



Massachusetts Cannabis Control Commission

Marijuana Retailer

General Information:

License Number: MR282588
Original Issued Date: 01/29/2020
Issued Date: 02/11/2021
Expiration Date: 02/13/2022

ABOUT THE MARIJUANA ESTABLISHMENT

Business Legal Name: Old Planters of Cape Ann, Inc.

Phone Number: 978-356-5060 Email Address: spencer@oldplantersofcapeann.org

Business Address 1: 7 Jewett Hill Road

Business Address 2:

Business City: Ipswich

Business State: MA

Business Zip Code: 01938

Mailing Address 1: 7 Jewett Hill Road

Mailing Address 2:

Mailing City: Ipswich

Mailing State: MA

Mailing Zip Code: 01938

CERTIFIED DISADVANTAGED BUSINESS ENTERPRISES (DBES)

Certified Disadvantaged Business Enterprises (DBEs): Not a DBE

PRIORITY APPLICANT

Priority Applicant: yes

Priority Applicant Type: RMD Priority

Economic Empowerment Applicant Certification Number:

RMD Priority Certification Number: RP201971

RMD INFORMATION

Name of RMD: Old Planters of Cape Ann, Inc.

Department of Public Health RMD Registration Number:

Operational and Registration Status: Obtained Provisional Certificate of Registration only

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

If no, describe the circumstances below:

PERSONS WITH DIRECT OR INDIRECT AUTHORITY

Person with Direct or Indirect Authority 1

Percentage Of Ownership: Percentage Of Control: 100

Role: Executive / Officer

Other Role:

First Name: Spencer

Last Name: Kalker

Suffix:

Gender: Male

User Defined Gender:

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

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 2

Percentage Of Ownership: Percentage Of Control:

Role: Director Other Role:

First Name: James Last Name: Sisolak Suffix:

Gender: Male User Defined Gender:

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

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 3

Percentage Of Ownership: Percentage Of Control:

Role: Director Other Role:

First Name: Daniel Last Name: Heiter Suffix:

Gender: Male User Defined Gender:

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

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 4

Percentage Of Ownership: Percentage Of Control:

Role: Director Other Role:

First Name: Brian Last Name: Shuman Suffix:

Gender: Male User Defined Gender:

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

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 5

Percentage Of Ownership: Percentage Of Control:

Role: Executive / Officer Other Role:

First Name: Warren Last Name: Pratt Suffix:

Gender: Male User Defined Gender:

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

Specify Race or Ethnicity:

Person with Direct or Indirect Authority 6

Percentage Of Ownership: Percentage Of Control:

Role: Other (specify) Other Role: Advisory Board

First Name: Gregory Last Name: Stiden 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

Entity with Direct or Indirect Authority 1

Percentage of Control: Percentage of Ownership:

Entity Legal Name: GGH, INC.

Entity DBA:

DBA City:

Date generated: 03/25/2021

Entity Description: Capital Holding Company

Foreign Subsidiary Narrative:

Entity Phone:

Entity Email:

Entity Website:

Entity Address 1:

Entity Address 2:

Entity City:

Entity State:

Entity Zip Code:

Entity Mailing Address 1:

Entity Mailing Address 2:

Entity Mailing City:

Entity Mailing State:

Entity Mailing Zip Code:

Relationship Description: GGH is a capital holding company which is the sole capital contributor for OPCA.

CLOSE ASSOCIATES AND MEMBERS

No records found

CAPITAL RESOURCES - INDIVIDUALS

No records found

CAPITAL RESOURCES - ENTITIES

Entity Contributing Capital 1

Entity Legal Name: GGH, Inc.

Entity DBA:

Email:

Phone:

spencer@oldplantersofcapeann.org

978-697-1594

Address 1: 7 Jewett Hill Road

Address 2:

City: Ipswich

State: MA

Zip Code: 01938

Types of Capital: Monetary/Equity

Other Type of

Total Value of Capital Provided:

Percentage of Initial Capital:

Capital:

\$15000

100

Capital Attestation: Yes

BUSINESS INTERESTS IN OTHER STATES OR COUNTRIES

No records found

DISCLOSURE OF INDIVIDUAL INTERESTS

No records found

MARIJUANA ESTABLISHMENT PROPERTY DETAILS

Establishment Address 1: 300 Newburyport Turnpike Unit 1

Establishment Address 2:

Establishment City: Rowley

Establishment Zip Code: 01969

Approximate square footage of the establishment: 2500

How many abutters does this property have?: 9

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
Certification of Host Community Agreement	HCA Certification.pdf	pdf	5cc89117bf7c9d44e9107ad8	04/30/2019
Plan to Remain Compliant with Local Zoning	OPCA Plan to Remain Compliant with Local Zoning.pdf	pdf	5cdb939269291617ba85c6ef	05/15/2019
Community Outreach Meeting	Community Outreach Meeting Attestation	pdf	5d30ff4fb0555e33d0bcc85a	07/18/2019

Documentation	completed.pdf
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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.: \$41991

PLAN FOR POSITIVE IMPACT

Plan to Positively Impact Areas of Disproportionate Impact:

Document Category	Document Name	Type	ID	Upload Date
Plan for Positive Impact	OPCA Plan for Positive Impact V2.1.pdf	pdf	5d5621ebaf9d6f1dd589eef7	08/15/2019

ADDITIONAL INFORMATION NOTIFICATION

Notification: I understand

INDIVIDUAL BACKGROUND INFORMATION

Individual Background Information 1

Role: Other Role:
 First Name: Spencer Last Name: Kalker Suffix:
 RMD Association: RMD Manager
 Background Question: no

Individual Background Information 2

Role: Other Role:
 First Name: James Last Name: Sisolak Suffix:
 RMD Association: RMD Manager
 Background Question: no

Individual Background Information 3

Role: Other Role:
 First Name: Daniel Last Name: Heiter Suffix:
 RMD Association: RMD Manager
 Background Question: no

Individual Background Information 4

Role: Other Role:
 First Name: Brian Last Name: Shuman Suffix:
 RMD Association: RMD Manager
 Background Question: yes

Individual Background Information 5

Role: Other Role:
 First Name: Warren Last Name: Pratt Suffix:
 RMD Association: RMD Manager
 Background Question: no

Individual Background Information 6

Role: Other Role:
 First Name: Gregory Last Name: Stidsen Suffix:

RMD Association: RMD Manager

Background Question: no

ENTITY BACKGROUND CHECK INFORMATION

Entity Background Check Information 1

Role: Investor/Contributor

Other Role:

Entity Legal Name: GGH, Inc.

Entity DBA:

Entity Description: Capital Holding Company

Phone: 978-697-1594

Email: spencer@oldplantersofcapeann.org

Primary Business Address 1: 7 Jewett Hill Road

Primary Business Address 2:

Primary Business City: Ipswich

Primary Business State: MA

Principal Business Zip Code: 01938

Additional Information:

MASSACHUSETTS BUSINESS REGISTRATION

Required Business Documentation:

Document Category	Document Name	Type	ID	Upload Date
Secretary of Commonwealth - Certificate of Good Standing	COGS SOS.pdf	pdf	5cc8c73151be434c62d2b93f	04/30/2019
Department of Revenue - Certificate of Good standing	DOR_Certificate of Good Standing OPCA.pdf	pdf	5cc8c7579b1a9b44dfe4eb3e	04/30/2019
Bylaws	OPCA Bylaws (1).pdf	pdf	5cc8c82cb1ec4a4c446c3821	04/30/2019
Articles of Organization	Articles of Organization and Change of Directors.pdf	pdf	5cc8c969b1ec4a4c446c382b	04/30/2019

Certificates of Good Standing:

Document Category	Document Name	Type	ID	Upload Date
Secretary of Commonwealth - Certificate of Good Standing	20110612470.pdf	pdf	5febafef79776c07d15e6a6a	12/29/2020
Department of Unemployment Assistance - Certificate of Good standing	DUA Cert of Good Standing.pdf	pdf	5fed050f16d57608051fad93	12/30/2020
Department of Revenue - Certificate of Good standing	DOR Cert of Good Standing.pdf	pdf	5fed051d60fc2607ca6acbc4	12/30/2020

Massachusetts Business Identification Number: 001204113

Doing-Business-As Name: Cape Ann Cannabis

DBA Registration City:

BUSINESS PLAN

Business Plan Documentation:

Document Category	Document Name	Type	ID	Upload Date
Proposed Timeline	OPCA Timeline_Retail_Rowley.pdf	pdf	5cdb61fe41a4321320f249b5	05/14/2019
Plan for Liability Insurance	OPCA Plan for Obtaining Liability Insurance.pdf	pdf	5cdb63a6624ce5135e92271b	05/14/2019
Business Plan	Business plan for GGH Inc OPCA Rowley.pdf	pdf	5cdb8aa441a4321320f249da	05/14/2019

OPERATING POLICIES AND PROCEDURES

Policies and Procedures Documentation:

Document Category	Document Name	Type	ID	Upload Date
Plan for obtaining marijuana or marijuana products	OPCA Plan to obtain marijuana.pdf	pdf	5cdb6531c70e2b132b3116d9	05/14/2019
Separating recreational from medical operations, if applicable	OPCA Plan for Separating Recreational from Medical Operations.pdf	pdf	5cdb668833099617d79415c0	05/14/2019
Restricting Access to age 21 and older	OPCA Policy for Limiting Access to Age 21 and Older.pdf	pdf	5cdb680e69291617ba85c6b6	05/14/2019
Security plan	OPCA Security Plan_Rowley.pdf	pdf	5cdb6a0f13edb917cc1f97eb	05/14/2019
Prevention of diversion	OPCA Prevention of Diversion Policy and Procedure_Retail.pdf	pdf	5cdb6baa64ca8317f4fc7882	05/14/2019
Storage of marijuana	OPCA Storage SOP_Retail.pdf	pdf	5cdb6d8f64ca8317f4fc7889	05/14/2019
Transportation of marijuana	OPCA Policy and Procedure for the Transportation of Marijuana.pdf	pdf	5cdb70d9c70e2b132b3116ee	05/14/2019
Inventory procedures	OPCA Inventory and Tracking SOP_Retail.pdf	pdf	5cdb721833099617d79415d9	05/14/2019
Quality control and testing	OPCA Quality Control and Testing SOP_Retail.pdf	pdf	5cdb758013edb917cc1f9801	05/14/2019
Dispensing procedures	OPCA Dispensing Procedure_Retail.pdf	pdf	5cdb76eb69291617ba85c6d0	05/14/2019
Personnel policies including background checks	OPCA Personnel Policies_including Background Checks.pdf	pdf	5cdb781b1dae681319ce682a	05/14/2019
Record Keeping procedures	OPCA Record Keeping Procedure.pdf	pdf	5cdb78da1dae681319ce682e	05/14/2019
Maintaining of financial records	OPCA Maintenance of Financial Records SOP_Retail.pdf	pdf	5cdb79bf58ad7e1336c23c49	05/14/2019
Qualifications and training	OPCA Qualifications and Trainnig SOP_Retail.pdf	pdf	5cdb84bf50e7af1803c1ba26	05/14/2019
Diversity plan	OPCA Diversity Plan 2.0.pdf	pdf	5d30f92a0dc32e386aecd55a	07/18/2019
Energy Compliance Plan	OPCA Energy Compliance Plan.pdf	pdf	5fed067444f61c07f67fe1ff	12/30/2020

MARIJUANA RETAILER SPECIFIC REQUIREMENTS

No documents uploaded

No documents uploaded

ATTESTATIONS

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

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

I certify that any entities who are required to be listed by the regulations above do not include any omitted individuals, who by themselves, would

be required to be listed individually in any marijuana establishment application(s) for licensure submitted to the Cannabis Control Commission.:

I Agree

Notification: I Understand

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 Agree

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 Agree

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

ADDITIONAL INFORMATION NOTIFICATION

Notification: I Understand

COMPLIANCE WITH POSITIVE IMPACT PLAN

Progress or Success Goal 1

Description of Progress or Success: Goal 1- 25% of our workforce to fall into one or more of the following categories:

1. Past or present residents of "areas of disproportionate impact," which have been defined by the Commission, specifically the communities of Haverhill and Lynn.
2. Commission-designated Economic Empowerment Priority applicants;
3. Commission-designated Social Equity Program participants;
4. Massachusetts residents who have past drug convictions; and
5. Massachusetts residents with parents or spouses who have drug convictions.

Progress- Currently 12 Percent of our employees are Past or present residents of "areas of disproportionate impact," which have been defined by the Commission. We continue to make strides in increasing this number by engaging with and targeting residents of Haverhill and Lynn.

COMPLIANCE WITH DIVERSITY PLAN

Diversity Progress or Success 1

Description of Progress or Success: Goal 1- Our goal is to have the following workforce demographic:

- 50% female
- 30% Minorities, Veterans, People with disabilities; and People who are LGBTQ+

Progress- Currently 35% of our employees are Female and 54% are Minorities, Veterans, People with disabilities, and/or People who are LGBTQ +

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

BOS
4/22

Host Community Agreement Certification Form

The applicant and contracting authority for the host community must complete each section of this form before uploading it to the application. Failure to complete a section will result in the application being deemed incomplete. Instructions to the applicant and/or municipality appear in italics. 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(1).


Applicant

I, Spencer Kalker, (insert name) certify as an authorized representative of Old Planters of Cape Ann (insert name of applicant) that the applicant has executed a host community agreement with Rowley (insert name of host community) pursuant to G.L.c. 94G § 3(d) on 4/22/19 (insert date).


Signature of Authorized Representative of Applicant

Host Community

I, Cliff Pierce, (insert name) certify that I am the contracting authority or have been duly authorized by the contracting authority for Town of Rowley, MA (insert name of host community) to certify that the applicant and Town of Rowley, MA (insert name of host community) has executed a host community agreement pursuant to G.L.c. 94G § 3(d) on 4/22/19 (insert date).


Signature of Contracting Authority or
Authorized Representative of Host Community



Old Planters of Cape Ann Plan to Remain Compliant with Local Zoning

Application #: MRN282588

Purpose

The purpose of this plan is to outline how Old Planters of Cape Ann, Inc. will remain in compliance and ensure that the Marijuana Establishment is and will remain compliant with local codes, ordinances and bylaws for the physical address of our Retail Marijuana Establishment at 300 Newburyport Turnpike, Unit 1, Rowley, Massachusetts which includes, but not be limited to, the identification of any local licensing requirements for the adult use of marijuana.

Background

The Town of Rowley enacted a Zoning Bylaw that established zoning restrictions for Adult-Use Retail Marijuana Establishments. Articles 4.6.3(o) and 4.13 of the Rowley Zoning Bylaw allow adult use retail establishments in the Retail zoning district with a special permit issued by the Planning Board. Our location 300 Newburyport Turnpike, Unit 1 is located in the Retail District and compliant with all other requirements outlined in the Bylaw. Old Planters of Cape Ann has also executed a Host Community Agreement with the Town of Rowley and received its Special Permit. Rowley does not have any local licensing requirements.

Plan:

Old Planters of Cape Ann, Inc. is currently fully compliant with the requirements outlined in the Bylaw.

It is the intention of Old Planters of Cape Ann to remain compliant with all relevant local codes, and Bylaws applicable to a Retail Marijuana Retail Establishment.

In addition to Old Planters of Cape Ann, Inc. remaining compliant with the existing Rowley Zoning Bylaw, our executive management team and General Counsel will continually engage with the Town of Rowley to remain up to date with local codes zoning ordinances and by-laws, to remain fully compliant.

Community Outreach Meeting Attestation Form

The applicant must complete each section of this form and initial each page before uploading it to the application. Failure to complete a section will result in the application being deemed incomplete. Instructions to the applicant appear in italics. 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(1).

I, Spencer Walker, (insert name) attest as an authorized representative of Old Planters of Cape Ann (insert name of applicant) that the applicant has complied with the requirements of 935 CMR 500 and the guidance for licensed applicants on community outreach, as detailed below.

1. The Community Outreach Meeting was held on December 12th 2018 (insert date).
2. A copy of a notice of the time, place, and subject matter of the meeting, including the proposed address of the Marijuana Establishment, was published in a newspaper of general circulation in the city or town on December 4, 2018 (insert date), which was at least seven calendar days prior to the meeting. A copy of the newspaper notice is attached as Attachment A (*please clearly label the newspaper notice in the upper right hand corner as Attachment A and upload it as part of this document*).
3. A copy of the meeting notice was also filed on December 3, 2018 (insert date) with the city or town clerk, the planning board, the contracting authority for the municipality, and local licensing authority for the adult use of marijuana, if applicable. A copy of the municipal notice is attached as Attachment B (*please clearly label the municipal notice in the upper right-hand corner as Attachment B and upload it as part of this document*).
4. Notice of the time, place and subject matter of the meeting, including the proposed address of the Marijuana Establishment, was mailed on December 3, 2018 (insert date), which was at least seven calendar days prior to the community outreach meeting to abutters of the proposed address of the Marijuana Establishment, and residents within 300 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. A copy of one of the notices sent to abutters and parties of interest as described in this section is attached as Attachment C (*please clearly label the municipal notice in the upper right hand corner as Attachment C and upload it as part of this document; please only include a copy of one notice and please black out the name and the address of the addressee*).

5. Information was presented at the community outreach meeting including:
 - a. The type(s) of Marijuana Establishment 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 Marijuana Establishment to prevent diversion to minors;
 - d. A plan by the Marijuana Establishment to positively impact the community; and
 - e. Information adequate to demonstrate that the location will not constitute a nuisance as defined by law.
6. Community members were permitted to ask questions and receive answers from representatives of the Marijuana Establishment.

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line ad publication deadlines:

dailies:

The Eagle-Tribune, Gloucester Daily Times,
The Salem News, Daily News of Newburyport
Monday.....5pm Friday
Tuesday-Saturday.....5pm day prior
Sunday paper.....5pm Friday (auto only)
Sunday paper.....5pm Friday

weeklies:

Carriage Towne News: 12pm Friday
Andover Townsman, Derry News &
Haverhill Gazette: 5pm Tuesday

Cancellation/change deadlines:
same as publication deadlines



HOMES

Gloucester- Stunning Back Shore custom designed colonial built by well-known contractor. Perfectly sited on a spacious private manicured lot with granite hardscapes, mature plantings and landscape lighting, perched on an elevated knoll. This high quality home invites you through iron gates to a home with pristine hardwood floors, polished tile, marble and solid oak doors and trim throughout. The spacious rooms take full advantage of an open airy feel filled with sunlight. Highlighting the home, an updated kitchen that opens to a two story vaulted-ceiling family room w/ full-height granite fireplace opening to an expansive game room w/bar. The home also features a finished basement, two-car tiled garage, multiple decks and patio. A tranquil sanctuary setting! Near beaches. \$1,085,000

Rick Petralia
J Barrett & Company
978-239-6207

HAMILTON – Top Hamilton location/cul de sac with pond for this handsome 4 bedroom Colonial reproduction set up on knoll – very easy to HW High School / Miles River Middle School. Excellent room sizes, huge vaulted ceiling FP family room opens to roomy eat-in kitchen, beautiful in-ground gunite pool, 5-burner gas range, + finished room in lower level, new carpeting, new paint, some finishing touches needed, two-car garage, very private rear yard. \$746,000

RIVER VALLEY RE

Call Pat Skibbee for appointment
978-502-4782, or office 800-773-9990

Newburyport~High Street

THE MERRILL HOUSE ~ 1791 elegance and space with period features. 4 fireplaces, raised field paneled mantel walls; double staircases, cornice moldings. Formal dining room, library, private second floor deck, heated sunroom looking out on 1/2 acre of lawn and gardens. All systems updated, SS kitchen, Master Bath, two story carriage barn. Kept meticulously by caring owners. \$799,000

RIVER VALLEY RE

Call Joanie Purinton 978-462-6898
or office, 978-363-8851 for more information
or to arrange a showing

NEWBURYPORT

One of Newburyport earliest! 1657 Saltbox with direct views out across the expansive Mouth of the River. Two bedrooms, giant fireplaces, flower garden. Country kitchen with picturesque pantry room. Upgrades are left for the new owners; the period character remains. The other side of this duplex is also for sale, enabling a new owner to possess a single family residence. Sunrises are your daily excitement. \$419,000

RIVER VALLEY R.E.

Call Joanie Purinton for appt 978-462-6898

Swampscott- OPEN HOUSE! Sunday, December 2nd, 11:30am-12:30pm, 4 Merrymount Dr. Luxurious 5 updated throughout, 3 bedroom home close to Virgin Sq plaza, shops and restaurants. \$779,000

Armstrong Field RE
(978) 740-8700
armstrongfield.com

Wakefield- Beautiful 5 bedroom Colonial located on a quiet cul-de-sac in a desirable Wakefield neighborhood. This home boasts two distinct living spaces. \$695,900

Armstrong Field RE
(978) 740-8700
armstrongfield.com

Wakefield- OPEN HOUSE! Saturday, December 1st 11:30am-12:30pm, 148 Parker Rd. Brand New and completely updated, 4 bedroom colonial on an oversized corner lot. \$799,900

Armstrong Field RE
(978) 740-8700
armstrongfield.com

BETTER PRICE

WEST NEWBURY

Spacious and sturdy Colonial home with three living levels – needs rehab – new heating system, 1998 huge country kitchen, newer hot water heater and newer roof, passed tile V-septic inspection. High ceilings, fireplace, fine moldings, two bays of huge windows, 3,000+ square feet on 4.5 acres. This can be a magnificent home! Legal third-floor apartment, \$1000/mo rental income \$415,000

RIVER VALLEY RE

Call Pat Skibbee for appointment
978-502-4782, or office 800-773-9990

TOWNHOMES/CONDOS

Beverly - Centered between Cabot and Rantoul Streets, this new condominium association with first-floor updated two-bedroom unit offering many amenities. Unit features stainless-steel eat-in kitchen, new wood floors, wide trim moldings, laundry in unit, updated bath, exclusive use porch, storage, and two-car parking. Easy access to highway and Train. Near Danes Beach. Enjoy all that downtown Beverly has to offer! \$275,000

Rick Petralia
J Barrett & Company
978-239-6207

Salem- Beautifully maintained, 2 bedroom condo close to Downtown Salem and Salem State University. . Features include high ceilings, crown molding, hardwood floors in living room and both bedrooms. \$233,000

Armstrong Field RE
(978) 740-8700
armstrongfield.com

TOWNHOMES/CONDOS

Salem- OPEN HOUSE! Sunday, December 2nd, 12:00-2:00pm, 11 Andrew St. Updated, 3 bedroom, 3 level townhouse in Downtown Salem, just steps away from Salem Commons. \$515,000

Armstrong Field RE
(978) 740-8700
armstrongfield.com

COMMERCIAL/BUSINESS

SUMMERVIEW R.E. WE GET RESULTS!

