

Verts Grand Lake LLC Operations Plan

Hours of operation – In accordance with GLMC 6-5-5(h)(1), Verts Grand Lake LLC, doing business as Verts Neighborhood Dispensary (Verts), will operate within the hours of 8am-10pm, seven days a week. We will be closed on Thanksgiving and Christmas.

Per GLMC 6-5-5(g), the store's licensed premises and the property associated with the license, its books, records and inventory, including any places of storage where regulated marijuana is stored, displayed or sold, and locked and/or secured area, shall be made available to inspection by Town personnel, or commissioned police officers of the Town, during all business hours and other times of apparent activity.

Opening and closing procedures – Verts will implement detailed opening and closing procedures to:

- Ensure regularity and consistency.
- Prevent theft or diversion of cannabis and cannabis products.
- Maintain confidentiality of customer information and records.
- Comply with all inventory control and reporting requirements throughout the chain of custody.

Opening

Upon arriving in the parking lot, the opening Manager will confirm the area surrounding the facility, all pathways of ingress and egress, windows, and other areas are cleared and safe for entry. Upon entry, the opening Manager will be responsible for the following daily opening tasks:

- Unlocking Employee Entrance 30 minutes before store opening time.
- Deactivating the interior alarm.
- Ensuring all sanitation protocols from previous shifts have been properly completed.
- Ensuring all interior signage as well as displayed permits and certificates are properly located in compliance with GLMC 6-5-12 and are readily visible to all customers and store personnel.
- Ensuring all security cameras are operational.
- Confirming odor control systems are functioning and filters are clean.
- Confirming all Treez, Metrc, and other point of sale (POS) equipment, computers, smartphones, tablets, chargers, and associated equipment are turned on and in good working order.
- Carrying out inventory reconciliation to ensure starting day's inventory matches closing inventory from the previous night. Daily inventory includes cannabis flower, cannabis concentrate, and cannabis-infused products that will be made available for display, as well as stocked inventory.
- Reconciling the cash safe to ensure that the beginning day's overall balance and each individual POS till is accounted for and accurate according to records from the previous day.

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- Transferring any products made available as display samples from Inventory Storage to their respective display cases.
- Confirming that sales plans for the day are displayed in relevant locations to maintain knowledge of current sales goals.

Additionally, the opening Manager ensures all electronic devices to be used by the team have been charged overnight and are in their respective areas prior to store opening. After these tasks are complete, the opening Manager will open the single, secure Customer Entrance to the store.

Opening activities are all monitored and recorded by the team daily as each task is completed. This allows our General Manager and leadership team to:

- Build standardized quality assessment templates.
- Create action plans and assign responsibilities to managers and budtenders.
- Reinforce training, processes and comprehension of employees.
- Maintain brand standards and verify loss minimization controls.
- Complete comparative analyses over time and across locations.
- Ensure accountability while reducing reporting errors.
- Ensure all tasks are adequately addressed and allow the team to work together to achieve shared goals by dividing and conquering to maximize cooperation and efficiency.

Finally, most mornings we typically have an all-staff meeting to go over any issues, discuss the day's promotions and goals, and address any questions.

Closing

Verts staff will adhere to the following closing procedures after the end of each day's operating hours:

- Determine that all customers have left the premises and inspect the premises to ensure that everyone has vacated. No persons other than Verts staff are permitted within the premises after closing time.
- Balance out cash drawers and prepare bank deposits.
- Inspect work areas to confirm that all valuables have been secured.
- Lock all cash drawers in the safe within the Office.
- Scan and remove all cannabis products from the display cases.
- Secure storage cabinets.
- Return all goods to Inventory Storage and scan all products once relocated there.

The closing Manager will oversee each closing procedure above, and will also be responsible for the following closing tasks:

- Ensuring the single, secure Customer Entrance is locked, as well as all other exterior doors.

