The background features a sunburst pattern of thin, dark green lines radiating from the center, set against a light beige background. A solid dark green horizontal band is positioned across the middle of the image, containing the text.

1220 Washington St, Inc. DBA The Boston Garden Dispensary
Boston Cannabis Board Presentation

The Boston Garden Mission & Core Value



Our mission is to create a recognizable and trusted brand, built by providing a diverse and quality product offering.



As a team with roots in Boston, maintaining our reputation within the local civic, business, and philanthropic communities is important to us.



The Boston Garden aims to create a streamlined retail experience in-person and online. We hope to leverage the work we do and use it to enhance the surrounding community.

Founder and Owner: Adenike “Nike” John

- Born & raised in Boston
- Daughter of a first-generation immigrant and descendent of enslaved people
- Founder of the Heritage Club, a cannabis dispensary in Charlestown which is the only Black woman owned dispensary in Boston
- Northeastern University, D’Amore McKim School of Business
 - *B.A.’15 - Finance & Minor in Psychology*

Business Experience

- Vibe Residential - Real Estate Broker, *Founder/Owner*
- BNI Legacy Charlestown, *Founding President*
- Apple Specialist- 2012-2013

Cannabis Experience

- Social Equity Applicant
- CCC’s Social Equity Program- ’20 -1st Cohort
- Lantern’s Delivery Accelerator- ’20
- Massachusetts Cannabis Association for Delivery, *Founding Member; Events Coordinator*



Founder and Owner: Nike John Featured in the Boston Business Journal

“After a long and bureaucratic journey, in September 2022, we officially opened the first Black Woman-owned dispensary in Boston. We are also the first Black Woman-owned dispensary in a major city on the East coast. This also makes us the first minority-owned dispensary to open in a majority White residential neighborhood. This is important as local politics is a major part of the licensing process and due to the history of race in real estate there is a reason why many Black people do not live in Charlestown, and instead live in Dorchester where we see five-plus Black-owned dispensaries.”

“I’m determined to continue to reinvent what it means to be a Black business owner in cannabis and create a diverse and equitable community.”

In Her Own Words: Nike John upends stereotype of Black business owners in the cannabis industry

Ellen Sherberg, Bizwomen Contributor

Dec 26, 2022, 9:26am EST



Handout

Image: AGBJ

Co-Owner: Frederick “Fred” McCarthy

Education

- Masters of Science in Real Estate Development, Columbia University, 2006
- Bachelor of Arts, Brown University, 1996

Business Experience

- Entrepreneur, investor, and real estate developer
- Over 25 years of experience in financing and building innovative companies and projects
- Cumulative \$50 million in real estate investments in Boston, New York and South Florida
- Managing Member of Vertical Fields Capital LLC, a real estate development and investment company
- Founded and formerly served as and Managing Director of FlexBox Self Storage, a 40€ million developer and operator of self storage facilities in France, Italy and Switzerland
- Formerly worked as an investment banker raising debt financing and providing mergers & acquisitions advisory to financial sponsor clients
- Experience with managing private equity and structuring debt partnerships

Cannabis Experience

- Founder of Vertical Fields Green Co., LLC, an organization to explore cannabis-related opportunities in Massachusetts



Why The Boston Garden?

Diversity and Inclusion

- The Boston Garden is Social Equity and Boston Equity Certified. We are committed to furthering the opportunity by continuing to prioritize diversity & inclusion in our company credo and initiatives.

People Driven Mission

- The people are our team, the local community we are a part of, and the people who have come before and after us.

Educational Offerings

- The Boston Garden will provide educational opportunities at every level of the client experience.

Boston Owned and Operated

- The Boston Garden is for the 617 and by the 617.

Community Focused

- We are focused on creating a measurable impact and leaving a legacy we are proud of.

