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## PRESENTATION TO THE BOSTON CANNABIS BOARD

54A HYDE PARK AVENUE, JAMAICA PLAIN

# A Proven Local Partner

With co-located medical and adult use operations in Arlington (retail), Lynn (retail), and Fitchburg (cultivation and manufacturing), Apothca is a local partner with a demonstrated track record of regulatory compliance, excellence in operations, and community collaboration since our first sale in 2018.

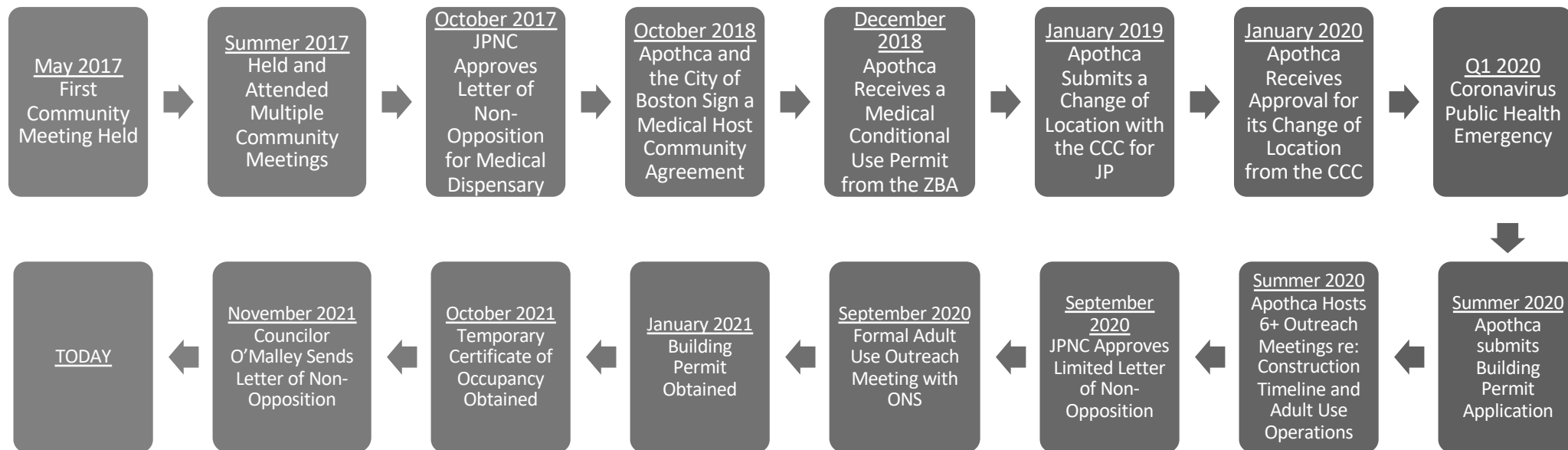


Apothca is a MA Chapter 180 Non-Profit Corporation for the benefit of its patients. It is led by CEO and President Joseph Lekach, who plays an active role in the day-to-day business operations.

109	employment opportunities created to date in Massachusetts	61	percent of employees identifying as diverse, from an Area of Disproportionate Impact, or with a drug related CORI
420,000+	compliant transactions in Massachusetts	75	percent Board of Directors are diverse
7	licenses in good standing in Massachusetts	50+	combined years of experience running successful businesses