RETAIL S. New Hampshire
Retail Downtown Derry, NH.....\$700-\$1895
Retail Londonderry, NH.....\$795-\$1695
WAREHOUSE Southern NH
RENT Londonderry, NH, Ext 5, Rte. 93,
400ft - 2000 ft.. from \$695 to \$1495/mo
Derry- 800-40,000sf, some docks
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Hudson, NH: 800ft. inc. all utilities
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Single room offices from.....\$325/mo.
Derry, NH Office & Medical set up
...\$1295
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NH Italian Rest, 140 seats.....\$300,000
Pizza & Subs gr. \$15,000 wk.....\$159,000
NH Variety Store: Land/Bldg Bus
...\$75,000
Pizza/Subs: Southern NH\$109,000
APARTMENTS Rent Derry & Hudson, NH
3 BR, 1BA, Heat & HW.....\$1295
1 Bedrooms from \$950/mo. includes heat & hw
3 BR 1/2 Acre. E. Derry.....\$249,000
Multi Family:
Mixed Use 3 bed house 4 apts and auto sales,
service garage Hudson NH.....\$795,000
20 Unit Brick Bld. 7% inc. NH.....\$2,100,000
5 units 3 Com & 2 Apt. Hudson NH
...\$485,000
2 Fam Derry 3 & 2 bed\$249,000
2 Fam Derry 2 & 1 bed.....\$249,000
6 Unit Office Bld. w/d bld 10k ft
...\$798,000
7 Unit, Hardwood, garages.....\$879,000

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Armstrong Field
Real Estate

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ArmstrongField.com
978-740-8700

HOMES

Gloucester - Long-Term Year-Round Two-Bedroom Ranch Style House Rental... One-Level Living Opportunity! This charming home features many amenities to include open concept eat-in kitchen to expansive living room with cathedral ceilings, large dining room, three-zoned forced hot water heating washer and dryer, modern bath, two-car parking and ample storage. Easy access to highway, MBTA, beaches and shopping areas. First, and One Months Security. No Pets. No-Fee Application with minimum credit score of 685 for entry. \$1,975/mo

Rick Petralia
J Barrett & Company
978-865-1203

APARTMENTS

Gloucester - First Floor! Long-Term Apartment Rental! Centrally located in Gloucester's historic business district, this sprawling two-bedroom first-floor apartment offers many highly regarded appointments to include one and one-half baths, two-car parking, glistening hardwood floors throughout, two-zone natural gas forced hot water heating, vented skylights and an attic and designated basement storage and laundry. Quick access to beaches, highway and downtown train station. No Pets. No-Fee Application required with a minimum credit score of 685 to qualify. \$1,625/mo

Rick Petralia
J Barrett & Company
978-865-1203

Gloucester - Long-Term Apartment Rental centered in historic business district! Located in a modern building with elevator. This pristine three-room, one-bedroom unit possess many appointments to include hardwood floors, full-appliances kitchen with granite counter tops, gas heating, central air and laundry hook-ups. Quick access to beaches, highway and train station. No Pets. No-Fee Application required with a minimum credit score of 675 to qualify. \$1,325/mo

Rick Petralia
J Barrett & Company
978-865-1203



HAMPTON BEACH 1-bedroom condos,
Nov - June. Kitchenettes, free cable TV, WiFi,
exercise room and more. Starting at \$250/
weekly, \$700/mo. 603-929-0685

APARTMENTS

AMESBURY, MA 1 & 2 bedrooms Country setting, \$1080-\$1380 Heat/hot water. No dogs/ cats. Call 978-388-4212
www.amesburybritish.com

APARTMENTS

GROVELAND, MA - 2 bedroom includes heat & hot water, hardwood, storage, deck, parking, new pool. Cats only... Starting at \$1500/mo. 978-891-3153

HAVERHILL: 3 Bedroom, 1st flr., Newly renov, new carpet, Cat acceptable, No Utilities \$1200 1st & Sec. Avail Now. 978- 514-0363

PUBLIC NOTICES FOR YOUR COMMUNITY

Take notice, they could affect you!

PUBLIC NOTICES

ANNUAL REPORT

The Annual Report of the General Charitable Society of Newburyport MA is available at the address noted below for inspection by any citizen who so requests within 180 days after publication of this notice of its availability.

Jill E. Halley, Secretary
PO Box 365
Newburyport, MA 01950

NT - 12/4/18

CITY OF NEWBURYPORT NOTICE OF A PUBLIC HEARING

In accordance with the provisions of the Newburyport Subdivision Regulations and the Zoning Ordinance of the City of Newburyport, the Newburyport Planning Board will hold a public hearing at 7:00pm on 12/19/18 at City Hall, 60 Pleasant St., Newburyport, MA on the application for a Special Permit made by HVV Massachusetts, Inc. c/o Michael Reardon for the property located at 2 Opportunity Way, indicated as Assessor's map and parcel 82A-24, and recorded at the Essex South Registry of Deeds as book and page 24998-315. The application is for the following request: allow a marijuana establishment without retail sales (Use #802). Copies of the applications are available for viewing in the Planning Office, 60 Pleasant Street, Newburyport, MA Mondays through Wednesdays 8am - 4pm, Thursdays 8am - 8pm, and Fridays 8am - noon. (978) 465-4400. All persons interested or wishing to be heard should appear at the time and place designated above.

NT - 12/4, 12/11/18

DESIGNER SERVICES: REQUEST FOR QUALIFICATIONS NEWBURYPORT WEST END FIRE STATION - FEASIBILITY STUDY

The Newburyport Office of Planning and Development will accept qualifications regarding designer (architectural) services for the "Newburyport West End Fire Station" project at City Hall, Office of Planning and Development, 60 Pleasant Street, MA, 01950, ATTN: Andrew R. Port, AICP Director of Planning & Development, until 2:00 p.m. E.S.T. on Thursday, January 10, 2019. The full Request for Qualifications (RFQ) including project background, a detailed scope of work and associated proposal forms are available upon request from Andrew R. Port in the Planning Office at (978) 465-4400 or apor@cityofnewburyport.com (email requests recommended). The project scope includes a Feasibility Study for renovation or new construction of the West End Fire Station (Station # 2), schematic design development, construction cost estimates, preparation of construction documents including bid drawings and specifications, bid phase services and construction administration. The designer's fee will be negotiated with a not-to-exceed cap of \$75,000.

NT - 12/4, 12/11/18

TOWN OF NEWBURY BOARD OF SELECTMEN PUBLIC HEARING NOTICE

Residents of the Town of Newbury and other interested persons please note that on **Wednesday, December 19, 2018, at 7:15 p.m.** in the **Second Floor Hearing Room at the Newbury Municipal Offices, 12 Kent Way, Byfield, MA 01922**, the Newbury Board of Selectmen will hold a **public hearing** to consider a **Water Supply Protection Overlay District (WSPOD) Special Permit Application** submitted by GreenER, c/o Dr. Keith Ablow, for proposed **rehabilitation of Newbury's Upper Green, bounded by High Road, Green Street, and Hanover Street, Assessors Map U-09, Lot 75**, as shown on the drawings entitled "Newbury Upper Green, High Road, Green Street, and Hanover Street, Newbury, MA 01951, Map U-09 Parcel 75," dated June 19, 2018, prepared by Cammett Engineering, for GreenER, c/o Dr. Keith Ablow, and as described in the WSPOD Special Permit Application and supporting documents. The Application is on file for review during regular business hours with the Town Clerk and in the Selectmen's Office, 12 Kent Way, Byfield, MA. For more information contact the Newbury Town Planner at (978) 465-0862, ext. 312. All persons interested or wishing to be heard relative to this Special Permit Application should appear at the time and place designated above.

J.R. Colby, Chair
Newbury Board of Selectmen
NT - 12/4, 12/11/18

PUBLIC NOTICES

PUBLIC NOTICE

Notice is hereby given that a Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for Wednesday December 12, 2018 at 5:00 PM at 300 Newburyport Turnpike, Rowley MA Unit 1. The proposed Marijuana Retailer is also anticipated to be located at 300 Newburyport Turnpike, Rowley, MA 01969. There will be an opportunity for the public to ask questions at the meeting. Old Planters of Cape Ann, Inc. NT-12/4/18

TOWN OF SALISBURY ZONING BOARD OF APPEALS NOTICE OF HEARING

Case No. 18-27
The Salisbury Board of Appeals will hold a public hearing on **Tuesday, December 11, 2018 beginning at 7:00 P.M.** at the Salisbury Town Hall, 5 Beach Rd., Salisbury, MA, to act on a Petition for Relief – by Administrative Appeal with respect to the Salisbury Zoning Bylaw, Section 300-33 and M.G.L. Ch. 40A.
At 71, 73, 75 North End Boulevard (Map 33, Lot 26, Map 33, Lot 24, Map 33, Lot 28), applicant **Tom Patenaude Homes, Inc.** is seeking a Petition for Relief by Administrative Appeal under Section 5.300-75(A)(1) (Inclusionary Housing Requirements) of the Salisbury Zoning Bylaws, regarding an appeal of the Zoning Enforcement Letter issued by the Building Inspector dated October 24, 2018.

Susan Pawlisheck
Chairman
NT - 11/27, 12/4/18

CITY OF NEWBURYPORT NOTICE OF A PUBLIC HEARING

In accordance with the provisions of the Newburyport Subdivision Regulations and the Zoning Ordinance of the City of Newburyport, the Newburyport Planning Board will hold a public hearing at 7:00pm on 12/19/18 at City Hall, 60 Pleasant St., Newburyport, MA on the application for a Special Permit Amendment made by Meghan and Michael Santos c/o Lisa L. Mead, Mead, Talerman & Costa, LLC for the property located at 1 Donahue Court (f/k/a 26 Toppans Lane), indicated as Assessor's map and parcel 39-40-A, and recorded at the Essex South Registry of Deeds as book and page 33791-202. The application is for the following request: modify approved footprint. Copies of the applications are available for viewing in the Planning Office, 60 Pleasant Street, Newburyport, MA Mondays through Wednesdays 8am - 4pm, Thursdays 8am - 8pm, and Fridays 8am - noon. (978) 465-4400. All persons interested or wishing to be heard should appear at the time and place designated above.

NT - 12/4, 12/11/18

TOWN OF NEWBURY PLANNING BOARD PUBLIC HEARING NOTICE

Residents of the Town of Newbury and other interested persons please note that on **Wednesday, December 19, 2018, at 7:15 p.m.** in the **Second Floor Hearing Room at the Newbury Municipal Offices, 12 Kent Way, Byfield, MA 01922**, the Newbury Planning Board will hold a **public hearing** to consider a **Site Plan Review Application** submitted by GreenER, c/o Dr. Keith Ablow, for proposed **rehabilitation of Newbury's Upper Green, bounded by High Road, Green Street, and Hanover Street, Assessors Map U-09, Lot 75**, as shown on the drawings entitled "Newbury Upper Green, High Road, Green Street, and Hanover Street, Newbury, MA 01951, Map U-09 Parcel 75," dated June 19, 2018, prepared by Cammett Engineering, for GreenER, c/o Dr. Keith Ablow, and as described in the Site Plan Review Application and supporting documents. The Application is on file for review during regular business hours with the Town Clerk and in the Planning Office, 12 Kent Way, Byfield, MA. For more information contact the Planning Office at (978) 465-0862, ext. 312. All persons interested or wishing to be heard relative to this Site Plan Review Application should appear at the time and place designated above.

Rachel McManus, Chair
Newbury Planning Board
NT - 12/4, 12/11/18

PUBLIC NOTICES

COMMONWEALTH OF MASSACHUSETTS THE TRIAL COURT PROBATE AND FAMILY COURT

Essex Probate and Family Court
36 Federal Street
Salem, MA 01970
(978) 744-1020
Docket No. ES17P3174EA

Estate of: Willard M. Drowne
Also Known As: Willard Drowne
Date of Death: 07/22/2017
CITATION ON PETITION FOR SALE OF REAL ESTATE BY A PERSONAL REPRESENTATIVE

To all interested persons:
A Petition for Sale of Real Estate has been filed by **Stephen A. Rosenbaum, Esq., of Newburyport, MA**, requesting that the court authorize the Personal Representative to sell the decedent's real estate at a private sale.

IMPORTANT NOTICE
You have the right to obtain a copy of the Petition from the Petitioner or at the court. You have a right to object to this proceeding. To do so, you or your attorney must file a written appearance and objection at this court before 10:00 a.m. on the return day of 12/11/2018.

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

WITNESS, Jennifer M. R. Ulwick, First Justice of this Court.

Date: November 30, 2018
Pamela Casey O'Brien
Register of Probate

NT – 12/4/18

CITATION ON PETITION FOR FORMAL ADJUDICATION Docket No. ES18P3465EA Commonwealth of Massachusetts The Trial Court

Probate and Family Court
Essex Probate and Family Court
36 Federal Street
Salem, MA 01970
(978) 744-1020

Estate of: Andrew Joseph Dobson

Also known as: Andy Dobson, Andrew J Dobson
Date of Death: 10/21/2018
To all interested persons

A Petition for **Formal Appointment of Personal Representative** has been filed by **Theresa L. Dobson of Derry NH** requesting that the Court enter a formal Decree and Order and for such other relief as requested in the Petition.

The Petitioner requests that: **Sean C Dobson of Amesbury MA** be appointed as Personal Representative(s) of said estate to serve **Without Surety** on the bond in an **unsupervised** administration.

IMPORTANT NOTICE

You have the right to obtain a copy of the Petition from the Petitioner or at the Court. You have a right to object to this proceeding. To do so, you or your attorney must file a written appearance and objection at this Court before: 10:00 a.m. on the return day of 12/31/2018.

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

UNSUPERVISED

ADMINISTRATION UNDER THE MASSACHUSETTS UNIFORM PROBATE CODE (MUPC)

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

WITNESS, Jennifer M R Ulwick, First Justice of this Court.

Date: November 21, 2018
Pamela A Casey O'Brien,
Register of Probate

NT - 12/4/18

PUBLIC NOTICES

COMMONWEALTH OF MASSACHUSETTS LAND COURT DEPARTMENT OF THE TRIAL COURT

18SM006653
ORDER OF NOTICE

To:
Jamie M. Lowell;
Shannon E. Lowell
and to all persons entitled to the benefit of the Servicemembers Civil Relief Act, 50 U.S.C. 50 § 3901 et seq.:

Wells Fargo Bank, N.A., claiming to have an interest in a Mortgage covering real property in Amesbury, numbered 1 Birch Street, given by Jamie M. Lowell to Mortgage Electronic Registration Systems, Inc. as nominee for DREW Mortgage Associates, Inc., dated June 28, 2012, and recorded in the Essex County (Southern District) Registry of Deeds in Book 31474, Page 441, as modified by a certain modification agreement dated February 20, 2017, and recorded with said Essex County (Southern District) Registry of Deeds in Book 35783, Page 93, and now held by the Plaintiff by assignment, has/have filed with this court a complaint for determination of Defendant's/Defendants' Service-members status.

If you now are, or recently have been, in the active military service of the United States of America, then you may be entitled to the benefits of the Servicemembers Civil Relief Act. If you object to a foreclosure of the above mentioned property on that basis, then you or your attorney must file a written appearance and answer in this court at Three Pemberton Square, Boston, MA 02108 on or before December 31, 2018 or you will be forever barred from claiming that you are entitled to the benefits of said Act.

Witness, JUDITH C. CUTLER, Chief Justice of said Court on November 16, 2018.

Attest: Deborah J. Patterson
Recorder
14004
NT - 12/4/18

NOTICE OF A PUBLIC HEARING

Notice is hereby given pursuant to Massachusetts General Laws Chapter 40A, Section 5 (The Zoning Act) and the Newburyport Zoning Ordinance, Section XXII-B (Adoption and Amendment) that the Newburyport Planning Board and City Council (acting through its Planning & Development Committee) will hold a Joint Public Hearing on Wednesday, December 19, 2018 at 7:00 p.m. in the City Council Chambers at Newburyport City Hall, 60 Pleasant Street, Newburyport, MA 01950. The purpose of this Public Hearing is to present, and hear testimony and comment from interested persons relative to, a proposed amendment and/or addition to the Zoning Ordinance for the City of Newburyport, said amendment being submitted to the City Council for consideration on November 13, 2018. After the Public Hearing the Planning Board and Planning & Development Committee will, as required by law, vote its recommendations on each proposal and report them back to the full City Council. There is one (1) proposed ordinance amendment for which two (2) options are being considered. A summary is provided below. Copies of the full text of such ordinances, and maps related thereto, are available for review by interested parties in the Offices of the City Clerk and Office of Planning & Development (City Hall, 60 Pleasant Street, Newburyport, MA 01950) during regular business hours. Questions regarding these ordinances may be directed to the Director of Planning & Development, Andrew R. Port, at (978) 465-4400 x 1.

1. Option 1 – Zoning Map District Change: Amend the Newburyport Zoning Ordinance and Zoning Map referenced therein so as to change the following listed parcels from a Business One (B-1) District to the Residential Two (R-2) District, said parcels being located within the existing B-1 District at the intersection of Storey Ave, Low Street and Woodman Way:
A. 1 Clipper Way [Assessors Map/Lot 109-34-1/95]
B. 5 Woodman Way [Assessors Map/Lot 109-41-1-101/310]
C. 6 Woodman Way [Assessors Map/Lot 109-44-101/415]
D. 66 Storey Ave [Assessors Map/Lot 109-44-B (portion only)]
E. 232 Low Street [Assessors Map/Lot 43-61-A/X]
2. Option 2 – Additional Buffer Zone between Marijuana Businesses & Residential Uses: Amend Section XXXI (Licensed Marijuana Businesses), and more particularly Section XXXI-F (Required Buffer Zones & Restrictions on Location) to require that the entrance to any Marijuana Business be located at least 100' from any of the above referenced properties.

NEWBURYPORT PLANNING BOARD
Bonnie Sontag, Chair
NT - 12/4, 12/11/18

PUBLIC NOTICES ARE IMPORTANT

Newspapers and newspaper websites are the public record for all important legal and government activity in your community.

If you missed a notice in print, you can always search the archives available on our website under "Public Notices"



OLD PLANTERS
of CAPE ANN



Rowley Board Of Selectmen, Clifford Pierce, Chairman
Rowley Planning Board, Christopher J. Thornton, Chairman
Rowley Town Administrator, Deborah M. Eagan
Rowley Town Clerk, Susan G Hagen
139 Main St
PO Box 275
Rowley, MA 01969

Notice is hereby given that a Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for Wednesday December 12, 2018 at 5:00 PM at 300 Newburyport Turnpike, Rowley MA Unit 1. The proposed Marijuana Retailer is also anticipated to be located at 300 Newburyport Turnpike, Rowley, MA 01969.

There will be an opportunity for the public to ask questions at the meeting.

Thank You,

Spencer Kalker
Old Planters of Cape Ann. Inc.

7 Jewett Hill
Ipswich MA 01938
p 978 616 7606

e spencer@oldplantersofcapeann.org
www.oldplantersofcapeann.org

From: **Spencer** <spencer@oldplantersofcapeann.org>
Date: Mon, Dec 3, 2018 at 8:30 AM
Subject: FW: Town of Rowley Community Outreach Meeting
To: selectmen@townofrowley.org <selectmen@townofrowley.org>, debbie@townofrowley.org <debbie@townofrowley.org>, townclerk@townofrowley.org <townclerk@townofrowley.org>, Kirk Baker <kirk.baker@townofrowley.org>, planning@townofrowley.org <planning@townofrowley.org>
Cc: brianrcummings@aol.com <brianrcummings@aol.com>

Good afternoon. As part of the Cannabis Control Commission's application requirements, we are required to notify the parties on this email communication of our Community Outreach Meeting. We have scheduled the meeting for Wednesday December 12 at 6:00 PM at our proposed Location at 300 Newburyport Turnpike, Unit 1. We cordially invite any and all Town officials to the meeting to learn more about our proposed plan for our Retail Marijuana Establishment.

If you have nay questions please feel free to reach out to me by phone or email.

Best regards,

Spencer
Spencer Kalker
President & CEO
Old Planters of Cape Ann, Inc.

www.oldplantersofcapeann.org
978-616-7606

Rowley Board Of Selectmen, Clifford Pierce, Chairman
Rowley Planning Board, Christopher J. Thornton, Chairman
Rowley Town Administrator, Deborah M. Eagan
Rowley Town Clerk, Susan G Hagen
139 Main St
PO Box 275
Rowley, MA 01969

Notice is hereby given that a Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for Wednesday December 12, 2018 at 6:00 PM at 300 Newburyport Turnpike, Rowley MA Unit 1. The proposed Marijuana Retailer is also anticipated to be located at 300 Newburyport Turnpike, Rowley, MA 01969.

There will be an opportunity for the public to ask questions at the meeting.

Thank You,

Spencer Kalker
Old Planters of Cape Ann. Inc.

OLD PLANTERS
of CAPE ANN



Dear Abutter,

Notice is hereby given that a Community Outreach Meeting for a proposed Marijuana Establishment is scheduled for Wednesday December 12, 2018 at 5:00 PM at 300 Newburyport Turnpike, Rowley MA Unit 1. The proposed Marijuana Retailer is also anticipated to be located at 300 Newburyport Turnpike, Rowley, MA 01969.

There will be an opportunity for the public to ask questions at the meeting

Thank You,

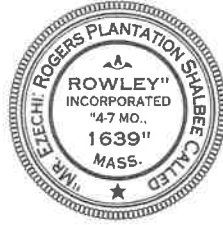
Spencer Kalker
Old Planters of Cape Ann. Inc.

7 Jewett Hill
Ipswich MA 01938
p 978 616 7606

e spencer@oldplantersofcapeann.org
www.oldplantersofcapeann.org

List of 300' Abutters that were mailed notices on December 3, 2018

Property	Name 1	Name 2	Street	Town	State	Zip Code
300 Newburyport TNPk.	Jells Group LLC		268 High Street	Topsfield	MA	01938
282 Newburyport TNPk.	TRS FORGE REALTY TRUST	CASSIDY MAURICE J TRUSTEE	282 Newburyport Tnpk.	Rowley	MA	01969
288 Newburyport TNPk.	TRS TRI-K REALTY TRUST	KING ROBERT M TRUSTEE	PO BOX 707	Rowley	MA	01969
289-295 Newburyport TNPk.	PEARCE INDUSTRIAL PARK OF ROWLEY		PO BOX 727	Alton	NH	03809
306 Newburyport TNPk.	DALY-ROWLEY LLC	S/O PEABODY ESSEX MUSEUM INC	306 Newburyport Tnpk.	Rowley	MA	01969
305 Newburyport TNPk.	TRS PRIME REALTY TRUST	SURETTE EDWARD T TRUSTEE	124 Jewett Street	Georgetown	MA	01833
319 Newburyport TNPk.	JOSUR LLC		124 Jewett Street	Georgetown	MA	01833
320 Newburyport TNPk.	TRS KADC TRUST	MCCARTHY RONALD D ET AL TRUSTEES	27 Turnpike Street	Ipswich	MA	01938
467 Haverhill Street	Town of Rowley	Conservation Commission	PO BOX 24	Rowley	MA	01969



BOARD OF SELECTMEN
139 Main Street • PO Box 275
Rowley, MA 01969
Phone (978) 948-2372
Fax (978) 948-8202
selectmen@townofrowley.org

Town of Rowley

Massachusetts 01969

TOWN ADMINISTRATOR
139 Main Street • PO Box 275
Rowley, MA 01969
Phone (978) 948-2705
Fax (978) 948-8202
debbie@townofrowley.org

VIA: Email only: spencer@oldplantersofcapeann.org

December 15, 2020

Spencer Kalker
President and CEO
Cape Ann Cannabis
Old Planter's of Cape Ann, Inc.
300 Newburyport Turnpike
Rowley, MA 01969

RE: COMMUNITY IMPACT STATEMENT

Dear Mr. Kalker:

The Board of Selectmen has reviewed your email dated December 2, 2020 regarding your annual state license renewal. In response to your email, the Town has not yet suffered any quantified impacts from the operations of Old Planter's of Cape Ann, Inc.