Proposed Site: 1220 Washington

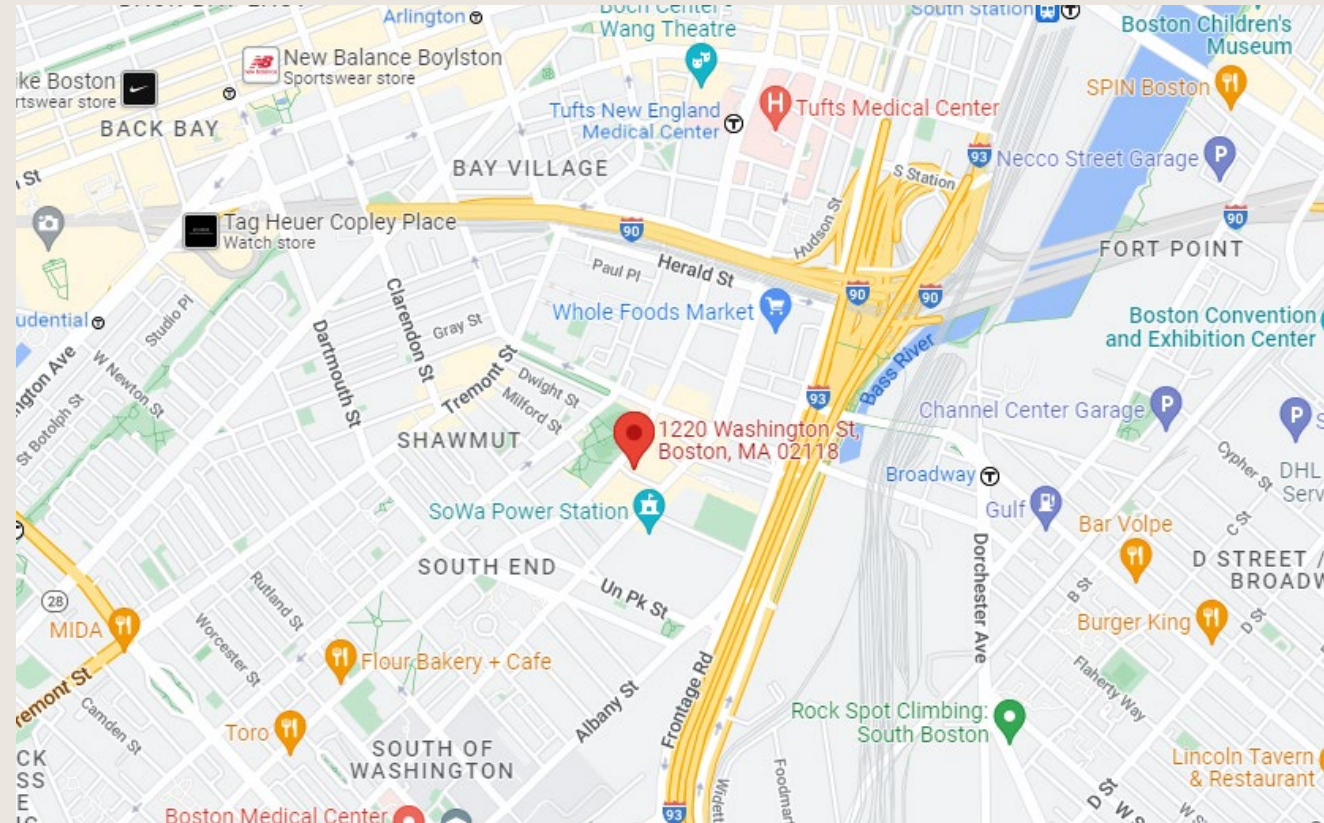


Proposed Site: 1220 Washington

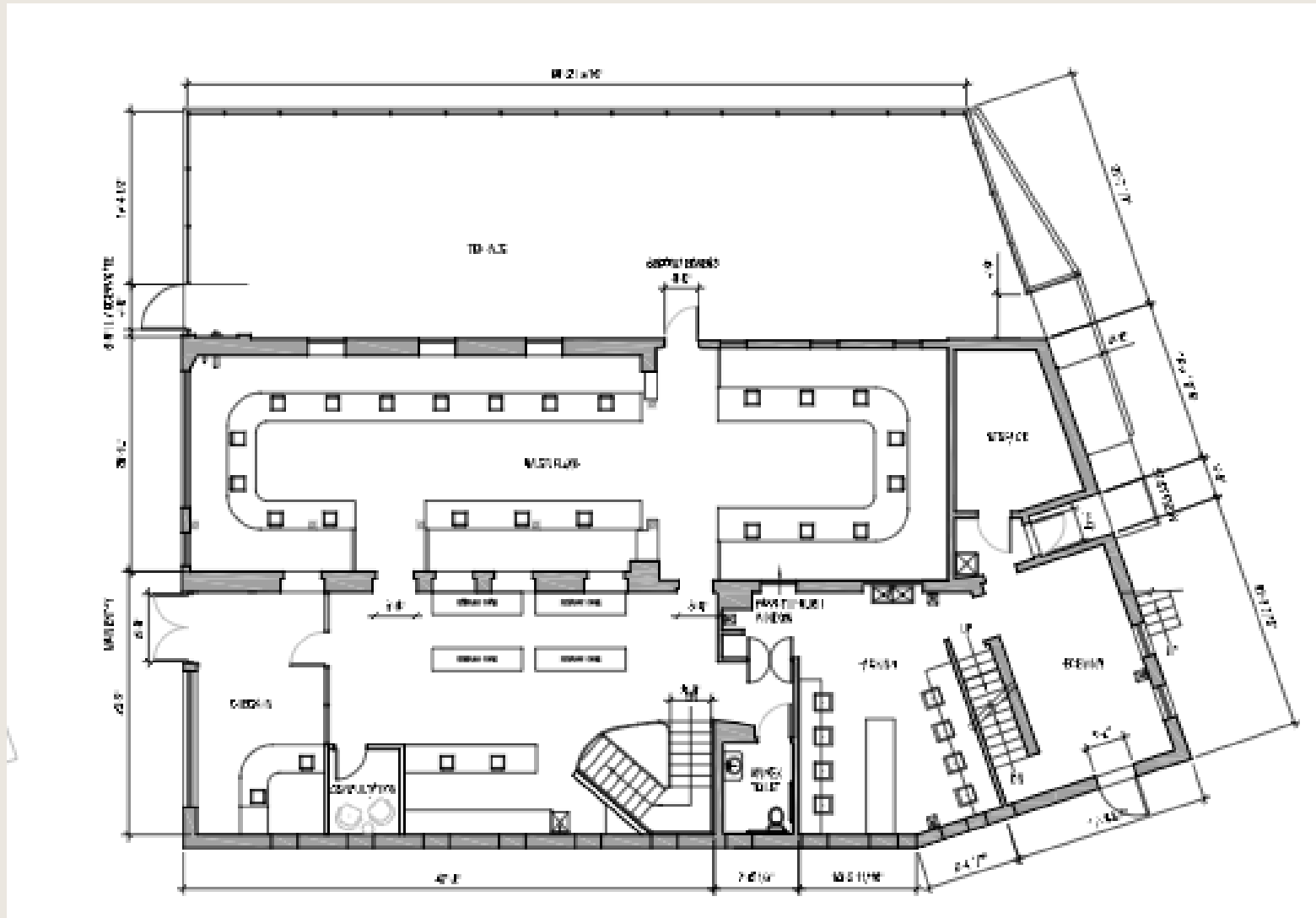


Proposed Site: 1220 Washington

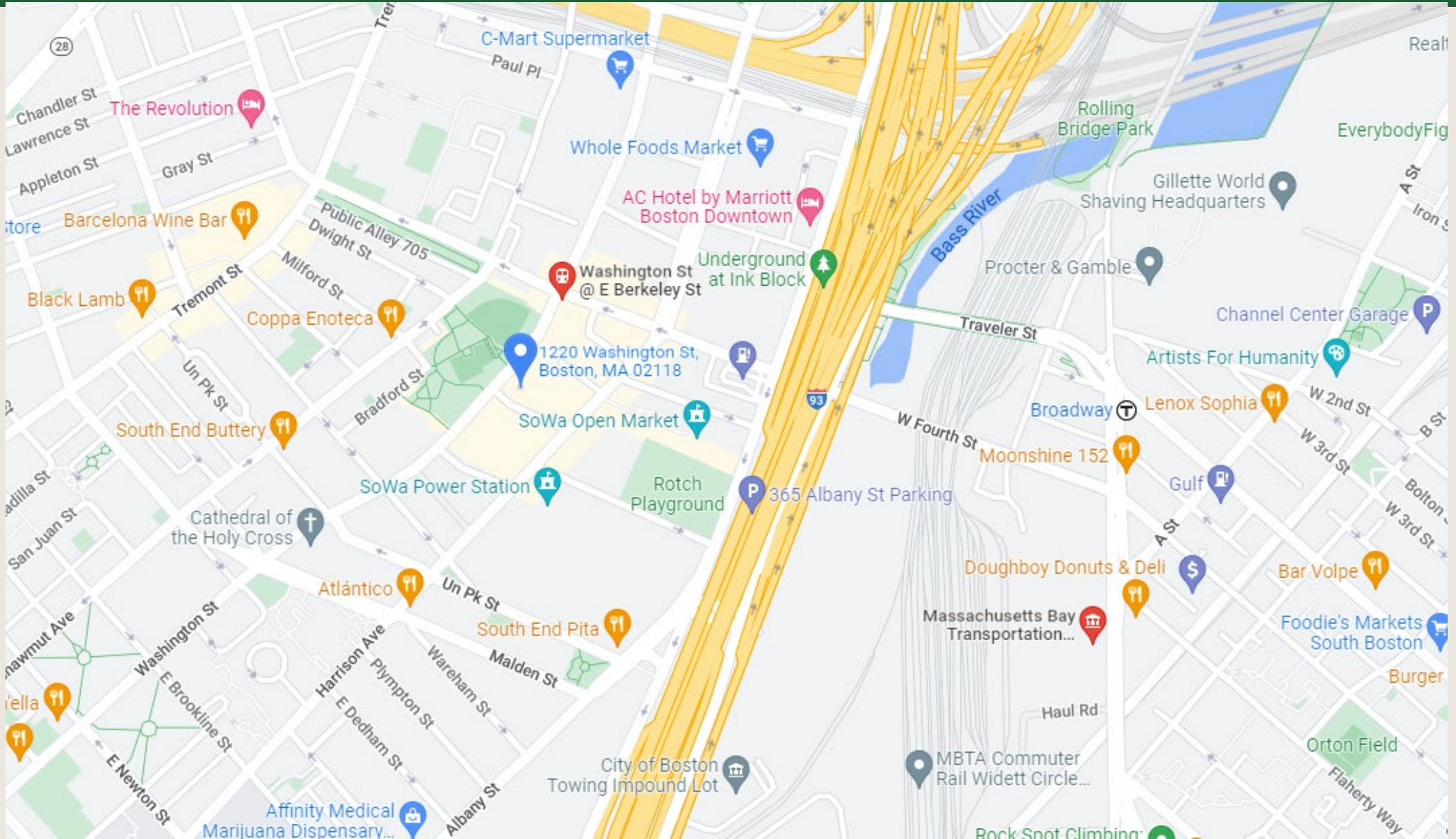
- Located in South End and accessible via Washington St, Perry St, and Harrison Ave
- 23 on-premises parking spaces which are free for customers
- Additional metered parking on Washington Street
- Hours of operation: 9am – 9pm
- Currently Cathedral Station
- A buffer zone analysis conducted by Hayes Engineering, Inc. confirmed that the site does not violate Cannabis Control Commission or Boston Cannabis Board buffer zone regulations