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- Conducting cash reconciliation, balancing final till, creating starting balance for the following business day, and placing cash-positive gains in properly labeled envelopes in the safe.
- Running POS reports to accumulate all debit card transactions.
- Transferring any products made available as samples from their respective display cases back to their respective place in Inventory Storage.
- Locking safe and Inventory Storage areas.
- Removing all trash, recycling, and non-cannabis waste from their respective receptacles.
- Wiping down and sanitizing each POS station.
- Confirming security equipment is operational.
- Ensuring that all security cameras are functional.
- Ensuring proper connectivity for all components of the security system.
- Ensuring DVR has enough storage for continued video recording.
- Confirming all POS computers, smartphones, tablets, chargers, and associated equipment are in good working order and are accounted for.
- Confirming all lights are off, and informing maintenance of any lighting or equipment issues. All lighting will be regularly maintained to guarantee adequate premises and parking lot lighting.
- Floors are swept and mopped, shelves are dusted, and glass is cleaned. All technology is powered down. Any restocking that needs to occur prior to the morning shift is authorized by a Manager and completed.

Customer check-in procedures – Per state law and GLMC 6-5-5(h)(6), Verts will not allow entry to the Retail Sales Floor without first identifying an individual as 21 years of age or older with a valid ID. Verts follows a strict access control plan and the licensed premises is not shared with, nor does it permit access from, any other business.

All customers will enter the site through the Customer Entrance at the southeast corner of the site. All customers will be required to present valid identification for verification to the receptionist at the front desk Check-In area. IDs are scanned and verified via Intellicheck, a software that is downloaded onto an iPad or tablet. The employee puts the barcode up to the camera and the platform will run the ID through its database. The database is set up to go through three checkpoints. The first is that the customer is 21 or older. The second is that the ID is current and valid. The third checks for irregularities within the ID itself and indicators for fake IDs. It will check the barcode and how all of the information is set up on the ID. If any of the information is off, it will show that the ID is invalid and fake. The customer will be able to shop only if the ID passes all three checkpoints within Intellicheck. If Verts staff members believe the ID to be fraudulent, it will be kept and submitted to the Grand County Sheriff's Department.

Intellicheck keeps a record of all IDs that were scanned through Verts's account. It keeps the date, time, and ID scanned for tracking purposes. At the end every month a report is sent via

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email for these records and deleted from the Intellicheck database. This will allow the business to show that the ID was checked at the front desk and verified to be legitimate if there is ever a discrepancy for a customer and their ID with the state or local authorities.

IDs are further verified by a visual and physical scan of the ID, and a visual scan of the customer. Once the customer has been verified to be over 21 with a valid ID, the customer will then be entered into Treez, our internal POS software system that allows Verts to track the amount of cannabis sold according to state purchase limits. Only upon verification will customers be allowed to proceed past the Customer Entrance check-in area into the Retail Sales Floor.

Customers will not be allowed beyond the Retail Sales Floor into any limited access areas, which include all “back of house” operational areas such as the Inventory Storage area. Access beyond the sales floor and entry to all limited-access areas will have electronic access control requiring unique identity verification that records the movements of employees and contractors.

Before interacting with any customer, Verts employees are trained to determine the authenticity of customer identification and to properly understand and use the ID scanner and Treez verification systems in place. Employees are trained to know the physical feel and touch of IDs and reference indicators between real and fake IDs.

The process for every customer is:

1. Ask the customer for their ID
2. Ask them to verbally verify their date of birth
3. As the customer is answering this question, the employee is looking at the picture of the ID and looking at the face of the customer to make sure there are no discrepancies between the two.
4. After the physical and visual check, the employee will run the ID through Intellicheck. This platform runs all IDs through a database using the barcode that can detect any irregularities of the ID.
5. Once the customer is verified through Intellicheck, the employee will place the ID under a UV light to make sure all UV Indicators are in place.
6. If there are any discrepancies with the ID, there will be a copy of the Current ID and Passport book for the US at the front desk, which the employee will reference.
7. If there are still issues, the employee will get a second opinion from a Manager.
8. Once all of these items are verified to be correct and valid, then the customer will be allowed to enter the Retail Sales Floor. If the customer fails to pass the ID checkpoint verification process, they will be asked to leave immediately.

