

1. *Workforce development and job creation plan, which may include information on the applicant's history of job creation and planned job creation at the proposed cannabis establishment or cannabis distributor; education, training, and resources to be made available for employees; any relevant certifications, and an optional diversity plan.*

Establishing a diverse, inclusive, and supportive company culture is paramount to creating a safe, secure workplace that encourages the success and growth of employees individually and as part of a team. It is of the utmost importance to Green Flamingo that a constructive and communicative atmosphere be upheld by the staff. Creating this culture starts at the top — from c-level executives. To encourage this, policies and procedures will be put into place to make certain of the health and safety of staff and patrons with codes of conduct guiding employees on how to best adhere to such protocols

Through Mr. Philipson's prior Real Estate projects, he has been actively involved in the hiring of many local contractors and through those contractors has employed several 100 employees over the past 18 years. He makes a conscious effort to employ local residents, and as of currently employs approximately 5 people who live and work in Jersey City.

Mr. Fernandes has hired many local Jersey City residents for his Hemp dispensary. In the future, the Green Flamingo team plans to hire locally to assist in operating the dispensary. For all future employees, we will offer local housing at discounted rates and offer them healthcare and a benefits package.

To encourage long term employee retention and to supplement the health and welfare considerations provided to employees, Green Flamingo will offer comprehensive employee benefits in the form of competitive wages, health care, and insurance coverage, as well as educational opportunities.

Educational Initiatives: Green Flamingo will make great efforts to establish a highly knowledgeable and capable workforce. In addition to in-depth training and education provided to employees, qualifying employees will be given educational opportunities to further their knowledge and expertise. Continuing Education (CE) and mentoring programs will be vetted to ensure the validity and applicability of the curriculum. Professional development opportunities, such as CEs and mentorships, will be presented to employees that require such education for success in their roles and responsibilities.

To encourage professional development and self-initiated CE, we will offer partial tuition reimbursement for previously approved classes, courses, seminars, webinars, or other educational activities.

Performance reviews will be utilized to assess an employee's performance and adherence qualitatively and quantifiably to policies and Codes of Conduct. Reviews will occur after the probationary period at the beginning of the employment term and annually thereafter. Supervisors and employees will discuss areas of success as well as those that need improvement. Personal development goals will be established during reviews and increases in compensation will be explored at that time. Employees will be encouraged to discuss promotional opportunities and the possibilities of advancement in their current role and within our company. Employee privacy will be observed in all compensation, performance review, and promotion conversations.

Green Flamingo is determined to provide an economic boost to the local community of Jersey City and eligible workforce. To that end, we will ensure that a living wage is provided to all employees. The living wage takes into consideration the different factors that affect a working adult and goes beyond the

stipulations of minimum wage. We will remain cognizant and will factor in the current minimum wage into the living wage calculation and compensation determination.

Green Flamingo's diversity plan offers cohesive and comprehensive employee policies, programs, and systems that support inclusive diversity through increasingly focused, innovative, and accelerated communication and learning strategies. Our team believes that real employment diversity requires an emphasis on plurality and multiculturalism that permeates the culture and all verticals of the workplace, from its upper management to its hourly employees, to its subcontractors. These include:

- Actively recruiting women, minorities, and veteran candidates through targeted use of agency-side recruiters/staffing firms.
- Actively recruiting women, minority, and veteran candidates through participation at appropriate job fairs.
- Actively recruiting women, minority, and veteran candidates through targeted posting on platforms dedicated to recruiting diverse candidates.
- Posting each new position on a variety of employment platforms for diverse candidates.
- Commencement of an internship program through a partnership with a local university or community college or local training center.
- Ensuring that all Human Resource documents and materials posted contain a strong message regarding our commitment to its status as an Equal Opportunity Employer.
- Continuously seeking to replenish our employee pipeline through local career fairs and centers, community-based employment programs, veteran outreach programs and recidivist training programs.

In the spirit of the State's commitment to offering significant contracts to Minority/Women/Veteran owned businesses, Green Flamingo will actively review State, Municipal, & Community data sources to ensure it has the most accurate records of diverse subcontractors with whom we can partner. These businesses will include:

- Construction Trades (Plumbing, Electrical, HVAC, etc.)
- Security
- Staffing
- Architect Interior/Exterior Design
- Consulting
- Legal
- Packaging/Displays

Green Flamingo will commit to an annual diversity scorecard, utilizing performance data to measure metrics such as:

- % Company Annual spend with Diverse Suppliers
- Performance as measured against similar companies
- Impact on Customer satisfaction & retention
- Community feedback