

Summary of Proposal - JLAU & Co LLC dba “The Finest Cannabis Co”

Overview

- The Applicant is JLaU & Co LLC, a Massachusetts limited liability company, doing business as “The Finest Cannabis Co.”
- The Applicant is applying for an adult retail recreational license for its location at 354A Chestnut Hill Road, Brighton MA 02135.
- The Applicant will be open from 10:00 AM to 9:00 PM Mondays through Thursdays, 10:00 AM to 10:00 PM on Fridays and Saturdays, and 11:00 AM to 8:00 PM on Sundays.
- The Applicant is also known to the Commission by the Social Equity Applicant #300501 (approved).
- The Applicant is entirely self-funded by Mr. Lau, who is the sole source of financing and capital contributions. The anticipated buildout cost is \$200,000.
- The Applicant’s landlord is:
Chris Rogaris - Roges Realty
3 Hillcrest Rd.
Weston MA 02493
p: 617 780 2088

Timeline & Overview of Application Process

- Online application filed **August 14, 2023**
- Floor plans filed with ISD **December 13, 2023**
- ZBA appeal was filed, and ISD refusal received, **January 26, 2024**
- Community outreach meeting was held **March 27, 2024**
- Letter of non-opposition from Boston City Councilmember Liz Breadon **April 3, 2024**

Overview of the Applicant

- JLau&Co LLC dba “The Finest Cannabis Co” is a Massachusetts limited liability company wholly owned and operated by Jonathan Lau. Its business address is the same as the application address: 354A Chestnut Hill Ave, Brighton MA 02135.
- Mr. Lau resides at 52 Loveland Rd., Brookline MA 02445.
- There are no other direct or indirect owners or beneficial owners of the applicant.
- Neither the applicant entity nor Mr. Lau own, have a direct or indirect ownership interest in, or have a beneficial interest in any other cannabis license in Massachusetts or elsewhere.
- The initial management team will consist of Mr. Lau. Some management authority will be held by the Diversity & Inclusion Committee, in which all employees are invited to participate, as described in the Diversity & Inclusion section.
- The applicant has no intention at this time of applying for a change of location. This is an application for a new license.

Diversity and Inclusion Plan - Overview

Overview

The purpose of the Finest Cannabis Co's Diversity and Inclusion Plan is to comply with, and promote, the goals set out for the Commission in G.L. c. 94G §4.

- The Diversity and Inclusion Plan is fixed through the Finest Cannabis Co's license grant unless earlier required to be modified according to new rules or regulations, or at the request of the Commission.
- The Diversity and Inclusion Plan will thereafter be revisited on an annual basis to ensure that:
 - The Plan is successful, or is succeeding, in reaching its goals;
 - The Plan remains consistent with applicable rules and regulations;
 - The Plan is updated according to revised rules and regulations, if applicable;
 - The Plan is updated to account for applicable demographic changes to ensure that The Finest Cannabis Co is always at least as diverse as its community.
- The initial head of the Diversity and Inclusion Committee is owner Jonathan Lau. After employees pass applicable background checks and receive agent cards, all employees are invited to participate in the Diversity and Inclusion Committee.

Diversity and Inclusion Plan - Initial Goals

The Finest Cannabis Co will always be at least as diverse as the City of Boston, as determined by data published by the Census Bureau or the City of Boston, revisited annually each time the Diversity and Inclusion Plan is revisited.

Specifically:

- The Finest Cannabis Co. will revisit its Diversity and Inclusion Plan annually to ensure that its goals are consistent with the real demographics of the City of Boston.
- Residents of the Greater Boston Area (including Boston and its adjoining municipalities) will always be considered first in employment applications.
- Among such residents, residents with past histories of criminal convictions or other adverse consequences from the War on Drugs will receive priority.
- To the extent permissible under applicable law, candidates who are women, minorities by virtue of race or immigration status, LGBTQ+ status, or disability shall receive priority.
- Among such candidates, applicants with veterancy status will receive priority.