Once the customer has entered the Retail Sales Floor, the customer will again be required to show their ID card to the employee that is finishing the transaction. They will again be asked to verbally verify their date of birth and the employee will be doing the physical and visual checks for the ID and face of the customer.

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Verts will also sign up with a local company for periodic stings. The company will have either an underage person or a person at least 21 attempt to shop at Verts. For the underage person, the employee will ask the underage customer to leave, which will result in a pass for Verts. For the customer who is at least 21 years old who works for the company, they will make sure that their ID is checked thoroughly at the front desk and then again at the point of sale when the transaction is being finished. If the employee does all of this, it will result in a pass for Verts.

Location and procedures for receiving deliveries – Verts will obtain all cannabis and cannabis products from State of Colorado-licensed cannabis facilities. Any deliveries will be made by the vendor themselves or from a third-party licensed transport company. If from a third-party licensed facility, Verts will check the validity of their local and state licenses. All drivers are verified to have a valid driver's license and a State-issued badge.

Purchase orders

Only the General Manager and Assistant Manager will be authorized to place orders for shipments of product. Upon placement of an order, the General Manager or Assistant Manager will communicate with the producer to determine their availability, confirm the delivery, and request an electronic copy of the invoice. Each morning, a member of the Inventory team will check Metrc (the State's inventory tracking system) for any incoming deliveries and will thus make all documents ready for receiving said delivery.

Policies for receiving shipments

To ensure that shipments of product are received safely, securely, and compliantly into our facility, Verts will implement the following policies:

- All shipments of cannabis goods will be received during predesignated business hours.
- At the beginning of each shift, the Inventory team will check Metrc to confirm all manifested deliveries scheduled for that day.
- Vendor employees will be required to be escorted by a Verts employee at all times while on our premises. All vendors will be badged by the Colorado Marijuana Enforcement Division (MED) accordingly and Verts staff will ensure to check the validity of the badge and that the vendor is wearing it at all times.
- All receiving activities will occur under video surveillance.
- Verts will maintain a log of all vendor employees, as well as any other type of individual other than our employees, who are granted access to the limited access areas of our facility. Verts will make these logs available for inspection.
- All vendor employees will be issued a visitor badge upon entering the facility. Visitor badges must be visibly displayed at all times while on the premises, and returned to Verts staff prior to leaving the site.

Process for receiving shipments

Shipments of cannabis are received into the facility pursuant to the following process:

- Upon arrival at the facility, the vendor employee will:

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- Park in the store parking lot.
- Proceed to the Customer Entrance at the southeast corner of the premises.
- A Verts employee will greet the vendor, check them in and provide a visitor badge. Upon check-in the the vendor employee will present the following items:
 - Government-issued identification showing he or she is 21 years of age or older and their MED-issued badge.
 - Metrc shipping manifest, showing vendor name, vendor employee name, badge number, vehicle make, model and license plate number, and driver's license number.
 - A copy of the licensed vendor's local and state licenses.
 - Invoice from vendor.
- The Verts employee will verify all documentation. After verification, the Verts employee will sign the vendor employee into our visitor log, and generate a visitor identification badge for the vendor employee, which he or she will be required to visibly display at all times while on the premises.
- Once checked in, the Verts General Manager or Assistant Manager will process the shipment.
- The Manager or will inspect the shipping manifest to ensure it matches the purchase order and contains the following:
 - The name, license number, and premises address of the originating licensee.
 - The name and license number of the third-party transporter of the cannabis and cannabis products, if applicable.
 - The name, license number, and premises address of the licensee receiving the cannabis or cannabis products into inventory or storage.
 - That all Metrc tags listed on the manifest are physically with the product.
 - The item name, item category and weight or count of cannabis or cannabis products associated with each package tag.
 - The estimated date and time of departure from the licensed premises.
 - The estimated date and time of arrival at each licensed premises.
 - The driver's license number of the personnel transporting the cannabis and cannabis products, and the make, model, and license plate number of the vehicle used for transport.
- After verifying that the shipping manifest contains all required information and matches the purchase order that Verts placed with the vendor, the Manager and vendor employee will unload the shipment in the limited-access Inventory Storage area. All product will be contained in opaque, unmarked boxes to ensure that no cannabis is visible from the store exterior during the receiving process in accordance with GLMC 6-5-5(f).
- All boxes containing the shipment will be kept in the nonpublic Inventory Storage area.

