

The Collaborative:

CCC Draft Application Section 13

Plan For Positive Impact

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Cannabis prohibition has had a shamefully disproportionate impact on specific communities. As the industry evolves in Massachusetts, The Collaborative has embraced a responsibility to make a positive contribution; not only to our host community of Somerville, but also to communities that have been disproportionately impacted by cannabis prohibition and the war on drugs.

The Collaborative will pay 3% of revenues to the City of Somerville's Department of Health and Human Services for drug education and treatment programs. We are also pleased to dedicate additional funds to Somerville nonprofits that support the community we serve. Despite the fact that 3% of revenues is a significant sum, it is not enough to merely write a check. The Collaborative and its management team is fully committed to ensuring we maintain positive contributions to areas of disproportionate impact as defined by the Commission: past or present residents of geographic areas of disproportionate impact (or ADIs) which have been defined by the Commission and identified in its *Guidance for Identifying Areas of Disproportionate Impact*. To meet this goal we have implemented the following plan. The plan details The Collaborative's strategy to ensure compliance with regulations and to ensure that its business creates positive and lasting impact on the communities in which we serve. We will also look beyond Somerville, to communities that have been disproportionately and unfairly impacted by past cannabis prohibition.

In support of this mission we will create or pair with a Community Advisory Board (CAB) which is made up of local nonprofits, neighbors, local business owners and other key community stakeholders. CAB member nonprofit organizations that serve the community and will help us to accomplish these goals include: *East Somerville and Union Square Main Streets, The Welcome Project, Somerville Homeless Coalition/Project Soup, Somerville Arts Council, Somerville Community Access Television, Teen Empowerment, and Groundwork Somerville*. These groups will help us create a mutually beneficial support system and guide us to be the best possible neighbor and community member. The Collaborative will donate \$5,000 to these member nonprofits to allocate to City causes. More funds will be allocated to CAB member nonprofits as revenues increase and we approach profitability.

TC will engage initiatives tailored to positively impact populations falling within areas of disproportionate impact:

- Past or present residents of the geographic areas of disproportionate impact,
- Commission-designated Economic Empowerment Priority applicants,
- Commission-designated Social Equity Program participants,
- Massachusetts residents who have past drug convictions, and/or Massachusetts residents with parents or spouses who have drug convictions.

TC will serve these communities in many ways beyond financial donations. In our on-site training facility, TC will offer workshops to help people:

- Find careers
- Offer industry-specific job training resources including:
 - Interviewing skills
 - Resume workshops
 - Financial literacy
 - Criminal record (CORI) expungement clinics,
 - Assisting with applications and other pertinent information deemed useful for the aforementioned populations.

While Somerville is not a CCC-designated ADI, it is home to many people that have been disproportionately impacted by cannabis prohibition.

The Harvest Club has created a program called The Harvest Club Roots to assist Economic Empowerment Applicants with:

- Application process
- Securing real estate
- Entity structuring
- Financing
- Wholesale product purchases and beyond.

TC will be a resource to assist and to help with our experience, connections and passion. We have attached a copy of our Roots program to this application as well.

The Collaborative will continue to give hiring preference to Somerville residents and depending on the available lots of shares offer participation to our local resident employees. TC will also give hiring preference to individuals that fall under the Commission's definition of disproportionately impacted individuals; Massachusetts residents who have past drug convictions, and Massachusetts residents with parents or spouses who have drug convictions. Hiring preference will be ongoing for all positions.

TC will make rigorous efforts to advertise job openings in the areas of Somerville more economically disadvantaged as well as ensure that advertisements are published in Spanish, Portuguese, and Creole. TC will hire individuals formerly incarcerated for marijuana offences as well as commit to using best efforts and all available resources to employ at least 30% of their staff that fall under any of the following categories:

- Somerville residents of African American decent
- Somerville residents of Latino descent
- Somerville resident veterans
- State-approved Economic Empowerment Applicants
- Individuals formerly incarcerated for a marijuana offence

The Collaborative will Achieve the Goal of Positive Community Impact by:

1. Supporting Somerville nonprofit organizations with both philanthropic capital and volunteer services, which The Collaborative will pay its employees to participate in;
2. Assisting communities of disproportionate impact with education, capital and resources;
3. An active Community Advisory Board: donations of time, capital and resources to the Board
4. Reducing barriers to entry in the commercial adult-use cannabis industry by providing mentoring, professional, and technical services for individuals and businesses facing systemic barriers;
5. Promoting sustainable, socially and economically reparative practices in the cannabis industry in Massachusetts.

