



# Massachusetts Cannabis Control Commission

## Marijuana Retailer

### General Information:

License Number: MR284530  
Original Issued Date: 07/14/2022  
Issued Date: 07/14/2022  
Expiration Date: 07/14/2023

## ABOUT THE MARIJUANA ESTABLISHMENT

Business Legal Name: Valkyrie Cannabis Inc.

Phone Number: 631-276-4111 Email Address: valkyrielicensing@gmail.com

Business Address 1: 325 Stockbridge Rd.

Business Address 2:

Business City: Great Barrington Business State: MA

Business Zip Code: 01230

Mailing Address 1: 41 Meeting House Lane

Mailing Address 2:

Mailing City: Southampton

Mailing State: NY

Mailing Zip Code: 11968

## CERTIFIED DISADVANTAGED BUSINESS ENTERPRISES (DBES)

Certified Disadvantaged Business Enterprises (DBEs): Lesbian, Gay, Bisexual, and Transgender Owned Business

## PRIORITY APPLICANT

Priority Applicant: no

Priority Applicant Type: Not a Priority Applicant

Economic Empowerment Applicant Certification Number:

RMD Priority Certification Number:

## RMD INFORMATION

Name of RMD:

Department of Public Health RMD Registration Number:

Operational and Registration Status:

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

If no, describe the circumstances below:

## PERSONS WITH DIRECT OR INDIRECT AUTHORITY

Person with Direct or Indirect Authority 1

Percentage Of Ownership: 75

Percentage Of Control: 75

Role: Owner / Partner

Other Role:

First Name: Robert

Last Name: Coyle

Suffix: Jr.

Gender: Male

User Defined Gender:

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

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 2

Percentage Of Ownership: 25

Percentage Of Control: 25

Role: Owner / Partner

Other Role:

First Name: Joseph

Last Name: Burke

Suffix:

Gender: Male

User Defined Gender:

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

Specify Race or Ethnicity:

ENTITIES WITH DIRECT OR INDIRECT AUTHORITY

No records found

CLOSE ASSOCIATES AND MEMBERS

No records found

CAPITAL RESOURCES - INDIVIDUALS

Individual Contributing Capital 1

First Name: Joseph

Last Name: Burke

Suffix:

Types of Capital: Monetary/  
Equity

Other Type of  
Capital:

Total Value of the Capital Provided:  
\$1465649

Percentage of Initial Capital:  
100

Capital Attestation: Yes

CAPITAL RESOURCES - ENTITIES

No records found

BUSINESS INTERESTS IN OTHER STATES OR COUNTRIES

No records found

DISCLOSURE OF INDIVIDUAL INTERESTS

No records found

MARIJUANA ESTABLISHMENT PROPERTY DETAILS

Establishment Address 1: 325 Stockbridge Rd.

Establishment Address 2:

Establishment City: Great Barrington

Establishment Zip Code: 01230

Approximate square footage of the establishment: 2900

How many abutters does this property have?: 15

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

HOST COMMUNITY INFORMATION

Host Community Documentation:

Document Category	Document Name	Type	ID	Upload Date
Community Outreach Meeting Documentation	Newspaper Notice 10-20-21.pdf	pdf	61aa430ddc40a2489b355126	12/03/2021
Community Outreach Meeting Documentation	Valkyrie Outreach Meeting Sign In.pdf	pdf	61aa432c87e0ce4a4adfb3cd	12/03/2021

Community Outreach Meeting Documentation	Meeting Overview.pdf	pdf	61b8f14d7baa3f462ea46150	12/14/2021
Community Outreach Meeting Documentation	Valkyrie meeting PPT.pdf	pdf	61b8f1e5ab6c7a444890804b	12/14/2021
Community Outreach Meeting Documentation	public notice.pdf	pdf	61b8f2180183444639b5bc33	12/14/2021
Community Outreach Meeting Documentation	signed attestation form (1).pdf	pdf	62097d02dc96b108e551ca05	02/13/2022
Community Outreach Meeting Documentation	ABUTTERS LIST_Redacted.pdf	pdf	62097e90ea0b000858e8d9e0	02/13/2022
Community Outreach Meeting Documentation	FIRST PUBLICATION NOTICE.pdf	pdf	620980a0a828d708f0514383	02/13/2022
Plan to Remain Compliant with Local Zoning	Plan to Remain Compliant with local laws.pdf	pdf	6209855f71cb790879593387	02/13/2022
Certification of Host Community Agreement	Host Community Certification Agreement.pdf	pdf	620d35faf2351e085f72d08a	02/16/2022

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
Other	Thanksgiving Angels.pdf	pdf	623de947c91bef00094a44fa	03/25/2022
Other	Berkshire Humane Society Partnership Letter.pdf	pdf	6266fc50560e3c00087faf7a	04/25/2022
Plan for Positive Impact	POSITIVE IMPACT PLAN- Valkyrie.pdf	pdf	6269a199560e3c000882c229	04/27/2022

#### ADDITIONAL INFORMATION NOTIFICATION

Notification:

#### INDIVIDUAL BACKGROUND INFORMATION

Individual Background Information 1

**Role:** Owner / Partner **Other Role:**  
**First Name:** Robert **Last Name:** Coyle **Suffix:** Jr.  
**RMD Association:** Not associated with an RMD  
**Background Question:** yes

Individual Background Information 2

**Role:** Owner / Partner **Other Role:**  
**First Name:** Joseph **Last Name:** Burke **Suffix:**  
**RMD Association:** Not associated with an RMD  
**Background Question:** yes

#### ENTITY BACKGROUND CHECK INFORMATION

No records found

## MASSACHUSETTS BUSINESS REGISTRATION

### Required Business Documentation:

Document Category	Document Name	Type	ID	Upload Date
Articles of Organization	Articles of Organization.pdf	pdf	61f0181fe95b8c08888131b7	01/25/2022
Bylaws	Bylaws.pdf	pdf	61f0184d25efbc089300dd55	01/25/2022
Secretary of Commonwealth - Certificate of Good Standing	Certificate of Good Standing.pdf	pdf	61f03aedef2351e085f72572e	01/25/2022
Department of Revenue - Certificate of Good standing	MassTax Certificate of Good Standing.pdf	pdf	61f160268d09e508d6112a17	01/26/2022
Department of Revenue - Certificate of Good standing	DUA Attestation.pdf	pdf	623de92953957f000869065f	03/25/2022

No documents uploaded

Massachusetts Business Identification Number: 001429486

Doing-Business-As Name:

DBA Registration City: Not Applicable

## BUSINESS PLAN

### Business Plan Documentation:

Document Category	Document Name	Type	ID	Upload Date
Plan for Liability Insurance	Plan for Obtaining Liability Insurance.pdf	pdf	61b8f64eab6c7a44489080a5	12/14/2021
Proposed Timeline	PROPOSED TIMELINE.pdf	pdf	61b8f65ad2f0bb446ad2350f	12/14/2021
Business Plan	Business Plan - Valkyrie.pdf	pdf	61f012baf2351e085f725513	01/25/2022

## OPERATING POLICIES AND PROCEDURES

### Policies and Procedures Documentation:

Document Category	Document Name	Type	ID	Upload Date
Energy Compliance Plan	Energy Compliance Plan.pdf	pdf	61b8f6dc073d79445b0d2b52	12/14/2021
Maintaining of financial records	Maintaining Financial Records.pdf	pdf	61b8f6e312daf9443938139d	12/14/2021
Plan for obtaining marijuana or marijuana products	Plan for Obtaining Marijuana or Marijuana Products.pdf	pdf	61b8f6ed922a104454b681a9	12/14/2021
Prevention of diversion	Prevention of Diversion.pdf	pdf	61b8f70d434e1f4432e3a4ec	12/14/2021
Storage of marijuana	Storage of Marijuana.pdf	pdf	61b8f7130b55784640e0465e	12/14/2021
Qualifications and training	Qualifications and Training Procedures - Valkyrie.pdf	pdf	61b8f86084fb17447c43b1f1	12/14/2021
Restricting Access to age 21 and older	RESTRICTING ACCESS TO INDIVIDUALS UNDER 21- Valkyrie.pdf	pdf	61b8f8af922a104454b681bd	12/14/2021
Security plan	Security Plan - Valkyrie.pdf	pdf	620d7097d3dbc608cffab11f	02/16/2022
Transportation of marijuana	Transportation of Marijuana.pdf	pdf	620d7313d3dbc608cffab12f	02/16/2022
Inventory procedures	Inventory Procedures.pdf	pdf	620d7c8625efbc0893015c53	02/16/2022
Quality control and testing	Quality Control and Testing.pdf	pdf	620d819adc96b108e551e2ee	02/16/2022

Dispensing procedures	Dispensing Procedures.pdf	pdf	620d9870d3dbc608cffab1fa	02/16/2022
Personnel policies including background checks	Personnel policies including background checks.pdf	pdf	620d9fbf879c73091c81c3de	02/16/2022
Record Keeping procedures	Record Keeping Procedures.pdf	pdf	620da19025efbc0893015cfb	02/16/2022
Diversity plan	DIVERSITY PLAN- Valkyrie.pdf	pdf	6266eba3560e3c00087f7378	04/25/2022

### MARIJUANA RETAILER SPECIFIC REQUIREMENTS

No documents uploaded

No documents uploaded

### ATTESTATIONS

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

I Agree

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

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

I Agree

#### Notification:

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

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

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

### ADDITIONAL INFORMATION NOTIFICATION

Notification:

### COMPLIANCE WITH POSITIVE IMPACT PLAN

No records found

### COMPLIANCE WITH DIVERSITY PLAN

No records found

### HOURS OF OPERATION

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

HAITI

# Gang: \$1M each for kidnapped missionaries

By DANICA COTI, PETER SMITH AND EVENS SAMIN  
The Associated Press

PORT-AU-PRINCE, HAITI — A gang that kidnapped 17 members of a U.S.-based missionary group demanded \$1 million ransom per person, although authorities were not clear whether that amount included the five children being held, a top Haitian official said Tuesday.

The official, who was not authorized to speak to the press, told The Associated Press that someone from the 400 Mawozo gang made the demand Saturday in a call to a leader of the ministry group shortly after the abduction.

A person in contact with the organization, Christian



JOSEPH ODELYN — THE ASSOCIATED PRESS

People protest for the release of kidnapped missionaries near the missionaries' headquarters in Tityanen, north of Port-au-Prince, Haiti, Tuesday.

Aid Ministries, confirmed the \$1 million per person demand, which was first

reported by The Wall Street Journal. That person spoke on condition of anonymity

due to the sensitivity of the situation.

The adults range in age from 18 to 48, the children from 8 months to 15 years, according to a statement from the organization on Tuesday. Sixteen of the abductees are Americans and one Canadian.

"This group of workers has been committed to minister throughout poverty-stricken Haiti," the Ohio-based ministry said, adding that the missionaries worked most recently on a project to help rebuild homes lost in a magnitude-7.2 earthquake that struck on Aug. 14.

The group was returning from visiting an orphanage when it was abducted, the organization said.

In response to a recent wave of kidnappings, workers staged a protest strike that shuttered businesses, schools and public transportation starting Monday. The work stoppage was a new blow to Haiti's ailing economy. Unions and other groups vowed to continue the shut-down indefinitely.

Meanwhile, an ongoing fuel shortage worsened, and businesses blamed gangs for blocking roads and gas distribution terminals.

On Tuesday, hundreds of motorcycles zoomed through the streets of Port-au-Prince as the drivers yelled, "If there's no fuel, we're going to burn it all down!"

One protest took place near the prime minister's residence, where police fired

tear gas to disperse a crowd demanding fuel.

In Washington, White House press secretary Jen Psaki said Tuesday that the FBI was "part of a coordinated U.S. government effort" to free the missionaries. The American Embassy in Port-au-Prince was coordinating with local officials and the hostages' families.

"We know these groups target U.S. citizens who they assume have the resources and finances to pay ransoms, even if that is not the case," she added, noting that the government has urged citizens not to visit Haiti.

It is longstanding U.S. policy not to negotiate with hostage takers, and Psaki declined to discuss details of the operation.

## Berkshire Eagle Classifieds

To advertise call 413-496-6365 or email [classifieds@newenglandnewspapers.com](mailto:classifieds@newenglandnewspapers.com)

[berkshireeagle.com/careers](http://berkshireeagle.com/careers)  
The Berkshire Eagle

Public Notices

City of Pittsfield  
Conservation Commission  
Wetlands Protection Act  
Public Hearing

File #21-35 Request for Determination of Applicability for sediment core sampling at the Bal Air Pond located off Wahconah Street (Map H13, Block 6, Lot 20). The activities are proposed to occur within Inland Bank and Land Under Waterbodies. The applicant is the Massachusetts Department of Conservation and Recreation. The Pittsfield Conservation Commission will hold a public hearing under provisions of MGL Ch. 131, Sect. 40, City Council Chambers, City Hall at 6:00 PM on Thursday, October 28, 2021.

James Conant  
Chairperson  
AD# 61278  
10/20/2021

City of Pittsfield  
Conservation Commission  
Wetlands Protection Act  
Public Hearing

Mass DEP File# 203-1163: Request for an Amendment to an Order of Condition for driveway improvements on property located at 4 Applegate Point (Map D12, Block 3, Lot 2). Such activities are proposed to occur within Bordered Land Subject to Flooding. The applicant is Henry Simkin. The Pittsfield Conservation Commission will hold a public hearing under provisions of MGL Ch. 131, Sect. 40, City Council Chambers, City Hall at 6:00 PM on Thursday, October 28, 2021.

James Conant  
Chairperson  
AD#61278  
10/20/2021

City of Pittsfield  
Conservation Commission  
Wetlands Protection Act  
Public Hearing

Notice of Intent application for improvements to an existing snowmaking reservoir and related site work on property located at 102 Dan Fox Drive (Map G3, Block 1, Lot 101). Such activities are proposed to occur Inland Bank, Bordered Vegetated Wetlands, and Land Under Waterbodies. The applicant is Blue Chair Properties. The Pittsfield Conservation Commission will hold a public hearing under provisions of MGL Ch. 131, Sect. 40, City Council Chambers, City Hall at 6:00 PM on Thursday, October 28, 2021.



Town of Adams  
Massachusetts 01220

TOWN ADMINISTRATOR TOWN HALL  
8 PARK STREET - Room 210  
TEL: (413) 743-8300 EXT 170 • FAX: (413) 743-8316

## COUNCIL ON AGING Director

The Town of Adams is seeking a self-motivated, energetic individual with a passion for working with seniors to lead our Council on Aging (COA)/Senior Center as its Director. The Director is a full-time (35 hrs/week) benefited position responsible for the daily operations of the Senior Center/COA, including planning and implementing social, recreational, health and educational programs, providing resources and making referrals geared to the interests, needs and financial means of Adams' seniors. The Director is a Department Head level position responsible for the management of a multi-use facility, 4-7 full and part time staff, department budget and serving as the Town's liaison to a variety of related external programs. The next Director will have the unique opportunity of rebuilding/relocating the Senior Center/COA Program into a larger facility. The Director will be an integral team player in future discussions regarding the opportunity for shared services with our communities to enhance serving our seniors. The Director reports to the Town Administrator and receives programming guidance from the Council on Aging Board of Directors. Qualified candidates should be familiar and comfortable with an interdisciplinary approach to working with at-risk seniors, will have a bachelor's degree in Social Work, Human Services, Sociology, Psychology, or related field; three to five years of responsible experience in Senior Center/COA work or related programming experience with Senior Citizens, or any equivalent combination of education and experience. Grant writing experience or demonstrated skill self-reliance to learn grant writing is desired. Salary range: \$53,847-\$66,593. Full benefits. For complete job description click here: [www.townofadams.com](http://www.townofadams.com)

Qualified candidates should submit a cover letter, resume, and three professional references to the Town Administrator's Office, 8 Park St, Adams MA 01220 or to [employment@townofadams.com](mailto:employment@townofadams.com). Review of applications will begin October 27, 2021 and continue until the position is filled. The Town of Adams is an EEO Employer

Public Notices

James Conant  
Chairperson  
AD# 61279  
10/20/2021

Commonwealth of Massachusetts  
The Trial Court  
Probate and Family Court

NOTICE AND ORDER:  
Petition for Appointment of  
Guardian of a Minor  
Docket No. BE21P0825GD

In the interests of Amelia Jane Vidoli of Pittsfield MA  
Minor

Berkshire Probate and Family Court  
44 Bank Row  
Pittsfield, MA 01201

NOTICE TO ALL INTERESTED PARTIES

1. Hearing Date/Time: A hearing on a Petition for Appointment of Guardian of a Minor, filed on 08/12/2021 by Michael E Vidoli of Pittsfield, MA, Theresa J Vidoli of Pittsfield, MA will be held 11/22/2021 03:00 PM Rev'd Hearing (in person) Located Berkshire Probate and Family Court, 44 Bank Row, Pittsfield, MA 01201

2. Response to Petition: You may respond by filing a written response to the Petition or by appearing in person at the hearing. If you choose to file a written response, you need to: File the original with the Court; and Mail a copy to all interested parties at least five (5) business days before the hearing.

3. Counsel for the Minor: The minor for an adult on behalf of the minor) has the right to request that counsel be appointed for the minor.

4. Counsel for Parents: If you are a parent of the minor child who is the subject of this proceeding you have a right to be represented by an attorney. If you want an attorney and cannot afford to pay for one and if you give proof that you are indigent, an attorney will be assigned to you. Your request for an attorney should be made immediately by filing out the Application for Appointment of Counsel form. Submit the application form in person or by mail at the court location where your case is going to be heard.

5. Presence of the Minor at Hearing: A minor over age 14 has the right to be present at any hearing, unless the Court finds that it is not in the minor's best interests.

Public Notices

THIS IS A LEGAL NOTICE: An important court proceeding that may affect your rights has been scheduled. If you do not understand this notice or other court papers, please contact an attorney for legal advice.

Date: September 1, 2021  
Anthony P. Patelita  
Register of Probate  
AD# 61272  
10/20/2021

### COMMUNITY OUTREACH PUBLIC NOTICE

Notice is hereby given that Valkyrie Cannabis, Inc. shall host a Community Outreach Meeting for a proposed Marijuana Establishment on Tuesday, November 9, 2021, at 8:00pm at the Fairfield Inn & Suites located at 248 Stockbridge Road, Great Barrington, Massachusetts. The proposed Marijuana Establishment is anticipated to be located at 325 Stockbridge Road, Great Barrington, MA. There will be an opportunity for the public to ask questions and receive information from representatives of Valkyrie Cannabis, Inc.

AD# 61296  
10/20/2021

### Public Auction under Self Storage Operator's Lien

On October 23, 2021 at 9:00am, on the premises of 105 Hawthorne Ave, Pittsfield, MA 01220 there will be a public auction. The contents of the following storage units consisting of miscellaneous personal property will be sold at public auction to satisfy the lien of Security Self Storage as self-storage operator.

Security Self Storage reserves the following rights: (1) to bid at the public auction; (2) to refuse any and all bids; (3) to cancel the auction at any time for any reason. Units held on the account of: Thomas Aldrich, #7127; Allen Anderson, #2003; Ryan Boucher, #6012, #6041; Michelle Dowling, #2037; Charles Griffin, #6019; Mallika Lahay, #6013; Mark Norton, #5041; Scott Werth, #7066; James Realty, #4002. CASH ONLY.

AD# 60963  
10/15/2021, 10/20/2021

### TOWN OF ADAMS REQUEST FOR PROPOSALS "DISPOSITION & REDEVELOPMENT OF REAL PROPERTY AT 20 EAST STREET" RFP #22-002



Public Notices

The Town of Adams is soliciting proposals for the sale of property known locally as the "East Street Community Center," located at 20 East Street in Adams, Massachusetts. The Community Center building was vacated by the Adams Council on Aging at the end of September 2012 and more recently by Youth Center, Inc. in July 2019. The Town is offering the building and the property in "As Is" condition. The successful Proposer(s) will enter into a purchase and sale agreement with the Town. It is the Town's desire that the Purchaser meet public objectives like the creation of local jobs, creation of new market-rate housing, and/or new tax base.

The RFP is available from the Community Development Office, Adams Town Hall, 8 Park Street, Adams, MA 01220 beginning on October 20, between the hours of 9:00 AM and 4:00 PM on Monday, Tuesday, and Thursday, 9:00 AM to 5:00 PM on Wednesday, and 9:00 AM to Noon on Friday. The RFP is also available via email from [rdp@townofadams.ma.us](mailto:rdp@townofadams.ma.us) or by calling 413-743-8300 x127.

A Pre-Proposal Conference / Site Tour will be conducted on Thursday, November 4, 2021 at 11:00 AM. All interested parties shall meet at the property at 20 East Street in Adams.

Proposals in response to the RFP must be returned to the Town Administrator's Office at 8 Park Street, 2nd Floor, Adams, MA 01220 on or before 4:00 PM, Thursday, January 20, 2022 and clearly marked "RFP #22-002: Disposition & Redevelopment of Real Property at 20 East Street." All proposals will receive consideration without regard to race, creed, color, age, sex, religion, national origin or disability. The Town of Adams is an Affirmative Action/Equal Opportunity Employer.

It should be noted by all RFP respondents that the provisions of MGL c. 30B will govern any contracts awarded as a result of this RFP. The Town of Adams will accept the most advantageous offer from a responsive and responsible Proposer, taking into consideration price and all other evaluation criteria. The Town reserves the right to accept or reject any or all proposals, to waive any informality in the selection process, and to enter into a purchase and sale agreement with other than the Proposer offering the highest price, if in its sole discretion, the Town deems it to be in the public's best interest to do so. A responsive Proposer has met all requirements and submitted all documents required in this solicitation. A responsive Proposer has the capability to perform the contract requirements and the integrity and reliability which assures good faith performance.

AD# 61151  
10/20/2021

Town of Williamstown, MA is seeking proposals from qualified Respondents to supply wireless controls for LED streetlights. The Town of Williamstown, MA is the awarding authority. A contract will be awarded to the most highly advantageous responsive and responsible Respondent. This will be determined by evaluating Respondents against the quality requirements and evaluation criteria set out in the RFP, and by considering the prices offered. The Respondent identified as offering the most advantageous proposals against these factors will be awarded a contract.

The Request for Proposals ("RFP") may be obtained by contacting Charles Blanchard, by email at [cblanchard@williamstownma.gov](mailto:cblanchard@williamstownma.gov) or on after October 19, 2021 at 9:00 AM. Proposals are due at 4:30 PM, November 10, 2021, at Municipal Building 311 North Street, Williamstown, MA. Price and technical proposals must be

submitted separately, sealed, and clearly marked. Late proposals will not be accepted. The Town of Williamstown, MA reserves the right to cancel all or part of this solicitation and to reject in whole or part any and all proposals. No bid deposit is required.

AD# 61299  
10/20/2021

### Apartment Rentals

ALL RENTALS  
on-line at:  
[www.rhbc.com](http://www.rhbc.com)  
by the  
Rental Housing Association of  
Berkshire County

### Help Wanted

AdLi, Inc. - the Independent Living Center serving the Berkshires since 1983 has employment opportunities for dedicated human service professionals. We offer competitive salaries, generous benefits, and flexible schedules. Below are our current opportunities:

Peer Counselor/Advocate: Full-time (40 hour) position to work in Berkshire County with individuals with disabilities on specific independent living needs. Must be a self-starter with disabilities to achieve their vocational goals. Must be a self-starter who, through common personal experience, presentation, and actions can serve as a role model for individuals with disabilities. Must be able to deal effectively and professionally with consumers, family members, other human service workers and funding sources. Bachelor's degree preferred. Prior human service or counseling experience a plus. Basic computer skills a must.

VR-IL Counselor/Advocate: Part-time (20hr) position to work in Berkshire County with individuals with disabilities to achieve their vocational goals. Must be a self-starter who, through common personal experience, presentation, and actions can serve as a role model for individuals with disabilities. Must be able to deal effectively and professionally with consumers, family members, other human service workers and funding sources. Bachelor's degree preferred. Prior human service or counseling experience a plus. Basic computer skills a must.

Skills Trainer: Immediate full-time opening to work in Berkshire County with individuals with disabilities. Will train consumers on how to manage their in-home Personal Care Program. Must be a self-starter with strong communication, organizational and people skills. Must be able to deal effectively and professionally with other human service workers, funding sources, and consumers. Requires computer literacy and the ability to learn and use the program's database. One year prior work experience in providing services to people with disabilities is required. Bachelor's degree preferred. Own transportation a must.

