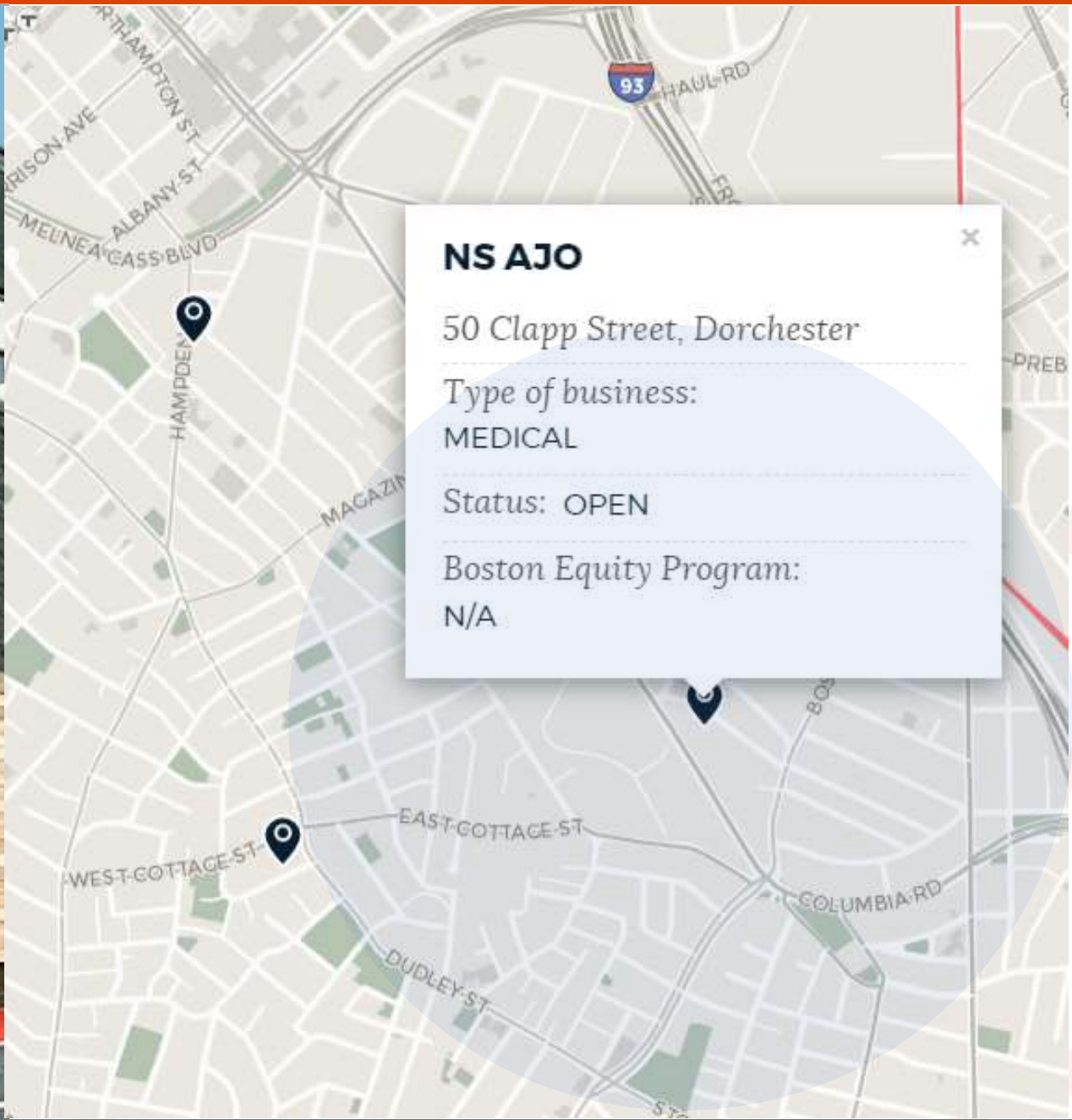




ETHOS
CANNABIS

Presentation to the Boston Cannabis Board

January 12, 2022



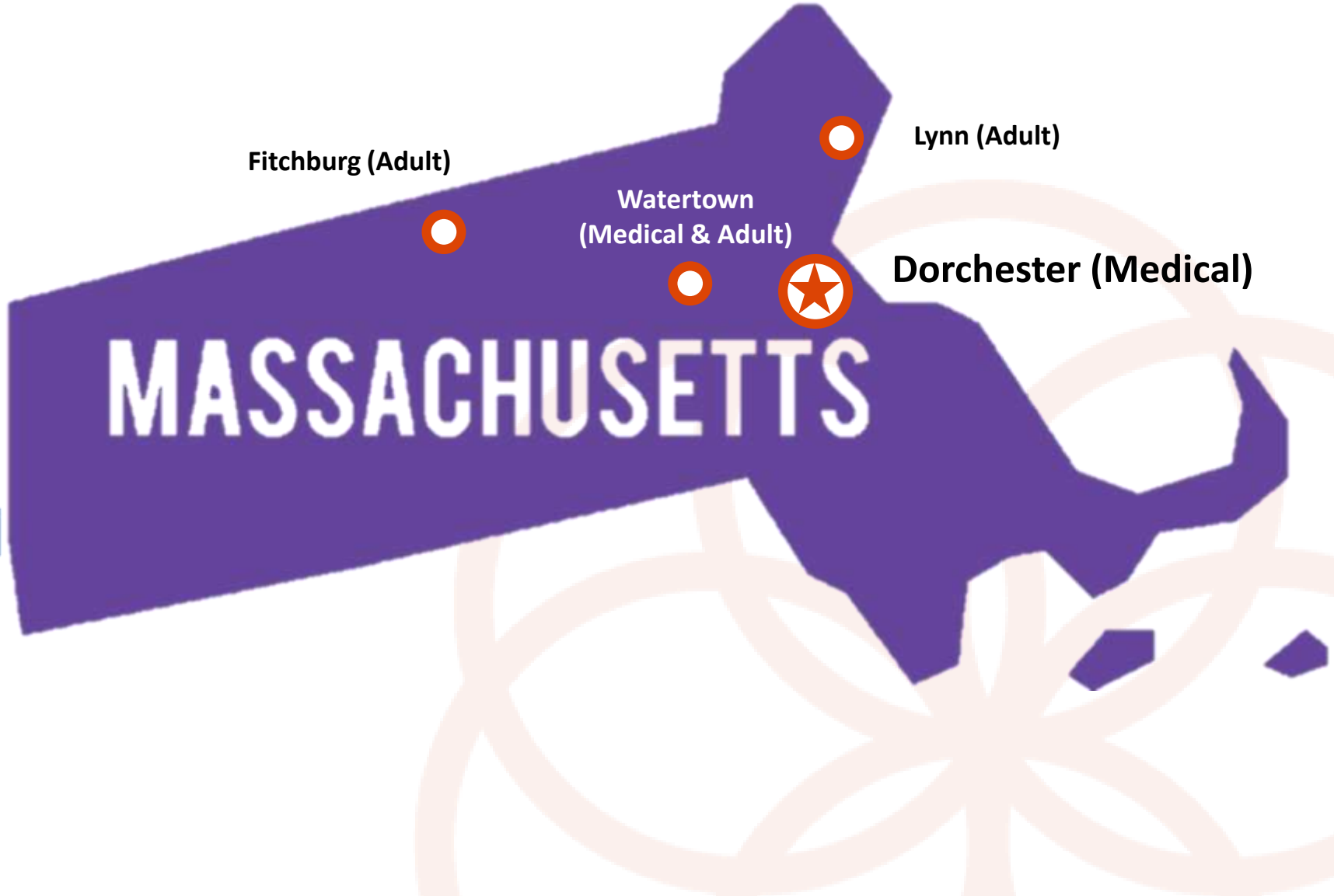
NS AJO

50 Clapp Street, Dorchester

Type of business:
MEDICAL

Status: OPEN

Boston Equity Program:
N/A





The Dorchester Team

Dorchester

Total Employees	8	100%
-----------------	---	------

Ethnicity		
White	4	50%
Black	2	25%
Asian	1	13%