Diversity and Inclusion Plan - Specific Plans to Reach Goals

The Diversity and Inclusion Committee is required to implement and follow certain specific plans in order to reach its goals. These goals will be reviewed annually as to their effectiveness.

Job Postings

- All job postings for new positions with the Finest Cannabis Co will be placed with:
 - The Sampan;
 - Bay Windows
 - The Bay State Banner;
 - The online job boards of each of these publications;
 - MassachusettsDiversity.com;
 - The Boston chapter of the Asian-American Chamber of Commerce.

Job postings will only be opened up to job boards of general circulation if prior listings are unsuccessful.

Initial Hires

- Current employees of the legacy location business, The Vape Shop, will be extended offers of employment which, if accepted, would render The Finest Cannabis Co's primary hiring goal - to always be at least as diverse as the City of Boston - already successful from day one.

Location

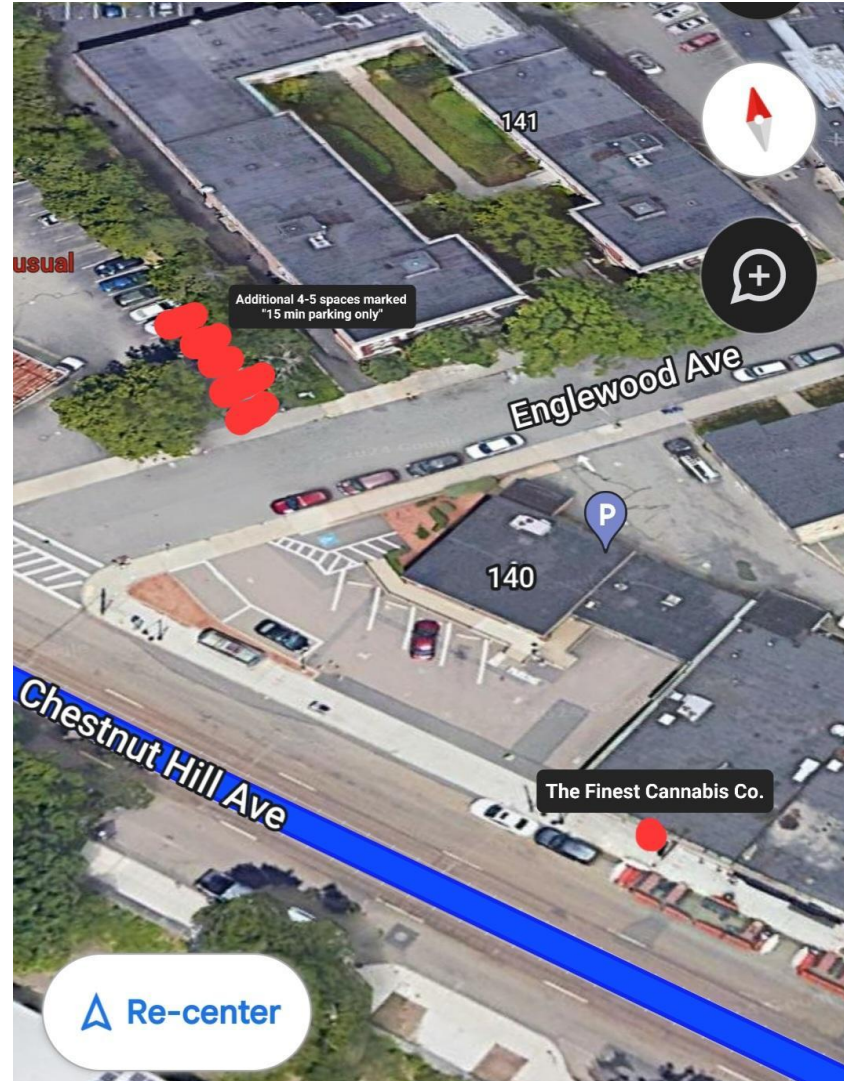
The applicant's location is 354A Chestnut Hill Ave, Brighton MA 02135. The applicant has chosen to apply from his legacy business location because it is highly suitable as to its proximity to public transportation, parking availability, significant foot traffic, and location outside of any applicable buffer zone as to areas in which children traditionally congregate.