Occupational Therapist: Occupational Therapist for "in home" evaluations. Flexible, per Diem position available immediately. Persons with a disability are encouraged to apply. EOE/AA. Qualified applicants please submit resume to: Executive Director, AdLi, Inc., 215 North Street, Pittsfield, MA 01201. Or via email to [kwinter@adlibl.org](mailto:kwinter@adlibl.org). Persons with a disability are encouraged to apply. EOE/AA.

CLASSIFIEDS WORK! Call and place your ad today: 1-800-234-7404.

### Help Wanted

CLERICAL POSITION  
Must have excellent office skills including computer knowledge. 2+ yrs experience in secretarial position. Part time position with potential for full time, Monday-Friday 8:00-2:30. Salary dependent on qualifications and experience. A detailed job description will be provided to qualified applicants. Send cover letter with resume to:  
SKGD, Inc.  
2 Federico Drive,  
Pittsfield, MA 01201

O'Connell Oil  
HVAC Service Tech  
\$1500 signing bonus  
Full time with benefits  
contact:  
[jsobon@oconnelloil.com/](mailto:jsobon@oconnelloil.com/)  
413-496-4600

### Tag Sales

OLD HOMESTEAD SALE  
190 RIDGE RD.  
WORTHINGTON  
FRIDAY SAT 9am-3pm  
LARGE BARN SALE WITH 3  
ESTATES ADDED! Antiques,  
Furniture, Jewelry, Coins, Sterling, Farm Tools, Barn, Garden & Much More! See WM Craigslist Sale by Sena's Auction Service  
Tel: 413-238-5813 MA Lic# 883

### \$100 and Under

\$100. SPORTS CARD COLLECTION (Huge) Basketball, Baseball, Football. Text 413-441-2859

16" UNICYCLE, still in box it came in. \$90 firm. Cash only. 413-441-3387

3 CUSTOM MADE CURTAINS. Beautiful pink and blue floral design. (Text for photo) (2) 48Wx56L, (1) 38Wx33L. \$100. Call 413-242-2044.

4 TIRES. Mud & snow. Like new \$100 firm. 195/65R-15 97+ Winter Force. Cash only 413-441-3387

ADJUSTABLE ANKLE WEIGHT SET. 10 lb. pair. \$15. 978-882-1937.

AIR CONDITIONER: Kenmore 6000 BTU window air conditioner with remote control. In original box, rarely used. \$50. 978-882-1937.

ANTIQUE HEARTH CHAIRS green upholstered & brown floral. \$30.00 pr. 445-5957.

BASKETBALL HOOP. Adjustable, excellent condition. \$100. 413-743-2151

BEDSPREAD: DISNEY MINNIE twin, pink matching sheets \$30.00 (413)464-4554

★ NEW AD TODAY ★  
BELKIN WIRELESS G ROUTER. P57012-D, Part F5D720-4 new, still in box \$40. 413-442-0426

BELL COLLECTION. Crystal & porcelain. In wooden display. \$75. 413-448-8380

BICYCLE BANANA SEAT with brs. \$15. 413-448-3216

BICYCLE TIRES : 24" and 26" \$10 ea. 413-448-3216

BIKE RACK for trunk mount, three bike capacity, like new. \$40. 413-499-0765.

BISSELL FLOOR SWEEPER. Natural, can send a photo. \$15 413-822-8803

BOOKCASE, 2 shelves, 42"x36". \$25. Call 413-442-1032.

BOOKCASE, 5 shelves, 72" X 28". \$35. Call 413-442-1032.

BOOKCASES: folding bookcase, 30"x28", 2 shelves, \$20. 3 shelf bookcase, 30"x28", \$25. 5 shelves, 72" X 28", \$35. Call 413-442-1032.

BRICK PAVERS, 4" X 8" X 2 1/2" 250 plus bricks. \$100.00 413-243-3381.

BUREAUS, 5 drawers, maple? 46x28. \$25. Wooden bureau, 4 drawer, 36x26, \$20. Call 413-442-1032



**Meeting Overview:**

1. Open Meeting – Host – Kathleen McCormick, Esq.
    - a. Reading of Publication of Notice of Meeting
    - b. Reading of Town Memorandum of Authorization – Proper Notice of Meeting filed with Town, and mailed to abutting neighbors.
    - c. Rules of Meeting Participation & Accessibility
  2. Introductions – Company Representative:
    - a. Robby Coyle & Joseph Burke, Principals of Valkyrie Cannabis  
Kathleen McCormick, Esq., Attorney for Valkyrie Cannabis
    - b. Company Profile – a proudly Gay-owned business
  3. Presentation/Topics for Discussion (herein)
  4. Q&A Period
  5. Conclusion & Thank You!
- 

**Topics for Discussion:**

- 1. Type of Proposed Marijuana Establishment:**
  - a. Marijuana Adult-Use Retailer
- 2. Location & Site Description of the proposed Marijuana Establishment:**
  - a. 325 Stockbridge Road, Great Barrington, MA 01230
    - i. Within a “B-2” Zone
    - ii. Within “White House Square”
  - b. Site Aerial/Exterior Photos, Site Highlights
  - c. Site is existing retail/commercial use, easily accessible and allows for substantial parking (including overflow lots not viewed from the street). Additional traffic created will not cause a meaningful impact and a traffic study was conducted. Traffic assessment concluded that there would be a 1.3% increase in peak hour traffic on Route 7.
- 3. If the proposed Marijuana Establishment is allowed under current Town zoning bylaws/ordinances or if a zoning amendment will be required:**

- a. All Marijuana Establishments are subject to Section 7.18 of the Town of Great Barrington Zoning Bylaws. The proposed Marijuana Establishment will require Site Plan Review by the Town Planning Board since it is located in a B-2 Zone
  - b. 'Marijuana Retailer' is a permitted use of the proposed Site under the applicable B-2 Zone. The proposed Marijuana Establishment is allowed "by right" as a Marijuana Retailer, as the Site does not require any special local zoning permitting.
- 4. If there is a local licensing regulation, or other local permit requirement pertaining to Marijuana Establishments:**
  - a. There isn't a specific local license required in Great Barrington, aside from compliance with Section 7.18 of the Town of Great Barrington Zoning Bylaws and entering into the Host Community Agreement.
- 5. If there is a local Board of Health regulation pertaining to Marijuana Establishments;**
  - a. No.
- 6. If the location of the proposed Marijuana Establishment will comply with the 500-foot buffer zone from existing public or private school building (or less if local bylaws/ordinances created a smaller buffer zone):**
  - a. There are no K-12 schools within 500 or 200 feet of the proposed Marijuana Establishment. A 200 feet buffer zone is the requirement in Great Barrington.
- 7. If the proposed Marijuana Establishment will comply with the security requirement as set forth:**
  - a. The proposed Marijuana Establishment will adhere to all State and local security requirements including robust alarms systems with monitoring by a third-party security firm, limited access control measures and full 24-hour cameral surveillance coverage of the Establishment. There will be strict policies and procedures with regard to facility access, with specific protocols to prevent unauthorized access to Limited Access areas within the dispensary.
- 8. How the proposed Marijuana Establishment will prevent diversion to minors:**
  - a. No one will be allowed inside the Establishment whom is not 21 years of age. The Establishment will be verifying identification/age with an employee at the front door reception counter prior to entering the main dispensary, and will be buzzed into secured floor after verification. Identifications will be scanned to ensure they are valid and unexpired. Age verification will again be performed at the sales counter prior to finalizing and conduction a sale.
  - b. Only individuals 21 years of age or older will be eligible for employment at the Establishment.

- c. Employees will be trained on acceptable forms of customer identifications and in identifying counterfeits and alterations of licenses etc.

**9. How the location, etc. of the proposed Marijuana Establishment will not constitute a nuisance to the community as defined by law:**

- a. Employees will monitor store exterior to manage flow of customers, ensure no parking violations, and ensure no loitering or any other undesirable activity is taking place.
- b. No odors will be emitted from the Establishment.
- c. Litter control efforts will be implemented.
- d. Dispensary plans to be an industry leader in sanitizing surfaces, and product to protect the safety of customers and employees, with ongoing cleaning and disinfecting throughout the day.

**10. How the proposed Marijuana Establishment will positively impact the community:**

- a. The establishment will provide good paying jobs with a benefit package given to full-time employees. We will use best efforts to hire employees from the Great Barrington area. We have entered into a Host Community Agreement with the Town that provides for the Town to collect a 3% tax on all sales made at the Establishment. We will adhere to a positive impact and diversity plan designed to benefit local disadvantaged groups and intend to provide jobs to same and those previously affected disproportionately by cannabis' previous prohibition. We will also contribute annually to a Berkshire based non-profit organization, including the Berkshire Humane Society.



# **Community Outreach Meeting**

## **November 9<sup>th</sup>, 2021**

Fairfield Inn & Suites Great Barrington  
249 Stockbridge Rd, Route 7  
Great Barrington, MA 01230

# Meeting Overview:

1. Open Meeting – Host – Kathleen McCormick, Esq.
  - a. Reading of Publication of Notice of Meeting
  - b. Reading of Town Memorandum of Authorization – Proper Notice of Meeting filed with Town, and mailed to abutting neighbors.
  - c. Rules of Meeting Participation & Accessibility
2. Introductions – Company Representative:
  - a. Robby Coyle & Joseph Burke, Principals of Valkyrie Cannabis  
Kathleen McCormick, Esq., Attorney for Valkyrie Cannabis
  - a. Company Profile – a proudly Gay-owned business
1. Presentation/Topics for Discussion (herein)
2. Q&A Period
3. Conclusion & Thank You!

## Topics for Discussion:

### **1. Type of Proposed Marijuana Establishment:**

- a. Marijuana Adult-Use Retailer

### **2. Location & Site Description of the proposed Marijuana Establishment:**

- a. 325 Stockbridge Road, Great Barrington, MA 01230
  - i. Within a “B-2” Zone
  - ii. Within “White House Square”
- b. Site Aerial/Exterior Photos, Site Highlights
- c. Site is existing retail/commercial use, easily accessible and allows for substantial parking (including overflow lots not viewed from the street). Additional traffic created will not cause a meaningful impact and a traffic study was conducted. Traffic assessment concluded that there would be a 1.3% increase in peak hour traffic on Route 7.

### **3. If the proposed Marijuana Establishment is allowed under current Town zoning bylaws/ordinances or if a zoning amendment will be required:**

- a. All Marijuana Establishments are subject to Section 7.18 of the Town of Great Barrington Zoning Bylaws. The proposed Marijuana Establishment will require Site Plan Review by the Town Planning Board since it is located in a B-2 Zone
- b. ‘Marijuana Retailer’ is a permitted use of the proposed Site under the applicable B-2 Zone. The proposed Marijuana Establishment is allowed “by right” as a Marijuana Retailer, as the Site does not require any special local zoning permitting.

**4. If there is a local licensing regulation, or other local permit requirement pertaining to Marijuana Establishments:**

- a. There isn't a specific local license required in Great Barrington, aside from compliance with Section 7.18 of the Town of Great Barrington Zoning Bylaws and entering into the Host Community Agreement.

**5. If there is a local Board of Health regulation pertaining to Marijuana Establishments;**

- a. No.

**6. If the location of the proposed Marijuana Establishment will comply with the 500-foot buffer zone from existing public or private school building (or less if local bylaws/ordinances created a smaller buffer zone):**

- a. There are no K-12 schools within 500 or 200 feet of the proposed Marijuana Establishment. A 200 feet buffer zone is the requirement in Great Barrington.

**7. If the proposed Marijuana Establishment will comply with the security requirement as set forth:**

- a. The proposed Marijuana Establishment will adhere to all State and local security requirements including robust alarms systems with monitoring by a third-party security firm, limited access control measures and full 24-hour cameral surveillance coverage of the Establishment. There will be strict policies and procedures with regard to facility access, with specific protocols to prevent unauthorized access to Limited Access areas within the dispensary.

**8. How the proposed Marijuana Establishment will prevent diversion to minors:**

- a. No one will be allowed inside the Establishment whom is not 21 years of age. The Establishment will be verifying identification/age with an employee at the front door reception counter prior

to entering the main dispensary, and will be buzzed into secured floor after verification. Identifications will be scanned to ensure they are valid and unexpired. Age verification will again be performed at the sales counter prior to finalizing and conduction a sale.

- a. Only individuals 21 years of age or older will be eligible for employment at the Establishment.
- b. Employees will be trained on acceptable forms of customer identifications and in identifying counterfeits and alterations of licenses etc.

**9. How the location, etc. of the proposed Marijuana Establishment will not constitute a nuisance to the community as defined by law:**

- a. Employees will monitor store exterior to manage flow of customers, ensure no parking violations, and ensure no loitering or any other undesirable activity is taking place.
- b. No odors will be emitted from the Establishment.
- c. Litter control efforts will be implemented.
- d. Dispensary plans to be an industry leader in sanitizing surfaces, and product to protect the safety of customers and employees, with ongoing cleaning and disinfecting throughout the day.

**10. How the proposed Marijuana Establishment will positively impact the community:**

- a. The establishment will provide good paying jobs with a benefit package given to full-time employees. We will use best efforts to hire employees from the Great Barrington area. We have entered into a Host Community Agreement with the Town that provides for the Town to collect

a 3% tax on all sales made at the Establishment. We will adhere to a positive impact and diversity plan designed to benefit local disadvantaged groups and intend to provide jobs to same and those previously affected disproportionately by cannabis' previous prohibition. We will also contribute annually to a Berkshire based non-profit organization, including the Berkshire Humane Society.



# Site Overview



EXISTING BUILDING ELEVATIONS – VALKYRIE CANNABIS  
325 STOCKBRIDGE ROAD, GREAT BARRINGTON, MASSACHUSETTS

SCALE: 1/4" = 1'-0"

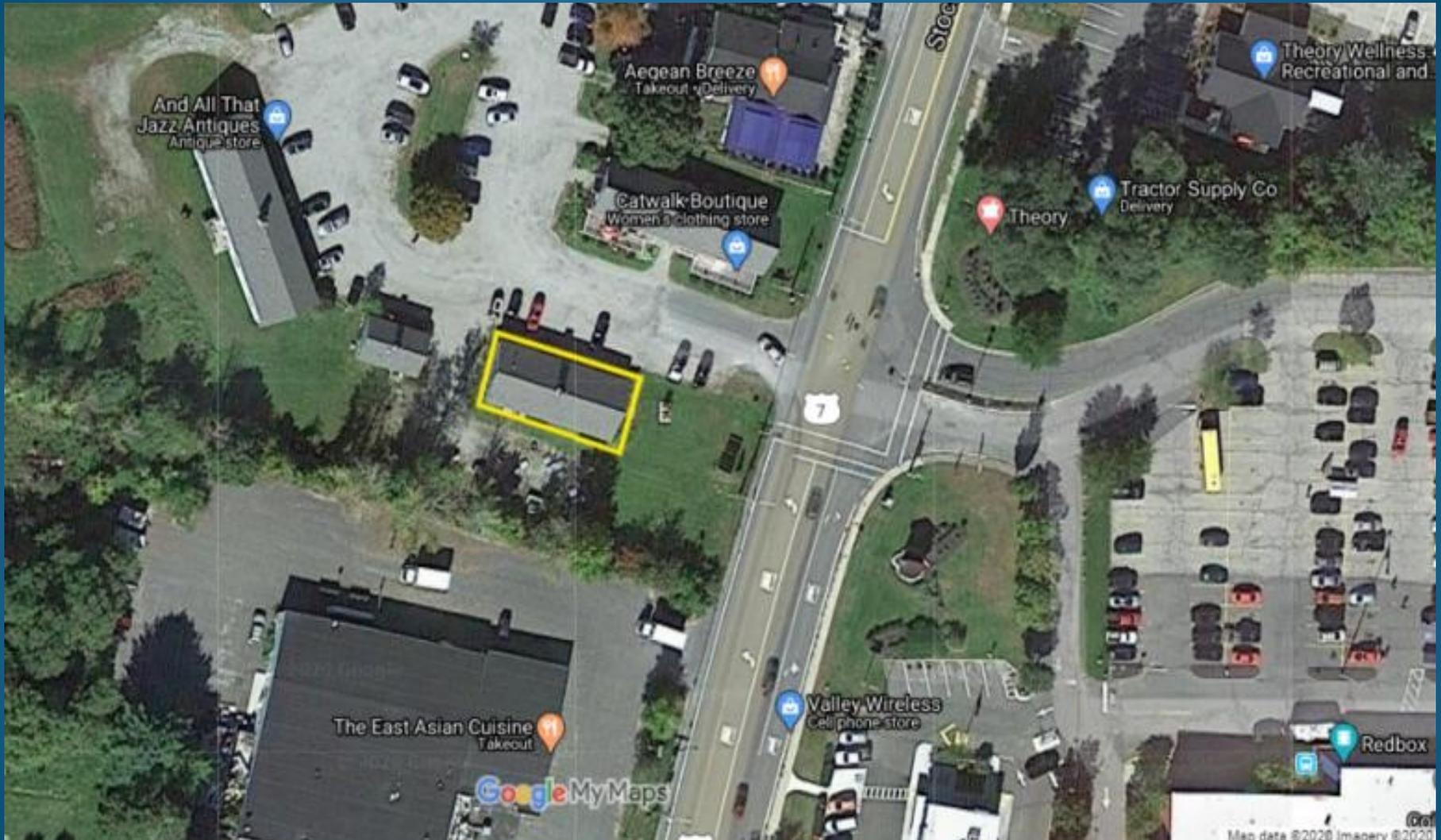


# Site Overview



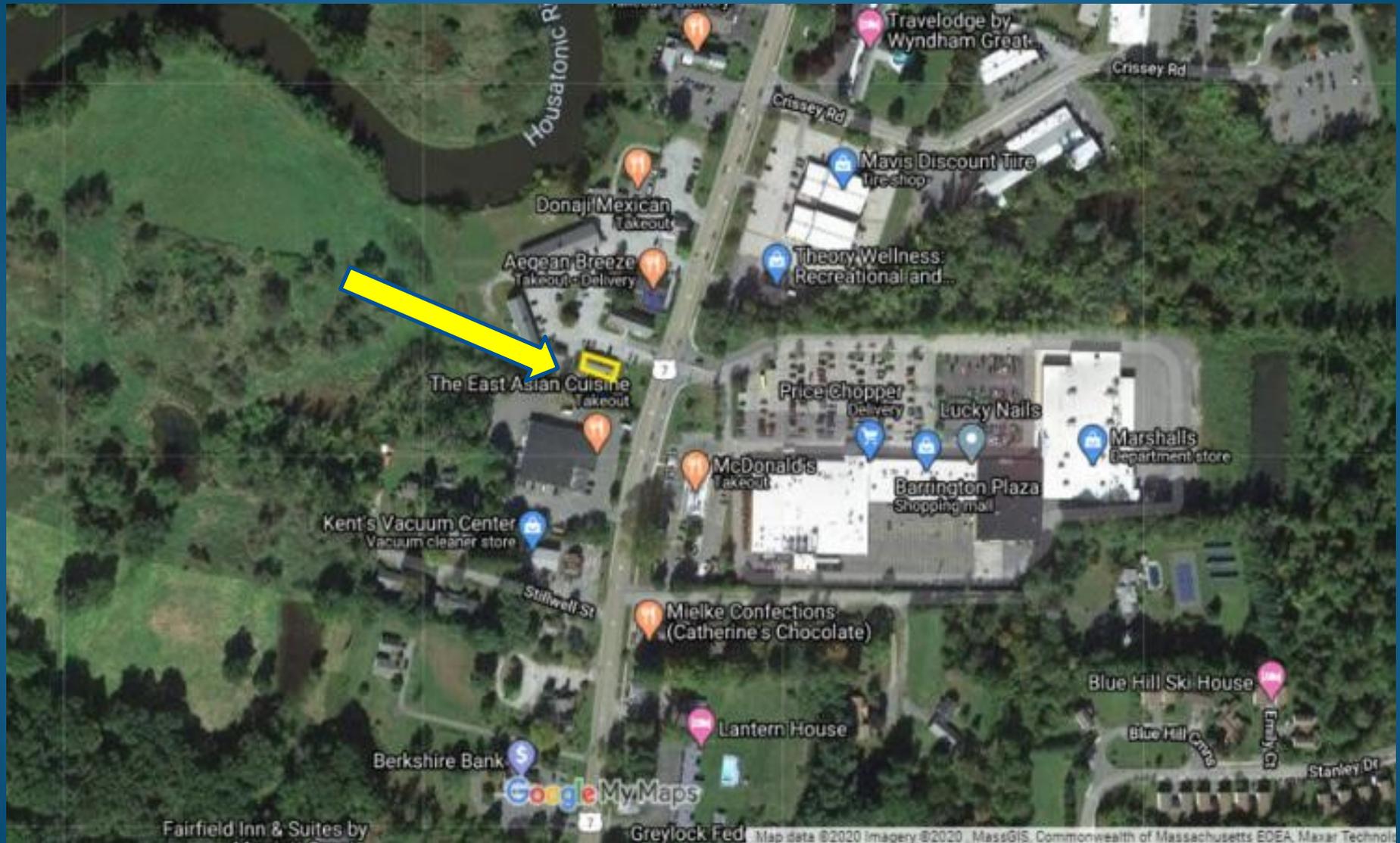
Valkyrie Cannabis Inc.