# The Road to Boston

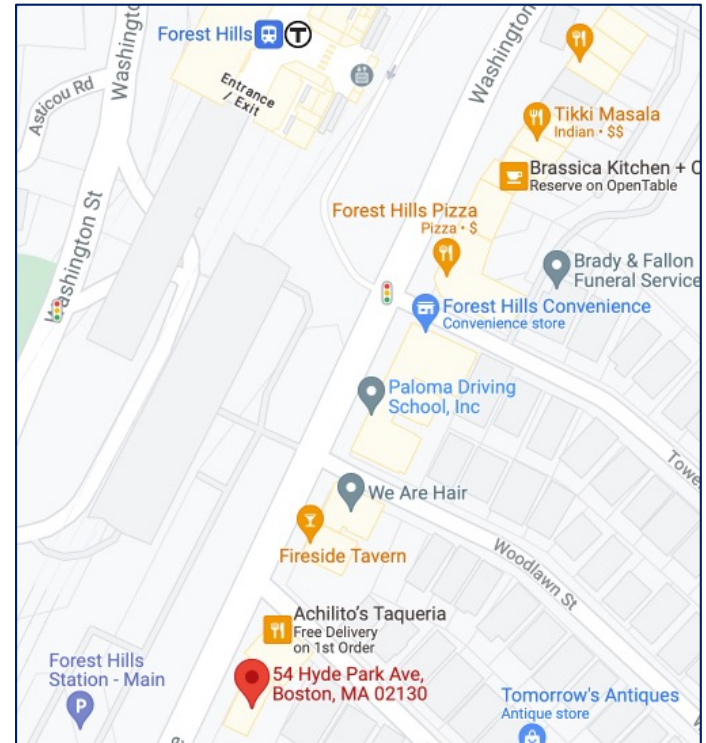
In 2018, Apothca signed a Host Community Agreement with the City of Boston to operate a medical Cannabis Establishment. It is fully built out, has been inspected by the City of Boston and Cannabis Control Commission (“CCC”), and is anticipated to be on the CCC’s January docket for Final Licensure. Apothca anticipates