



Massachusetts Cannabis Control Commission

Marijuana Delivery Operator

General Information:

License Number: MD1318
Original Issued Date: 01/12/2023
Issued Date: 01/12/2023
Expiration Date: 01/12/2024

MARIJUANA DELIVERY OPERATOR PRE-CERTIFICATION NUMBER

**Marijuana Delivery Operator Pre-Certification
Number:**

ABOUT THE MARIJUANA DELIVERY OPERATOR LICENSEE

Business Legal Name: Medicine Man Solutions, LLC

Phone Number: 508-958-0059 **Email Address:** medicinemanwellnessma@gmail.com

Business Address 1: 144 W Britannia St **Business Address 2:**

Business City: Taunton **Business State:** MA **Business Zip Code:** 02780

Mailing Address 1: PO Box 6045 **Mailing Address 2:**

Mailing City: New Bedford **Mailing State:** MA **Mailing Zip Code:** 02742

CERTIFIED DISADVANTAGED BUSINESS ENTERPRISES (DBES)

No documents uploaded

Certified Disadvantaged Business Enterprises (DBEs): Not a DBE

SOCIAL EQUITY OR ECONOMIC EMPOWERMENT LICENSE

Social Equity or Economic Empowerment License Number: SE304323

ADDITIONAL SOCIAL EQUITY OR ECONOMIC EMPOWERMENT LICENSE NUMBERS

No records found

PERSONS HAVING DIRECT OR INDIRECT CONTROL

Person with Direct or Indirect Authority 1

Percentage Of Ownership: 100 **Percentage Of Control:**
100
Role: Executive / Officer **Other Role:** President
First Name: Haskell **Middle Name:** Odell **Last Name:** Kennedy **Suffix:** III
Gender: Male **User Defined Gender:**

What is this person's race or ethnicity?: Black or African American (of African Descent, African American, Nigerian, Jamaican, Ethiopian, Haitian,

Somali)

Specify Race or Ethnicity: African American

ENTITIES HAVING DIRECT OR INDIRECT CONTROL

No records found

CAPITAL RESOURCES - INDIVIDUALS

Individual Contributing Capital 1

First Name: Haskell **Last Name:** Kennedy **Suffix:** III
Types of Capital: Monetary/Equity, Land, Buildings **Other Type of Capital:** **Total Value of the Capital Provided:** \$276000 **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

Individual 1

First Name: Haskell **Last Name:** Kennedy **Suffix:** III
Marijuana Establishment Name: Medicine Man Solutions, LLC **Business Type:** Marijuana Product Manufacture
Marijuana Establishment City: Taunton **Marijuana Establishment State:** MA

Individual 2

First Name: Haskell **Last Name:** Kennedy **Suffix:** III
Marijuana Establishment Name: Medicine Man Solutions, LLC **Business Type:** Other
Marijuana Establishment City: Taunton **Marijuana Establishment State:** MA

MARIJUANA DELIVERY OPERATOR LICENSEE PROPERTY DETAILS

Establishment Address 1: 144 W. Britannia St. **Establishment Address 2:**
Establishment City: Taunton **Establishment Zip Code:** 02780
Approximate square footage of the establishment: 1491 **How many abutters does this property have?:** 72
Have all property abutters been notified of the intent to open a Marijuana Delivery Operator Licensee at this address?: Yes

HOST COMMUNITY INFORMATION

Host Community Documentation:

Document Category	Document Name	Type	ID	Upload Date
Plan to Remain Compliant with Local Zoning	Medicine Man Solutions - Plan to Remain Compliant with Local Zoning.pdf	pdf	63052c3ed239e20007db96b6	08/23/2022
Certification of Host Community Agreement	HCA Certification Form - Delivery.pdf	pdf	632390c444fa35000af0a294	09/15/2022
Community Outreach Meeting Documentation	Community Outreach Meeting Attestation Form.pdf	pdf	63581b26a311610008aa5d29	10/25/2022
Community Outreach Meeting Documentation	Attachment A - Taunton Gazette Public Notice.pdf	pdf	63581d9ba311610008aa67d7	10/25/2022

Community Outreach Meeting Documentation	Attachment B - City Council Copy of Public Notice.pdf	pdf	63581da5bd58f900086d97f7	10/25/2022
Community Outreach Meeting Documentation	Attachment C - Receipt of Mailing to Abutters.pdf	pdf	63581db8a311610008aa6921	10/25/2022
Community Outreach Meeting Documentation	Medicine Man Solutions - Zoom Synopsis.pdf	pdf	6373b6da522535000824e350	11/15/2022

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	Medicine Man Solutions - Positive Impact Plan.pdf	pdf	630e1e0fd239e20007e34841	08/30/2022

INDIVIDUAL BACKGROUND INFORMATION

Individual Background Information 1

Role: Executive / Officer Other Role: President
 First Name: Haskell Last Name: Kennedy Suffix: III
 RMD Association: Not associated with an RMD
 Background Question: no

ENTITY BACKGROUND CHECK INFORMATION

No records found

MASSACHUSETTS BUSINESS REGISTRATION

Certificates of Good Standing:

Document Category	Document Name	Type	ID	Upload Date
Department of Revenue - Certificate of Good standing	Dept of Revenue Certificate of Good Standing.pdf	pdf	63052ce3d239e20007db98a1	08/23/2022
Secretary of Commonwealth - Certificate of Good Standing	Secretary of the Commonwealth of Massachusetts Certificate of Good Standing.jpg	jpeg	63052d42d239e20007db98cb	08/23/2022
DUA attestation if no employees	Medicine Man Solutions - Attestation of No Employees.pdf	pdf	630e1e4944fa35000adc3750	08/30/2022

Required Business Documentation:

Document Category	Document Name	Type	ID	Upload Date
Bylaws	Medicine Man Solutions - Bylaws.pdf	pdf	63052da1d239e20007db9a60	08/23/2022
Articles of Organization	Articles of Organization.pdf	pdf	63052dc344fa35000ad4a153	08/23/2022

Massachusetts Business Identification Number: 001386232

Doing-Business-As Name:

DBA Registration City:

BUSINESS PLAN

Business Plan Documentation:

Document Category	Document Name	Type	ID	Upload Date
Business Plan	Business Plan.pdf	pdf	62e0212dc4bff600092cf0d1	07/26/2022
Plan for Liability Insurance	Plan for Obtaining Liability Insurance - MMS.pdf	pdf	62e02133c4bff600092cf0e5	07/26/2022
Proposed Timeline	Project Timeline.pdf	pdf	62e0213fc4bff600092cf134	07/26/2022

OPERATING POLICIES AND PROCEDURES

Policies and Procedures Documentation:

Document Category	Document Name	Type	ID	Upload Date
Inventory procedures	Medicine Man Solutions - Inventory Policies.pdf	pdf	62e0217fc4bff600092cf1f2	07/26/2022
Prevention of diversion	Medicine Man Solutions - Prevention of Diversion Policy.pdf	pdf	62e02180c4bff600092cf206	07/26/2022
Storage of marijuana	Medicine Man Solutions - Storage Policies.pdf	pdf	62e02182fad139000867c542	07/26/2022
Transportation of marijuana	Medicine Man Solutions - Transportation Policies.pdf	pdf	62e02183c4bff600092cf21a	07/26/2022
Record-keeping procedures	Medicine Man Solutions - Record-Keeping Procedures.pdf	pdf	62e021bfc4bff600092cf3aa	07/26/2022
Quality control and testing procedures	Medicine Man Solutions - Quality Control and Product Testing Procedures.pdf	pdf	62e021c0c4bff600092cf3be	07/26/2022
Personnel policies	Medicine Man Solutions - Personnel Policies.pdf	pdf	62e021c2fad139000867c674	07/26/2022
Qualifications and training	Medicine Man Solutions - Qualifications and Trainings.pdf	pdf	62e021e4c4bff600092cf3eb	07/26/2022
Maintenance of financial records	Medicine Man Solutions - Maintaining Financial Records.pdf	pdf	62e021e5fad139000867c70b	07/26/2022
Energy Compliance Plan	Medicine Man Solutions - Energy Compliance Plan.pdf	pdf	62e021e6fad139000867c71f	07/26/2022
A plan to obtain marijuana and marijuana products	Medicine Man Solutions - Plan to Obtain Marijuana.pdf	pdf	62e0220cc4bff600092cf4f2	07/26/2022
Delivery procedures (pursuant to 935 CMR 500.145 and 935 CMR 500.146)	Medicine Man Solutions - Delivery Plan.pdf	pdf	62fa9b8e6b64fa00075a8743	08/15/2022
A detailed plan for White Labeling	Medicine Man Solutions - Detailed Plan for White Labeling.pdf	pdf	62fa9b906b64fa00075a8784	08/15/2022
Dispensing procedures	Medicine Man Solutions - Dispensing Procedures.pdf	pdf	62fa9b916b64fa00075a8798	08/15/2022
Security plan	Medicine Man Solutions - Security Policies - Delivery.pdf	pdf	630e2304d239e20007e35ae1	08/30/2022
Diversity plan	Medicine Man Solutions - Diversity Plan.pdf	pdf	632392e5d239e20007f7ac62	09/15/2022

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: 9:00 PM
Tuesday From: 8:00 AM	Tuesday To: 9:00 PM
Wednesday From: 8:00 AM	Wednesday To: 9:00 PM
Thursday From: 8:00 AM	Thursday To: 9:00 PM
Friday From: 8:00 AM	Friday To: 9:00 PM
Saturday From: 8:00 AM	Saturday To: 9:00 PM
Sunday From: Closed	Sunday To: Closed

ATTESTATIONS

I certify that no additional entities or individuals meeting the requirement set forth in 935 CMR 500.101 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 Persons and Entities Having Direct or Indirect Control over the Marijuana Delivery Operator Licensee and a list of all persons or entities contributing 10% or more of the initial capital to operate the Marijuana Delivery Operator Licensee 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.:

AGREEMENTS WITH THIRD-PARTY TECHNOLOGY PLATFORM PROVIDER

No records found

THIRD-PARTY TECHNOLOGY PLATFORM PROVIDER DOCUMENTATION

No documents uploaded

Medicine Man Solutions, LLC

Plan to Remain Compliant with Local Zoning, Taunton, MA

Medicine Man Solutions, LLC attests that it will, through its operation of a product manufacturing establishment in the city of Taunton, MA, follow and remain compliant with all local zoning requirements under the Taunton Zoning Bylaw:

Sections 440-502: Use Regulations

Section 440-706: Signs

Section 440-704: Off Street Parking

Section 440-305: Special Permit

Taunton Adult Use Marijuana Bylaw:

Section 222 Adult Use Marijuana Establishments

As Medicine Man Solutions, LLC has been granted a host agreement by the city of Taunton, we plan to follow the use regulations for permitted use at our 144 West Britannia St location, performance standards for security and fire, and special provisions for parking, signs, etc.

As all Marijuana Establishments in the city of Taunton require Special Permit approval, we will ensure compliance with local laws.

The duration of the special permit, once granted, lasts in perpetuity or until the establishment moves or closes.

We will also continue to communicate with the city on a regular basis to remain updated and compliant with any changes or additions to local zoning.

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:

MEDICINEMAN SOLUTIONS, LLC

2. Name of applicant's authorized representative:

HASKELL KENNEDY, III

3. Signature of applicant's authorized representative:



4. Name of municipality:

CITY OF TAUNTON MA.