# Site Overview

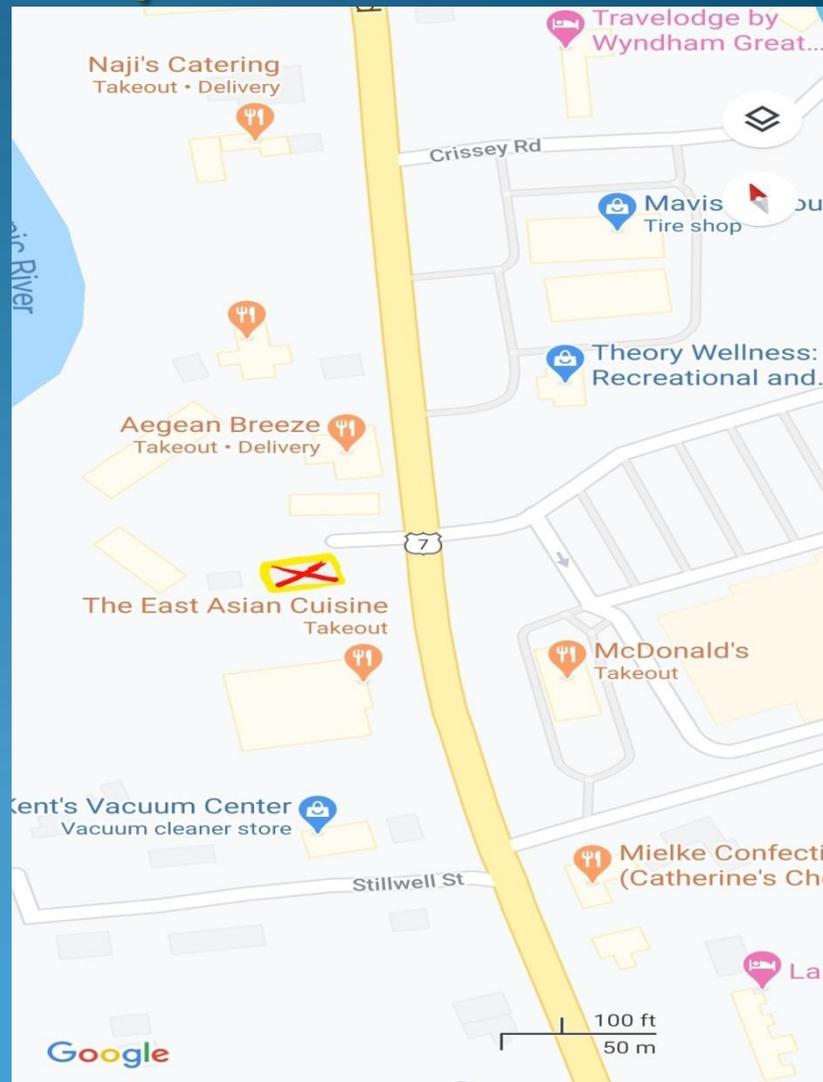
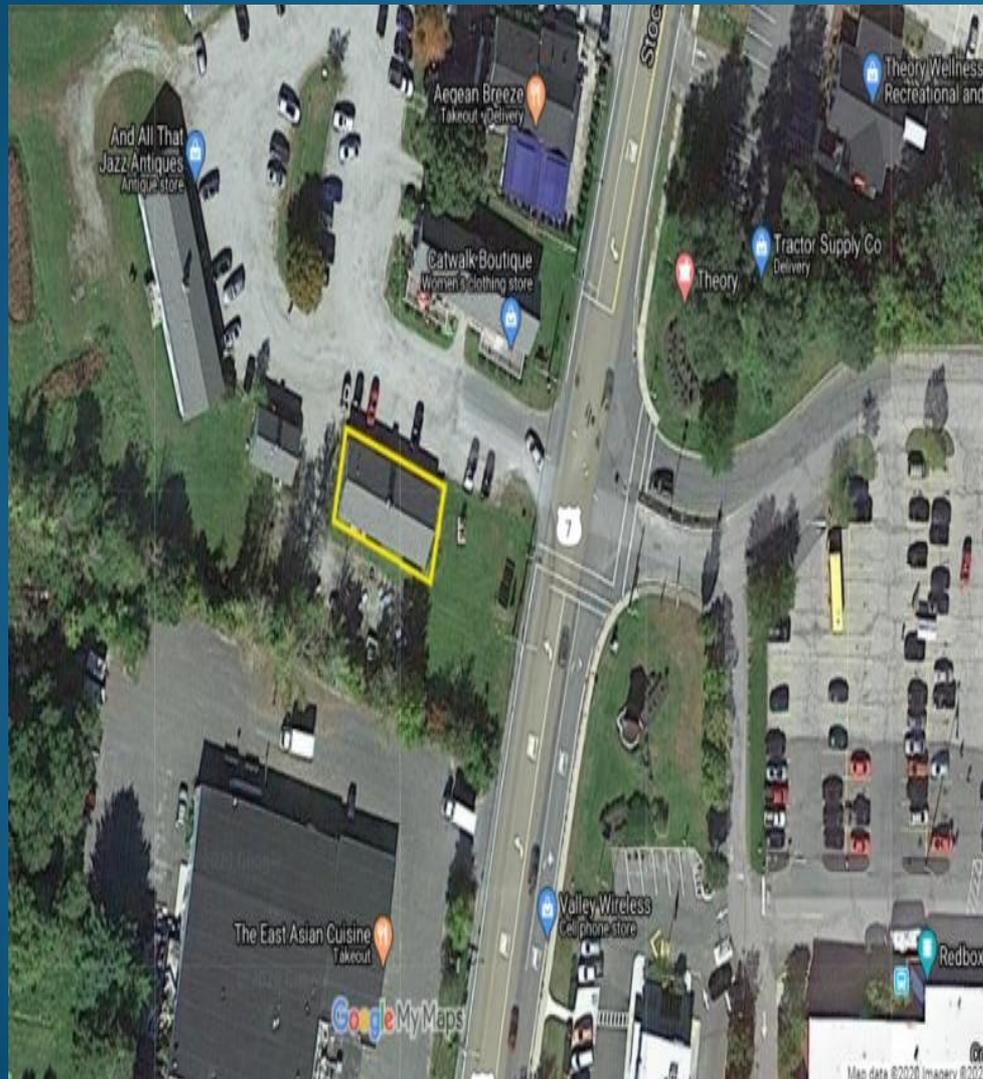


Valkyrie Cannabis Inc.

# Site Overview

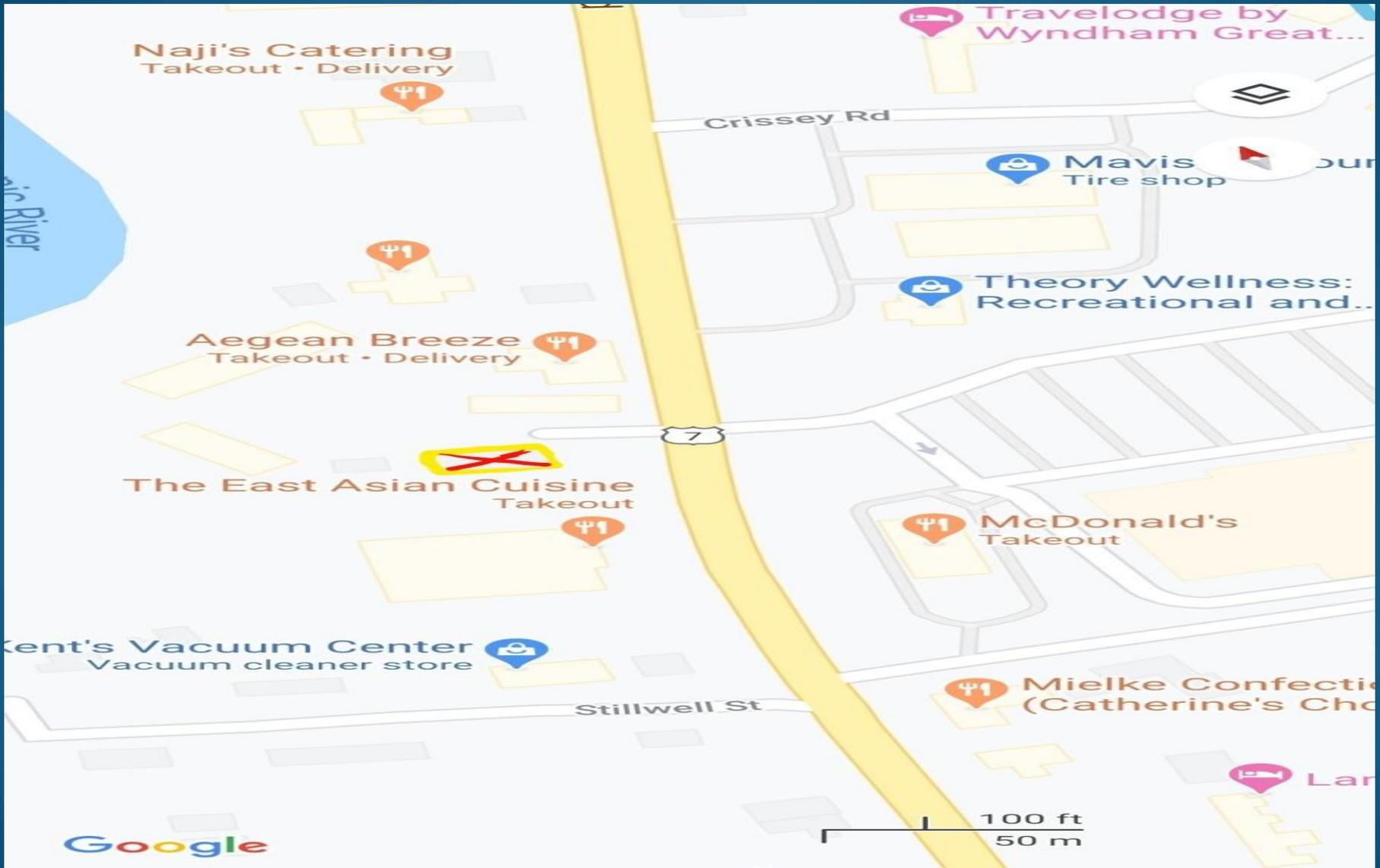


# Site Overview satellite/default views



Valkyrie Cannabis Inc.

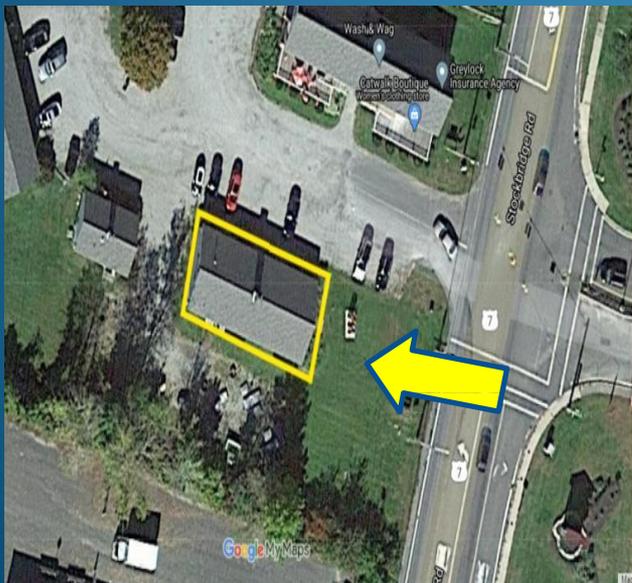
# Site Overview



Valkyrie Cannabis Inc.

# Site Pictures

- Facing West from U.S. Route 7



# Site Pictures

- Facing NW from U.S. Route 7



# Site Pictures

- Facing SW from U.S. Route 7



# Site Pictures

- Facing SE from inside the Parking lot.



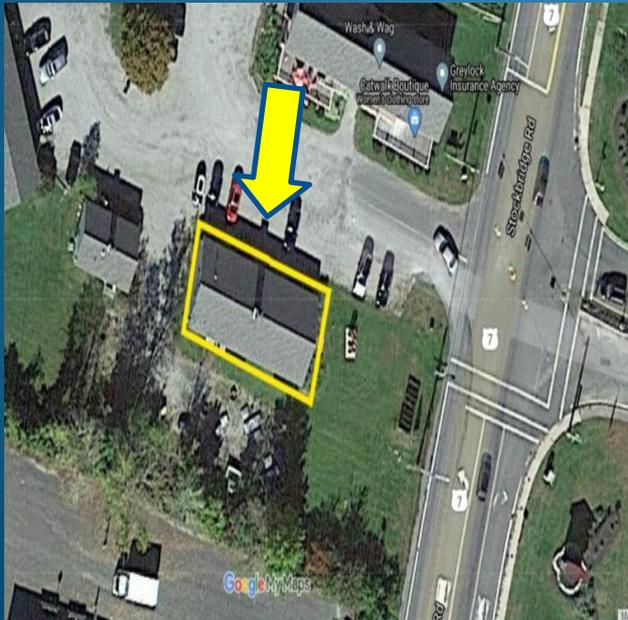
# Site Pictures

- A nearly due east view from inside the Parking lot.



# Site Pictures

- Southerly view from inside the parking lot.



# Q&A

Any questions we can answer, the floor is open to the public.

Thank You!

## **COMMUNITY OUTREACH PUBLIC NOTICE**

Notice is hereby given that Valkyrie Cannabis, Inc., shall host a Community Outreach Meeting for a proposed Marijuana Establishment on Tuesday, November 9, 2021, at 6:00pm at the Fairfield Inn & Suites located at 249 Stockbridge Road, Great Barrington, Massachusetts. The proposed Marijuana Establishment Retailer is anticipated to be located at 325 Stockbridge Road, Great Barrington, MA. There will be an opportunity for the public to ask questions and receive information from representatives of Valkyrie Cannabis, Inc.

# Community Outreach Meeting Attestation Form

## Instructions

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

## Attestation

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

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



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

a. Date of publication:

b. Name of publication:

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

a. Date notice filed:

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

a. Date notice(s) mailed:

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

- 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:

Valkyrie Cannabis, Inc.

Name of applicant's authorized representative:

ROBERT COYLE

Signature of applicant's authorized representative:



Bruce Firger, Assessor  
John Katz, Assessor  
Ross A. Vivori, MAA, Principal Assessor  
E-mail: rvivori@townofgb.org

Carol Strommer  
Administrative Assessor  
E-mail: cstrommer@townofgb.org



Town Hall, 334 Main Street  
Great Barrington, MA 01230

Telephone: (413) 528-1619 x 3  
Fax: (413) 528-1026

## TOWN OF GREAT BARRINGTON MASSACHUSETTS BOARD OF ASSESSORS

October 14, 2021

ABUTTERS TO PROPERTY OF: WHITE HOUSE SQUARE LTD, VALKYRIE CANNABIS INC.  
325 Stockbridge Road, Map 8 Lot 4, Book 1101 Page 210

<u>MAP</u>	<u>LOT</u>	<u>ABUTTER</u>
✓ 8	5'	[REDACTED], 273 State Rd., Gt. Barrington, MA 01230-2103
✓ 8	6,8	[REDACTED]
✓ 8	7	[REDACTED], 6 Stillwell St., Gt. Barrington, MA 01230-1278
8	5A,9	[REDACTED], 8 Stillwell St., Gt. Barrington, MA 01230-1278
8	10	[REDACTED], 894 Mill River Gt. Barrington Rd., New Marlborough, MA 01230-1634
8	10A	[REDACTED], 327 Union St., Framingham, MA 01702-6338
8	4A	[REDACTED], 18 Stonywell Ct., Dix Hills, NY 11746-5423
8	1,1B	[REDACTED], 100 Stockbridge Rd., Gt. Barrington, MA 01230-1230
9	6	[REDACTED]
		276 Post Rd West #201, Westport, CT 06880-4703
9	7,6A	[REDACTED], PO Box 182571, Columbus, OH 43218-2571
9	3F	[REDACTED], 82 Maple Ave., Gt. Barrington, MA 01230-1906
9	3B	[REDACTED], Saw Mill River Rd., Millwood, NY 10546-1000
9	3D	[REDACTED], 396 Stockbridge Rd., Gt. Barrington, MA 01230-1234
29	7	[REDACTED], PO Box 413, Gt. Barrington, MA 01230-0413
8	2,3	[REDACTED]

The above list of abutters to the subject property is correct according to the latest records of this office.

Sincerely,  
Ross A. Vivori, MAA  
Principal Assessor

TOWN CLERK  
GREAT BARRINGTON

JUN 15 2020 PMS

**NOTICE OF COMMUNITY OUTREACH MEETING REGARDING ADULT-USE MARIJUANA ESTABLISHMENT:****VALKYRIE CANNABIS, INC., 325 STOCKBRIDGE ROAD, GREAT BARRINGTON, MA 01230**

Notice is hereby given that a Virtual Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for Sunday, June 28, 2020 at 6:30pm. Participants may choose to attend the meeting either online or by telephone.

The purpose of the meeting is to provide interested parties with an opportunity to comment on a proposed Adult-use retail Marijuana Establishment. The anticipated location of the Marijuana Establishment is 325 Stockbridge Road, Great Barrington, MA 01230. There will be an opportunity for the public to ask questions and receive information from representatives of Valkyrie Cannabis, Inc.

If you would like to attend the meeting online, please visit the following link to access the Zoom video conference: <http://us02web.zoom.us/j/75035720094?pwd=aGo2MkRakxELzFidGRDZzcXNmhoUT09>

Meeting ID: 720 3572 0094 – Password: 2iHetn

If you would like to call in to the meeting, please use the following toll-free telephone number: 1-888-475-4499 and enter the Meeting ID: 750 3572 0094 and Password: 821151 when prompted.

We will also accept questions submitted in advance and respond during the meeting. Please email questions to: [proposedmarijuanaquestions@gmail.com](mailto:proposedmarijuanaquestions@gmail.com) no later than 5:00pm on Saturday, June 27, 2020.

Please note that at least 24 hours before the meeting, all meeting materials will be posted and available at: <https://valkyriecommunity.com>.

Valkyrie Cannabis, Inc. intends to apply for the following Adult-use Marijuana Establishment licenses: Marijuana Retailer, to be located at 325 Stockbridge Road, Great Barrington, Massachusetts 01230, pursuant to M.G.L. Ch. 94G and Chapter 55 of the Acts of 2017, other applicable law and regulations promulgated thereunder, including those promulgated thereunder by the Massachusetts Cannabis Control Commission.

Information presented at the Community Outreach Meeting will include, but not be limited to:

1. The type of Adult-use Marijuana Establishment to be located at the proposed address;
2. Information adequate to demonstrate that the Adult-use Marijuana Establishment location will be maintained securely;
3. Steps to be taken by the Adult-use Marijuana Establishment to prevent diversion to minors;
4. A plan by the Adult-use Marijuana Establishment to positively impact the community;
5. Information adequate to demonstrate that the location will not constitute a nuisance.

A copy of this notice is on file with the Great Barrington Town Clerk, at the Board of Selectmen's Office, and the Planning Board Office, all located at the Great Barrington Town hall, 334 Main Street #1, Great Barrington, MA, and a copy of this Notice was mailed at least seven (7) calendar days prior to the Community Outreach Meeting to abutters of the proposed address of the Marijuana Establishment, residents within 300 feet of any property line, owners of land directly opposite on any public or private street or way, and abutters within three hundred feet of the property line of the petitioner as they appear on the most recent applicable tax list, notwithstanding that the land of any such owner is located in another city or town.



Valkyrie Cannabis, Inc., Applicant

By: Robert J. Coyle, Jr., President & CEO

## PLAN TO REMAIN COMPLIANT WITH LOCAL ZONING

### Overview

VALKYRIE CANNABIS INC., (“Valkyrie”) is proposing a Marijuana Retailer at 325 Stockbridge Rd. Great Barrington, MA 01230. This property is located within a “B-2” Zone.

### TOWN/MUNICIPALITY Zoning Bylaw Status

Great Barrington has a zoning bylaw in place that pertains to Marijuana Retailers. All Marijuana Establishments are subject to Section 7.18 of the Town of Great Barrington Zoning Bylaws. The proposed Marijuana Establishment will require Site Plan Review by the Town Planning Board since it is located in a B-2 Zone. Valkyrie has already complied with this requirement and conditional Site Plan approval was issued by the Town Planning Board during hearing on December 9<sup>th</sup>, 2021.

### Valkyrie Cannabis Inc. Compliance with Great Barrington Zoning Bylaw

1. Valkyrie’s proposed Marijuana Retailer location has been cleared by the Planning Department as a compliant location – this was required in order to obtain a Host Agreement.
2. Marijuana Retailer is a permitted use of the proposed Site under the applicable B-2 Zone. The proposed Marijuana Establishment is allowed “by right” as a Marijuana Retailer, as the Site does not require any special local zoning permitting.
3. There is not a specific local license required in Great Barrington, aside from compliance with Section 7.18 of the Town of Great Barrington Zoning Bylaws and entering into the Host Community Agreement. Valkyrie has secured a Host Community Agreement with the Town of Great Barrington as of July 13<sup>th</sup>, 2020.
4. There are no K-12 schools within 500 or 200 feet of the proposed Marijuana Establishment. A 200 foot buffer zone is the requirement in Great Barrington.

### PLAN TO REMAIN COMPLIANT WITH LOCAL ZONING IN THE FUTURE:

Valkyrie shall comply with all requirements of the Host Community Agreement entered into on July 13<sup>th</sup>, 2020 with the Town of Great Barrington (“HCA”) including, payment of the Annual Community Impact Fee, submission of annual financial statements to the Town, communication with local law enforcement and all other requirements set forth in the HCA.

Valkyrie has a good relationship with the Town; we would work with the Town if there were any proposed changes to local zoning or licensure that would impact our operations. Valkyrie will adhere to all aspects of the zoning bylaw pertaining to operating our Marijuana Retailer.

Valkyrie shall also comply with all requirements set forth in Section 7.18 for a Marijuana Establishment of the Town of Great Barrington Zoning Bylaws including use regulations, locational and physical requirements. Valkyrie filed an application for Site Plan Review with the Town of Great Barrington Planning Board in accordance with section 7.18.3 of the Zoning Bylaws. Site Planning Board issued conditional approval on December 9<sup>th</sup>, 2021. Valkyrie will adhere to all conditions therein as required by the Planning Board.

Valkyrie will operate in compliance with hours of operations allowable by the Town of Great Barrington (between 8am and 11pm). Valkyrie, as a Marijuana Establishment shall comply with requirements set

forth in 7.18.8 for discontinuation of use and will remove all material, plants, equipment and other paraphernalia in compliance with implementing regulations of the Cannabis Control Commission prior to expiration of its operating license or permit issued by the Commonwealth of Massachusetts or immediately following revocation or voiding of such license or permit.

Valkyrie has engaged a team of local professionals to ensure compliance with local laws and the HCA requirements including legal, Kathleen M. McCormick of McCormick, Murtagh & Marcus, engineering, Vince Guntlow of Guntlow & Associates, and security Jared Martin of Amenitek.



# 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:

Valkyrie Cannabis Inc.

2. Name of applicant's authorized representative:

Robert Coyle

3. Signature of applicant's authorized representative:

A handwritten signature in black ink, appearing to read 'R. Coyle', written over a horizontal line.

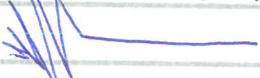
4. Name of municipality:

Town of Great Barrington

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

Mark Pruhenski, Town Manager

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).*):

*mpruhenski@townofjb.org*

8. Host community agreement execution date:

*July 13, 2020*

## **POSITIVE IMPACT PLAN**

### **NARRATIVE**

Valkyrie Cannabis Inc. (“Valkyrie”) acknowledges and supports the Cannabis Control Commission’s requirement that each applicant provide information about how it will positively impact areas of disproportionate impact, and commits to a Positive Impact Plan that will enable the legalized marijuana industry to have a positive effect for the Commonwealth of Massachusetts and its residents.

Valkyrie is located in Great Barrington which is in Berkshire County. Berkshire County has a number of communities, such as Pittsfield and North Adams, and persons that have been disproportionately impacted by the war on drugs. Valkyrie will dedicate itself to hiring and procuring contractual services from the aforementioned population.

### **GOALS**

1. Our goal is to provide complimentary personal and professional development to Massachusetts residents who have past drug convictions through reparative mentoring and technical training and aid in reducing the barrier of entry into the cannabis industry, at least once a year in two areas of disproportionate impact of the Berkshires.
2. Valkyrie shall hire 20% of its employees, that are Massachusetts residents who were formerly convicted of marijuana-related offenses, family members of such persons convicted of marijuana-related offenses and 10% of employees from communities that were impacted by the war on drugs such as residents of Pittsfield and North Adams.
3. Contribute at least \$2,500 yearly to the Thanksgiving Angels Charity of Pittsfield.

### **PROGRAMS**

1. Host one annual training session in Pittsfield and one annual training session in North Adams. Training sessions will entail the marijuana industry, legal reform, and acknowledge barriers affecting disproportionately impacted individuals. Events will be hosted in public, ADA- accessible locations. Valkyrie will feature a guest speaker at each training who has a strong personal narrative to share and who will speak to the power of positive personal narratives. The personal narrative’s goal is to propel an individual into positive action and use their story (history) to shape the future and enhance justice. This could mean a previously incarcerated individual advocating for the federal legalization of marijuana or for national expungement. These training sessions will be advertised via our website, for which all visitors have to verify they are 21+ to enter; via radio advertisements with radio stations who have recently employed legal regulations to ensure compliance with 935 CMR 500 Advertising Requirements to include a 21+ audience and participants. These training sessions will be advertised 3 months in advance of event date. We will limit the number of participants according to safe room occupancy numbers and no more than 40 participants.

The professional development training portion will follow the same structure as above with discussion topics consisting of entry-level knowledge for dispensary agents in customer service, interview tips, important industry regulations, high-level overview of the dispensary agent role, and a Q&A session.

2. Because of the difficulty in obtaining employment after a marijuana-related conviction is on one's record, we will aim to correct this harm by giving a hiring preference to Massachusetts residents, specifically Berkshire County, with past convictions, residents with parents or spouses with convictions and residents who are disproportionately impacted by the war on drugs because of where they reside. Valkyrie will seek community partnerships with local groups such as Substance Abuse geared non-profits, and their recommended groups who could benefit from these trainings. Our goal will be to have 20% of our workforce encompass individuals representative of this background.
3. Valkyrie will contribute at least \$2,500 yearly donation to the Thanksgiving Angels, which is a non-profit organization in Pittsfield committed to making sure no family or individual misses out on a home-cooked Thanksgiving meal. Valkyrie also commits to donating \$2,500 to The Berkshire Humane Society of Pittsfield, which is a 5001(c)(3) non-profit open-admission animal support organization. We also plan on making other charitable donations to the local community charities/non-profits as the Charitable Fund grows. We will encourage all of our employees to partake in providing their time for these organizations along with the ownership team, while the employees are paid for their time through Valkyrie. The goal is to provide at least 40 hours of volunteer time per year.