Two or More	1	13%

Males	3	37.50%
Females	5	62.50%

Boston residents	5	63%
------------------	---	-----

Dorchester Promotions	
White	0
Black	1
Two or More	1
Asian	1
Total Promotion	3



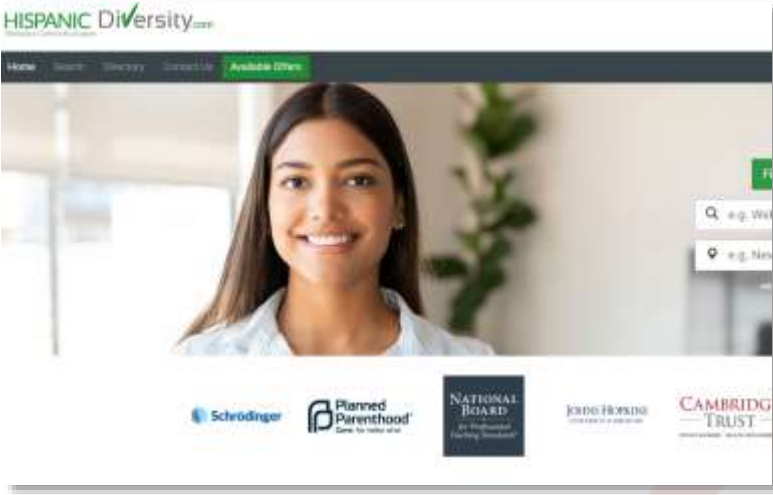
63%
Boston Resident

- Employee home address
- 50 Clapp Street, Dorchester

Diversity and Inclusion: Goals



Diversity and Inclusion: Programs



Diversity and Inclusion: Programs



Speak-up!