If you have any questions, please contact me.

Sincerely,

Deborah Eagan
Town Administrator



Plan For Positive Impact

I. Intent

Old Planters of Cape Ann is committed to allowing people from areas of disproportionate impact experience a positive impact from the operation of our Marijuana Establishments. The cities of Lynn and Haverhill are the closest of the 29 communities designated as “areas of disproportionate impact” meaning these municipalities have been disproportionately affected by cannabis prohibition and enforcement. Marijuana prohibition and enforcement has produced profoundly unequal outcomes for these communities with higher arrest and incarceration rates.

II. Purpose

Through its regulations the Commonwealth of Massachusetts and the Cannabis Control Commission has required the promotion and encouragement of full participation in the marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement and to positively impact those communities. To this end, Old Planters of Cape Ann is also committed to employing, partnering with, and providing programs that will help reverse the negative impacts that marijuana prohibition has had on populations of disproportionate impact.

In the geographic area of the Old Planters of Cape Ann marijuana establishments there are several communities that have been determined to be “Areas of Disproportionate Impact” by the Commission. Lynn and Haverhill are the communities that Old Planters of Cape Ann has identified as the communities we will engage with to implement our programs.

Old Planters of Cape Ann will comply with the requirements of 935 CMR 500.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Marijuana Establishment

Any actions taken, or programs instituted, by Old Planters of Cape Ann will not violate the Commission’s regulations with respect to limitations on ownership or control or other applicable state laws.

Plan Populations:

The programs in this plan will be aimed to positively impact the following populations:

1. Past or present residents of “areas of disproportionate impact,” which have been defined by the Commission, specifically the communities of Haverhill and Lynn.
2. Commission-designated Economic Empowerment Priority applicants;
3. Commission-designated Social Equity Program participants;
4. Massachusetts residents who have past drug convictions; and
5. Massachusetts residents with parents or spouses who have drug convictions.

III. Goals

1. Create jobs for people from areas of disproportionate impact with a progressive compensation structure, employee benefits and growth opportunities that provide a living wage and encourage consumer spending. Specifically, our goal is to have 25% of our workforce to fall into one or more of the 5 populations identified in Section II.
2. Create opportunities for individuals and businesses to participate in the industry by utilizing qualified contractors, suppliers and vendors who have been negatively impacted from marijuana prohibition. Our goal is to source 20% of our contractors, suppliers and vendors from the populations identified in Section II.
3. To donate money to a program whose goals are to improve disproportionately impacted areas. Old Planters of Cape Ann will donate at least \$10,000 annually to the Commissions Social Equity Training and Technical Assistance Fund.

IV. Programs

Recruitment and Hiring Program

Expanding opportunities for gainful employment is a key driver in helping populations disproportionately affected by marijuana prohibition. Old Planters of Cape Ann plans to positively impact employment in these areas as follows:

1. Promote our Positive Impact Plan on recruitment websites, our social media presence and traditional hiring platforms. We will target our job postings to the communities of Haverhill and Lynn which are Areas of Disproportionate Impact.
 - a. We will post all employment opportunities with MassHire Merrimack Valley Career Center and MassHire North Shore Career Center. These organizations are One Stop Career Centers that serves Haverhill and Lynn. In addition to posting employment opportunities with these organizations, we will also promote our job fairs through these organizations.
 - i. We plan to implement this Program 90 days prior to our expected opening date by preparing for our job fair, job postings and the industry groups outlined in this Program.
 - ii. Our first job fair will be held approximately 60 days prior to our expected opening date.
 - iii. Second and subsequent job fairs will be held as needed.
 - iv. We will participate in additional job fairs and events sponsored by organizations promoting access to the industry by individuals who meet

the plan populations including the Mass CBA, Massachusetts Recreational Consumer Council and Elevate New England.

1. Job Postings and our hiring preferences will be submitted to these organizations.
- v. All job postings will clearly promote the hiring priorities of this plan and encourage individuals who fall into the Plan Populations to apply.
2. Hiring preference will be given to individuals who meet the criteria of the Plan Populations that are outlined in Section II.

Supplier Contractor Program

To expand access to the marijuana industry for individuals and businesses who meet the Plan Populations, Old Planters of Cape Ann will give preference to suppliers, contractors and Marijuana Establishments that meet these population criteria. Our goal is to have at least 20% of our suppliers, contractors and wholesale partners meet the criteria of the Program Populations that are outlined above.

1. This Program will be implemented once we receive Provisional Licensure from the Commission and we begin to source contractors and vendors for the buildout of our facility.
2. Priority will be given to vendors and contractors whose owners or a majority of the employees meet the Plan Population criteria.
 - a. Old Planters of Cape Ann will advertise opportunities for vendors, suppliers and contractors on our website and with local media outlets in Haverhill and Lynn along with the preferences outlined in this plan.
 - b. Demographics will be collected from these individuals and/or companies as to their compliance with the Plan Populations outlined in Section II.
3. Wholesale Marijuana partners who are Commission-designated Economic Empowerment Priority applicants or whose ownership or a majority of its employees are: 1) past or present residents of “areas of disproportionate impact”, 2) Commission-designated Economic Empowerment Priority applicants or 3) Massachusetts residents who have, or whose parents or spouses have past drug convictions will be given priority when establishing wholesale contracts.
 - a. Old Planters of Cape Ann will proactively contact cultivators and product manufacturers who are Commission-designated Economic Empowerment Priority applicants or otherwise meet this programs requirement for the sourcing of our marijuana products for our establishment.
 - b. We will promote this program on our website and in through social media sites that target the Massachusetts Cannabis industry such as Twitter, LinkedIn, Leafly and other appropriate media.

- c. We will also reach out to Cannabis Industry groups such as Mass CBA, Massachusetts Recreational Consumer Council and Elevate New England to promote our program priorities.

Donation Program

Old Planters of Cape Ann will donate money to a program whose goals are to improve disproportionately impacted areas. Our minimum donation of at least \$10,000 will assist the Commissions Social Equity Training and Technical Assistance Fund in providing training and technical assistance to residents interested in participating in the cannabis industry and to provide technical assistance for existing Social Equity Program licensees.

Once the company is stable in its finances and fiscal projections are more solid, the amounts of these donations will increase.

V. Plan Measurement

Old Planters of Cape Ann realizes that any plan needs to be evaluated once it is implemented. We will perform an ongoing and comprehensive evaluation of this plan to ensure that it accomplishes our 3 goals. We will produce a full report annually which outlines this policy, data collected, whether the goals have been met and if any changes are necessary.

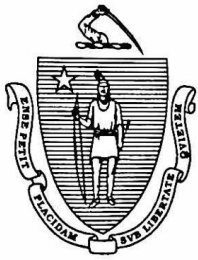
This report will be made available to the Commonwealth of Massachusetts. Managers and appropriate community leaders will meet to discuss the report and make any necessary adjustments. 45 days prior to our License renewal this report will be completed and available for review by the Commission.

This report, at a minimum will include:

1. The demographics of all employees and applicants;
2. Attempts to hire, actual hires, from where they came, their training, pay, benefits, and advancement;
3. The demographics, numbers, amounts and percentages of all third-party suppliers, contractors and Marijuana Industry Partners that Old Planters of Cape Ann has engaged with and done business with;
4. The number and percentage of Commission-designated Economic Empowerment Priority applicants or Social Equity Program participants that we have contracted with as our wholesale partners; and
5. Documentation and reports of all donation made to the Social Equity Training and Technical Assistance Fund
6. Conclusions and recommendations.

60 days prior to License renewal, and annually thereafter Old Planters of Cape Ann will produce a comprehensive report on our Goals and Programs which will outline the metrics for each program and whether we have met our goals. This report will be made available to the Commission.

Old Planters of Cape Ann Managers and appropriate community stakeholders will meet to discuss the report and make any necessary adjustments.



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

William Francis Galvin
Secretary of the
Commonwealth

April 3, 2019

TO WHOM IT MAY CONCERN:

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

OLD PLANTERS OF CAPE ANN, INC.

is a domestic corporation organized on **January 6, 2016**, under the General Laws of the Commonwealth of Massachusetts.

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



In testimony of which,

I have hereunto affixed the

Great Seal of the Commonwealth

on the date first above written.

William Francis Galvin

Secretary of the Commonwealth



Commonwealth of Massachusetts
Department of Revenue
Christopher C. Harding, Commissioner

mass.gov/dor

Letter ID: L0850710272
Notice Date: April 3, 2018
Case ID: 0-000-497-263



CERTIFICATE OF GOOD STANDING AND/OR TAX COMPLIANCE



000044
OLD PLANTERS OF CAPE ANN, INC.
7 JEWETT HILL RD
IPSWICH MA 01938-1223

Why did I receive this notice?

The Commissioner of Revenue certifies that, as of the date of this certificate, OLD PLANTERS OF CAPE ANN, 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) 887-6367 or toll-free in Massachusetts at (800) 392-6089, Monday through Friday, 8:30 a.m. to 4:30 p.m..

Visit us online!

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

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

Edward W. Coyle, Jr., Chief
Collections Bureau

BYLAWS
OF
OLD PLANTERS OF CAPE ANN, INC.

ARTICLE I PURPOSE

The purpose of the corporation shall be as set forth in the Articles of Organization. In compliance with 105 CMR 725.100(A)(i), the corporation shall at all times operate on a non-profit basis for the benefit of registered qualifying patients, and shall ensure that the revenue of the corporation is used solely in furtherance of its non-profit purpose.

ARTICLE II MEMBERS

Section 1. Membership. The corporation shall not have any members. Any action or vote required or permitted by law to be taken by members shall be taken by action or vote of the same percentage of the Directors of the corporation.

ARTICLE III DIRECTORS

Section 1. Powers. The Board of Directors shall have the entire charge, control and management of the corporation and its property and may exercise all or any of its powers.

Section 2. Number and Election. Except as otherwise provided by these By-Laws or in the Articles of Organization, the number of Directors that shall constitute the whole Board of Directors shall be fixed, and the Directors elected, by the Directors at the annual meeting.

Section 3. Vacancies. Any vacancy at any time, existing in the Board of Directors, may be filled by the Board of Directors at any meeting.

Section 4. Enlargement of the Board of Directors. The number of the Board of Directors may be increased and one or more additional Directors may be elected at any meeting of the Directors.

Section 5. Tenure. Except as otherwise provided by law, by the Articles of Organization or by these By-Laws, Directors shall hold office until the next annual meeting of Directors and thereafter until their successors are chosen and qualified.

Section 6. Resignation. Any Director may resign by delivering his written resignation to the corporation at its principal office or to the President or Secretary. Such resignation shall be effective upon receipt unless it is specified to be effective at some other time or upon the happening of some other event.

Section 7. Removal. A Director may be removed from office with or without cause by vote of a majority of the Directors then in office. A Director may be removed for cause only after reasonable notice and opportunity to be heard before the Board of Directors.

Section 8. Annual Meeting. The date, place and time of the annual meeting of the Directors shall be fixed by the Directors. In the event that no date for the annual meeting is established or if no annual meeting is held in accordance with the foregoing provisions, a special meeting may be held in lieu thereof, and any action taken at such meeting shall have the same effect as if taken at the annual meeting.

Section 9. Regular Meetings. Regular meetings of the Directors may be held at such times and places as shall from time to time be fixed by resolution of the Board and no notice need be given of regular meetings held at times and places so fixed, provided, however, that any resolution relating to the holding of regular meetings shall remain in force only until the next annual meeting of Directors, or the special meeting held in lieu thereof, and that if at any meeting of Directors, at which a resolution is adopted fixing the times or place or places for any regular meetings, any Director is absent, no meeting shall be held pursuant to such resolution until either each such absent Director has in writing or by electronic mail approved the resolution or seven days have elapsed after a copy of the resolution certified by the Secretary has been mailed, postage prepaid, addressed to each such absent Director at his last known home or business address.

Section 10. Special Meetings. Special meetings of the Directors may be called by the President, by the Secretary, by any two Directors, or by one Director in the event that there is only one Director, and shall be held at the place designated in the notice or call thereof.

Section 11. Notices. Notices of any special meeting of the Directors shall be given to each Director by the Secretary (a) by mailing to him, postage prepaid, and addressed to him at his address as registered on the books of the corporation, or if not so registered at his last known home or business address, a written notice of such meeting at least four days before the meeting or (b) by delivering such notice by hand, facsimile transmission, or electronic mail to him at least 48 hours before the meeting at such address, notice of such meeting or (c) by giving notice to such Director in person or by telephone at least 48 hours in advance of the meeting. Such notice, if the meeting is called otherwise than by the Secretary, may be a copy of the call of the meeting; and if the meeting is not so otherwise called, such notice given by the Secretary shall constitute a call of the meeting by him. If the Secretary refuses or neglects for more than twenty-four hours after receipt of a call to give notice of such special meeting, or if the office of Secretary is vacant or the Secretary is absent from the Commonwealth of Massachusetts or incapacitated, such notice may be given by the officer or one of the Directors calling the meeting. Notice need not be given to any Director if a written waiver of notice, executed by him before or after the meeting, is filed with the records of the meeting, or to any Director who attends the meeting without protesting prior thereto or at its commencement the lack of notice to him. A notice or waiver of notice of a Directors' meeting need not specify the purposes of the meeting.

Section 12. Quorum. At any meeting of the Directors a majority of the Directors then in office shall constitute a quorum for the transaction of business; provided always that any number of Directors (whether one or more and whether or not constituting a quorum) constituting a majority of Directors present at any meeting or at any adjourned meeting may make any reasonable adjournment thereof.

Section 13. Action at Meeting. At any meeting of the Directors at which a quorum is

present, the action of the Directors on any matter brought before the meeting shall be decided by vote of a majority of those present, unless a different vote is required by law, the Articles of Organization, or these By-Laws.

Section 14. Action by Written Consent. Any action by the Directors may be taken without a meeting if a written consent thereto is signed by all the Directors and filed with the records of the Directors' meetings. Such consent shall be treated as a vote of the Directors for all purposes.

Section 15. Committees. The Directors may, by vote of a majority of the number of Directors then in office, appoint from its membership, or from among such persons as the Board of Directors may see fit, one or more advisory committees, and at any time may appoint additional members thereto. The members of any such committee shall serve during the pleasure of the Directors. Such advisory committees shall advise with and aid the Officers of the Corporation in all matters designated by the Directors. Each such committee may, subject to the approval of the Directors, prescribe rules and regulations for the call and conduct of meetings of the committee and other matters relating to its purposes. The Directors shall have the power to fill vacancies in, change the membership of, or to disband, any such committee.

Section 16. Telephone Conference Meetings. The Directors or the members of any committee may participate in a meeting of the Directors or such committee by means of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other at the same time, and participation by such means shall constitute presence in person at a meeting.

ARTICLE IV OFFICERS

Section 1. Enumeration. The officers of the corporation shall be a President, a Treasurer, a Secretary, and such other officers as may from time to time be determined by the Directors. The Board of Directors may appoint one of its Directors to the office of Chairman of the Board and from time to time define the powers and duties of that office.

Section 2. Election and Vacancies. The President, Treasurer and Secretary shall be elected by the Directors at their annual meeting or the special meeting held in lieu thereof. Other officers may be chosen by the Directors at such meeting or at any other meeting. Any vacancy at any time existing in any office may be filled by the Directors at any meeting and such successor in office shall hold office for the unexpired term of his predecessor.

Section 3. Qualification. The President may, but need not be, a Director. Any two or more offices may be held by the same person. The Secretary shall be a resident of Massachusetts unless the corporation has a resident agent appointed for the purpose of service of process. Any officer may be required by the Directors to give bond for the faithful performance of his duties to the corporation in such amount and with such sureties as the Directors may determine. The premiums for such bonds may be paid by the corporation.

Section 4. Tenure. Except as otherwise provided by law, by the Articles of Organization or

by these By-Laws, the President, Treasurer and Secretary shall each hold office for a three-year term and thereafter until his successor is chosen and qualified.

Section 5. Resignation. Any officer may resign by delivering his written resignation to the corporation at its principal office or to the President or Secretary, and such resignation shall be effective upon receipt unless it is specified to be effective at some other time or upon the happening of some other event.

Section 6. Removal. The Directors may remove any officer appointed by the Directors with or without cause by a vote of a majority of the entire number of Directors then in office; provided, that an officer may be removed for cause only after reasonable notice and opportunity to be heard by the Board of Directors prior to action thereon.

Section 7. President. The President when present shall preside at all meetings of the Directors. He shall be the chief executive officer of the corporation except as the Board of Directors may otherwise provide. It shall be his duty and he shall have the power to see that all orders and resolutions of the Directors are carried into effect. He shall from time to time report to the Directors all matters within his knowledge which the interests of the corporation may require to be brought to its notice. The President shall perform such duties and have such powers additional to the foregoing as the Directors shall designate.

Section 8. Treasurer. The Treasurer shall, subject to the direction of the Directors, have general charge of the financial affairs of the corporation and shall cause to be kept accurate books of accounts. He shall have custody of all funds, securities, and valuable documents of the corporation, except as the Directors may otherwise provide. He shall promptly render to the President and to the Directors such statements of his transactions and accounts as the President and Directors respectively may from time to time require. The Treasurer shall perform such duties and have such powers additional to the foregoing as the Directors may designate.

Section 9. Clerk. The Secretary shall record in books kept for the purpose all votes and proceedings of the Directors at their meetings. The Secretary shall perform such duties and have such powers additional to the foregoing as the Directors shall designate.

ARTICLE V INSPECTION OF RECORDS

Books, accounts, documents and records of the corporation shall be open to inspection by any Director at all times during the usual hours of business. The original, or attested copies, of the Articles of Organization, By-Laws and records of all meetings of the incorporators and Directors, and records which shall contain the names of all Directors and their record addresses, shall be kept in Massachusetts at the principal office of the corporation, or at an office of the Secretary or the resident agent, if any, of the corporation. Said copies and records need not all be kept in the same office.

ARTICLE VI CHECKS, NOTES, DRAFTS AND OTHER INSTRUMENTS

Checks, notes, drafts and other instruments for the payment of money drawn or endorsed in the name of the corporation may be signed by any officer or officers or person or persons authorized by the Directors to sign the same. No officer or person shall sign any such instrument as aforesaid unless authorized by the Directors to do so.

ARTICLE VII FISCAL YEAR

The fiscal year of the corporation shall be the year ending with the last day of December in each year.

ARTICLE VIII INTERESTED DIRECTORS AND OFFICERS

The Directors shall have the power to fix their compensation from time to time. No contract or transaction between the corporation and one or more of its Directors or officers, or between the corporation and any other corporation, partnership, association, or other organization in which one or more of its Directors or officers are directors or officers, or have a financial or other interest, shall be void or voidable solely for this reason, or solely because the Director or officer is present at or participates in the meeting of the Board of Directors or committee thereof which authorizes the contract or transaction, or solely because his or their votes are counted for such purpose, nor shall any Director or officer be under any liability to the corporation on account of any such contract or transaction if:

(1) The material facts as to his relationship or interest and as to the contract or transaction are disclosed or are known to the Board of Directors or the committee, and the Board or committee authorized the contract or transaction by the affirmative votes of a majority of the disinterested Directors even though the disinterested Directors be less than a quorum; or

(2) The contract or transaction is fair as to the corporation as of the time it is authorized, approved or ratified by the Board of Directors or a committee thereof.

Common or interested Directors may be counted in determining the presence of a quorum at a meeting of the Board of Directors or of a committee which authorizes the contract or transaction, and their votes may be counted for the purpose of a vote by the Directors approving such contract or transaction.

ARTICLE IX INDEMNIFICATION

The corporation shall, to the extent legally permissible, indemnify any person serving or who has served as a Director, officer, employee or other agent of the corporation, or at its request as a Director, officer, employee or other agent of any organization, or at its request in any capacity with respect to any employee benefit plan, against all liabilities and expenses, including amounts paid in satisfaction of judgments, in compromise or as fines and penalties, and counsel fees,

reasonably incurred by him in connection with the defense or disposition of any action, suit or other proceeding, whether civil or criminal, in which he may be involved or with which he may be threatened, while in office or thereafter, by reason of his being or having been such a Director or officer (or in any capacity with respect to any employee benefit plan), except with respect to any matter as to which he shall have been adjudicated in any proceeding not to have acted in good faith in the reasonable belief that his action was in the best interests of the corporation (or, to the extent that such matter relates to service with respect to an employee benefit plan, in the best interest of the participants or beneficiaries of such employee benefit plan); provided, however, that as to any matter disposed of by a compromise payment by such person, pursuant to a consent decree or otherwise, no indemnification either for said payment or for any other expenses shall be provided unless such compromise and indemnification therefor shall be approved:

(i) by a majority vote of a quorum consisting of disinterested Directors;

(ii) if such a quorum cannot be obtained, then by a majority vote of a committee of the Board of Directors consisting of all the disinterested Directors;

(iii) if there are not two or more disinterested Directors in office, then by a majority of the Directors then in office, provided they have obtained a written finding by special independent legal counsel appointed by a majority of the Directors to the effect that, based upon a reasonable investigation of the relevant facts as described in such opinion, the person to be indemnified appears to have acted in good faith in the reasonable belief that his action was in the best interests of the corporation (or, to the extent that such matter relates to service with respect to an employee benefit plan, in the best interests of the participants or beneficiaries of such employee benefit plan); or

(iv) by a court of competent jurisdiction.

If authorized in the manner specified above for compromise payments, expenses including counsel fees, reasonably incurred by any such person in connection with the defense or disposition of any such action, suit or other proceeding may be paid from time to time by the corporation in advance of the final disposition thereof upon receipt of (a) an affidavit of such individual of his good faith belief that he has met the standard of conduct necessary for indemnification under this Article, and (b) an undertaking by such individual to repay the amounts so paid to the corporation if it is ultimately determined that indemnification for such expenses is not authorized by law or under this Article, which undertaking may be accepted without reference to the financial ability of such person to make repayment.