## **QUANTITATIVE MEASUREMENTS**

**To measure the effectiveness of our programs, Valkyrie Cannabis Inc. will do this through:**

1. Tracking the number of training sessions held in Pittsfield and North Adams; tracking the number of attendees per session by utilizing a sign-in sheet which will be kept at entry and request attendees name, address, prior convictions (if applicable), area of industry interest; Tracking number of employee hours spent on creating educational programs, materials, media assets, and other work pertaining to our training sessions. Final data will be compiled, analyzed and sent to the Cannabis Control Commission upon renewals and/or yearly.
2. We will track the number of applications and hires from partnerships and collaborations with community groups, as well as demographic data/geographical data to allow us to assess the number of applicants and hires from target areas of goal (Pittsfield, North Adams, Massachusetts).
4. We will track, analyze and record the number of emails, click-through rates, newsletters, or other digital communications sent, as well as data collected and provided to us by radio stations for advertising of training/professional development events.
5. We will track, analyze and document the number of reserved spots to the Valkyrie training sessions. If these numbers are not high enough to drive participants to these programs, Valkyrie will ensure to analyze, strategize and employ better marketing strategies with marketing team to increase the numbers for each measure and goal.

6. We will track our donations to any charities in conjunction with our accounting team. All data collected will be compiled and summarized in a report to be provided to the CCC on an annual basis during our application renewals.

**QUALITATIVE MEASUREMENTS:**

1. We will carry out surveys on Subject matter of training sessions and how the staff and participants felt the material was received.
2. General feedback from the speaker on the audience's receptivity and engagement.
3. Success stories and feedback from attendees will be recorded and kept in an ongoing project file to be reviewed on an annual basis.
  - a. Future materials will seek to answer the questions that arise in conversations both online and in our communities.
4. Response from the event subscribers.
5. Conduct on-going community outreach and further develop partner relationships with community groups.
6. Perform ongoing evolutions of the programs, their success rates, and community reach.

Valkyrie acknowledges that the progress or success of its plan must be documented upon renewal; one year from provisional licensure, and each year thereafter. Valkyrie will adhere to the requirements set forth in 935 CMR 500.105(4) relative to the permitted and prohibited advertising, branding, marketing, and sponsorship practices of marijuana establishments. None of the programs, actions, or initiatives listed above will violate the Commission's regulations with respect to limitations on ownership or control or any other applicable state law.



**The Commonwealth of Massachusetts  
William Francis Galvin**

Minimum Fee: \$250.00

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

**Articles of Organization**

(General Laws, Chapter 156D, Section 2 02, 950 CMR 113.16)

Identification Number: 001429486

**ARTICLE I**

The exact name of the corporation is:

VALKYRIE CANNABIS INC.

**ARTICLE II**

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

**ARTICLE III**

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

Class of Stock	Par Value Per Share Enter 0 if no Par	Total Authorized by Articles of Organization or Amendments		Total Issued and Outstanding Num of Shares
		Num of Shares	Total Par Value	
CWP	\$0.01000	2,000	\$20.00	1,500

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

**ARTICLE IV**

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

**ARTICLE V**

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

**ARTICLE VI**

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

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

#### ARTICLE VII

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

Later Effective Date: Time:

#### ARTICLE VIII

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

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

Name: BUSINESS FILINGS INCORPORATED  
No. and Street: 155 FEDERAL STREET, STE 700  
City or Town: BOSTON State: MA Zip: 02110 Country: USA

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

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code
PRESIDENT	ROBERT COYLE	3 ROGERS CT SAG HARBOR, NY 11963 USA
TREASURER	JOSEPH BURKE	3 ROGERS CT SAG HARBOR, NY 11963 USA
SECRETARY	ROBERT COYLE	3 ROGERS CT SAG HARBOR, NY 11963 USA
CEO	ROBERT COYLE	3 ROGERS CT SAG HARBOR, NY 11963 USA
CFO	JOSEPH BURKE	3 ROGERS CT SAG HARBOR, NY 11963 USA
VICE PRESIDENT	JOSEPH BURKE	3 ROGERS CT SAG HARBOR, NY 11963 USA
DIRECTOR	ROBERT COYLE	3 ROGERS CT SAG HARBOR, NY 11963 USA
DIRECTOR	JOSEPH BURKE	3 ROGERS CT SAG HARBOR, NY 11963 USA

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

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

APPLY FOR LICENSE WITH CANNABIS CONTROL COMMISSION

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

No. and Street: 325 STOCKBRIDGE ROAD

City or Town: GREAT BARRINGTON State: MA Zip: 01230 Country: USA

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

No. and Street: 325 STOCKBRIDGE ROAD

City or Town: GREAT BARRINGTON State: MA Zip: 01230 Country: USA

which is

its principal office

an office of its transfer agent

an office of its secretary/assistant secretary

its registered office

Signed this 9 Day of March, 2020 at 9:35:41 AM by the incorporator(s). (*If an existing corporation is acting as incorporator, type in the exact name of the business entity, the state or other jurisdiction where it was incorporated, the name of the person signing on behalf of said business entity and the title he/she holds or other authority by which such action is taken.*)

ROBERT COYLE

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

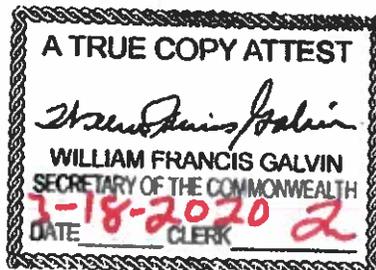
deemed to have been filed with me on:

March 09, 2020 09:35 AM



WILLIAM FRANCIS GALVIN

*Secretary of the Commonwealth*



## BYLAWS OF

### Valkyrie Cannabis Inc.

#### ARTICLE I. PRINCIPAL OFFICE

1.1 Office: The address of the principal office of the Corporation shall be  
325 Stockbridge Road,

in the City of Great Barrington, and State of Massachusetts.

The Corporation may have other offices, either within or outside of the State of incorporation as the Board of Directors may designate or as the business of Corporation may require.

#### ARTICLE II. SHAREHOLDERS

2.1 Place of Meetings: The meetings of the Shareholders of the Corporation ("Shareholders") shall be held at such place, as may be fixed by the Board of Directors.

2.2 Annual Meetings: The annual meeting of the Shareholders shall be held each year at the corporate offices or at any other place within or outside of the State of Massachusetts as may be determined by the Directors and as may be designated in the notice of that meeting, for the purpose of electing Directors and transacting any other business that may come before the meeting. If that date is a legal holiday, the annual meeting shall be held on the next succeeding day that is not a legal holiday.

2.3 Special Meetings: A special meeting, other than those regulated by statute, of the Shareholders for any purpose or purposes may be called at any time by the President, by a majority of the Board of Directors, by designated Officers of the Corporation, or by Shareholders together holding at least 25% of the number of shares of the Corporation at the time outstanding and entitled to vote with respect to the business to be transacted at such meeting. At a special meeting no other business shall be transacted and no corporate action shall be taken other than that stated in the notice of the meeting.

2.4 Notice of Meetings: Written or printed notice stating the place, day, and hour of every meeting of the Shareholders and, in case of a special meeting, the purpose or purposes for which the meeting is called, shall be mailed not less than 7 nor more than 10 days before the date of the meeting to each Shareholder of record entitled to vote at such meeting, to his or her address as it appears in the share transfer books of the Corporation. If mailed, notice shall be deemed to be delivered when deposited in the United States mail. Such further notice shall be given as may be required by law, but meetings may be held without notice if all the Shareholders entitled to vote at the meeting are present in person or by proxy or if notice is waived in writing by those not present, either before or after the meeting.

Notice of special meetings shall also state the purpose or purposes for which the meeting is called, and indicate that it is being issued by, or at the direction of, the person(s) calling the meeting.

2.5 Quorum: Any number of Shareholders together holding at least a simple majority of the outstanding shares of capital stock entitled to vote with respect to the business to be transacted, who shall be present in person or represented by proxy at any meeting duly called, shall constitute a quorum for the transaction of business. If less than a quorum shall be in attendance at the time for which a meeting shall have been called, the meeting may be adjourned by a majority of the

Shareholders present or represented by proxy without notice other than by announcement at the meeting.

2.6 Voting: At any meeting of the Shareholders, each Shareholder of a class entitled to vote on any matter coming before the meeting shall have one vote in person or by proxy for each share of capital stock of such class standing in his or her name on the books of the Corporation on the date, at least 7 days prior to such meeting, fixed by the Board of Directors as the record date for the purpose of determining Shareholders entitled to vote pursuant to Section 5.5 below. Every proxy shall be in writing, dated, and signed by the Shareholder entitled to vote or his or her duly authorized attorney-in-fact. The proxy shall be exhibited to the Secretary at the meeting and shall be filed with the records of the Corporation.

2.7 Order of Business: The order of business at all meetings of Shareholders shall be as follows, unless otherwise adopted by the Board:

1. Roll call
2. Proof of notice of meeting or waiver of notice
3. Reading of minutes and acceptance of preceding meeting
4. Reports of Officers
5. Reports of committees
6. Election of Directors, if required
7. Unfinished business
8. New business

2.8 Informal Action by Shareholders: Unless otherwise provided by law, any action required to be taken at a meeting of Shareholders, or other action which may be taken at a meeting of the Shareholders, may be taken without a meeting if the Shareholders give unanimous written consent setting forth the action to be taken and signed by all Shareholders entitled to vote on the action. Any written resolution signed by all of the Shareholders entitled to vote shall be to the effect therein expressed, with the same force and effect as if the same had been duly passed by unanimous vote at a duly called meeting of Shareholders. The signed resolution shall be kept with the meeting minutes under the proper date.

### **ARTICLE III. BOARD OF DIRECTORS**

3.1 General Powers: The property, business, and affairs of the Corporation shall be managed and controlled under the direction of its Board of Directors (the "Board" and the members of which are referred to herein as "Directors"), and, except as otherwise expressly provided by law, the Articles of Incorporation or these Bylaws, all of the powers of the Corporation shall be vested in such Board. Such management and general control will be by majority vote of the Board, with each Director having equal vote.

3.2 Number of Directors: The number of Directors constituting the Board shall be 2.

3.3 Election and Removal of Directors: Directors shall be elected at each annual meeting of Shareholders to succeed those Directors whose terms have expired, and to fill any existing vacancies.

- a) Directors shall hold their offices a term of one year and until their successors are elected, or their prior death, resignation, or removal. Any Director may be removed from office at a meeting called expressly for that purpose by the vote of Shareholders holding not less than a majority of the shares entitled to vote at an election of Directors.

- b) Any vacancy occurring in the Board may be filled by the affirmative vote of the majority of the remaining Directors, though less than a quorum of the Board, and the term of office of any Director so elected shall expire at the next Shareholders meeting at which Directors are elected.

3.4 Quorum: A majority of the number of Directors fixed in accordance with Section 3.2 of these Bylaws shall constitute a quorum for the transaction of business. The act of a majority of Directors present at a meeting at which a quorum is present shall be the act of the Board. If less than a majority is present at a meeting, the majority of those present may adjourn the meeting without further notice.

3.5 Annual Meetings of Directors: An annual meeting of the Board shall be held without notice, other than this Bylaw, immediately after, and at the same place as, the annual meeting of Shareholders.

3.6 Special Meetings of Directors: Special meetings of Directors may be called at the request of the President, other duly authorized Officer, or any two Directors. The person or persons authorized to call special meetings of Directors may designate the place and time for holding any special meeting of Directors.

3.7 Notice of Special Meeting: Notice of any special meeting shall be given at least 7 days before the date of the meeting by written notice delivered personally or mailed to each Director at his or her address of record with the Corporation. If mailed, notice is deemed to be delivered when deposited in the United States mail. The attendance of a Director at a meeting shall be deemed to be a waiver of notice of such meeting unless the Director attends the meeting for the express purpose of objecting to the transaction of business at the meeting because the meeting is not properly called or convened. Meetings may be held at any time without notice if all of the Directors are present, or if those not present waive notice in writing either before or after the meeting.

3.8 Compensation: By resolution of the Board, Directors may be allowed a fee and expenses for attendance at all meetings, but nothing herein shall preclude Directors from serving the Corporation in other capacities and receiving compensation for such other services.

3.9 Manner of Acting: The act of the majority of the Directors present at a meeting at which a quorum is present shall be the act of the Directors.

3.10 Electronic Meetings: Members of the Board may participate in regular or special meetings by, or through the use of, any means of communication allowing all participants to simultaneously hear each other, such as teleconference or videoconference. If a meeting is conducted by such means, the presiding Officer shall inform all participating Directors at the commencement of such meeting that a meeting is taking place at which official business may be transacted. Any participant in a meeting by such means shall be deemed present in person at such meeting.

3.11 Executive and Other Committees: The Board may designate committees made up of Directors from time to time as the Directors see fit. The purpose for which the committees are formed are to be designated by the Board. The committees may be dissolved by affirmative vote of the Board. A committee may be authorized to exercise the authority of the Board, except that a committee may not do the following:

- a) Authorize distributions
- b) Fill vacancies on the Board
- c) Amend the Corporation's Articles of Incorporation
- d) Adopt, amend, or repeal these Bylaws
- e) Approve a plan of a merger not requiring Shareholder approval
- f) Authorize or approve issuance or reacquisition of shares, except according to a method already prescribed by the Board

3.12 Informal Action by Directors: Unless otherwise provided by law, any action required to be taken at a meeting of Directors, or other action which may be taken at a meeting of the Directors, may be taken without a meeting if the Directors give unanimous written consent setting forth the action to be taken and signed by all Directors entitled to vote on the action.

#### **ARTICLE IV. OFFICERS**

4.1 Election of Officers; Terms: The Officers of the Corporation shall consist of a President, a Secretary, and a Treasurer. Other Officers, including a Chairman of the Board, Chief Executive Officer, Chief Operating Officer, one or more Vice Presidents, and assistant and subordinate Officers, may from time to time be elected by the Board. All Officers shall hold office until the next annual meeting of the Board and until their successors are elected. Unless prohibited by State law, any two or more offices may be combined in the same person as the Board may determine.

4.2 Removal of Officers; Vacancies: Any Officer of the Corporation may be removed summarily with or without cause, at any time, by the Board. Vacancies may be filled by the Board.

4.3 Resignations: Any Officer may resign at any time by delivering notice to the Corporation that complies with State law. The resignation shall be effective when the notice is delivered, unless the notice specifies a later effective date and the Corporation accepts the later effective date.

4.4 Duties: The Officers of the Corporation shall have such duties as generally pertain to their respective offices as well as such powers and duties as are prescribed by law or are hereinafter provided or as shall be conferred by the Board.

4.4.1 Duties of the President: Unless otherwise defined by the Board, the President shall be the Chief Executive Officer of the Corporation and shall be primarily responsible for the implementation of policies of the Board and shall have authority over the general management and direction of the business and operations of the Corporation and its divisions, if any, subject only to the ultimate authority of the Board. In the absence of the Chairman and the Vice Chairman of the Board, or if there are no such Officers, the President shall preside at all corporate meetings. The President may sign and execute, in the name of the Corporation, share certificates, deeds, mortgages, bonds, contracts, or other instruments, except in cases where the signing and the execution thereof shall be expressly delegated by the Board or by these Bylaws to some other Officer or agent of the Corporation or shall be required by law otherwise to be signed or executed. In addition, the President shall perform all duties incident to the office of the President and such other duties as may be assigned by the Board.

4.4.2 Duties of the Vice President(s): Each Vice President, if any, shall have such powers and duties as may be assigned to him or her by the President or the Board. Any Vice President may sign and execute, in the name of the Corporation, deeds, mortgages, bonds, contracts, or other instruments authorized by the Board, except where the signing and execution thereof shall be

expressly delegated by the Board or the President to some other Officer or agent of the Corporation, or shall be required by law or otherwise to be signed or executed.

4.4.3 Duties of the Treasurer: The Treasurer shall have charge of and be responsible for all funds, securities, receipts, and disbursements of the Corporation, and shall deposit all monies and securities of the Corporation in such banks and depositories as shall be designated by the Board. The Treasurer shall be responsible for maintaining adequate financial accounts and records in accordance with generally accepted accounting practices; preparing appropriate operating budgets and financial statements; preparing and filing all tax returns required by law; and performing all duties incident to the office of Treasurer, and such other duties as may be assigned to him or her by the Board, the Finance Committee, or the President. The Treasurer may sign and execute in the name of the Corporation share certificates, deeds, mortgages, bonds, contracts, or other instruments, except in cases where the signing and the execution thereof shall be expressly delegated by the Board or by these Bylaws to some other Officer or agent of the Corporation or shall be required by law or otherwise to be signed or executed.

4.4.4 Duties of the Secretary: The Secretary shall act as Secretary of all meetings of the Shareholders of the Corporation and, when requested, shall also act as Secretary of the meetings of the committees of the Board. The Secretary shall keep and preserve the minutes of all such meetings in permanent books; see that all notices required to be given by the Corporation are duly given and served; have custody of the seal of the Corporation and shall affix the seal or cause it to be affixed to all share certificates of the Corporation and to all documents the execution of which on behalf of the Corporation under its corporate seal is duly authorized in accordance with law or the provisions of these Bylaws. The Secretary shall have custody of all deeds, leases, contracts, and other important corporate documents; have charge of the books, records, and papers of the Corporation relating to its organization and management as a Corporation; see that all reports, statements, and other documents required by law (except tax returns) are properly filed; and in general perform all the duties incident to the office of Secretary, and such other duties as may be assigned by the Board or the President. The Secretary may designate such subordinate Officers or administrative personnel as desirable, including Assistant Secretary, with the consent of the Board to carry out the duties of the office.

4.5 Compensation: The Board shall have authority to fix the compensation of all Officers of the Corporation.

## **ARTICLE V: CAPITAL STOCK**

5.1 Certificates: Certificates shall represent the interest of each Shareholder of the Corporation. They shall be numbered and entered in the books of the Corporation as they are issued. They shall exhibit the holder's name and the number of shares, and shall be signed by the President or a Vice President, and the Treasurer or the Secretary, and shall bear the corporate seal.

5.2 Lost, Destroyed, and Mutilated Certificates: Holders of the shares of the Corporation shall immediately notify the Corporation of any loss, destruction, or mutilation of the certificate thereof, and the Board may in its discretion cause new certificates for the same number of shares to be issued to such Shareholder upon the surrender of the mutilated certificate or upon satisfactory proof of such loss or destruction.

5.3 Transfer of Shares: The shares of the Corporation shall be transferable or assignable only on the books of the Corporation by the holder in person or by attorney on surrender of the certificate for such shares duly endorsed and, if sought to be transferred by attorney, accompanied by a written power of attorney to have the same transferred on the books of the Corporation. The

Corporation will recognize, however, the exclusive right of the person registered on its books as the owner of shares to receive dividends and to vote as such owner.

5.4 Consideration for Shares: The Board may authorize shares to be issued for consideration consisting of any tangible or intangible property or benefit to the Corporation, including cash, promissory notes, services performed, contracts for services to be performed or other securities of the Corporation. Before the Corporation issues shares, the Board shall determine that the consideration received or to be received for the shares is adequate.

5.5 Fixing Record Date: For the purpose of determining Shareholders entitled to notice of or to vote at any meeting of Shareholders or any adjournment thereof, or entitled to receive a dividend payment, or in order to make a determination of Shareholders for any other proper purpose, the Board may fix in advance a date as the record date for any such determination of Shareholders. Such date may not be more than 7 days prior to the date on which the particular action, requiring the determination of Shareholders, is to be taken. If no record date is designated for the determination of Shareholders entitled to notice of a meeting of Shareholders or to vote at a meeting of Shareholders, or Shareholders entitled to receive payment of a dividend, the date on which notices of the meeting are mailed or the date on which the resolution of the declaring such dividend is adopted, as the case may be, shall be the record date for such determination of Shareholders. When a determination of Shareholders entitled to vote at any meeting of Shareholders has been made as provided in this section, such determination shall apply to any adjournment thereof.

#### **ARTICLE VI. INDEMNIFICATION**

6.1 Indemnification: The Corporation shall indemnify each of its Directors, Officers, and employees whether or not then in service as such, against all reasonable expenses actually and necessarily incurred by him or her in connection with the defense or any litigation to which the individual may have been made a party because he or she is or was a Director, Officer, or employee of the Corporation. The individual shall have no right to reimbursement, however, in relation to matters as to which he or she has been adjudged liable to the Corporation for negligence or misconduct in the performance of his or her duties, or was derelict in the performance of his or her duty as Director, Officer, or employee. The right to indemnify for expenses shall also apply to expenses of suits which are settled if the court having jurisdiction of the matter shall approve of the settlement.

#### **ARTICLE VII. MISCELLANEOUS PROVISIONS**

7.1 Seal: The seal of the Corporation shall consist of a flat-faced circular die or embossed mark, of which there may be any number of counterparts, on which there shall be engraved the word "Seal" and the name of the Corporation.

7.2 Fiscal Year: The fiscal year of the Corporation shall end on such date and shall consist of such accounting periods as may be fixed by the Board.

7.3 Checks, Notes, and Drafts: Checks, notes, drafts, and other orders for the payment of money shall be signed by persons authorized by the Board. When the Board of Directors so authorizes, however, the signature of any such person may be a facsimile.

7.4 Dividends: The Directors may declare, and the Corporation pay, dividends on its outstanding shares in the manner and upon the terms and conditions provided by law.

7.5 Amendment of Bylaws:

Unless restricted by the Articles of Incorporation, these Bylaws may be amended or changed at any meeting of the Board by affirmative vote of a majority of the number of Directors fixed by these Bylaws. The Shareholders entitled to vote in respect of the election of Directors, however, shall have the power to rescind, amend, alter or repeal any Bylaws and to enact Bylaws which, if expressly so provided, may not be amended, altered or repealed by the Board. Any action taken or authorized by the Shareholders (or by the Board to the extent such action is later ratified by the Shareholders), which would be inconsistent with these Bylaws but is taken, authorized or ratified by not less than the number of shares required to amend these Bylaws, so that these Bylaws would be consistent with such action, shall be given the same effect as though the Bylaws had been temporarily amended or suspended so far, but only so far, as is necessary to permit the specific action so taken or authorized.

THE UNDERSIGNED, being all of the Directors of  
Valkyrie Cannabis Inc.

\_\_\_\_\_ ,  
evidence their adoption and ratification of the foregoing Bylaws of the Corporation.

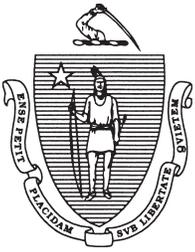
Dated: 2020 12:53:3

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director



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

William Francis Galvin  
Secretary of the  
Commonwealth

Date: January 18, 2022

To Whom It May Concern :

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

**VALKYRIE CANNABIS INC.**

is a domestic corporation organized on **March 09, 2020** , under the General Laws of the Commonwealth of Massachusetts. I further certify that there are no proceedings presently pending under the Massachusetts General Laws Chapter 156D section 14.21 for said corporation's dissolution; that articles of dissolution have not been filed by said corporation; that, said corporation has filed all annual reports, and paid all fees with respect to such reports, and so far as appears of record said corporation has legal existence and is in good standing with this office.



In testimony of which,

I have hereunto affixed the

Great Seal of the Commonwealth

on the date first above written.

A handwritten signature in black ink that reads "William Francis Galvin".

Secretary of the Commonwealth

Certificate Number: 22010378540

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

Processed by: tad



## CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE



VALKYRIE CANNABIS INC  
325 STOCKBRIDGE RD  
GREAT BARRINGTON MA 01230-1356

### *Why did I receive this notice?*

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

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

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

### *What if I have questions?*

If you have questions, call us at (617) 887-6400 or toll-free in Massachusetts at (800) 392-6089, Monday through Friday, 9:00 a.m. to 4:00 p.m..

### *Visit us online!*

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

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

Edward W. Coyle, Jr., Chief  
Collections Bureau

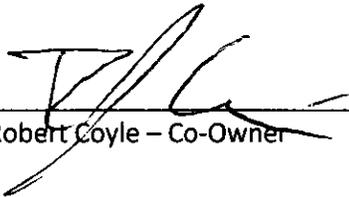


600000



**Certificate of Good Standing or compliance from the Massachusetts Department of Unemployment Assistance Attestation**

Signed under the pains and penalties of perjury, I, Robert Coyle, an authorized representative of **Valkyrie Cannabis Inc.**, certify that **Valkyrie Cannabis Inc.** does not currently have employees and is therefore unable to register with the Massachusetts Department of Unemployment Assistance to obtain a Certificate of Good Standing.