When something **doesn't feel right**, you are responsible to *Raise your Hand* and *Speak-up* in support of an ethical, safe, and fair environment. Everyone has a critical role in ensuring compliance, improving how we work, and sharing concerns if something doesn't seem right.



If you are faced with a difficult issue, it helps to ask yourself these questions:

- Is it consistent with Ethos Values and Code of Conduct?
- Is it consistent with Ethos Policies and Procedures?
- Is it legal?
- Does it cause harm or build trust?
- Would I be comfortable telling my friends and family about it?
- Would I be comfortable if it appeared in the news or social media?

We hold ourselves, each other, and our suppliers to standards that protect patients, consumers and our Company. We must raise issues and concerns without fear of retaliation before problems develop.

Our Leadership Commitment is to listen to your concerns in a confidential manner, and in a manner that is consistent with our legal obligations. Employees violating the Code of Conduct will be subject to discipline, including possible termination. In addition, disciplinary action will be taken up to and including termination for anyone who threatens or retaliates against any person who raises a concern in good faith.

Contacts People & Culture: Amanda Amos | 215.917.3480 | Amanda.Amos@ethoscannabis.com
PeopleandCulture@ethoscannabis.com or a member of our Senior Leadership Team

- **People & Culture (HR) Director is now certified in diversity recruiting**
- **Company is reviewing external spend in order to increase minority-owned contractors**
Current minority-owned companies: 1) Eagle Eyes Transport
2) Evolve Advisors, 3) TMS Cleaning Services, 4) Plowguys of Quincy
- **Staff encouraged to “Speak Up” by reporting any issues with HR and/or appeal to CEO**

Diversity and Inclusion: Measurements

- **Obtain stated goals and report back to BCB annually or at the Board's request**
- **Applicant tracking system (ATS): Demographic tracking system to track real-time employee and contractor data as well as target goals, that will “go live” company-wide February**
- **Evolve Advisors: minority-owned consultants to advise on diversity**