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

Shaunna O'Connell, Mayor



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



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



8. Host community agreement execution date: *(Marijuana Delivery Establishment)*







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): 10/19/2022
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: 10/05/2022

b. Name of publication: Taunton Gazette

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

a. Date notice filed: 10/06/2022

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: 10/04/2022

7. The applicant presented information at the Community Outreach Meeting, which at a minimum included the following:

- a. The type(s) of ME or MTC to be located at the proposed address;
- b. Information adequate to demonstrate that the location will be maintained securely;
- c. Steps to be taken by the ME or MTC to prevent diversion to minors;
- d. A plan by the ME or MTC to positively impact the community; and
- e. 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:

Medicine Man Solutions, LLC

Name of applicant's authorized representative:

Haskell Kennedy

Signature of applicant's authorized representative:

Haskell Kennedy

Public Notices

Originally published at tauntongazette.com on 10/05/2022

MEDICINE MAN
SOLUTIONS, LLC
LEGAL NOTICE
NOTICE OF COMMUNITY OUTREACH MEETING
MEDICINE MAN
SOLUTIONS, LLC

Notice is hereby given that MEDICINE MAN SOLUTIONS, LLC will hold a Virtual Community Outreach Meeting on Wednesday, October 19, 2022 at 6:00 PM to discuss the proposed siting of a licensed Marijuana Delivery facility at 144 W. Britannia St. Taunton, MA 02780.

This Virtual Community Outreach Meeting will be held in accordance with the Massachusetts Cannabis Control Commission's Administrative Order Allowing Virtual Web-Based Community Outreach Meetings and the applicable requirements set forth in the M.G.L. ch. 94 G and 935 CMR 500.000 et seq.

The Virtual Community Outreach Meeting via Zoom is available using the following link:

<https://us05web.zoom.us/j/8727339118?pwd=SHZ0YlpxR2xxaUtHR3V6V1ITT2Q4Zz09>

Meeting ID: 872 733 9118

Passcode: Taunton

Please copy the link into your browser (i.e. Google Chrome) and you will be brought to the Zoom meeting.

Interested members of the community will have the opportunity to ask questions and receive answers from company representatives about the proposed facility and operations. Questions can be submitted in advance by emailing medicinemanlife@gmail.com or asked during the meeting, after the presentation.

#7862486

TDG 10/5/22

Public Notices

Originally published at tauntongazette.com on 10/05/2022

MEDICINE MAN
SOLUTIONS, LLC
LEGAL NOTICE
NOTICE OF COMMUNITY OUTREACH MEETING
MEDICINE MAN
SOLUTIONS, LLC

RECEIVED
CITY CLERK'S OFFICE
2022 OCT -6 P 3:57
TAUNTON, MA
CITY CLERK

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#7862486

TDG 10/5/22

Attachment C



NEW BEDFORD
695 PLEASANT ST
NEW BEDFORD, MA 02740-9998
(800)275-8777

10/04/2022

08:14 AM

Product	Qty	Unit Price	Price
Elephants Bklt/20	3	\$12.00	\$36.00
Chien-Shiung Wu	11	\$0.60	\$6.60
Grand Total:			\$42.60
Personal/Bus Check			\$42.60

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

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

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



or call 1-800-410-7420.

UFN: 245032-0741
Receipt #: 840-50280164-1-5655067-1
Clerk: 26

Medicine Man Solutions, LLC

Community Outreach Meeting – Zoom Synopsis – Wednesday, October 19, 2022

The meeting host, Haskell Kennedy, started the meeting at 5:55 PM, but waited until 6:00 PM before the moderator, Kara, read the notice and introduced Haskell. Haskell proceeded to talk about Medicine Man Solutions, LLC and asks for questions and waits to see if anyone else joins. At 6:30 PM, no other participants had joined, and no questions were asked. At 7:00 PM, the meeting was ended as no other participants had joined and no questions were asked. The only participants were those who were working the Zoom Meeting with Haskell Kennedy. Those participants are Kara and Jade.

Taunton Green Positive Impact Program

Introduction

This direct mentor-to-mentee program will be hosted in Taunton, MA, a community that is an Area of Disproportionate Impact (ADI) as defined by the Commission. Medicine Man Solutions, LLC is committed to funding the Positive Impact Plan for as long as the business is established. Execution of this program will commence at the receipt of a provisional Marijuana Establishment license. Quarterly scheduled seminars will be promoted and advertised through print media, social media, poster campaigns, and any other means.

Goals:

This program will meet the spirit and objectives of state law M.G.L. Ch. 94G §4 that requires Licensed Marijuana Establishments to, *“...engage in processes and policies that promote and encourage full participation in the regulated cannabis industry by people from communities that have previously been disproportionately harmed by marijuana prohibitions and enforcement and to positively impact those communities.”*

The Commission has identified the groups this plan is intended to impact as the following:

- Past or present residents of the geographic ADI, which have been defined by the Commission and identified in its Guidance for Identifying Areas of Disproportionate Impact.
- Commission-designated Economic Empowerment Priority applicants;
- Commission-designated Social Equity Program participants;
- Massachusetts residents who have past drug convictions; and
- Massachusetts residents with parents or spouses who have drug convictions.
- The above person is hereinafter be referred to as the Primary Target Group (PTG).

Medicine Man Solutions, LLC’s goals for the Taunton Green Positive Impact Program are as follows:

- Hire, in a legal and non-discriminatory manner, at least 50% of its employees from Target Areas, such as Taunton, New Bedford, and surrounding areas, and/or Massachusetts residents who have, or have parents or spouses who have, past drug convictions;
- Provide access to quarterly training seminars (see seminar content below)
 - Participants from Target Areas will acquire or adapt some of the tools and skills necessary to achieve success as either an entrepreneur or employee within the licensed marijuana industry.
 - Participants from Target Areas will be empowered to better understand and recognize if, and where, their interest within the licensed marijuana industry lies.
 - Participants from Target Areas will have access to guidance and support in the job-seeking process for those looking to gain employment within the industry outside of Medicine Man Solutions, LLC.
- Provide participants from Target Areas open access to expert, proactive, post-seminar mentorship and counseling, access to resource center providing links and information of use to both entrepreneurs from Target Areas and those seeking employment in the licensed marijuana industry, and access to weekly group and individual conference calls with leading industry consultants and ancillary professionals.

- Promote participation from Target Areas in a wide-reaching quarterly survey designed to identify and overcome the obstacles to success in the industry, and thus make a positive impact on others seeking to contribute or participate in the licensed marijuana industry.

Programs:

In an effort to reach the abovementioned goals, Medicine Man Solutions, LLC shall implement the following practices and programs:

- In an effort to ensure that M.M.S has the opportunity to interview, and hire, individuals from the Target Areas and/or Massachusetts residents who have past drug convictions it shall post **monthly notices** for at least **three (3) months** during the hiring process of the Target Areas and in newspapers of general circulation in the Target Areas, including but not limited to, ***the Taunton Daily Gazette***, and these notices will state, among other things, that M.M.S is specifically looking to hire Massachusetts residents who are 21 years or older and either (i) live in a Target Area or another area of disproportionate impact as defined by the Cannabis Control Commission; or (ii) have past drug convictions, for employment. Such residency, or prior drug conviction status, will be a positive factor in hiring decisions, but this does not prevent M.M.S from hiring the most qualified candidates and complying with all employment laws and other legal requirements.
- One-Day Seminar: This free, quarterly seminar will be conducted at a suitable venue in Taunton, Massachusetts for up to 20 attendees. The goal of these seminars is to directly assist members of the Target Area by providing participants with knowledge, resources, tools, and guidance to strengthen, promote and empower their successful participation in this industry as an entrepreneur, business owner, or employee.
 - Seminar Content Includes: Introduction, A Brief History of Marijuana Regulation, Federal Law, State Law, Regulations and Administrative Decisions, The Cannabis Control Commission, Developing Your Vision, Developing Your Business Plan, The Application Process – Threading the Needle, Community Resources for Economic Development, Home-Grown Cannabis Regulations, Employment in the Marijuana Industry, Open Forum, and Next Steps
- Mentorship and Counseling: Seminar participants will be offered free, ongoing access to a web-based, “help-desk” facility that provides access to the knowledge and experience of professional industry consultants with expertise in Business Development, Marijuana Licensing, Federal and State Law, and Federal and State Accounting. This post-seminar mentorship and counseling facility will assist and guide Target Area participants by providing the following:
 - Exclusive access to an online resource center that provides links to documents, state and local resources, service providers and articles that will benefit the Target Area participant.
 - Exclusive access to our “Ask me anything” FAQ page, where Target Area participants may post questions and receive answers to Marijuana industry related issues.
- A weekly telephone conference that comprises a 60-minute check-in with Target Area participants, with a Q&A session, followed by a number of, 30-minute, pre-booked individual calls that allow Target Area participants to pose or discuss business sensitive or confidential questions and matters without fear of disclosure. The number of attendees cannot be determined as it is dependent upon who shows up.

Positive Impact Survey – A goal and measurement of our program progress will be our Positive Impact Survey. All participants in the one-day seminar are required to complete and submit the pre-seminar

baseline survey. The goal of the survey is to help identify the “capture” demographics of attendees. A second, follow-up survey will be completed and submitted at the conclusion of the one-day seminar. This will help identify our core survey group.

The goal of the program is to gather a group of core survey participants. This group should comprise of those participants whose interest in the marijuana industry and the Positive Impact Plan extends beyond the initial seminar. Participants in the core survey, while benefiting from ongoing mentorship and counseling, will through a series of in-depth questionnaires, focus groups and feedback opportunities, provide a wealth of data detailing demographics, background, challenges, and advantages encountered or perceived by seminar attendees and survey participants. The qualitative and quantitative findings of our survey will be published in an annual report. This report will be made available to the CCC, state funding agencies, and local business development organizations. This report will help assess and measure the obstacles and routes to success for the Target Area participants.

Measurements:

Program Progress and Success – The success and impact of this program will be measured through the following means:

Attendance – Attendance will be counted and recorded through both the survey and attendee records. Attendance goals will be achieved if at least 25% of attendees are from any Target Area and/or are Massachusetts resident who have or have parents or spouses who have past drug convictions.

Feedback – All attendees, survey participants, and survey recipients will be asked to complete feedback surveys on the content and delivery of this program. Our feedback goals will be achieved if 75% or more attendees provide feedback, and that feedback rating is at least 3.5 out of 5.

Sustainability – One of our benchmarks of success will be sustained participation in our program. We define “sustained participation” as the continued engagement of at least 25% of attendees in our post seminar activities such as mentorship and counseling activities, accessing our online resource center, or participating in our weekly telephone conference during the 3 months following their first seminar.

Survey Data Use – The success of our survey data efforts may be measured by the circulation of our annual survey data report to at least two state organizations, the governing body of Taunton, and at least two independent regional workforce development and/or economic development organizations.

Acknowledgments

The applicant 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.

No actions taken, or programs instituted by the applicant will violate the Commission’s regulations with respect to limitations on ownership or control or other applicable state laws.

No donation or program to support any specifically named organizations or other furtherance of their goals have been proposed as this is a direct mentor-to-mentee program.

Medicine Man Solutions, LLC acknowledges that the progress or success of its plan must be documented upon renewal (one year from provisional license, and each year thereafter).

Medicine Man Solutions, LLC

Bylaws

ARTICLE I OFFICES

Section 1. The principal office of this corporation shall be in the Commonwealth of Massachusetts.

Section 2. The corporation may also have offices at such other places both within and without the Commonwealth of Massachusetts as the Board of Directors may from time to time determine or the business of the corporation may require.