  
\_\_\_\_\_  
Robert Coyle – Co-Owner

02/14/22  
\_\_\_\_\_  
Date

### **Plan for Obtaining Liability Insurance**

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



# VALKYRIE CANNABIS INC.

## BUSINESS PLAN

**Category of License:**

Recreational Marijuana Dispensary-Retail

**Current as of:** 09/2021

**Prepared for:** Massachusetts Cannabis Control Commission

*This document contains  
Confidential & Proprietary Information  
belonging exclusively to VALKYRIE CANNABIS INC.*

## Table of Contents

Executive Summary.....	3
Market Overview .....	9
The U.S. Cannabis Retail Sector .....	13
Adult-Use Applications and Licenses .....	14
Taxes .....	15
Adult-Use Sales and Product Distribution.....	15
Sales Strategy.....	17
Operating Plan .....	20
Location and Building Specifications .....	20
Lighting.....	21
Guards.....	21
Customers Access .....	22
Internal Access-Point Control .....	22
Limited Access to Secured Areas and Visitors .....	22
Electronic Security System.....	22
Video Surveillance.....	22
Third-Party Monitoring .....	23
Intrusion and Motion Detection .....	23
Burglary Alarm System.....	23
Panic Buttons and Internal Communications .....	24
Fire Security .....	24
Organizational Structure.....	25
Appendix .....	28

---

## Executive Summary

---

### Company Summary

Valkyrie Dispensary is a LGBTQ-owned cannabis retail dispensary store in Great Barrington, Massachusetts. Valkyrie Dispensary will create an all-inclusive and diverse shopping experience that is safe, compliant, enjoyable, educational and overall positive.

Our dispensary is located near Great Barrington's city-center, making the dispensary well-situated due to its prime location and thriving retail life in this area. Valkyrie will appeal to all customer demographics, and especially those in the LGBTQ+ community, as an LGBT-owned business. Valkyrie is a company committed to diversity and showing that Small Cannabis Businesses can be sustainable and still do mighty good and even be started with a dream and hope and the kindness of strangers.

At Valkyrie, we labor to educate not only our patrons, but also our community. We aim to provide high quality products, affordable pricing, and a large selection to fit our demographic. Our dispensary will focus on an all-inclusive experience to diversify the cannabis industry in the best ways, because to us, diversity matters. Our budtenders will be trained and fully educated to be able to provide the best customer service and guidance to all patrons regarding cannabis, its effects and our vast product line.

Valkyrie Dispensary is organized as a Limited Liability Company (LLC), and will be led by Robert Coyle, Esq., and Joseph Burke, Esq. Robert Coyle, will serve as President/CEO.

**Our Mission:** Our mission is to heal, build, and lift up our community by making cannabis accessible to as many individuals as we can. We are a family-operated business that sells cannabis products while also educating not only our patrons, but also our local community on cannabis, its effects, and benefits. We offer a large selection of organic, locally-sourced high quality products at affordable prices to our patrons 21+ years of age. Our dispensary provides a human-centered all-inclusive experience rooted in honesty, integrity, and community outreach. We advocate for incarcerated people impacted by carceral responses to cannabis, particularly those who are Black, Indigenous, and People of Color (BIPOC). We hope to create a thriving diverse, safe, and inclusive space for all to experience the healing and medicinal effects of cannabis.

**Values:** Our business is motivated by the values that inspire us and drive the way in which we work, live, and share within our community. We value kinship. Our employees, customers, and those we advocate for are all part of a cannabis community that grounds our work. We value equity. We are committed to supporting LGBTQ+, BIPOC, people impacted by the carceral system, and other historically disproportionately marginalized groups as a cornerstone of our business model. We recognize and hope to provide a welcoming, safe space for all who walk in our doors. We value quality. We are dedicated to cultivating the best cannabis product that is solventless, organic, and locally-sourced.

**Vision:** Our company envisions ourselves as a vanguard in the cannabis world holding ourselves and those around us accountable for making and providing affordable, quality product while maintaining a clear focus on empowerment. We see ourselves as advocates for those still incarcerated on cannabis-related convictions and exemplars of an LGBTQ+ certified business that takes inclusion to heart. By offering a large variety of cannabis products, education, first-rate customer service, and helping up-and-coming cannabis growers and micro-farms, we will help heal and uplift customers and newcomers alike. Our goal is to create a dispensary with longevity that supports employees and local cannabis businesses through tangible means, such as equity arrangements, profit-sharing, and accessibility initiatives.

## Guiding Practices

We have several guiding practices that we hope to implement and follow to fulfill our mission.

1. Local partnerships: Sourcing our cannabis from local growers and micro-farms in order to support other small businesses and sustainable growing practices.
2. Advocacy: Using our platform to speak about the connections between cannabis and mass incarceration, particularly those people still incarcerated as a result, who are also disproportionately BIPOC. Advocating for and monetarily supporting the decarceration of these individuals.
3. Pro-LGBTQ+ initiatives: Becoming an LGBTQ+ certified business and helping other small businesses earn this certification.
4. Equity-sharing: As our company grows, we hope to create systems of equity partnership with our employees to give them stake in the company. We will acquire a manufacturing and cultivation license which we will use to seek out new small businesses for mutually-beneficial licensing relationships.
5. Affordability: we recognize that rising cannabis prices make the product inaccessible to many of those we actively support. We will commit to prices that are affordable and accessible.

**Management:** Valkyrie's owners, Robert Coyle, Esq., and Joseph Burke, Esq. have several years of experience in running their respective law firms, pursuing social justice causes to make a difference, and have already been working hard to develop strong vendor relationships and acquiring strategic partners along the way to ensure success. They are committed to not only making their own success, but that of their Great Barrington community, their employees, and especially those affected by past prohibition of cannabis.

## Products & Services

Our cannabis products will be locally-sourced within the state of Massachusetts and wholesale-purchased from other registered Massachusetts licensed establishments. Our cannabis product offerings will encompass flower, vapes, concentrates, edibles, topicals and more, to include non-cannabis products such as accessories. Our budtenders will be thoroughly trained on all different product types to be able to provide the best guidance to all customers with their purchase and/or questions. Our goal is to separate ourselves from the average cannabis retail store by offering a wider variety of products than just simply flower. We have established strategic partnerships and relationships with experienced cultivators and manufacturers who have gone through the trial-and-error process revealing which products sell and which don't.

Valkyrie Cannabis Inc. will ensure that all of our customers are given first-class treatment, service, and education whenever they visit our store. We will utilize Leaflogix POS/CRM software which will enable us to customize each of our customer's experiences individually, regardless of how big our clientele list becomes. We will ensure that we get our customers involved in their own personal well-being decisions allowing them to make the right choices for their unique needs and applications. By offering more products from the first day we open our store, we hope to capture a wider variety of customers and in turn, make them returning customers.

## Market Opportunities

According to the report by Arcview Market Research and BDS Analytics: "The Road Map to a \$57 Billion Worldwide Market"<sup>1</sup>, spending on legal cannabis worldwide is expected to hit \$57 billion by 2027. The recreational cannabis market will cover about 67% of the spending while medical cannabis will take up the remaining 33%.

The North America legal cannabis market amounted to over \$20 billion in 2020, growing by 45 percent on the year. The largest market was the United States, which totaled over \$17.5 billion. It was followed by Canada with about \$2.7 billion. Analysts predict the overall cannabis market for legal adult-use and medical sales in North America to reach \$23.8 billion in 2021 with the compound annual growth rate (CAGR) to almost 20%.

With the adoption of recent initiatives, about 35% of the population now lives in jurisdictions that have

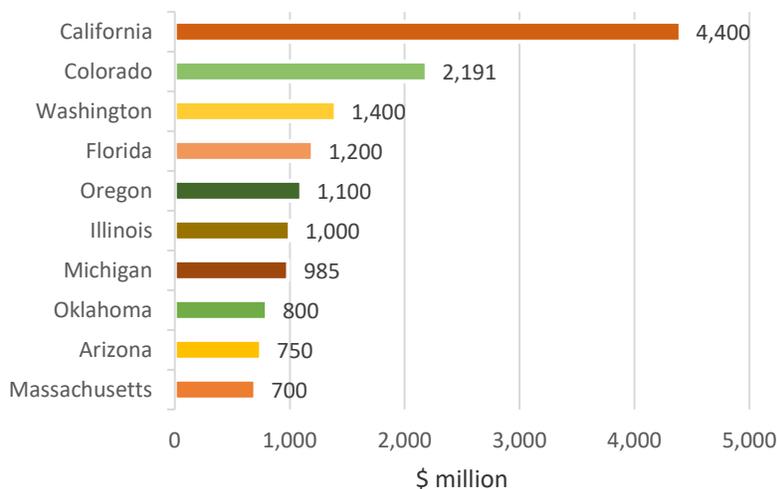


Figure 1. Medical and recreational cannabis sales in top states, 2020

opened in Massachusetts in November 2018.

Cannabis stores sold about \$9.3 million worth of cannabis products during the first month and in December 2019 total legal cannabis sales exceeded \$460 million, according to figures released by the Cannabis Control Commission<sup>2</sup>. From January 1, 2020 to December 31, 2020, Marijuana Establishments generated about \$700 million in gross sales despite two months of closures.

It is expected over 700,000 customers potentially interested in using of a recreational cannabis and adult-use cannabis market in Massachusetts is projected to become a \$1 billion industry by 2021. Research from multiple cannabis data and investment firms predict Massachusetts can become such a travel destination.

legalized recreational cannabis, and almost 75% of all states have approved cannabis for medical use.

In 2008 Massachusetts voters decriminalized the possession of small amounts of cannabis and in 2012 Massachusetts became the 18<sup>th</sup> state to legalize medical cannabis through a ballot.

In November 2016, Massachusetts voters approved Question 4, the initiative to legalize the recreational use of cannabis and first retail cannabis business was

<sup>1</sup> <https://arcviewgroup.com/research/reports/>

<sup>2</sup> <https://opendata.mass-cannabis-control.com/stories/s/xwwk-y3zr>

## Start-up Summary

The total investment required for the business to be developed and start operating is approximately \$846,781. The Initial investment would cover all total start-up costs and fixed expenses of about \$694,000, leaving nearly \$160,000 as working capital until profit stability is achieved for the first year.

Table 1. Start-up expenses, \$

Engineers, Construction, development of retail operations	\$143,600
Electrical and Security	\$135,198
Plumbing & HVAC	\$48,000
Applications, Fees, and Permits	\$20,000
Insurances, Bonds and Escrows	\$67,983
FF&E	\$80,000
Inventory	\$200,000

## Financial Summary

Valkyrie will fund its startup costs largely through personal savings and private investments. From a total investment of \$846,781, Valkyrie is expected to generate nearly \$5 million in gross revenues with net income of nearly \$360k in Year 1, its first full year of operations. Revenues are expected to grow 25% in Year 2 and 30% in year 3.

Table 2. Revenue & Profit Forecast, \$

Revenue & Profit Forecast				
	Year 1	Year 2	Year 3	Year 4
<b>Cannabis Products Sales</b>	\$4,761,800.00	\$5,952,250.00	\$7,737,925.00	\$10,059,302.50
<b>Accessories Sales</b>	\$147,139.62	\$183,924.53	\$239,101.88	\$310,832.45
<b>Total Sales</b>	\$4,908,939.62	\$6,136,174.53	\$7,977,026.88	\$10,370,134.95
<b>COGS</b>	\$2,405,380.41	\$2,945,363.77	\$3,828,972.90	\$4,873,963.43
<b>Gross Profit</b>	\$2,503,559.21	\$3,190,810.75	\$4,148,053.98	\$5,496,171.52
<b>Total Expenses</b>	\$1,644,494.77	\$2,055,618.47	\$2,672,304.01	\$3,473,995.21
<b>Tax @20%</b>	\$500,711.84	\$638,162.15	\$829,610.80	\$1,099,234.30
<b>Estimated Net Income</b>	\$358,352.59	\$497,030.14	\$646,139.18	\$922,942.01
<b>Operating Profit Margin</b>	14.3	15.6	15.6	16.8

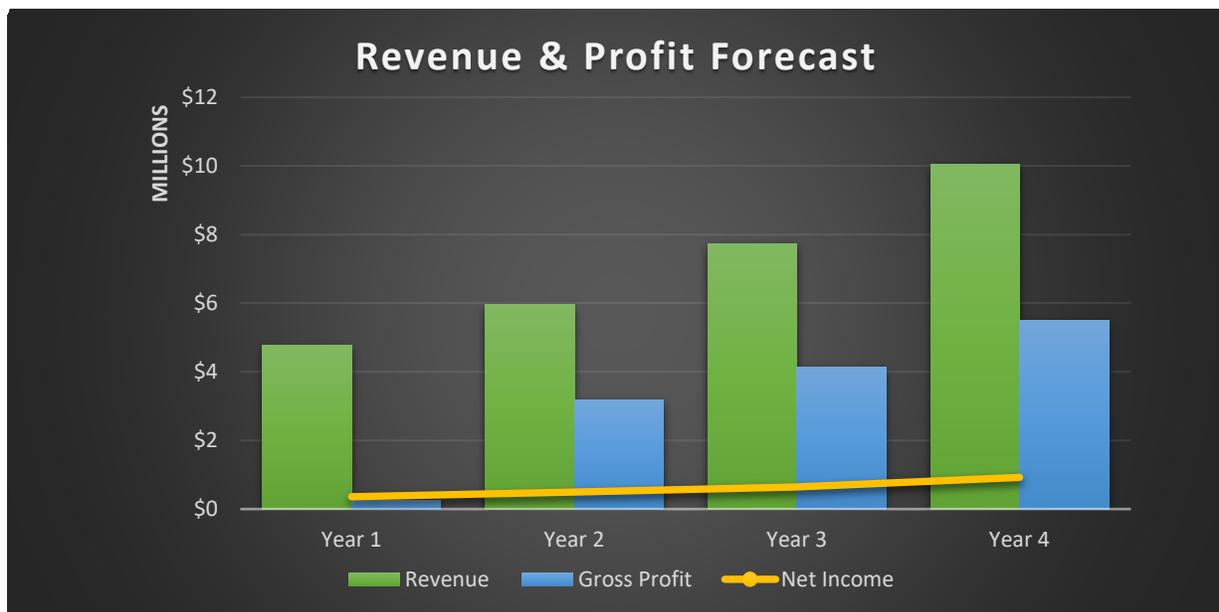


Figure 2. Revenue & Profit Forecast

After the first year of operations, it is expected that Valkyrie will be able to greatly reduce expenses through realizing and implementing business efficiencies, automating processes, and gaining operational experience and industry knowledge.

## Direct and Indirect Social Impacts

Valkyrie Dispensary will create more than 15 new jobs in the Berkshires. Our company also intends to make monetary donations to various community programs and non-profit organizations with annual donations of \$10,000.



## Market Overview

### Global Market

The March 2021 update to BDSA's global legal cannabis forecast shows that global cannabis sales for 2020 reaching nearly \$21.3 billion<sup>3</sup>, an increase of 48% over 2019 sales.

Spending on legal cannabis worldwide is expected to reach about \$43 billion by 2024 at a compound annual growth rate (CAGR) of 25% from 2019 and hit \$57 billion by 2027, while cannabis market in the United States and Canada is estimated to be about \$46.5 billion and other \$10.5 billion would go to other markets. The largest growth rate is predicted within the rest-of-world markets with projected \$2.5 billion in 2027.

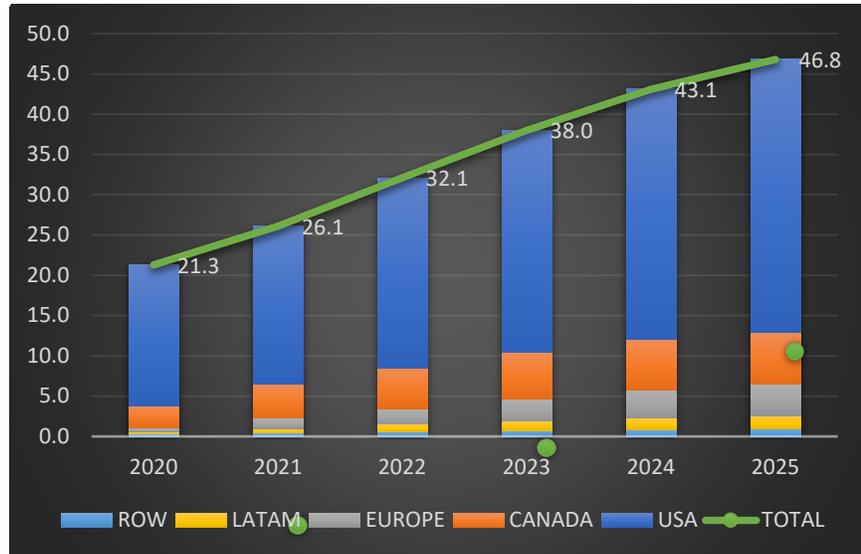


Figure 3. Global spending by region (in USD billions), BDSA forecast

The recreational cannabis market will cover about 67% of the spending while medical cannabis will take up the remaining 33%.

Legal medical cannabis spending outside the U.S. and Canada almost doubled in 2020, from \$560 million to nearly \$1.1 billion, largely due to markets in Germany and Mexico. According to the report, international cannabis sales will increase in value to about \$8.3 billion in 2026 at a CAGR of 40%.

#### Key Trends:

- The initial decision by many U.S. states and Canada to create medical-only cannabis regulations prompted many other countries to act similarly while legalization of adult recreational use in Canada and in over 30% of U.S. states triggered a second wave of legalizing laws internationally to increase access to cannabis products.
- The size of the Latin America cannabis market has an estimated market value of \$300 million in 2020 and is projected to be driven by Mexico with a CAGR of 104%. Mexico is expected to account for nearly 32% of legal cannabis spending outside the U.S. and Canada.
- The August 2020 update to BDSA's global legal cannabis forecast shows almost \$4 billion by 2025 in the European region with about 50% of sales expected to be in Germany, while Brightfield Group forecasts over \$3.1bn with a 2020-2025 CAGR of 52%.
- Australia's legal cannabis market is forecast to grow from \$95 million in 2020 to \$1.2 billion in 2027, the 5th largest in the world.
- Israel has a small population and a long history of legal medical cannabis use. It continues to be a leader over the years in the development of cannabis pharmaceuticals.

<sup>3</sup> <https://www.globenewswire.com/news-release/2021/03/02/2185408/0/en/BDSA-Reports-Global-Cannabis-Sales-Exceeded-21-Billion-in-2020-Forecasts-55-9-Billion-by-2026.html>

## North American Cannabis Market

The North America legal cannabis market amounted to over \$20 billion in 2020, growing by 45 percent on the year. The largest market was the United States, which totaled over \$17.5 billion. It was followed by Canada with about \$2.7 billion.

The report from cannabis industry analysts BDS Analytics forecasts that the entire legal cannabis market in North America to reach \$23.8 billion in sales – an almost 20% annual growth rate by 2021 – as more states legalize cannabis for recreational use and existing markets mature and will grow to \$46.5 billion six years later based on the Arcview Market Research report<sup>4</sup>.

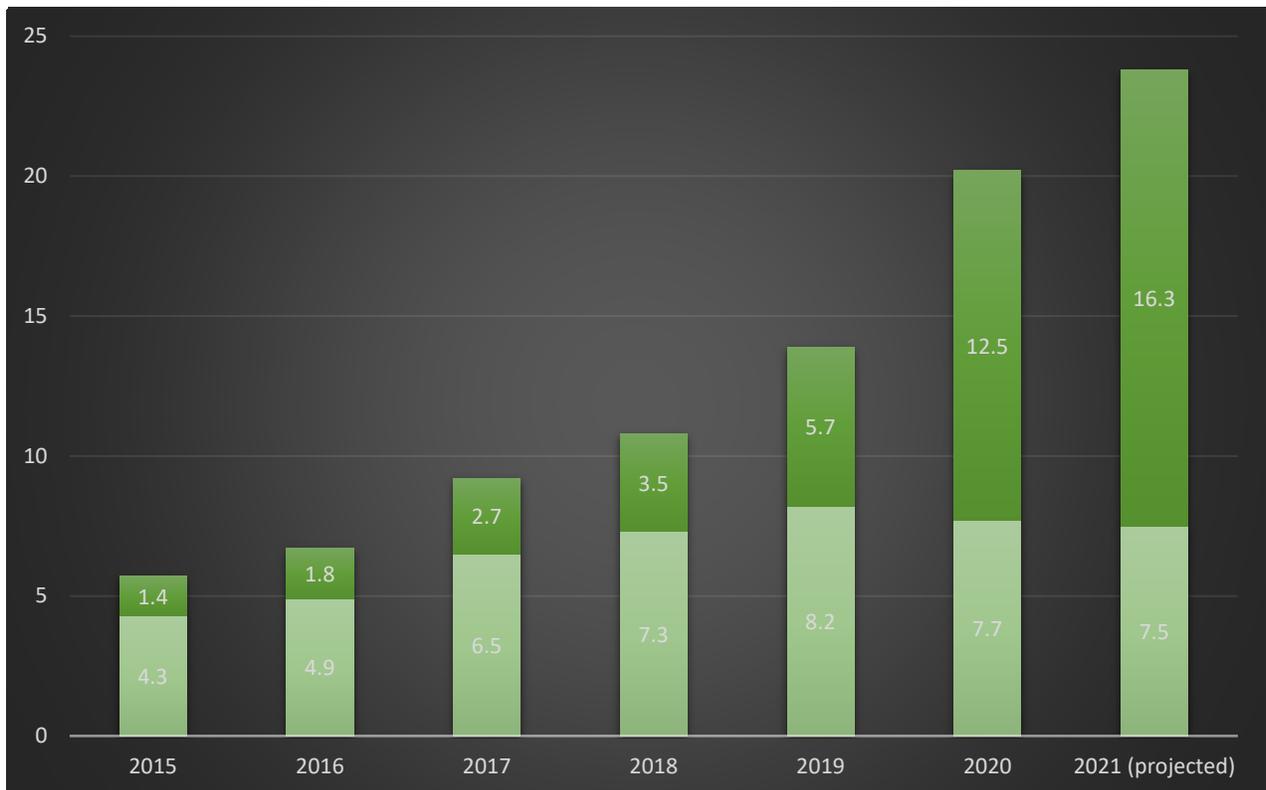


Figure 4. Medical and recreational cannabis sales forecast, billion \$

<sup>4</sup> <https://bdsanalytics.com/>

## The U.S. Cannabis Market

The U.S. legal cannabis sales reached \$12.2 billion in 2019 according to the Arcview/BDS report and experts estimate that 2020 sales passed \$17.5 billion (about \$10.4 billion of adult-use sales and \$7.1 billion for medical sales) and by 2024 could be as high as \$31.1 billion.

Although the use of cannabis is illegal under the federal law and the federal government classifies cannabis as a schedule 1 drug, almost 75% of the U.S. states have legalized it in some form. Most states legalized it only for medical purposes, but seventeen states – Alaska, Arizona (2020), California, Colorado, Illinois (2019), Maine, Michigan (2018), Montana (2020), Nevada, New Jersey (2020), New Mexico (2021), New York (2021), Massachusetts, Oregon, South Dakota (2020), Vermont and Washington – have gone further, legalizing the recreational use.