Employment Plan

Boston:
60%

Current: 63%

POC/IP:
65%

Current: 50%

Women:
50%

Current: 62.5%

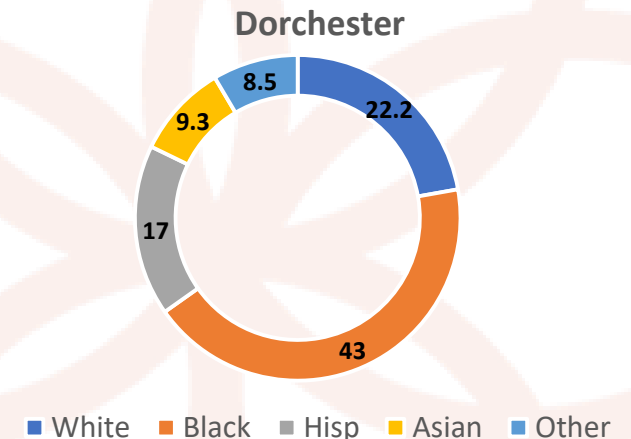
Hourly:
\$18.42

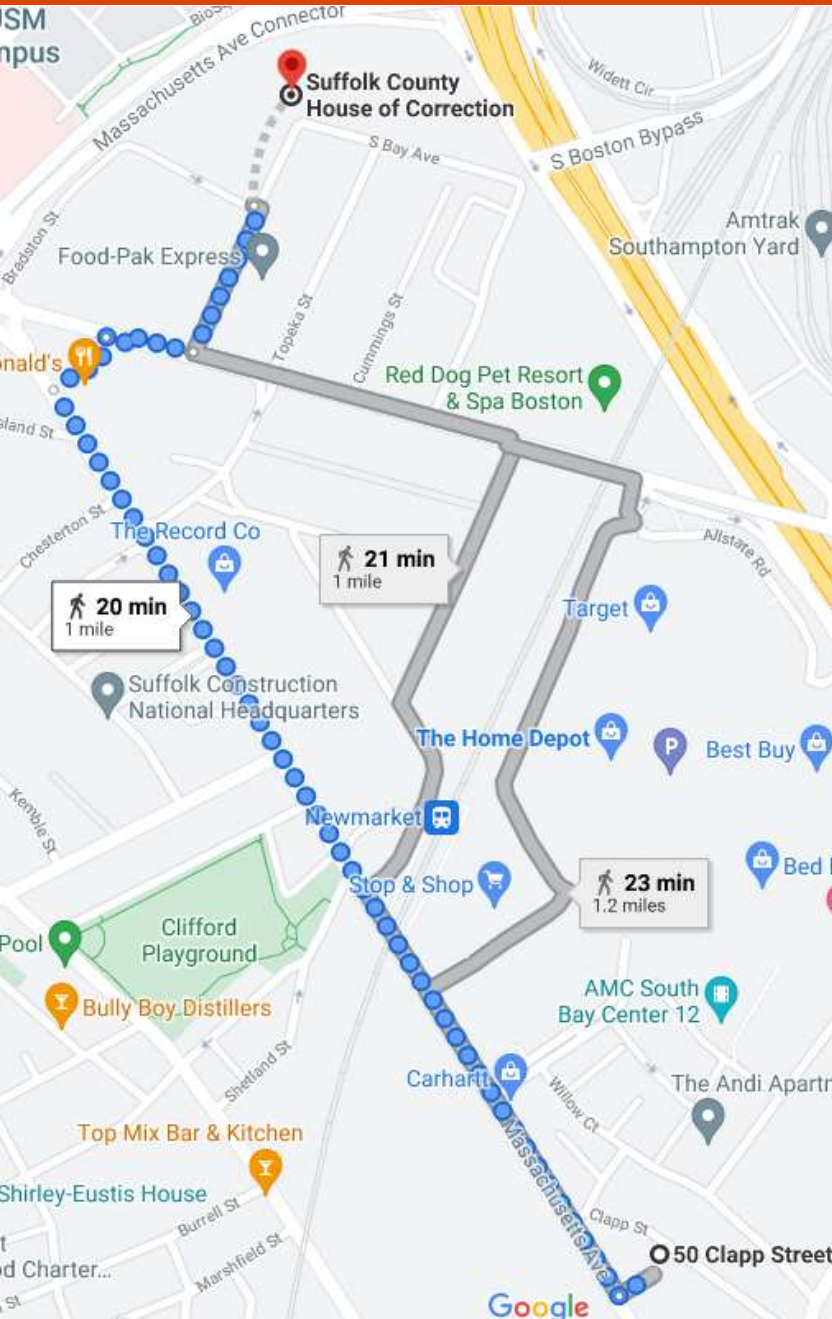
Includes:

- Health insurance (Medical, Vision, Dental)
- Public transportation and BlueBike subsidies (75%)
- Paid time off
- Life Insurance
- Company stock options

Starting:
\$17.50
Salary (Avg.):
\$64,000

- **Eight (7) New Hires for a total of 15 employees.**
New employees to meet stated goals.
- **Current salaried positions: \$53,000 to \$75,00**





Criminal Reform



- A least one new hire/employee will be formerly adjudicated persons
- New partnership with Suffolk Country Sheriff Steven W. Tompkins to employ formerly incarcerated members of South Bay House of Corrections, less than 1 mile away



603 Salem Street
Wakefield, MA 01880
Tel: (781) 246-2800
Fax: (781) 246-7596

Traffic Impact Statement

Nantucket, MA 02554
Tel: (508) 228-7909

Refer to File No. BOS-0153

TO: City of Boston Cannabis Board

FROM: Anthony M. Capachietti, PE
Project Manager

DATE: October 18, 2021
Revised December 21, 2021

SUBJECT: NS-AJO Holdings d/b/a Ethos Cannabis
Proposed Adult Use Marijuana Establishment Expansion
50 Clapp Street
Boston, MA



Hayes Engineering, Inc. (HEI) has prepared this Traffic Impact Statement in support of the proposed NS-AJO Holdings (NS-AJO) (d/b/a Ethos Cannabis) Marijuana Establishment expansion to include adult-use sales at the existing medical marijuana dispensary at 50 Clapp Street. The purpose of this Impact Statement is to estimate the trip generation rates and mode share for customers and employees and the frequency and scale of deliveries to and from the site.

Findings

HEI conducted a review of site conditions, trip generation, and publicly available traffic counts in the Project vicinity. The proposed expansion of the facility that will include adult-use sales should not result in significant adverse impacts to the prevailing traffic conditions when compared to the existing medical dispensary use.

Site Context

The Property is located along the southerly side of Clapp Street east of the intersection of Clapp Street and Massachusetts Avenue. The site is served by a single curb-cut along its frontage providing access to an existing parking lot with 9 spaces (inclusive of one accessible space). On-street parking is allowed along the northerly side of Clapp Street providing space for approximately 25 vehicles.

