CODE (MUPC)

WITNESS, Hon. Edward G. Boyle, First Justice of this Court.

Date: May 22, 2020
Matthew J. McDonough
Register of Probate

13893162 6/4/20

Masonry

PACE MASONRY
Walks, Walls, steps, patios
Free est. (774) 259-8525



Painting & Paperhanging



J.S. PAINTING
Int/Ext Painting. Fully Ins'd. Lic#139994. Free est. 508-692-7759

Rubbish Removal

RICH'S REMOVAL
Attics, Cellars, Yards
Garages. Want it gone or just moved? Free Est: 781-588-3932

(110.00) feet, to the point of beginning.

Meaning and intending to describe and convey the premises conveyed by Deed recorded with the Plymouth County Registry of Deeds in Book 50687 Page 314.

Terms of sale: A deposit of Ten Thousand Dollars (\$10,000.00) by certified or bank check will be required to be paid by the purchaser at the time and place of sale.

The balance is to be paid by certified or bank check at Hadlock Law Offices P.C. within thirty (30) days from the date of sale. Deed will be provided to purchaser for recording upon receipt in full of the purchase price. In the event of an error in this publication, the description of the premises contained in said mortgage shall control.

Other terms, if any, to be announced at the sale.

Latitude Capital, LLC, Trustee
Latitude Capital Lending Trust
Present holder of said mortgage.
By Its Attorneys,
Hadlock Law Offices, P.C.
550 Cochituate Road, Suite 25
Framingham, MA 01701

13891124 5/28, 6/4, 11, 2020



MERCHANDISE

Miscellaneous for Sale

2002 GRAND MARQUIS RADIATOR, alternator & hose. All new. \$75 takes it all. Paul, 508-807-4318

26" BICYCLE HUFFY
5 speed. \$50.
Call 617-328-8938

6HP JOHNSON OUTBOARD MOTOR
\$75.
Call 617-328-8938

DECATHLON BICYCLE Triban model, used twice, \$70. (781) 749-5849

Trek Mountain Bike
\$75.00
(508) 783-4246

TV EARS
Like new.
\$35
Call 617-268-8622.

Miscellaneous for Sale

VINTAGE 60s MENS SHOES Never worn, size 8 med. \$75. 617-288-3030, ext. 122.

Wanted to Buy

CASH FOR RECORD ALBUMS
33LP's & 45's wanted.
Call George 617-633-2682



RENTALS

Rooms for Rent

BRIDGEWATER- Renov. safe. Incl. utils., fridge, micro Great location. From \$155/wk. 508-807-0320

Apartments

EASTON, SO. 55+ apt bldg. 1 BR \$1900 & 2 BR, 1 BA \$2600 Incls ht, hot wtr & use of all amenities. 508-238-5540



Call
1-800-mypaper
888-697-2737
to subscribe

The
Enterprise

Local
every day!

RE: LEAF RELIEF INC.
165 WESTGATE DRIVE
BROCKTON, MA 02301

Please take notice that an Outreach Meeting for a proposed retail recreational marijuana facility at the above location, in a unit adjoining Collins Surgical Supply, is scheduled for June 11, 2020 at 5:00 p.m. The presentation will be regarding the location access, traffic, impact on the community, and diversion programs to insure that only authorized individuals will be allowed access to the facility. Other related topics may also be raised.

The meeting will be a virtual web-based meeting pursuant to M.G.L. c. 94G, and C. 941 and 935 CMR 500.00 and 501.000, with public interaction capabilities, including American with Disabilities, also including but not limited to closed captioning. Questions may be submitted in advance by forwarding to: leafrelief2018@gmail.com Interested parties may join and participate in the meeting by joining into the following by clicking on the link or pasting it on browser:

Join Zoom Meeting

<https://us02web.zoom.us/j/82213367802>

Meeting ID: 822 1336 7802

Or by Phone:

+1 929 205 6099

Leaf Relief
By: Eric Holstein
c/o P.O. Box 6272
Brockton, MA 02305

You have been invited to the following event.

Leaf Relief Public Comment Meeting

Thu Jun 11, 2020 5pm - 6:30pm

<https://us02web.zoom.us/j/82213367802> (map)

info@nessrallalaw.com

- eric@streetlightventures.com
- info@nessrallalaw.com

more details »

Eric Holstein is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/82213367802>

Meeting ID: 822 1336 7802

One tap mobile

+13017158592,,82213367802# US (Germantown)

+13126266799,,82213367802# US (Chicago)

Dial by your location

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 822 1336 7802

Find your local number: <https://us02web.zoom.us/j/82213367802>

info@nessrallalaw.com **Yes - Maybe - No** [more options »](#)

ATTACHMENT "C"



Abutters Information Report

| Property Location | Owner Information | Address Information | Deed Information |
|------------------------------|-------------------|---------------------|------------------|
| 540 WESTGATE DR | | | Book 38538 |
| <u>Map/Route</u> <u>Plot</u> | | | Page 283 |
| 015-114 14 | | | Date 20100519 |
| WESTGATE DR | | | Book LC |
| <u>Map/Route</u> <u>Plot</u> | | | Page 110901 |
| 015-118 6 | | | Date 20070802 |
| 544 WESTGATE DR | | | Book 34909 |
| <u>Map/Route</u> <u>Plot</u> | | | Page 105 |
| 032-028 5 | | | Date 20070802 |
| 135 WESTGATE DR | | | Book 40170 |
| <u>Map/Route</u> <u>Plot</u> | | | Page 221 |
| 032-034 15 | | | Date 20110729 |
| WESTGATE DR | | | Book 38538 |
| <u>Map/Route</u> <u>Plot</u> | | | Page 283 |
| 033-053 14-2 | | | Date 20100519 |

Map/Route 032-032
Plot 16

Property Location 165 Westgate Dr.

This report contains the certified list of owners on record with the City of Brockton.

John P. O'Donnell

[Signature]
Authorized Signature
Juli Castor-Deas

Host Community Agreement Certification Form

Instructions

Certification of a host community agreement is a requirement of the application to become a Marijuana Establishment (ME) and Medical Marijuana Treatment Center (MTC). Applicants must complete items 1-3. The contracting authority for the municipality must complete items 4-8. Failure to complete a section will result in the application not being deemed complete. This form should be completed and uploaded into your application. Please note that submission of information that is "misleading, incorrect, false, or fraudulent" is grounds for denial of an application for a license pursuant to 935 CMR 500.400(2) and 501.400(2).

Certification

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

1. Name of applicant:

Leaf Relief, Inc.

2. Name of applicant's authorized representative:

Eric Holstein

3. Signature of applicant's authorized representative:

Eric Holstein

4. Name of municipality:

City of Brockton

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

Robert F. Sullivan, Mayor



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

 11-25-2020

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

Krichards@cobma.us

8. Host community agreement execution date:

October 9, 2018

LEAF RELIEF, INC.
PLAN TO
REMAIN COMPLIANT WITH LOCAL ZONING

Plan to Remain Compliant with Local Zoning

The address for Leaf Relief's ("LR") Marijuana Establishment is 897 North Montello Street, Brockton, Massachusetts. The Dispensary complies with all Brockton Recreational Marijuana zoning requirements.

LR's owners have extensive experience with state and local compliance issues. Co-owner Anthony Ackil oversees approximately 70 unit restaurant chain from inception to operations. The oversight and responsibility of managing restaurants and the dispensing of alcohol to large groups of people is similar to the requirements in LR's proposed marijuana retail establishment. John Jeha has a degree in civil engineering and has experience in developing real estate and a range of business entities. Eric Holstein is the founder of Streetlight Ventures which assists small-medium sized business in obtaining investment funds for expansion and development.

The City of Brockton has adopted nearly identical regulations as the Cannabis Control Commission (CCC) concerning licensure and therefore there will not be a significant additional burden on Leaf Relief concerning compliance. Along with the annual CCC review and renewal, the City's license commission is charged with the oversight of retail cannabis retailers.

LR'S operational plan is well positioned to ensure its operations will be compliant with the City's local requirements.

LR intends to abide by all local regulations and rules concerning its operation and any improvements or alterations to Leaf Relief's premises.

LR shall provide access to its premises and records at any time requested by local authorities.

In accordance with Brockton's Zoning Bylaws, the proposed property is located in Brockton's Zone C2. In compliance with 935 CMR 500.110(3), Leaf Relief's retail property is *not* located within 500 feet of an existing public or private school providing education to children in kindergarten or grades 1 through 12, nor located within 500 feet of another Marijuana Establishment.

Leaf Relief ("LR") will remain compliant at all times with the local zoning requirements set forth in the City of Brockton's Zoning Ordinance.

In accordance with the Zoning Ordinance, LR's proposed retail facility is located in an area that has been designated by the City of Brockton for the aforementioned uses.

As required by City of Brockton, LR has obtained a Special Permit from the Planning Board and will comply with all conditions and standards set forth in any local permit required to operate a

Marijuana Establishment at LR's proposed location. The Special Permit does not need to be renewed.

LR has attended several meetings with various municipal officials and boards to discuss LR's plans for a proposed Marijuana Establishment and has executed a Host Community Agreement with City of Brockton. LR will continue to work closely with Brockton's various municipal departments, boards, and officials to ensure that LR's Marijuana Establishment remains compliant with all local laws, regulations, rules, and codes with respect to design, construction, operation, and security.

LEAF RELIEF INC PLAN TO POSITIVELY IMPACT AREAS OF DISPROPORTIONATE IMPACT

Overview

LEAF RELIEF INC is dedicated to serving and supporting populations falling within areas of disproportionate impact, which the Commission has identified as the following:

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

To support such populations, LEAF RELIEF INC has created the following Plan to Positively Impact Areas of Disproportionate Impact (the "Plan") and has identified and created goals/programs to positively impact Brockton, Fall River, Taunton, and the surrounding local communities to LEAF RELIEF INC's marijuana establishment ("Target Communities").

Goals

In order for LEAF RELIEF INC to positively impact the Target Communities, LEAF RELIEF INC has established the following goals:

1. Improve the environment in the Target Communities. As described above, the Target Communities are Brockton, Fall River, and Taunton, which are 3 of the 29 Commission-identified communities of disproportionate impact and;
2. Reduce barriers to entry in the commercial cannabis industry for residents of the Target Communities

Programs

LEAF RELIEF INC has developed specific programs to effectuate its stated goals to positively impact the Target Communities. Such programs will include the following:

1. Participate in at least four (4) *per year* neighborhood clean-up events or beautification programs in the Target Communities, including Taunton's Earth Day clean up; *locations to be specific residential neighborhoods/parks in need of clean up*
2. Provide one (1) cannabis retail workshop *per year* and one (1) capital raising workshop *per year* for Massachusetts residents that have past drug convictions or

those with parents or spouses who have drug convictions or who live in the Target Communities; *Topics to be covered: licensing, permits; business and location planning; managing and hiring practices, operational challenges and*

financial costs expectations, capital and debt structures for raising capital. These events likely held at local hotel, meeting space and should serve 25-50 people per session. Advertisement will be in the Enterprise, Southcoast Today, Standard Times Taunton Gazette and on-line industry publications to reach the target audience.

3. Establish hiring preferences for employees and contractors that reside in the Target Communities, whereby qualified candidates for open job postings with equal qualifications will be selected if they self-identify as a resident of one of the Target Communities. At least 10% of LEAF RELIEF INC's workforce will be comprised of residents of the Target Communities. *Leaf Relief to hire 25% of contractors from the Target Communications. Leaf Relief expects to utilize contractors in the initial construction phase and later as remodeling and maintenance needs arise. Job posting opportunities will be posted in local newspapers, Enterprise, Standard Times, Patriot Ledger, Patch.com, Wicked Local, The Boston Broadside-south shore, The Boston Globe and Herald.*

Measurements

Board of Directors will administer the Plan and will be responsible for developing measurable outcomes to ensure LEAF RELIEF INC continues to meet its commitments. Such measurable outcomes, in accordance with LEAF RELIEF INC's goals and programs described above, include:

- The number of community clean-ups that LEAF RELIEF INC participates in (at least 4) and the LEAF RELIEF INC employees involved;
- The number of retail start-up and fundraising workshops hosted (at least 2) and the number of people from the Target Communities that participated; and
- 4. The number of employees and contractors that are employed or retained by LEAF RELIEF INC from the Target Communities. (At least 10% of LEAF RELIEF INC's workforce will be comprised of residents of the Target Communities.)