The Collaborative's Positive Impact Programs include:

1. Hiring preference for Somerville residents and those living in ADIs;
2. Unique Ownership model that ensure participation of a diverse group of Somerville resident owners and employees.
3. TC will host revenue-sharing events in which we partner with local nonprofits who will receive a percentage of sales for the event. These retail sales events will be held at our location in Somerville at least two times per year for the benefit of local charitable organizations. We will make a \$500 minimum donation to the charity per event regardless.
4. TC will host job training events to help Somerville residents with industry-specific job training. These events will be held in our training and education center and be a regular event in our schedule. Our goal is to help residents find meaningful employment in the cannabis industry with TC or any other organization. We are passionate about the opportunity this industry is affording in job creation and career building. Our store and this industry represents the chance for many people to redefine their paths and goals and enrich our industry and community. We will use the most qualified and capable vendors to ensure we provide access to the latest skills, trends and opportunities and build our own programs that reflect our ideals and experience.

The Collaborative will Implemented Goal Measurement Metrics to Ensure That We Meet Our Hiring Goals:

1. Number of employees hired, retained, and/or promoted from Somerville;
2. Number of employees hired, retained, and/or promoted from areas of disproportionate impact;
3. Number and subject matter of trainings offered and performed, and to whom;
4. Specific financial data and/or employee hours showing donations;
5. Number of individuals participating in and benefitting from our educational initiatives, training, volunteerism, and other initiatives;
6. Number and types of employment positions created;
7. Number and types of employment positions placed in the cannabis industry;

Plan to Positively Impact Wellness

The Collaborative feels strongly about its responsibility to educate our staff, customers, and the community about cannabis as a health issue and a holistic alternative therapy. TC will take seriously the role of educating all concerned individuals and groups on the plant's effect on the human endocannabinoid system and wellbeing of one's health. We strongly support all therapeutic alternatives including cannabis that are not abusive to one's health, family, and welfare of the community. We anticipate partnering with local Somerville groups that foster wellness, mindfulness, exercise, and other healthy activities. We will prominently display health concerns and potential issues in our waiting areas and education center and actively seek to educate and inform our customers and employees on wellness and health information.

Diversity Plan

The Collaborative will be an Equal Opportunity Employer and will not tolerate unlawful discrimination in its employment practices. No question on our application will be used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her race, religion, color, sex (including pregnancy), age, ancestry, national origin, disability, sexual orientation, gender identity, military status, genetic information, or any other protected status under applicable federal, state, or local law.

The Collaborative will make reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship. This policy governs all aspects of employment, including, but not limited to, selection, job assignment, compensation, discipline, termination, and access to benefits and training.

We are committed to equal opportunity in all aspects of employment, including, but not limited to:

- Hiring
- Promotion
- Salary
- Benefits
- Other terms and conditions of employment and discharge

The Collaborative's Employment Goals:

The Collaborative will always market job openings in Somerville's more economically disadvantaged areas. We will also ensure that advertisements are published in Spanish, Portuguese, and Creole. The Collaborative will commit to using all available resources to meet a goal of 50% of staff that fall under the following categories:

- Somerville residents of African American descent
- Somerville residents of Latino descent
- Somerville resident veterans
- Somerville resident
- State-approved Economic Empowerment Applicants
- Qualifying, but not state approved, Economic Empowerment applicants
- Individuals formerly incarcerated for a marijuana offence

Under our proposed plan, we will have approximately 30 employees total for adult-use operations. With our hiring preference for Somerville residents, combined with The Collaborative's strong wages and civic involvement, we anticipate the number of Somerville residents will grow as we expand.