- Three MBTA green lines within walking distance (B, C, and D);
- Two MBTA bus lines within walking distance (51 to Forest Hills, 86 to Harvard Square);
- More than 200 metered parking spaces within walking distance;
- On-site parking, including access to parking spaces at the adjacent gas station secured by a written commitment from its landlord at 332 Chestnut Hill Ave.
- Not within buffer zone and not visible from the nearest area in which children traditionally congregate, which is a community pool.

Location - Parking and Location

The image to the right illustrates the accessibility of parking, including metered street parking and dedicated spaces.

The applicant has the written permission of its landlord, the substantial support of all of its neighbors and abutters, and substantial community support. It is primarily a commercial district with significant foot traffic.



Employment Plan

The primary goals of the Employment Plan are:

1. To ensure that all new hires are hired in a fashion consistent with the rules and regulations of the Commission, including as to background checks and agent card eligibility;
2. To ensure that all workforce expansion materially improves the Finest Cannabis Co's progress towards its diversity and inclusion goals.

Employee Hiring.

- Job postings will initially be created by Jonathan Lau, then created by such managers or HR professionals as The Finest Cannabis Co later retains.
- Job postings will be approved by the Diversity and Inclusion Committee, both as to their content and as to predetermined plans to post jobs to those publications and websites listed in the Diversity and Inclusion Plan.
- Offers to candidates, contingent upon successful agent card eligibility checks, will be extended with the approval of the Diversity and Inclusion Committee.

Employment Plan - Safety, Eligibility, Competitive Pay

Agent Registration.

- All new hires are subject to the appropriate background checks to be administered by the Security Consultant, and to the agent eligibility verification of the Commission.
- All employees are subject to compliance with all rules and regulations of the Commission, the Finest Cannabis Co's internal employment documentation including its sexual harassment and discrimination policies, its handbook, and the rules for maintaining agent card eligibility.
- Violation of any of the above must result in immediate termination.
- The Security Consultant shall make the appropriate reports to the Commission upon any agent termination.
- All current employees shall complete the 935 CMR 500.105(2)(b) Responsible Vendor Program within 90

Competitive Pay.

- All employees will be paid not less than \$18.50 per hour, to be adjusted at least annually, and upon any increase in the applicable local minimum wage, proportionally.
- Chained CPI, as published by the Bureau of Labor Statistics, must be applied to the base wage at least every two years, except that the Finest Cannabis Co's base wage will never decrease.
- The Finest Cannabis Co welcomes the opportunity to work collaboratively with organized labor.
- The Finest Cannabis Co, in addition to training all new hires to the standards required by the Commission, will always explain, enforce, and comply with employees' whistleblower rights, worker physical safety rights, sexual harassment policies, and discrimination policies.

Community Feedback & Public Support

Letters of Support or Non-Opposition from Municipal Officials:

- Liz Breadon Boston City Councilor dated April 3, 2024.
- William Brownsberger Mass State Senator dated October 16, 2023.
- These letters are included with our written materials.

Letters of Support from Direct Abutters:

- **Jeffrey Toll**, owner of 374 Chestnut Hill Ave, Brighton MA 02135 dated April 11, 2024.
- **Chris Rogaris**, owner of 354-356-358 Chestnut Hill Ave, Brighton MA 02135 dated April 9, 2024.
- These letters are included with our written materials.

Community Support:

- Multiple letters of support from community business owners and neighbors are included with our written materials.
- More than nine hundred signatures and four hundred petition form letters in support of the applicant are included, to ensure the Commission that the applicant is not merely in technical compliance with its requirements for community support, and that the applicant enjoys the genuine and widespread support of its neighbors and community.

Safety and Security - Physical Premises

Safety and security starts with physical improvements to the premises - please see our written materials for architectural details.