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Product inspection

Once in the Inventory Storage area, the Verts General Manager or Assistant Manager will inspect all cannabis, cannabis products, and documentation prior to acceptance. Verts will reject any cannabis or cannabis products that:

- Differ from those listed on the sales invoice and/or Metrc shipping manifest.
- Were damaged during transportation.
- Are improperly packaged or labeled.
- Are not contained in child-resistant packaging.
- Exceed the provided expiration or sell-by date.
- Have not undergone the required laboratory testing.

After inspection and acceptance of the shipment, a Verts employee will escort the vendor employee out of the store via the Vendor Exit, where he or she will return the visitor badge and sign out on our visitor log.

Recordkeeping

Treez automatically inputs the date and time of all inventory activity from the time it was entered into Treez until the time it is sold. Additionally, Verts will record the following information in Treez after accepting the shipment physically and within Metrc:

- The type of cannabis or cannabis products.
- The weight, volume, or count of the cannabis or cannabis products.
- The internal unique identification number (UID) assigned to the cannabis or cannabis products.
- The Metrc tag assigned to the product by the originating facility.

Verts will utilize Treez to record all subsequent movement of the inventory.

Point-of-sale infrastructure and number of points of sale – Verts will utilize Treez as our point-of-sale (POS) system. Treez is a state-of-the art, secure, and user-friendly POS and retail management system. Treez also provides streamlined software for customer check-in, analytics, inventory management and compliance.

Treez automatically integrates with Metrc, the State of Colorado's mandated track-and-trace system to ensure compliant reporting of all transactions.

When at full capacity, Verts will utilize four POS terminals, located toward the back of the Retail Sales Floor. In accordance with 1 CCR 212-3 § 3-225(C) all POS areas will be recorded by our video surveillance system, and camera placement will allow for the recording of the facial features of any person purchasing or selling cannabis goods, or any person in the Retail Sales Floor, with sufficient clarity to determine identity.

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Estimated number of customers – On average, Verts expects to serve approximately 10 customers per hour and at least 100 customers per day during the summer busy season.

Inventory control procedures – In order to properly track and monitor cannabis inventory and to prevent diversion, Verts will implement the following procedures:

- Track and trace and point of sale
- Recordkeeping
- Product storage
- Product handling

Track and trace

Per State law, Verts will create and maintain an active and functional account within the State inventory tracking system, known as Metrc, prior to engaging in any commercial cannabis activity, including the purchase, sale, test, packaging, transfer, transport, return, destruction, or disposal, of any cannabis goods. Verts will be responsible for the accuracy and completeness of all data and information entered into Metrc and for all actions our owners or employees take while logged into or using Metrc or conducting Metrc activities.

System administrator and duties

Per 1 CCR 212-3 § 3-805(B)(1), Verts will designate its General Manager as its Inventory Tracking System Administrator. The System Administrator will authorize additional owners or employees as - Inventory Tracking System User, and will ensure each user receives Metrc training prior to access or use.