ARTICLE II MEETINGS OF STOCKHOLDERS

Section 1. All annual meetings of the stockholders shall be held at the registered office of the corporation or at such other place within or without the Commonwealth of Massachusetts as the directors shall determine. Special meetings of the stockholders may be held at such time and place within or without the Commonwealth as shall be stated in the notice of the meeting, or in a duly executed waiver of notice thereof.

Section 2. Annual meetings of the stockholders, commencing with the year 2019, shall be held in May of each year as may be set by the Board of Directors from time to time, at which the stockholders shall elect by vote a Board of Directors and transact such other business as may properly be brought before the meeting. Meetings may be held by telephonic conferenced call provided all stockholders are present telephonically or have expressly declined to participate.

Section 3. Special meetings of the stockholders, for any purpose or purposes, unless otherwise prescribed by statute or by the Articles of Organization, may be called by the President or the Secretary by resolution of the Board of Directors or at the request in writing of stockholders owning a majority in amount of the entire capital stock of the corporation issued and outstanding and entitled to vote. Such request shall state the purpose of the proposed meeting.

Section 4. Notices of meetings shall be in writing and signed by the President or the Secretary or by such other person or persons as the directors shall designate. Such notices shall state the purpose or purposes for which the meeting is called and the time and the place, which maybe within or without the Commonwealth, where it is to be held. A copy of such notice shall be either

delivered personally to or shall be mailed, postage prepaid, to each stockholder of record entitled to vote at such meeting not less than ten nor more than sixty days before such meeting. If mailed, it shall be directed to a stockholder at his address as it appears upon records of the corporation and upon such mailing of any such notice, the service thereof shall be complete, and the time of the notice shall begin to run from the date upon which such notice is deposited in the mail for transmission to such stockholder. Personal delivery of any such notice to any officer of a corporation or association, or to any member or a partnership shall constitute delivery of such notice to such corporation, association, or partnership. In the event of the transfer of stock after delivery of such notice of and prior to the holding of the meeting it shall not be necessary to deliver or mail notice of the meeting to the transferee.

Section 5. Business transacted at any special meeting of stockholders shall be limited to the purposes stated in the notice.

Section 6. The holders of a majority of the stock, issued and outstanding and entitled to vote thereat, present in person or represented by proxy, shall constitute a quorum at all meetings of the stockholders for the transaction of business except as otherwise provided by statute or by the Articles of Organization. If, however, such quorum shall not be present or represented at any meeting of the stockholders, the stockholders entitled to vote thereat, present in person or represented by proxy, shall have power to adjourn the meeting from time to time, without notice other than announcement at the meeting, until a quorum shall be present or represented. At such adjourned meeting at which a quorum shall be present or represented, any business may be transacted which might have been transacted at the meeting as originally notified.

Section 7. When a quorum is present or represented at any meeting, the vote of the holders of a majority of the stock having voting power present in person or represented by proxy shall be sufficient to elect directors or to decide any question brought before such meeting, unless the question is one upon which by express provision of the statutes or of the Articles of Organization, a different vote is required in which case such express provision shall govern and control the decision of such question.

Section 8. Each stockholder of record of the corporation shall be entitled at each meeting of stockholders to one vote for each share of stock standing in their name on the books of the corporation. Upon the demand of any stockholder the vote for directors and the vote upon any question before the meeting shall be by ballot.

Section 9. At any meeting of the stockholders any stockholder may be represented and vote by proxy or proxies appointed by an instrument in writing. In the event that any such instrument in writing shall designate two or more persons to act as proxies, a majority of such persons present at the meeting, or, if only one shall be present, then that one shall have and may exercise all of the powers conferred by such written instrument upon all of the persons so designated unless the instrument shall otherwise provide. No proxy or power of attorney to vote shall be used to vote at a meeting of stockholders unless it shall have been filed with the secretary of the meeting when required by the inspectors of election. All questions regarding the qualifications of voters, the validity of proxies and the acceptance or rejection of votes shall be decided by the inspectors of

election who shall be appointed by the Board of Directors, or if not so appointed, then by the presiding officer of the meeting.

Section 10. Any action which may be taken by the vote of the stockholders at a meeting may be taken without a meeting if authorized by the written consent of stockholders holding at least a majority of the voting power, unless the provisions of the statutes or of the Articles of Organization require a greater proportion of voting power to authorize such action in which case such greater proportion of written consents shall be required.

ARTICLE III DIRECTORS

Section 1. The business of the corporation shall be managed by its Board of Directors which may exercise all such powers of the corporation and do all such lawful acts and things as are not by statute or by the Articles of Organization or by these Bylaws directed or required to be exercised or done by the stockholders.

Section 2. The number of directors which shall constitute the whole board shall initially be one (1). The number of directors may from time to time be increased or decreased to not less than one nor more than seven (7) by action of the Board of Directors. The directors shall elected at the annual meeting of the stockholders and except as provided in Section 2 of the Article, each director elected shall hold office until their successor is elected and qualified. Directors need not be stockholders.

Section 3. Vacancies in the Board of Directors including those caused by an increase in the number of Directors, may be filled by a majority of the remaining directors, though less than a quorum, or by a sole remaining director, and each director so elected shall hold office until their successor is elected at an annual or a special meeting of the stockholders. The holders of a two-thirds of the outstanding shares of stock entitled to vote may at any time peremptorily terminate the term of office of all or any of the directors by vote at a meeting called for such purpose or by a written statement filed with the secretary or, in their absence, with any other officer. Such removal shall be effective immediately, even if successors are not elected simultaneously and the vacancies on the Board of Directors resulting therefrom shall be filled only by the stockholders.

A vacancy or vacancies in the Board of Directors shall be deemed to exist in case of the death, resignation or removal of any directors, or if the authorized number of directors be increased, or if the stockholders fail at any annual or special meeting of stockholders at which any director or directors are elected to elect the full authorized number of directors to be voted for at that meeting.

The stockholders may elect a director or directors at any time to fill any vacancy or vacancies not filled by the directors. If the Board of Directors accepts the resignation of a director tendered to take effect at a future time, the Board or the stockholders shall have power to elect a successor to take office when the resignation is to become effective.

No reduction of the authorized number of directors shall have the effect of removing any director prior to the expiration of their term of office.

ARTICLE IV
MEETINGS OF THE BOARD OF DIRECTORS

Section 1. Regular meetings of the Board of Directors shall be held at any place within or without the Commonwealth or by written consent of all members of the Board. In the absence of such designation regular meetings shall be held at the registered office of the corporation. Special meetings of the Board may be held either at a place so designated or at the registered office.

Section 2. The first meeting of each newly elected Board of Directors shall be held immediately following the adjournment of the meeting of stockholder and at the place thereof. No notice of such meeting shall be necessary to the directors in order legally to constitute the meeting, provided a quorum be present. In the event such meeting is not so held, the meeting may be held at such time and place as shall be specified in a notice give as hereinafter provided for special meetings of the Board of Directors.

Section 3. Regular meetings of the Board of Directors may be held without call or notice at such time and at such place as shall from time to time be fixed and determined by the Board of Directors.

Section 4. Special meetings of the Board of Directors may be called by the President. Written notice of the time and place of special meetings shall be delivered personally to each director or sent to each director by mail or by other form of written communication, charges prepaid, addressed them at their address as it is show upon the records or is not readily ascertainable, at the place in which the meetings of the Directors are regularly held. In case such notice is mailed or telegraphed, it shall be deposited in the United States mail at least forty-eight (48) hours prior to the time of the holding of the meeting. In case such notice is delivered as above provided, it shall be so delivered at least twenty-four (24) hours prior to the time of the holding of the meeting. Such mailing, telegraphing or delivery as above provided shall be due, legal, and personal notice to such director.

Section 5. Notice of the time and place of holding an adjourned meeting need not be given to the absent directors if the time and place be fixed at the meeting adjourned.

Section 6. The transactions of any meeting of the Board of Directors, however called and noticed or wherever held, shall be as valid as though had at a meeting duly held after regular call and notice, if a quorum be present, and if, either before or after the meeting, each of the directors not present signs a written waiver of notice, or consent to holding such meeting, or an approval of minutes thereof. All such waivers, consents or approvals shall be filed with the corporate records or made a part of the minutes of the meeting.

Section 7. A majority of the authorized number of directors shall be necessary to constitute a quorum for the transaction of business, except to adjourn as hereinafter provided. Every act or decision done or made by a majority of the directors present at a meeting duly held at which a quorum is present shall be regarded as the act of the Board of Directors, unless a greater number be required by law, or by the Articles of Organization. Any action of a majority, although not at a regularly called meeting, and the record thereof, if assented to in writing by all of the other

members of the Board shall be as valid and effective in all respects as if passed by the Board in regular meeting.

Section 8. A quorum of the directors may adjourn any directors meeting to meet again at a stated day and hour; provided, however, that in the absence of a quorum, a majority of the directors present at any directors meeting, either regular or special, may adjourn from time to time until the time fixed for the next regular meeting of the Board.

ARTICLE V COMMITTEES OF DIRECTORS

Section 1. The Board of Directors may, by resolution adopted by a majority of the whole Board, designate one or more committees of the Board of the Directors, each committee to consist of two or more of the directors of the corporation which, to the extent provided in the resolution, shall have and may exercise the power of the Board of Directors in the management of the business and affairs of the corporation and may have power to authorize the seal of the corporation to be affixed to all papers which may require it. Such committee or committees shall have such name or names as may be determined from time to time by the Board of Directors. The members of any such committee present at any meeting and not disqualified from voting may, whether or not they constitute a quorum, unanimously appoint another member of the Board of Directors to act at the meeting in the place of any absent or disqualified member. At meetings of such committees, a majority of the members or alternate members shall constitute a quorum for the transaction of business, and the act of a majority of the members or alternate members at any meeting at which there is a quorum shall be the act of the committee.

Section 2. The committees shall keep regular minutes of their proceedings and report the same to the Board of Directors.

Section 3. Any action required or permitted to be taken at any meeting of the Board of the Directors or of any committee thereof may be taken without a meeting if a written consent thereto is signed by all members of the Board of Directors or of such committee, as the case may be, and such written consent is filed with the minutes of proceedings of the Board or committee.

ARTICLE VI COMPENSATION OF DIRECTORS

Section 1. The directors may be paid their expenses of attendance at each meeting of the Board of Directors and may be paid a fixed sum for attendance at each meeting of the Board of Directors or a stated salary as director. No such payment shall preclude any director from serving the corporation in any other capacity and receiving compensation thereof. Members of special or standing committees may be allowed like reimbursement and compensation for attending committee meetings.

ARTICLE VII NOTICES

Section 1. Notices to directors and stockholders shall be in writing and delivered personally or mailed to the directors or stockholders at their addresses appearing on the books of the corporation. Notice by mail shall be deemed to be given at the time when the same shall be mailed. Notice to directors may also be given by telegram.

Section 2. Whenever all parties entitled to vote at any meeting, whether of directors or stockholders, consent, either by a writing on the records of the meeting or filed with the secretary, or by presence at such meeting and oral consent entered on the minutes, or by taking part in the deliberations at such meeting without objection, the doings of such meeting shall be as valid as if had at a meeting regularly called and noticed, and at such meeting any business may be transacted which is not expected from the written consent or to the consideration of which no objection for want of notice is made at the time, and if any meeting be irregular for want of notice or of such consent, provided a quorum was present at such meeting, the proceedings of said meeting may be ratified and approved and rendered likewise valid and the irregularity or defect therein waived by a writing signed by all parties having the right to vote at such meeting; and such consent or approval of stockholders may be by proxy or attorney, but all such proxies and powers of attorney must be in writing.