Beginning upon receipt of LEAF RELIEF INC's first "Commence Operations" designation from the Commission to operate a marijuana establishment in the Commonwealth, LEAF RELIEF INC will utilize the proposed measurements to assess its Plan and will account for demonstrating proof of success or progress of the Plan upon the yearly renewal of the license. The Board of Directors will review and evaluate LEAF RELIEF INC's measurable outcomes no less than Annually to ensure that LEAF RELIEF INC is meeting its commitments. LEAF RELIEF INC is mindful that demonstration of the Plan's progress and success will be submitted to the Commission upon renewal.

In the event that LEAF RELIEF INC is not meeting its commitments, LEAF RELIEF INC will conduct a Company-wide survey soliciting feedback on programs and metrics and how LEAF RELIEF INC can be more successful in this Plan.

Acknowledgements

- LEAF RELIEF INC will adhere to the requirements set forth in 935 CMR

500.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Marijuana Establishment.

- Any actions taken, or programs instituted, by LEAF RELIEF INC will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.



William Francis Galvin
Secretary of the
Commonwealth

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

Date: September 01, 2020

To Whom It May Concern :

I hereby certify that according to the records of this office,

LEAF RELIEF, INC.

is a domestic corporation organized on January 04, 2019 , under the General Laws of the Commonwealth of Massachusetts. I further certify that there are no proceedings presently pending under the Massachusetts General Laws Chapter 156D section 14.21 for said corporation's dissolution; that articles of dissolution have not been filed by said corporation; that, said corporation has filed all annual reports, and paid all fees with respect to such reports, and so far as appears of record said corporation has legal existence and is in good standing with this office.



In testimony of which,

I have hereunto affixed the

Great Seal of the Commonwealth

on the date first above written.

William Francis Galvin

Secretary of the Commonwealth

Certificate Number: 20090011630

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

Processed by: Bod



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

mass.gov/dor

Letter ID: L1834442304
Notice Date: October 15, 2020
Case ID: 0-000-934-491



CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE



PHILIP NESSRALLA
LEAF RELIEF INC.
1280 BELMONT ST
BROCKTON MA 02301-4441

Why did I receive this notice?

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

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

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

What if I have questions?

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

Visit us online!

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

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

Edward W. Coyle, Jr., Chief
Collections Bureau



The Commonwealth of Massachusetts
William Francis Galvin

Minimum Fee: \$250.00

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

Articles of Organization

(General Laws, Chapter 156D, Section 2.02; 950 CMR 113.16)

Identification Number: 001360283

ARTICLE I

The exact name of the corporation is:

LEAF RELIEF, INC.

ARTICLE II

Unless the articles of organization otherwise provide, all corporations formed pursuant to G.L. C156D have the purpose of engaging in any lawful business. Please specify if you want a more limited purpose:

TO SUBMIT AN APPLICATION TO THE CANNABIS CONTROL COMMISSION AND ANY OTHER REQUIRED GOVERNMENTAL AGENCIES FOR PERMISSION TO OBTAIN A LICENSE FOR THE RETAIL OPERATION OF RECREATIONAL MARIJUANA.

ARTICLE III

State the total number of shares and par value, if any, of each class of stock that the corporation is authorized to issue. All corporations must authorize stock. If only one class or series is authorized, it is not necessary to specify any particular designation.

| Class of Stock | Par Value Per Share Enter 0 if no Par | Total Authorized by Articles of Organization or Amendments | | Total Issued and Outstanding Num of Shares |
|----------------|--|---|-----------------|--|
| | | Num of Shares | Total Par Value | |
| CNP | \$0.00000 | 20,000 | \$0.00 | 0 |

G.L. C156D eliminates the concept of par value, however a corporation may specify par value in Article III. See G.L. C156D Section 6.21 and the comments thereto.

ARTICLE IV

If more than one class of stock is authorized, state a distinguishing designation for each class. Prior to the issuance of any shares of a class, if shares of another class are outstanding, the Business Entity must provide a description of the preferences, voting powers, qualifications, and special or relative rights or privileges of that class and of each other class of which shares are outstanding and of each series then established within any class.

NONE

ARTICLE V

The restrictions, if any, imposed by the Articles of Organization upon the transfer of shares of stock of any class are:

ANY SALE OR TRANSFERS OF STOCK MUST BE IN ACCORDANCE WITH THE BY-LAWS OF T

THE CORPORATION WHEREIN SAID SALE OR TRANSFER MUST BE FIRST OFFERED TO EXISTING STOCKHOLDERS.

ARTICLE VI

Other lawful provisions, and if there are no provisions, this article may be left blank.

Note: The preceding six (6) articles are considered to be permanent and may be changed only by filing appropriate articles of amendment.

ARTICLE VII

The effective date of organization and time the articles were received for filing if the articles are not rejected within the time prescribed by law. If a *later* effective date is desired, specify such date, which may not be later than the *90th day* after the articles are received for filing.

Later Effective Date: 1/4/2019 **Time:** 4:00 PM

ARTICLE VIII

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

a,b. The street address of the initial registered office of the corporation in the commonwealth and the name of the initial registered agent at the registered office:

Name: JOHN JEHA
No. and Street: 1280 BELMONT STREET
2ND FLOOR
City or Town: BROCKTON State: MA Zip: 02301 Country: USA

c. The names and street addresses of the individuals who will serve as the initial directors, president, treasurer and secretary of the corporation (an address need not be specified if the business address of the officer or director is the same as the principal office location):

| Title | Individual Name First, Middle, Last, Suffix | Address (no PO Box) Address, City or Town, State, Zip Code |
|-----------|--|---|
| PRESIDENT | JOHN JEHA | 2 NAUSHON COURT PAWTUCKET, RI 02861 USA |
| TREASURER | JOHN JEHA | 2 NAUSHON COURT PAWTUCKET, RI 02861 USA |
| SECRETARY | JOHN JEHA | 2 NAUSHON COURT PAWTUCKET, RI 02861 USA |
| DIRECTOR | JOHN JEHA | 2 NAUSHON COURT PAWTUCKET, RI 02861 USA |

d. The fiscal year end (i.e., tax year) of the corporation:
December

e. A brief description of the type of business in which the corporation intends to engage:

FILE APPLICATION TO CANNABIS CONTROL COMMISSON

f. The street address (post office boxes are not acceptable) of the principal office of the corporation:

No. and Street: 1280 BELMONT STREET
2ND FLOOR

City or Town: BROCKTON

State: MA

Zip: 02301

Country: USA

g. Street address where the records of the corporation required to be kept in the Commonwealth are located (*post office boxes are not acceptable*):

No. and Street: 1280 BELMONT STREET
2ND FLOOR

City or Town: BROCKTON

State: MA

Zip: 02301

Country: USA

which is

☒ its principal office

☐ an office of its transfer agent

☐ an office of its secretary/assistant secretary

☐ its registered office

Signed this 3 Day of January, 2019 at 10:26:34 PM by the incorporator(s). (*If an existing corporation is acting as incorporator, type in the exact name of the business entity, the state or other jurisdiction where it was incorporated, the name of the person signing on behalf of said business entity and the title he/she holds or other authority by which such action is taken.*)

JOHN JEHA

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:

January 03, 2019 10:26 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

**BYLAWS
OF
LEAF RELIEF INC.**

ARTICLE I

SHAREHOLDERS

1. Annual Meeting

A meeting of the shareholders shall be held annually for the election of directors and the transaction of other business on such date in each year as may be determined by the Board of Directors, but in no event later than 100 days after the anniversary of the date of incorporation of the Corporation.

2. Special Meetings

Special meetings of the shareholders may be called by the Board of Directors, Chairman of the Board or President and shall be called by the Board upon the written request of the holders of record of a majority of the outstanding shares of the Corporation entitled to vote at the meeting requested to be called. Such request shall state the purpose or purposes of the proposed meeting. At such special meetings the only business which may be transacted is that relating to the purpose or purposes set forth in the notice thereof.

3. Place of Meetings

Meetings of the shareholders shall be held at such place within or outside of the State of Massachusetts as may be fixed by the Board of Directors. If no place is so fixed, such meetings shall be held at the principal office of the Corporation.

4. Notice of Meetings

Notice of each meeting of the shareholders shall be given in writing and shall state the place, date and hour of the meeting and the purpose or purposes for which the meeting is called. Notice of a special meeting shall indicate that it is being issued by or at the direction of the person or persons calling or requesting the meeting.

If, at any meeting, action is proposed to be taken which, if taken, would entitle objecting shareholders to receive payment for their shares, the notice shall include a statement of that purpose and to that effect.

A copy of the notice of each meeting shall be given, personally or by first class mail, not less than ten nor more than sixty days before the date of the meeting, to each shareholder entitled to vote at such meeting. If mailed, such notice shall be deemed to have been given when deposited in the United States mail, with postage thereon prepaid, directed to the shareholder at his address as it appears on the record of the shareholders, or, if he shall have filed with the Secretary of the Corporation a written request that notices to him or her be mailed to some other address, then directed to him at such other address.

When a meeting is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced

at the meeting at which the adjournment is taken. At the adjourned meeting any business may be transacted that might have been transacted on the original date of the meeting. However, if after the adjournment the Board of Directors fixes a new record date for the adjourned meeting, a notice of the adjourned meeting shall be given to each shareholder of record on the new record date entitled to notice under this Section 4.

5. Waiver of Notice

Notice of a meeting need not be given to any shareholder who submits a signed waiver of notice, in person or by proxy, whether before or after the meeting. The attendance of any shareholder at a meeting, in person or by proxy, without protesting prior to the conclusion of the meeting the lack of notice of such meeting, shall constitute a waiver of notice by him or her.

6. Inspectors of Election

The Board of Directors, in advance of any shareholders' meeting, may appoint one or more inspectors to act at the meeting or any adjournment thereof. If inspectors are not so appointed, the person presiding at a shareholders' meeting may, and on the request of any shareholder entitled to vote thereat shall, appoint two inspectors. In case any person appointed fails to appear or act, the vacancy may be filled by appointment in advance of the meeting by the Board or at the meeting by the person presiding thereat. Each inspector, before entering upon the discharge of his duties, shall take and sign an oath faithfully to execute the duties of such inspector at such meeting with strict impartiality and according to the best of his ability.

The inspectors shall determine the number of shares outstanding and the voting power of each, the shares represented at the meeting, the existence of a quorum, and the validity and effect of proxies, and shall receive votes, ballots or consents, hear and determine all challenges and questions arising in connection with the right to vote at the meeting, count and tabulate all votes, ballots or consents, determine the result thereof, and do such acts as are proper to conduct the election or vote with fairness to all shareholders. On request of the person presiding at the meeting, or of any shareholder entitled to vote thereat, the inspectors shall make a report in writing of any challenge, question or matter determined by them and shall execute a certificate of any fact found by them. Any report or certificate made by them shall be prima facie evidence of the facts stated and of any vote certified by them.

7. List of Shareholders at Meetings

A list of the shareholders as of the record date, certified by the Secretary or any Assistant Secretary or by a transfer agent, shall be produced at any meeting of the shareholders upon the request thereat or prior thereto of any shareholder. If the right to vote at any meeting is challenged, the inspectors of election, or the person presiding thereat, shall require such list of the shareholders to be produced as evidence of the right of the persons challenged to vote at such meeting, and all persons who appear from such list to be shareholders entitled to vote thereat may vote at such meeting.

8. Qualification of Voters

Unless otherwise provided in the Certificate of Incorporation, every shareholder of record shall be entitled at every meeting of the shareholders to one vote for every share standing in its name on the record of the shareholders.

Treasury shares as of the record date and shares held as of the record date by another domestic or foreign corporation of any kind, if a majority of the shares entitled to vote in the election of directors of such other corporation is held as of the record date by the Corporation, shall not be shares entitled to vote or to be counted in determining the total number of outstanding shares.

Shares held by an administrator, executor, guardian, conservator, committee or other fiduciary, other than a trustee, may be voted by such fiduciary, either in person or by proxy, without the transfer of such shares into the name of such fiduciary. Shares held by a trustee may be voted by him or her, either in person or by proxy, only after the shares have been transferred into his name as trustee or into the name of his nominee.

Shares standing in the name of another domestic or foreign corporation of any type or kind may be voted by such officer, agent or proxy as the bylaws of such corporation may provide, or, in the absence of such provision, as the board of directors of such corporation may determine.