If both the corporation and any person to be indemnified are parties to an action, suit or proceeding (other than an action or suit by or in the right of the corporation to procure a judgment in its favor), counsel representing the corporation therein may also represent such indemnified person (unless such dual representation would involve such counsel in a conflict of interest in violation of applicable principles of professional ethics), and the corporation shall pay all fees and expenses of such counsel incurred during the period of dual representation other than those, if any, as would not have been incurred if counsel were representing only the corporation; and any allocation made in good faith by such counsel of fees and disbursements payable under this

paragraph by the corporation versus fees and disbursements payable by any such indemnified person shall be final and binding upon the corporation and such indemnified person.

The right of indemnification hereby provided shall not be exclusive of or affect any other rights to which any such indemnified person may be entitled. Nothing contained in this Article shall affect any rights to indemnification to which corporate personnel other than the persons designated in this Article may be entitled by contract, by vote of the Board of Directors, or otherwise under law.

As used in this Article the terms "person," "Director," "officer," "employee," and "agent" include their respective heirs, executors and administrators, and an "interested" Director or officer is one against whom in such capacity the proceedings in question or other proceedings on the same or similar grounds is then pending.

If any term or provision of this Article, or the application thereof to any person or circumstances, shall to any extent be held invalid or unenforceable, the remainder of this Article, or the application of such term or provision to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby, and each term and provision of this Article shall be held valid and be enforced to the fullest extent permitted by law.

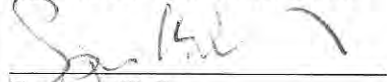
ARTICLE X AMENDMENTS

The Directors may make, amend, or repeal these By-Laws, in whole or in part.

ARTICLE XI POLICIES

Appendix 1: Conflict of Interest policy

I, Spencer Kalker, the President of the Board of Directors, attest that these By-laws with the incorporated appendices were adopted by Old Planters of Cape Ann on January 6, 2016, by a duly authorized vote of the board.



Spencer Kalker
President of the Board



The Commonwealth of Massachusetts
William Francis Galvin

Minimum Fee: \$35.00

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 180)

Identification Number: 001204113

ARTICLE I

The exact name of the corporation is:

OLD PLANTERS OF CAPE ANN, INC.

ARTICLE II

The purpose of the corporation is to engage in the following business activities:

(A) TO EDUCATE THE PUBLIC AROUND THE SUBJECT OF MARIJUANA. TO CONDUCT SUCH OTHER ACTIVITIES AND PROGRAMS IN FURTHERANCE OF THE FOREGOING PURPOSES AS MAY BE CARRIED OUT BY A CORPORATION ORGANIZED UNDER MASSACHUSETTS GENERAL LAWS CHAPTER 180 AND DESCRIBED IN SECTION (501)(C)(3) OF THE INTERNAL REVENUE CODE.

ARTICLE III

A corporation may have one or more classes of members. If it does, the designation of such classes, the manner of election or appointments, the duration of membership and the qualifications and rights, including voting rights, of the members of each class, may be set forth in the by-laws of the corporation or may be set forth below:

NOT APPLICABLE.

ARTICLE IV

Other lawful provisions, if any, for the conduct and regulation of the business and affairs of the corporation, for its voluntary dissolution, or for limiting, defining, or regulating the powers of the corporation, or of its directors or members, or of any class of members, are as follows:

(If there are no provisions state "NONE")

CONTINUATION SHEET A (A) NO OFFICER OR DIRECTOR SHALL BE PERSONALLY LIABLE TO THE CORPORATION OR ITS MEMBERS FOR MONETARY DAMAGES FOR ANY BREACH OF FIDUCIARY DUTY AS AN OFFICER OR DIRECTOR NOTWITHSTANDING ANY PROVISION OF LAW IMPOSING SUCH LIABILITY, EXCEPT (TO THE EXTENT PROVIDED BY APPLICABLE LAW) FOR LIABILITY (I) FOR BREACH OF THE OFFICER'S OR DIRECTOR'S DUTY OF LOYALTY TO THE CORPORATION OR ITS MEMBERS, (II) FOR ACTS OR OMISSIONS NOT IN GOOD FAITH OR WHICH INVOLVE INTENTIONAL MISCONDUCT OR A KNOWING VIOLATION OF LAW OR (III) FOR ANY TRANSACTION FROM WHICH THE OFFICER OR DIRECTOR DERIVED AN IMPROPER PERSONAL BENEFIT. (B) THE CORPORATION SHALL MAKE NO CONTRIBUTION FOR OTHER THAN RELIGIOUS, CHARITABLE, SCIENTIFIC, LITERARY OR EDUCATIONAL PURPOSES. (C) THE CORPORATION MAY BE A PARTNER TO THE MAXIMUM EXTENT PERMITTED BY L

AW IN ANY ENTERPRISE WHICH IT WOULD HAVE POWER TO CONDUCT BY ITSELF. (D) THE DIRECTORS MAY MAKE, AMEND OR REPEAL THE BYLAWS IN WHOLE OR IN PART, EXCEPT WITH RESPECT TO ANY PROVISION THEREOF WHICH BY LAW OR THE BYLAWS REQUIRES ACTION BY THE MEMBERS. (E) MEETINGS OF THE MEMBERS MAY BE HELD ANYWHERE IN THE UNITED STATES. (F) THE CORPORATION MAY SOLICIT AND RECEIVE CONTRIBUTIONS FROM ANY AND ALL SOURCES AND MAY RECEIVE AND HOLD, IN TRUST OR OTHERWISE, FUNDS RECEIVED BY GIFT OR BEQUEST. (G) THE CORPORATION MAY MAKE CONTRACTS OF GUARANTEE AND SURETYSHIP, WHETHER OR NOT IN FURTHERANCE OF ITS PURPOSES; PROVIDED, HOWEVER, THAT (A) SUCH CONTRACTS ARE NECESSARY OR CONVENIENT TO THE CONDUCT, PROMOTION OR ATTAINMENT OF THE BUSINESS OF A CORPORATION ALL OF THE OUTSTANDING STOCK OF WHICH IS OWNED, DIRECTLY OR INDIRECTLY BY THE CORPORATION; AND (B) THE BOARD OF DIRECTORS OF THE CORPORATION HAS DETERMINED THAT SUCH CONTRACTS ARE NECESSARY OR CONVENIENT TO THE CONDUCT, PROMOTION OR ATTAINMENT OF THE BUSINESS OF THE CORPORATION. (H) NO PART OF THE NET EARNINGS OR THE ASSETS OF THE CORPORATION SHALL INURE TO THE BENEFIT OF ANY MEMBER, OFFICER OR DIRECTOR OF THE CORPORATION OR ANY PRIVATE INDIVIDUAL, EXCEPT THAT THE CORPORATION MAY PAY REASONABLE COMPENSATION FOR SERVICES RENDERED AND MAKE PAYMENTS AND DISTRIBUTIONS IN FURTHERANCE OF ITS EXEMPT PURPOSES. (I) NO SUBSTANTIAL PART OF THE ACTIVITIES OF THE CORPORATION SHALL BE THE CARRYING ON OF PROPAGANDA, OR OTHERWISE ATTEMPTING TO INFLUENCE LEGISLATION, EXCEPT TO THE EXTENT PERMITTED BY SECTION 501(H) OF THE INTERNAL REVENUE CODE, AND THE CORPORATION SHALL NOT PARTICIPATE IN OR INTERVENE IN (INCLUDING THE PUBLISHING OR DISTRIBUTION OF STATEMENTS) ANY POLITICAL CAMPAIGN ON BEHALF OF (OR IN OPPOSITION TO) ANY CANDIDATE FOR PUBLIC OFFICE. NOTWITHSTANDING ANY OTHER PROVISIONS OF THESE ARTICLES OF ORGANIZATION, THE CORPORATION SHALL NOT CARRY ON ANY OTHER ACTIVITIES NOT PERMITTED TO BE CARRIED ON (A) BY A CORPORATION EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, OR (B) BY A CORPORATION, CONTRIBUTIONS TO WHICH ARE DEDUCTIBLE UNDER SECTION 170(C)(2) OF THE INTERNAL REVENUE CODE. (J) IN THE EVENT OF THE DISSOLUTION OF THE CORPORATION, THE BOARD OF DIRECTORS, AFTER PAYING OR MAKING PROVISION FOR THE PAYMENT OF ALL LIABILITIES OF THE CORPORATION, SHALL DISTRIBUTE, IN ANY PROPORTION CONSIDERED PRUDENT, ALL THE ASSETS OF THE CORPORATION TO SUCH ORGANIZATION OR ORGANIZATIONS ORGANIZED AND OPERATED EXCLUSIVELY FOR CHARITABLE, EDUCATIONAL OR SCIENTIFIC PURPOSES AND AT THE TIME QUALIFYING AS AN EXEMPT ORGANIZATION OR ORGANIZATIONS UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, AS THE BOARD OF DIRECTORS SHALL DETERMINE. ANY SUCH ASSETS NOT SO DISPOSED OF SHALL BE DISPOSED OF BY A COURT OF COMPETENT JURISDICTION OF THE COUNTY IN WHICH THE PRINCIPAL OFFICE OF THE CORPORATION IS THEN LOCATED, EXCLUSIVELY FOR SUCH PURPOSES OR TO SUCH ORGANIZATION OR ORGANIZATIONS, AS SAID COURT SHALL DETERMINE, WHICH ARE ORGANIZED AND OPERATED EXCLUSIVELY FOR SUCH PURPOSES. IN ALL EVENTS, THE CORPORATION SHALL COMPLY WITH THE PROVISIONS OF CHAPTER 180, SECTION 11A OF THE MASSACHUSETTS GENERAL LAWS. (K) THE CORPORATION MUST ACT, OR REFRAIN FROM ACTING, IN ANY MANNER AS IS SPECIFIED IN CHAPTER 68A OF THE MASSACHUSETTS GENERAL LAWS. (L) THE DIRECTORS SHALL HAVE THE POWER TO FIX THEIR COMPENSATION FROM TIME TO TIME. NO CONTRACT OR TRANSACTION BETWEEN THE CORPORATION AND ONE OR MORE OF ITS MEMBERS, DIRECTORS OR OFFICERS, OR BETWEEN THE CORPORATION AND ANY OTHER CORPORATION, PARTNERSHIP, ASSOCIATION, OR OTHER ORGANIZATION IN WHICH ONE OR MORE OF ITS MEMBERS, DIRECTORS OR OFFICERS ARE DIRECTORS OR OFFICERS, OR HAVE A FINANCIAL OR OTHER INTEREST, SHALL BE VOID OR VOIDABLE SOLELY FOR THIS REASON, OR SOLELY BECAUSE THE MEMBER, DIRECTOR OR OFFICER IS PRESENT AT OR PARTICIPATES IN THE MEETING OF THE MEMBERS OR THE BOARD OF DIRECTORS OR COMMITTEE THEREOF WHICH AUTHORIZES THE CONTRACT OR TRANSACTION, OR SOLELY BECAUSE HIS OR THEIR VOTES ARE COUNTED FOR SUCH PURPOSE, NOR SHALL

L ANY MEMBER, DIRECTOR OR OFFICER BE UNDER ANY LIABILITY TO THE CORPORATION ON ACCOUNT OF ANY SUCH CONTRACT OR TRANSACTION IF: (1) THE MATERIAL FACTS AS TO HIS RELATIONSHIP OR INTEREST AND AS TO THE CONTRACT OR TRANSACTION ARE DISCLOSED OR ARE KNOWN TO THE BOARD OF DIRECTORS OR THE COMMITTEE, AND THE BOARD OR COMMITTEE AUTHORIZED THE CONTRACT OR TRANSACTION BY THE AFFIRMATIVE VOTES OF A MAJORITY OF THE DISINTERESTED DIRECTORS, EVEN THOUGH THE DISINTERESTED DIRECTORS BE LESS THAN A QUORUM; OR (2) THE MATERIAL FACTS AS TO HIS RELATIONSHIP OR INTEREST AND AS TO THE CONTRACT OR TRANSACTION ARE DISCLOSED OR ARE KNOWN TO THE MEMBERS ENTITLED TO VOTE THEREON, AND THE CONTRACT OR TRANSACTION IS SPECIFICALLY APPROVED BY VOTE OF THE MEMBERS; OR (3) THE CONTRACT OR TRANSACTION IS FAIR AS TO THE CORPORATION AS OF THE TIME IT IS AUTHORIZED, APPROVED OR RATIFIED, BY THE BOARD OF DIRECTORS, A COMMITTEE THEREOF, OR THE MEMBERS. COMMON OR INTERESTED DIRECTORS MAY BE COUNTED IN DETERMINING THE PRESENCE OF A QUORUM AT A MEETING OF THE BOARD OF DIRECTORS OR OF A COMMITTEE WHICH AUTHORIZES THE CONTRACT OR TRANSACTION, AND IF THEY ARE MEMBERS, THEIR VOTES MAY BE COUNTED FOR THE PURPOSE OF A VOTE BY THE MEMBERS APPROVING SUCH CONTRACT OR TRANSACTION. (M) THE CORPORATION SHALL, TO THE EXTENT LEGALLY PERMISSIBLE, INDEMNITY ANY PERSON SERVING OR WHO HAS SERVED AS A DIRECTOR, OFFICER, EMPLOYEE OR OTHER AGENT OF THE CORPORATION, OR AT ITS REQUEST AS A DIRECTOR, OFFICER, EMPLOYEE OR OTHER AGENT OF ANY ORGANIZATION, OR AT ITS REQUEST IN ANY CAPACITY WITH RESPECT TO ANY EMPLOYEE BENEFIT PLAN, AGAINST ALL LIABILITIES AND EXPENSES, INCLUDING AMOUNTS PAID IN SATISFACTION OF JUDGMENTS, IN COMPROMISE OR AS FINES AND PENALTIES, AND COUNSEL FEES, REASONABLY INCURRED BY HIM IN CONNECTION WITH THE DEFENSE OR DISPOSITION OF ANY ACTION, SUIT OR OTHER PROCEEDING, WHETHER CIVIL OR CRIMINAL, IN WHICH HE MAY BE INVOLVED OR WITH WHICH HE MAY BE THREATENED, WHILE IN OFFICE OR THEREAFTER, BY REASON OF HIS BEING OR HAVING BEEN SUCH A DIRECTOR OR OFFICER (OR IN ANY CAPACITY WITH RESPECT TO ANY EMPLOYEE BENEFIT PLAN), EXCEPT WITH RESPECT TO ANY MATTER AS TO WHICH HE SHALL HAVE BEEN ADJUDICATED IN ANY PROCEEDING NOT TO HAVE ACTED IN GOOD FAITH IN THE REASONABLE BELIEF THAT HIS ACTION WAS IN THE BEST INTERESTS OF THE CORPORATION (OR, TO THE EXTENT THAT SUCH MATTER RELATES TO SERVICE WITH RESPECT TO AN EMPLOYEE BENEFIT PLAN, IN THE BEST INTEREST OF THE PARTICIPANTS OR BENEFICIARIES OF SUCH EMPLOYEE BENEFIT PLAN); PROVIDED, HOWEVER, THAT AS TO ANY MATTER DISPOSED OF BY A COMPROMISE PAYMENT BY SUCH PERSON, PURSUANT TO A CONSENT DECREE OR OTHERWISE, NO INDEMNIFICATION EITHER FOR SAID PAYMENT OR FOR ANY OTHER EXPENSES SHALL BE PROVIDED UNLESS SUCH COMPROMISE AND INDEMNIFICATION THEREFOR SHALL BE APPROVED: (I) BY A MAJORITY VOTE OF A QUORUM CONSISTING OF DISINTERESTED DIRECTORS; (II) IF SUCH A QUORUM CANNOT BE OBTAINED, THEN BY A MAJORITY VOTE OF A COMMITTEE OF THE BOARD OF DIRECTORS CONSISTING OF ALL THE DISINTERESTED DIRECTORS; (III) IF THERE ARE NOT TWO OR MORE DISINTERESTED DIRECTORS IN OFFICE, THEN BY A MAJORITY OF THE DIRECTORS THEN IN OFFICE, PROVIDED THEY HAVE OBTAINED A WRITTEN FINDING BY SPECIAL INDEPENDENT LEGAL COUNSEL APPOINTED BY A MAJORITY OF THE DIRECTORS TO THE EFFECT THAT, BASED UPON A REASONABLE INVESTIGATION OF THE RELEVANT FACTS AS DESCRIBED IN SUCH OPINION, THE PERSON TO BE INDEMNIFIED APPEARS TO HAVE ACTED IN GOOD FAITH IN THE REASONABLE BELIEF THAT HIS ACTION WAS IN THE BEST INTERESTS OF THE CORPORATION (OR, TO THE EXTENT THAT SUCH MATTER RELATES TO SERVICE WITH RESPECT TO AN EMPLOYEE BENEFIT PLAN, IN THE BEST INTERESTS OF THE PARTICIPANTS OR BENEFICIARIES OF SUCH EMPLOYEE BENEFIT PLAN); (IV) BY A MAJORITY VOTE OF THE MEMBERS WHICH MAJORITY MAY INCLUDE INTERESTED MEMBERS, DIRECTORS AND OFFICERS; OR (V) BY A COURT OF COMPETENT JURISDICTION. IF AUTHORIZED IN THE MANNER SPECIFIED ABOVE FOR COMPROMISE PAYMENTS, EXPENSES INCLUDING COUNSEL FEES, REASONABLY INCURRED BY ANY SUCH PERSON IN CONNECTION WITH THE DEFENSE OR DISPOSITION OF ANY SUCH ACTION, SUIT OR OTHER PROCEEDING MA

Y BE PAID FROM TIME TO TIME BY THE CORPORATION IN ADVANCE OF THE FINAL DISPOSITION THEREOF UPON RECEIPT OF (A) AN AFFIDAVIT OF SUCH INDIVIDUAL OF HIS GOOD FAITH BELIEF THAT HE HAS MET THE STANDARD OF CONDUCT NECESSARY FOR INDEMNIFICATION UNDER THIS ARTICLE, AND (B) AN UNDERTAKING BY SUCH INDIVIDUAL TO REPAY THE AMOUNTS SO PAID TO THE CORPORATION IF IT IS ULTIMATELY DETERMINED THAT INDEMNIFICATION FOR SUCH EXPENSES IS NOT AUTHORIZED BY LAW OR UNDER THIS ARTICLE, WHICH UNDERTAKING MAY BE ACCEPTED WITHOUT REFERENCE TO THE FINANCIAL ABILITY OF SUCH PERSON TO MAKE REPAYMENT. THE RIGHT OF INDEMNIFICATION HEREBY PROVIDED SHALL NOT BE EXCLUSIVE OF OR AFFECT ANY OTHER RIGHTS TO WHICH ANY SUCH INDEMNIFIED PERSON MAY BE ENTITLED. NOTHING CONTAINED HEREIN SHALL AFFECT ANY RIGHTS TO INDEMNIFICATION TO WHICH CORPORATE PERSONNEL OTHER THAN THE PERSONS DESIGNATED IN THIS ARTICLE MAY BE ENTITLED BY CONTRACT, BY VOTE OF THE BOARD OF DIRECTORS, OR OTHERWISE UNDER LAW. AS USED HEREIN THE TERMS "PERSON," "DIRECTOR," "OFFICER," "EMPLOYEE," AND "AGENT" INCLUDE THEIR RESPECTIVE HEIRS, EXECUTORS AND ADMINISTRATORS, AND AN "INTERESTED" DIRECTOR OR OFFICER IS ONE AGAINST WHOM IN SUCH CAPACITY THE PROCEEDINGS IN QUESTION OR OTHER PROCEEDINGS ON THE SAME OR SIMILAR GROUNDS IS THEN PENDING. IF ANY TERM OR PROVISION HEREOF, OR THE APPLICATION THEREOF TO ANY PERSON OR CIRCUMSTANCES, SHALL TO ANY EXTENT BE HELD INVALID OR UNENFORCEABLE, THE REMAINDER HEREOF, OR THE APPLICATION OF SUCH TERM OR PROVISION TO PERSONS OR CIRCUMSTANCES OTHER THAN THOSE AS TO WHICH IT IS HELD INVALID OR UNENFORCEABLE, SHALL NOT BE AFFECTED THEREBY, AND EACH TERM AND PROVISION HEREOF SHALL BE HELD VALID AND BE ENFORCED TO THE FULLEST EXTENT PERMITTED BY LAW. (N) ALL REFERENCES HEREIN TO (I) THE INTERNAL REVENUE CODE SHALL BE DEEMED TO REFER TO THE INTERNAL REVENUE CODE OF 1986, AS NOW IN FORCE OR HEREAFTER AMENDED, (II) ANY CHAPTER OF THE MASSACHUSETTS GENERAL LAWS SHALL BE DEEMED TO REFER TO SAID CHAPTER AS NOW IN FORCE OR HEREAFTER AMENDED, AND (III) PARTICULAR SECTIONS OF THE INTERNAL REVENUE CODE OR MASSACHUSETTS GENERAL LAWS SHALL BE DEEMED TO REFER TO SIMILAR OR SUCCESSOR PROVISIONS HEREAFTER ADOPTED.

Notes: The preceding four (4) articles are considered to be permanent and may only be changed by filing appropriate Articles of Amendment.

ARTICLE V

The by-laws of the corporation have been duly adopted and the initial directors, president, treasurer and clerk or other presiding, financial or recording officers, whose names are set out on the following page, have been duly elected.

ARTICLE VI

The effective date of organization of the corporation shall be the date approved and filed by the Secretary of the Commonwealth. If a *later* effective date is desired, specify such date which shall not be more than *thirty days* after the date of filing.