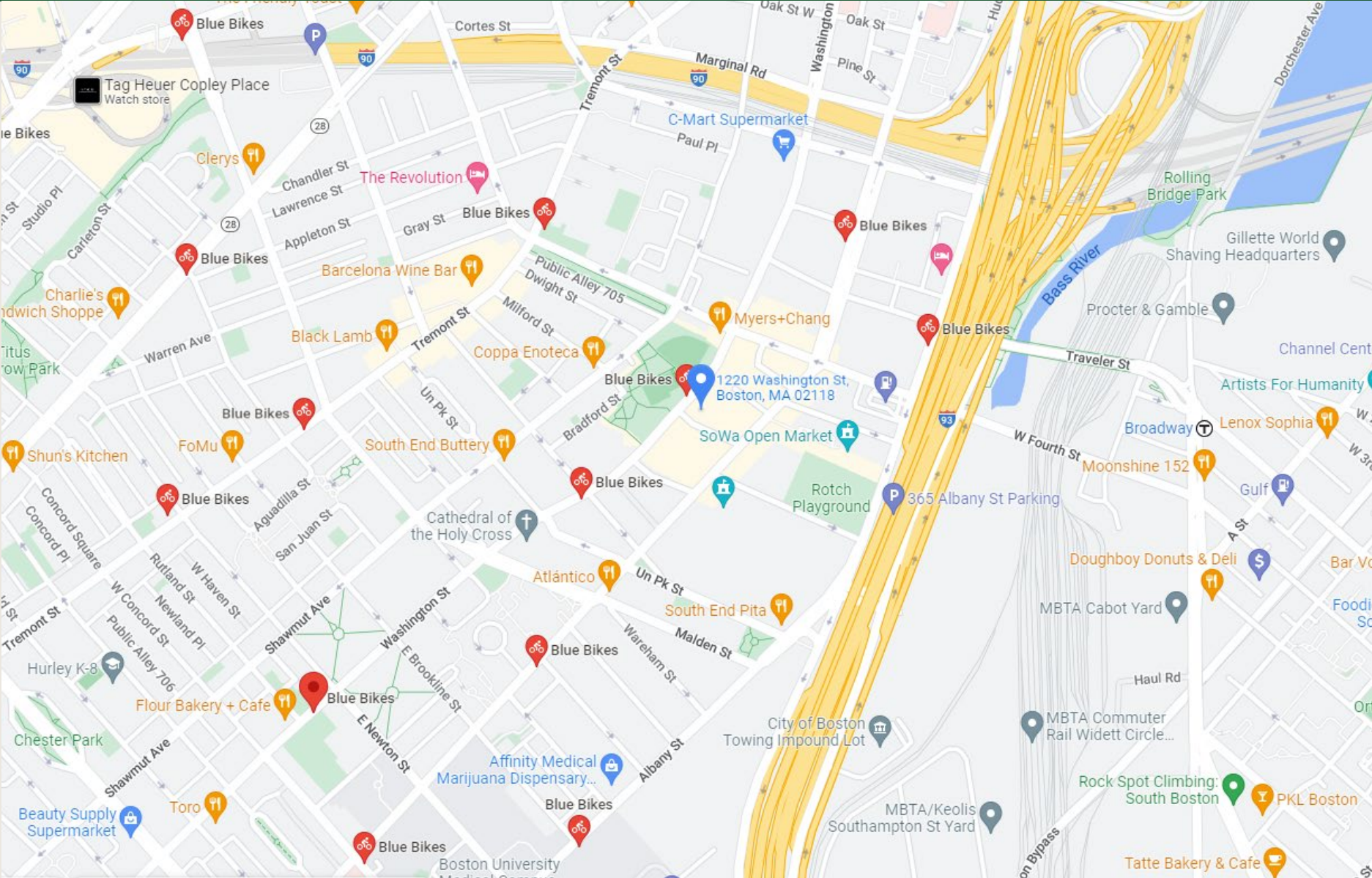
Site Plan: 1220 Washington



Accessibility: Public Transportation



Accessibility: Blue Bikes

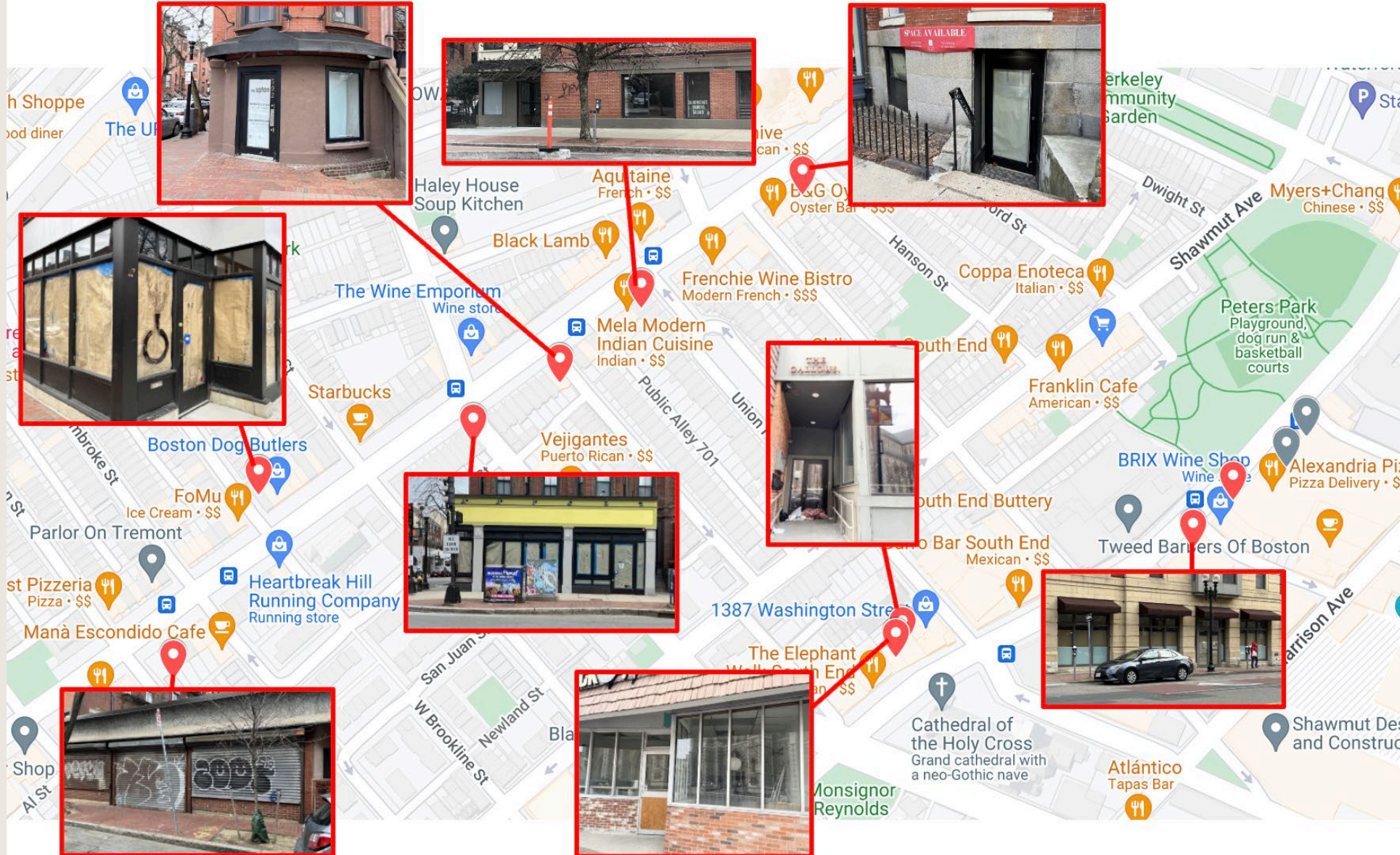


Traffic Study Results

“The proposed development is **not expected to exacerbate existing crash patterns or negatively impact overall traffic safety** of the study area.”

“...it is the professional opinion of Fuss and O’Neill that the proposed development at 1220 Washington Street **will have no significant impact on traffic operations within the study area.**”

Nearby Vacant Buildings



Security

The Boston Garden will employ a “layered” approach to security including:

- Outer Protective Layer –establishing a secure perimeter from the property to the building exterior
- Middle Protective Layer –protecting the outer layer of the building including doors, windows and walls
- Inner Protective Layer –ensuring the building’s interior remains secure at all times to safeguard marijuana from theft

Security

- The Boston Garden will contract with a professional security and alarm company to design, implement, and monitor a comprehensive security plan to ensure that the facility is a safe and secure environment for employees, customers and the local community
- The exterior of the facility and the surrounding area will be sufficiently lit, and foliage will be minimized to ensure clear visibility of the area at all times
- Only The Boston Garden's registered agents and other lawful visitors (e.g. contractors, vendors) will be authorized to access to the facility, and a visitor log will be maintained in perpetuity
- All agents and visitors will be required to visibly display an ID badge, and The Boston Garden will maintain a current list of individuals with access
- The Boston Garden will have at least two (2) security personnel on-site during all business hours