Premises Improvements:

- A total of twenty (20) interior security cameras covering all interior portions of the Premises, including portions not accessible to the general public;
- Camera coverage of the exterior perimeter of the building using five (5) security cameras.
- Enhanced, LED lighting around the perimeter of the shop to support natural and security camera surveillance;
- Hardening of interior and exterior access points using physical and electronic access control measures;
- 3M frosted protective window film on the front glass door and windows;
- 3M protective window film on display cases;
- Electronic locks and card readers on all exterior doors and doors to staff only areas;
- A video intercom at the front door of the establishment to screen customers/identification cards for 21+ age verification
- An intrusion detection system monitored by a UL-Listed central monitoring station;
- Installation of a safe and a security closet in the lower level of the building.

Please consult our plan for further updates to the premises to include ADA-compliant locksets and increased floorspace accessibility for wheelchairs.

Safety and Security - Operational Safety

The Security Consultant: David Corbin (M.S., CPP, CHPA) shall serve as the Security Consultant and shall have authority to implement all operational safety programs of the Finest Cannabis Co.

Operational Safety Plans:

- On-site security personnel, trained in the appropriate security protocols, to protect customers, engage in diversion prevention, and conduct appropriate reporting to the Commission and local police.
- 24-7 closed internal video surveillance of any area containing marijuana, including video footage retention for not less than 90 days.
- Secure premises storage facilities for all cannabis product in locked safe or vault not accessible except by Jonathan Lau, the Security Consultant, and necessary personnel.
- Real-time inventory tracking according to the rules and regulations of the Commission, the Head of Operations to be trained in the use of all applicable software and to further train other personnel responsible for handling inventory.
- All entrants will be required to provide valid Massachusetts-issued ID for age verification purposes, further accompanied by prominent exterior signage stating “21+ Only” or words of similar importance as approved by Inspectional Services.

Safety and Security - On-Site Security Personnel

TFCC will hire an unarmed security guard during business hours until employees leave for the day.

Primary duties:

- Support safety and security of establishment and occupants.
- Ensure product is not used in vicinity of establishment
- Assist in positively identifying customers as 21+
- Prevent unauthorized access
- Prevent loitering, littering
- Deter theft/diversion

Safety and Security - Building & Product Safety

Layered approach designed to Deter, Detect, Deny, Delay, Defend

Elements:

Exterior perimeter: laminated glass, hardened doors, intrusion detection system, video intercom, card access, commercial grade locks, LED lighting, cameras.

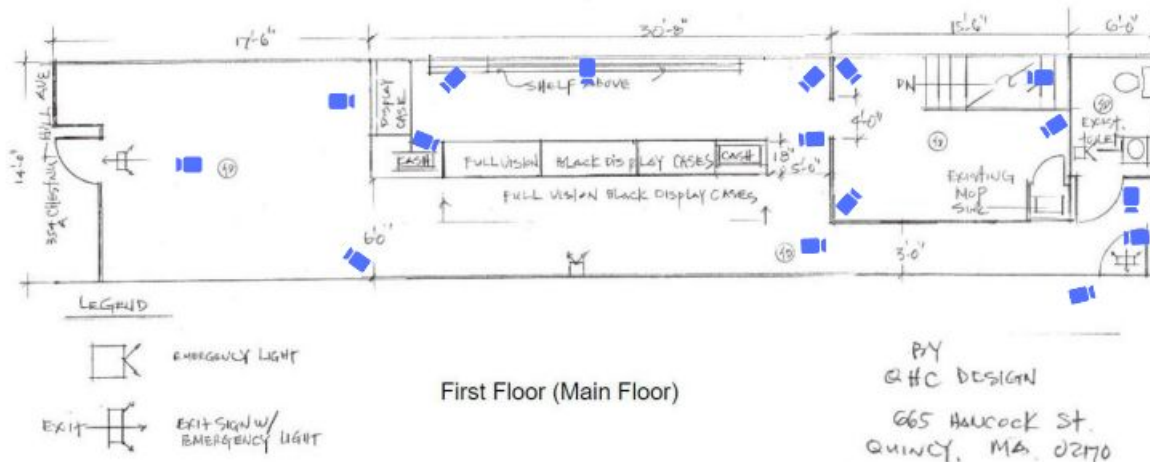
Interior: cameras, panic alarms, locked display cases with laminated glass, motion sensors, seed to sale software, agent identification badges.