ARTICLE VII

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

a. The street address (*post office boxes are not acceptable*) of the principal office of the corporation in Massachusetts is:

No. and Street: 7 JEWETT HILL
City or Town: IPSWICH State: MA Zip: 01938 Country: USA

b. The name, residential street address and post office address of each director and officer of the corporation is as follows:

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code	Expiration of Term
PRESIDENT	SPENCER KALKER	7 JEWETT HILL IPSWICH, MA 01938 USA 7 JEWETT HILL IPSWICH, MA 01938 USA	Next Election
TREASURER	MICHAEL CASEY	25 POND STREET UNIT 208 AMESBURY, MA 01913 USA 25 POND STREET UNIT 208 AMESBURY, MA 01913 USA	Next Election
CLERK	MICHAEL CASEY	25 POND STREET UNIT 208 AMESBURY, MA 01913 USA 25 POND STREET UNIT 208 AMESBURY, MA 01913 USA	Next Election
DIRECTOR	DR. BRIAN SHUMAN	INDIAN RIDGE ROAD EAST HAMPSTEAD, NH 03826 USA INDIAN RIDGE ROAD EAST HAMPSTEAD, NH 03826 USA	Next Election
DIRECTOR	LAURIE ZELAS	77 MASSACHUSETTS AVENUE #281 CAMBRIDGE, MA 02139 USA 77 MASSACHUSETTS AVENUE #281 CAMBRIDGE, MA 02139 USA	Next Election
DIRECTOR	MICHAEL CASEY	25 POND STREET UNIT 208 AMESBURY, MA 01913 USA 25 POND STREET UNIT 208 AMESBURY, MA 01913 USA	Next Election
DIRECTOR	SPENCER KALKER	7 JEWETT HILL IPSWICH, MA 01938 USA 7 JEWETT HILL IPSWICH, MA 01938 USA	Next Election

c. The fiscal year (i.e., tax year) of the business entity shall end on the last day of the month of:
December

d. The name and business address of the resident agent, if any, of the business entity is:

Name:

No. and Street:

City or Town:

State:

Zip:

Country:

I/We, the below signed incorporator(s), do hereby certify under the pains and penalties of perjury that I/we have not been convicted of any crimes relating to alcohol or gaming within the past ten years. I/We do hereby further certify that to the best of my/our knowledge the above-named officers have not been similarly convicted. If so convicted, explain:

SPENCER KALKER

IN WITNESS WHEREOF AND UNDER THE PAINS AND PENALTIES OF PERJURY, I/we, whose signature(s) appear below as incorporator(s) and whose name(s) and business or residential address (es) beneath each signature do hereby associate with the intention of forming this business entity under the provisions of General Law, Chapter 180 and do hereby sign these Articles of Organization as incorporator(s) this 6 Day of January, 2016. (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.)

SPENCER KALKER

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THE COMMONWEALTH OF MASSACHUSETTS

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

January 06, 2016 12:34 PM

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

WILLIAM FRANCIS GALVIN

Secretary of the Commonwealth



The Commonwealth of Massachusetts
William Francis Galvin

No Fee

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

Certificate of Change of Directors or Officers of Non-Profit Corporations

(General Laws, Chapter 180, Section 6D)

Identification Number: 001204113

I, SPENCER KALKER ☒ **Clerk** ☐ **Assistant Clerk**,

of OLD PLANTERS OF CAPE ANN, INC.

having a principal office at: 7 JEWETT HILL IPSWICH, MA 01938 USA

certify that pursuant to General Laws, Chapter 180, Section 6D, a change in the directors and/or the president, treasurer and/or clerk of said corporation has been made and that the name, residential street address, and expiration of term of the president, treasurer, clerk and each director are as follows: *(Please provide the name and residential street address of the assistant clerk if he/she is executing this certificate of change. Also, include the names of any additional officers of the corporation.)*

Title	Individual Name First, Middle, Last, Suffix	Address (no PO Box) Address, City or Town, State, Zip Code	Expiration of Term
PRESIDENT	SPENCER KALKER	7 JEWETT HILL IPSWICH, MA 01938 USA	Next Election
TREASURER	SPENCER KALKER	7 JEWETT HILL IPSWICH, MA 01938 USA	Next Election
CLERK	SPENCER KALKER	7 JEWETT HILL IPSWICH, MA 01938 USA	Next Election
DIRECTOR	JAMES SISOLAK	9A PINEGROVE AVENUE GEORGETOWN, MA 01833 USA	Next Election
DIRECTOR	DANIEL HEITLER	67 ROWLEY BRIDGE ROAD TOPSFIELD, MA 01983 USA	Next Election
DIRECTOR	DR. BRIAN SHUMAN	INDIAN RIDGE ROAD EAST HAMPSTEAD, NH 03826 USA	Next Election
DIRECTOR	SPENCER KALKER	7 JEWETT HILL IPSWICH, MA 01938 USA	Next Election

SIGNED UNDER THE PENALTIES OF PERJURY, this 19 Day of December, 2016,
SPENCER KALKER, **Signature of Applicant.**



Plan for Obtaining Liability Insurance

Retail Marijuana Establishment (Rowley)

Old Planters of Cape Ann, Inc. is planning to operate a Retail Marijuana Establishment in Rowley. Old Planters of Cape Ann will be in compliance with the Cannabis Control Commissions requirement under 935 CMR 500.105(10).

Purpose


The purpose of this plan is to outline how Old Planters of Cape Ann will maintain the required General Liability and Product Liability insurance coverage as required pursuant to 935 CMR 500.105(10), or otherwise comply with this requirement.

Plan

1. Old Planters of Cape Ann will obtain and will maintain an insurance policy in place that satisfies the requirement under 935 CMR 500.105(10).
 - a. Old Planters of Cape Ann will obtain and maintain general liability insurance coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate, annually, and product liability insurance coverage for no less than \$1,000,000 per occurrence and \$2,000,000 in aggregate, annually.
 - b. The deductible for each policy is not higher than \$5,000 per occurrence.
2. Old Planters of Cape Ann will maintain reports documenting compliance with 935 CMR 500.105(10) in a manner and form determined by the Commission and make these reports available to the Commission up request.

Old Planters of Cape Ann Business Plan





Old Planters of Cape Ann, Inc. is dedicated to the community we serve and to preserving the environment we live in. A majority of the management team are North Shore residents who seek to fulfill an unmet need in their community.

On November 6 of 2012, 65% of Ipswich residents voted yes to legalize medical cannabis. These compassionate Massachusetts citizens recognize the relief medical cannabis offers to family, friends, and neighbors who have been diagnosed with debilitating medical conditions. For some patients cannabis is a last resort therapeutic for chronic and life-threatening medical conditions.

Old Planters of Cape Ann, Inc.'s founders recognized the unmet need and opportunity to provide high quality natural medical cannabis and produce it utilizing a professionally engineered facility that is energy efficient and incorporates the latest cultivation and processing technologies. A blend of science, manufacturing, and farming all appropriately scaled to maximize the return on investment for all the stakeholders involved; the patients, the community, the RMD (Registered Marijuana Dispensary), the investors, the natural resources and suppliers.

Company Structure and Summary

GGH, Inc. is a holding company

- funds and manages related companies that have contracts with OPCA (Old Planters of Cape Ann) and will pursue contracts with additional independent RMD's.
- controls and operates a management company, a leasing company, and a real estate company.
- These companies supply the non-profit Registered Marijuana Dispensary (RMD) with supplies, personnel, management and the town and state approved custom built facility to operate in.

59 Turnpike Rd, LLC is a real estate company

- owns and operates the 17 acre site, as it's own investment
- is leasing two 20,000 sq. ft. purpose designed and built buildings to the independent and related companies
 - Building #1 houses Security, staff locker rooms, and bathrooms for OPCA Staff, as well as offices for the management team, educational space and is foundation ready and approved by the town to add 13,000 sq. ft. of additional greenhouse expansion or leased warehouse.
 - Building #2 includes the greenhouse, processing and retail space

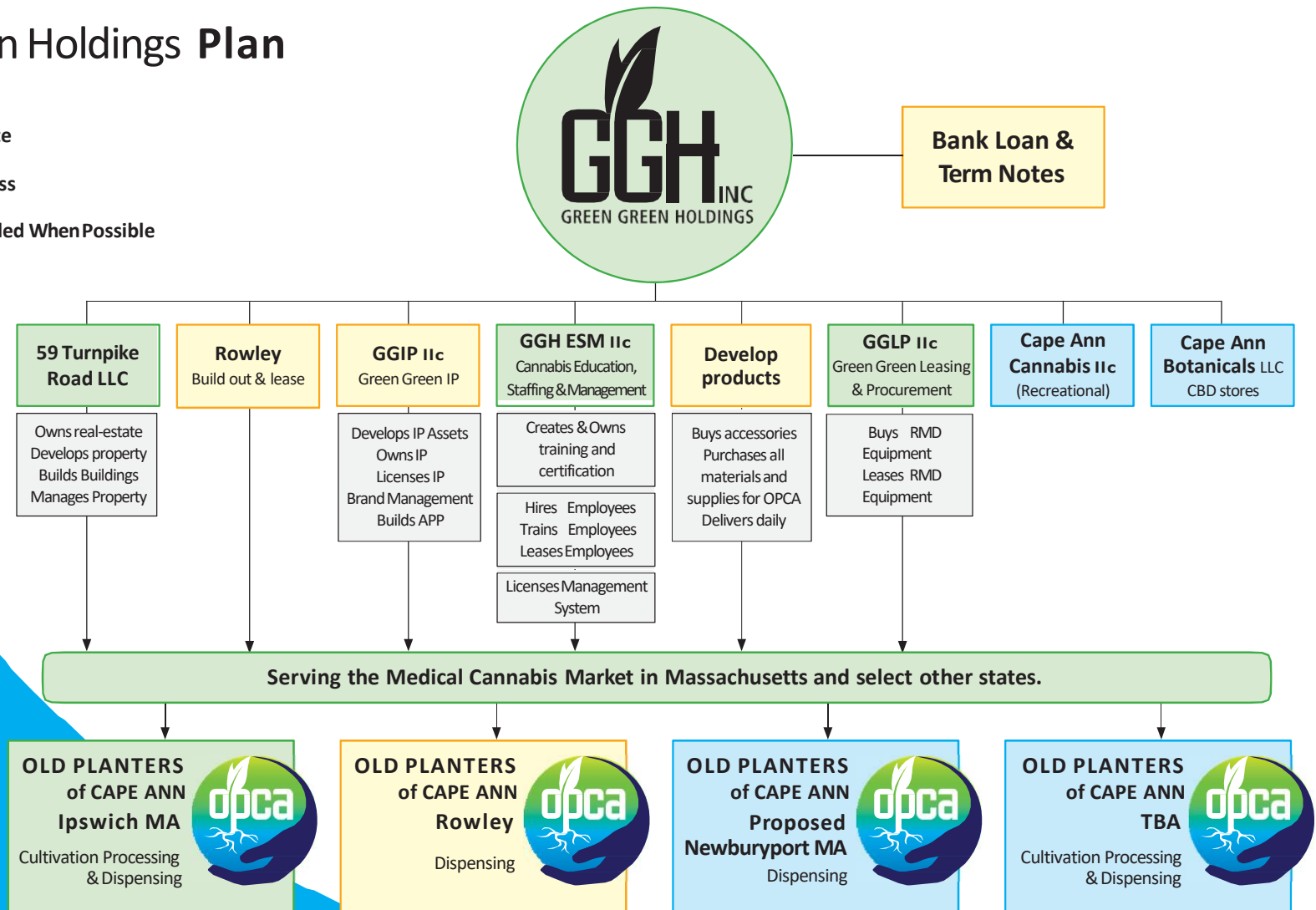
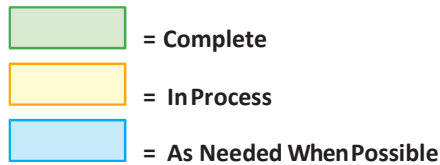
Company Structure and Summary continued

**Old Planters of Cape Ann, Inc. is a company that owns a
Massachusetts Medical Marijuana License**

- OPCA is a Massachusetts Non Profit as required by the Massachusetts law
- OPCA has:
 - a Lease with 59 Turnpike Road LLC for 2 buildings approval and special permit from Ipswich MA for a RMD
 - an agreement with Cann**ESM** LLC for Education, Staffing & Management
 - an agreement with GGLP. LLC for equipment leases and Procurement
 - Rowley location and town permit for recreational sales.



Green Green Holdings Plan





Ipswich MA Site and Facility

OPCA's facility will be built at 59 Turnpike Road in Ipswich, Massachusetts on a 17+ acre site with direct access to Route 1.

OPCA values sustainable energy and is investing in it through a fully engineered design and "LEED" Level" construction

Building # 1

- 2 story 5,000 sq. ft. Support, Security, and Education Building
- Prepared foundation for future 15,000 sq. ft. greenhouse/warehouse

Building # 2

- 17,000 sq. ft. dedicated to growing in the Venlo greenhouse
- 3,000 sq. ft. processing and packaging area and a universally-accessible patient center.



Introducing Independence Business Park

Ipswich, Massachusetts, founded 1634 Birthplace of American Independence, a great community and the perfect location for OPCA's Headquarters.

Rendering depicts the complete project build-out as planned.



State of the Art Cultivation

We have contracted RBI to design and build out a 17,000 sq. ft. Venlo Greenhouse. This design and superb engineering will maximize our investments value through efficiency & comprehensive cost controls.

OPCA's Market Opportunity

- OPCA's facility is located within 20 miles of over 1 million people, it is well over 3 million within 30 miles.
- OPCA will offer & expand delivery service to meet sales goals.
- OPCA is investing in education and outreach to Ipswich and other abutting communities to increase acceptance.
- OPCA has hired a RN/Cannabis Nurse to consult with patients when required and reach out to the local medical community to introduce available optional cannabis therapies.

Population Rings for Ipswich ...

To help identify the number of people who live in Ipswich and the surrounding area, we have drawn concentric rings centered on Ipswich. We counted the number of communities within each ring and summed their populations.

Radius	Number of Communities	2016 Population	Change Since 2010
5 mi [8 km]	5	37,193	+5.74%
10 mi [16 km]	14	192,739	+4.9%
15 mi [24 km]	31	618,203	+4.61%
20 mi [32 km]	53	1,131,774	+4.27%
25 mi [40 km]	79	2,591,279	+5.91%
30 mi [48 km]	103	3,187,005	+5.5%

Overall Market Size

Medical marijuana market size expected to reach \$55.8 billion by 2025.

The global medical marijuana market is expected to reach a value of \$55.8 billion by 2025, according to a new report by Grand View Research, Inc. which may be found here: <http://www.grandviewresearch.com/pressrelease/global-medical-marijuana-market>.



Massachusetts Market

New Frontier Data expects Massachusetts' 2016 medical cannabis market sales to total \$52 million, and to reach \$101 million in 2017.

Massachusetts is expected to activate an adult use market in 2018 and sales are forecast in 2020 to exceed \$1 billion, of which 72% will come through the adult use market. From 2016 to 2020, the Massachusetts market is expected to have a compound annual growth rate of 113%.

When all pending dispensaries open, the state estimates that 98% of its population will live within 25 miles of a dispensary.



Medical Market

The establishment of several regulatory frameworks such as the Medical Marijuana Regulation and Safety Act reflects the growing demand for the drug in the market. The regulatory framework requires every individual or company participating in the industry such as growers, retail operators, and makers of processed marijuana products to obtain permission and an annual state license from 2018.

The increasing interest among academic researchers and healthcare providers regarding the therapeutic uses of marijuana and the increasing number of approved therapeutic uses for medical marijuana products are among the significant factors, expected to drive the market... over the coming years.

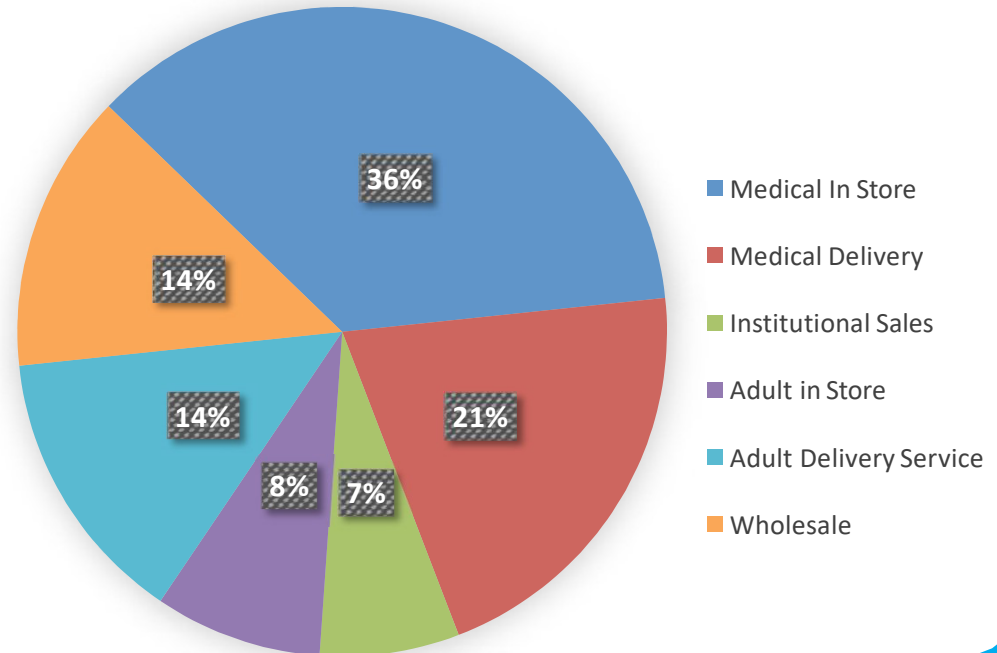


Markets Served

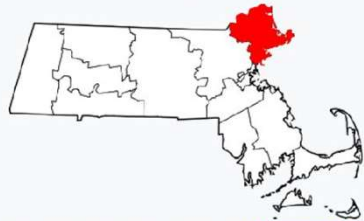
OPCA will serve three Market segments

- **Medical Card Patients**
 - In Dispensary Sales
 - Delivery Service
- **Institutional Sales**
 - Nursing Homes
 - Hospice Centers
 - Caregivers
- **Adult Use Sales**
 - Wholesale
 - In Store Sales
 - Delivery Service

2019 Projected Sales by Market Segment



OPCA locations



Location in the U.S. state of Massachusetts



Massachusetts's location in the U.S.

Founded	1643
Named for	Essex
Seat	Salem and Lawrence
Largest city	Lynn
Area	
• Total	828 sq mi (2,145 km ²)
• Land	493 sq mi (1,277 km ²)
• Water	336 sq mi (870 km ²), 41%
Population	
• (2010)	743,159
• Density	1,509/sq mi (583/km ²)
Congressional districts	3rd, 6th



Investment Highlights

The legal cannabis industry is one of the fastest growing markets in the United States, it is expected to grow to \$ 21.8b by 2020.

ROI options – Short term 12% on investment via interest payments or long term potential of 600% after five years.

Investment is backed by Real estate and is a source of revenue both from rental of the facility, co-generation and solar power.

OPCA's Facility is simply "State Of The Art", designed and built to be efficient, effective, and environmentally friendly.

The Management Team is experienced, educated, and engaged in making OPCA a top tier business in the cannabis market.



Projected Consolidated Financials

Starting in 2020 adding Medical Sales and delivery

	2019	2020	2021	2022	2023
Net Sales	\$ 6,000,000	\$ 9,000,000	\$ 11,250,000	\$ 14,062,500	\$ 17,578,125
Margin	48%	48%	48%	48%	48%
Gross Profit	\$ 572,040	\$ 4,320,000	\$ 5,400,000	\$ 6,750,000	\$ 8,437,500
Rent	\$ 37,800	\$ 64,800	\$ 64,800	\$ 64,800	\$ 64,800
Utilities	\$ 4,200	\$ 7,200	\$ 7,200	\$ 7,200	\$ 7,200
Insurance	\$ 1,400	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,400
Sales Team	\$ 191,248	\$ 509,994	\$ 509,994	\$ 509,994	\$ 509,994
Store Mgmt	\$ 43,750	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000
Nurse	\$ 35,417	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000
Health Insurance	\$ 37,500	\$ 90,000	\$ 90,000	\$ 90,000	\$ 90,000
Amort Bld out	\$ 16,000	\$ 48,000	\$ 48,000	\$ 48,000	\$ 48,000
INVEN SHRINK	\$ 2,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
Paid Advertising	\$ 10,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000
Misc & Admin	\$ 100,000	\$ 240,000	\$ 240,000	\$ 240,000	\$ 240,000
G&A	\$ 479,314	\$ 1,152,394	\$ 1,152,394	\$ 1,152,394	\$ 1,152,394
Net Profit	\$ 92,726	\$ 3,167,606	\$ 4,247,606	\$ 5,597,606	\$ 7,285,106
280 E TAXES	\$ 171,612	\$ 1,296,000	\$ 1,620,000	\$ 2,025,000	\$ 2,531,250
TAXES	\$ 27,818	\$ 950,282	\$ 1,274,282	\$ 1,679,282	\$ 2,185,532
After tax Profit	\$ (78,886)	\$ 1,871,606	\$ 2,627,606	\$ 3,572,606	\$ 4,753,856

Forecasted Products available for sale

OPCA Product List

Cannabis Flower;

Ten strains

½ Ounce

¼ Ounce

1 Gram

Pre-Rolls

Vaporizer Oil; (CBD:THC) 1:1, 2:1, 3:1, 5:1, 10:1

½ Gram

1 Gram

Shatter

Tincture; (CBD:THC) 1:1, 2:1, 3:1, 5:1, 10:1

Edibles; (CBD:THC) 1:3, 1:1, 3:1, 5:1, 10:1

Chews

Mints

Lozenge

Chocolate Bars

Infused Cooking Oil

Topicals;

Balm

Lotion

Executive Management Team



Spencer Kalker
President & CEO

Ipswich, MA resident for 22 years

- CBA, Experienced Entrepreneur
- Business & Retail Consultant
- Distribution & Branding
- Product & Retail Design
- Start up experience founding basement cabinet shop into an 80,000 sq. ft. state of the art, award winning, furniture manufacturing and distribution company



Warren Pratt
Controller

MA resident for 36 years

MS in Accounting and Finance from
Southern New Hampshire University
Attended New Hampshire College
25 Years' experience in accounting,
finance, venture capital and
financial reporting

GGH Inc. Advisory Board



Dan Heiter
Scientist

MA resident for 45 years
Harvard University, Master's Degree,
History of Science
Princeton University, Bachelor's
Degree, Micro Biology
Scientist: New England Biolabs,
Ipswich MA



James Sisolak
Chiropractor

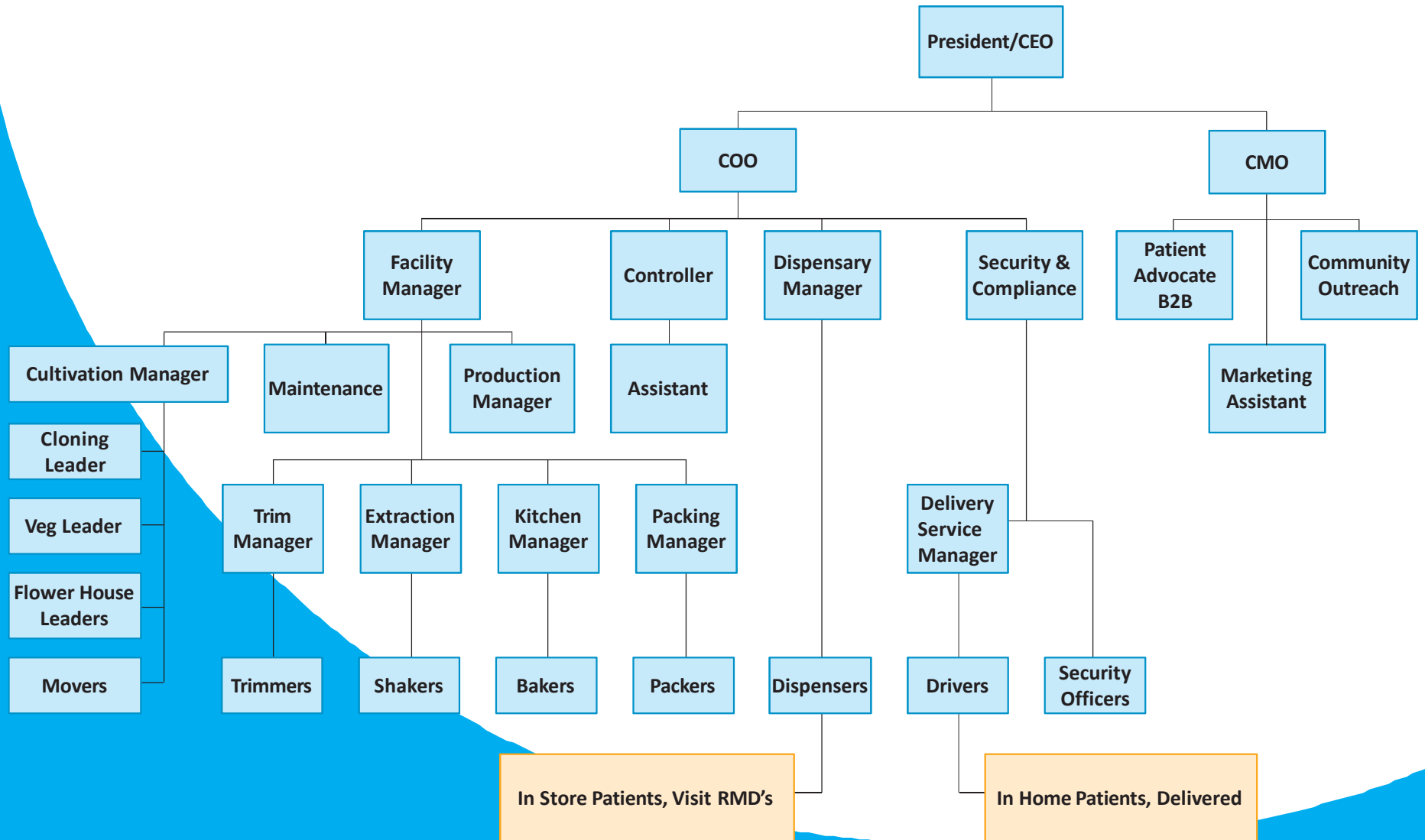
MA resident for 15 years
Studied Chiropractic at Parker CC
Studied Microbiology at Towson
University
Practicing Chiropractor,
Newburyport MA



Greg Stidson
Director

MA resident for 64 years Degree
from UMASS Dartmouth
Director, Technology and Product
Planning at The Lenbrook Group,
NAD Electronics PSB Speakers

Organizational Chart



GGH, Inc. has been formed, along with its wholly-owned subsidiaries, to cultivate, process and dispense cannabis and related products for use in the therapeutic treatment of medical conditions and other markets, as allowed by applicable law and regulations.