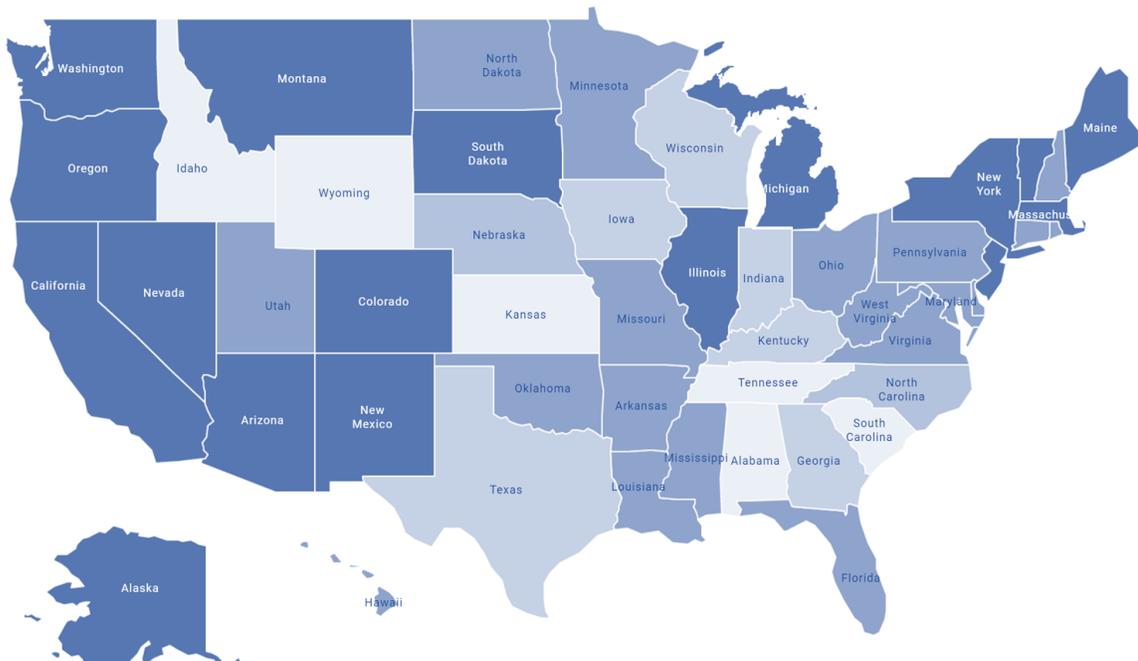
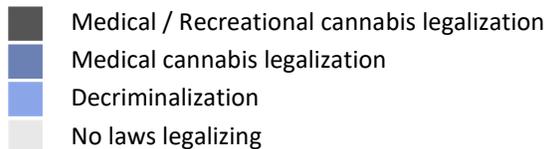


Figure 5. U.S. legalization map



As a result, 37 states, the District of Columbia, Puerto Rico, Guam, the Northern Mariana Islands, and the U.S. Virgin Islands have effective medical cannabis laws, and 17 states and the District of Columbia now allow cannabis for recreational use.

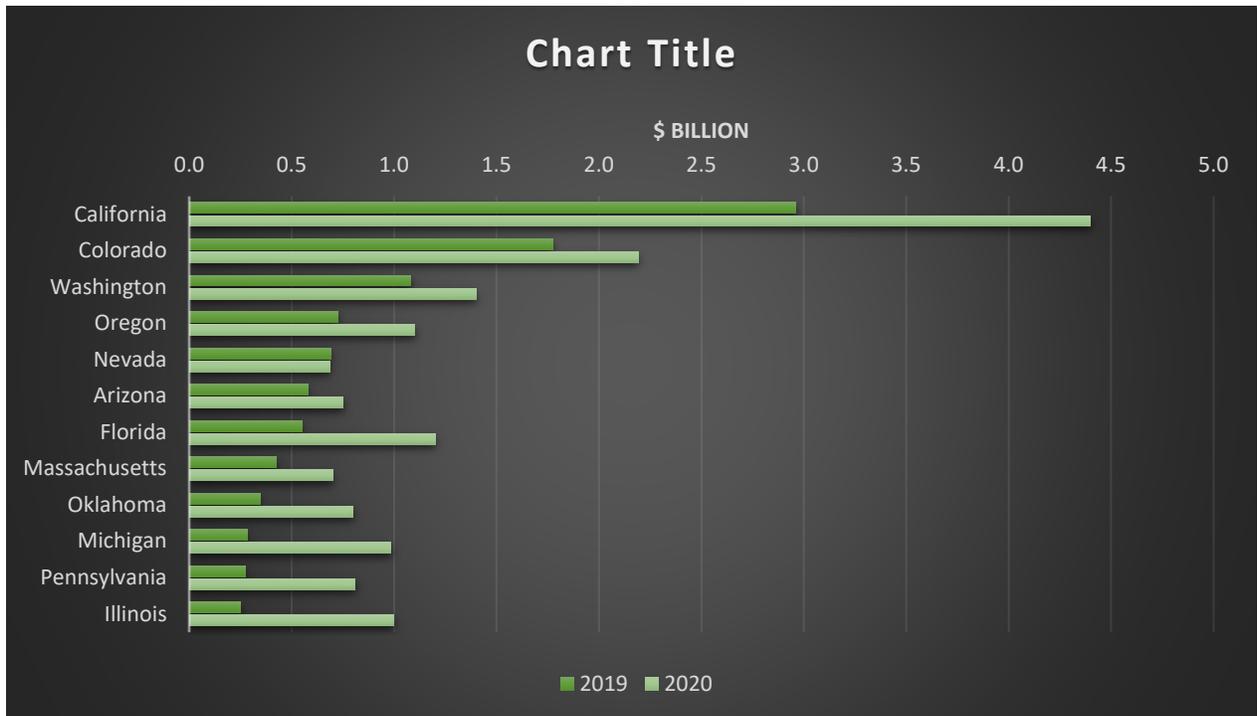


Figure 6. Medical and recreational cannabis sales in top states, 2019-2020

There are more than 20,000 active licenses for cannabis businesses in the U.S. This includes cultivation, extraction and manufacturing, retail, distribution and testing licenses.

The industry employed 211,000 people in 2018 and the number of full-time cannabis employees grew 17% to 247,300 in 2019 and the industry added 77,300 full-time jobs in 2020. If cannabis market continues its growth trend, the number of workers in that industry could reach about 500,000 by 2022.

## The U.S. Cannabis Retail Sector

The expected growth came after a solid 2016, when recreational cannabis sales increased by 80% to reach \$1.8 billion. Colorado and Washington led the charge, while Oregon’s adult-use market posted strong sales gains in its first full calendar year of operation. The industry also saw a spike in medical cannabis sales, as patient counts rose in new states and continued climbing in mature markets.

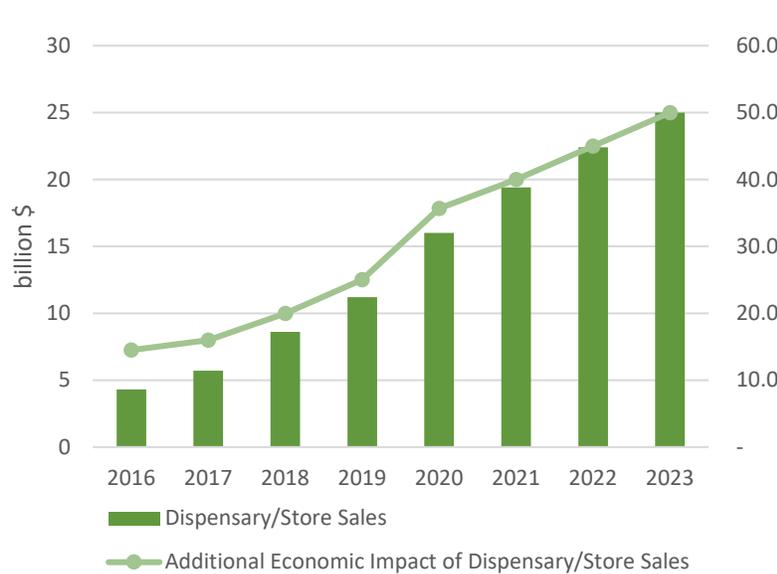


Figure 7. Cannabis retail industry economic impact

According to a BDS Analytics report, the retail sector owed \$1 billion in state taxes in 2016 and another \$1.4 billion in 2017.

According to the data published in MJBizdaily Factbook, 2018 sales of legal recreational and medical cannabis in the United States to soar by almost 50%, hitting \$8.5 billion on the back of continued growth in existing recreational cannabis markets<sup>5</sup>.

It is estimated that overall retail sales surpassed \$16 billion in 2020 – an increase of roughly 40% over 2019 – and by 2023, could rise

between \$25 billion and \$30 billion annually – nearly a threefold increase from estimated annual sales in 2019.

The total economic output from legal cannabis will grow 150% from \$16 billion in 2017 to \$40 billion by 2021, according to the “US Legal Cannabis: Driving \$40 Billion Economic Output” report released by Arcview Market Research, in partnership with BDS Analytics.

Based on medical applications, the cannabis market is widely categorized into chronic pain (about 44% in 2019), mental disorders, cancer, and others.

The increased demand for pain management throughout the world with a large patient pool suffering from several chronic illnesses is the key factor driving the growth. Mental disorders are expected to emerge as the fastest-growing segment, owing to the high prevalence of various mental disorders<sup>6</sup>.

<sup>5</sup> <https://mjbizdaily.com/factbook/>

<sup>6</sup> <https://www.grandviewresearch.com/industry-analysis/legal-marijuana-market>

## Massachusetts Cannabis Market

In 2008 Massachusetts voters decriminalized the possession of small amounts of cannabis and in 2012 Massachusetts became the 18<sup>th</sup> state to legalize medical cannabis through a ballot.

In November 2016, Massachusetts voters approved Question 4, the initiative to legalize the recreational use of cannabis for adults 21 years of age and older. In December 2016, the Massachusetts state legislature voted to delay sales of recreational cannabis for six months. Originally, licensing for cannabis shops was set to begin in January 2018, but the delay moved the date and first retail cannabis business opened in Massachusetts in November 2018.

### Cannabis Control Commission (CCC) Deadlines<sup>7</sup>

<i>March 15, 2018</i>	CCC shall promulgate rules and regulations for the issuance of licenses.
<i>April 1, 2018</i>	Accept applications for licenses.
<i>April 1-15, 2018</i>	Review applications of operating medical establishments and businesses that demonstrate experience in or business practices that promote economic empowerment in communities disproportionately impacted, for grant or denial of license.
<i>May 1, 2018</i>	Independent Testing Laboratory regulations and rules promulgated. Regulations for Nantucket and Duke counties promulgated.
<i>June 1, 2018</i>	CCC received first applications including 51 the most completed to review.
<i>November 20, 2018</i>	First Retail Marijuana Establishments opened in Massachusetts.

In 2018, there were over 60,000 (up from 19,000 in early 2016) people who have gotten medical cannabis cards that allow them to use medical cannabis legally to treat a variety of ailments. They were served by 47 medical cannabis dispensaries.

### Adult-Use Applications and Licenses

As of January 2021, 724 licenses have been awarded, including 298 retailer, 221 cultivator, 170 manufacturer, 17 microbusiness, 9 transporter and 9 testing licenses<sup>8</sup>. The review process includes a background check and a 60-day window during which the municipality in which the business hopes to locate must certify that the applicant has met all local requirements.

<sup>7</sup> <https://mass-cannabis-control.com/>

<sup>8</sup> <https://opendata.mass-cannabis-control.com/stories/s/eteq-dp5h>

**Taxes**

Adult use cannabis is subject to:

- state sales tax: 6.25%
- state excise tax 10.75%
- local option for cities or towns: up to 3%

**Adult-Use Sales and Product Distribution**

Cannabis stores sold about \$9.3 million worth of cannabis products during the first month and in December 2019 total legal cannabis sales exceeded \$460 million, according to figures released by the Cannabis Control Commission<sup>9</sup>.

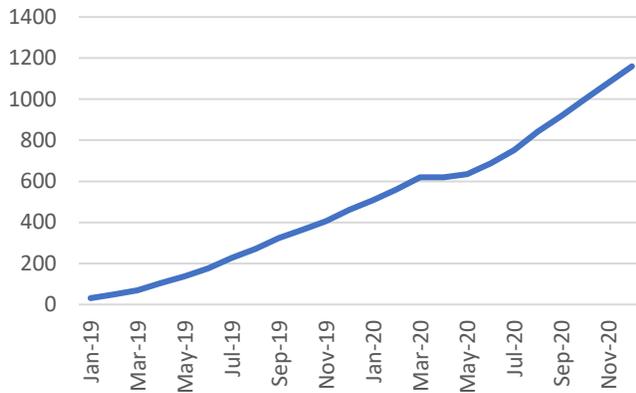


Figure 8. Gross sales, \$ million

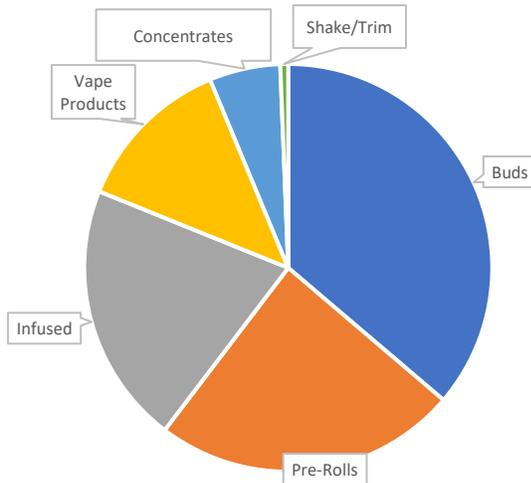


Figure 9. Total units sold by product category for one week, 2021

From January 1, 2020 to December 31, 2020, Marijuana Establishments generated about \$700 million in gross sales despite two months of closures.

It is expected over 700,000 customers potentially interested in using a recreational cannabis and adult-use cannabis market in Massachusetts is projected to become a \$1 billion industry by 2021. Research from multiple cannabis data and investment firms predict Massachusetts can become such a travel destination.

<sup>9</sup> <https://opendata.mass-cannabis-control.com/stories/s/xwwk-y3zr>

## SWOT Analysis

S	W	O	T
<ul style="list-style-type: none"> <li>• Building of dependable relationships with indoor and outdoor cultivators, concentrates and edibles manufactures across Massachusetts</li> <li>• Diversified, Strategic Partnerships</li> <li>• Extensive industry knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced risk of banking / financial / IRS scrutiny</li> <li>• Lack in professional workforce for a cannabis industry</li> <li>• High starting capital</li> </ul>	<ul style="list-style-type: none"> <li>• High growth industry</li> <li>• Growing interest and demand for natural, alternative medicine</li> <li>• Trend toward greater cannabis legalization, including the use of cannabis for recreational purposes</li> <li>• A significant drop in wholesale pricing</li> <li>• Global Market</li> </ul>	<ul style="list-style-type: none"> <li>• Enforcement of federal law</li> <li>• Possible cannabis law changing</li> <li>• Indicators of a slowed global economy</li> <li>• Large companies entering the market</li> </ul>

## Sales Strategy

### Positioning

1. **Store Location** – The store is well-located at 325 Stockbridge Rd, in one of Great Barrington’s busiest streets, and thriving retail sector.
2. **Professional Staff** – We will train knowledgeable and friendly staff who will help clients select the best product for their needs. They will go through a rigorous training program that encompasses cannabis science, cannabis products, compliance, customer service, professionalism and more.
3. **Product Quality** – Valkyrie will offer the best cannabis products to establish its brand and provide the most effective treatment for its clients. We will solicit feedback from our customers to continuously improve product offerings.
4. **Referral Networks** – We will work closely with our community and other licensed wholesalers in the state. We will establish a referral network that supports product consistency, brand recognition, and reliable delivery.
5. **Pricing** – Valkyrie will set its price very competitively.

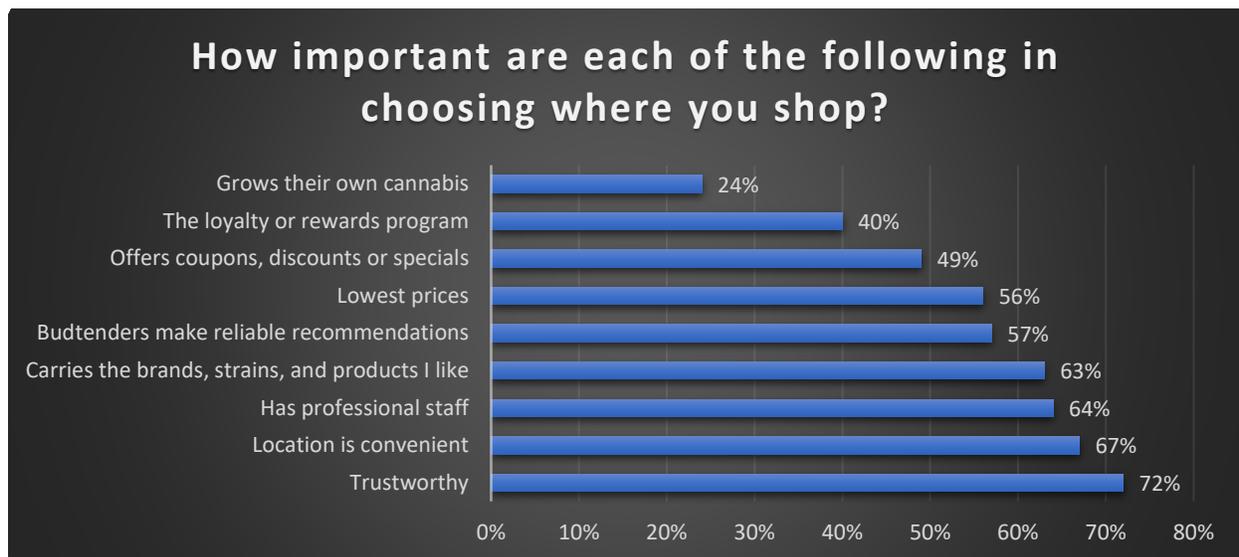


Figure 10. How important are each of the following in choosing where you shop?

### Marketing Plan

Online advertising platforms are placing strict rules on how companies can market their products. Google, Facebook and Twitter all have advertising policies that restrict the promotion of the sale of cannabis. Google’s policy prohibits ads that promote “substances that alter mental state for the purpose of recreation.” Facebook restricts any “illegal, prescription, or recreational drugs.” And Twitter bans “illegal drugs” as well as substances that cause “legal highs.” Instagram and Facebook have decided to go a step further by removing pages of cannabis related businesses.

The most effective strategies for legal cannabis companies are direct marketing at industry conferences and other events, building communities around marijuana -related concerns such as health and

wellness. The marketing and sales strategy of Valkyrie will be based on generating long-term personalized relationships with wholesalers and retail customers.

Marketing and advertising campaign includes:

- **Business and industry associations**
- **Business events and conferences:** It also includes event sponsorships, related industry and community events for those ages 21 and over to gain brand exposure and bring the Valkyrie name to the forefront of the community.
- **Brand development:** It includes branded products such as shirts, hats, grinders, cases/containers, etc. will be offered through our store.
- **Brochures:** We will produce high-quality educational brochures that we will have at events we attend for those 21+ as well as throughout our store.
- **Website:** We have professionally-designed website integrated with an ordering system.
- **Social Media:** We will have a significant social media presence. Appropriate forums will be monitored daily, with dedicated staff resources to be active and knowledgeable participants. We will develop a social media content strategy which will include Twitter, Facebook, Instagram, and LinkedIn. Our staff will be trained in the legalities of promoting our products.

Table 2. Cannabis business directories

WEEDMAPS <a href="https://weedmaps.com/">https://weedmaps.com/</a>	Cannabis and hemp/CBD products and businesses finder.	15.83 million total visits each month
LEAFLY <a href="https://www.leafly.com/">https://www.leafly.com/</a>	Services include cannabis and hemp/CBD finder, online store, branding, doctors' portal.	16.29 million total visits each month
<a href="https://www.cannasaver.com/">https://www.cannasaver.com/</a> <a href="http://cannabiscouponcodes.com/">http://cannabiscouponcodes.com/</a>	Websites for cannabis and related coupons.	about 80 thousand visits each month

## Competition

In every business there is competition, however, we believe we possess several strengths that will allow us to remain visible at all times. The recreational cannabis industry is known to be highly competitive in the U.S and in most parts of the world. The industry is growing and there are alternative ways through which clients can obtain their recreational cannabis products.

In this industry, and in the recreational market, most of the competitive dynamics center around the quality of cannabis and infused products sold, the service offered, the knowledge and education provided by the budtenders, and the location. The branding of Valkyrie plays a significant role. Even though competition is stiff especially from the big, well-backed enterprises, smaller enterprises can still get their fair share of the market if they stay true to the competitive dynamics and staying true to making a positive impact in the communities they service. It is a fact that small cannabis operations will always struggle with larger based cannabis operations when it comes to pricing power and brand recognition, hence the reason why smaller based operations will always go out of their ways to deliver excellent client service. It is through top-notch client service that they can secure a fair share of the available market.

## Target Customers

Aside from the provision of dried cannabis and concentrates which are our core product, Valkyrie Cannabis Inc. will retail a wide range of cannabis infused products to customers who are based in Great Barrington and every other city where our stores will be opened. We will also engage in the sale of accessories such as pipes, lighters, apparel, etc.

Valkyrie dispensary will ensure that all of our customers are given first class treatment whenever they visit our store. We have a CRM software that will enable us to manage a one-on-one relationship with our customers no matter how large our client-base grows. We will ensure that we get our patients involved in their own personal health decisions to make the right choices for their unique medicinal needs.

Recreational cannabis customers come from diverse groups, ages, races and socioeconomic backgrounds. Ranging from young to old, using for recreational use or to treat chronic and terminal illnesses such as cancer, epilepsy, HIV/AIDS, and beyond.

## Operating Plan

### Cannabis Store Location and Facilities



Figure 11. Photo of Building.

**Hours of Operations:** Monday through Sunday 9:00 am - 9:00 pm

### Location and Building Specifications

The physical address of our retail shop facility will be: 325 Stockbridge Rd. Great Barrington, MA

We have located our facility at White House Square complex, which is a commercial use plaza that includes offices, restaurants, and retail. The store is a 2,900 square foot space that will be the sole occupant of a building in a business/retail complex, which is not located near any schools. The facility

has front, side and rear entry/exits that will be guarded by security personnel and cameras during hours of operation, and security cameras 24-7.

A site plan showing the entire structure of the retail center, including the street(s), parking lot(s), other tenants within the facility, and any other entities that physically border the store is shown on the attachment.

After conversion, the internal plan of the facility will have the following configurations:

- ❖ Areas where cannabis will be kept or handled have no external doors or windows and can be accessed only from within the facility.
- ❖ Walls separating the waiting/reception room and retail area are 4" steel studded sheetrock walls with a solid-core wood door.
- ❖ The waiting room reception window will be equipped with glass break sensors, obscure film with no visibility into the building.
- ❖ All main access point door hinges will be equipped with hinge-pin-locking screws to increase security.

This configuration yields optimal conditions for surveillance. These existing design elements will not only make unauthorized access extremely unlikely, but also act as a deterrent discouraging theft.

### Lighting

The main objectives of our security lighting system at the store is to illuminate dark areas and detect and recognize movement in the protected area. The best vision with outdoor lighting is obtained from downward directed and shielded security lighting that is constantly on, supplemented with instant-on lighting triggered by motion detectors.

Valkyrie will ensure that sufficient lighting requirements are met between dusk and dawn.

We will add external security lighting, including high flood spot lights. The store, premises, and all walkways will be well illuminated to maximize visibility. Lighting will be operated automatically by a photo-sensor, ensuring that lighting will always be optimal for video capture.

### Guards

Once each facility is operational, we will employ a private company that will provide security guards. Uniformed armed and unarmed security personnel will be on site monitoring the facility during hours of operation. All security personnel will be thoroughly screened, trained, and strictly supervised by our Security Department to ensure they are of the highest capability.

During operating hours, we will have at least one on-site security guards at the entrance. Security personnel will perform and keep records of having performed routine regular inspections of all security systems, barriers, gates, doors, and locks, immediately reporting any malfunctioning or compromised security feature to the Security Agent. Any incidents qualifying as irregular or suspicious will be handled immediately.

### Physical Security Plan

We will secure the perimeter of our facilities to prevent unauthorized intrusion. With our store, we plan to use both or more of the following critical elements to secure the perimeter of our building: security guards, and electronic surveillance (round-the-clock manned or alarmed camera surveillance and electronic intrusion detection), security lighting.

The perimeter will be secured by video surveillance and adequate outside security lighting.

Amenitek motion detectors will monitor the inside of all exterior doors and windows. These are separate sensors from our video camera motion detectors.

### Customers Access

The property has a total of 20 common parking spaces immediately adjacent to this retail building with another 70 within the plaza for a total of 90 available parking spaces. These spaces will easily accommodate customer's traffic. There also is an abundance of neighboring parking in the surrounding areas in the event that parking on site is not possible, which is not anticipated to be an issue.

### Procedure

- A. Customers will enter the store through the facility's front entrance.
- B. Entrance into the areas where cannabis is kept will be authorized by personnel buzzing customers into the sales floor.
- C. Once in this sales floor, store agents will tend to the customers.

The entry door to the cannabis products area will be operated on a "buzzer" system, controlled by the person assigned to the reception area. This person will be verifying IDs and allowing access into the sales floor only after proper screening and the agents in the back are ready for them. At this point, customers will be buzzed to the area where they can purchase cannabis. No weapons will be allowed in the facility. In addition, there will be a guard on site for added security.