Section 3. Whenever any notice whatsoever is required to be given under the provisions of the statutes, of the Articles of Organizations, or of these Bylaws, a waiver thereof in writing, signed by the person or persons entitled to said notice, whether before or after the time stated therein, shall be deemed equivalent thereto.

ARTICLE VIII OFFICERS

Section 1. The officers of the corporation shall be chosen by the Board of Directors and shall be a President, a Secretary, and a Treasurer. Any person may hold two or more offices.

Section 2. The salaries and compensation of all officers of the corporation shall be fixed by the Board of Directors.

Section 3. The officers of the corporation shall hold office at the pleasure of the Board of Directors. Any officer elected or appointed by the Board of Directors may be removed at any time by the Board of Directors. Any vacancy occurring in any office of the corporation by death, resignation, removal, or otherwise shall be filled by the Board of Directors.

Section 4. The President shall be the Chief Executive Office of the corporation and shall have active management of the business of the corporation. They shall execute on behalf of the corporation all instruments requiring such execution except to the extent the signing and execution thereof shall be expressly designated by the Board of Directors to some other officer or agent of the corporation.

Section 5. The Secretary shall act under the direction of the President. Subject to the direction of the President they shall attend all meetings of the Board of Directors and all meetings of the stockholders and record the proceedings. They shall perform like duties for the standing committees when required. They shall give, or cause to be given, notice of all meetings of the stockholders and special meetings of the Board of Directors, and shall perform such other duties as may be prescribed by the President or the Board of Directors.

Section 6. The Treasurer shall act under the direction of the President. Subject to the direction of the President they shall have custody of the corporate funds and securities and shall keep full and accurate accounts of receipts and disbursements in books belonging to the corporation and shall deposit all monies 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. They shall disburse the funds of the corporation as may be ordered by the President of 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 their transactions as Treasurer and of the financial condition of the corporation.

Section 7. If required by the Board of Directors, they 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 their office and for the restoration to the corporation, in case of their death, resignation, retirement or removal from office, of all books, papers, vouchers, money and other property of whatever kind in their possession or under their control belonging to the corporation.

ARTICLE IX CERTIFICATES OF STOCK

Section 1. Every stockholder shall be entitled to have a certificate signed by the President and the Treasurer, certifying the number of shares owned by them in the corporation. If the corporation shall be authorized to issue more than one class of stock or more than one series of any class, the designations, preferences and relative, participating, optional or other special rights of the various classes of stock or series thereof and the qualifications, limitations or restrictions of such rights, shall be set forth in full or summarized on the face or back of the certificate which the corporation shall issue to represent such stock.

Section 2. If a certificate is signed (a) by a transfer agent other than the corporation or its employees or (b) by a registrar other than the corporation or its employees, the signatures of the officers of the corporation may be facsimiles. In case any officer who has signed or whose facsimile signature has been placed upon a certificate shall cease to be such officer before such certificate is issued, such certificate may be issued with the same effect as though the person had not ceased to be such officer. The seal of the corporation, or a facsimile thereof, may, but need not be, affixed to certificates of stock.

Section 3. The Board of Directors may direct a new certificate or certificates to be issued in place of any certificate or certificates theretofore issued by the corporation alleged to have been lost or destroyed upon the making of an affidavit of that fact by the person claiming the certificate

of stock to be lost or destroyed. When authorizing such issue of a new certificate or certificates, the Board of Directors may, in its discretion and as a condition precedent to the issuance thereof, require the owner of such lost or destroyed certificate or certificates, or their legal representative, to advertise the same in such manner as it shall require and/or give the corporation a bond in such sum as it may direct as indemnity against any claim that may be made against the corporation with respect to the certificate alleged to have been lost or destroyed.

Section 4. Upon surrender to the corporation or the transfer agent of the corporation of a certificate for share duly endorsed or accompanied by proper evidence of succession, assignment or authority to transfer, it shall be the duty of the corporation, if it is satisfied that all provisions of the laws and regulations applicable to the corporation regarding the transfer and ownership of shares have been complied with, to issue a new certificate to the person entitled thereto, cancel the old certificate and record the transaction upon its books.

Section 5. The Board of Directors may fix in advance a date not exceeding sixty (60) days nor less than ten (10) days preceding the date of any meeting of stockholders, or the date for the payment of any dividend, or the date for the allotment of rights, or the date when any change or conversion or exchange of capital stock shall go into effect, or a date in connection with obtaining the consent of stockholders for any purpose, as a record date for the determination of the stockholders entitled to notice of and to vote at any such meeting, and any adjournment thereof, or entitled to receive payment of any such dividend, or to give such consent, and in such case such stockholders, and only such stockholders as shall be stockholders of record on the date so fixed, shall be entitled to notice of and to vote at such meeting, or any adjournment thereof, or to receive payment of such dividend, or to receive such allotment of rights, or to exercise such rights, or to give such consent, as the case may be, notwithstanding any transfer of any stock on the books of the corporation after any such record date fixed as aforesaid.

Section 6. The corporation shall be entitled to recognize the person registered on its books as the owner of shares to be the exclusive owner for all purposes including voting and dividends, and the corporation shall not be bound to recognize any equitable or other claim to or interest in such share or shares on the part of any other person, whether or not it shall have express or other notice thereof, except as otherwise provided by the laws of Massachusetts.

ARTICLE X GENERAL PROVISIONS

Section 1. Dividends upon the capital stock of the corporation, subject to the provisions of the Articles of Organization, if any, may be declared by the Board of Directors at any regular or special meeting, pursuant to law. Dividends may be paid in cash, in property or in shares of the capital stock, subject to the provisions of the Articles of Organization.

Section 2. Before payment of any dividend, there may be set aside out of any funds of the corporation available for dividends such sum or sums as the directs from time to time, in their absolute discretion, think proper as a reserve or reserves to meet contingencies, or for equalizing dividends or for repairing or maintaining any property of the corporation or for such other purpose

as the directors shall think conducive to the interest of the corporation, and the directors may modify or abolish any reserve in the manner in which it was created.

Section 3. All checks or demands for money and notes of the corporation shall be signed by such officer or officers or such other person or persons as the Board of Directors may from time to time designate.

Section 4. The fiscal year of the corporation shall end March 31 of each year unless fixed otherwise by resolution of the Board of Directors.

Section 5. The corporation may or may not have a corporate seal, as may from time to time be determined by resolution by the Board of Directors. If a corporate seal is adopted, it shall have inscribed thereon the name of the corporation and the words "Corporate Seal" and "Massachusetts." The seal may be used by causing it or a facsimile thereof to be impressed or affixed or in any manner reproduced.

Article XI INDEMNIFICATION

Every person who was or is a party or is threatened to be made a party to or is involved in any action, suitor proceeding, whether civil, criminal, administrative or investigative, by reason of the fact that he or a person of who he is the legal representative is or was a director or officer of the corporation or is or was serving at the request of the corporation or for its benefit as a director or officer of another corporation, or as its representative in a partnership, joint venture, trust or other enterprise, shall be indemnified and held harmless to the fullest extent legally permissible under the law of the Commonwealth of Massachusetts from time to time against all expenses, liability and loss (including attorney's fees, judgments, fines and amounts paid or to be paid in settlement) reasonably incurred or suffered by him in connection therewith. The expenses of officers and directors incurred in defending a civil or criminal action, suit or proceeding must be paid by the corporation as they are incurred and in advance of the final disposition of the action, suit or proceeding upon receipt of an undertaking by or on behalf of the director or officer to repay the amount if it is ultimately determined by a court of competent jurisdiction that he is not entitled to be indemnified by the corporation. Such right of indemnification shall be a contract right which may be enforced in any manner desired by such person. Such right of indemnification shall not be exclusive of any other right which such directors, officers or representatives may have hereafter acquire and, without limiting the generality of such statement, they shall be entitled to their respective rights of indemnification under any bylaw, agreement, vote of stockholders, provision of law or otherwise, as well as their rights under this Article.

The Board of Directors may cause the corporation to purchase and maintain insurance on behalf of any person who is or was a director or officer of the corporation or is or was serving at the request of the corporation as a director or officer of another corporation, or as its representative in a partnership, joint venture, trust or other enterprise against any liability asserted against such person and incurred in any such capacity or arising out of such status, whether or not the corporation would have the power to indemnify such person.

The Board of Directors may from time to time adopt further Bylaws with respect to indemnification and may amend these and such Bylaws to provide at all times the fullest indemnification permitted by the law of the Commonwealth of Massachusetts.

ARTICLE XII
AMENDMENTS

Section 1. The Bylaws may be amended by a majority vote of all the stock issued and outstanding and entitled to vote at any annual or special meetings of the stockholders, provided notice of intention to amend shall have been contained in the notice of the meeting.

Section 2. The Board of Directors by a majority vote of the whole Board at any meeting may amend these Bylaws, including Bylaws adopted by the stockholders, but the stockholders may from time to time specify particular provisions of the Bylaws which shall not be amended by the Board of Directors.

APPROVED AND ADOPTED
May 30, 2019

A handwritten signature in black ink, reading "Haskell O. Kennedy III", is written on a light-colored rectangular background.

Haskell O. Kennedy III, President



**The Commonwealth of Massachusetts
William Francis Galvin**

Minimum Fee: \$500.00

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

Certificate of Organization

(General Laws, Chapter)

Identification Number: 001386232

1. The exact name of the limited liability company is: MEDICINE MAN SOLUTIONS, LLC

2a. Location of its principal office:

No. and Street: 16 SCONTICUT NECK RD. #248
City or Town: FAIRHAVEN State: MA Zip: 02719 Country: USA

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

No. and Street: 16 SCONTICUT NECK RD. #248
City or Town: FAIRHAVEN State: MA Zip: 02719 Country: USA

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

THIS COMPANY IS ORGANIZED TO BE A GENERAL RETAIL ESTABLISHMENT AS WELL AS A NY OTHER ACTIVITY IN WHICH A LIMITED LIABILITY COMPANY ORGANIZED UNDER THE LAWS OF THE COMMONWEALTH OF MASSACHUSETTS MAY LAWFULLY ENGAGE.

4. The latest date of dissolution, if specified:

5. Name and address of the Resident Agent:

Name: HASKELL O. KENNEDY III
No. and Street: 16 SCONTICUT NECK RD. #248
City or Town: FAIRHAVEN State: MA Zip: 02719 Country: USA

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

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

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code
MANAGER	HASKELL O KENNEDY III	16 SCONTICUT NECK RD. #248 FAIRHAVEN, MA 02719 USA

First, Middle, Last, Suffix

Address, City or Town, State, Zip Code

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

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code
REAL PROPERTY	HASKELL O KENNEDY III	16 SCONTICUT NECK RD. #248 FAIRHAVEN, MA 02719 USA

9. Additional matters:

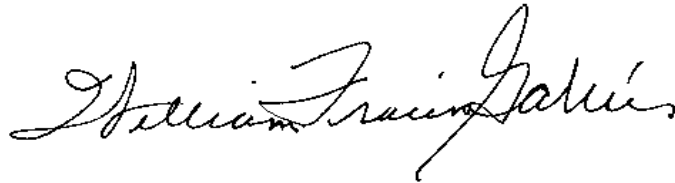
**SIGNED UNDER THE PENALTIES OF PERJURY, this 30 Day of May, 2019,
HASKELL O. KENNEDY III**

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

THE COMMONWEALTH OF MASSACHUSETTS

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

May 30, 2019 05:43 PM

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

WILLIAM FRANCIS GALVIN

Secretary of the Commonwealth

2022

MEDICINE MAN SOLUTIONS, LLC



Disclaimer

Statements contained in this Business Plan discuss future expectations and projected financial success with risk to both of which in mind. Those statements are subject to both known and unknown risks, as well as unforeseen factors which could be beyond the management control. Important factors that may cause actual results to differ from those expressed within may include, but are not limited to:

- The success or failure of the company to successfully market its services as scheduled.
- The company's ability to maintain a substantial level of retained customers and a growing referral base.
- The effect of changing legislation and government regulation.