For more information contact **Spencer Kalker**
978-616-7606
spencer@oldplantersofcapeann.org
www.oldplantersofcapeann.org





Plan for Separating Recreational from Medical Operations

Application #: MRN282588

Not Applicable

The Old Planters of Cape Ann retail establishment in Rowley will not be a Medical-Use of Marijuana RMD.



Policy for Restricting Access to Age 21 and Older

Application #: MRN282588

I. Intent

Old Planters of Cape Ann Retail Marijuana Establishment operations will be compliant with all regulations outlined in 935 CMR 500.000 et. seq. ("the Regulations") and any other requirements or sub-regulatory guidance issued by the Massachusetts Cannabis Control Commission ("CNB") or any other regulatory agency.

II. Purpose

The purpose of this policy is to outline the responsibilities of the Company, the Company's management team and Agents to ensure specific, methodical, and consistent compliance of the Regulations and to ensure that access to our facility is restricted to only persons who are 21 years of age or older.

III. Definitions

Consumer means a person who is 21 years of age or older.

Law Enforcement Authorities means local law enforcement unless otherwise indicated.

Marijuana Establishment Agent means a board member, director, employee, executive, manager, or volunteer of a Marijuana Establishment, who is **21 years of age or older**. Employee includes a consultant or contractor who provides on-site services to a Marijuana Establishment related to the cultivation, harvesting, preparation, packaging, storage, testing, or dispensing of marijuana.

Proof of Identification means a government issued photograph that contains the name, date of birth, physical description and signature of the individual and is currently valid (in other words, not expired). Old Planters of Cape Ann will only accept the following forms of proof of identification that include all of the above criteria;

1. Massachusetts driver's license
2. Massachusetts Issued ID card
3. Out-of-state driver's license or ID card
4. Government issued Passport
5. U.S. Military I.D.

Visitor means an individual, other than a Marijuana Establishment Agent authorized by the Marijuana Establishment, on the premises of an establishment for a purpose related to its operations and consistent with the objectives of St. 2016, c. 334, as amended by St. 2017, c. 55 and 935 CMR 500.000, provided, however, that no such individual shall be younger than 21 years old.

IV. Responsibilities

Old Planters of Cape Ann Management team is responsible for ensuring that all persons who enter the facility or are otherwise associated with the operations of Old Planters of Cape Ann are 21 years of age or older.

V. Access to the Facility

Old Planters of Cape Ann facility located at 300 Newburyport Turnpike in Rowley, allows only the following individuals access to our facility. For the purposes of this Policy the term facility also refers to any vehicle owned, leased, rented or otherwise used by Old Planters of Cape Ann for the transportation of Marijuana:

1. Old Planters of Cape Ann Agents (including board members, directors, employees, executives, managers, or volunteers)
 - a. While at the facility or transporting marijuana for the facility all Old Planters of Cape Ann Agents must carry their valid Agent Registration Card issued by the Commission
 - b. All Old Planters of Cape Ann Agents are verified to be 21 years of age or older prior to being issued a Marijuana Establishment Agent card.
2. Customers/Consumers (Note: All Agents will be trained in the Verification and Identification of individuals)
 - a. To verify a customer is 21 or older a Old Planters of Cape Ann Agent must receive and examine from the customer one of the following authorized government issued ID Cards;
 - i. Massachusetts Issued driver's license
 - ii. Massachusetts Issued ID card
 - iii. Out-of-state driver's license or ID card (with photo)
 - iv. Passport
 - v. U.S. Military I.D.
 - b. To verify the age of the customer the Agent will use an Age Verification Smart ID Scanner that will be supplied by Old Planters of Cape Ann.
 - c. In the event that the ID is not a scannable ID, or if for any reason the scanner is not operational or available or if the ID is questionable the Agent must use the **FLAG** methodology of ID verification

F. Feel

- ✓ Have the customer remove the ID from their wallet or plastic holder (never accept a laminated document)

- ✓ Feel for information cut-out or pasted on (especially near photo and birth date areas)
- ✓ Feel the texture – most driver's license should feel smooth, or (depending on your State) they will have an identifying texture

L. Look

- ✓ Look for the State seals or water marks; these seals are highly visible without any special light.
- ✓ Look at the photograph. Hairstyles, eye makeup and eye color can be altered, so focus your attention on the person's nose and chin as these features don't change. When encountering people with beards or facial hair, cover the facial hair portion of the photo and concentrate on the nose or ears.
- ✓ Look at the height and weight. They should reasonably match the person.
- ✓ Look at the date of birth and do the math!
- ✓ Compare the age on the ID with the person's apparent age.
- ✓ Look at the expiration date. If the ID has expired, it is not acceptable.
- ✓ If needed, compare the ID to the book of Government Issued ID's

A. Ask

- ✓ Ask questions of the person, such as their middle name, zodiac sign, or year of high school graduation. Ask them the month they were born. If they respond with a number, they may be lying. If the person is with a companion, ask the companion to quickly tell you the person's name.
- ✓ If you have questions as to their identity, ask the person to sign their name, and then compare signatures.

G. Give Back

- ✓ If the ID looks genuine, give the ID back to the customer and allow entry.

- d. If for any reason the identity of the customer or the validity of the ID is in question, do not allow the customer to enter the facility.

3. Visitors (including outside vendors and contractors)

- a. Prior to being allowed access to the facility or any Limited Access Area, the visitor must produce a Government issued Identification Card to a member of the management team and have their age verified to be 21 years of age or older.
 - i. If there is any question as to the visitor's age, or if the visitor cannot produce a Government Issued Identification Card, they will not be granted access.
- b. After the age of the visitor is verified they will be given a Visitor Identification Badge

- c. Visitors will be escorted at all times by a marijuana establishment agent authorized to enter the limited access area.
 - d. Visitors will be logged in and out of the facility and must return the Visitor Identification Badge upon exit.
 - i. The visitor log will be available for inspection by the Commission at all times
- 4. Access to the Commission, Emergency Responders and Law Enforcement.
 - a. The following individuals shall have access to a Marijuana Establishment or Marijuana Establishment transportation vehicle:
 - i. Representatives of the Commission in the course of responsibilities authorized by St. 2016, c. 334, as amended by St. 2017, c. 55 or 935 CMR 500.000;
 - ii. Representatives of other state agencies of the Commonwealth; and
 - iii. Emergency responders in the course of responding to an emergency.
 - iv. Law enforcement personnel or local public health, inspectional services, or other permit-granting agents acting within their lawful jurisdiction.
 - b. Individuals described above in this policy will be granted immediate access to the facility.

VI. Training

Old Planters of Cape Ann will train all Agents on the verification and identification of individuals. This training will be done prior to Agents performing age verification duties. Management will supply Age Verification Smart ID Scanners and hardcover books to assist Agents in age verification.

All Old Planters of Cape Ann agents will enroll and complete the Responsible Vendor Training Program when it is available. This curriculum will include:

- a. Diversion prevention and prevention of sales to minors;
- b. Acceptable forms of identification, including:
 - i. How to check identification;
 - ii. Spotting false identification;
 - iii. Medical registration cards issued by the DPH;
 - iv. Provisions for confiscating fraudulent identifications; and
 - v. Common mistakes made in verification.



Quality Control and Testing of Marijuana Products

Policy and Procedure

Application #: MRN282588

This policy and procedure outlines the Quality Control and Testing of marijuana and marijuana products at our facility. This policy and procedure is compliant with both 935 CMR 500.000 (“the Regulations”)

Intent

To provide clear and concise instructions for Old Planters of Cape Ann, Inc. employees who will be involved with product sampling or testing that are in compliance with The Regulations set forth by the State of Massachusetts.

Superb quality control and the testing of marijuana products are essential for the operation of the Old Planters of Cape Ann marijuana establishments. Old Planters of Cape Ann uses best industry practices when it comes to quality control and product testing, furthermore Old Planters of Cape Ann will not produce or sell any marijuana product that is a potentially hazardous food (PHF) or time/temperature control for safety food (TCS food).

Our retail facility in Rowley will not manufacture or package marijuana or marijuana products. All marijuana products will be received in a pre-packaged, ready for retail state. We will not have any food preparation equipment or surfaces.

I. General Requirements

Quality Control- Quality Control will be maintained through the strict adherence to Good Manufacturing Practices and compliance with the Regulations, 105 CMR 590.000: *Minimum Sanitation Standards for Food Establishments*, the sanitation requirement in 105 CMR 500.000: *Good Manufacturing Practices for Food*, and with the requirements for food handlers specified in 105 CMR 300.000: *Reportable Diseases, Surveillance, and Isolation and Quarantine*.

Old Planters of Cape Ann will test all of our marijuana products in accordance with the Regulations. All untested final marijuana products will be segregated from tested product that will be used for retail sales or whole product that will be sold to other Marijuana Establishments.

All non-marijuana ingredients will be obtained from sources and/or companies that are in full compliance with the regulations.

No marijuana product, including marijuana, will be sold or otherwise marketed for adult use that is not capable of being tested by Independent Testing Laboratories, except as allowed under 935 CMR 500.000.

Any testing results indicating noncompliance with M.G.L. c.132B and the regulations at 333 CMR 2.00 through 333 CMR 14.00 will be immediately reported to the Commission, who may refer any such result to the Massachusetts Department of Agricultural Resources.

Old Planters of Cape Ann will not prepare, sell or otherwise transfer an edible marijuana product with potency levels exceeding the following, as tested by an independent marijuana testing facility licensed in accordance with M.G.L. c. 94G, § 15:

1. For a single serving of an edible marijuana product, five milligrams of active tetrahydrocannabinol (THC); and
2. In a single package of multiple edible marijuana product to be eaten, swallowed, or otherwise ingested, not more than 20 servings or 100 milligrams of active THC.
3. The THC content must be homogenous, or evenly distributed throughout the edible marijuana product.

Old Planters of Cape Ann will satisfy minimum energy efficiency and equipment standards established by the Commission and meet all applicable environmental laws, regulations, permits and other applicable approvals, including those related to water quality and solid waste disposal, and to use additional best management practices as determined by the Commission in consultation with the working group established under St. 2017, c. 55, § 78(b) to reduce energy and water usage, engage in energy conservation and mitigate other environmental impacts.

As the standards or best management practices are not established at this time, Old Planters of Cape Ann will satisfy such standards or best management practices as a condition of license renewal, in addition to any the terms and conditions of any environmental permit regulating the licensed activity.

Testing of Marijuana Products- Old Planters of Cape Ann will ensure all marijuana products are tested as required by the Regulations. Our policy and procedure for sampling and testing are compliant with the Regulations and more specifically with the testing requirements outlined in 935 CMR 500.160 and the *“Protocol for sampling and analysis of finished medical marijuana products and marijuana-infused products for Massachusetts Registered Medical Marijuana Dispensaries”* and *“Protocol for sampling and analysis of environmental media for Massachusetts Registered Medical Marijuana Dispensaries.”*

Old Planters of Cape Ann will not sell or otherwise market for adult use any marijuana product that is not capable of being tested by Independent Testing Laboratories, except as allowed under 935 CMR 500.000. Testing of marijuana products shall be performed by an Independent Testing Laboratory in compliance with the *Protocol for Sampling and Analysis of Finished Medical Marijuana Products and Marijuana-infused Products*, as amended in November 2016, published by the DPH. *Testing of environmental media (e.g., soils, solid growing media, and water) shall be performed in compliance with the Protocol for Sampling and Analysis of Environmental Media for Massachusetts Registered Medical Marijuana Dispensaries* published by the DPH.

II. Laboratory Testing

For products manufactured by Old Planters of Cape Ann, we will retain two Licensed Independent Testing Laboratories to test all marijuana batches and final marijuana products prior to packaging to ensure contaminant-free purity and correct dosage and potency. These labs, CDX Analytics and MCR Labs are Accredited to International Organization for Standardization (ISO) 17025 by a third-party accrediting body that is a signatory to the International Laboratory Accreditation Cooperation (ILAC) Mutual Recognition Arrangement and are licensed by the Commission.

Required testing includes:

1. Cannabinoid Profile
2. Contaminants as specified by the Department/Commission including, but not limited to:
 - a. Mold
 - b. Mildew
 - c. Heavy metals
 - d. Plant-Growth Regulators and Pesticides
 - e. Bacteria
 - f. Fungi
 - g. Mycotoxins.

This policy and procedure requires that:

1. Old Planters of Cape Ann maintains these results of all testing for no less than one year.
2. All Marijuana products will be transported to and from the lab, by the lab in accordance with the Old Planters of Cape Ann Transportation SOP and the Regulations, specifically 935 CMR 500.105(13).
3. Old Planters of Cape Ann will ensure that the storage of all marijuana products at the laboratory complies with 935 CMR 500.105(11).
4. Old Planters of Cape Ann will arrange for testing to be conducted in accordance with the frequency required by the Regulations and sub-regulatory guidance.
5. Any and all excess marijuana product samples used in testing will be disposed of in compliance with 935 CMR 500.105(12), either by the Independent Testing Laboratory returning excess marijuana to our facility for disposal or by the Independent Testing Laboratory disposing of it directly

V. Policy for Responding to Laboratory Results that Indicate Contaminant Levels are Above Acceptable Limits

If a laboratory test result indicates that an Old Planters of Cape Ann marijuana product sample has contaminant levels above the acceptable limits established in the DPH protocols identified in 935 CMR 500.160(1) Old Planters of Cape Ann will:

1. Immediately segregate the production batch and evaluate next steps.

- a. Using the flowchart titled *“Actions in Response to Laboratory Analytical Results”*, the CEO or designee will determine whether to:
 - i. Retest the Production Batch
 - ii. Remediate the Production Batch
 - iii. Dispose of Production Batch
2. If the test result indicates has a contaminant level for Pesticides that are above the acceptable limits the Production Batch will be immediately disposed of.
3. If it is determined that the Production Batch cannot be remediated, it will be disposed of.
4. In the case of disposal under 1 and 2 above the Old Planters of Cape Ann CEO will:
 - a. Notify the Commission within 72 hours of the laboratory testing results indicating that the contamination cannot be remediated.
 - b. The notification to the Commission will describe the proposed plan of action for both the destruction of the contaminated product and the assessment of the source of contamination.
5. In the case of any test result that indicates that an Old Planters of Cape Ann marijuana product sample has contaminant levels above the acceptable limits, the CEO and COO will conduct an assessment of the source of the contamination.
 - a. This extensive assessment will include investigating all possible sources of contamination including source products and ingredients, environmental conditions and employee factors.
 - b. The assessment should include a corrective action plan and be shared as a training tool with all production and processing agents.

VI. Quality Control

Facility

The Old Planters of Cape Ann Retail facility (“the facility”) is designed and constructed with safe food handling and sanitation in mind. All equipment in the facility will comply with the design and construction standards of appropriate nationally recognized standards and/or code requirements and bear the certification mark of an ANSI accredited organization (e.g. NSF, UL, ETL).

1. Hand-washing facilities are adequate and convenient and are furnished with running water at a suitable temperature.
 - a. Located in all areas and where good sanitary practices require employees to wash and sanitize their hands
 - b. Provide effective hand-cleaning and sanitizing preparations and sanitary towel service or suitable drying devices

2. The facility water supply comes from the Town of Rowley and is sufficient for necessary operations.
 - a. Testing will be completed showing sufficient flow and pressure and has been tested in accordance with the Regulations
3. The facilities plumbing is of adequate size and design, and adequately installed and maintained to carry sufficient quantities of water to required locations throughout the facility.
 - a. Plumbing properly conveys sewage and liquid disposable waste from the facility.
 - b. There is no cross-connections between the potable and wastewater lines;
4. The facility provided its employees with adequate, readily accessible toilet facilities that are maintained in a sanitary condition and in good repair.
5. All storage areas are constructed in a manner that will protect its contents against physical, chemical, and microbial contamination as well as against deterioration of marijuana products or their containers.

Contamination Control

1. All entrance and exit doors to the facility are self-closing and rodent proof;
 - a. Our mantrap doors help prevent insects and microbial contaminants from entering the building when doors are in use;
 - b. Insect screening, HEPA, and carbon filters will prevent pest and microbial contaminants from entering through vents and exhaust from the outside; and
 - c. Old Planters of Cape Ann will engage the services of a licensed commercial pest control company to inspect and control any pest infiltration into the facility
2. Training
 - a. The facility manager will be trained on pest prevention, pest management, pest detection, and pest treatments.
3. Handling and storage of non-marijuana waste.
 - a. All non-marijuana waste will be placed into the appropriate impervious covered waste receptacles
 - i. Recyclable
 - ii. Organic
 - iii. Solid waste
 - b. At the end of every day these containers will be emptied, and the contents removed from the building and placed in the appropriate containers to await pickup
4. All toxic materials including cleaning compounds, pesticides, sanitizers, etc. are stored in an area away from production, processing and storage areas.

Personnel

1. Any employee or contractor who, by medical examination or supervisory observation, is shown to have, or appears to have, any disease transmissible through food, an illness, open lesion, including boils, sores, or infected wounds, or any other abnormal source of microbial contamination by which there is a reasonable possibility of marijuana products, production or processing surfaces, or packaging materials becoming contaminated, shall be excluded from any operations which may be expected to result in such contamination until the condition is corrected. Personnel shall be instructed to report such health conditions to their supervisors.
 - a. Any manager, when he or she knows or has reason to believe that an employee has contracted any disease transmissible through food or has become a carrier of such disease, or any disease listed in 105 CMR 300.200(A) will report the same immediately by email to the Rowley Board of Health.
 - b. Old Planters of Cape Ann will voluntarily comply with any and all isolation and/or quarantine orders issued by the Rowley Board of Health or the Department of Public Health.
 - c. Old Planters of Cape Ann Agents must report any flu-like symptoms, diarrhea, and/or vomiting to their supervisor. Employees with these symptoms will be sent home with the exception of symptoms from a noninfectious condition
 - i. Agents may be re-assigned to activities so that there is no risk of transmitting a disease through food/product.
2. All Old Planters of Cape Ann Agents shall conform to sanitary practices while on duty, including
 - a. Maintain adequate personal cleanliness:

Grooming:

- i. Arrive at work clean – clean hair, teeth brushed, bathed and used deodorant daily.
- ii. Maintain short, clean, and polish-free fingernails. No artificial nails are permitted in the food/product production or processing area.
 - a. Fingernails should be trimmed, filed, and maintained so edges and surfaces are cleanable and not rough.
- iii. Wash hands (including under fingernails) and up to forearms vigorously and thoroughly with soap and warm water for a period of 20 seconds:
 - When entering the facility before work begins.
 - Immediately before preparing or processing food/products or handling equipment.
 - As often as necessary during food/product preparation when contamination occurs.
 - In the restroom after toilet use and when you return to your work station.
 - When switching between working with raw foods/products and working with ready-to-eat or cooked foods/products.

- After touching face, nose, hair, or any other body part, and after sneezing or coughing.
 - After cleaning duties.
 - Between each task performed and before wearing disposable gloves.
 - After eating or drinking.
 - Any other time an unsanitary task has been performed – i.e. taking out garbage, handling cleaning chemicals, wiping tables, picking up a dropped item, etc.
- a. Wash hands only in hand sinks designated for that purpose.
 - b. Dry hands with single use towels. Turn off faucets using a paper towel, in order to prevent recontamination of clean hands.

Proper Attire:

- i. Wear appropriate clothing – clean uniform with sleeves and clean non-skid close-toed work shoes (or leather tennis shoes) that are comfortable for standing and working on floors that can be slippery.
- ii. Wear apron or lab coat on site, as appropriate.
 - Do not wear apron or lab coat to and from work.
 - Take off apron or lab coat before using the restroom.
 - Remove apron or lab coat when leaving the production or processing area.
 - Change apron or lab coat if it becomes soiled or stained.
- iii. Wear disposable gloves with any cuts, sores, rashes, or lesions.
- iv. Wear gloves when packaging products
- v. Change disposable gloves as often as handwashing is required. Wash hands before donning and after discarding gloves.

Cuts, Abrasions, and Burns:

- i. Bandage any cut, abrasion, or burn that has broken the skin.
- ii. Cover bandages on hands with gloves and finger cots and change as appropriate.
- iii. Inform supervisor of all wounds.