No shareholder shall sell his vote, or issue a proxy to vote, to any person for any sum of money or anything of value except as permitted by law.

9. Quorum of Shareholders

The holders of a majority of the shares of the Corporation issued and outstanding and entitled to vote at any meeting of the shareholders shall constitute a quorum at such meeting for the transaction of any business, provided that when a specified item of business is required to be voted on by a class or series, voting as a class, the holders of a majority of the shares of such class or series shall constitute a quorum for the transaction of such specified item of business.

When a quorum is once present to organize a meeting, it is not broken by the subsequent withdrawal of any shareholders.

The shareholders who are present in person or by proxy and who are entitled to vote may, by a majority of votes cast, adjourn the meeting despite the absence of a quorum.

10. Proxies

Every shareholder entitled to vote at a meeting of the shareholders, or to express consent or dissent without a meeting, may authorize another person or persons to act for him by proxy.

Every proxy must be signed by the shareholder or its attorney. No proxy shall be valid after the expiration of eleven months from the date thereof unless otherwise provided in the proxy. Every proxy shall be revocable at the pleasure of the shareholder executing it, except as otherwise provided by law.

The authority of the holder of a proxy to act shall not be revoked by the incompetence or death of the shareholder who executed the proxy, unless before the authority is exercised written notice of an adjudication of such incompetence or of such death is received by the Secretary or any Assistant Secretary.

11. Vote or Consent of Shareholders

Directors, except as otherwise required by law, shall be elected by a plurality of the votes cast at a meeting of shareholders by the holders of shares entitled to vote in the election.

Whenever any corporate action, other than the election of directors, is to be taken by vote of the shareholders, it shall, except as otherwise required by law, be authorized by a majority of the votes cast at a meeting of shareholders by the holders of shares entitled to vote thereon.

Whenever shareholders are required or permitted to take any action by vote, such action may be taken without a meeting on written consent, setting forth the action so taken, signed by the holders of all outstanding shares entitled to vote thereon. Written consent thus given by the holders of all outstanding shares entitled to vote shall have the same effect as an unanimous vote of shareholders.

12. Fixing The Record Date

For the purpose of determining the shareholders entitled to notice of or to vote at any meeting of shareholders or any adjournment thereof, or to express consent to or dissent from any proposal without a meeting, or for the purpose of determining shareholders entitled to receive payment of any dividend or the allotment of any rights, or for the purpose of any other action, the Board of Directors may fix, in advance, a date as the record date for any such determination of shareholders. Such date shall not be less than ten nor more than sixty days before the date of such meeting, nor more than sixty days prior to any other action.

When a determination of shareholders of record entitled to notice of or to vote at any meeting of shareholders has been made as provided in this Section, such determination shall apply to any adjournment thereof, unless the Board of Directors fixes a new record date for the adjourned meeting.

ARTICLE II

BOARD OF DIRECTORS

1. Power of Board and Qualification of Directors

The business of the Corporation shall be managed by the Board of Directors. Each director shall be at least eighteen years of age.

2. Number of Directors

The number of directors constituting the entire Board of Directors shall be the number, not less than one nor more than ten, fixed from time to time by a majority of the total number of directors which the Corporation would have, prior to any increase or decrease, if there were no vacancies, provided, however, that no decrease shall shorten the term of an incumbent director. Until otherwise fixed by the directors, the number of directors constituting the entire Board shall be four.

3. Election and Term of Directors

At each annual meeting of shareholders, directors shall be elected to hold office until the next annual meeting and until their successors have been elected and qualified or until their death, resignation or removal in the manner hereinafter provided.

4. Quorum of Directors and Action by the Board

A majority of the entire Board of Directors shall constitute a quorum for the transaction of business, and, except where otherwise provided herein, the vote of a majority of the directors present at a meeting at the time of such vote, if a quorum is then present, shall be the act of the Board.

Any action required or permitted to be taken by the Board of Directors or any committee thereof may be taken without a meeting if all members of the Board or the committee consent in writing to the adoption of a resolution authorizing the action. The resolution and the written consent thereto by the

members of the Board or committee shall be filed with the minutes of the proceedings of the Board or committee.

5. Meetings of the Board

An annual meeting of the Board of Directors shall be held in each year directly after the annual meeting of shareholders. Regular meetings of the Board shall be held at such times as may be fixed by the Board. Special meetings of the Board may be held at any time upon the call of the President or any two directors.

Meetings of the Board of Directors shall be held at such places as may be fixed by the Board for annual and regular meetings and in the notice of meeting for special meetings. If no place is so fixed, meetings of the Board shall be held at the principal office of the Corporation. Any one or more members of the Board of Directors may participate in meetings by means of a conference telephone or similar communications equipment.

No notice need be given of annual or regular meetings of the Board of Directors. Notice of each special meeting of the Board shall be given to each director either by mail not later than noon, on the third day prior to the meeting or by telegram, written message or orally not later than noon, on the day prior to the meeting. Notices are deemed to have been properly given if given: by mail, when deposited in the United States mail; by telegram at the time of filing; or by messenger at the time of delivery. Notices by mail, telegram or messenger shall be sent to each director at the address designated by him/her for that purpose, or, if none has been so designated, at his last known residence or business address.

Notice of a meeting of the Board of Directors need not be given to any director who submits a signed waiver of notice whether before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to any director.

A notice, or waiver of notice, need not specify the purpose of any meeting of the Board of Directors.

A majority of the directors present, whether or not a quorum is present, may adjourn any meeting to another time and place. Notice of any adjournment of a meeting to another time or place shall be given, in the manner described above, to the directors who were not present at the time of the adjournment and, unless such time and place are announced at the meeting, to the other directors.

6. Resignations

Any director of the Corporation may resign at any time by giving written notice to the Board of Directors or to the President or to the Secretary of the Corporation. Such resignation shall take effect at the time specified therein; and unless otherwise specified therein the acceptance of such resignation shall not be necessary to make it effective.

7. Removal of Directors

Any one or more of the directors may be removed for cause by action of the Board of Directors. Any or all of the directors may be removed with or without cause by vote of the shareholders.

8. Newly Created Directorships and Vacancies

Newly created directorships resulting from an increase in the number of directors and vacancies occurring in the Board of Directors for any reason except the removal of directors by shareholders may be filled by vote of a majority of the directors then in office, although less than a quorum exists. Vacancies occurring as a result of the removal of directors by shareholders shall be filled by the shareholder. A director elected to fill a vacancy shall be elected to hold office for the unexpired term of his predecessor.

9. Executive and Other Committees of Directors

The Board of Directors, by resolution adopted by a majority of the entire Board, may designate from among its members an executive committee and other committees each consisting of three or more directors and each of which, to the extent provided in the resolution, shall have all the authority of the Board, except that no such committee shall have authority as to the following matters: (a) the submission to shareholders of any action that needs shareholders' approval; (b) the filling of vacancies in the Board or in any committee; (c) the fixing of compensation of the directors for serving on the Board or on any committee; (d) the amendment or repeal of the bylaws, or the adoption of new bylaws; (e) the amendment or repeal of any resolution of the Board which, by its term, shall not be so amendable or repealable; or (f) the removal or indemnification of directors.

The Board of Directors may designate one or more directors as alternate members of any such committee, who may replace any absent member or members at any meeting of such committee.

Unless a greater proportion is required by the resolution designating a committee, a majority of the entire authorized number of members of such committee shall constitute a quorum for the transaction of business, and the vote of a majority of the members present at a meeting at the time of such vote, if a quorum is then present, shall be the act of such committee.

Each such committee shall serve at the pleasure of the Board of Directors.

10. Compensation of Directors

The Board of Directors shall have authority to fix the compensation of directors for services in any capacity.

11. Interest of Directors in a Transaction

Unless shown to be unfair and unreasonable as to the Corporation, no contract or other transaction between the Corporation and one or more of its directors, or between the Corporation and any other corporation, firm, association or other entity in which one or more of the directors are directors or officers, or are financially interested, shall be either void or voidable, irrespective of whether such interested director or directors are present at a meeting of the Board of Directors, or of a committee thereof, which authorizes such contract or transaction and irrespective of whether his or their votes are counted for such purpose. In the absence of fraud any such contract and transaction conclusively may be authorized or approved as fair and reasonable by: (a) the Board of Directors or a duly empowered committee thereof, by a vote sufficient for such purpose without counting the vote or votes of such interested director or directors (although such interested director or directors may be counted in determining the presence of a quorum at the meeting which authorizes such contract or transaction), if the fact of such common directorship, officership or financial interest is disclosed or known to the Board or committee, as the case may be; or (b) the shareholders entitled to vote for the election of directors, if such common directorship, officership or financial interest is disclosed or known to such shareholders.

Notwithstanding the foregoing, no loan, except advances in connection with indemnification, shall be made by the Corporation to any director unless it is authorized by vote of the

shareholders without counting any shares of the director who would be the borrower or unless the director who would be the borrower is the sole shareholder of the Corporation.

ARTICLE III

OFFICERS

1. Election of Officers

The Board of Directors, as soon as may be practicable after the annual election of directors, shall elect a President, a Secretary, and a Treasurer, and from time to time may elect or appoint such other officers as it may determine. Any two or more offices may be held by the same person. The Board of Directors may also elect one or more Vice Presidents, Assistant Secretaries and Assistant Treasurers.

2. Other Officers

The Board of Directors may appoint such other officers and agents as it shall deem necessary who shall hold their offices for such terms and shall exercise such powers and perform such duties as shall be determined from time to time by the Board.

3. Compensation

The salaries of all officers and agents of the Corporation shall be fixed by the Board of Directors.

4. Term of Office and Removal

Each officer shall hold office for the term for which he is elected or appointed, and until his successor has been elected or appointed and qualified. Unless otherwise provided in the resolution of the Board of Directors electing or appointing an officer, his term of office shall extend to and expire at the meeting of the Board following the next annual meeting of shareholders. Any officer may be removed by the Board with or without cause, at any time. Removal of an officer without cause shall be without prejudice to his contract rights, if any, and the election or appointment of an officer shall not of itself create contract rights.

5. President

The President shall be the chief executive officer of the Corporation, shall have general and active management of the business of the Corporation and shall see that all orders and resolutions of the Board of Directors are carried into effect. The President shall also preside at all meetings of the shareholders and the Board of Directors.

The President shall execute bonds, mortgages and other contracts requiring a seal, under the seal of the Corporation, except where required or permitted by law to be otherwise signed and executed and except where the signing and execution thereof shall be expressly delegated by the Board of Directors to some other officer or agent of the Corporation.

6. Vice Presidents

The Vice Presidents, in the order designated by the Board of Directors, or in the absence of any designation, then in the order of their election, during the absence or disability of or refusal to act by the President, shall perform the duties and exercise the powers of the President and shall perform such other duties as the Board of Directors shall prescribe.

7. Secretary and Assistant Secretaries

The Secretary shall attend all meetings of the Board of Directors and all meetings of the shareholders and record all the proceedings of the meetings of the Corporation and of the Board of Directors in a book to be kept for that purpose, and shall perform like duties for the standing committees when required. The Secretary shall give or cause to be given, notice of all meetings of the shareholders and special meetings of the Board of Directors, and shall perform such other duties as may be prescribed by the Board of Directors or President, under whose supervision the Secretary shall be. The Secretary shall have custody of the corporate seal of the Corporation and the Secretary, or an Assistant Secretary, shall have authority to affix the same to any instrument requiring it and when so affixed, it may be attested by the Secretary's signature or by the signature of such Assistant Secretary. The Board of Directors may give general authority to any other officer to affix the seal of the Corporation and to attest the affixing by his signature.

The Assistant Secretary, or if there be more than one, the Assistant Secretaries in the order designated by the Board of Directors, or in the absence of such designation then in the order of their election, in the absence of the Secretary or in the event of the Secretary's inability or refusal to act, shall perform the duties and exercise the powers of the Secretary and shall perform such other duties and have such other powers as the Board of Directors may from time to time prescribe.

8. Treasurer and Assistant Treasurers

The Treasurer shall have the custody of the corporate funds and securities; shall keep full and accurate accounts of receipts and disbursements in books belonging to the Corporation; and shall deposit all moneys and other valuable effects in the name and to the credit of the Corporation in such depositories as may be designated by the Board of Directors.