The company is aware of the risks involved that may be out of their control, but have done their research to ensure that this risk is minimal.

Confidentiality Agreement

The reader acknowledges that the information provided by Medicine Man Solutions, LLC in this business plan is confidential; therefore, the reader agrees not to disclose any information without the express written permission of Medicine Man Solutions, LLC. Information to be furnished in this business plan is confidential in nature in all respects, other than information which is in the public domain through other means and that any disclosure or use of the same by the reader may cause serious harm or damage to Medicine Man Solution, LLC.

Company Ownership

Medicine Man Solutions, LLC is owned and controlled by Haskell O. Kennedy III, and the day to day operations of the facility will be his responsibility. He has over 20 years of experience in the retail field, having owned and managed multiple retail clothing stores throughout the state. He was responsible for location selection, lease negotiation, establishing accounts, inventory selection, marketing, staffing, and management.

Also, Mr. Kennedy has over 20 years of experience in the real estate and construction industry. His obligations include the selection of profitable real estate projects, procurement, property management, construction management, and interior design.

Mr. Kennedy is an open-minded entrepreneur who has decided to take advantage of opportunities in the cannabis industry and create a profitable business, while providing jobs and adding to the tax base of Taunton, MA.

Executive Summary

Medicine Man Solutions, LLC (also referred to as M.M.S.) is a Taunton-based company that will offer services in the Cannabis industry including cultivating, manufacturing and delivering of cannabis-related products. We will offer an online sales platform for cannabis products to be delivered directly to the consumer. We currently have an HCA (Host Community Agreement) for delivery, cultivation, and product manufacturing for our present location with the City of Taunton.

Our aim is to establish and maintain a successful Cannabis company in the industry and provide jobs and opportunities to the residents of Taunton. We offer the sale of edibles, concentrates, tinctures, capsules, accessories, as well as quality Cannabis flowers of Sativa, Indica, and Hybrid selections. We are aware that running a standard cannabis company can be demanding, which is why we are extensively trained, certified, and equipped to perform efficiently in our chosen line of business.



We are a client-focused and result-driven Cannabis company that intends to provide great products at affordable prices and offer great value to our clients. M.M.S. will always consider our client's best interests as a priority, and everything we do will be guided by our values and professional ethics. We ensure that we will hire professionals who are well experienced in the Cannabis industry. Demonstrating a commitment to sustainability, our company actively participates in our communities and integrates sustainable business practices. We will ensure that we hold ourselves accountable to the highest standards by meeting our client's needs precisely and completely.

We plan to position the business to become the leading brand among institutions accredited to offer legal cannabis cultivation and delivery in the whole of Massachusetts. As well, to be amongst the top 10 in the United States of America territory within the first 10 years of operation.

We are optimistic that this is surely achievable because we have done our research and feasibility studies. We are enthusiastic and confident that our locations in Massachusetts are just the right places to launch our cannabis farm and delivery services, before sourcing for clients from other cities in the United States.

Mission and Vision Statement

Our mission at Medicine Man Solutions, LLC is to provide quality products and a great experience for adults of lawful age to enjoy the many benefits of Cannabis. We strive to be a contributor and an asset to the communities in the immediate area. At M.M.S., we envision ourselves to be a top performing company within our industry.

Target Market

In the Cannabis industry, there are a wide range of clientele. Our target market includes adults ages 21 and over, who reside in or around Taunton, Massachusetts. We plan to offer a wide variety of high-quality and in-demand products to our customers.

Business Goals and Objectives

These aims and objectives provide the basic principles and guidelines by which we conduct our business.

- To provide the opportunity for adults of lawful age to enjoy the benefits of Cannabis.
- To mold a better society through selfless, active, and passionate services.
- To achieve corporate growth and establish a large footprint in our industry.
- To render only the highest quality of service to our people, always attempting to exceed customer expectations.
- To form new partnerships and acquire new opportunities in our industry.
- To support community organization focused on social justice, entrepreneurship, and youth development.
- To train responsible employees and vendors.

Keys to Success

Our main target market includes all residents of Taunton, MA and surrounding areas. We plan to make our cannabis business a long-term success, as we plan to become a leader in our industry.

The following points below we believe to be our keys to success:

- Location
- Environment
- Convenience
- Reputation
- Valuable interpersonal relationships
- Our team of experienced professionals
- Competitive Pricing
- Integrity in serving all those who are in touch with us which results in the demand for the continuance of our services.
- Maintaining a respectable and untarnished reputation in the community.

Risk Assessment and Risk Management

As a startup firm, Medicine Man Solutions, LLC is subjected to risks and uncertainties that reflect an evolving market, business, and regulatory environment. We believe a robust enterprise risk management program is critical to preserving and creating sustainable, long-term shareholder value for our future investors. We have devoted significant resources to develop our policies and procedures to identify, monitor, manage, and mitigate risk.

Our program encompasses enterprise and operational risk components, and our corporate values foster a culture of compliance and risk awareness. Risk management is incorporated into the day-to-day operations and decision-making of the company. Our program reflects specific tolerances and regulatory requirements that we monitor to ensure we meet client and company needs. Our risk management services include:

- Minimizing or avoiding impacts from capital/ liquidity, market, investment, operational, and reputational surprises.
- Proactively meeting capital, liquidity, earnings, and operational requirements for each business line and the enterprise.
- Effectively identifying and minimizing company exposures within a reasonable timeframe.
- Continually improving our risk management capability and infrastructure within decision processes and reporting.

Pricing Strategy

At M.M.S., we have strategically worked out a pricing system that will ascertain profitability without compromising quality service and customer return. We will ensure and strive to continually offer our services at competitive prices.

Products and Services

Medicine Man Solutions, LLC is entering the industry with the ability to service a wide range of clientele through its production and delivery services, which is why we will work hard to ensure we follow the best possible practices when executing our jobs.

Our major service is in the sales of:

- Cannabis flower: Sativa, Indica, and Hybrid selections
- Edibles
- Concentrates
- Tinctures
- Capsules
- CBD



Odor Mitigation

General: All HVAC systems installed at this facility will be considered “closed-loop” systems. All of the HVAC equipment will recirculate 100% of the supply being distributed to the various application areas throughout the facility. Ionization and active carbon filtering will be installed to mitigate odors within the facility. To the extent possible, the odor mitigation will be intended to alleviate odor mitigation to the outside of the building and surrounding areas. Each grow room will be designed to create negative air presses within the growing environment. This essential component to our odor control system isolates odors and does not allow them to escape from their respective growing areas.

Common Areas: High efficiency carbon filtration units will be installed throughout the common areas of the facility, along with bi-polar ionization units. These units will be changed out and maintained on a fixed schedule.

Cultivation Room: Each cultivation room will have multiple high efficiency, high CFM carbon filtration. Flowering rooms are by far the highest odor producing rooms in cannabis cultivation, therefore, extra precautions will be taken. Each flower room of approximately 1,200 square feet, will have 5,000 cubic feet per minute (CFM) of air filtration along with finely tuned negative air pressure and bi-polar ionization technology. The units will utilize Plasma air Bi-Polar Ionization for odor and bacterial mitigation, as well as active carbon filters installed in the return air.

Drying Rooms: Provide nominally sized vertical high-efficiency split system AC units and dehumidification units with outdoor remote condensing unit(s). The units will utilize Plasma Air Bi-Polar Ionization units for odor and bacterial mitigation.

Trimming Rooms: Will have climate control units installed to accommodate the cooling and dehumidification, monitoring, and control for each room. Trimming Rooms will have high efficiency carbon filters to operate as “scrubbers.”

Packaging Rooms: Will have climate control units installed to accommodate the cooling and dehumidification, monitoring, and control for each room. Packaging Rooms will have high efficiency carbon filters to operate as “scrubbers.”

Maintenance Plan

- a. Plasma Bi-Polar Ionization Units have a manufacturer’s recommended service requirement for cleaning the electrodes every 2 years in order to maintain their effectiveness.
- b. Active Carbon: The active carbon filter absorbs its molecular weight of contaminants it comes in contact with. Absorption is a distinct process where organic compounds in the air react chemically with the activated carbon, which causes them to stick to the filter. The more porous the activated carbon is, the more contaminants it will capture. These filters are most notably used to remove terpene compounds in cannabis facility air purification systems. The physical process of absorption is followed by chemical absorption (chemisorption). This is a chemical reaction in which the two substances react together and the resultant chemical is trapped on the filter material. The impregnation of filter media greatly extends the range of gasses that can be removed from the air stream.

Management and Operations

Hours of Operation

Cultivation and Manufacturing: 24 hours a day, 7 days a week

Delivery: Monday-Saturday 8:00 AM - 9:00 PM, Sunday CLOSED

Staffing

Cultivation and Manufacturing: 20 employees

Delivery: 8 employees

All procedures will be in full compliance of MA 935 CMR 500.120, 500.130, and 500.145.

Funding

Medicine Man Solutions, LLC will be fully funded by the owner, Haskell Kennedy III. If additional finances are required, M.M.S. will work with Bay Coast Bank and private investors to access additional financial resources through relationships already established.

Security Plan

Pursuant to the CCC's regulations and the HCA with the city of Taunton, M.M.S. is required to cooperate with the Taunton Police Department regarding security. The facility will be under 24 hour surveillance through the use of:

- Camera and video monitoring
- Key fobs and security panels to access all entry points
- Gated entry to the property itself
- Drive-in garage for secure loading and unloading

Community Impact Plan

Our company looks forward to collaborating with the City of Taunton to bring a positive impact to the community through employment opportunities, increased revenue for the City, and partnerships with local non-profit agencies. Medicine Man Solutions, LLC is committed to supporting community organizations focused on social justice, entrepreneurship, and youth development.

Medicine Man Solutions, LLC
Plan for Obtaining Liability Insurance

We are obtaining liability insurance with Kaplansky Insurance Agency. The deductible for each policy is \$2,500 per occurrence. The deductible for each policy will be no higher than \$5,000 per occurrence. The plan will include general liability and product liability insurance coverage of no less than \$1 million per occurrence and \$2 million in aggregate annually. Any vehicles used for delivery by a delivery license shall carry liability insurance in an amount not less than \$1,000,000 combined single limit.

Medicine Man Solutions, LLC

Record-Keeping Procedures

Records are maintained to provide operational information to company managers, advisors, and owners for decision-making purposes, and to provide information in case of insurance, criminal, or regulating authority investigations.

Procedures include, but are not limited to:

- Managing records within a digital, indexed record management software such that materials may be quickly retrieved in the event of a request from regulators or law enforcement officials
- Improve indexing or tagging categories to apply to each document.
- Scan paper records into the record management system on a daily or weekly basis.
- Delete or discard digital or paper records according to the company's record retention policy.
- Ensure records are stored securely, backed up, and easily accessible.

Medicine Man Solutions, LLC shall keep waste records for at least three years. M.M.S. shall maintain our records in accordance with generally accepted accounting principles. Written operating procedures shall be maintained as required by 935 CMR 500.105(1). Inventory recorded shall be maintained as required by 935 CMR 500.105(8). Seed-to-sale tracking records for all marijuana shall be maintained as required by 935 CMR 500.105(8)(e). The following personnel records shall be maintained:

- Job descriptions of each agent;
- A personnel record for each agent;
- A staffing plan that will demonstrate accessible business hours and safe cultivation conditions;
- Personnel policies and procedures; and
- All background check reports obtained in accordance with 935 CMR 500.030.