Smoking, eating, and gum chewing:

- i. The Old Planters of Cape Ann facility is a smoke free facility. No smoking or chewing tobacco shall occur on the premises.
- ii. Eat and drink in designated areas only. A closed beverage container may be used in the production area if the container is handled to prevent contamination of 1) the employee's hands, 2) the container, and 3) exposed food, clean equipment, utensils, linens, and unwrapped single-service and single-use articles.

- iii. Refrain from chewing gum or eating candy during work in a food/product production or processing area.



Old Planters of Cape Ann Personnel and Background Check Policy

Application #: MRN282588

Intent

To provide clear and concise instructions for Old Planters of Cape Ann employees regarding Personnel Policies that are compliant with the regulations.

Old Planters of Cape Ann is committed to being compliant with all regulations outlined in 935 CMR 500.000 et. seq. ("the Regulations") and any other requirements or sub-regulatory guidance issued by the Massachusetts Cannabis Control Commission ("CNB" or "the Commission") or any other regulatory agency.

Purpose

The purpose of this policy is to outline the responsibilities of the company, the company's management team and agents to ensure specific, methodical, and consistent compliance of the regulations and to ensure that our personnel policies are compliant with all relevant regulations and laws.

Personnel Records

Old Planters of Cape Ann will maintain the following information in personnel records:

1. Job descriptions for each employee and volunteer position, as well as organizational charts consistent with the job descriptions;
2. A personnel record for each Old Planters of Cape Ann agent. Such records shall be maintained for at least 12 months after termination of the individual's affiliation with Old Planters of Cape Ann 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/performance issues; and
 - g. Notice of completed responsible vendor and eight-hour related duty training.
- 3. A staffing plan that will demonstrate accessible business hours
 - 4. Personnel policies and procedures; and
 - 5. All background check reports obtained in accordance with 935 CMR 500.030.

These personnel records will be held electronically and in hard copy. The electronic records will be stored in a secure server with encryption software that protects against unauthorized access to the files. Access to the electronic records will only be allowed to Old Planters of Cape Ann management agents who require access as part of their job duties. Hard Copy (written records) will be stored in a secure, locked cabinet in a locked room accessible to only Old Planters of Cape Ann Management agents who require access. These records will be made available for inspection by the Commission upon request.

Old Planters of Cape Ann Agents

All Old Planters of Cape Ann board members, directors, employees, executives, managers and volunteers will register with the Commission as an Old Planters of Cape Ann Marijuana Establishment Agent. For clarity an employee means, any consultant or contractor who provides on-site services to a Marijuana Retail Establishment related to the packaging, storage, testing, or dispensing of marijuana.

All Old Planters of Cape Ann Agents shall:

- 1. Be 21 years of age or older;
- 2. Not been convicted of an offense in the Commonwealth involving the distribution of controlled substances to minors, or a like violation of the laws of another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority; and
- 3. Be determined suitable for registration consistent with the provisions of 935 CMR 500.800 and 500.802.

Old Planters of Cape Ann will submit to the Commission an application for every Old Planters of Cape Ann Agent, this application will include;

- 1. The full name, date of birth, and address of the individual;
- 2. All aliases used previously or currently in use by the individual, including maiden name, if any;
- 3. A copy of the applicant's driver's license, government-issued identification card, liquor purchase identification card issued pursuant to M.G.L. c. 138, § 34B, or other verifiable identity document acceptable to the Commission;
- 4. An attestation that the individual will not engage in the diversion of marijuana products;
- 5. Written acknowledgment by the applicant of any limitations on his or her authorization to cultivate, harvest, prepare, package, possess, transport, and dispense marijuana in the Commonwealth;
- 6. Background information, including, as applicable:

- a. A description and the relevant dates of any criminal action under the laws of the Commonwealth, or another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority, whether for a felony or misdemeanor and which resulted in conviction, or guilty plea, or plea of nolo contendere, or admission of sufficient facts;
 - b. A description and the relevant dates of any civil or administrative action under the laws of the Commonwealth, another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority relating to any professional or occupational or fraudulent practices;
 - c. A description and relevant dates of any past or pending denial, suspension, or revocation of a license or registration, or the denial of a renewal of a license or registration, for any type of business or profession, by any federal, state, or local government, or any foreign jurisdiction;
 - d. A description and relevant dates of any past discipline by, or a pending disciplinary action or unresolved complaint by, the Commonwealth, or a like action or complaint by another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority with regard to any professional license or registration held by the applicant; and
7. A nonrefundable application fee paid by the Marijuana Establishment with which the marijuana establishment agent will be associated; and
 8. Any other information required by the Commission.

Old Planters of Cape Ann' agents will register with the Department of Criminal Justice Information Systems pursuant to 803 CMR 2.04: iCORI Registration and will submit to the Commission a Criminal Offender Record Information (CORI) report and any other background check information required by the Commission for each individual for whom Old Planters of Cape Ann seeks a marijuana establishment agent registration which was obtained within 30 days prior to submission.

Old Planters of Cape Ann will notify the Commission no more than one business day after an Old Planters of Cape Ann agent ceases to be associated with the establishment. The registration shall be immediately void when the agent is no longer associated with the establishment.

The Agent registration card is valid for one year from the date of issue, Old Planters of Cape Ann will renew each Old Planters of Cape Ann Agent Registration Card on an annual basis upon a determination by the Commission that the applicant for renewal continues to be suitable for registration.

After obtaining a registration card for an Old Planters of Cape Ann Agent registration card, Old Planters of Cape Ann will notify the Commission, in a form and manner determined by the Commission, as soon as possible, but in any event, within five business days of any changes to the information that the establishment was previously required to submit to the Commission or after discovery that a registration card has been lost or stolen.

All agents will carry the registration card at all times while in possession of marijuana products, including at all times while at the establishment or while transporting marijuana products.

Background Checks

Old Planters of Cape Ann will comply with all Background Check requirements in the regulations and any other sub-regulatory guidance issued by the Commission.

1. **Application Process-** During the application process Old Planters of Cape Ann will complete the Background Check Packet as outlined in 935 CMR 500.101(1)(b) which includes;
 - a. The list of individuals and entities in 935 CMR 500.101(1)(a)1. (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);
 - b. Information for each individual identified in 935 CMR 500.101(1)(a)1., which shall include:
 - i. The individual's full legal name and any aliases;
 - ii. The individual's address;
 - iii. The individual's date of birth;
 - iv. A photocopy of the individual's driver's license or other government-issued identification card;
 - v. A CORI Acknowledgment Form, pursuant to 803 CMR 2.09: Requirements for Requestors to Request CORI, provided by the Commission, signed by the individual and notarized;
 - vi. Authorization to obtain a full set of fingerprints, in accordance with M.G.L. c. 94G, § 21, submitted in a form and manner as determined by the Commission;
 - c. Relevant Background Check Information. Applicants for licensure will also be required to provide information detailing involvement in any criminal or civil or administrative matters:
 - i. A description and the relevant dates of any criminal action under the laws of the Commonwealth, or another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority, whether for a felony or misdemeanor including, but not limited to, action against any health care facility or facility for providing marijuana for medical or recreational purposes, in which those individuals either owned shares of stock or served as board member, executive, officer, director or member, and which resulted in conviction, or guilty plea, or plea of nolo contendere, or admission of sufficient facts;
 - ii. A description and the relevant dates of any civil action under the laws of the Commonwealth, another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority, including, but not limited to a complaint relating to any professional or occupational or fraudulent practices;
 - iii. A description and relevant dates of any past or pending legal or enforcement actions in any other state against any board member, executive, officer, director or member, or against any entity owned or controlled in whole or in part by them, related to the cultivation, processing, distribution, or sale of marijuana for medical or recreational purposes;
 - iv. A description and the relevant dates of any administrative action, including any complaint, order or disciplinary action, by the Commonwealth, or like action by

another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority, including, but not limited to any complaint or issuance of an order relating to the denial, suspension, or revocation of a license, registration, or certification;

- v. A description and relevant dates of any administrative action, including any complaint, order or disciplinary action, by the Commonwealth, or a like action by another state, the United States or foreign jurisdiction, or a military, territorial, Native American tribal authority or foreign jurisdiction, with regard to any professional license, registration, or certification, held by any board member, executive, officer, director, or member that is part of the applicant's application, if any;
- vi. A description and relevant dates of actions against a license to prescribe or distribute controlled substances or legend drugs held by any board member, executive, officer, director or member that is part of the applicant's application, if any; and
- vii. Any other information required by the Commission.

Old Planters of Cape Ann will not present any individual in our application whose background check will result in a Mandatory Disqualification or Presumptive Negative Suitability Determination as outlined in Table A of 935 CMR 500.801.

2. **Background Checks not included in the Application Process-** For all Marijuana Establishment Agent Registrations not included in the application process Old Planters of Cape Ann will submit Marijuana Establishment Agent applications for all required individuals. Old Planters of Cape Ann will perform its own due diligence and perform background checks, including a CORI report, in the hiring of employees and contractors and will not knowingly submit an employee or contractors' application if the background check would result in a Mandatory Disqualification or Presumptive Negative Suitability Determination as outlined in Table B: Retail and Transporter Marijuana Establishment Agents, under 935 CMR 500.802.

Equal Opportunity Employment Policy

It is the policy of Old Planters of Cape Ann to provide equal employment opportunities to all employees and employment applicants without regard to unlawful considerations of race, religion, creed, color, national origin, sex, pregnancy, sexual orientation, gender identity, age, ancestry, physical or mental disability, genetic information, marital status or any other classification protected by applicable local, state or federal laws. This policy prohibits unlawful discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. This policy applies to all aspects of employment, including, but not limited to, hiring, job assignment, working conditions, compensation, promotion, benefits, scheduling, training, discipline and termination.

Old Planters of Cape Ann expects all employees to support our equal employment opportunity policy, and to take all steps necessary to maintain a workplace free from unlawful discrimination and harassment and to accommodate others in line with this policy to the fullest extent required by law. For example, Old Planters of Cape Ann will make reasonable accommodations for employees' observance of religious holidays and practices unless the accommodation would cause an undue hardship on Old Planters of Cape Ann operations. If an employee desires a religious accommodation, they are required to make the request in writing to their manager as far in advance as possible. Employees requesting accommodations are

expected to attempt to find co-workers who can assist in the accommodation (e.g. trade shifts) and cooperate with Old Planters of Cape Ann in seeking and evaluating alternatives.

Moreover, in compliance with the Americans with Disabilities Act (ADA), Old Planters of Cape Ann provides reasonable accommodations to qualified individuals with disabilities to the fullest extent required by law. Old Planters of Cape Ann may require medical certification of both the disability and the need for accommodation. Keep in mind that Old Planters of Cape Ann can only seek to accommodate the known physical or mental limitations of an otherwise qualified individual. Therefore, it is the employees' responsibility to come forward if they are in need of an accommodation. Old Planters of Cape Ann will engage in an interactive process with the employee to identify possible accommodations, if any will help the applicant or employee perform the job.

Anti-Harassment and Sexual Harassment Policy

Old Planters of Cape Ann will promote a workplace that is free from discrimination and harassment, whether based on race, color, gender, age, religion, creed, national origin, ancestry, sexual orientation, marital status or disability. Inappropriate interference with the ability of Old Planters of Cape Ann employees to perform their expected job duties will not be tolerated.

It is illegal and against Old Planters of Cape Ann policy for any employee, male or female, to harass another employee. Examples of such harassment include making sexual advances or favors or other verbal or physical conduct of a sexual nature a condition of any employee's employment; using an employee's submission to or rejection of such conduct as the basis for, or as a factor in, any employment decision affecting the individual; or otherwise creating an intimidating, hostile, or offensive working environment by such conduct.

The creation of an intimidating, hostile, or offensive working environment may include but is not limited to such actions as persistent comments on an employee's sexual preferences, the display of obscene or sexually oriented photographs or drawings, or the telling of sexual jokes. Conduct or actions that arise out of a personal or social relationship and that are not intended to have a discriminatory employment effect may not be viewed as harassment. Old Planters of Cape Ann will determine whether such conduct constitutes sexual harassment, based on a review of the facts and circumstances of each situation.

Old Planters of Cape Ann will not condone any sexual harassment of its employees. All employees, including supervisors and managers, will be subject to severe discipline, up to and including discharge, for any act of sexual harassment they commit.

Old Planters of Cape Ann will not condone sexual harassment of its employees by non-employees, and instances of such harassment should be reported as indicated below for harassment by employees.

If you feel victimized by sexual harassment you should report the harassment to your manager immediately. If your immediate manager is the source of the alleged harassment, you should report the problem to the Human Resources Department.

Managers who receive a sexual harassment complaint should carefully investigate the matter, questioning all employees who may have knowledge of either the incident in question or similar problems. The complaint, the investigative steps and findings, and disciplinary actions (if any) should be documented as thoroughly as possible.

Any employee who makes a complaint, or who cooperates in any way in the investigation of same, will not be subjected to any retaliation or discipline of any kind.

In addition to the above, if you believe you have been subjected to sexual harassment, you may file a formal complaint with either or both of the government agencies set forth below. Using our complaint process does not prohibit you from filing a complaint with these agencies. Each of the agencies has a short time period for filing a claim (EEOC - 300 days; MCAD - 300 days).

The United States Equal Employment Opportunity Commission ("EEOC") One Congress Street, 10th Floor Boston, MA 02114, (617) 565-3200.

The Massachusetts Commission Against Discrimination ("MCAD") One Ashburton Place, Rm. 601, Boston, MA 02108, (617) 994-6000.

Americans with Disability Act

Old Planters of Cape Ann strongly supports the policies of the Americans with Disabilities Act and is completely committed to treating all applicants and employees with disabilities in accordance with the requirements of that act. Old Planters of Cape Ann judge's individuals by their abilities, not their disabilities, and seeks to give full and equal employment opportunities to all persons capable of performing successfully in the company's positions. Old Planters of Cape Ann will provide reasonable accommodations to any persons with disabilities who require them, who advise Old Planters of Cape Ann of their particular needs. Information concerning individuals' disabilities and their need for accommodation will of course be handled with the utmost discretion.

Drug/Alcohol Free Workplace

Old Planters of Cape Ann is committed to providing its employees with a safe and productive work environment. In keeping with this commitment, it maintains a strict policy against the use of alcohol and the unlawful use of drugs in the workplace. Consequently, no employee may consume or possess alcohol, or use, possess, sell, purchase or transfer illegal drugs at any time while on Old Planters of Cape Ann premises or while using Old Planters of Cape Ann vehicles or equipment, or at any location during work time.

No employee may report to work with illegal drugs (or their metabolites) or alcohol in his or her bodily system. The only exception to this rule is that employees may engage in moderate consumption of alcohol that may be served and/or consumed as part of an authorized Company social or business event. "Illegal drug" means any drug that is not legally obtainable or that is legally obtainable but has not been legally obtained. It includes prescription drugs not being used for prescribed purposes or by the person to whom it is prescribed or in prescribed amounts. It also includes any substance a person holds out to another as an illegal drug.

Any violation of this policy will result in disciplinary action, up to and including termination.

Any employee who feels he or she has developed an addiction to, dependence upon, or problem with alcohol or drugs, legal or illegal, is strongly encouraged to seek assistance before a violation of this policy occurs. Any employee who requests time off to participate in a rehabilitation program will be reasonably accommodated. However, employees may not avoid disciplinary action, up to and including termination, by entering a rehabilitation program after a violation of this policy is suspected or discovered.

Smoke Free Workplace

Smoking is prohibited throughout the workplace. This policy applies equally to all employees, clients, partners, and visitors.

Employee Assistance Policy

To help employees in circumstances where counseling services would be helpful, Old Planters of Cape Ann will make an Employee Assistance Program (EAP) counseling service available to employees, when needed, at no personal cost.

Employee Diversion of Marijuana

If an Old Planters of Cape Ann Agent is found to have diverted marijuana, that agent will immediately be dismissed and have their Marijuana Establishment Registration Card confiscated. The Director of HR will immediately be notified. The Director of HR will make a detailed report of the event and report it to local law enforcement and the Commission within 24 hours.

Employee Handbook

Old Planters of Cape Ann will provide a comprehensive employee handbook to all employees that will outline all the information pertinent to their employment with Old Planters of Cape Ann. These subjects will include, but not be limited to;

1. Old Planters of Cape Ann Mission and Vision
2. Organizational Structure
3. General Employment Policies
4. Employee Categories
5. Conflicts of Interest
6. Access to Personnel Files
7. Performance Evaluations
8. Hours of Work
9. Compensation
10. Benefits
11. Code of Conduct
12. Discipline
13. Training



Record Keeping Procedure

Application #: MRN282588

Intent

G is committed to being compliant with all regulations outlined in 935 CMR 500.000 et. seq. ("the Regulations") and any other requirements or sub-regulatory guidance issued by the Massachusetts Cannabis Control Commission ("CNB") or any other regulatory agency.

To provide clear and concise instructions for Old Planters of Cape Ann employees regarding Record Keeping that are in compliance with the Regulations

Purpose

The purpose of this policy is to outline the responsibilities of the Company, the Company's management team and Agents to ensure specific, methodical, and consistent compliance of the Regulations and to ensure that our Record Keeping Procedures are compliant will all regulations and laws.

Access to the Commission

Old Planters of Cape Ann electronic and hard copy (written) records will be available to the Commission upon request pursuant to 935 CMR 500.105(9). The records will be maintained in accordance with generally accepted accounting principles. All written records required in any section of 935 CMR 500.000 are subject to inspection.

Types of Records

The following records will be maintained and stored by Old Planters of Cape Ann and available to the Commission upon request:

1. Operating procedures as required by 935 CMR 500.105(1)
 - a. Security measures in compliance with 935 CMR 500.110;
 - b. Employee security policies, including personal safety and crime prevention techniques;
 - c. A description of the Marijuana Establishment's hours of operation and after-hours contact information, which shall be provided to the Commission, made available to law enforcement officials upon request, and updated pursuant to 935 CMR 500.000.
 - d. Storage of marijuana in compliance with 935 CMR 500.105(11);

- e. Description of the various strains of marijuana to be cultivated, processed or sold, as applicable, and the form(s) in which marijuana will be sold;
- f. Procedures to ensure accurate recordkeeping, including inventory protocols in compliance with 935 CMR 500.105(8) and (9);
- g. Plans for quality control, including product testing for contaminants in compliance with 935 CMR 500.160;
- h. A staffing plan and staffing records in compliance with 935 CMR 500.105(9);
- i. Emergency procedures, including a disaster plan with procedures to be followed in case of fire or other emergencies;
- j. Alcohol, smoke, and drug-free workplace policies;
- k. A plan describing how confidential information will be maintained;
- l. A policy for the immediate dismissal of any marijuana establishment agent who has:
 - i. Diverted marijuana, which shall be reported to law enforcement officials and to the Commission;
 - ii. Engaged in unsafe practices with regard to operation of the Marijuana Establishment, which shall be reported to the Commission; or
 - iii. Been convicted or entered a guilty plea, plea of nolo contendere, or admission to sufficient facts of a felony drug offense involving distribution to a minor in the Commonwealth, or a like violation of the laws of another state, the United States or a foreign jurisdiction, or a military, territorial, or Native American tribal authority.
- m. A list of all board members and executives of a Marijuana Establishment, and members, if any, of the licensee must be made available upon request by any individual. 935 CMR This requirement may be fulfilled by placing this information on the Marijuana Establishment's website.
- n. Policies and procedures for the handling of cash on Marijuana Establishment premises including but not limited to storage, collection frequency, and transport to financial institution(s).
- o. Policies and procedures to prevent the diversion of marijuana to individuals younger than 21 years old.
- p. Policies and procedures for energy efficiency and conservation that shall include:
 - i. Identification of potential energy use reduction opportunities (including but not limited to natural lighting, heat recovery ventilation and energy efficiency measures), and a plan for implementation of such opportunities;
 - ii. Consideration of opportunities for renewable energy generation, including, where applicable, submission of building plans showing where energy generators could be placed on the site, and an explanation of why the identified opportunities were not pursued, if applicable;

- iii. Strategies to reduce electric demand (such as lighting schedules, active load management and energy storage); and
 - iv. Engagement with energy efficiency programs offered pursuant to M.G.L. c. 25, § 21, or through municipal lighting plants.
- 2. Operating procedures as required by 935 CMR 500.120(12);
 - a. Methods for identifying, recording, and reporting diversion, theft, or loss, and for correcting all errors and inaccuracies in inventories. The policies and procedures, at a minimum, must be in compliance with 935 CMR 500.105(8);
 - b. Policies and procedures for handling voluntary and mandatory recalls of marijuana. Such procedures shall be adequate to deal with recalls due to any action initiated at the request or order of the Commission, and any voluntary action by a Marijuana Establishment to remove defective or potentially defective marijuana from the market, as well as any action undertaken to promote public health and safety;
 - c. Policies and procedures for ensuring that any outdated, damaged, deteriorated, mislabeled, or contaminated marijuana is segregated from other marijuana and destroyed. Such procedures shall provide for written documentation of the disposition of the marijuana. The policies and procedures, at a minimum, must be in compliance with 935 CMR 500.105(12);
 - d. Policies and procedures for transportation. The policies and procedures, at a minimum, must be in compliance with 935 CMR 500.105(13);
 - e. Policies and procedures to reduce energy and water usage, engage in energy conservation and mitigate other environmental impacts. The policies and procedures at a minimum, must be in compliance with 935 CMR 500.105(15) and 935 CMR 500.120(11); and
 - f. Policies and procedures for the transfer, acquisition, or sale of marijuana between Marijuana Establishments.
- 3. Inventory records as required by 935 CMR 500.105(8); and
- 4. Seed-to-sale tracking records for all marijuana products are required by 935 CMR 500.105(8)(e).
- 5. Personnel records required by 935 CMR 500.105(9)(d), including but not limited to;
 - a. Job descriptions for each employee and volunteer position, as well as organizational charts consistent with the job descriptions;
 - b. 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:
 - i. All materials submitted to the Commission pursuant to 935 CMR 500.030(2);
 - ii. Documentation of verification of references;
 - iii. The job description or employment contract that includes duties, authority, responsibilities, qualifications, and supervision

- iv. 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;
 - v. Documentation of periodic performance evaluations;
 - vi. A record of any disciplinary action taken; and
 - vii. Notice of completed responsible vendor and eight-hour related duty training.
- c. A staffing plan that will demonstrate accessible business hours and safe work conditions;
- d. Personnel policies and procedures; and
- e. All background check reports obtained in accordance with 935 CMR 500.030
- 6. Business records, which shall include manual or computerized records of:
 - a. Assets and liabilities;
 - b. Monetary transactions;
 - c. Books of accounts, which shall include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
 - d. Sales records including the quantity, form, and cost of marijuana products; and
 - e. Salary and wages paid to each employee, stipend paid to each board member, and an executive compensation, bonus, benefit, or item of value paid to any individual affiliated with a Marijuana Establishment, including members of the nonprofit corporation, if any.
- 7. Waste disposal records as required under 935 CMR 500.105(12); and
- 8. Following closure of a Marijuana Establishment, all records must be kept for at least two years at the expense of the Marijuana Establishment and in a form and location acceptable to the Commission.
- 9. Responsible vendor training program compliance records.
- 10. Vehicle registration, inspection and insurance records.