The System Administrator will:

- Complete new user system training provided by the Marijuana Enforcement Division and any subsequent continuing education (1 CCR 212-3 § 3-805(B)(2).
- Designate Metrc users, as needed, and require the system users to be trained in the proper and lawful use of Metrc before the users are permitted to access Metrc (1 CCR 212-3 § 3-805(B)(3).
- Maintain a complete, accurate, and up-to-date list of all full names and usernames of all Metrc users (1 CCR 212-3 § 3-805(E)(3)(a).
- Remove a user from the licensee's Metrc account when that individual is no longer authorized to represent the licensee (1 CCR 212-3 § 3-805(E)(3)(b).
- Correct any data entry errors within three calendar days of discovery of the error.
- Tag and enter all inventory in Metrc as required by 4 CCR §15049. 4 CCR §15048.1(a)(5);
- Monitor all system notifications and resolve all issues identified. The notification may not be dismissed by an account manager before resolution of the issue(s) identified in the notification. 4 CCR §15048.1(a)(6);

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- Keep and maintain comprehensive records detailing all inventory activities that were conducted during any loss of access to the Metrc system or Treez (1 CCR 212-3 § 3-805(F)(3).
- Reconcile the inventory of cannabis and cannabis products on the licensed premises with the Metrc database each day (1 CCR 212-3 § 3-805(E)(1).

Log on

The System Administrator and all other users will utilize a unique log-in, consisting of a username and password. The System Administrator and all other Metrc users will only be permitted to access Metrc under his or her assigned log-in. No System Administrator or user may share or transfer his or her log-in, username, or password, with any other individual for any reason (1 CCR 212-3 § 3-805(F)(2).

Track and trace reporting

Verts will report all commercial cannabis activity into Metrc within 24 hours of occurrence, including:

- Receipt of cannabis or cannabis products
- Rejection of transferred cannabis or cannabis products
- Destruction or disposal of cannabis or cannabis products
- Sale of cannabis or cannabis products

For each activity entered, Verts will record the following information:

- Type of cannabis or cannabis products.
- The weight, volume, or count of the cannabis or cannabis products.
- The date of activity.
- The unique identifier ("UID") assigned to the cannabis or cannabis product.

If cannabis goods are being destroyed or disposed of, Verts will record the following additional information in Metrc:

- The name of the employee performing the destruction or disposal.
- The reason for destruction or disposal (1 CCR 212-3 § 3-805(I)(6).
- The method of disposal and what material it was mixed with.
- Amount of product destroyed.

If a package adjustment is used to adjust the quantity of cannabis or cannabis products in Metrc, Verts will include a description explaining the reason for adjustment (1 CCR 212-3 § 3-805(I)(6).

If Verts rejects a partial shipment of cannabis goods we will record the partial rejection in Metrc. When receiving deliveries, Verts will record acceptance or receipt, and acknowledgement of the cannabis or cannabis products in Metrc.

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Loss of connectivity

If at any point Verts loses access to Metrc for any reason, Verts will:

- Prepare and maintain comprehensive records detailing all commercial cannabis activities that were conducted during the loss of access (1 CCR 212-3 § 3-805(F)(3)).
 - As detailed in Point of sale below, Treez allows Verts to maintain these required records.
- Once connectivity is restored:
 - Enter all commercial cannabis activity that occurred during the loss of access into Metrc.
 - Document the cause for loss of access, and the dates and times for when access to Metrc was lost and when it was restored.

Point of sale

Verts will utilize Treez as our point of sale (POS) and inventory tracking system to track and report on all aspects of the cannabis business including, but not limited to, such matters as cannabis tracking, inventory data, gross sales (by weight and by sale) and other information which may be deemed necessary by the Town. Verts will ensure that such information is compatible with the Town's record-keeping systems. Treez has the capability to produce historical transactional data for review. Treez provides POS data as well as audit trails for both product and sales. Treez automatically integrates with Metrc to ensure compliant reporting of all transactions.

Treez accurately documents the present location, amounts, and descriptions of all cannabis and cannabis products on the premises.