Restricted areas: cameras, card access, signage, panic alarms, locked vault room, product safe, cash safe, locked security closet.

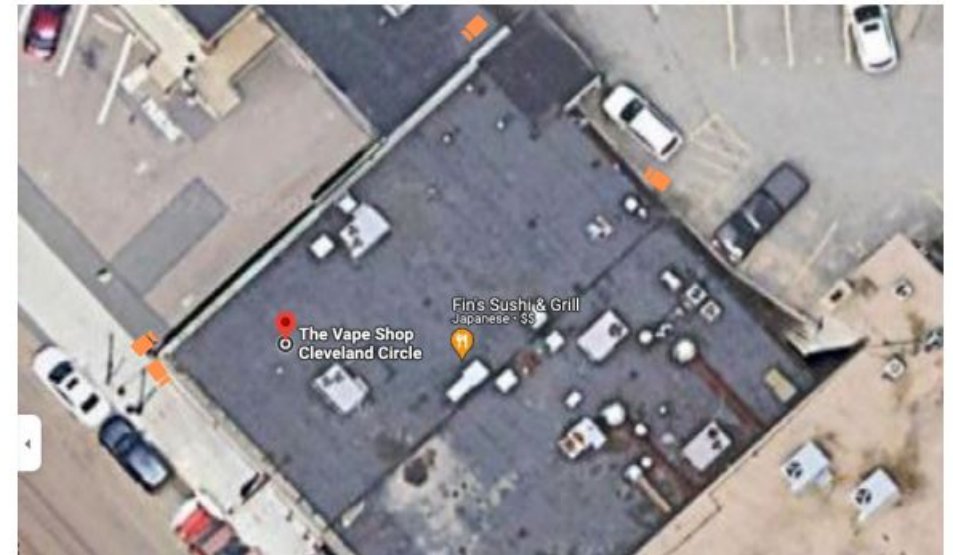
Security camera layout detail:

(Consult written materials for plan details)

Security Camera Layout - Interior



Security Camera Layout - Exterior



- Security camera (wall mounted)
- Note: Security camera pictured on roof is under canopy.
- Not pictured: security camera in front door alcove.

Safety and Security - Transportation & Delivery

Transportation & Delivery of Product

- Seed-to-sale software will be utilized.
- Third party transportation agency will be certified per 935 CMR 500.105(13)
- Credentials of transportation services verified prior to accepting deliveries.
- All delivered marijuana products will be reweighed, re-inventoried and accounted for against the manifest in full view of security cameras.
- Records to be retained for two years.
- Discrepancies reported to the Commission and Boston Police within 24 hours of discovery.

Transportation & Delivery of Money

- Garda armored cash transportation to be retained.
- Policy/procedure for collection frequency, deposits, and transportation
- Cameras to view cash handling/packaging/storage areas
- Cash pick-ups to occur no less than weekly.
- Any cash discrepancies to be reported to Boston Police.

Safety and Security - Prevention of Diversion & Plan to Deter Access by Minors to Diversion to Minors

- Exterior signage stating “21+ only”
- Front locked door with video intercom identification screening.
- Sales counter secondary identification screening.
- Security guard on-site for enforcement and removal of underage persons.
- Agent training on diversion prevention, identification checks.
- Notification of Boston Police of any suspected diversion activity.

Buffer Zone Statement

Geographical Considerations:

- The applicant's location is within a diverse, inclusive commercial district which lacks any minority-owned cannabis businesses.
- The applicant is ideally situated at the intersection of three MBTA rail lines and two MBTA bus lines, with ample metered and on-site parking.
- Access to legal adult-use cannabis is altogether limited in the applicant's location.

Community Support and Needs:

- The significant community support demonstrated by the letters and petition signatures it has submitted with its written materials indicates substantial community support and community need for the applicant's business.
- Because of its detailed security plan and the operator's extensive experience in operating a responsible, legally compliant 21+ business, its impact on the neighborhood will be negligible.