- The Boston Garden's state-of-the-art security system will consist of a perimeter alarm on all exit and entry points and perimeter windows, as well as duress, panic, or hold-up alarms connected to local law enforcement for efficient notification and response in the event of a security threat
- The system will also include a failure notification system that will immediately alert The Boston Garden's Executive Management Team if a system failure occurs
- A redundant alarm system will be installed to ensure that active alarms remain operational if the primary system is compromised
- Interior and exterior HD video surveillance of all areas that contain marijuana, entrances, exits, and parking lots will be operational 24/7 and available to the Police Department. These surveillance cameras will remain operational even in the event of a power outage

Preventing Diversion

- In the unlikely event that The Boston Garden discovers any of its agents intentionally or negligently diverted marijuana to an individual under the age of 21, the agent will be immediately terminated, and the Cannabis Control Commission, the Boston Cannabis Board, and the Boston Police Department will be promptly notified.
- The Boston Garden will not engage in any marketing, advertising, or branding practices that are targeted to, deemed to appeal to, or portray minors under 21 years of age.
- All products will be tracked from seed to sale using METRC, the chain of custody tool required by the Cannabis Control Commission.
- The Boston Garden will not manufacture or sell any products that resemble a realistic or fictional human, animal, or fruit, including artistic, caricature, or cartoon renderings.
- The Boston Garden's website will require all online visitors to verify they are 21 years of age or older prior to accessing the website.