Findings

HEI conducted a review of site conditions, trip generation, and publicly available traffic counts in the Project vicinity. **The proposed expansion of the facility that will include adult-use sales should not result in significant adverse impacts to the prevailing traffic conditions when compared to the existing medical dispensary use.**

Location

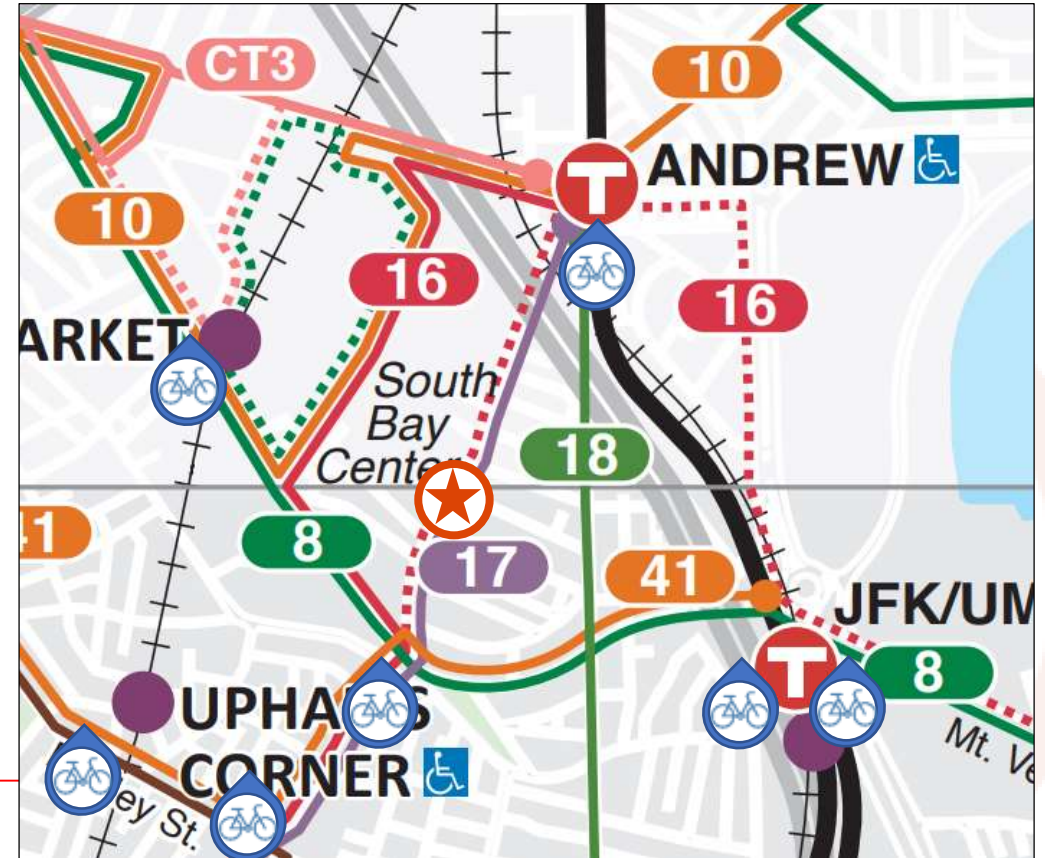




TABLE 5
Trip Generation, Summary – Adjusted, Proposed Use (ITE 10th Edition)

Time Period/Direction	Adjusted Proposed Condition Vehicle Trip Ends
Weekday Daily	292
Weekday AM Peak Hour	25
Weekday PM Peak Hour	35
Saturday Daily	300
Saturday Peak Hour	42

Based on Boston Transportation Department (BTD) turning movement counts at the intersection of Massachusetts Avenue and Clapp Street, the majority of the vehicular traffic occurs during the PM peak hour of 4p to 5p. We have studied several existing adult-use facilities and have found the PM peak hour for the use to occur after 5p on weekdays to facilities in both urban and suburban areas. This is due to a significant portion of the traffic being “pass-by” or “redirected” trips from existing commuters in the area. The proposed change in use should have no significant adverse impacts to the prevailing traffic conditions in the project vicinity.

Transportation Demand Management (TDM)

Ethos Cannabis is committed to reducing single occupancy vehicle (SOV) trips from employees and is willing to provide the following mitigation and TDM strategies:

- A shoe allowance to provide for comfortable walking shoes for employees that choose to walk to work on a regular basis (at least two times per week).
- Blue bike subsidies for employees that choose to use this alternative mode of transportation for their commute. The closest Blue Bike station is located approximately 1/3 of a mile north of the Ethos Dispensary at the Newmarket Square T-Station
- MBTA subsidies for those employees that choose to use public transit for commuting to work. The nearest subway station is at Newmarket Square as identified above, with bus service on the 8 and 16 routes located within 300 feet of the facility to the northeast and 16, 17, and 18 routes located approximately 600 feet to the southwest of the dispensary.
- Provide a “Guaranteed Ride Home” program for employees that choose alternative modes of transportation at least two (2) days per week. The Guaranteed Ride Home allows for free transportation via ride share service (Uber, Lyft, etc.) in the case of emergency or illness up to four times per year.
- Ethos is actively pursuing membership in the “A Better City” Transportation Management Association that assists in the implementation of the Guaranteed Ride Home program and other employee incentives to discourage the use of SOVs for commuting.