### Internal Access-Point Control

Movement within the facility will be tightly controlled. All main access doors, doors to the store will require key fobs and electronic passcodes. In addition, customers will need to buzz in from the reception room as described above. Only permitted employees will be allowed to enter into the store.

### Limited Access to Secured Areas and Visitors

Valkyrie has the limited access areas which will be clearly marked with door signage and secured entry with card/fob and key codes for authorized personnel only. Valkyrie ensures that the secured areas are accessible only to licensee, licensee representatives, and authorized personnel, service personnel or distributors with a registered agent escort.

### Electronic Security System

We will install a comprehensive electronic security system with video surveillance/recording capability, third-party monitoring, intrusion detection, and panic buttons.

### Video Surveillance

We will employ state-of-the art external and internal cameras, each with a minimum resolution capacity of 1280x720 pixels. All video footage will be stored for a minimum of 90 days. Recordings are subject to inspection. This is sufficient to allow facial identification of anyone in or nearing the facility.

External video surveillance will cover all areas of possible ingress and egress. Internal video surveillance will cover the following:

1. Reception/Waiting room
2. The retail sales floor with a camera located at each point-of-sale location

- a. The camera placement must allow for recording of the facial features of any person purchasing or selling cannabis goods
  - b. This covers all areas where cannabis is present or handled, including all point-of-sale locations, and all means of access to such areas.
3. Entrances and exits from both indoor and outdoor vantage points
4. Security Rooms
5. All limited access areas
6. Areas where cannabis goods are weighed, packed, stored, loaded, or unloaded for transportation, prepared, or moved within the premises.
7. Areas storing the surveillance system device with at least once camera recording the access points to the secured surveillance recording area
  - a. The physical media or storage device on which surveillance recordings are stored shall be secured in a manner to protect the recording from tampering or theft
8. Video surveillance will cover external and internal areas 24/7 at a minimum of 15 frames per second

A failure notification system will provide both audible and visible notifications if there is any failure in the electronic monitoring system.

### Third-Party Monitoring

Valkyrie anticipates contracting with Amenitek to help deter, detect, and document security events at each facility from a remote location. Amenitek will monitor for fire and for security breach of doors or windows. Trained professionals from their monitoring centers will be able to access our security surveillance system at all times and will report and document any suspicious activity. Our internal security personnel will work with Amenitek to establish guidelines for what entails suspicious activity and to ensure regulatory compliance.

There will be triggers around the facility to alert our monitoring team of a possible intrusion or unauthorized access. Triggers can be:

- Motion-sensor surveillance cameras
- Motion-sensor laser beams
- Unauthorized electronic access
- Security and fire alarms

### Intrusion and Motion Detection

Our alarm system will have motion detectors covering entryways and exits, hallways, the retail sales floor, storage rooms, and windows.

### Burglary Alarm System

We shall install, maintain, and use a professionally monitored robbery and burglary alarm system; which meet the following requirements:

- ✓ A test signal shall be transmitted to the central station every twenty-four (24) hours;
- ✓ At a minimum, the system shall provide coverage of all facility entrances and exits, rooms with exterior windows, rooms with exterior walls or walls shared with other facility tenants, roof hatches, skylights, and storage room(s) that contain safe(s);
- ✓ The system shall include at least one (1) holdup alarm for staff use; and
- ✓ The system shall be inspected, and all devices tested annually by a qualified alarm vendor.

## Panic Buttons and Internal Communications

Panic buttons will be installed at the reception desk, all POS stations, vaults, delivery areas and receiving rooms.

## Fire Security

The Processing Facility will comply with all local fire code requirements. Fire Prevention is a vital aspect of processing safety. As part of Valkyrie commitment to the safety of our employees, we have developed a comprehensive Fire Plan to address how fires will be prevented and managed/contained if they do occur. Knowing that people are our most valuable resources, all employees will be trained and required to conduct themselves with consistent due diligence to prevent fires from occurring.

## Tracking Solution

Company will use METRC's tracking system which allows cannabis business to remain compliant.

Valkyrie will also use special tracking solution within POS to identify key data points to streamline and optimize inventory management at each phase of the operation: transportation, lab testing and dispensing.

**Transport Manifests** – Creating, submitting, and storing compliant transportation manifests noting vehicle, driver, and cargo contained for regulatory review.

**Product Details** – Product details for the inventory items, printing key information directly on the labels including ingredients, potency results, plus a reactive expiration date that can lock a product if it's past expiration.

**Inventory Management** – Analyzing the sales data to optimize the retail store inventory to the customers.

**Data Driven CRM** – Out-of-the-Box Customer Relationship Management (CRM) tools to reward loyal customers and referrals. Setup targeted email and text campaigns based on customer's favorite products, last visit date, purchase history, birthdays and more.

## Organizational Structure

### Personnel Plan

Valkyrie is a business that will be built on a solid foundation. From the outset, we have decided to recruit only qualified people to perform various job positions in our company. We are quite aware of the rules and regulations governing the cannabis industry of which cannabis dispensing falls under which is why we decided to recruit experienced and quality employees as foundational staff of the organization. We hope to leverage on their expertise to build our business brand to be well accepted in Massachusetts.

These are the positions that will be available at Valkyrie:

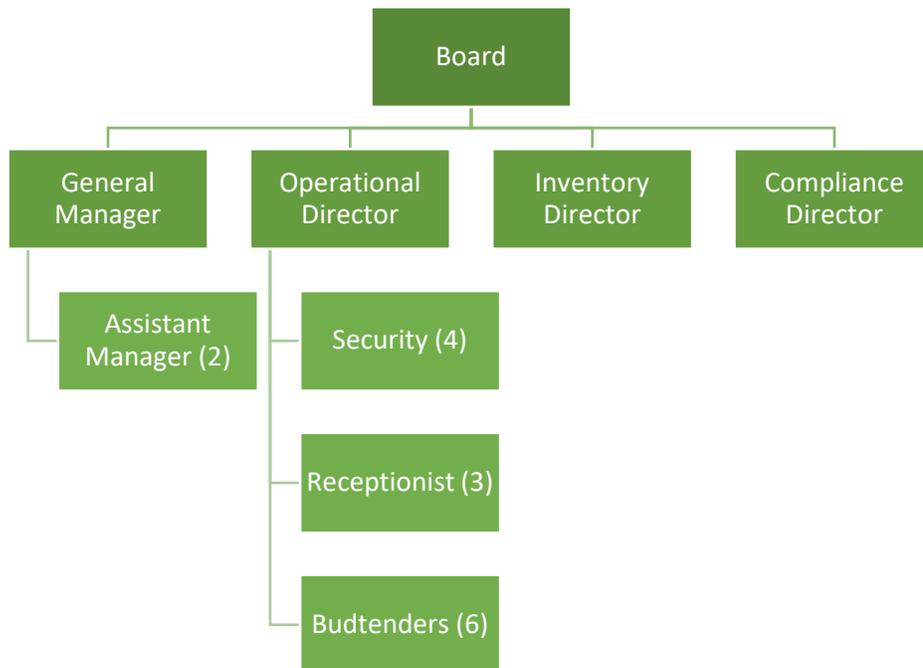


Figure 3. Organizational structure

Table 4. Personnel plan

	Year 1	Year 2	Year 3	Year 4
<b>Personnel Count</b>				
Operations Director	1	1	1	1
Store Manager	1	1	1	1
Budtenders/Receptionist	6	8	8	8
Security	2	2	2	2
<b>Total Personnel</b>	<b>23</b>	<b>23</b>	<b>24</b>	<b>25</b>
<b>Personnel Wages</b>				
Operations Director	50,000	50,000	55,000	60,000
Store Manager	40,000	40,000	45,000	50,000
Budtenders/Receptionist	32,000	35,000	38,000	40,000
Security	32,000	35,000	38,000	40,000
<b>Personnel Costs</b>				
Operations Director	50,000	50,000	55,000	60,000

Store Manager	40,000	40,000	45,000	50,000
Budtenders/Receptionist	192,000	280,000	304,000	320,000
Security	64,000	70,000	76,000	80,000
<b>Total Payroll</b>	<b>346,000</b>	<b>440,000</b>	<b>480,000</b>	<b>510,000</b>

## Executive Team

### Robert Coyle, Esq.

*President/CEO*

*"Justice is indiscriminately due to all, without regard to numbers, wealth, or rank." - John Jay*

Robert J. Coyle, Jr., Esq. serves as President of Valkyrie Cannabis Inc., with 75% ownership in the business. Coyle has been practicing criminal defense law for over 13 years. As the Founder and Owner of his own law firm, he has enjoyed the flexibility to be able to pursue countless pro bono cases as an Attorney. He cares deeply about social equity, which has led him to found Valkyrie Cannabis Inc. alongside his domestic partner of 17 years.

Coyle earned his Juris Doctor after completing a Bachelor of Science degree in Administration of Justice. During his time at Law School, he served as the Vice President of the Student Body all three years. Early in his career, Coyle worked as an Attorney for the Legal Aid Society, where he provided zealous, holistic criminal defense and social work assistance to eligible residents.

As a public defender and in his own law firm, Coyle's focus centers on the well-being of his clients, legal and otherwise. Through a combination of high-quality courtroom advocacy and a client-centered community approach, Coyle always strives to safeguard the rights of the indigent and assure equal access to justice for his clientele.

Coyle has also served on his Town's Housing Authority. He was appointed to that Board for a four-year term to help create affordable housing initiatives.

Coyle's passion for representing his peers and supporting women, children, and indigent persons throughout his law career reflect his continued devotion to social justice. With Valkyrie Cannabis Inc., he hopes to continue to provide a safe space for the community and to bring representation to an industry that has disproportionately criminalized minorities. Coyle greatly believes in the power of Valkyrie Cannabis, Inc. to bring a new perspective to the cannabis industry in Massachusetts. Even the name is reflective of the endeavor's mission: the wings of a Valkyrie in Norse mythology signify protection, honor, and purity in one's soul. The name is fitting for a gay-owned business backed by experienced professionals in the legal field.

### Joseph Burke, Esq.

*Principal*

Joseph M. Burke, Esq. holds 25% ownership of Valkyrie Cannabis Inc. Burke has been practicing law for 15 years. He earned his Juris Doctor in 2005, after completing a Bachelor of Science degree in Broadcast Journalism from Emerson College in Boston. At Emerson, he pursued a concentration in Communications, Politics, and Law.

Throughout his career, Burke has served as an Assistant Town Attorney, where he focused on drafting various municipal legislation, programs, and regulations. Today, he serves as Partner of his family law firm with a focus on Real Estate and Land Use Law. Prior to becoming a lawyer, he also held roles as Assistant in the Office of the President of the ACLU, Production Manager for CBS News Productions, and working at his family-owned-and-operated restaurant.

Burke looks forward to applying his passion for LGBT and minority rights, cannabis law reform, and compassionate community service to the local cannabis industry. Burke believes providing a gay-owned and family-operated dispensary will help lift up minority communities, strive to help the area overall, and work to deliver knowledge about marijuana to improve the lives of customers.

---

## Appendix

---



### **Energy Compliance Plan**

Valkyrie Cannabis Inc., the town of Great Barrington, and the Commonwealth of Massachusetts share the common goal of reducing energy consumption and committing to green practices. In addition to meeting all energy efficiency standards and environmental regulations, the renovations of Valkyrie's retail facility will allow for sustainable practices that go above and beyond regulations.

Valkyrie Cannabis Inc. plans on working with Early Bird Power and consult on ways to make the facility much more energy efficient. Valkyrie plans to select fixtures, equipment, and systems that are the most efficient possible for the space. Valkyrie's lighting will be comprised of ultra-high-efficiency LED lighting sources wherever possible. HVAC systems will be state-of-the-art, which has the dual purpose of protecting marijuana product and providing heating and cooling in the most energy efficient manner possible.

During Valkyrie's retail facility renovation process, there will be consultations with energy efficiency experts who will make recommendations to the build team. Valkyrie is committed to providing sufficient capital to the renovation process such that no corners will be cut in regards to energy efficiency. Valkyrie also commits to a periodic review of energy efficiency, as technology in that field evolves rapidly, and new technologies are released to the public consistently. Capital improvements for energy efficiency purposes will be part of Valkyrie's long-term plan.

Valkyrie will opt for the most renewable energy mix available on the market.

### **Maintaining of Financial Records**

Records maintained by Valkyrie Cannabis will include financial records maintained in accordance with generally-accepted accounting principles. All records will be maintained in a secure location, kept separate from all other records, and will not be disclosed without the written consent of the individual to whom the information applies, or as required under law or pursuant to an order from a court of competent jurisdiction; provided however, the Commission may access this information to carry out its official duties.

All recordkeeping requirements under 935CMR 500.105(9) and 830 CMR 62C.25.1: *Record Retention* and DOR Directive 16-1 regarding recordkeeping requirements are followed. Additionally, Valkyrie Cannabis will maintain business records, which will be retained for at least two years after Facility closure, and which shall include manual or computerized records including but not limited to the following items specified in Commission rules:

- Profit & Loss Statements;
- Payroll Records that include employee pay, board stipends, executive compensations, bonuses, benefits, or item of value paid to any individual affiliated or with indirect or direct control with Valkyrie Cannabis;
- Assets and liabilities;
- Monetary transactions;
- Books of accounts, which shall include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
- Sales records including the quantity, form, and cost of marijuana products;
- Inventory costs and sales records

Valkyrie will conduct a monthly analysis of its equipment and sales data, and maintaining records of such, while ensuring that no software has been downloaded in order to manipulate or alter sales data or other financial records. If such software is found, this will be reported to the Commission immediately and take actions recommended by the Commission.

Valkyrie will employ a 280E knowledgeable accountant and bookkeeper who will maintain accounting/bookkeeping and tax records. When all statutorily permissible time periods have elapsed, and when required by law, Valkyrie Cannabis will securely shred any and all hard-copy records that it no longer wishes to maintain, in accordance with generally accepted practices and delete electronic records according to industry-standard IT Practices.

Separate accounting practices will be adopted for the point-of-sale of marijuana and marijuana product sales, and non-marijuana sales.

## Qualifications and Training for Marijuana Establishment Agent Employees

### Overview of Personnel

The Valkyrie Cannabis Chief Executive Officer (“CEO”) is responsible for maintaining and updating a staffing plan that will ensure Valkyrie Cannabis has the right quantity of staff with the current skill set and experience to ensure the success of all operations, subject to leadership and overall supervision from the Valkyrie Cannabis Board of Directors. New employees may not work on-site or with products until they have received initial orientation training and any critical task-specific training. All staff, both employees and volunteers, must be 21 years of age or older and hold a marijuana establishment agent license and registration card issued by the Cannabis Control Commission.

Valkyrie Cannabis Inc. plans to staff its retail dispensary by following a four-step system of Candidate Sourcing, Candidate Screening, Hiring and Onboarding and Responsible Vendor and other Training.

1. **Candidate Sourcing:** Candidates will be sourced via different avenues including, but not limited to, collaboration with MassHire Berkshire Career Center, posting on job boards, referrals by owners and current employees and referrals by trusted local community agencies, such as human right agencies, county probation department, unemployment agency.
2. **Candidate Screening:** Screening will be conducted through rigorous interview process in which candidates will be interviewed by management and by owners, as well as in-depth background check. We will analyze candidate’s fit in the role for which they are interviewing for as well as with the company culture, one of compassion, acceptance, and collaboration. Candidate will also be subject to a complete background by the Cannabis Control Commission in order to receive a registered agent license.
3. **Hiring and Onboarding:** Once we select the candidate to be hired, we will extend a job offer with job description after all background checks are complete. We will then begin the onboarding process. We will ensure the candidate understand their job descriptions, knows what to expect during their first day, first week, and training phase.
4. **Responsible Vendor Program and other Training.** Once employees get through the hiring process, we will begin the onboarding and training process. We will have all new employees take a CCC approved Responsible Vendor Program, as required by 935 CMR 500.105(2)(b), Business and Operations Training, and Diversity Training. We will schedule them for job specific training, harassment training, customer service training, dispensary compliance training as well as other trainings deemed necessary to account for no less than 8 hours total in training. All employees, owners and managers will be required to

CONFIDENTIAL EXEMPT FROM PUBLIC RECORDS PER G.L. C. 4, § 7 (26)(N)

take these trainings annually and additional trainings as assigned. Upon hiring, all employees will be required to read and demonstrate their understanding of the Employee Handbook, which will be provided to them. Valkyrie Cannabis staff will include the following positions:

- CEO (business manager)
- Directors of Operations (“DOOs”) (Managers)
- Inventory Director/Inventory Support Specialist
- Dispensary Agents/Budtender/Sales Agent
- Customer Retention Manager (future position)
- Information Technologist (Contract Based)
- Cashier/Receptionist (2)
- Cleaners
- Security Personnel (Third Party – On-Site)
- Security Monitors (On-Site)

*Roles, Responsibilities and Qualifications*

*Board of Directors:*

- Responsible for providing business direction
- Responsible for creating, communicating, and implementing the organization’s vision, mission, and overall direction – i.e. leading the development and implementation of the overall organization’s strategy
- Responsible for fixing prices and signing business deals
- Responsible for recruitment
- Responsible for payment of salaries
- Responsible for signing checks and documents on behalf of the company
- Evaluates the success of the organization
- Responsible for payment of tax, levies and utility bills

*Director of Operations (Manager Level):*

- Responsible for managing the daily activities of the dispensary store
- Providing advice about printouts, product information in response to customer inquiries
- Responsible for recruiting, training and managing staff
- Responsible for processing orders and dispensing product
- Responsible for ordering, selling and controlling cannabis and other stock
- Responsible for meeting recreational representatives from other licensed operations
- Responsible for managing the organization’s budgets
- Responsible for keeping statistical and financial records
- Responsible for preparing publicity materials and displays
- Handles marketing services

CONFIDENTIAL EXEMPT FROM PUBLIC RECORDS PER G.L. C. 4, § 7 (26)(N)

- Interfaces with third-party providers (vendors)
- Controls the sales floor inventory
- Supervises the entire sales staff and workforce
- Handles any other duty as assigned by the CEO

*Inventory Director/Inventory Support Specialists:*

- Manages vendor relations, market visits, and the ongoing education and development of the organizations' buying teams
- Helps to ensure consistent quality of products
- Responsible for the purchase of goods and products for the organization
- Responsible for planning sales, monitoring inventory, selecting the merchandise, and writing and pricing orders to vendors
- Performs monthly daily, weekly and monthly inventory counts, files paperwork, and stock inventory
- Ensures operation of equipment by completing preventive maintenance requirements; following manufacturer's instructions; troubleshooting malfunctions; calling for repairs; evaluating new equipment and techniques
- Ensures that the organization operates within stipulated budget
- Provides inventory related reporting to Operations and Executive Team

*Product Specialists/Budtender/Sales Agent:*

- Ensures that the store facility is in tip-top shape and conducive enough to welcome customers (This includes turning on equipment such as computers, scales, printers and other machines)
- Ensures that goods and products are properly arranged
- Responsible for processing orders compliantly
- Responsible for adhering to compliance on sales and selling limits
- Responsible for sterilizing the counter tops, scales, and measuring devices
- Handles administrative and bookkeeping tasks, inventory control, stocking shelves, and data entry
- Receives payments on behalf of the organization
- Issues receipts to customers
- Prepares financial report at the end of every working day and week
- Handles financial transactions on behalf of the company
- Interfaces with payment processing
- Handles any other duty as assigned by the floor manager
- Handles any other duty as assigned by management

*Customer Retention Manager (Future position):*

- Manages external research and coordinates all the internal sources of information to retain the organization's best customers and attract new ones
- Models demographic information and analyzes the volumes of transactional data generated by customer purchases
- Sources for clients for the company
- Responsible for promoting the company's image
- Responsible for creating marketing and sales strategies, etc.
- Represents the organization in some strategic business meetings
- Handles any other duty as assigned by the DOO, CEO and Manager

*Information Technologist (Contract Based):*

- Manages the organization website
- Handles ecommerce aspect of the business
- Responsible for installing and maintenance of computer software and hardware for the organization
- Manages logistics and supply chain software, Web servers, e-commerce software and POS (point-of-sale) systems
- Manages the organization's CCTV
- Handles any other technological and IT related duties

*Receptionist:*

- Greets customers and verifies that customers have valid ID providing they are at least 21 years old
- Enters information into CRM database to track who is in the store and at what times
- Notifies customers when a Dispensary Agent is available to assist them
- Handles administrative and bookkeeping tasks, inventory control, stocking shelves, and data entry as assigned

*Cleaners (Contract Based):*

- Responsible for maintaining and cleaning the store facility
- Ensures that toiletries and supplies don't run out of stock
- Cleans both the interior and exterior of the recreational facility
- Handles any other duty as assigned by the floor manager

*Security (Contract Based On-Site):*

- Maintains safe and secure environment for customers and employees by patrolling and monitoring premises and personnel

CONFIDENTIAL EXEMPT FROM PUBLIC RECORDS PER G.L. C. 4, § 7 (26)(N)

- Verifies customers' ID prior to entering premises. Security is in charge of opening the customer entrance after verifying ID
- Guarding the delivery area when shipments and deliveries arrive to ensure a safe environment for transporting product and cash
- Obtains help by sounding alarms
- Prevents losses and damage by reporting irregularities; informing violators of policy and procedures; restraining trespassers
- Maintains organization's stability and reputation by complying with legal requirements
- Contributes to team effort by accomplishing related results as needed

*Security Monitor (On-Site):*

- On-site Security Monitor will oversee the safety and security of all employees and clients as well as the Facility
- The Security Monitor ensures that clients entering and exiting the premises will abide by facility policy and guidelines
- Security Monitor will also perform other routine administrative tasks as required such as incident reports and maintenance requests; in addition to taking messages, as necessary for other clients
- Security Monitor will act as an agency representative for security and incidents/safety issues
- Monitor all clients and staff entering and leaving the building for security purposes
- Log in communications book all activities including deliveries, arrivals and departures
- Conduct security and safety walk-through of the building and grounds
- Intervene and diffuse crisis situations. Call 911 for emergency help as required
- Report serious guideline violations to managers, DOO, including CEO, immediately. Minor incidents will be reported during business hours

*Employee Background Check and Training:*

Providing exemplary customer service is the key to Valkyrie Cannabis' success, as stated in our mission statement. Valkyrie Cannabis will bring on top-notch employees and invest in training to ensure regulatory compliance, decrease turnover and deliver consistent service. Training will include Responsible Vendor Training program requirements from a Commission approved vendor, as well as other trainings that will encompass a minimum of 8 hours of annual training.

In order to be retained as an employee, the candidate must undergo a background check that complies with Commission requirements and become licensed by the Commission as a licensed marijuana agent.

Valkyrie Cannabis (or qualified third party) will provide training to produce quality cannabis and cannabis products, ensure regulatory compliance, and deliver consistent service.

## CONFIDENTIAL EXEMPT FROM PUBLIC RECORDS PER G.L. C. 4, § 7 (26)(N)

Training will, at minimum, include not less than eight hours of training annually, or such other amounts as are required by the Commission, and will be completed within ninety (90) days of each new hire, and yearly from last training date moving forward. Each training is done one-on-one with either with designated manager or training associate, or an exceptional employee or, in appropriate cases, an outside vendor. Training topics will include, but not be limited to, the following areas:

- Local, state and federal cannabis laws and rules
- How to compliantly check customer and visitor IDs
- Personnel, product and premises security, including, but not limited to, display of ID badges on Facility employees and visitors to the Facility
- Marijuana and marijuana products handling procedures, including handwashing, sanitation practices, and ensuring product is in lawful, sale-able condition
- Locations of Limited Access Areas (“LAAs”), locations or knowledge of keys and lockcodes to such areas, and who are entitled to enter them.
- Recordkeeping and other specific regulatory responsibilities
- Strategies for avoiding diversion, theft and loss of cannabis products
- Protocols for emergency situations
- Protocols and requirements for transportation of cannabis products to and from the Facility, whether by Facility staff or by third-party transportation providers
- Incident reporting protocols
- Waste disposal procedures
- Quality control
- Effects of marijuana body and recognizing and preventing substance abuse
- Privacy and confidentiality of sensitive information
- Customer Service best practices
- Professionalism in the workplace
- Customer Conflict Resolution
- All inventory personnel will be required to take METRC seed-to-sale tracking training.