Preventing Nuisance

Our success as a cannabis operator is predicated upon our commitment to work with the surrounding community in such a way that we are viewed and operate as good business neighbors. Video surveillance will be utilized to ensure that the establishment does not create nuisance conditions in the parking area, sidewalk, street, and area surrounding the premises and adjacent properties. No cannabis or cannabis products will be visible from the exterior of the site.

No outdoor queuing will be permitted. The following behaviors will also not be permitted on site:

- Any disturbance of the peace
- Public consumption of cannabis
- Illegal drug activity under state or local law
- Littering
- Loitering or pedestrian / vehicular traffic
- Illegal parking or violations of state and local traffic laws
- Queuing of patrons or other obstructions of the public or private way

The Boston Garden will work diligently and in good faith with the city to address any nuisance concerns brought to its attention by members of the community.

We require a Good Neighbor Agreement with all customers which covers public consumption, loitering, Peter Park, etc.

Positive Impact Plan

We will be giving back via hiring, mentorship opportunities, and community investments.

The Boston Heritage Fund

The Boston Garden pledges to cover the closing costs for 10 qualifying residents per year, up to a total of \$150,000/year.

Diversity and Inclusion

- The Boston Garden is a majority Black and Woman owned and controlled business.
- The Boston Garden will partner with vendors representing diversity
 - 30% of Products will be purchased from other Economic Empowerment and Social Equity Vendors
 - 30% of Products will be purchased from Women-Owned or Led Vendors
- The Boston Garden will host monthly seminars, including on:
 - Resume creation
 - Business planning and management
 - Getting started in the cannabis industry

Diversity Plan

As a Boston Equity Program Applicant, we seek to help end the war on people of color caused by cannabis prohibition and serve as a mentor to those seeking to enter the cannabis industry at all levels to create pathways for economic freedom. In order to do so, we will:

- To address concerns about the sanitation level of Peters Park, which is located in a Commission-designated Area of Disproportionate Impact, we will remit a **monthly payment of \$850 to the Friends of Peters Park** to cover their current monthly cleaning fee. Annually, this totals to \$10,200.
- We will contribute **200 hours of documented volunteer time** to Boston-based organizations that support diversity and inclusion in any sector or Massachusetts-based organizations promoting diversity and inclusion in the cannabis industry. We will schedule quarterly volunteer opportunities with organizations which align with our mission.
- We aim to **dedicate at least 20% of shelf space for diverse vendors**, including LGBTQ+-owned; based in Boston or designated as Cannabis Control Commission Economic Empowerment Applicants or Social Equity Program applicants; disadvantaged businesses; minority-owned businesses; women-owned businesses; service-disabled veteran-owned small businesses; or veteran-owned small businesses.

Employment Plan

Hiring Goals

- 51% Boston Residents
- 20% Greater Boston Area Residents
- 20% from ADIs
- 51% Women
- 51% Minorities
- 20% Individuals with a CORI
(or have parents or spouses with past drug convictions)

Hiring Plan

- Host biannual career fairs in ADIs
- Advertise in local and community newspapers
- Connect with local groups that serve the communities we aim to include on our team
- Outreach to the LGBTQ+ community, veterans

Training and Retention Plan

- The Boston Garden emphasizes a culture of respect for both colleagues and customers
- Implicit bias training will be required for all employees within 60 days and annually
- Customer service training and educational opportunities will be made available to all staff
- Promotions will be prioritized from within

Employment Plan Assessment

The employment plan will be assessed at least quarterly by reviewing the following measurements:

- Attendance at events including hiring fairs and trainings
- Quantitative assessment of the number of job postings
- Qualitative assessment of the placement of job postings
- Tracking engagement and follow ups
- Analysis of hiring analytics with a focus on tracking diversity
- Education & Promotion tracking
- Semi-annual improvement plan will be implemented if indicated
- Annual report

Employee Benefits

- Living Wage – Currently \$16.70/hr
- Engagement in an UFCW union agreement
- Regular Cannabis Control Commission and OSHA trainings
- Benefit package for full time employees including paid time off and health insurance
- Blue Bike Membership, MBTA Pass subsidy, and parking subsidy programs

Additional Special Programs

- FinFit Budget Planning support
- Zay Zoom offers early wage access
- Telehealth options
- Dental and Vision insurance options
- Additional Supplemental Trainings
 - Management Courses
 - Leadership Development
 - Skills Development
 - COVID-19 and Public Health Awareness
 - Difficult Customer Service Training