The following business records shall be maintained:

- Assets and liabilities;
- Monetary transaction;
- Books of accounts;
- Sales records; and
- Salary and wages paid to each employee.

Medicine Man Solutions, LLC

Personnel Policies

A. Equal Employment Opportunity

Medicine Man Solutions, LLC does not discriminate based on race, color, religious creed, national origin, gender, sexual orientation, gender identity, military service, veteran status, age, ancestry, genetic information, or disability in the provision of or access to services, employment, and activities. This is in accordance with all applicable Federal and State laws.

More specifically, it is the policy of M.M.S. to make all employment decisions solely based on an individual's merit, qualifications, and abilities, and without regard to race, color, religious creed, national origin, gender, sexual orientation, gender identity, military service, veteran status, age, ancestry, genetic information, or disability. This policy applies to all aspects of employment, including hiring, training, performance reviews, promotions, discipline, and termination.

B. Sexual and Other Unlawful Harassment

a. Introduction

It is the goal of M.M.S. to promote a workplace that is free of sexual harassment and harassment based on race, color, religious creed, national origin, gender, sexual orientation, gender identity, military service, veteran status, age, ancestry, genetic information, or disability. Harassment of employees occurring in the workplace or in other settings in which employees may find themselves in connection with their employment will not be tolerated by this organization. Further, any retaliation against an individual who has complained about harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint will not be tolerated. To achieve our goal of providing a workplace free from harassment, the conduct that is described in this policy will not be tolerated, and we have provided a procedure by which inappropriate conduct will be dealt with, if encountered by employees.

Because Medicine Man Solutions, LLC takes allegations of harassment seriously, we will respond promptly to complaints of harassment and, where it is determined that inappropriate conduct has occurred, we will act promptly to eliminate the conduct and impose such corrective action as is necessary, including disciplinary action where appropriate.

Please note that our company has authority to discipline or take remedial action for all workplace conduct that we deem unacceptable, regardless of whether that conduct satisfies the definition of sexual harassment or harassment generally.

b. Definitions of Sexual Harassment

In Massachusetts, the legal definition for "sexual harassment" is sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when:

- a. Submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of employment or as a basis for employment decisions; or
- b. Such advances, requests, or conduct have the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating, or sexually offensive work environment.

Under these definitions, direct or implied requests by a supervisor for sexual favors in exchange for actual or promised job benefits such as favorable reviews, salary increases, promotions, increased benefits, or continued employment constitutes sexual harassment.

The legal definition of sexual harassment is broad and in addition to the above examples, other sexually oriented conduct, whether it is intended or not, that is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating, or humiliating to male or female workers may also constitute sexual harassment.

While it is not possible to list all additional circumstances that may constitute sexual harassment, the following are some examples of conduct which, if unwelcome, may constitute sexual harassment depending upon the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- Unwelcome sexual advances, whether they involve physical touching or not;
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comment on an individual's body, comment about an individual's sexual activity, deficiencies or prowess;
- Displaying sexually suggestive objects, pictures, cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experiences; and
- Discussion of one's sexual activities.

c. Other Forms of Harassment

Harassment based on race, color, religious creed, national origin, gender, sexual orientation, gender identity, military service, veteran status, age, ancestry, genetic information, or disability may include conduct, whether it is intended or not, that is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating, or humiliating.

d. Complaints and Investigation of Harassment

All employees should take special note that retaliation against an individual who has complained about harassment and retaliation against individuals for cooperating with an investigation of a harassment complaint will not be tolerated by this organization.

If any of our employees believe that he or she has been subjected to harassment, the employee has the right to file a complaint with our organization. This may be done in writing or orally. If you would like to file a complaint, you may do so by contacting the Human Resource Manager.

When we receive a complaint, we will promptly investigate the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. Our investigation will include a private interview with the person filing the complaint and private interviews with witnesses. When we complete our investigation, we will, to the extent appropriate, inform the person filing the complaint and the person alleged to have committed the conduct of the results of that investigation.

If it is determined that inappropriate conduct has occurred, we will act promptly to eliminate the offending conduct, and where it is appropriate, we will also impose disciplinary action.

e. Disciplinary Action

If it is determined that inappropriate conduct has been committed by one of our employees, we will take such action as is appropriate under the circumstances. Such action may range from counseling to termination of employment and may include other forms of disciplinary action as we deem appropriate under the circumstances.

f. Federal and State Remedies

In addition to the above, if you believe you have been subjected to sexual harassment or other harassment prohibited by this policy, you may file a formal complaint with either or both government agencies set forth below. Using our complaint process does not prohibit you from filing a complaint with these agencies. Each of the agencies has a 300-day time period for filing a claim.

State	Federal
Massachusetts Commission Against Discrimination Ashburton Place Boston, MA 02108 (617) 994-6000	U.S. Equal Employment Opportunity Commission 1 JFK Federal Building, Government Center Boston, MA 02203 (617) 565-3200

g. No Retaliation

No adverse action will be taken against an employee for reporting or participating in the investigation of a violation of this policy. M.M.S. prohibits any form of retaliation against an individual for reporting any violation or participating in any investigation under this policy in good faith. Employees who believe they have been retaliated against in violation of this policy are urged to utilize the grievance procedure described above.

h. Disciplinary Action

Medicine Man Solutions, LLC will not condone, permit, or tolerate harassment of employees in any manner whatsoever. Any employee who is found to have engaged in harassment or discrimination contrary to this policy will be subject to disciplinary action up to, and including, suspension or termination. In addition, M.M.S. reserves the right to discipline employees or take remedial action for workplace conduct which M.M.S. deems unacceptable, regardless of whether that conduct satisfies the definition of unlawful harassment.

False accusations of sexual harassment will not be tolerated and will be treated by our company with the same severity as any violation of this policy.

Likewise, retaliation is strictly prohibited and will result in disciplinary action, up to and including termination.

C. Background Checks

Once an offer of employment has been made, Medicine Man Solutions will conduct a criminal background check on the employee. M.M.S. will make every effort to expedite this check. Unsatisfactory results of the background check will result in the withdrawal of an offer of employment or the immediate termination of employment.

D. Personal Data Changes

It is the responsibility of each employee to promptly notify the Human Resource Manager of changes in personal information, including changes of name, address, telephone number, marital status, number of dependents, beneficiaries, person to contact in case of emergency and other personal data relating to payroll records and employee benefits.

E. Protecting Client and Company Information

All employees will be expected to execute a Confidentiality Agreement. The appropriate agreement will be discussed and presented by management at or before the time of hire.

F. Conflict of Interests

An actual or potential conflict of interest occurs when an employee can influence a decision that may result in a personal gain for that employee or for a relative as a result of M.M.S.'s business dealings. For the purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is like that of persons who are related by blood or marriage.

Transactions with outside firms must be conducted within a framework established and controlled by the management of Medicine Man Solutions, LLC. Business dealings with outside firms should not result in unusual gains for those firms. Unusual gains refer to bribes, product bonuses, special fringe benefits, unusual price breaks, and other windfalls designed to ultimately benefit either the employer, the employee, or a third party. Promotional plans that could be interpreted to involve unusual gain require specific management-level approval.

If employees have any influence on transactions involving purchases, contracts, or leases, it is imperative that they disclose to the Human Resource Manager as soon as possible the existence

of any actual or potential conflict of interest so that safeguards can be established to protect the employee and our company.

Personal gain may result not only in cases where an employee or relative has a significant ownership interest in a firm with which Medicine Man Solutions, LLC does business, but also when an employee or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving M.M.S. If an employee has questions regarding this policy, contact the Human Resource Manager for more information.

G. Non-Competition/Non-Solicitation Agreements

All employees will be required to sign non-competition and/or non-solicitation agreements as a condition of employment with our company. The appropriate agreement will be presented by management at or before the time of hire.

H. Personal Relationships

This policy is implemented in order to avoid or reduce the risk of workplace disruption, morale problems, and actual or apparent conflicts of interest, favoritism, and discrimination. It applies to all categories of employment at Medicine Man Solutions, LLC, including full-time, temporary, and part-time classifications. In considering and addressing issues relating to personal relationships between employees, including the employment of relatives or significant others, the following guidelines apply:

- For purposes of this policy, a “relative” is defined as a spouse, child, parent, sibling, grandparents, grandchild, aunt, uncle, first cousin, or corresponding in-law or “step” relation. For purposes of this policy, a “significant other” is defined as someone with whom an employee has a romantic or sexual relationship.
- Relatives or significant others are not allowed to work in positions in which M.M.S. believes an inherent conflict of interest would exist. This includes working as supervisor and subordinate, within the same “chain of command,” or otherwise such that the work responsibilities, compensation, or job or career progress of one could be influenced by the other. Employees who find themselves in such positions are required to promptly bring the matter to the attention of the Human Resource Manager.
- Dating is prohibited between employees when one of the employees could be able to influence the work responsibilities, compensation, and job or career progress of the other.
- Any exceptions to the above require management approval and may be subject to certain terms, conditions, and restrictions that management may impose. Management will take such action as it deems appropriate, in its sole discretion to address situations involving violations of the above guidelines, or that otherwise are considered to create issues of workplace disruption, negative employee morale, or actual or apparent conflicts of interest, favoritism, or discrimination.

I. Open Door Policy

We encourage you to bring your questions, suggestions, and complaints to our attention. We are always interested in hearing constructive ideas and suggestions for improving our operations. Please forward your suggestions to your supervisor or the Human Resource Manager. Consideration will be given to each of these in our continuing effort to improve operations.

If you feel you have a problem, you should present the situation to your supervisor so the problem can be settled by examination and discussion of the facts. We hope that he/she will be able to satisfactorily resolve most matters.

If you find that you still have questions after meeting with your supervisor or that you would like further clarification on the matter, you may request a meeting with the Human Resource Manager. They will review the issues and may meet with you to discuss possible solutions.

Your suggestions and comments on any subject are important to us, so we encourage you to take every opportunity to discuss them with us. Your job will not be adversely affected in any way because you choose to use this procedure.

J. Work Schedules, Overtime, and Time Records

An individual's normal workweek and daily schedule are dependent upon his/her job and the need to provide adequate coverage and allow for timely completion of responsibilities and assigned tasks. An individual's daily and workweek schedules will be adjusted by his/her supervisor each week.

There may be times when you will need to work overtime so that we may successfully meet the needs of our clients. All overtime must be approved in advance by your supervisor and must be recorded on your time record.

Nonexempt employees will be paid at a rate of time and one-half their regular hourly rate for hours worked over 40 in a week. Only actual hours worked count toward computing weekly overtime. Exempt employees are not eligible for overtime pay.

All employees, regardless of exempt or non-exempt status are required to maintain daily time sheets in order to report time worked and time off accurately and properly. Failure to do so or falsification of such information is a serious offense which will result in appropriate disciplinary action up to and including immediate dismissal.

K. Time Records and Accountability

All employees are expected to maintain a daily time sheet so Medicine Man Solutions, LLC will have an accurate accounting of all hours worked. All employees must record any time spent for vacation, sick leave, and other absences from work. Employees must also indicate when they began and ended each day along with any time taken off from work during the day.

Since these time sheets are the basis on which an hourly employee is paid, he or she should be sure to complete them fully and properly every day. Falsification of a time sheet or

reconstructing a time sheet later is a serious offense which will result in appropriate disciplinary action up to and including immediate dismissal at the discretion of the M.M.S.