The Treasurer shall disburse the funds as may be ordered by the Board of Directors, taking proper vouchers for such disbursements, and shall render to the President and the Board of Directors, at its regular meetings, or when the Board of Directors so requires, an account of all his transactions as Treasurer and of the financial condition of the Corporation.

If required by the Board of Directors, the Treasurer shall give the Corporation a bond in such sum and with such surety or sureties as shall be satisfactory to the Board of Directors for the faithful performance of the duties of the office of Treasurer, and for the restoration to the Corporation, in the case of the Treasurer's death, resignation, retirement or removal from office, of all books, papers, vouchers, money and other property of whatever kind in the possession or under the control of the Treasurer belonging to the Corporation.

The Assistant Treasurer, or if there shall be more than one, the Assistant Treasurers in the order designated by the Board of Directors, or in the absence of such designation, then in the order of their election, in the absence of the Treasurer or in the event of the Treasurer's inability or refusal to act, shall perform the duties and exercise the powers of the Treasurer and shall perform such other duties and have such other powers as the Board of Directors may from time to time prescribe.

9. Books and Records

The Corporation shall keep: (a) correct and complete books and records of account; (b) minutes of the proceedings of the shareholders, Board of Directors and any committees of directors; and (c) a current list of the directors and officers and their residence addresses. The Corporation shall also keep at its office in the State of Massachusetts or at the office of its transfer agent if any, a record containing the names and addresses of all shareholders, the number and class of shares held by each and the dates when they respectively became the owners of record thereof.

The Board of Directors may determine whether and to what extent and at what times and places and under what conditions and regulations any accounts, books, records or other documents of the Corporation shall be open to inspection, and no creditor, security holder or other person shall have any right to inspect any accounts, books, records or other documents of the Corporation except as conferred by statute or as so authorized by the Board.

10. Checks, Notes, etc.

All checks and drafts on, and withdrawals from the Corporation's accounts with banks or other financial institutions, and all bills of exchange, notes and other instruments for the payment of money, drawn, made, endorsed, or accepted by the Corporation, shall be signed on its behalf by the person or persons thereunto authorized by, or pursuant to resolution of, the Board of Directors.

ARTICLE IV

CERTIFICATES AND TRANSFERS OF SHARES

1. Forms of Share Certificates

The share of the Corporation shall be represented by certificates, in such forms as the Board of Directors may prescribe, signed by the President or a Vice President and the Secretary or an Assistant Secretary or the Treasurer or an Assistant Treasurer. The shares may be sealed with the seal of the Corporation or a facsimile thereof. The signatures of the officers upon a certificate may be facsimiles if the certificate is countersigned by a transfer agent or registered by a registrar other than the Corporation or its employee. In case any officer who has signed or whose facsimile signature has been placed upon a certificate shall have ceased to be such officer before such certificate is issued, it may be issued by the Corporation with the same effect as if he were such officer at the date of issue.

Each certificate representing shares issued by the Corporation shall set forth upon the face or back of the certificate, or shall state that the Corporation will furnish to any shareholder upon request and without charge, a full statement of the designation, relative rights, preferences and limitations of the shares of each class of shares, if more than one, authorized to be issued and the designation, relative rights, preferences and limitations of each series of any class of preferred shares authorized to be issued so far as the same have been fixed, and the authority of the Board of Directors to designate and fix the relative rights, preferences and limitations of other series.

Each certificate representing shares shall state upon the face thereof: (a) that the Corporation is formed under the laws of the State of Massachusetts; (b) the name of the person or persons to whom issued; and (c) the number and class of shares, and the designation of the series, if any, which such certificate represents.

2. Transfers of Shares

Shares of the Corporation shall be transferable on the record of shareholders upon presentment to the Corporation of a transfer agent of a certificate or certificates representing the shares requested to be transferred, with proper endorsement on the certificate or on a separate accompanying

document, together with such evidence of the payment of transfer taxes and compliance with other provisions of law as the Corporation or its transfer agent may require.

3. Lost, Stolen or Destroyed Share Certificates

No certificate for shares of the Corporation shall be issued in place of any certificate alleged to have been lost, destroyed or wrongfully taken, except, if and to the extent required by the Board of Directors upon: (a) production of evidence of loss, destruction or wrongful taking; (b) delivery of a bond indemnifying the Corporation and its agents against any claim that may be made against it or them on account of the alleged loss, destruction or wrongful taking of the replaced certificate or the issuance of the new certificate; (c) payment of the expenses of the Corporation and its agents incurred in connection with the issuance of the new certificate; and (d) compliance with other such reasonable requirements as may be imposed.

ARTICLE V

OTHER MATTERS

1. Fiscal Year

The fiscal year of the Corporation shall be the twelve months ending December 31st, or such other period as may be fixed by the Board of Directors.

2. Amendments

Bylaws of the Corporation may be adopted, amended or repealed by vote of the holders of the shares at the time entitled to vote in the election of any directors. Bylaws may also be adopted, amended or repealed by the Board of Directors, but any bylaws adopted by the Board may be amended or repealed by the shareholders entitled to vote thereon as herein above provided.

If any bylaw regulating an impending election of directors is adopted, amended or repealed by the Board of Directors, there shall be set forth in the notice of the next meeting of shareholders for the election of directors the bylaw so adopted, amended or repealed, together with a concise statement of the changes made.

DATED: July 1, 2020

AFFIDAVIT

LEAF RELIEF, INC.

I, Eric Holstein, hereby state under oath depose and state as follows:

1. I contacted the corporation's accountant who advised the Department of Unemployment Assistance advised a certificate of good standing is unavailable until such time as an entity registers with the Department of Unemployment and generates a tax liability and makes payments.
2. To date Leaf Relief, Inc. has no present employees and therefore is unable to obtain a certificate of good standing at this time.

Signed, under the pains and penalties of perjury this 18th day of December, 2020.

Eric Holstein

Eric Holstein

Plan for Obtaining Liability Insurance

Leaf Relief, LLC plans to contract with Lynch & Conboy Agency in Brockton, MA, to maintain general liability insurance coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate annually and product liability coverage for no less than \$1,000,000 per occurrence & \$2,000,000 in aggregate annually. The policy deductible will be no higher than \$5,000 per occurrence. Leaf Relief will consider additional coverage based on availability & cost-benefit analysis. If adequate coverage is unavailable at a reasonable rate, Leaf Relief will place in escrow at least \$250,000 to be expended for liabilities coverage. Any withdrawal from such escrow will be replenished within 10 business days. Leaf Relief will keep reports documenting compliance with 935 CMR 500.105(10).

Business Plan

Executive Summary

Leaf Relief Inc. is a duly formed Massachusetts corporation committed to serving authorized customers within the City of Brockton and the surrounding community for the sale of recreational marijuana and related licensed products. The applicant has set for the following objectives in establishing its organization.

1. A compliant operation in good standing with regulators pursuant to the regulations in the Commonwealth of Massachusetts.
2. Safe, consistent and effective cannabis and cannabis products of the highest quality.
3. Commitment to serving and educating patients and caregivers and,
4. Commitment to scientific research and development.
5. Contribution to the local community for the benefit of specific social programs and organizations.

Market Overview

Leaf Relief Inc. is committed to serving its customers that are duly authorized and seek a regulated purchase of cannabis products. This is a recreational retail facility. The location of the retail store is at 165 Westgate Drive in Brockton, Massachusetts, which is located in the center of the Westgate Mall commercial shopping area. The store abuts surrounding towns such as Stoughton and Easton and expects to provide its products to individuals from those areas as well as the City of Brockton.

Project Proposal

Leaf Relief Inc. is planning to develop its retail operations not only in sales of cannabis products but by also creating a safe and inviting space for authorized customers. We will also provide education and training in regard to the responsible use of cannabis. Leaf Relief Inc. has studied the issues relating to cannabis use and is extremely cognizant that part of its mission is to avoid and assist in preventing misuse of its product as well as keeping it free from those who are not authorized to use such products.

Structure and Experience

Leaf Relief Inc. is highly committed to serving with its utmost ability the potential clientele in the Brockton and surrounding area community. Members of the applicant's team have engaged in developing, operating and managing businesses successfully and are recognized in the retail industry as committed professionals always delivering quality product and service.

Executive Staff

Anthony Ackil

Mr. Ackil grew up in Canton, Massachusetts. After graduating from Harvard College, he worked as a consultant for Price Waterhouse. He later became interested in opening his own business testing out his business management advice. In 2004 Mr. Ackil co-founded b.good LLC, a Boston-based healthy fast-casual restaurant chain dedicated to using food to improve communities. As CEO Anthony grew the business to 70 fast-casual restaurants in 10 states, with additional locations in Canada, Switzerland, and Germany.

Anthony was named the 2015 "Entrepreneur of the Year" for the New England region. In 2018 Anthony was honored as Fast Casual Magazine's top 25 executives. In 2017 and 2018 bgood was honored as Fast Casual Magazine's top 75 brands. Anthony currently coaches and mentors a number of local entrepreneurs.

Eric Holstein

Mr. Holstein is a graduate of Cornell University and Colby College and has been involved with Mr. Ackil in business ventures primarily for the development and operation of new businesses. He has orchestrated design and overseen shared kitchens whereby facilities the size of a football field house various kitchen arrangements which avoid any cross contamination or other issues by having so many entities under one roof. Mr. Holstein is an expert at customer service and operational management. Eric started his career with the Mandarin Oriental Hotel Group, later joining Deloitte to become the Senior Consultant of Food and Beverage. He worked with a wide variety of clients including Compass Group, Marriott, British Airways, Lufthansa, Hyatt and Bloomberg.

After advancing in the corporate world, Eric left in 2015 founding several food-related businesses, including Fork Food Lab. For, an incubator kitchen in Portland, Maine, was designed to provide production space and support services to 50 small food businesses. It later was approved to be the first shared kitchen in Maine where cannabis containing products could be produced. Fork Food Lab had a successful acquisition by New York City-based Pilotworks, where Eric joined as Vice President of Operations. He oversaw the growth from two to six locations, encompassing 160,000 sf of production space in New York, Chicago, Dallas, Newark, Providence, and Portland and helping 300 small food businesses grow. He left in June of 2018 to join Attic Ventures as their Entrepreneur in Residence where he has been creating digital ecosystem services for small businesses. Eric continues to stay active in the shared kitchen industry, consulting on new and existing projects around the country.

Platinum Security Systems is a company specializing in security and security devices for cannabis facilities and has a number of clients that it has successfully worked with and helped develop their businesses while at the same time being absent of any issues which would violate a regulation or statute.

Operational Overview

Leaf Relief Inc. understands the responsibilities and risks associated with establishing a facility in any community, not only the City of Brockton. The applicant is highly committed to safety for customers, staff, and the general public and will work closely with the City of Brockton, local law enforcement agencies and the Department of Public Health to ensure that Leaf Relief integrates seamlessly into the community which it serves. The applicant has designed a number of Standard Operating Procedures and best practices related to security, chain of custody, waste disposal, quality control and secure facility. The applicant is also committed to building a strong employee culture and establishing a shared responsibility among its employees, patients, and customers to prevent diversion, theft, or any other illegal behavior.

Benefits to the City

Leaf Relief is committed to benefiting the City of Brockton through a community and fiscal impact. These benefits are outlined in the Host Community Agreement executed in October of 2018 and later amended in November of 2020. We adopt all of the obligations contained in such document.

The applicant will be committed to providing qualified residents of Brockton with full-time jobs with competitive salaries, healthcare, and benefits.

Capital Expenditure and Project Costs

Leaf Relief Inc. estimates that it will require approximately Three Million Dollars (\$3,000,000.00) in funds to secure final licensing from the governmental authorities, build out and equip its facilities, and cover the operation's pre-operating expenses.

First, the applicant has incurred a number of pre-operating expenses associated with the licensing process. The Company has made initial payments to the City of Brockton for filing fees before various administrative boards as well as related legal costs for representation. Those fees approximate Ten Thousand Dollars (\$10,000.00).

The applicant has worked closely with a number of local architects, engineers, and land surveyors to create site plans, floor plans, and land surveys to ensure that the operation is feasible and will be compliant with all zoning regulations. The applicant secured a Special Permit from the Brockton Zoning Board of Appeals and has appeared at Tech Review discussing any potential issues which fortunately were non-existent. The applicant has, in addition, hired a legal team, security team, and cannabis regulation expert to assist with the process. These individuals, who if not hired intend to be hired, will result in costs of services approximating Fifty Thousand Dollars (\$50,000.00).