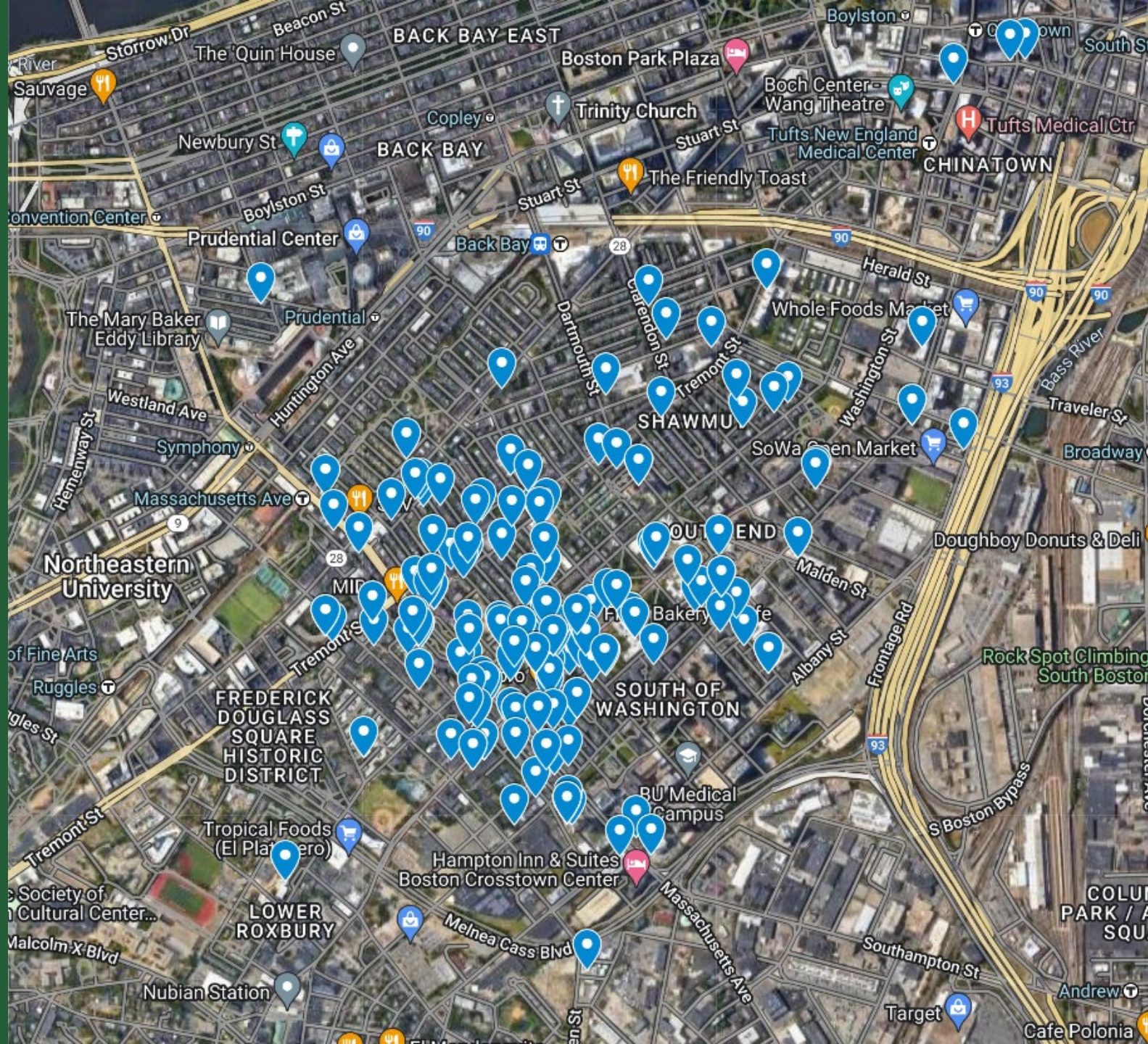


Adaptive offers an entire spectrum of HR services, freeing us to focus on our core business activities.

Certified HR Experts to guide and support us & keep our business compliant

Letters of Support

We received 181 letters of support from local residents.



The image features a light beige background with a sunburst pattern of thin, dark green lines radiating from the center. A solid dark green horizontal band is positioned across the middle of the image, containing the text "THANK YOU!" in white, bold, uppercase letters.

THANK YOU!