

Cannaboutique by Greenhouse

Workforce Development Plan

Goals

Cannaboutique by Greenhouse will strive to create a balanced workforce prioritizing Jersey City residents. As a microbusiness, Cannaboutique is limited to the number of employees it may have. However, this will not change its approach of building a strong, cohesive team with a focus on employee development. We will strive to provide opportunities for those who come from disadvantaged communities to find their passion and gain from it.

The Plan

We are making it a point to assemble a small team with extensive compliance experience in highly regulated markets. We believe that this experience provides an effective skillset and knowledge base for operating a cannabis facility. Our team will have a track record of stellar compliance in a highly regulated, ever changing regulatory environment. We have drawn from this deep industry experience and local employment expertise to create a Facility Staffing Plan (the "FSP"). Although we will have a team with strong expertise in cannabis operations, we plan to execute our FSP in order to rapidly round out staffing upon receipt of an annual license.

Our FSP requires a thorough screening of each potential candidate for employment, including a three-phase interview process and a fingerprint based criminal background check administered pursuant to N.J.A.C. 17:30-7.3(c); 17:30-7.12. Employees will undergo intensive training on different topics referenced in the Company's Comprehensive Employee Training Plan ("CETP") and additional topics tailored to each specific position.

The FSP will remain compliant with Facility's Diverse Workforce Plan. Emphasis will be placed on hiring from the Diversity Class, which includes veterans, women, minorities, disabled individuals, and people of all genders and sexual orientation. Our Company intends to become a fixture in the Jersey City community as we will hire locally. We intend to remain competitive with salaries, benefits, and opportunities for advancement to attract the best qualified employees and have high employee retention. Immediately upon award of license, we intend to implement our Facility Staffing Plan in order to rapidly round out all other staffing requirements.

Nurturing Talent

With cannabis being new to New Jersey, it is understood that many employment applicants may not have prior experience working in the industry. Our long-term goal is to focus more on the potential of an individual – someone local who is willing to learn and grow. Through a bit of nurturing, we can help these individuals become consummate professionals within the cannabis field without the worry of them leaving to start their own venture or going to a larger, multi-state operator.

We will always encourage employees to find programs or resources to help them grow and hone their craft. Through our partnership with the Minority Cannabis Academy, we can potentially help them earn a seat for their seasonal courses.

Employees will also earn a living wage with hourly salaries ranging up to \$25.00 an hour based on experience. In today's economy with rising inflation, it is important that our employees are happy and feel safe economically. Upward mobility is also imperative. As our employees' skillsets grow and they develop leadership prowess, new roles will be made available so they may continue their upward career trajectory without feeling as though they are forced to search elsewhere to do so.

Establishing an inclusive, and diverse workforce will help Cannaboutique by Greenhouse create a culture that is safe, secure, and encourages employees to find ways to grow individually and as part of a team. With an open-door policy, employee autonomy will always be championed – everyone will have a voice regardless of roles and team dynamics.