Reconciliation

Verts will be able to account for all of our inventory at all times, and will maintain an accurate record of our inventory, including the following information, available to the Town upon request:

- A description of each item such that the cannabis goods can easily be identified.
- An accurate measurement of the quantity of the item.
- The date and time the cannabis goods were received by Verts.
- The sell-by or expiration date provided on the package of cannabis goods, if any.
- The name and license number of the licensed producer and transporter that transported the cannabis goods to Verts.
- The price Verts paid for the cannabis goods, delivery costs and any other costs.

In order to ensure our records of inventory are accurate, Verts will perform several different types of inventory reconciliations, including daily physical inventories and random physical inventory checks.

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Random physical inventory check

Verts will conduct random physical inventory checks twice annually, led by a Manager. Our General Manager also will lead periodic internal inspections.

Weekly complete physical inventory

Once every week, in order to monitor for any required maintenance, and to ensure there are no discrepancies or theft, Verts will perform a complete physical inventory, and log the following information into Treez:

- A summary of the complete physical inventory findings.
- The date of the audit and the name of the employee who conducted the inventory.

In accordance with 1 CCR 212-3 § 3-805(E)(1), Verts will reconcile all on-premises and in-transit cannabis inventories each day in Metrc at the close of business. We will also review Verts's authorized Metrc users and remove any users who are no longer authorized to enter information into Metrc.

If Verts finds a discrepancy between our on-hand inventory and the inventory recorded in Metrc, Verts will conduct an audit by:

- Conducting a full reconciliation of all inventory.
- Determining the cause of the discrepancy.
- In the case that the inventory discrepancy was due to theft, a Verts Manager will do the following:
 - Determining which individuals were present at Verts at the time of the incident leading to the discrepancy, and interviewing these individuals.
 - Reviewing all security footage.
 - As outlined below, contacting the relevant authorities.

If, through conducting our audit, Verts discovers any of the following, Verts will notify the Marijuana Enforcement Division of:

- Significant discrepancies identified during inventory.
- Diversion, theft, loss, or any criminal activity involving the cannabis business or any agent or employee of Verts.
- The loss or unauthorized alteration of records related to cannabis, customers or employees or agents of Verts.
- Any other breach of security.

After the audit is complete, Verts will:

- Review all inventory auditing practices.
- Utilize the result of the investigation, determine whether our auditing practices need to be revised to prevent a discrepancy from occurring in the future.
- Conduct an additional full, random physical inventory of all inventory on site.
- Draft a thorough investigation and incident report, including:

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- Date of the incident
- Description of the incident.
- Identification of known causes of the incident. If no cause was identified in the audit, identification of any suspected causes of the incident.
- Identification of all individuals present at Verts at the time of the incident.
- The content of all interviews with staff members conducted as part of the audit.
- A summary of all security footage reviewed as part of the audit.
- All planned and completed corrective actions.

Recordkeeping

Verts will retain the following records for the current year and three preceding calendar years per 1 CCR 212-3 § 3-905(2), available to the Town upon request:

- Financial records including, but not limited to, bank statements, sales invoices, receipts, tax records, and all records required by the Colorado Department of Revenue.
- Accurate books and records in an electronic format, detailing all of the revenues and expenses of the business, and all of its assets and liabilities.
- Personnel records, including each employee's full name, Social Security number or individual taxpayer identification number, date employment begins, and date of termination of employment, if applicable.
- A current register of the names and the contact information (including the name, address, and telephone number) of anyone owning or holding an interest in the cannabis business, and separately of all the officers, managers, employees, agents, and volunteers currently employed or otherwise engaged by Verts.
- Training records including, but not limited to, the content of the training provided and the names of the employees who received the training.
- Contracts involving cannabis vendors.
- Permits, licenses, and other local authorizations to conduct Verts's retail and medical cannabis activity.
- All other documents prepared or executed by an owner or their employees or assignees in connection with Verts.
- Any other records required by the Town.

Retention format

Verts will maintain all required records in an electronic format which allows them to be made available to the Town upon request utilizing a secure, cloud-based system. We will also retain physical copies in a secured area in our Office.

Inventory control records

Treez allows Verts to accurately document the present location, amount, and description of all cannabis and cannabis products.