L. Attendance and Punctuality

Regular and reliable attendance and punctuality are important factors for your success within our company. We work as a team, and this requires each person to be in the right place at the right time.

If you are going to be late for work or absent, you must notify management two hours before your scheduled start time or as soon as possible before the start of your shift. If no one answers, you must also send an email regarding the change in your schedule as soon as possible.

If you are absent for two (2) days without notifying Medicine Man Solutions, LLC, it is assumed that you have voluntarily abandoned your position with M.M.S., and you may, at the discretion of the management of our company, be removed from the payroll.

Unauthorized or excessive absence and/or tardiness will result in disciplinary action, including but not limited to, discharge from employment.

M. Contact with Medicine Man Solutions, LLC

Medicine Man Solutions, LLC should always know your location during business hours. You must notify your supervisor of outside appointments or travel between clients.

N. Code of Ethics

Each employee has an obligation to observe and follow M.M.S.'s policies and to always maintain proper standards of conduct. If an individual's behavior interferes with the orderly and efficient operation of the business, corrective disciplinary measures will be taken.

Disciplinary action may include a verbal warning, written warning, suspension without pay, and discharge. The appropriate disciplinary action imposed will be determined by our company. Medicine Man Solutions, LLC does not guarantee that one form of action will necessarily precede another.

The following may result in disciplinary action, up to and including discharge: making false statements and/or misrepresentations on an application for employment, violation of our company's policies or safety rules, insubordination, poor attendance, possession, use or sale of alcohol or controlled substances on work premises or during work hours, unauthorized possession, use or sale of weapons, firearms or explosives on work premises, poor performance, theft or dishonesty, or physical harassment, sexual harassment or discourteous behavior toward fellow employees, visitors, customers, or other members of the public. These examples are not all-inclusive. We emphasize that disciplinary decisions will be based on an assessment of all relevant factors.

O. Smoking in the Workplace.

Medicine Man Solutions, LLC is committed to providing a safe and healthy environment for employees and visitors. Therefore, smoking is not allowed anywhere at M.M.S.'s main office.

P. Substance Abuse

No employee shall work, report to work, or be present on M.M.S. premises or engage in company-related activities or business while under the influence of alcohol or controlled substances which affect job safety or performance.

The unlawful or unauthorized manufacture, distribution, dispensation, possession, sale, or use of alcohol or controlled substances on M.M.S. premises or while engaged in company-related activities is also strictly prohibited. Any violation of this substance abuse policy may result in disciplinary action up to and including discharge.

Medicine Man Solutions, LLC further reserves the right to take all appropriate and lawful actions necessary to enforce this substance abuse policy including, but not limited to, the inspection of the employees' work areas, vehicles, or other suspected areas of concealment, in certain circumstances. Full compliance with this substance abuse policy is a condition of employment and continued employment.

An exception to this policy's prohibition on consumption or presence of alcohol in the workplace may be made from time to time for company-sponsored social events. However, even in these situations, employees are still expected to act appropriately and be always in control.

Q. Access to Personnel Files

Employees, upon request, will have the opportunity to inspect their own personnel files and to have a copy of their record within five (5) days pursuant to Massachusetts Law if desired. Employees subject to an investigation at the time of request will not be allowed access if disclosure of such information would prejudice law enforcement. M.M.S. may charge a reasonable fee related to the cost of supplying the documents. If you disagree with any information contained in the file and no agreement can be reached as to its removal or correction, you can submit a written statement explaining your position. Such a statement will become part of the file. A personnel record for each Marijuana Establishment Agent shall be maintained for at least 12 months after termination and shall 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.

R. Inquiries and References

Inquiries concerning past or present employees are handled by the Human Resource Manager. Any employee who receives a call or letter from any outside individual regarding an employee or

former employee should refer the matter to the Human Resource Manager. Generally, M.M.S. will only confirm dates of employment and positions held.

S. Solicitation and Distribution

In order to avoid unnecessary annoyances and interruptions from your work, solicitation by an employee of another employee is prohibited while either person is on working time. Employee distribution of literature or other materials is also prohibited during working time and in all working areas.

Trespassing, soliciting, or distribution of literature by non-employees on these premises is always prohibited. All such persons should be directed to management.

T. Severe Weather

It is M.M.S.'s policy to remain open during most periods of inclement weather; however, where extraordinary circumstances warrant, Medicine Man Solutions, LLC reserves the right to close the business.

On days of extraordinarily inclement weather, we will decide about closing by 6:15 A.M. and then transmit that closure message to our employees via email, telephone call, and text message. As such, you should listen for a phone call or message from your manager between 6:15 and 6:30 A.M. on these days. Employees will not be compensated for days on which the office is closed.

If the office remains open on an adverse weather day, employees who report to work will receive their normal pay for the day. If an employee elects not to report to work on a day the business is open, he or she will not be paid for the day.

Regardless of whether the office is open or closed, we encourage you to use common sense when making your decision as to whether you will come to work during inclement weather. If you elect not to work on a given day, please call the Human Resource Manager to advise of your status for the day at least two (2) hours before your scheduled start time.

U. Electronics Policy

Personal Devices in the Workplace

Employees are prohibited from having any form of recording or photography device in the workplace and from recording or photographing fellow employees or clients in the workplace or during working time. Violations of this policy may result in immediate discipline (including the possibility of termination), immediate removal of the recording device and/or the employee from the workplace, and retention of the recording device for the inspection by Medicine Man Solutions, LLC and/or legal authorities. Limited exceptions will apply when the employee in possession of the recording device has been provided advance written authorization to use the recording device by an authorized member of M.M.S. management and the recording device is being used in an authorized manner to further company business.

Prohibited “recording devices” under this policy include but are not limited to cameras, camcorders, MP3’s, iPods, iPads, DVDs, CDs, and other video, voice or image recorders. Cellular telephones and PDAs with camera/video capability are allowed in the workplace provided such capabilities are disabled. Such capabilities may only be used with express authorization from a company manager and only for job-related purposes.

Social Media Policy

NOTE: The Company understands that employees may use social media to engage in “concerted activity” under the National Labor Relations Act. Nothing in this policy prohibits or restrains employees from engaging in such activity, and this policy will not be construed or applied to prohibit or restrain employees from engaging in such activity.

Medicine Man Solutions, LLC respects the right of its employees to participate in various social media for personal purposes. However, our company does not allow its employees to access and use social media for personal purposes during work hours. While “social media” is an evolving concept, for purposes of this policy, that term includes all digital, electronic and on-line resources that enable individuals to create, access, monitor, and/or maintain content or communications, and specifically includes social media like Facebook, Myspace, Twitter, LinkedIn, YouTube, blogs, micro-blogs, wikis, photo sharing sites, video sharing sites, electronic message boards, webmail (i.e., Gmail, Yahoo, MSN, Comcast, AOL, etc.), text messaging and instant messaging.

While employees may identify themselves as an employee of M.M.S. on social media, they must not discuss any confidential information regarding our company, its staff, or its members. If you choose to identify yourself as a M.M.S. employee, please bear in mind that some readers may view you as a spokesperson for Medicine Man Solutions, LLC.

To the extent an employee participates in social media is identified as a company employee either direction (i.e., in the actual content posted) or indirectly (i.e., in a profile for the employee), then the following rules apply:

1. Employees shall not make any statement, post any content, or engage in any conduct that is illegal or unlawful, or violates any applicable federal, state, or local law.
2. Employees shall not make any statement, post any content, or engage in any conduct that is profane, obscene, or offensive to a person of reasonable sensibilities.
3. Employees shall not make any statement, post any content, or engage in any conduct that is sexually explicit or otherwise violates the policies contained in this Personnel Policies, including but not limited to the sexual and other unlawful harassment policy.
4. Employees shall not make any statement, post any content, or engage in any conduct that demeans, disparages or diminishes the personal or professional reputation, character or characteristics of M.M.S., another employee of M.M.S., or a member of M.M.S.
5. Employees shall not use or disclose any information, document or data that is confidential or proprietary to M.M.S., another employee of M.M.S., or a member of M.M.S.

6. Employees shall not post any photographs or video depicting any event, employee, or member of our company without the express authorization of management.
7. Employees shall not make any statement, post any content, or engage in any conduct attributable to our company without the express authorization of management.
Employees shall include a disclaimer on the social media site making it clear to all readers that the views expressed are the employee's alone and do not reflect the views of Medicine Man Solutions, LLC.
8. Employees shall not use Medicine Man Solutions, LLC's logo on any social media site without the express, written permission of management.

Regardless of whether an employee is identified as a M.M.S. employee on social media, the employee shall not disclose any information that is confidential or proprietary to our company or to any third party that has disclosed information to M.M.S. Employees may consult M.M.S. management and/or applicable confidentiality agreement for guidance about what constitutes confidential information.

Violation of this policy will result in discipline up to and including termination of employment.

V. Dress and Appearance Policy

The personal appearance of our employees is a critical element of our M.M.S.'s business. Neat and well-groomed personnel make a positive and lasting impression on our clients. Accordingly, appropriate dress for the job includes but is not limited to, business casual attire, athletic or active outdoor clothing, or any clothing that allows the employee to perform his or her duties in a safe and responsible manner, but which is not dirty or visibly worn. Bathing suit tops or similar articles of clothing are not permissible forms of attire. We have also established the general guidelines for employee dress described below.

Anyone arrived at work dressed in violation of the policy will be required to go home to change and return to work and may also be subject to disciplinary action.

General Guidelines:

- Clothing should be worn that allows the employee to perform his or her job duties in a safe and responsible manner.
- Employees must be clean and neatly groomed. This includes clothing and visible skin areas. Employees are responsible for keeping their clothing clean.
- Employees should be neat and conservative in the appearance and styling of their hair. Hair should be neatly groomed while at work. Unconventional hair styles, including brightly colored dyes and unconventional shaving, are subject to the discretion of management.
- Facial hair is permitted if it is neat and well-trimmed.
- Jewelry/Body Piercing: Employees, both male and female, should be conservative in their jewelry selection. Excessive, unconventional and/or large earrings, bracelets, necklaces are not to be worn. Visible body piercing is restricted to small studs. Rings

through the nose, eyebrow, tongue or body parts (other than the ear lobe) visible to the public may not be worn while working.

- Tattoos: Tattoos may be exposed, subject to the discretion of management, and provided the exposed tattoo does not display: (i) images that are offensive, obscene, or racist; (ii) images that display alcoholic beverages or other drugs, nudity, innuendo, obscenities, violent images, sexual references, gang identification; or (iii) images which advocate prejudice or harassment or discrimination against a religion, race, ethnicity, sexual orientation, disability, or other category protected by law. Employees may be required to cover exposed tattoos at the request of Medicine Man Solutions, LLC management, if it is determined that exposed tattoos are excessive or inappropriate for any reason, in the sole discretion of management.
- All employees are encouraged to pay particular attention to general hygiene (including oral hygiene), as frequent interaction with customers is required.
- Uniform/Dress Code standards are monitored and enforced by management and exceptions may be made for bona fide requirements of a religion to which an employee practices or adheres.
- Failure to comply with these dress code standards, including any additional direction from management may result in disciplinary action up to and including termination.

W. Training

All required employee trainings will be documented, including training regarding privacy and confidentiality requirements. A signed statement from the employee is required to indicate the date, time, and place he or she received said training and the topics discussed, including the name and title of the presenters. A notice of completed Responsible Vendor Training Program and in-house training for Marijuana Establishment Agents are required under 935 CMR 500.105(2).

X. Performance Evaluations

Performance evaluations will be conducted every 6 months by a supervisor. Any disciplinary action taken will be in the employee's file will be considered during the performance evaluation.