that it will operate as medical-only for almost a year before obtaining final approval from the CCC for adult use operations.



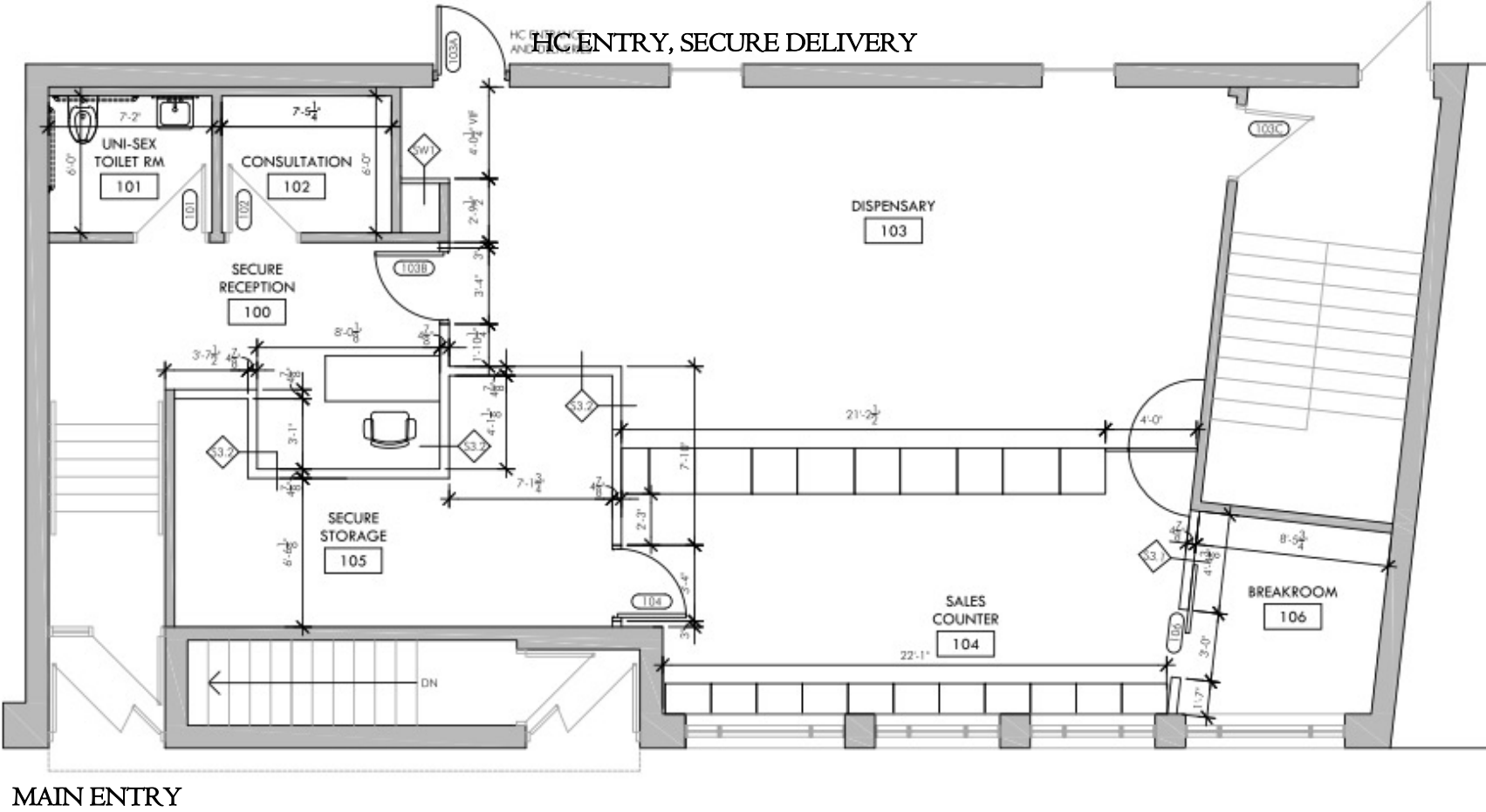
Apothca has diligently pursued all local permits and looks forward to serving medical patients. Throughout permitting, it has participated in at least a dozen meetings with the Jamaica Plain community.