Leaf Relief Inc. has secured a lease on a retail facility at 165 Westgate Drive in Brockton, Massachusetts to use as its retail center. The lease shall cost approximately \$78,000.00 annually in rental obligations and also additional obligations for common area maintenance costs. Once the occupancy begins, the monthly rental payment will be accounting for under its working capital. It is intended that the facility will be built out completely while making a number of leasehold improvements to make sure that it is safe, secure and inviting for customers and compliant with all regulations outlined in the CMR code or in the CMR regulations.

The Company has also been in negotiation with wholesalers of the product to discuss cost and including product transportation. In addition, the applicant intends to engage a consulting team at a cost estimated to be approximately \$30,000.00 annually. The consultant will regularly review management and operations and any other items related to the compliant obligations of the applicant. The consultant is CannAssist, of 2131 Washington Street, Boston, Massachusetts, who has a long history of successfully guiding start-up cannabis companies.

1. Start-Up Financing

Management has estimated a preliminary start-up budget exceeding \$790,000 as follows:

Start-Up Financing Budget

| | |
|---|-----------|
| Working capital through opening (rent, fees, professionals) | \$30,000 |
| Fit-up | \$300,000 |
| Retail Fixtures | \$40,000 |
| Security, Lighting | \$70,000 |
| Start-up Capital (90-days costs) | \$200,000 |
| Misc. and Contingencies | \$100,000 |

The Leaf Relief team members have ample resources to fund the costs without need of investors or borrowing. The cash money market accounts of two members of the Executive Staff exceeds \$1.6 million in cash. However, our intention is to allow investors to participate. All investors will be vetted by the Commission with CORIs completed and submitted.

Proposed Timeline to Become Operational

Timeline to Become Operational

| Step | Day | Event |
|------|-----|---|
| 1 | 0 | Secure Host Community Agreement approval---COMPLETED |
| 2 | 15 | Execute Host Community Agreement document (2 weeks)---COMPLETED |
| 3 | 45 | Secure a location (30 days)---COMPLETED |
| 4 | 75 | Secure site approval for location (30 days)--COMPLETED |
| 5 | 105 | Architectural plans completed (30 days)--COMPLETED |
| 6 | 105 | Finalize application to CCC---COMPLETED |
| 7 | 195 | Receive Provisional License (90-day process) |
| 8 | 270 | Complete store build-out (75 days) |
| 9 | 270 | Apply for Final License |
| 10 | 315 | CCC site inspection and receive final license (45-day process) |
| 11 | 329 | Stock the store and enter all data into METRC® system (2 weeks) |
| 12 | 343 | Final CCC inspection (2 weeks) |
| 13 | 343 | Receive Authorization to Commence Operations |
| 14 | 346 | 3-day waiting period from Authorization to Commence Operations to opening |

Established Professional Service Relationships

Banking

Leaf Relief intends to commence the process to establish a banking relationship with Safe Harbor, an affiliate of Gardner Federal Credit Union ("GFCU") and one of the two institutions to publicly state they will bank adult-use marijuana operations. BayCoast bank in Swansea is also a lending institution under consideration. The Executive staff is investigating lending from various sources which will be made known to the CCC in advance of securing any financing.

Insurance

Leaf Relief has identified several Massachusetts insurance brokers that will cover retail marijuana establishments, who will only insure state licensed marijuana establishments.

Tax Advisor

Mark Missebeck, CPA with Nannis, Katz & Solomon of Waltham, MA. Mark specialized in accounting and tax regulations with a large start-up practice. Mark is a 30+ year experienced CPA,.

2. Products & Services

Product Line

All products will be purchased from established licensed cultivators and manufacturers as well as licensed, local craft producers. All products will be fully tested by licensed testing labs in accordance with State and municipal

regulations. State regulations do not allow purchase of products from home growers, off-market sources, or otherwise unlicensed sources.

Flower. Flower is presently the most popular produce in adult use marijuana stores and is typically smoked or vaporized. Ingestion is through the lungs. There are numerous cultivars (often referred to as strains) with varying levels of THC (the psychoactive component) and terpenes (a wide variety of chemicals within the plant that amongst other things provides aroma and flavor).

Extracts. Extracts such as concentrates are manufactured by separating the trichomes (semi-transparent granular hair-like outgrowths) from the marijuana flowers to create a concentrated dose of this specific part of the marijuana plant, often called hash, wax, and shatter.

Edibles. Edibles are foods cooked with butter or oil that have been infused with marijuana (e.g. bars or cookies). Edibles are ingested through the mouth, absorbed in the gastrointestinal tract, and usually take longer to take effect (20 minutes to an hour or more). The effects generally last longer than smoking or vaporizing.

Vape Cartridges. Rather than burning and inhaling marijuana smoke, marijuana oil is heated to a vapor and inhaled through a vaping pen.

Preparations. Preparations include tinctures, dermals, transdermals, nectars, and salves.

Tinctures. are a concentrated liquid herbal extract. It is typically made by soaking herbs and other plant parts in alcohol, for weeks to extract the active constituents.

Topicals come in many forms, such as lotions, oils, salves, balms, creams, and bath bombs. Topicals work a bit differently than other marijuana products as they do not get the consumer high. Rather, topicals are often used to alleviate various ailments and provide long-lasting relief to those in need. Topicals are becoming increasingly popular since they allow the consumer to receive the beneficial qualities of marijuana without the psychoactive impact.

There are two primary types of topicals, dermal and transdermal.

Dermals are a marijuana-infused product, such as creams or lotions, that are absorbed through the skin. These topicals have an effect only on the application site and area, meaning that to be effective, they must be applied where the pain or ailment is. Dermal topicals are great for treating sore or swollen muscles, skin ailments and much more. To use, simply apply the desired amount of product to the area that needs relief.

Transdermal topicals differ from a dermal topical because they are absorbed through the skin and can have healing effects away from the site of application. They are applied the same way as dermal topicals but have more permeating effects. Transdermal topicals are great for those who are unable to consume marijuana in more traditional methods, contributing to their popularity. Transdermal topicals can provide full-body relief in a matter of moments, which is extremely appealing to people who don't want to smoke or eat marijuana.

Accessories include grinders, vaporizers, pipes, bongs, rolling papers, storage containers, humidors, books and DVDs relating to marijuana use and cultivation.

Product Quality, Testing and Assurances – Disposal of Bad Product

The store will request appropriate documentation to confirm items were properly tested (unless the product labeling is sufficient for this purpose). Leaf Relief will only offer items which have passed purity standards, *pursuant to 935 CMR 500-160 Testing of Marijuana and Marijuana Products*. All Massachusetts marijuana is tracked in the state's seed-to-sale software system provided by METRC®. Each plant receives a tag and is tracked through sale, whether packaged as raw flower or converted to an edible product, lotion, etc. Leaf Relief intends to use METRC® point of sale (POS) system. Any product or marijuana cultivar found to have a quality defect will be removed from sales and segregated to a locked container in the inventory room. The supplier and the Commission, as appropriate, will be notified as required by the regulations. Defective product will be returned to the supplier for proper destruction. As we will not be cultivating or manufacturing, our marijuana-related products will all be purchased from others and as part of our supplier agreements, out-of-date or defective product will be returned to the supplier for property destruction.

The store will recycle all other non-marijuana materials (i.e. plastics, paper, etc.) in a conventional fashion. Interior refuse will sit in the store for two days before being transferred to a dumpster and will be inspected by a manager before transfer to the dumpster to assure that no one has intentionally or inadvertently dropped marijuana product into a trash bin (to retrieve from the dumpster after hours).

PRODUCT STORAGE

Safe Storage

To maintain freshness and product quality, packaged marijuana is kept in light-resistant packaging and stored in temperature-controlled areas. Should we eventually deal in loose flower products, they will be stored in humidors to maintain quality, shelf-life, and protect from deterioration.

Secure Storage

Product is kept in secured display cases or cabinets, and customers won't be allowed to touch or sample the product before buying.

Once the retail shop manager accepts the arrival of the new, pre-packaged inventory, in sealed, labeled, tamper-resistant packaging, *pursuant to 935 CMR 500-105(13)(a)(10)* will now be reflected in METRC®, as part of the retail shop's inventory. Green Bits POS system will track this product from sitting in the locked safe and to a customer sale and reflected as real-time inventory. To protect from theft, daily product inventory will be close-by, but kept locked and secured, behind the counter with the check-out stations, while the greater inventory will be locked in a safe or similar secured vessel within the Limited Access room in the rear of the retail store. Marijuana will be stored on the premises, *pursuant to 935 CMR 500-105(11) Storage of Marijuana*.

Required Product Labeling

Staff will be trained to understand *935 CMR 500.150: Edible Marijuana Products* and specifically prohibitions on edibles shaped *in the distinct shape of a human, animal, or fruit* (500.150(1)(b)(1); or shapes that bear *the likeness or contains characteristics of a realistic or fictional human, animal, or fruit, including artistic, caricature, or cartoon renderings* (500.150(1)(b)(2)). Staff will be trained to identify any products that violate these regulations, aided by laminated checklists and wall posters.

Staff will be required to understand and be fluent in *500.150(3) Additional Labeling and Packaging Requirements for Edible Marijuana Products*. Inventory intake staff will be responsible to assure every container holding a marijuana product is properly labeled. Labels for perishable edible marijuana products must state that the product must be refrigerated and include the date it was produced. All products must disclose the total THC (measured in milligrams – MG) of the package, total serving count, THC per serving, and clearly state that these amounts do not exceed legal serving limits (SMG per serving and a maximum of 100MG per container). Inventory intake staff will confirm that packages contain a warning that the impairment effects of edible marijuana may be delayed to two hours or more.

Inventory intake staff will confirm at intake and at time of sale that labels with a use-by date have not been altered, tampered with, or replaced with a new label over a prior label.

Inventory intake staff, familiar with the product, will confirm that each single serving of an edible marijuana product is physically marked so our customers can clearly determine how much of the product constitutes a single serving of active THC. For multiple serving packages of edibles, each serving must be easily separable to allow our customers to physically separate them and each single serving must be marked, stamped, or otherwise

imprinted with a symbol or easily recognizable mark issued by the Commission indicating that the package contains marijuana.

Regardless of our suppliers' legal responsibility for product quality, packaging and labeling, Leaf Relief will educate staff through training programs and detailed standing operating procedures so that all employees understand that we remain the stewards of our customers. Therefore, it is our responsibility to inspect and identify all products to avoid any confusion about the content or servings of our marijuana products.

Revenue and Operating Expense Projections

Leaf Relief Inc. intends to sell retail to not only the City of Brockton residents, which total 95,314 people, but also to the surrounding areas and outskirts of the strip mall, such as Avon, Stoughton, Bridgewater, East Bridgewater, West Bridgewater, Easton and Abington. There are approximately 116,000 residents living within these neighboring towns.

The Department of Public Health projects that only two percent of the resident population in Massachusetts qualifies for medical cannabis, therefore the overwhelming balance will be seeking recreational retail product. The applicant is therefore relying on statistics from existing operating retailers in the cannabis industry as to the quantity and type of purchase the consumer makes on a regular basis. Once we assemble all of those facts we will then be able to project the amount of sales, gross revenue and net profit derived from the operation.

The applicant could prepare forward-looking financial statements basing its projected revenue on a market analysis and its projected operating expenses and payroll on data points gathered from other such entities. This oftentimes becomes somewhat speculative and may try to reduce its analysis to the average of various retailers in similar types of communities.

Plan for Restricting Access to Age 21 and Older

Pursuant to 935 CMR 500.050(5)(b), Leaf Relief, LLC will only be accessible to consumers 21 years of age or older with a verified and valid, government-issued photo ID. Upon entry into the premises of the marijuana establishment by an individual, a Leaf Relief agent will immediately inspect the individual's proof of identification and determine the individual's age, in accordance with 935 CMR 500.140(2).

In the event Leaf Relief discovers any of its agents intentionally or negligently sold marijuana to an individual under the age of 21, the agent will be immediately terminated, and the Commission will be promptly notified, pursuant to 935 CMR 500.105(1)(l). Leaf Relief will not hire any individuals who are under the age of 21 or who have been convicted of distribution of controlled substances to minors, pursuant to 935 CMR 500.030(1).