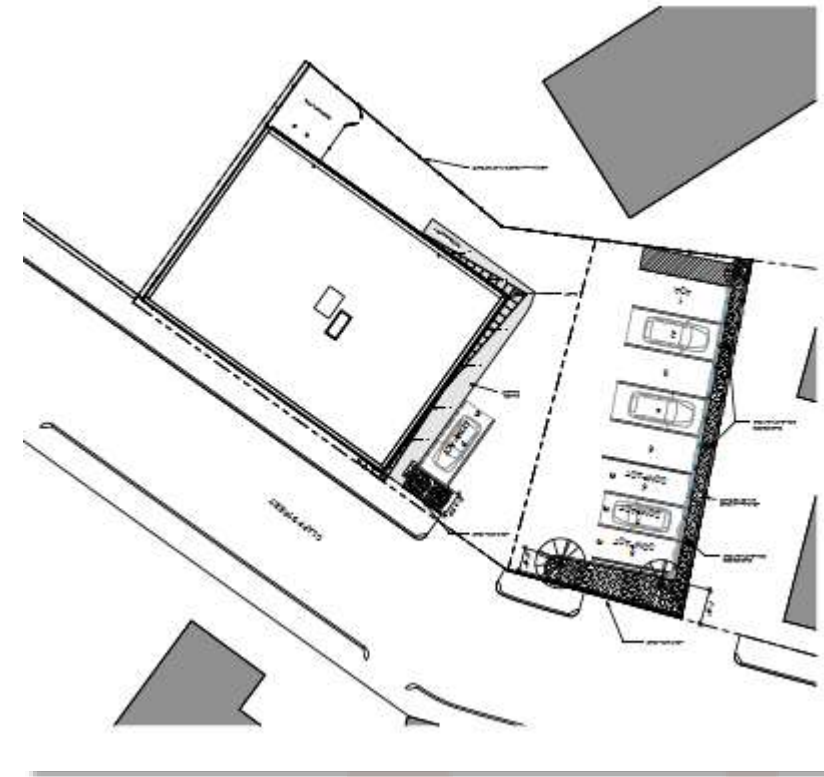
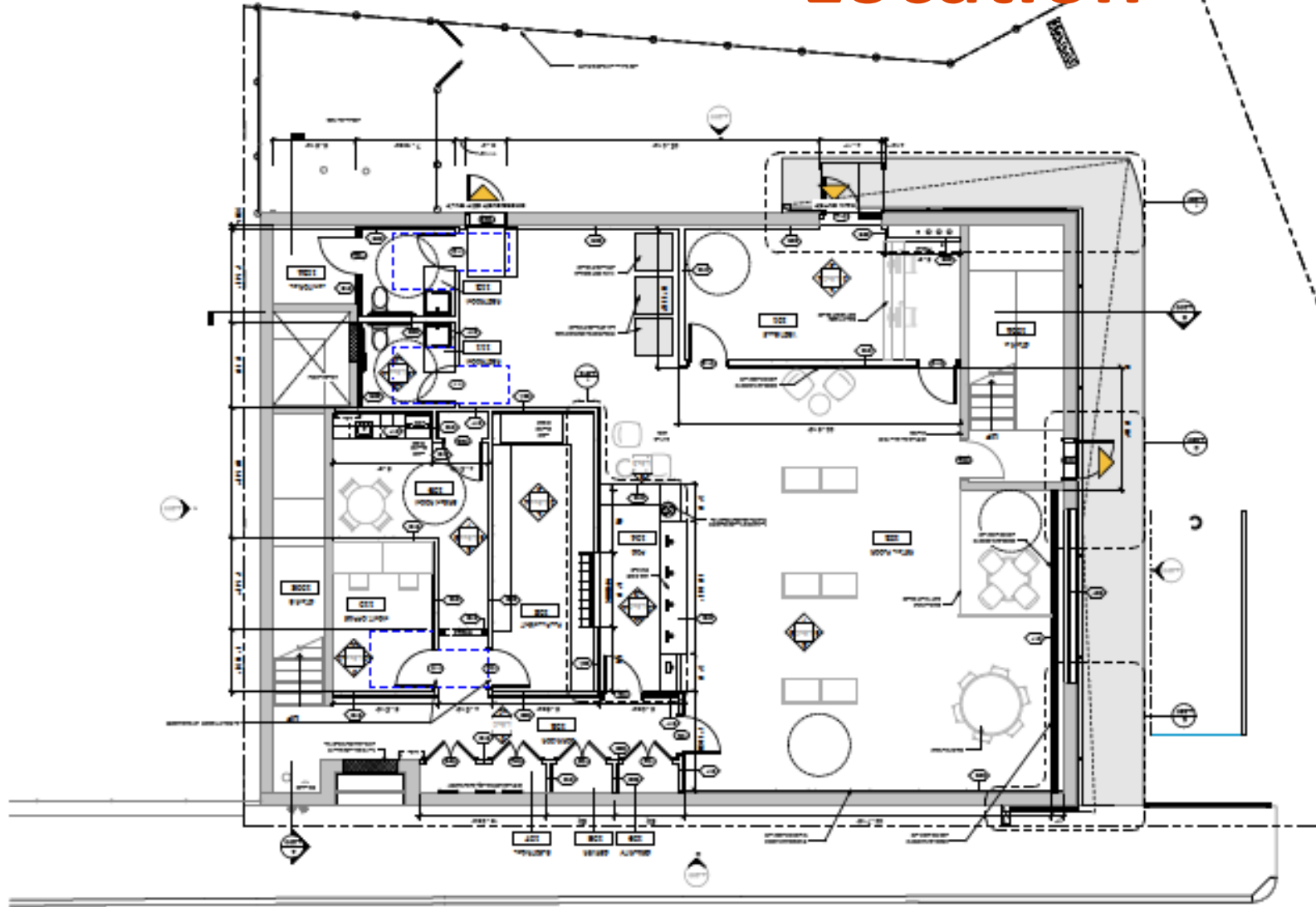
Location