New employees will have a mixture of initial in-person and online trainings, as well as a 30–45-day shadow period to ensure they are following protocols and continuously gaining industry knowledge before beginning their duties. They will shadow management and already established employees to get an understanding about compliance, products, customer service, and the overall culture we want our customers to experience.

- The trial period begins with overall backend training on products, cannabis, compliance, policies and procedures and through Employee Handbook understanding. After they take their first Assessment to demonstrate knowledge of understanding up to that point of all training, they will move on to shadowing reception to obtain introduction skills, learn about our CRM platform, and become accustomed to Valkyrie Cannabis’ culture.
- The trial progresses to shadowing Valkyrie’s Dispensary Agents/sales agents to learn about available products, understand how to effectively interact with and educate

customers, and how to provide exemplary customer service to eventually lead to more sales. This includes asking customers about their needs, as many customers won't know the difference between products like sativa and indica. Our employees must inquire about customer's past experience with marijuana to gauge their tolerance and comfort level with consuming products. This part of the trial also includes a training on how to operate our POS systems.

- The next part of the trial period is in-depth training on protocols for maintaining security and monitoring, inputting, and tracking inventory, receiving shipments and deliveries, proper handling of products, etc.
- Each of these trainings is done one-on-one with either a manager or an exceptional employee, and each phase lasts for 1-2 weeks or as needed.
- For new management employees, more time is focused on regulatory compliance inventory tracking, supervising the floor, and creating supplier relationships during the 45-day training period.

Retail marijuana is a brand-new industry, which means there will be new products, customer feedback, and regulatory changes of which management and staff must learn about and remain apprised. Employees must be excited to participate in frequent training programs to stay up-to-date with the industry, and must be receptive to accepting feedback from both management and customers. We are looking for intuitive, versatile employees who can talk to a diverse population of consumers.

After the first two weeks of the training and onboarding period, all employees will sit down with their supervisors and/or executives of the company to share feedback on how training is going, where they would like more training and skills that have been observed to need more refining. The employee will also share feedback on ideas to better the training program. After training is complete, there will be another check-in to go over success metrics and focus areas of improvements. At the 90-day mark the employee will have the first official review, which will happen yearly subsequently.

## **RESTRICTING ACCESS TO INDIVIDUALS UNDER 21**

The Valkyrie Cannabis facility will be an approximately 2,900 square foot dispensary structure. The building will include a customer entrance in the front of the building, and a separate customer exit door to ensure customers who already purchased product do not come into contact with other customers in the waiting area. There will also be separate employee-only entrances and exits. Each of these doors will come with commercial grade locks, and all employee access doors will require the use of a keycard with a passcode to unlock the door. All persons including all employees/registered agents, visitors and customers who seek to enter our facility must be 21 years of age or older.

The Facility begins at the customer entrance, where a security guard or licensed registered agent employee will verify the customer is at least 21 years old, and from there he or she will unlock the secured door to let the customer in. If a customer cannot produce a valid ID, the customer may not enter the Facility. If the ID presented appears to be fake or altered, the guard or employee will seek to retain the ID and will contact law enforcement personnel. All other exterior doors will be locked from the outside and require a keycode or fob key to open.

The customer entrance will lead into a secured reception area that does not have cannabis or cannabis products accessible where they will be greeted by a registered agent/receptionist. State-mandated informational brochures, menus, and furniture may be in this area. In this secured reception area, all customers will be required to check-in with the receptionist and again provide a valid, unexpired and unaltered ID proving they are at least age 21 or older, which will be verified by our ID scanning hardware, POS software, and visually by our registered agent/receptionist. The entire process is also captured on our security cameras. For all visits, the customer's information will be inputted into Valkyrie's Customer Relationship "CRM" software system to ensure the Facility has records of who has been in the Facility and at what times the customer was present. Before entering the secured sales room, each customer must wait for his ID to be verified and for them to be checked into our Point-of-Sale system and assigned to one of our "Budtenders" at which point they will be buzzed into the building's sales room/lobby.

The sales room will have sales counters, which will only be accessible to employees with key fob and pin code, with secured cases to house the marijuana products. Other display cases will house packaging for our products and accessories, but these will not be accessible to customers without a sales agent's assistance. Once on the sales floor, they will be greeted by one of our registered agents and once again, their IDs will be visually checked by the registered agent.

For commercial site visitors, such as law enforcement officers, trade professionals, or Cannabis Control Commission inspectors or staff, they will also enter through the main customer entrance and show identification at which point they will also be signed into the building via a visitor log that will track their name and contact information, the time they entered the building, the purpose of their visit, and their time of exit. Their IDs will be verified as valid and as over 21 years of age. The receptionist will issue them a visitor badge and call management to escort the visitor throughout the facility.

Acceptable forms of ID include but are not limited to the following:

- An unexpired and unaltered U.S. state or District of Columbia driver's license.
- An unexpired and unaltered identification card issued by a U.S. state, District of Columbia, Puerto Rico, Guam, Northern Mariana Islands, United States Virgin Islands, or American Samoa, with photo, name, date of birth, and physical description.
- An unexpired and unaltered ID card issued by a federally recognized Indian tribe with photo, name, and date of birth.
- An unexpired and unaltered passport or passport card.
- An unexpired and unaltered U.S. military ID card

Any persons without one of these acceptable forms of valid ID will be escorted off premises and not permitted to access our facility. Any suspicious persons or activity will be monitored, logged into our CRM system, and reported to the Great Barrington Police Department, if necessary.

### Quality Control and Testing

Though all of Valkyrie Cannabis' inventory will be wholesale purchased from other licensed vendors, Valkyrie will implement and adhere to the following quality control and testing procedures:

- Valkyrie strives to only select the best products we can offer our consumers. We select products from our vendors with maximum flower quality and terpene preservation. Our packaging is also carefully selected in order to preserve the freshness and the retention of the beneficial qualities in our marijuana products while avoiding contamination. The appearance, bud structure and smell of our marijuana products will give you the guarantee that our products are top-shelf. It is important for all of our dispensary agents to familiarize themselves with how the product was cultivated, such as growth medium, who is the vendor and what are the expected effects and strains. This will help you determine quality expectations and help agents distinguish when we may have a nonconforming product in house. Agents should be aware of the appealing appearance we strive to maintain; that there is good color/resin content and an enticing aroma. Any product that shows defects such as mold, dust, dirt insects or discoloration need to be brought up to management's attention for remediation action. [COMPANY] should ensure that cultivators, product manufacturers, microbusiness, and craft marijuana cooperatives we purchase products from adhere to the following: only the leaves and flowers of the female marijuana plant are processed accordingly in a safe and sanitary manner as prescribed below:
  - Well cured and generally free of seeds and stems;
  - Free of dirt, sand, debris, and other foreign matter;
  - Free of contamination by mold, rot, other fungus, and bacterial diseases;
  - Prepared and handled on food-grade stainless steel tables; and
  - Packaged in a secure area. 935 CMR 500.105(3)
- Testing results will comply with state standards in 935 CMR 500.160. In the event that a shipment is received without meeting these standards, we will notify the Commission within 72 hours of receipt. Copies of any test results received from other LMEs shall be retained for not less than one year.
- Even though product received from other licensed providers is itself subject to quality control testing requirements established by the Cannabis Control Commission rules, Valkyrie Cannabis will ensure all testing results are provided by the vendor before or at delivery time. Testing results shall be retained for not less than one year.
- If the contaminated marijuana or marijuana product cannot be remediated, Valkyrie Cannabis shall dispose of the product according to regulations (to the extent not already disposed of by the testing laboratory) and notify the Commission of such product disposal.
- To the extent Valkyrie Cannabis receives results indicating contamination after some product in such batch already has been sold to customers, Valkyrie Cannabis will reach out to each customer and request that they immediately return the product to Valkyrie Cannabis for replacement product at no cost or for a full refund.

- Valkyrie Cannabis will separately contact the source of the contaminated product, referencing the testing results if available, and request an action plan for addressing the source of contamination.
- All agents whose job includes contact with marijuana is subject to the requirements for food handlers specified in 105 CMR 300.000.
- Any agent working in direct contact with marijuana shall conform to sanitary practices while on duty, including:
  - Maintaining adequate personal cleanliness; and
  - Washing hands appropriately. 935 CMR 500.105(3)
- Hand-washing facilities shall be located in production areas and where good sanitary practices require employees to wash and sanitize their hands. 935 CMR 500.105(3)
- There shall be sufficient space for placement of equipment and storage of materials as is necessary for the maintenance of sanitary operations. 935 CMR 500.105(3)
- Litter and waste shall be properly removed so as to minimize the development of odor and the potential for the waste attracting and harboring pests. t to 935 CMR 500.105(12). 935 CMR 500.105(3)
- Floors, walls, and ceilings shall be constructed in such a manner that they may be adequately kept clean and in good repair. 935 CMR 500.105(3)
- All contact surfaces, shall be maintained, cleaned, and sanitized as frequently as necessary to protect against contamination. 935 CMR 500.105(3).
- All toxic items shall be identified, held, and stored in a manner that protects against contamination of marijuana. 935 CMR 500.105(3)
- Water supply shall be sufficient for necessary operations. 935 CMR 500.105(3)
- Plumbing shall be of adequate size and design and maintained to carry sufficient quantities of water to required locations throughout the establishment. 935 CMR 500.105(3)
- The establishment shall provide its employees with adequate, readily accessible toilet facilities. 935 CMR 500.105(3)
- Storage and transportation of finished products shall be under conditions that will protect them against physical, chemical, and microbial contamination. 935 CMR 500.105(3)

### **Personnel Policies Including Background Checks**

Valkyrie Cannabis will maintain personnel policies suitable for an employer in the Commonwealth of Massachusetts and, additionally, will maintain and enforce personnel policies required by Cannabis Control Commission rules, including, but not limited to, ensuring that (1) employees pass background checks and Commission licenses as Marijuana Establishment Agents as a condition for being hired on a pay or voluntary basis, (2) references are checked prior to hiring all employees, (3) training is conducted for each employee each year to at least the minimum extent required by Commission rules, and records confirming same are signed for by the employee, and (4) records of personnel are maintained and retained in accordance with Commission record retention requirements.

We will incorporate a staffing plan that will demonstrate accessible business hours and records in compliance with 935 CMR 500.105(9) and 935 CMR 500.105(1).

Our personnel policies include a Code of ethics,

- a. Code of ethics;
- b. Whistle-blower policy; and
- c. A policy which notifies persons with disabilities of their rights under <https://www.mass.gov/service-details/about-employment-rights> or a comparable link, and includes provisions prohibiting discrimination and providing reasonable accommodations;

All background check reports will be 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).

We will maintain a personnel record for each Marijuana Establishment Agent. Such records shall be maintained for at least 12 months after termination of the individual's affiliation with the marijuana establishment and shall include, at a minimum, the following:

- 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 Training Program and in-house training for Marijuana Establishment Agents required under 935 CMR 500.105(2).

Projected staff will include the following positions in addition to its Board of Directors:

- DOO's (Managers);
- Inventory Director/Inventory Support Specialist;

- Dispensary Agents/Budtender/Sales Agent;
- Information Technologist (Contract Based);
- Receptionist;
- Cleaners;
- Security Personnel (Third Party – On-Site); and

Projected staff are as follows:

Position	Year 1	Year 2	Year 3	Annual Salary
DOOs	1	1	1	\$55,000 + %
General Manager	1	2	2	\$50,000
Inventory Director	1	2	2	\$50,000
Budtender	4-6	4-8	4-9	\$40,000
Reception	2	2	2	\$35,000
Security	1-2	1-2	1-2	\$20/hour

Please note that this projected personnel plan can change once operations begin. More or fewer positions may become available depending on the demand for the product and the efficiency of the operation. Details of the duties of the Board and the above positions are listed in the qualifications and training procedures policy, separately submitted herewith.

### **Employee Guidelines regarding Alcohol, Smoke and Drug-Free Workplace Policies**

Valkyrie has an alcohol, smoke, and drug-free workplace policies, per 935 CMR 500.105 (1).

Employees are expected to report to work and remain at work in condition to perform their assigned duties free from the effects of alcohol or drugs.

Off-the-job illegal drug activity, including distributing of marijuana products, or alcohol abuse that could have an adverse effect on an employee's ability to perform their job or that could jeopardize the safety of other employees, the public, Valkyrie' equipment or Valkyrie relations with the public constitutes a violation of this policy and will not be tolerated.

In addition to disciplinary action up to and including termination, an employee involved in the use, sale, or possession of illegal drugs while on the job may be subject to criminal prosecution. Any illegal drugs found shall be turned over to the appropriate law enforcement agency. Marijuana is illegal to use in public, and employees are expected to adhere to this state law and Valkyrie' policy. If management has reasonable cause to suspect an employee is using or distributing marijuana on store premises at any time, this shall result in disciplinary action up to and including termination.

Alcohol consumption is generally prohibited during the workday. The use, sale, or personal possession of alcohol during operating hours on store premises shall result in disciplinary action up to and including termination.

Any employee who is using prescription or over-the-counter drugs that may impair the employee's ability to safely perform the job, or affect the safety or well-being of others, must notify a supervisor of such use immediately before starting or resuming work. Valkyrie will encourage and reasonably accommodate employees with alcohol or drug dependencies to seek treatment and/or rehabilitation. Employees desiring such assistance should request a treatment or rehabilitation leave. The Company is not obligated, however, to continue to employ any person whose performance of essential job duties is impaired because of drug or alcohol use, nor is the Company obligated to re-employ any person who has participated in treatment and/or rehabilitation if that person's job performance remains impaired as a result of dependency. Additionally, employees who are given the opportunity to seek treatment but fail to successfully overcome their dependency, will not automatically be given a second opportunity, as the employee is voluntarily seeking treatment to end their chemical dependency.

### **Confidentiality**

Each employee is responsible for safeguarding the confidential information obtained during employment. Confidential Information is information that is legally required to be kept confidential, or that is protected from disclosure by a legally recognized privilege. This includes, but is not limited to, M.G.L. c. 4, § 7, cl. 26 and M.G.L. c. 94I, §§ 2(e) and 3.

During your employment, you may have access to confidential information regarding Valkyrie, its suppliers, customers, or perhaps fellow employees. You have a responsibility to prevent revealing or divulging any such information unless it is necessary for you to do so in the performance of your duties. Access to confidential information should be on a "need-to-know" basis and must be authorized by your supervisor. Any breach of this policy will not be tolerated and legal action may be taken by the Company.

### **Prohibited Conduct**

Any employee found to have diverted marijuana, engaged in unsafe practices, or has been convicted or entered a guilty plea for a felony charge of distribution of a drug to a minor will be immediately dismissed.

The following conduct is prohibited and will not be tolerated by Valkyrie. Engaging in prohibited conduct are grounds for disciplinary action including and up to immediate dismissal of your position with the Company. This list of prohibited conduct is illustrative only; other types of conduct that threaten security, personal safety, employee welfare and Company operations also may be prohibited.

- Falsifying employment records, employment information, or other Company records
- Recording the work time of another employee or allowing any other employee to record your work time, or falsifying any time card, either your own or another employee's.
- Deliberate or careless damage or destruction of any Company property or the property of another employee or client.

- Removing or borrowing Company property without prior authorization.
- Unauthorized use of Company time, equipment, materials, and facilities.
- Theft or stealing of any kind. NO STEALING. Discounting a transaction for non-eligible employee/customers or products. Putting extra items in an employee's bag or a customer's bag that were not paid for, or ringing yourself up or a family member for a transaction.
- No handing out personal phone numbers or receiving phone numbers from customers, vendors, etc.
- No using another employee or manager code for access to limited access areas throughout the building and logging into cash registers.
- Committing a fraudulent act or a breach of trust under any circumstances
- Provoking a fight or fighting with fellow employees or clients during working hours or on Company property.
- No touching other employees.
- A physical altercation with another employee or customer that you initiate and being disrespectful to your coworkers. No throwing things, verbal threats, or violence of any kind.
- Verbal abuse, abusive language or altercation that you initiate with an employee or client at any time on Company premises.
- Carrying firearms or any other dangerous weapons on Company premises at any time
- Causing, creating, or participating in a disruption of any kind during working hours on Company property.
- Engaging in criminal conduct whether or not related to job performance.
- Insubordination, failure or refusal to obey orders or instructions of a supervisor or manager.
- Violating any safety, health, security or Company policy, rule, or procedure.
- No entering limited access areas while on disciplinary suspension.
- No entering limited access areas without authorized access.
- Committing of or any involvement in any act of unlawful harassment of another individual, including sexual advances, harassment, assault or sexual or lewd act.
- Failing to lock and secure the building, safes, and products at closing.
- Leaving any doors or access points open without a security guard present. Leaving the building, employees, and customers vulnerable to a crime.
- Showing up for your shift under the influence of drugs or alcohol. Using drugs, alcohol, or any cannabis products while working and on Company property, unless otherwise prescribed with prior written authorization.
- Reckless driving of a Company vehicle and/or driving under the influence of cannabis/drugs/alcohol while using a Company vehicle or machinery.
- Failing to report work-related injury or illness.
- Failing to observe work schedules, including break and lunch periods.
- Failing to obtain permission to leave work for any reason during normal working hours.
- Failing to provide a physician's certificate when requested or required to do so.

- Failing to notify a supervisor or manager when unable to report to work, or any unreported absence. Not calling in for missing a shift (no call, no show) will result in immediate separation of employment, unless you can 100% prove that you had an emergency where calling in was absolutely impossible.

This statement of prohibited conduct does not alter the Company's policy of at-will employment. Either you or Valkyrie remain free to terminate the employment relationship at any time, with or without reason or advance notice.

### Record Keeping Procedures

Valkyrie Cannabis will maintain required records and make them available for inspection by the Commission, upon request. These records will include the following records that will be retained for at least two years after Facility closure:

- Detailed written operating procedures in all areas specified by Commission rules;
- Inventory records;
- Seed-to-sale tracking records for all marijuana products;
- Recordkeeping mandated by Department of Revenue rules at 830 CMR 62C.25.1 and Department of Revenue directive 16-1 regarding record keeping requirements.
- Record shall be maintained in accordance with generally accepted accounting principles per 935 CMR 500.105 (9).
- The following business records shall be maintained:
  - Assets and liabilities;
  - Monetary transactions;
  - Books of accounts;
  - Sales records; and
  - Salary and wages paid to each employee. 935 CMR 500.105(9)
- The following personnel records:
  - Job descriptions for each employee and volunteer position;
  - Organizational charts consistent with the job descriptions;
  - Personnel records for each marijuana establishment agent which are to be maintained at least 12 months after termination of the individual's affiliation with Valkyrie Cannabis and shall include (1) all materials submitted to the Commission pursuant to 935 CMR 500.030(2); (2) documentation of verification of references; (3) the job description or employment contract that includes duties, authority, responsibilities, qualifications, and supervision; (4) documentation of all required training, including training regarding privacy and confidentiality requirements, and the signed statement of the individual indicating the date, time, and place he or she received said training and the topics discussed, including the name and title of presenters; (5) documentation of periodic performance evaluations; (6) records of any disciplinary action taken; and (7) notice of completed and eight-hour duty training and, when applicable, responsible vendor;
  - A staffing plan that will demonstrate accessible business hours;
  - Personnel policies and procedures; and
  - All background check reports obtained in accordance with 935 CMR 500.030.
- Waste disposal records, which shall be kept for at least three years per 935 CMR 500.105(2)

Incident reports filed with the Commission and appropriate local law enforcement authorities.

## DIVERSITY PLAN

Valkyrie Cannabis, Inc. (the “Company”) cannabis retail store at 325 Stockbridge Rd. Great Barrington, MA 01230 will develop and implement a Diversity Plan consistent with the guidance of the Cannabis Control Commission (the “Commission”) and state and federal laws. As an LGBT owned Marijuana Establishment, diversity is exactly what we stand for and aim to protect. The Plan will be established in conjunction with equal employment opportunity, anti-harassment and reasonable accommodation policies, and consistent with appropriate recordkeeping policies and procedures.

### I. Plan Goals

1. The goals of the Plan are for the Company to hire, train and retain a diverse workforce, that coincides with the culture and diversity of the Great Barrington area. The emphasis of the Plan will be to recruit a diverse applicant pool, provide equal employment and advancement opportunities to minorities, employ persons with disabilities, create, foster, and maintain a diverse workplace, and support the successes of minority employees in all protected classifications. We aim to ensure all employee’s voices and opinions are heard to create empowerment and an inclusive environment. Specifically, we aim to hire and maintain a staff comprised of at least 50% of diverse individuals as follows:
  - 40% women,
  - 20% minorities,
  - 20% LGBTQ+
  - 10% veterans and
  - 10% persons with disabilities
2. Another goal is to purchase 25% of our total procured cannabis and non-cannabis products from approved licensed Massachusetts wholesalers that fall into one or more of the following categories:
  - Women Owned Business
  - Minority Owned Business,
  - LGBTQ+ Owned Business
  - Veteran Owned Business
  - Disabled Persons Owned Business

### II. PROGRAMS:

To obtain a diverse applicant pool that meets our goals, recruiting efforts will include monthly advertisements in different mediums to include newspapers, to increase the public’s awareness of our Marijuana Establishment’s LGBT ownership, environment of inclusivity, kindness, equity opportunity, for our available positions,

- 1) These listings, advertisements, branding, and sponsorship information will be published in diverse publications, social media groups, and on our website in accordance

with 935 CMR 500.105(4) on a minimum of bi-annual basis and/or as frequently as necessary to meet business need.

2) Applicants may call our general phone number or email our store for help crafting or submitting an application.

The Company will seek to reach a diverse group of prospective employees through concerted efforts to connect in various ways to the Great Barrington community and surrounding communities. Information about open positions will be disseminated via the internet, participation at college job fairs, potential partnerships with local colleges with Cannabis programs as part of their programs of study, and contact with varied community and veteran organizations as well as the Department of Unemployment Assistance. The Company intends to collaborate with the following organizations in seeking consent for our ability to disseminate information on job postings: The Cannabis Staffing Group, United Personnel, and MOLARI. All information disseminated by the Company will state that candidates must be 21 years of age or older in order to be hired.

We will analyze the Cannabis Control Commission's database as well as the Supplier Diversity Office in order to source wholesalers in Massachusetts that fall into the categories listed for businesses owned and designated as majority owned by disabled, minority, women, LGBTQ+, and veterans. This will happen on a minimum of a quarterly basis, or as frequently as needed.

The establishment will adhere to the requirements set forth in 935 CMR50.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of Marijuana Establishments. Any actions taken, or programs instituted, will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.

### **III. QUANTITATIVE MEASUREMENTS**

1. We will calculate the percentages of our diverse employee pool on a monthly basis and submit information to the CCC upon request and yearly at renewal of license.
  - a) Advertisements will be counted, archived, and made available to the Commission upon request.
  - b) We will analyze the data we put together for our applicant pool, and count the number of individuals hired who are women, minorities, veterans, persons with disabilities and LGBTQ+. This number will be assessed from the total number of individuals hired to ensure that 50% of candidates hired fall within this goal. We will submit to the CCC upon renewal a detailed report with proof of our efforts, progress, and success of our plan.
  
2. We will keep a database of wholesalers/suppliers and count the number of businesses with whom we frequently purchase from who are women, minorities, persons with disabilities, veterans and LGBTQ+ owned businesses. We will count the number of businesses that falls into one or more of these categories and ensure that 25% or more of

our total inventory value was ordered from businesses meeting these criteria and fall within the goal.

**IV. QUALITATIVE MEASUREMENTS:**

1. We will assess the success of our program by analyzing job applications that have been submitted and review if our target goals are being met by the mediums in which we are advertising and sourcing applicants. If we find we are not getting enough of an applicant pool for our diverse goals, we will reassess and restructure our plan, and resubmit to CCC for review.
2. We will encourage customer and employee feedback and implement new ideas into diversifying our team. We will solicit feedback from our employees on a quarterly basis.
3. Executive and Senior Management will review measures and implement new innovative ideas to meet our goals if we are falling short and continue our efforts if we are meeting our goals.
4. We will frequently analyze new businesses coming online that fall into these categories to form potential new partnerships for wholesale of product.

We will ensure that our programs conform and adheres to the requirements set forth in 935 CMR50.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of Marijuana Establishments. Any actions taken, or programs instituted, by the applicant will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.