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

Recordkeeping Procedures

General Overview

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

Recordkeeping

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

- Corporate Records: are defined as those records that require, at a minimum, annual reviews, updates, and renewals, including:
 - Insurance Coverage:
 - Directors & Officers Policy
 - Product Liability Policy
 - General Liability Policy
 - Umbrella Policy
 - Workers Compensation Policy
 - Employer Professional Liability Policy
 - Third-Party Laboratory Contracts
 - Commission Requirements:
 - Annual Agent Registration
 - Annual Marijuana Establishment Registration
 - Local Compliance:
 - Certificate of Occupancy
 - Special Permits
 - Variances
 - Site Plan Approvals
 - As-Built Drawings
 - Corporate Governance:
 - Annual Report
 - Secretary of State Filings

- Business Records: Records that require ongoing maintenance and updates. These records can be electronic or hard copy (preferably electronic) and at minimum include:
 - Assets and liabilities;
 - Monetary transactions;
 - Books of accounts, which will include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
 - Sales records including the quantity, form, and cost of marijuana products;
 - Salary and wages paid to each agent, and any executive compensation, bonus, benefit, or item of value paid to any individual affiliated with Leaf Relief, including members, if any.
- Personnel Records: At a minimum will include:
 - Job descriptions for each agent and volunteer position, as well as organizational charts consistent with the job descriptions;
 - A personnel record for each marijuana establishment agent. Such records will be maintained for at least twelve (12) months after termination of the agent's affiliation with Leaf Relief and will include, at a minimum, the following:
 - All materials submitted to the Commission pursuant to 935 CMR 500.030(2);
 - Documentation of verification of references;
 - The job description or employment contract that includes duties, authority, responsibilities, qualifications, and supervision;
 - Documentation of all required training, including training regarding privacy and confidentiality requirements, and the signed statement of the individual indicating the date, time, and place he or she received said training and the topics discussed, including the name and title of presenters;
 - Documentation of periodic performance evaluations; and
 - A record of any disciplinary action taken.
 - Notice of completed responsible vendor and eight-hour related duty training.
 - A staffing plan that will demonstrate accessible business hours and safe conditions;
 - Personnel policies and procedures; and
 - All background check reports obtained in accordance with 935 CMR 500.030.
- Handling and Testing of Marijuana Records
 - Leaf Relief will maintain the results of all testing for a minimum of one (1) year.

- Inventory Records
 - The record of each inventory will include, at a minimum, the date of the inventory, a summary of the inventory findings, and the names, signatures, and titles of the agents who conducted the inventory.
- Seed-to-Sale Tracking Records
 - Leaf Relief will use METRC to maintain real-time inventory. METRC inventory reporting meets the requirements specified by the Commission and 935 CMR 500.105(8)(c) and (d), including, at a minimum, an inventory of marijuana plants; marijuana plant-seeds and clones in any phase of development such as propagation, vegetation, flowering; marijuana ready for dispensing; all marijuana products; and all damaged, defective, expired, or contaminated marijuana and marijuana products awaiting disposal.
 - Inventory records will include, at a minimum, the date of the inventory, a summary of the inventory findings, and the names, signatures, and titles of the individuals who conducted the inventory.
- Incident Reporting Records
 - Within ten (10) calendar days, Leaf Relief will provide written notice to the Commission of any incident described in 935 CMR 500.110(7)(a), by submitting an incident report, detailing the incident, the investigation, the findings, resolution (if any), confirmation that the Police Department and Commission were notified within twenty-four (24) hours of discovering the breach, and any other relevant information. Reports and supporting documents, including photos and surveillance video related to a reportable incident, will be maintained by Leaf Relief for no less than one year or the duration of an open investigation, whichever is longer, and made available to the Commission and law enforcement authorities upon request.
- Visitor Records
 - A visitor sign-in and sign-out record will be maintained at the security office. The record will include the visitor's name, address, organization or firm, date, time in and out, and the name of the authorized agent who will be escorting the visitor.
- Waste Disposal Records
 - When marijuana or marijuana products are disposed of, Leaf Relief will create and maintain a written record of the date, the type and quantity disposed of or handled, the manner of disposal or other handling, the location of disposal or other handling, and the names of the two Leaf Relief agents present during the disposal or handling, with their signatures. Leaf Relief will keep disposal records for at least three (3) years. This

period will automatically be extended for the duration of any enforcement action and may be extended by an order of the Commission.

- Security Records
 - A current list of authorized agents and service personnel that have access to the surveillance room will be available to the Commission upon request.
 - Twenty-four (24) hour recordings from all video cameras that are available for immediate viewing by the Commission upon request and that are retained for at least ninety (90) calendar days.
- Transportation Records
 - Leaf Relief will retain all shipping manifests for a minimum of one (1) year and make them available to the Commission upon request.
- Agent Training Records
 - Documentation of all required training, including training regarding privacy and confidentiality requirements, and a signed statement of the individual indicating the date, time, and place he or she received the training, the topics discussed and the name and title of the presenter(s).
- Closure
 - In the event Leaf Relief closes, all records will be kept for at least two (2) years at Leaf Relief's expense in a form (electronic, hard copies, etc.) and location acceptable to the Commission. In addition, Leaf Relief will communicate with the Commission during the closure process and accommodate any additional requests the Commission or other agencies may have.
- Written Operating Policies and Procedures: Policies and Procedures related to Leaf Relief's operations will be updated on an ongoing basis as needed and undergo a review by the executive management team on an annual basis. Policies and Procedures will include the following:
 - Security measures in compliance with 935 CMR 500.110;
 - Agent security policies, including personal safety and crime prevention techniques;
 - A description of Leaf Relief's hours of operation and after-hours contact information, which will be provided to the Commission, made available to law enforcement officials upon request, and updated pursuant to 935 CMR 500.000.
 - Storage of marijuana in compliance with 935 CMR 500.105(11);
 - Description of the various strains of marijuana to be sold, and the form(s) in which marijuana will be dispensed;
 - Procedures to ensure accurate recordkeeping, including inventory protocols in compliance with 935 CMR 500.160;

- Plans for quality control, including product testing for contaminants in compliance with 935 CMR 500.160;
- A staffing plan and staffing records in compliance with 935 CMR 500.105(9);
- Emergency procedures, including a disaster plan with procedures to be followed in case of fire or other emergencies;
- Alcohol, smoke, and drug-free workplace policies;
- A plan describing how confidential information will be maintained;
- Policy for the immediate dismissal of any dispensary agent who has:
 - Diverted marijuana, which will be reported the Police Department and to the Commission;
 - Engaged in unsafe practices with regard to Leaf Relief operations, which will be reported to the Commission; or
 - Been convicted or entered a guilty plea, plea of *nolo contendere*, or admission to sufficient facts of a felony drug offense involving distribution to a minor in the Commonwealth, or a like violation of the laws of another state, the United States or a foreign jurisdiction, or a military, territorial, or Native American tribal authority.
- A list of all executives of Leaf Relief, and members, if any, of the licensee must be made available upon request by any individual. 935 CMR 500.105(1)(m) requirement may be fulfilled by placing this information on Leaf Relief's website.
- Policies and procedures for the handling of cash on Leaf Relief premises including but not limited to storage, collection frequency and transport to financial institution(s).
- Policies and procedures to prevent the diversion of marijuana to individuals younger than 21 years old.
- Policies and procedures for energy efficiency and conservation that will include:
 - Identification of potential energy use reduction opportunities (including but not limited to natural lighting, heat recovery ventilation and energy efficiency measures), and a plan for implementation of such opportunities;
 - Consideration of opportunities for renewable energy generation, including, where applicable, submission of building plans showing where energy generators could be placed on site, and an explanation of why the identified opportunities were not pursued, if applicable;

- Strategies to reduce electric demand (such as lighting schedules, active load management and energy storage); and
- Engagement with energy efficiency programs offered pursuant to M.G.L. c. 25 § 21, or through municipal lighting plants.

Record-Retention

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

Qualifications and Training

Leaf Relief will ensure that all employees hired to work at a Leaf Relief facility will be qualified to work as a marijuana establishment agent and properly trained to serve in their respective roles in a compliant manner.

Qualifications

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

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

Training

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

Prior to commencing operations, all of Leaf Relief's current owners, managers, and employees will have attended and successfully completed a Responsible Vendor Program operated by an education provider accredited by the Commission to provide the annual minimum of two hours of responsible vendor training to marijuana establishment agents. Leaf Relief's new, non-administrative employees will complete the Responsible Vendor Program within 90 days of the date they are hired. Leaf Relief's owners, managers, and employees will then successfully complete the program once every year thereafter. Leaf Relief will also encourage administrative employees who do not handle or sell marijuana to take the responsible vendor program on a voluntary basis to help ensure compliance. Leaf Relief's records of responsible vendor training program compliance will be maintained for at least four (4) years and made available during normal business hours for inspection by the Commission and any other state licensing authority upon request.

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

1. Marijuana's effect on the human body, including physical effects based on different types of marijuana products and methods of administration, and recognizing the visible signs of impairment;
2. Best practices for diversion prevention and prevention of sales to minors;
3. Compliance with tracking requirements;
4. Acceptable forms of identification, including verification of valid photo identification and medical marijuana registration and confiscation of fraudulent identifications;
5. Such other areas of training determined by the Commission to be included; and
6. Other significant state laws and rules affecting operators, such as:
 - Local and state licensing and enforcement;
 - Incident and notification requirements;
 - Administrative and criminal liability and license sanctions and court sanctions;
 - Waste disposal and health and safety standards;
 - Patrons prohibited from bringing marijuana onto licensed premises;
 - Permitted hours of sale and conduct of establishment;
 - Permitting inspections by state and local licensing and enforcement authorities;
 - Licensee responsibilities for activities occurring within licensed premises;
 - Maintenance of records and privacy issues; and
 - Prohibited purchases and practices.

LEAF RELIEF, INC.

POLICY CONCERNING ENERGY COMPLIANCE

Policy on Energy Compliance

Overview

Leaf Relief (“LR”) will employ various strategies to reduce energy consumption where available and in compliance with CCC regulations.

LR’s proposed location of 165 Westgate Drive, Brockton is in a strip plaza. LR plans to complete a build out of the existing space for its proposed retail use and as a result will be hiring design and construction professionals along with any necessary architect and engineers to identifying energy-use reduction opportunities (such as natural lighting and energy efficiency measures). Once these measures are identified, LR devise a plan for implementation of such opportunities that are cost effective during the construction phase;

After construction is complete, LR’s Owners will review energy consumption on a quarterly basis and discuss such findings in monthly team meetings with management and staff and discuss existing energy usage and ways to reduce energy usage. Managers and staff will be trained to report to the Owners any strategies developed to reduce energy usage and the Owners and Management shall be responsible to approve and implement such strategies.

In the event the facility requires any further upgrades, renovations or expansions, LR will hire the necessary design, construction and engineering professionals to identify potential energy savings opportunities and implement such opportunities as available and cost effective. LR policy requires LR to identify and document any renewable or alternative energy opportunities as part of any upgrades, renovations or expansions.

In the event of an equipment failure requiring replacement, LR policy requires a review by LR’s Owners and management to identify and document potential energy savings available prior to replacement. LR will maintain documentation energy savings was considered and information justifying the final decision concerning such replacement.

Within the first 12 months of operation and no less than annually thereafter, LR will document its consideration of opportunities for renewable energy generation, including, where applicable, submission of building plans showing where energy generators could be placed on the site, and an explanation of why the identified opportunities were not pursued, if applicable and its consideration of energy supply decisions and regularly (no less than annually) evaluate renewable options;

LR’s Owners shall conduct an ongoing review of LR’s energy demand and provide a report on

any inefficiencies in current energy usage identified and to research solutions to reduce electric demand (such as lighting schedules, active load management, and energy storage); The owners and management shall implement a method of energy monitoring and reporting to owners and management and in consultation with ownership and management to implement such adjustments to operations based on such compiled data; Ownership and management shall review and implement procedures for participation in load curtailment, energy storage, or other active demand management programs (as applicable). As part of such reviews and reporting, ownership and management shall communicate with existing and proposed utilities to identify and implement any available energy efficiency programs offered pursuant to M.G.L. c. 25, § 21, or through municipal lighting plants. Ownership/management shall document quarterly a report regarding research of available programs.