All records kept and maintained by Old Planters of Cape Ann will be securely held. Access to these records will only be accessible to those Old Planters of Cape Ann Agents who require access as a part of their job duties.



Maintaining Financial Records

Policy and Procedure

Application #: MRN282588

I. Intent

Old Planters of Cape Ann is committed to being compliant with all regulations outlined in 935 CMR 500.000 et. seq. ("the Regulations") and any other requirements or sub-regulatory guidance issued by the Massachusetts Cannabis Control Commission ("CNB" or "the Commission") or any other regulatory agency.

To provide clear and concise instructions for Old Planters of Cape Ann employees regarding the Maintenance of Financial Records that are in compliance with the Regulations

II. Purpose

The purpose of this policy is to outline the responsibilities of the Company, the Company's management team and Agents to ensure specific, methodical, and consistent compliance of the Regulations and to ensure that our financial records are maintained in a compliant manner in compliance with all regulations and laws.

III. Policy

All Old Planters of Cape Ann financial records will be kept and maintained according to generally accepted accounting principles. Our CFO is responsible for all accounting responsibilities and will engage the services of external Accountants and Tax Professionals to ensure proper accounting compliance. We will also hire or engage as a contractor a bookkeeper with experience in business accounting to assist in the maintaining of these records.

1. All Old Planters of Cape Ann financial/business records will be available for inspection to the Commission upon request.
2. Old Planters of Cape Ann will maintain all business records in Manual and electronic (computerized) form. These records include, but are not limited to;

- a. Assets and liabilities;
- b. Monetary transactions;
- c. Books of accounts, which shall include journals, ledgers, and supporting documents, agreements, checks, invoices, and vouchers;
- d. Sales records including the quantity, form, and cost of marijuana products; and
- e. Salary and wages paid to each employee, stipend paid to each board member, and any executive compensation, bonus, benefit, or item of value paid to any individual affiliated with a Marijuana Establishment, including members of the nonprofit corporation, if any.

In relation to the maintenance of financial records Old Planters of Cape Ann will incorporate the following into our business operations;

1. Old Planters of Cape Ann will engage the services of a professional payroll and human resources company to assist in Human resources management and payroll services for our employees
2. Old Planters of Cape Ann has and will maintain a banking relationship with Century Bank to provide banking services for our company.
3. Old Planters of Cape Ann will use up to date financial software programs for all financial transactions.
4. Old Planters of Cape Ann does not plan to make cash transactions with other Marijuana Establishments. All transactions will be done through traditional banking transactions including checks, wire transfers or credit cards.
5. On an annual basis Old Planters of Cape Ann will engage the services of an independent certified public accountant who is preferably experienced in the legal marijuana industry, to conduct a financial audit of Old Planters of Cape Ann finances (books).
6. Old Planters of Cape Ann will engage the services of an industry experienced tax professional for the filing of all required state and federal tax documents.
7. At the end of each business day a reconciliation audit will be done on each POS station by the Facility Manager or designee.
8. Comprehensive financial audits will be done at the end of every day by the CFO or designee. At the discretion of the CFO the frequency of these audits may be changed to weekly and then monthly
9. At a minimum, a comprehensive audit by the CFO or designee of all sales transactions will be completed every month.
10. For the first year of operation the CFO will conduct a comprehensive audit of all of the facility's financial records every 3 months and report their findings to the CEO and COO.

Access to the Commission

Old Planters of Cape Ann electronic and hard copy (written) records will be available to the Commission upon request pursuant to 935 CMR 500.105(9). The records will be maintained in accordance with

generally accepted accounting principles. All written records required in any section of 935 CMR 500.000 are subject to inspection.

Access to the Massachusetts Department of Revenue ("DOR")

Old Planters of Cape Ann books, records, papers and other data will be made available upon request by the DOR. Accounting records and information in electronic format will be provided in a searchable electronic format if requested by the Commission of the DOR. Any additional reports and schedules relating to the preparation of tax returns will be maintained and made available upon request. Inventory system data as well as any additional purchase reports, schedules or documentation that reconcile to other books and records, such as purchase journals or a general ledger, will also be maintained and made available upon request.

These records will be kept so long as their contents are material in the administration of Massachusetts tax laws. At a minimum, unless the DOR Commissioner consents in writing to an earlier destruction, the records will be preserved until the statute of limitations for making additional assessments for the period for which the return was due has expired. The DOR may require a longer retention period, such as when the records are the subject of an audit, court case, or other proceeding.

Additionally, Old Planters of Cape Ann will comply with all records retention requirements outlined in the DOR Regulations including but limited to 830 CMR 62C.25.1: Record Retention.

Point of Sale (POS) Systems

Old Planters of Cape Ann will utilize a POS system that complies with the requirements in G.L. c. 62C, § 25; 830 CMR 62C.25.1 (the Records Retention Regulation); and the Massachusetts Department of Revenue ("DOR") Directive 16-1 *"Recordkeeping Requirements for Sales and Use Tax Vendors Utilizing Point of Sale (POS) Systems"*. The POS System will be approved by the Commission

1. Our POS system will record all transactions in a manner that will allow the DOR to verify what was sold and whether the appropriate amount of tax was collected. Along with the data in the POS system, Old Planters of Cape Ann will maintain the following records:
 - a. A journal or its equivalent, which records daily all non-cash transactions affecting accounts payable;
 - b. A cash journal or its equivalent, which records daily all cash receipts and cash disbursements, including any check transactions;
 - c. A sales slip, invoice, cash register tape, or other document evidencing the original transaction, which substantiates each entry in the journal or cash journal;
 - d. Memorandum accounts, records or lists concerning inventories, fixed assets or prepaid items, except in cases where the accounting system clearly records such information; and
 - e. A ledger to which totals from the journal, cash journal and other records have been periodically posted. The ledger must clearly classify the individual accounts receivable and payable and the capital account.
2. Each POS transaction record will provide enough detail to independently determine the taxability of each sale and the amount of tax due and collected. Information on each sales transaction will include, but is not limited to the:
 - a. individual item(s) sold,

- b. selling price,
 - c. tax due,
 - d. invoice number,
 - e. date of sale,
 - f. method of payment, and
 - g. POS terminal number and POS transaction number.
3. Old Planters of Cape Ann will maintain auditable internal controls to ensure the accuracy and completeness of the transactions recorded in the POS system. The audit trail details include, but are not limited to:
- a. Internal sequential transaction numbers;
 - b. Records of all POS terminal activity; and
 - c. Procedures to account for voids, cancellations, or other discrepancies in sequential numbering.
 - d. The POS audit trail or logging functionality must be activated and operational at all times, and it must record:
 - e. Any and all activity related to other operating modes available in the system, such as a training mode; and
 - f. Any and all changes in the setup of the system.
4. Old Planters of Cape Ann will comply with the provisions of 935 CMR 500.140(6): Recording Sales.
- a. Old Planters of Cape Ann will only utilize a point-of-sale (POS) system approved by the Commission, in consultation with the DOR.
 - b. Old Planters of Cape Ann may utilize a sales recording module approved by the DOR.
 - c. Old Planters of Cape Ann will not utilize software or other methods to manipulate or alter sales data.
 - d. Old Planters of Cape Ann will conduct a monthly analysis of our equipment and sales data to determine that no software has been installed that could be utilized to manipulate or alter sales data and that no other methodology has been employed to manipulate or alter sales data. Old Planters of Cape Ann will maintain records that it has performed the monthly analysis and produce it upon request to the Commission. If Old Planters of Cape Ann determines that software has been installed for the purpose of manipulation or alteration of sales data or other methods have been utilized to manipulate or alter sales data:
 - i. We will immediately disclose the information to the Commission;
 - ii. We will cooperate with the Commission in any investigation regarding manipulation or alteration of sales data; and
 - iii. We will take such other action directed by the Commission to comply with 935 CMR 500.105.
 - e. Old Planters of Cape Ann will comply with 830 CMR 62C.25.1: Record Retention and DOR Directive 16-1 regarding recordkeeping requirements.
 - f. Old Planters of Cape Ann will adopt separate accounting practices at the point-of-sale for marijuana and marijuana product sales, and non-marijuana sales.

- g. Old Planters of Cape Ann will allow the Commission and the DOR may audit and examine our point-of-sale system in order to ensure compliance with Massachusetts tax laws and 935 CMR 500.000;



Qualifications and Training Policy and Procedure

Application #: MRN282588

I. Intent

Old Planters of Cape Ann is committed to being compliant with all regulations outlined in 935 CMR 500.000 et. seq. ("the Regulations") and any other requirements or sub-regulatory guidance issued by the Massachusetts Cannabis Control Commission ("CNCB") or any other regulatory agency.

To provide clear and concise instructions for Old Planters of Cape Ann employees regarding the qualifications for employment and agent training that are in compliance with the Regulations

II. Purpose

The purpose of this policy is to outline the responsibilities of the Company, the Company's management team and Agents to ensure specific, methodical, and consistent compliance of the Regulations and to ensure that we only hire qualified Marijuana Establishment Agents and that our training process and curriculum are in compliance with all regulations and laws.

III. Qualifications for an Old Planters of Cape Ann Marijuana Establishment Agent

The minimum requirements to become an Old Planters of Cape Ann Marijuana Establishment Agent ("Old Planters of Cape Ann Agent") are outlined below. All Old Planters of Cape Ann board members, directors, employees, executives, managers or volunteers will register with the Commission as an Old Planters of Cape Ann Marijuana Establishment Agent. For clarity an employee means, any consultant or contractor who provides on-site services to a Marijuana Establishment related to the cultivation, harvesting, preparation, packaging, storage, testing, or dispensing of marijuana.

All Old Planters of Cape Ann Agents must;

1. Be 21 years of age or older;
2. Not been convicted of an offense in the Commonwealth involving the distribution of controlled substances to minors, or a like violation of the laws of another state, the United States or foreign jurisdiction, or a military, territorial, or Native American tribal authority; and

3. Be determined suitable for registration consistent with the provisions of 935 CMR 500.800 and 935 CMR 500.802.

Old Planters of Cape Ann will develop a job description for all positions with the company. While all Old Planters of Cape Ann Agents must meet the qualifications listed above, many of our positions will require additional qualifications depending on the required duties.

IV. Required Training for Old Planters of Cape Ann Agents

Pursuant to 935 CMR 500.105(2)(a) Old Planters of Cape Ann will ensure all Old Planters of Cape Ann Agents complete training prior to performing job functions. Training will be tailored to the role and responsibilities of the job function.

1. Old Planters of Cape Ann will train all marijuana establishment agents in compliance with 935 CMR 500.105(2)(a) and (b). Agents responsible for tracking and entering product into the Seed-to-sale SOR must receive training in a form and manner determined by the Commission.
2. Our initial training begins during employee orientation where all new employees will be issued their employee handbook. Classroom or online training on this day will include, but not be limited to;
 - a. Code of Conduct;
 - b. Marijuana Regulations;
 - c. Security and Safety;
 - d. Emergency Procedures/Disaster Plan;
 - e. Diversion of Marijuana;
 - f. Terminable Offences;
 - g. Confidential Information;
 - h. Employee Policies (all employee policies from the handbook will be covered) including but not limited to;
 - i. Alcohol, smoke and drug-free workplace;
 - ii. Equal Employment Policy;
 - iii. Anti-Harassment and Sexual Harassment Policy;
 - iv. Americans with Disability Act;
 - v. Employee Assistance Policy; and
 - vi. Diversity Plan
3. After the initial training is complete agents will be trained on job specific areas depending on their duties. This training can be done in a classroom setting, online or computerized or by means of on the job training ("OJT").
4. All Old Planters of Cape Ann Agents will receive a minimum of 8 hours of training annually.

5. Old Planters of Cape Ann will record, maintain and store 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. These records will be stored in the Agents Personnel File. Training records will be retrained by Old Planters of Cape Ann for at least one year after agents' termination.
6. When implemented and available, Old Planters of Cape Ann will require all of its Agents to attend and complete a Responsible Vendor Training Program to become designated as a "responsible vendor"
 - a. After the responsible vendor designation is applied each Old Planters of Cape Ann owner, manager, and employee involved in the handling and sale of marijuana for adult use will successfully complete the program once every year thereafter to maintain designation as a "responsible vendor."
 - b. Although administrative employees who do not handle or sell marijuana are not required to take the responsible vendor program, Old Planters of Cape Ann will allow and encourage them to attend on a voluntary basis.
 - c. Old Planters of Cape Ann will maintain records of responsible vendor training program compliance for four years and make them available to inspection by the Commission and any other applicable licensing authority upon request during normal business hours.
7. All retail employees will be trained on:
 - a. Safety and Security;
 - b. Disaster plan;
 - c. Privacy ;
 - d. Cash handling;
 - e. Diversion prevention and prevention of sales to minors, including best practices;
 - f. Compliance with all tracking requirements;
 - g. Acceptable forms of identification. This training will include:
 - i. How to check identification;
 - ii. Spotting false identification; and
 - iii. Common mistakes made in verification



Diversity Plan

I. Intent

It is the policy of Old Planters of Cape Ann to promote principles of diversity management that will enhance the level of effectiveness and efficiency of its programs. The concept of diversity management is a strategic business objective that seeks to increase organizational capacity in a workplace where the contributions of all employees are recognized and valued. Old Planters of Cape Ann goal is to build a high-performing, diverse workforce based on mutual acceptance and trust. It is also our policy to select the best qualified applicant for the job, regardless of race, gender, disability, sexual orientation, or any other non-merit factor.

II. Purpose

The purpose of this policy is to outline the responsibilities of the Company, the Company's management team and Agents to ensure that Old Planters of Cape Ann is a diverse and inclusive company that promotes a discrimination-free work environment and providing opportunities for all employees to use their diverse talents to support the company's mission.

Old Planters of Cape Ann will comply with the requirements of 935 CMR 500.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Marijuana Establishment.

Any actions taken, or programs instituted, by Old Planters of Cape Ann will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.

Old Planters of Cape Ann is committed to a diverse and equitable workforce and will implement this plan to ensure access to employment (including management positions) and other relationships with the company. The demographics this plan promotes are outlined below:

Plan Populations:

1. Minorities;
2. Women;
3. Veterans;
4. People with disabilities; and
5. People of all gender identities and sexual orientations

III. Goals

Old Planters of Cape Ann is committed to achieving the following goals through this plan, and our vision includes;

1. Make Old Planters of Cape Ann workplace and management team as diverse as possible to include attracting and retaining qualified employees with no regard to race, gender, disability, sexual orientation, or any other non-merit factor. Our goal is to have the following workforce demographic:
 - 50% female
 - 30% will meet the criteria of the Plan Population outlined above excluding gender
2. Make Old Planters of Cape Ann workplace environment a safe, accepting, respectful, welcoming, comfortable and supportive place to work.
3. Include as our suppliers and contractors, businesses owned by minorities, women, veterans, people of all gender identities and sexual orientations, and by persons with disabilities. In addition, our goal is to also include as our wholesale partners Marijuana Establishments that have attained Social Justice Leader rating from the Commission or are owned by minorities, women, veterans, people of all gender identities and sexual orientations, service disabled veterans, and persons with disabilities or are Economic Empowerment Priority Applicants. Our goal is to have the following supplier/contractor demographic:
 - 35% will meet the criteria of the Plan Population outlined above.

IV. Programs

Recruitment and Hiring Program

Old Planters of Cape Ann looks to recruit and hire diverse employees and plans to promote equity among minorities, women, veterans, people with disabilities, and people of all gender identities and sexual orientations in the operation of our company. To promote diversity and equity Old Planters of Cape Ann will;

1. Give hiring preference to individuals who meet the criteria of the Plan Populations that are outlined above.
2. Institute a “blind hiring” policy that anonymizes or “blinds” demographic-related information about a candidate from the recruiter or hiring manager that can lead to bias about the candidate.
3. Human Resource training for Hiring Managers that address unconscious bias and cultural sensitivity.
 - a. Our Hiring Manager(s) will receive this training at least 60 days prior to our projected opening date and prior to the hiring of any employees for our Retail Marijuana Establishment
4. Promote our Diversity Hiring policy on recruitment websites, our social media presence and traditional hiring platforms. We will target our job postings to the communities of Haverhill and

Lawrence who have higher populations of people of color, with the goal of attracting and retaining a qualified diverse workforce.

- a. We will post all employment opportunities with MassHire Merrimack Valley Career Center. This organization is a One Stop Career Centers that serves Haverhill and Lawrence. In addition to posting employment opportunities with MassHire Merrimack Valley Career Center, we will also promote our job fairs through this organization.
 - i. Our first job fair will be held approximately 60 days prior to our expected opening date.
 - ii. Second and subsequent job fairs will be held as needed.
 - iii. We will participate in additional job fairs and events sponsored by organizations promoting diversity in the cannabis workplace including the Mass CBA, Massachusetts Recreational Consumer Council and Elevate New England.
 1. Job Postings will be submitted to these organizations
 - iv. All job postings will clearly promote our hiring priorities and encourage individuals who fall into the Plan Populations to apply.
- b. We will work directly with local veteran organizations, including the Rowley Veterans of Foreign Wars and the Rowley Veterans Association , to notify their members of any and all hiring fairs and open positions and will actively recruit veterans.

Inclusion and Retention Program

Old Planters of Cape Ann is determined to provide a work environment that is a diverse and inclusive workplace where employees and stakeholders form long term relationships and tenure. We encourage a broad range of opinions, ideas and perspectives that drives creativity, innovation and excellence. Our goal is to ensure that every employee, contractor and visitor feels safe, respected, welcome, comfortable, supported and accepted. To ensure inclusion in our workplace Old Planters of Cape Ann will:

1. Provide training to all employees regarding inclusion in the workplace.
 - a. This training will be conducted as part of the new employee training curriculum and annually during in service training.
2. Provide advanced training to managers in their roles in fostering an inclusive workplace environment.
 - a. This training will occur within 60 days of the manager being hired/promoted and annually thereafter.
3. Implement a Non-Discrimination, Harassment and Retaliation Policy. This policy will include provisions for responding to complaints, discipline for non-compliance and evaluation of the circumstances to see if this plan needs improvements.
4. Periodically evaluate the workplace climate through observations, employee meetings and individual conversations with employees to ensure our workplace is inclusive.

Supplier Contractor Program

Old Planters of Cape Ann is committed to utilizing, to the extent possible, minority-owned, women owned, veteran owned, LGBT-owned and business owned by persons with disabilities as suppliers, contractors and wholesale partners. Old Planters of Cape Ann recognizes that sourcing products and services from previously under-represented suppliers helps to sustain and progressively transform a company's supply chain, thus quantitatively reflecting the demographics of the communities in which we operate by recording transactions with diverse suppliers.

Old Planters of Cape Ann will actively identify and pursue partnerships with suppliers, contractors and Marijuana Establishments who meet the Plan Populations that are outlined above.

1. Old Planters of Cape Ann will give preference to suppliers and contractors whose owners or employees meet the Program Populations outlined above.
2. Old Planters of Cape Ann will actively recruit these individuals or companies and promote this Program when sourcing these services.
 - a. As part of any bid or solicitation for services, Old Planters of Cape Ann will request demographic information from the business or individual in order to see if they meet the Program Populations outlined above.
 - b. When requesting bids from suppliers and contractors we will expressly promote the Supplier Contractor priority outlined in this plan.
3. We will give priority to Marijuana Establishments whose owners or a majority of its employees meet the Plan Populations that are outlined above when sourcing wholesale products.

V. PLAN MEASUREMENT

Old Planters of Cape Ann realizes that any plan needs to be evaluated once it is implemented. We will perform an ongoing and comprehensive evaluation of this plan to ensure that it accomplishes our 3 goals. We will produce a full report annually which outlines this policy, data collected, whether the goals have been met and if any changes are necessary.

This report will be made available to the Commonwealth of Massachusetts. Old Planters of Cape Ann Managers and appropriate community leaders will meet to discuss the report and make any necessary adjustments. 45 days prior to our License renewal this report will be completed and available for review by the Commission.

This report, at a minimum will include:

1. The demographics of all employees and applicants;
2. Attempts to hire, actual hires, from where they came, their training, pay, benefits, and advancement;
3. Report of workplace environment that includes feedback from employees;
4. Rate of retention of all employees;
5. The demographics, numbers, amounts and percentages of all third-party suppliers, contractors and Marijuana Industry Partners that Old Planters of Cape Ann has engaged with and done business with; and
6. Conclusions and recommendations.

60 days prior to License renewal, and annually thereafter Old Planters of Cape Ann will produce a comprehensive report on our Goals and Programs which will outline the metrics for each program and whether we have met our goals. This report will be made available to the Commission.

Old Planters of Cape Ann Managers and appropriate community stakeholders will meet to discuss the report and make any necessary adjustments.

Old Planters of Cape Ann d/b/a Cape Ann Cannabis

Energy Compliance Plan

In compliance with 935 CMR 500.105(15) Old Planters of Cape Ann has:

Identified potential energy use reduction opportunities (such as natural lighting and energy efficiency measures), and implemented these opportunities to the extent possible;

Considered opportunities for renewable energy generation including, where applicable, submission of building plans showing where energy generators could be placed on the site, and an explanation of why the identified opportunities were not pursued, if applicable;

Reduced electric demand (such as lighting schedules, active load management, and energy storage); and

Engaged with energy efficiency programs offered pursuant to M.G.L. c. 25, § 21, or through municipal lighting plants.

1. Old Planters of Cape Ann will work closely with Utility companies to create and execute interactive Energy Savings Plans, by means of:
 - a. Understanding how we use energy through analysis generation;
 - b. Compare our operation with similar businesses and act accordingly;
 - c. Intake customized energy improvement recommendations from professionals;
 - d. Cost incentives through utility energy performance.
2. During our design and build out, Old Planters of Cape Ann has:
 - a. Installation of the highest R-Value insulation materials, that actively resist the conductive flow of heat, wherever applicable on site;
 - b. Purchased and installed energy efficient LED lighting systems;
3. Further practices to maintain energy efficiency throughout daily operations include:
 - a. Using power strips to power all devices, and turning off all power strips at the conclusion of the closing process (excludes security systems);
 - b. Using communal printers, coffee makers, microwave ovens, and refrigerators;
 - c. Turning off monitors when leaving for more than one hour;

- d. Save paper by only photocopying what is absolutely needed, and always using the second side of sheets by either printing on both sides or using the blank side as scratch paper;
- e. Report any obvious energy waste or material deficiencies such as broken heaters or air leaks up the chain of command;
- f. Prohibiting the use of individual space heaters;
- g. Using Energy Star labeled appliances.