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Audits

Verts will be able to conduct a financial audit of our business operations upon request, and will cooperate with the Town on any and all regulatory compliance reviews and/or financial audits. Verts will cooperate with any inspection of our business as well as any recording and records required to be maintained under Town and State law pursuant to GLMC 6-5-5(g).

Verts will strictly prohibit any person having responsibility for our business from impeding, obstructing, interfering with, or otherwise not allowing the Town to conduct an inspection, review or copy records, recordings, or other documents required to be maintained by a cannabis business under Town or State law. Verts will also strictly prohibit any person from concealing, destroying, defacing, damaging, or falsifying any records, recordings, or other documents required to be maintained by a cannabis business under Town or State law.

Product storage

Verts will store most cannabis and cannabis products in cabinetry labeled and organized by product type, branding, and expiration date, located within the Inventory Storage areas within the limited-access areas of the store.

Per our product handling procedures outlined above, a small amount of product will be stored in secured display cases for showcasing purposes only. Cannabis will never be stored outdoors nor in a manner that is visible from the store exterior, per GLMC 6-5-5(f).

Product storage quality control

In addition to our procedures for receiving deliveries described in 13.a, Verts will utilize a first-in, first-out (FIFO) method of inventory control, which ensures that the first items placed in inventory are the first sold. The FIFO method reduces the number of products which expire prior to sale, and ensures that inventory is fresh at the time of sale.

Verts will store all product in the Inventory Storage areas, which utilize temperature controls and ventilation in accordance with GLMC 6-5-5(i). Verts' Inventory Storage areas will be equipped with a refrigerator and freezer, and all perishable products will be stored in the appropriate compartment.

Please reference the Business Plan (description of products sold) for additional information on our product handling procedures.

Building a diverse and inclusive workforce – Verts will implement a top-down approach to our diversity and inclusion plan to create a company culture that welcomes and respects everyone. In celebrating our differences, we foster a positive environment for all employees that,

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no matter what level they are in our hierarchy, is more conducive to collaboration, creativity, and engagement.

Diversity and inclusion

Often, diversity is typically and primarily associated with race. However, it is important to understand that the term refers to a broad spectrum of the human experience including age, gender, ethnicity, religion, sexual orientation, disability, education, national origin, as well as marital and socioeconomic status. Verts implements policies covering an expansive range of characteristics and experiences.

Building a diverse team does not automatically mean that everyone will also feel as though they truly belong. Inclusion requires more than simply opening the door; it speaks to an organization's ability to value such differences. Verts recognizes that inclusion means that a diverse group of individuals feel a sense of belonging because they are welcomed, accepted, and treated equally.

Verts implements diversity and inclusion initiatives at all steps of employment and operations, beginning as early as the first step in the hiring process, in order to build a diverse and inclusive team.

When drafting job positions, we will expand the scope of job requirements to include transferable skills from other industries, rather than focusing on educational degrees. Drafting inclusive requirements for our job positions requires taking a step back, thinking about the needs for each role, and reflecting on how other industries or job titles might develop similar desirable skills that would translate well for the role. Further, Verts will not use gender pronouns in job descriptions or recruiting statements to include applicants of all gender identities.

Revised employee handbook

Verts has revised its Employee Handbook and brand standards to omit singular, first-person pronouns such as He/She, His/Hers, etc., and replace them with They/Them.

Equity

Equity is more than merely providing all individuals with the exact same resources. Instead, in order to achieve equity, companies must focus on how they can provide resources based on the individual needs of varying demographics such as ethnicity, race, gender, disabilities, and more. Providing resources in accordance with varying needs ensures there is fairness and equality in the process, which grants everyone access to opportunities and advancement throughout the company.

Floating holidays

To ensure that Verts truly embraces the diverse cultures of our team members, we ensure that our policies embrace our staff's various religious and cultural differences. In addition to recognizing cultural and religious holidays that are recognized as federal and

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state holidays, Verts will also provide floating holidays that employees may use for their cultural and religious observances.