Transportation Demand Management (TDM)

Ethos Cannabis is committed to reducing single occupancy vehicle (SOV) trips from employees and is willing to provide the following mitigation and TDM strategies:

- A shoe allowance to provide for comfortable walking shoes for employees that choose to walk to work on a regular basis (at least two times per week).
- Blue bike subsidies for employees that choose to use this alternative mode of transportation for their commute. The closest Blue Bike station is located approximately 1/3 of a mile north of the Ethos Dispensary at the Newmarket Square T-Station
- MBTA subsidies for those employees that choose to use public transit for commuting to work. The nearest subway station is at Newmarket Square as identified above, with bus service on the 8 and 16 routes located within 300 feet of the facility to the northeast and 16, 17, and 18 routes located approximately 600 feet to the southwest of the dispensary.
- Provide a “Guaranteed Ride Home” program for employees that choose alternative modes of transportation at least two (2) days per week. The Guaranteed Ride Home allows for free transportation via ride share service (Uber, Lyft, etc.) in the case of emergency or illness up to four times per year.
- Ethos is actively pursuing membership in the “A Better City” Transportation Management Association that assists in the implementation of the Guaranteed Ride Home program and other employee incentives to discourage the use of SOVs for commuting.

Location



Location



Employees will no longer be allowed to park on Clapp Street (or in the parking lot of the facility).