Quality Control and Testing

Quality Control

LeafRelief, LLC will comply with the following sanitary requirements:

1. Any Leaf Relief agent whose job includes contact with marijuana or nonedible marijuana products, is subject to the requirements for food handlers specified in 105 CMR 300.000, and all edible marijuana products will be prepared, handled, and stored in compliance with the sanitation requirements in 105 CMR 500.000, and with the requirements for food handlers specified in 105 CMR 300.000.
2. Any Leaf Relief agent working in direct contact with preparation of marijuana or nonedible marijuana products will conform to sanitary practices while on duty, including:
 - a. Maintaining adequate personal cleanliness; and
 - b. Washing hands thoroughly in an adequate hand-washing area before starting work, and at any other time when hands may have become soiled or contaminated.
3. Leaf Relief's hand-washing facilities will be adequate and convenient and will be furnished with running water at a suitable temperature. Hand-washing facilities will be located in Leaf Relief's production areas and where good sanitary practices require employees to wash and sanitize their hands, and will provide effective hand-cleaning and sanitizing preparations and sanitary towel service or suitable drying devices;
4. Leaf Relief's facility will have sufficient space for placement of equipment and storage of materials as is necessary for the maintenance of sanitary operations;
5. Leaf Relief will ensure that litter and waste is properly removed and disposed of so as to minimize the development of odor and minimize the potential for the waste attracting and harboring pests. The operating systems for waste disposal will be maintained in an adequate manner pursuant to 935 CMR 500.105(12);
6. Leaf Relief's floors, walls, and ceilings will be constructed in such a manner that they may be adequately kept clean and in good repair;
7. Leaf Relief's facility will have adequate safety lighting in all storage areas, as well as areas where equipment or utensils are cleaned;
8. Leaf Relief's buildings, fixtures, and other physical facilities will be maintained in a sanitary condition;
9. Leaf Relief will ensure that all contact surfaces, including utensils and equipment, will be maintained in a clean and sanitary condition. Such surfaces will be cleaned and sanitized as frequently as necessary to protect against contamination, using a sanitizing agent registered by the US Environmental Protection Agency (EPA), in accordance with labeled instructions. Equipment and utensils will be so designed and of such material and workmanship as to be adequately cleanable;

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

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

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

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

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

Testing

Leaf Relief, LLC will not sell or otherwise market marijuana or marijuana products that are not capable of being tested by Independent Testing Laboratories, except as allowed under 935 CMR 500.000. No marijuana product will be sold or otherwise marketed for adult use that has not first been tested by an Independent Testing Laboratory and deemed to comply with the standards required under 935 CMR 500.160. Testing of Leaf Relief's marijuana products will be performed by an Independent Testing Laboratory in compliance with the Protocol for Sampling and Analysis of Finished Medical Marijuana Products and Marijuana-infused Products, as amended in November 2016, published by the DPH. Testing of Leaf Relief's environmental media will be performed in compliance with the Protocol for Sampling and Analysis of Environmental Media for Massachusetts Registered Medical Marijuana Dispensaries published by the DPH.

Leaf Relief's policy of responding to laboratory results that indicate contaminant levels are above acceptable limits established in the DPH protocols identified in 935 CMR 500.160(1) include notifying the Commission within 72 hours of any laboratory testing results indicating that the contamination cannot be remediated and disposing of the production batch. Such notification will describe a proposed plan of action for both the destruction of the contaminated product and the assessment of the source of contamination.

Leaf Relief will maintain testing results in compliance with 935 CMR 500.000 *et seq* and the record keeping policies described herein and will maintain the results of all testing for no less than one year.

All transportation of marijuana to and from Independent Testing Laboratories providing marijuana testing services will comply with 935 CMR 500.105(13). All storage of Leaf Relief's marijuana at a laboratory providing marijuana testing services will comply with 935 CMR 500.105(11). All excess marijuana will be disposed in compliance with 935 CMR 500.105(12), either by the Independent Testing Laboratory returning excess marijuana to Leaf Relief for disposal or by the Independent Testing Laboratory disposing of it directly

In addition, Leaf Relief establishes the additional policies and procedures concerning Quality Control and Testing Procedures:

To the extent Leaf Relief receives marijuana product requiring further processing and packaging Leaf Relief ensures only the leaves and flowers of the female marijuana plant are processed accordingly in a safe and sanitary manner in that all product shall be:

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

Leaf Relief requires all agents whose job includes contact with marijuana be compliant with the requirements for food handlers specified in 105 CMR 300.000.

Leaf Relief's requires any agent working in direct contact with marijuana shall conform to sanitary practices while on duty, including:

- Maintaining adequate personal cleanliness; and
- Washing hands appropriately.

Leaf Relief supervisors shall ensure all agents are properly trained and monitored for compliance with all such requirements.

Leaf Relief's proposed location shall have hand-washing facilities who shall be located in production areas and where good sanitary practices require employees to wash and sanitize their hands.

Leaf Relief's policy requires it provide sufficient space for placement of equipment and storage of materials as is necessary for the maintenance of sanitary operations.

Leaf Relief has a waste disposal policy that ensures litter and waste shall be properly removed so as to minimize the development of odor and the potential for the waste attracting and harboring pests.

Leaf Relief will only construct a facility including floors, walls, and ceilings which shall be constructed in such a manner that they may be adequately kept clean and in good repair.

Leaf Relief's policy requires all contact surfaces, shall be maintained, cleaned, and sanitized as frequently as necessary to protect against contamination. Leaf Relief will maintain a log ensuring proper opening and closing procedures to ensure all such surfaces are properly maintained and cleaned.

Leaf Relief's policy maintains that all toxic items shall be identified, held, stored and disposed of in a manner that protects against contamination of marijuana.

Leaf Relief's proposed location has sufficient water supply for necessary operations but hereby establishes a policy that the water supply shall be maintained such as it will always be sufficient for operations.

Leaf Relief's policy ensures that the plumbing equipment will be of adequate size and design and maintained to carry sufficient quantities of water to required locations throughout the establishment. Leaf Relief will maintain a maintenance log of inspections and repairs completed to the plumbing service to ensure the system is maintained as required.

Leaf Relief's policy requires it provide its employees with adequate, readily accessible toilet facilities. Such facilities are part of the proposed locations final plans.

Leaf Relief's policy requires the storage and transportation of finished products to be held and maintained under conditions that protect them against physical, chemical, and microbial contamination.

Personnel Policies Including Background Checks

Overview

Leaf Relief, LLC will maintain personnel records as a separate category of records due to the sensitivity and importance of information concerning agents, including registration status and background check records. Leaf Relief will keep, at a minimum, the following personnel records:

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

Job Descriptions

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

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

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

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

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

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

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

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

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

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

Retail Manager: Responsible for overseeing all Member Services Agents and managing day-to-day operations of the retail facility. This includes, but is not limited to:

- Implementing inventory tracking;
- Training retail staff;
- Ensuring customer satisfaction through feedback tools;
- Reporting all incidents and complaints to the executive team; and
- Working with bookkeeping to ensure precise data flow.

Member Services Agent: Member Services Agents ensure that each customer is treated with respect while at a Leaf Relief facility and that each customer receives the appropriate amount of individualized attention in order to address his/her specific needs and questions. Member Services Agent responsibilities include, but are not limited to:

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

Agent Personnel Records

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

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

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

Staffing Plan and Business Hours

Hiring and Recruitment

Leaf Relief's Human Resource Manager will engage the executive management team and management staff on a regular basis to determine if vacancies are anticipated and whether specific positions need to be created in response to company needs. Leaf Relief's personnel practices will comply with the following, which will apply to all types of employment situations, including, but not limited to, hiring, terminations, promotions, training, wages and benefits:

- State anti-discrimination statutes and Equal Employment Opportunity Commission (EEOC) requirements;
- Leaf Relief's Diversity Plan and Community Initiatives;
- Leaf Relief's Plan to Positively Impact Areas of Disproportionate Impact;
- Background Checks and References;
- Mandatory reporting of criminal convictions (and termination if necessary);
- State and Federal Family Leave Act;
- Workplace Safety Laws;
- Workers' Compensation;
- State and Federal Minimum Wage Requirements;
- Non-Disclosure and Non-Complete Agreements; and
- Any other applicable local, state, or federal employment laws, rules, or regulations.

Standards of Conduct

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

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

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

Violence and Weapons in the Workplace

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

At-Will Employment

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

Workplace Attire

The required attire for registered agents at Leaf Relief varies based upon required duties. New hire training and the onboarding process will go over the workplace attire specific to

each role and the department manager will be responsible for ensuring compliance with all requirements is met.

Business Hours for Retail Dispensary:
Monday thru Sunday; 8:00 a.m. to 8:00 p.m.

Overview of Personnel Policies and Procedures

Standard Employment Practices

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

Advancement

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

Written Policies

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

Investigations

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

Designated Outside Counsel

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

Job Status

Job Classifications

Positions at Leaf Relief are categorized by rank and by department. The executive management team oversees the overall success of mission of the company; the CEO is

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

Job Status

Job Classifications

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

Work Schedules

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

Mandatory Meetings and Community Service Days

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

Breaks

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

Performance Reviews

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

Leave Policies

Leaf Relief leave policies will comport with all state and federal statutes.

All full-time employees will receive two 40-hour weeks of paid vacation per annum. Additional leave must be requested at least two weeks in advance and approved by the employee's department manager. Leaf Relief will determine which holidays will be observed and which departments will not be required to work. Leaf Relief will offer paid maternity leave. Additional leave will not be paid and must be approved by the department manager.

Leaf Relief anticipates observing the following holidays:

- New Year's Day;
- Martin Luther King Day;
- Presidents' Day;
- Memorial Day;
- Independence Day;
- Labor Day;
- Thanksgiving; and
- Christmas Day.

Disciplinary Policies

Purpose

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

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

Procedure

Step 1: Counseling and Verbal Warning

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

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

Step 2: Written Warning

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

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

Step 3: Suspension and Final Written Warning

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

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

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

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

Step 4: Recommendation for Termination of Employment

The last and most serious step in the progressive discipline procedures is a recommendation to terminate employment. Generally, Leaf Relief will try to utilize the progressive steps of this policy by first providing warnings, a final

written warning, and/or suspension from the workplace before proceeding to a recommendation to terminate employment. However, Leaf Relief reserves the right to combine and skip steps depending upon the circumstances of each situation and the nature of the offense, and an employee may be terminated without prior notice or disciplinary action.

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

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

Appeal Process

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

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

Performance and Conduct Issues Not Subject to Progressive Discipline

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

Documentation

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

Separation of Employment

Separation of employment within an organization can occur for several different reasons. Employment may end as a result of resignation, retirement, release (end of season or assignment), reduction in workforce, or termination. When an employee separates from Leaf Relief, the employee's supervisor must contact the Human Resources Manager to

schedule an exit interview, which will typically take place on the employee's last workday.

Types of Separation

1. Resignation

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

2. Retirement

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

3. Job Abandonment

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

4. Termination

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

5. Reduction in Workforce

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

6. Release

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

Exit Interview

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

Return of Property

The separating employee must return all company property at the time of separation, including but not limited to, uniforms, cell phones, keys, computers, and identification cards. Failure to return certain items may result in deductions from the employee's final paycheck. All separating employees will be required to sign a Wage Deduction Authorization Agreement, allowing Leaf Relief to deduct the costs of such items from their final paycheck.

Termination of Benefits

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

Health Insurance

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

Rehire

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

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

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

Compensation

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

Selection Criteria

1. The compensation system will price positions to market by using local, national, and industry specific survey data.
2. The market data will primarily include marijuana-related businesses and will include survey data for more specialized positions and will address significant market differences due to geographical location.
3. The system will evaluate external equity, which is the relative marketplace job worth of every marijuana industry job directly comparable to similar jobs at Leaf Relief, factored for general economic variances, and adjusted to reflect the local economic marketplace.
4. The system will evaluate internal equity, which is the relative worth of each job in the organization when comparing the required level of job competencies, formal training and experience, responsibility and accountability of one job to another, and arranging all jobs in a formal job-grading structure.
5. Professional support and consultation will be available to evaluate the compensation system and provide on-going assistance in the administration of the program.
6. The compensation system must be flexible enough to ensure that the company is able to recruit and retain a highly qualified workforce, while providing the structure necessary to effectively manage the overall compensation program.

Responsibilities

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

1. On an annual basis the executive management team will review and approve, as appropriate, recommended changes to position-range movement as determined through the vendor's market analysis process.
2. As part of the annual budgeting process, the executive management team will review and approve, as appropriate, funds to be allocated for total compensation, which would include base salaries, bonuses, variable based or incentive-based pay, and all other related expenses, including benefit plans.