Proposed Employment Goals: Total employees working in our Somerville store: 30

- Total Somerville residents working in our Somerville store: 15 of 30 (50%)
- Our goal is to include the following groups when staffing the location:
 - Minority
 - Female
 - Veterans
 - LGBTQ+
 - Employees living in Areas of Disproportionate Impact

Wages and Benefits:

- Minimum wages for The Collaborative's retail employees is \$15.00/hour for reception and \$20/hour for customer advocates. This is based on expected earnings of over \$40,000/year for a full-time employee. All employees are expected to work 40 hours per week. Overtime is available on a limited basis as needed.
 - Starting salaries for Managers and Senior Managers will be above the normal compensation for similar positions in unrelated fields.

- The Collaborative will make significant contributions to health insurance premiums for all employees.
- The Collaborative will also provide optional dental insurance.
- The Collaborative will have at least two employee appreciation events per year.
- We will provide training for upward mobility and make every effort to hire from within.

Employee Training

The Collaborative, Inc. ("TC") will assure personnel policies meet or exceed all Cannabis Control Commission regulations per 935 CMR 500.

TC will apply for agent registration with the CCC for all of our board members, directors, employees, executives, managers and associates. Each individual determined to be suitable for registration will be issued an agent registration card. Registration cards are required to be visibly displayed at all times when individuals are on TC facility property or transporting marijuana product. All such individuals will be:

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

Personnel Policies will be given to each individual upon hiring. Policies include, but are not limited to:

- Limitations on associated individuals' authorization to cultivate, harvest, prepare, package, possess, transport, and dispense marijuana in the Commonwealth,
- Equal opportunity employer policy,
- Freedom from harassment and discrimination policy,
- Sexual harassment prevention policy,
- American with disabilities act and state laws equivalents,
- Open door policy,
- Alcohol, smoke and Drug-free workplace policy,
- Health Insurance Portability and Accountability Act of 1996,
- Electronic communications media use policy,
- Social media policy,
- Severe weather and emergency conditions policy,
- How confidential information is maintained,
- Immediate dismissal of any marijuana establishment agent who has:
 - Diverted marijuana, which shall be reported to law enforcement officials and to the Commission;

- Engaged in unsafe practices with regard to the operation of the Marijuana Establishment, which shall be reported to the Commission;
- Or been convicted or entered a guilty plea, pleas 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.

Employee Qualifications and Training

Pursuant to 935 CMR 500.105(2)(a) The Collaborative will ensure all dispensary agents complete Orientation training prior to performing job functions. Training will be tailored to the employee's role, responsibilities of the job function and all standard operating procedures (SOPs are included in the Appendices). Dispensary agents will be trained for one week before acting as a dispensary agent. At a minimum, staff shall receive 20 hours of initial training and at least eight hours of on-going training annually. New dispensary agents will receive employee orientation prior to beginning work with TC. Each department manager will provide orientation for dispensary agents assigned to their department.

In accordance with 935 CMR 500.105(2), all current owners, managers and employees of TC that are involved in the handling and sale of marijuana will successfully complete Responsible Vendor Training Program; and once designated a "responsible vendor", require all new employees involved in handling and sale of marijuana to complete this program within 90 days of hire. Responsible vendor training shall include discussion concerning marijuana effect on the human body; diversion prevention; compliance with tracking requirements; identifying acceptable forms of ID; and key state and local laws. This program shall then be completed annually and those not selling or handling marijuana may participate voluntarily. TC will maintain records of responsible vendor training compliance, pursuant to 935 CMR 500.105(2)(b).

All TC employees will be duly registered as marijuana establishment agents in accordance with 935 CMR 500.030, and have to complete a background check per 935 CMR 500.030(1). All marijuana establishment agents will complete a training course administered by TC and complete a Responsible Vendor Program in compliance with 935 CMR 500.105(2)(b). Employees will be required to receive a minimum of eight hours of on-going training annually pursuant to 935 CMR 500.105(2)(a). All registered agents of TC shall meet suitability standards of 935 CMR 500.800.