Y. Disciplinary Action

There are times when it may become necessary to discipline an employee. The disciplinary action taken will depend on Medicine Man Solutions, LLC's evaluation of the seriousness of the infraction. Generally, verbal warnings will be given to employees for mistakes or infractions deemed by management to be of a less serious nature. Three or more repeated infractions and/or more serious errors or misconduct may result in written warnings, suspension, or immediate discharge. In certain circumstances, M.M.S. may, in its sole discretion, implement a performance improvement plan for unsatisfactory performance. Matters deemed to warrant immediate discharge include, but are not limited to: making false statements and/or misrepresentations on an application for employment; gross neglect of duties; gross insubordination; violations of M.M.S. confidentiality rules; excessive tardiness or absenteeism; absence from work without

satisfactory explanation; reporting for work under the influence of alcohol and/or an illegal drug; misappropriation of company property or other illegal activities; demonstrated discourtesy to any client, vendor, or fellow employee; any inappropriate behavior which may adversely affect the health, safety, or welfare of other employees; and falsification of employment records or time sheets. Nothing herein should be interpreted to suggest that any form of discipline with necessarily precede another.

Management reserves the right to determine the appropriate discipline based on the circumstances.

Employees of M.M.S. are expected to exercise common sense and good judgement and to conduct themselves in a manner that will be a credit to themselves and our company.

Z. Whistle Blower Policy

Medicine Man Solutions, LLC is committed to maintaining a workplace where employees are free to raise good faith concerns regarding our company's practices, specifically (1) reporting suspected violations of law, (2) providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement agency or other governmental body and (3) identifying potential violations of our company policy, including the policies contained in the Employee Handbook.

Reporting Responsibility

It is the responsibility of all employees to report suspected violations of law or company policy in accordance with this Whistleblower Policy.

Acting in Good Faith

Anyone reporting a suspected violation of law or company policy must be acting in good faith and have reasonable grounds for believing the information disclosed. Any allegations that are unsubstantiated and that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

No Retaliation

Medicine Man Solutions, LLC expressly prohibits any form of retaliation against employees who raise in good faith suspected violations of law, cooperate in governmental hearings, inquiries or investigations, identify potential violations of our company's policies, or who refuse to carry out an illegal directive. M.M.S. will not discharge, demote, suspend, threaten, harass, or in any manner discriminate or retaliate against any such employee. Anyone who engages in such prohibited retaliatory conduct will be subject to disciplinary action. Any conduct is perceived as retaliatory should be reported immediately as set forth herein.

Reporting Violations

Employees may make reports under this Whistleblower Policy to their supervisor or the Human Resources Manager, provided, however that any complaint involving a supervisor, or the Human Resources Manager should be reported directly to Haskell Kennedy III.

All complaints will be investigated promptly in the manner and to the extent deemed reasonably necessary.

Confidentiality

Reports of violations or suspected violations under this Whistleblower Policy may be submitted on a confidential basis by the complainant or may be submitted anonymously. Such reports will be kept confidential to the extent possible, consistent with the need of Medicine Man Solutions, LLC to conduct an adequate investigation.

AA. Employment Rights

The Americans with Disabilities Act Title I: Employment

The Americans with Disabilities Act, Title I: Employment, prohibits employers with 15 or more employees and all state and local government employers from firing, refusing to hire or rehire, or otherwise discriminating against a “qualified” person with a disability based on disability and obligates employers to provide reasonable accommodations.

To be “qualified,” a person must be able to perform the essential functions of the job, either with or without a reasonable accommodation. Employers are not required to provide an accommodation that would eliminate an essential function of an employee’s job or would pose an “undue hardship” for the employer. An accommodation is provided at the employer’s expense, unless the employer can demonstrate that it would pose an undue financial hardship.

Massachusetts Employment Discrimination Law

Massachusetts Employment Discrimination Law M.G.L. c. 151B §4 prohibits any employer in Massachusetts who employs 6 or more people from firing, refusing to hire or rehire, or otherwise discriminating against a qualified disabled person based on disability and obligates covered employers to provide reasonable accommodations. The Massachusetts Commission Against Discrimination (MCAD) enforces this law.

Staffing Plan

The hours of operation for Cultivation and Manufacturing are 24 hours a day, 7 days a week. The hours of operation for Delivery are Monday through Saturday from 8am to 9pm and closed Sunday. There will be twenty employees for the Cultivation and Manufacturing and eight employees for Delivery.

General Manager (2 – 4 positions): (GM) The general manager will oversee overseeing the employees, the product, and the money. Qualifications for a GM include, but are not limited to, previous experience in or with:

- The retail industry
- Knowledge of a POS system
- Managing staff
- Following policy and procedures
- Inventory
- Basic accounting
- Excellent communication skills
- Scheduling
- Completed the Responsible Vendor Training Program

The GM will create a schedule for all the staff. They will keep off Marijuana Establishment Agent keycards locked in a key box in the GM office. The agents will retrieve their personal keycard from the GM when they report for their shift and return the keycard to the GM to be locked up at the end of every shift. The GM will inventory the product and order more when needed. They will oversee cashing out the delivery vehicles at the end of each delivery. The GM will inventory any products needed by the facility and order more when necessary.

The GM will have a deep knowledge and understanding of all products which are offered at the establishment and will be the point of contact for any employee or customer should questions arise. The GM will have access to the front of the house including the front door and the vestibule door, as well as the back of the house, including the staff area, fulfillment center, and office. The GM will be the first employee at the facility and the last on the leave the facility. The GM will have direct access to the owners, police, fire, and emergency personnel. They will oversee running all the security and other audits.

Fulfillment Agent (2 – 4 positions): (FA) The fulfillment agents' responsibility will be to fulfill the orders which are coming in online. The FA's will fill orders by picking from pre-weighed, pre-packaged product and placing them in a basket with the ticket which was generated by the sale. The Fulfillment Agents will have access to the back of the house employee area as well as into the fulfillment center. Qualifications for this position include but are not limited to:

- Three quality references
- Knowledge of the product
- Completion of the appropriate Responsible Vendor Training Program

Packaging Agents (2 – 4 positions): Packaging agents will prepackage flower and concentrates into containers of varying weights. The Packaging agents will have access to the back of the house employee area as well as the fulfillment center. Qualifications for this position include but are not limited to:

- Three quality references
- Knowledge of the product
- Basic math skills
- Completion of the appropriate Responsible Vendor Training Program

Security Staff (2 – 4 positions): Security staff will be hired to provide security to the establishment by checking identification at the door as well keeping an eye out for any individual or incident which may create a threat to the establishment. The security staff have access from the vestibule into the establishment and to the back of the house to the employee area. Qualifications for this job include:

- Training or experience with law enforcement or security
- Three quality references
- Completion of the appropriate Responsible Vendor Training Program

Records

Medicine Man Solutions, LLC will maintain the following records relating to personnel:

1. Job descriptions for each position;
2. A personnel record for each marijuana establishment agent that will be maintained or at least 12 months after termination of employment, including:
 - a. All materials submitted to the commission pursuant to 935 CMR 500.030(2);
 - b. Documentation of verification of references;
 - c. The job description or employment contract that includes duties, authority, responsibilities, qualifications, and supervision;
 - d. 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;
 - e. Documentation of periodic performance evaluations;
 - f. A record of any disciplinary action taken; and
 - g. Notice of completed Responsible Vendor and Eight-Hour related duty training.
3. A staffing plan that maintains accessible business hours;
4. Personnel policies and procedures; and
5. All background check reports obtained in accordance with M.G.L. c. 6 § 172, 935 CMR 500.029, 935 CMR 500.030, and 803 CMR 2.00: Criminal Offender Record Information (CORI)

Plans for Maintaining Confidential Information

Personnel files that are in paper form will be maintained in a locked metal cabinet in the office. The office is separate from the cultivation, manufacturing, and delivery and only accessible to management. Personnel files will also be scanned as necessary and saved to a local drive with separate back-up.

Confidential personal information and medical information will only be obtained where necessary and will not be shared except as required by law. Email communications will be sent securely, using a secure service provider or by sending encrypted documents. Any document containing confidential personal or medical information that must be shared will be redacted if possible.

Medicine Man Solutions, LLC

Maintaining of Financial Records

We will hire an accountant who is familiar with the cannabis industry and will guide us to the best accounting practices. We will be using software that is approved by the Commission which allows for detailed accounting and 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
- Salary and wages paid to each employee, stipend paid to each board member, and any executive compensation, bonus, benefit, or item of value paid to any individual affiliated with Medicine Man Solutions, LLC.

In the event of closure of M.M.S, all records will be kept for at least two years at our expense and in a form and location acceptable to the Commission.

Medicine Man Solutions, LLC will work with Bay Coast Bank and private investors to access additional financial resources, if needed, through relationships already established. The company is fully funded by the owner, Haskell Kennedy III.

Medicine Man Solutions, LLC
Diversity Plan

Introduction

To the extent permissible by law, it is the policy of this company to promote equity among the following demographic groups:

1. Minorities;
2. Women;
3. Veterans;
4. People with disabilities; and
5. People who identify as LGBTG+

The execution of this plan will be documented and reviewed annually. The outcome of this review will be provided by our company to the Commission prior to the annual renewal of our license.

Any action taken, or programs instituted, by our company for the execution of this plan will not violate the Commission’s regulations with respect to limitations on ownership or control or other applicable state laws.

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

Goals

Medicine Man Solutions, LLC has the following goals related to its diversity plan:

- We will hire the following percentages for each of the five demographics that were listed at the top of this page.
 - 40% minorities;
 - 20% women;
 - 20% veterans;
 - 10% persons with disabilities; and
 - 10% LGBTQ+
- Employ the mentor-to-mentee program with the opportunities for all diverse demographics to have the opportunity to shadow their immediate supervisor to help achieve a transfer of the skills, knowledge, and responsibilities that their role demands.

Programs

The following programs will help effectuate the above goals:

1. Medicine Man Solutions, LLC will post annual advertisements in the local newspaper, the Taunton Gazette, stating that the establishment is specifically looking for women, minorities, veterans, LGBTQ+, or persons with disabilities to work for the establishment.

2. Distribute internal workplace information sheets, bi-annually, aimed at encouraging current employees to recommend women and veterans for employment;
3. Participate in job and recruitment fairs at One Southcoast Job Fair – no less than annually when employees are needed – that specifically target women and veterans.
4. Medicine Man Solutions, LLC will employ the mentor-to-mentee program with the opportunities for all diverse demographics to have the opportunity to shadow their immediate supervisor to help achieve a transfer of the skills, knowledge, and responsibilities that their role demands.
 - a. The number of employees that will be eligible for the mentor-to-mentee program will be 5 employees each year.

Measurement

Ideally, a cross-section of the individuals that are employed by our company should reflect the demographic make-up of the community that we serve. To that end we intend to focus our efforts on the following metrics:

1. Have five employment positions been created since initial licensure?
2. Have we advertised available positions in diverse media with the objective of more effectively reaching women and veterans?
3. Have we attended at least one job and recruitment fair that specifically targets women and/or veterans?
4. Have women and/or veterans been hired and retained for at least 20% of the available positions?
5. Have women and/or veterans been offered opportunities to engage in shadow training?
6. How many women and/or veterans have chosen to engage in shadow training?

None of the above shall prevent the company from hiring the most qualified candidates and complying with all employment laws and other legal requirements. In addition to direct hiring, the company will work in good faith, in a legal and non-discriminatory manner to consider the status of vendors, suppliers, contractors, and tradesmen when planning to employ such individuals from within the local municipality.