



**CNA STORES, INC.**

**DIVERSITY PLAN**

## 1. Overview

CNA Stores, Inc. (“CNA Stores”) is dedicated to promoting equity in its operations for diverse populations, which the Commission has identified as the following:

1. Minorities;
2. Women;
3. Veterans;
4. People with disabilities; and
5. People who identify as LGBTQ+.

To support such populations, CNA Stores has created the following Diversity Plan (the “Plan”) and has identified and created goals/programs to promote equity in CNA Stores’ operations.

## 2. Goals

In order for CNA Stores to promote equity for the above-listed groups in its operations, CNA Stores has established the following goals:

1. Develop an annual mentorship program to give industry-specific training to at least four (4) individuals who identify as either a woman, minority, veteran, person with a disability, or person identifying as LGBTQ+.
2. Hire such that staff is comprised of at least 40% women; 15% minorities; 10% veterans; 5% LGBTQ+; and 5% people with disabilities.

## 3. Programs

CNA Stores has developed specific programs to effectuate its stated goals to promote diversity and equity in its operations, which will include the following:

1. Develop a Mentorship Program for individuals falling under the above-listed demographics. The Mentorship Program will support at least four (4) individuals per year, and CNA Stores will provide those individuals with a training course from the Cannabis Training University to achieve a Masters of Marijuana Certificate. Applicants for and participants in the Mentorship Program will be asked to complete a demographic survey to ensure that at least four (4) individuals from the above demographics are selected. Trainings will cover topics such as:
  - How To Grow Marijuana
  - Marijuana Cooking & Extractions
  - Marijuana Laws and Regulations
  - Marijuana Dispensary & Delivery Service Management
  - Marijuana as Medicine
  - Becoming a Budtender: Essential Skills Training
2. Host or participate in two (2) job fairs per year in Haverhill with a focus on identifying individuals falling under the above-listed demographics. Job fairs may be held virtually and will be advertised via Facebook. Job fairs will be able to accommodate no fewer than ten (10) participants.
3. Work with the City of Haverhill’s Department of Veterans’ Services to advertise employment opportunities tailored to hiring Veterans.

#### **4. Measurements**

The Chief Operations Officer will administer the Plan and will be responsible for developing measurable outcomes to ensure CNA Stores continues to meet its commitments. Such measurable outcomes, in accordance with CNA Stores' goals and programs described above, include:

1. Documenting that staff is comprised of at least 40% women; 15% minorities; 10% veterans; 5% LGBTQ+; and 5% people with disabilities.
2. Documenting the number of open positions posted with the Department of Veterans' Services of Haverhill;
3. Documenting the number of job fairs that CNA Stores hosts or participates in in Haverhill.
4. Providing reports measuring the effectiveness of our mentoring program and number of individuals engaged in the program.

Beginning upon receipt of CNA Stores' first Provisional License from the Commission to operate a marijuana establishment in the Commonwealth, CNA Stores will begin to utilize the proposed measurements to assess its Plan and will account for demonstrating proof of success or progress of the Plan upon the yearly renewal of the license. The Chief Operations Officer will review and evaluate CNA Stores' measurable outcomes no less than quarterly to ensure that CNA Stores is meeting its commitments. CNA Stores is mindful that demonstration of the Plan's progress and success will be submitted to the Commission upon renewal.

#### **5. Acknowledgements**

- CNA Stores will adhere to the requirements set forth in 935 CMR 500.105(4) which provides the permitted and prohibited advertising, branding, marketing, and sponsorship practices of every Marijuana Establishment.
- Any actions taken, or programs instituted, by CNA Stores will not violate the Commission's regulations with respect to limitations on ownership or control or other applicable state laws.