# Site Suitability: 54A Hyde Park Ave

- Located along a commercial stretch adjacent to similar retail businesses including bars, restaurants, and convenience stores. While the site does maintain residential abutters, we hope to maintain their support by working proactively to prevent any nuisance behaviors, establishing a 24/7 contact to address abutter concerns, and working collaboratively to address existing neighborhood issues such as double parking (security personnel will be stationed outside) and desires for additional crosswalks (through continued community advocacy).
- The store is not located within a half mile of any other cannabis establishments or within 500 feet of any pre-existing schools. It is over 3/4 of a mile by foot from the Shattuck.
- The site is located directly across the street from the Forest Hills MBTA station and parking lot. Apothca will provide financial incentives for employees and patients who use public transit. Unfortunately, CCC regulations prohibit discounts for adult use customers.



# Store Layout

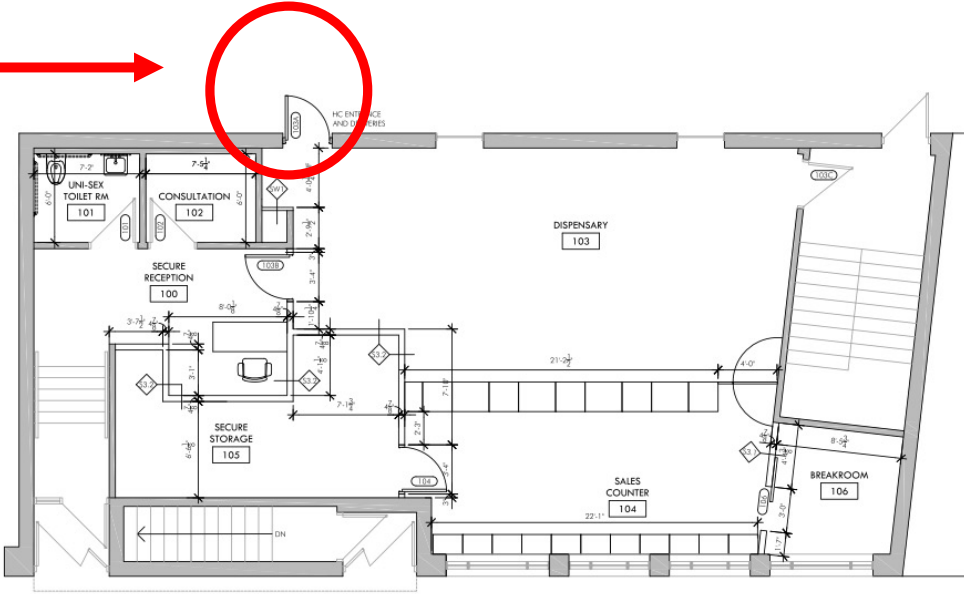


Using lessons learned from its other three operational sites across the state, the facility was specifically designed to exceed the security and operational requirements set forth within 935 CMR 500 and the Boston Cannabis Board’s rules and regulations and with the safety of security of consumers, employees, and the general public in mind. Additional information is available in Apothca’s written materials.

# Store Layout



A parking space at the rear of the site allows for the secure delivery of product in full compliance with 935 CMR 500.105(13)(a-h) and removal of cash pursuant to 935 CMR 500.110(7).



# Our Values: Commitment to Diversity & Inclusion

As a company founded by diverse individuals, a commitment to diversity and inclusion is core to our business model. We believe an effective diversity plan evaluates recruitment, hiring practices, retention, promotion, development, and employee satisfaction. We will seek to match and exceed existing diversity levels across our company.

### Programs:

- Referral incentives for employees.
- Partnerships with local community organizations that connect employers with individuals seeking employment.
- Apothca will host at least two (2) job fairs per year.
- Job opportunities will be advertised in local, diverse publications.
- Apothca will educate its employees on the importance of diversity in the workplace and their own unconscious and conscious biases.

### Measurements:

- Quantitative and qualitative reviews will be conducted to review representation, retention, recruitment, promotion, and development.
- Apothca’s human resources team will send out anonymous surveys and set up annual employee evaluations to address work performance and provide a forum for employee feedback to address any ongoing issues.
- Diversity reports will be published annually and sent to employees.

Diverse Employees in Existing Facilities

Total Agents	109
Areas of DI	25
Non-Caucasian	12
Female	37
Minority/Disabled/Vet	30
Unique Diversity	61
Unique DI	25
Unique All Categories	65
Percentage Diversity	56.0%
Percentage DI	22.9%
Percentage All Categories	59.6%

# Our Values: Commitment to Diversity & Inclusion

We also understand that a commitment to diversity and inclusion requires us to continually evaluate our business practices.

- Make best effort to ensure that 30 percent of third-party suppliers, vendors, or contractors will be designated to companies identified as MBE, WBE, DBE, or VBE. This will be measured using continual tracking via Excel spreadsheet and reported within our annual Diversity Report.
- 100% of employees will be required to engage in annual paid diversity trainings that cover conscious and unconscious biases as a condition of employment.



# Our Values: Employment

- Apothca will seek for at least 20% of its employees to be local Jamaica Plain residents. Apothca will host at least two (2) job fairs per year and will explore partnerships with local Jamaica Plain community organizations that seek to connect employers with individuals seeking employment.
- Apothca has engaged in preliminary conversations with Operation Exit and the Office of Returning Citizens to discuss ways to identify and work with eligible Bostonians with criminal histories in furtherance of the company's goal to have a staff comprised of 5% individuals with drug related CORIs. Future conversations have been coordinated with a broad group of stakeholders about how the cannabis industry works, how legal cannabis can be a net positive for our communities, and the best way to grow partnerships with both Apothca and other companies.
- Starting salaries are \$15 per hour, well above the Massachusetts minimum wage standards. Apothca will offer comprehensive employment benefits, including public transportation discounts, healthcare, and paid leave.
- Apothca will institute anti-retaliation policies, anonymous suggestion boxes, and clear reporting options to ensure all employees feel safe expressing opinions or concerns.



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