Whistleblower protection

Verts ensures protection for our employees who wish to report misconduct in-house. To encourage a company culture where employees feel comfortable reporting legitimate claims of illegal or dishonest activity committed by another employee or management, Verts will safeguard that employee from any acts of retaliation. By implementing a whistleblower protection policy, Verts will provide another avenue in which to foster a rich and diverse workforce, as the policy will help to root out more subtle discriminatory conduct that may not be visible to upper management staff.

Local recruitment plan

Verts will benefit the local economy through local hiring, with a goal of hiring 100 percent local Grand Lake or Grand County residents to staff our store. By hiring local residents, Verts will build a team that reflects the local market. Our experience has shown that local employees know the local market better than anyone and as a result, have a much stronger ability to relate to the community's diverse group of customers. A staff consisting of local residents provides powerful insight and connection to the community.

We are confident that our competitive compensation packages and inclusive culture will incentivize Grand County residents to seek employment with Verts. We understand that we must conduct community outreach and spread the word of our job openings to attract qualified applicants within the community. We will conduct strategic outreach to recruit local talent through the following efforts:

- **Partnerships with community organizations.** Verts will seek to partner with community organizations focused on workforce development and job placement that serve Grand Lake and Grand County residents, such as Work in Grand through the County's Economic Development office and the Colorado Workforce Center serving Grand County. Verts will leverage these relationships to spread the word about our open positions, and to reach community members seeking employment.
- **Website.** Verts will post about our open positions on our company website. Our posts will specify the location of our store, and provide directions for how to apply for our open positions.
- **Online job boards.** Verts will post on online job boards such as LinkedIn, Indeed and/or cannabis-specific recruiting platforms such as Vangst, and utilize these websites' location features to specify where our positions are located.

Interview and hiring process

The Verts General Manager will interview top applicants. The interview process will consist of a standard list of interview questions and vetting procedures to ensure the applicant is qualified for a position at our store.

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Benefits packages – Verts strives to offer competitive compensation, so our employees are happy, and able to live a comfortable lifestyle. We believe happy employees increase workplace morale, are more productive and motivated, and allow our business to run well as a whole. In addition to competitive pay, as described in staffing plan (14), Verts offers generous benefits packages to *all* employees.

Health benefits

Verts provides all full-time employees with health, dental, and vision insurance. The company covers employee premiums up to 75 percent for all three types of insurance. The remaining 25 percent is automatically withdrawn from the employee's paycheck.

Employees have four health insurance options to choose from, one dental and one vision. Full-time employees are eligible for health insurance once they have worked for the company for 90 days.

Financial incentives

- Verts offers and covers the entire premium for Basic life insurance coverage to all employees up to \$50,000.
- Verts offers all employees a discount on products purchased from our store, beginning at 40 percent off.
- Verts provides full-time employees with at least seven days of paid time off per year, which can be used for vacation, sick days and personal days. Managers earn 14 days of paid-time off per year.
- Verts also provides full-time employees with sick leave. Employees earn 8 hours of sick leave per quarter, which can be used only for sick days.
- Our store is open all days of the year except Thanksgiving and Christmas days. We close early on the day before Thanksgiving, Christmas Eve and New Year's Eve, and we open late on New Year's Day. Employees are allowed to use paid time off that has been accrued for any of those days. Verts intends to implement a holiday pay policy within three years.
- Verts offers employees all statutorily required benefits including overtime pay.

Family-friendly benefits

- In order to accommodate the responsibilities facing our team members that are balancing family and work responsibilities, Verts offers flexible, "family friendly" shifts to employees with school-aged children. Parents often need flexibility in their schedule to attend a parent-teacher conference, school play, weekday afternoon recital or other event. Verts values family unity and encourages parent participation, and therefore will make our best effort to grant reasonable requests for time off for staff for child-related events.
- Verts offers all statutorily required parental and family leave in accordance with local, state, and federal law.