Management Responsibility

1. The CEO is charged with ensuring that Leaf Relief is staffed with highly qualified, fully competent employees and that all programs are administered within appropriate guidelines and within the approved budget.
2. The salary budget will include a gross figure for the following budget adjustments, but the individual determinations for each employee's salary adjustment will be the exclusive domain of the CEO: determining the appropriate head count, titles, position levels, merit and promotional increases and compensation consisting of salary, incentive, bonus, and other discretionary pay for all positions.
3. The CEO will ensure that salary ranges are updated at least annually, that all individual jobs are market priced at least once every two years, and that pay equity adjustments are administered in a fair and equitable manner.

Agent Background Checks

- In addition to completing the Commission's agent registration process, all agents hired to work for Leaf Relief will undergo a detailed background investigation prior to being granted access to a Leaf Relief facility or beginning work duties.
- Background checks will be conducted on all agents in their capacity as employees or volunteers for Leaf Relief pursuant to 935 CMR 500.100 and will be used by the Director of Security, who will be registered with the Department of Criminal Justice Information Systems pursuant to 803 CMR 2.04: iCORI Registration and the Commission for purposes of determining the suitability of individuals for registration as a marijuana establishment agent with the licensee.
- For purposes of determining suitability based on background checks performed in accordance with 935 CMR 500.101(1), Leaf Relief will consider:
 - a. All conditions, offenses, and violations are construed to include Massachusetts law or like or similar law(s) of another state, the United States or foreign jurisdiction, a military, territorial or Native American tribal authority, or any other jurisdiction.
 - b. All criminal disqualifying conditions, offenses, and violations include the crimes of attempt, accessory, conspiracy, and solicitation. Juvenile dispositions will not be considered as a factor for determining suitability.
 - c. Where applicable, all look back periods for criminal conditions, offenses, and violations included in 935 CMR 500.802 commence upon the date of disposition; provided, however, that if disposition results in incarceration in any institution, the look back period will commence upon release from incarceration.
- Suitability determinations will be made in accordance with the procedures set forth in 935 CMR 500.800. In addition to the requirements established in 935 CMR 500.800, Leaf Relief will:
 - a. Comply with all guidance provided by the Commission and 935 CMR 500.802: Tables B through D to determine if the results of the background are grounds for Mandatory Disqualification or Presumptive Negative Suitability Determination.
 - b. Consider whether offense(s) or information that would result in a Presumptive Negative Suitability Determination under 935 CMR 500.802. In the event a Presumptive Negative Suitability Determination is made, Leaf Relief will consider the following factors:
 - i. Time since the offense or incident;
 - ii. Age of the subject at the time of the offense or incident;
 - iii. Nature and specific circumstances of the offense or incident;
 - iv. Sentence imposed and length, if any, of incarceration, if criminal;
 - v. Penalty or discipline imposed, including damages awarded, if civil or administrative;
 - vi. Relationship of offense or incident to nature of work to be performed;
 - vii. Number of offenses or incidents;

- viii. Whether offenses or incidents were committed in association with dependence on drugs or alcohol from which the subject has since recovered;
 - ix. If criminal, any relevant evidence of rehabilitation or lack thereof, such as information about compliance with conditions of parole or probation, including orders of no contact with victims and witnesses, and the subject's conduct and experience since the time of the offense including, but not limited to, professional or educational certifications obtained; and
 - x. Any other relevant information, including information submitted by the subject.
 - c. Consider appeals of determinations of unsuitability based on claims of erroneous information received as part of the background check during the application process in accordance with 803 CMR 2.17: Requirement to Maintain a Secondary Dissemination Log and 2.18: Adverse Employment Decision Based on CORI or Other Types of Criminal History Information Received from a Source Other than the DCJIS.
- Upon adverse determination, Leaf Relief will provide the applicant a copy of their background screening report and a pre-adverse determination letter providing the applicant with a copy of their right to dispute the contents of the report, who to contact to do so and the opportunity to provide a supplemental statement.
 - After 10 business days, if the applicant is not disputing the contents of the report and any provided statement does not alter the suitability determination, an adverse action letter will be issued providing the applicant information on the final determination made by Leaf Relief along with any legal notices required.
- All suitability determinations will be documented in compliance with all requirements set forth in 935 CMR 500 et seq. and guidance provided by the Commission.
- Background screening will be conducted by an investigative firm holding the National Association of Professional Background Screeners (NAPBS®) Background Screening Credentialing Council (BSCC) accreditation and capable of performing the searches required by the regulations and guidance provided by the Commission.
- References provided by the agent will be verified at the time of hire.
- As deemed necessary, individuals in key positions with unique and sensitive access (e.g. members of the executive management team) will undergo additional screening, which may include interviews with prior employers or colleagues.
- As a condition of their continued employment, agents, volunteers, contractors, and subcontractors are required to renew their Program ID cards annually and submit to other background screening as may be required by Leaf Relief or the Commission.

Supplemental Personnel Policies -

Leaf Relief will maintain a staffing plan and records in compliance with 935 CMR 500.105(9), 935 CMR 500.105(1)

Leaf Relief will maintain an alcohol, smoke and drug free workplace in compliance with 935 CMR 500.105(1)

Any Marijuana Agent who has diverted marijuana, engaged in unsafe practices, or convicted or enters a guilty plea for a felony charge of distribution of a drug to a minor shall be immediately dismissed.

Maintaining of Financial Records

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

- Confidential information will be maintained in a secure location, kept separate from all other records, and will not be disclosed without the written consent of the individual to whom the information applies, or as required under law or pursuant to an order from a court of competent jurisdiction; provided however, the Commission may access this information to carry out its official duties.
- All recordkeeping requirements under 935 CMR 500.105(9) are followed, including:
 - Keeping written business records, available for inspection, and in accordance with generally accepted accounting principles, which will include manual or computerized records of:
 - Assets and liabilities;
 - Monetary transactions;
 - Books of accounts, which will include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
 - Sales records including the quantity, form, and cost of marijuana products; and
 - Salary and wages paid to each employee and any executive compensation, bonus, benefit, or item of value paid to any individual affiliated with a marijuana establishment, including members, if any.
- All sales recording requirements under 935 CMR 500.140(6) are followed, including:
 - Utilizing a point-of-sale (POS) system approved by the Commission, in consultation with the DOR, and a sales recording module approved by DOR;
 - Conducting a monthly analysis of its equipment and sales data, and maintaining records, available to the Commission upon request, that the monthly analysis has been performed;
 - Complying with 830 CMR 62C.25.1: *Record Retention* and DOR Directive 16-1 regarding recordkeeping requirements;
 - Adopting separate accounting practices at the point-of-sale for marijuana and marijuana product sales, and non-marijuana sales;

- Maintaining such records that would allow for the Commission and the DOR to audit and examine the point-of-sale system used in order to ensure compliance with Massachusetts tax laws and 935 CMR 500; and
- Additional written business records will be kept, including, but not limited to, records of:
 - Compliance with liability insurance coverage or maintenance of escrow requirements under 935 CMR 500.105(10) and all bond or escrow requirements under 935 CMR 500.105(16);
 - Fees paid under 935 CMR 500.005 or any other section of the Commission's regulations; and
 - Fines or penalties, if any, paid under 935 CMR 500.550 or any other section of the Commission's regulations.

Supplement December 2020 -

Leaf Relief shall be prohibited from utilizing software or other methods to manipulate or alter sales data. 935 CMR 500.140(6) (required for retail only)

Leaf Relief shall conduct a monthly analysis of equipment determine that no software has been installed that could be utilized to manipulate or alter sales data a. 935 CMR 500.140(6) (required for retail only)

Leaf Relief shall maintain records that it has performed the monthly analysis.935 CMR 500.140(6) (required for retail only)

If Leaf Relief determines that software or other methods have been installed/utilized to manipulate or alter sales data: Leaf Relief shall immediately disclose the information to the Commission, cooperate in any investigation, and take such other action directed by the Commission. 935 CMR 500.140 (required for retail only)

DIVERSITY PLAN

Overview

Leaf Relief LLC is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Leaf Relief LLC is dedicated to promoting equity in its operations for diverse populations, which the Commission has identified as the following:

Minorities;

Women;

Veterans;

People with disabilities; and

People who identify as LGBTQ+.

Leaf Relief's diversity initiatives are applicable, but not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces;

- Respectful communication and cooperation between all employees.
- Teamwork and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

To support such populations, Leaf Relief LLC has created the following Diversity Plan (the "Plan") and has identified and created goals/programs to promote equity in Leaf Relief LLC's operations.

To support the aforementioned populations, Leaf Relief has created the following Diversity Plan (the "Plan") and has identified and created goals/programs to promote equity in Leaf Relief's operations.

Goals

In order for Leaf Relief LLC to promote equity for the above-listed groups in its operations, it has established the following goals:

- A. Increasing the number of minorities, women, veterans, individuals with disabilities, and individuals who identify as LGBTQ+ working at Leaf Relief LLC's facilities and providing tools to ensure their success; at least 10% of Leaf Relief LLC's workforce will be comprised of individuals from the above-listed groups; and
- B. Increasing the number of minorities, women, veterans, individuals with disabilities, and individuals who identify as LGBTQ+ in management and

executive positions at Leaf Relief LLC and providing tools to ensure their success; at least 25% of Leaf Relief LLCs management and executive positions will be held by individuals from the above-listed groups.

Programs

Leaf Relief LLC has developed specific programs to effectuate its stated goals to promote diversity and equity in its operations, which will include the following:

- A. Advertising employment opportunities, and tracking the number of individuals falling into the above-listed demographics that apply, with Massachusetts career centers in Brockton, Fall River, Taunton, and the surrounding local communities to Leaf Relief LLC's marijuana establishment operations; advertisements will be placed as employment opportunities arise at Leaf Relief LLC but not less than twice annually; advertisement placements may be adjusted based on the number of responses received from the above-listed demographics.
- B. Providing semi-annual training programs in the areas of cannabis retail enterprises for individuals falling into the above-listed demographics to promote their entry into the marijuana industry.

Measurements

The Chief Executive Office will administer the Plan and will be responsible for developing measurable outcomes to ensure Leaf Relief LLC continues to meet its commitments. Such measurable outcomes, in accordance with Leaf Relief LLC's goals and programs described above, include:

Program 1: Advertise employment opportunities tailored to individuals falling into the above listed demographics with career centers in Brockton, Fall River, Taunton, and the surrounding local communities to Leaf Relief LLC's marijuana establishment operations.

Metrics: 1) The number of employment opportunity advertisements placed with career centers in Brockton, Fall River, Taunton and the surrounding local communities to Leaf Relief LLC's marijuana establishment operations; 2) The number of employment inquiries and applications received as a result of such advertisements; and 3) The number of individuals falling into the above-referenced demographics who inquired or applied for employment as a result of such advertisements that are employed at Leaf Relief LLC

Program 2: Provide semi-annual training programs in the area of cannabis retail for individuals falling into the above-listed demographics to promote their entry into the marijuana industry.

Metrics: 1) The number of training sessions hosted; and 2) The number of individuals falling into the above-reference demographics that attended the training sessions.

Additional Metric: Measure the number of individuals falling into the above-referenced demographics who are employed in executive, management or other key staff roles at Leaf

Relief LLC upon receipt of Leaf Relief LLC's "Commence Operations" designation from the Commission; and 2) The number of promotions to executive, management or other key staff roles at Leaf Relief LLC for individuals falling into the above-referenced demographics one year following receipt of a provisional license from the Commission, and annually thereafter.

Beginning upon receipt of Leaf Relief LLC's first "Commence Operations" designation from the Commission to operate a marijuana establishment in the Commonwealth, Leaf Relief LLC will utilize the proposed measurements to assess its Plan and will account for demonstrating proof of success or progress of the Plan upon the yearly renewal of the license. Leaf Relief LLC will review and evaluate its measurable outcomes no less than annually to ensure that Leaf Relief LLC is meeting its commitments. Leaf Relief LLC is mindful that demonstration of the Plan's progress and success will be submitted to the Commission upon renewal.

In the event that Leaf Relief LLC is not meeting its commitments, Herbal will conduct a Company-wide survey soliciting feedback on programs and metrics and how Leaf Relief LLC can be more successful in its commitments and in promoting equity generally.

Acknowledgements

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