Security

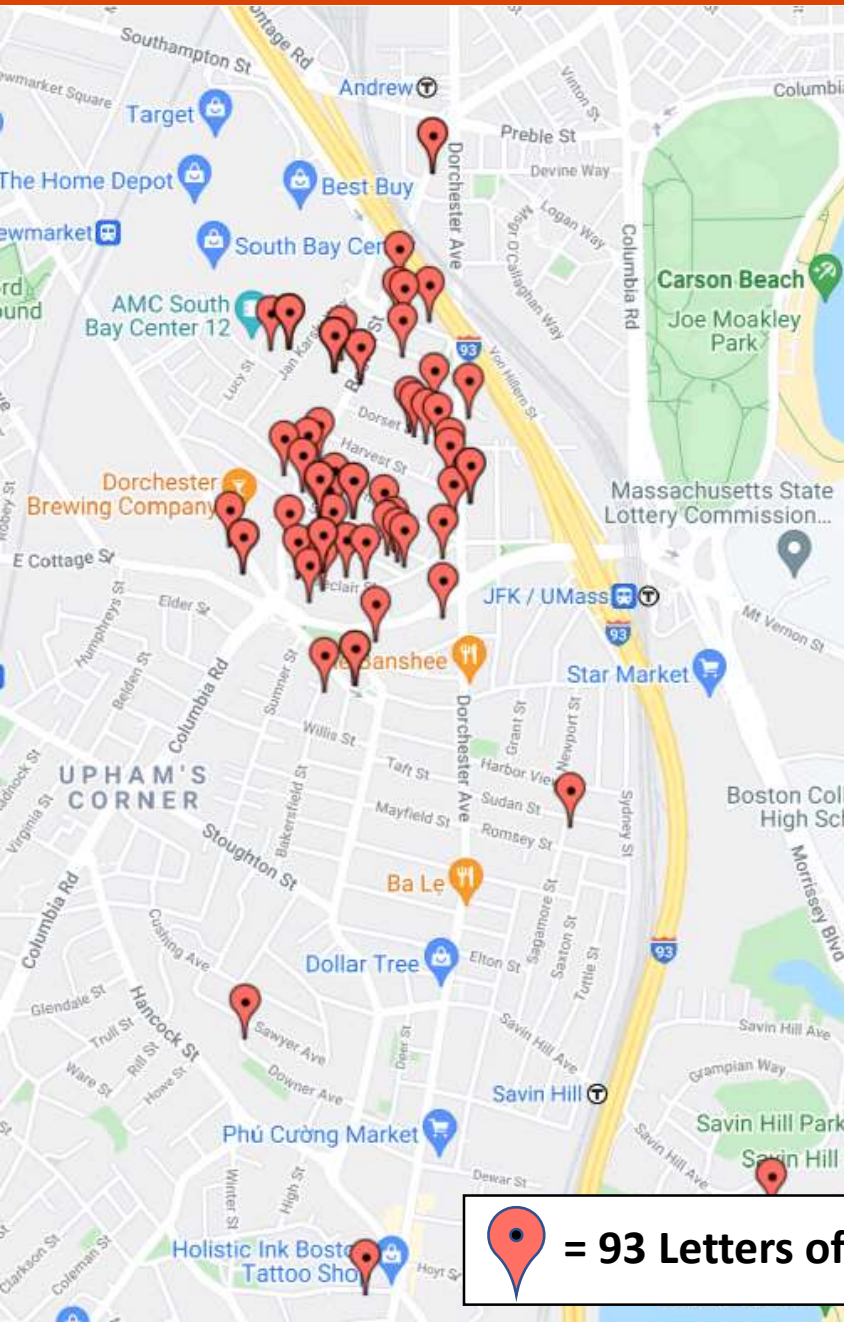


Dan Linskey, Kroll Security



- Dan Linskey engaged as security consultant since initial (medical) application
- Plymouth Armor Group (cash transport), Eagle Eyes Transport (product delivery), Pilgrim Security (security guards)
- 1-2 onsite security personnel during operating hours
- Total cameras: 35 interior/17 exterior
- Hour of operations per HCA:
M-Sa 9AM-7:00PM, Su 11AM-6:00PM
- Hours of operations posted:
M-Sa 9AM-6:30PM, Su 11AM-5:30PM
- Zero violations since opening
- All security footage is available for City of Boston, BPD, BCB at any time

Community



 = 93 Letters of Support

John W. McCormack Civic Association
 8 Saint Margaret St, Dorchester, MA 02125 Tel: (617) 462-5100
 E-Mail: McCormackCivic@gmail.com Website: www.jwmccormackcivic.org

May 24, 2021

Boston Cannabis Board
 1 City Hall Plaza
 Boston, MA 02108

Dear Madam Chair and Members of the Boston Cannabis Board:

We, the executive board of the John W. McCormack Civic Association, Inc.'s proposal to amend its Host Community Agreement with the community.

This community has been working with NS AIO for almost 18 months. We have approached a very wary community as it relates to the new medical marijuana treatment centers were the only allowed come to know and like the people who are part of this community.

The company was very clear with us that if they were allowed to apply to open as adult use. There was no "forever" commitment. The company did agree to operate for one year and neither NS AIO nor the community ever committed to or agreed to support the company.

We understand that NS AIO is requesting that the BCB allow Host Community Agreement with regard to its 2 year delay submit an application now. We support this request.

Our organization agrees that if NS AIO operates as a medical becoming and adult use dispensary, that would satisfy the extraordinary passage of time, and the fact that retail licenses from now, we do not believe that the company should have clear, we are not offering our "pre-approval" for adult use, our organization in order to present its plans. However we do support the company and support their submission of an application.

Sincerely,

 Travis J Stewart
 Executive Board Member

John W. McCormack Civic Association
 Alex Hildebrand, Matthew McAlister, Alex Marsh, Mike Roman, Travis J Stewart

NEW MARKET BUSINESS ASSOCIATION

Kathleen Joyce, Chairwoman
 May 24, 2021

Boston Cannabis Board

Dear Madam Chair and Members of the Boston Cannabis Board:

I am writing to you regarding the proposal to amend the Host Community Agreement with the community. I am writing to you regarding the proposal to amend the Host Community Agreement with the community.

November 4, 2021


Boston Cannabis Board
 One City Hall Plaza, Room 809
 Boston, MA 02201

To Whom It May Concern,

I am writing in support of NS AIO Holdings, Inc. dba Ethos Cannabis and their application for a proposed co-located retail and medical cannabis establishment. The proposed location would be located at 50 Clapp Street in Dorchester, Massachusetts.

As the Boston City Councilor for District 3, for which this location will sit, I am writing in support of this application. The applicant held a Mayor's Office sponsored community meeting on October 25, 2021, for which my office attended and has been in contact with the local civic association.

Thank you for your time and attention to this matter. Please do not hesitate to contact me directly if you have any questions or concerns.

Sincerely,

 Frank Baker
 Boston City Councilor, District 3

For more information, please contact me at 617-335-1063.

617-445-3445 www.newmarketboston.com



ETHOS
CANNABIS

Thank you!