

Jersey City

VT 420 is looking forward to making a positive impact on the City of Jersey City by bringing high-quality job opportunities to the area. The City of Jersey City (or the “Wall Street West” as it is more affectionately known) is a designated Impact Zone located in Hudson County.

Economically, Jersey City has become the urban center of closely allied municipalities, with diversified industries. Portions of Jersey City are part of an Urban Enterprise Zone. The city was selected as one of the initial groups of 10 zones chosen to participate in the program. The number of designated zones is now 32. In addition to other benefits to encourage employment within the Zone, shoppers can take advantage of a reduced sales tax rate of half of the amount charged in the rest of the State (only roughly 3%).

Employment Opportunities

VT 420 Management believes that by offering good-paying jobs, its presence will help energize the local economy. VT 420’s entry-level positions will start at above \$15 per hour, resulting in a minimum annual wage of \$31,200 for full-time employees before taxes. This starting rate will increase the buying power of a well-paid, diverse workforce.

VT 420 will hire locally with a goal of 100% of its employees coming from Jersey City. There is simply no reason to venture far for talent. The Company will create a diverse workforce by providing opportunities for socio-economically disadvantaged communities and people with disabilities. In addition to the Executive Team, VT 420 will employ 13 Jersey City residents in Year One of operations as described more fully below. As the Company grows – as it most assuredly will – more will be added as needed:

Positions:

1-Store Manager	\$50,000/YEAR
1-Inventory Manager	\$45,000/YEAR
2-Fulfillment Associates	\$30,000/YEAR
1-Bookkeeping Clerk (Part-Time)	\$25.00/PH
1-Delivery Driver	\$20.00/PH

Inside Sales

1PT – Budtenders	\$18.00/PH
3FT – Budtenders	\$30,000/YEAR

Outside Contractors

Security	TBD
Compliance Officer	TBD

Job Descriptions

All employees, including the managers and contractors, will be trained to prepare them to work in this highly regulated environment. Each and every VT 420 employee and volunteer will be required to be undergo some level of training in seed-to-sale tracking, inventory management procedures, security protocols, diversion prevention and regulatory compliance. Employees will also participate in mandatory anti-discrimination and anti-harassment seminars, with anonymous complaint protocols put in place for any employee who feels that he or she is being discriminated against or harassed.

The responsibilities of each position will include, but not be limited to the following:

Director of Security- Kenneth Petrovcik-(Ret JCPD)

The Director of Security will be tasked with supervising third party security officers who will patrol interior and exterior of the retail store, monitoring of the security systems, scheduling of security personnel, and ensuring the community is well informed with regards to any safety or security concerns. Mr. Petrovcik will be overseeing day-to-day security operations in addition to coordinating with the Jersey City police department to ensure that the Company complies with all security matters to fulfill the extraordinary safety responsibilities required for an operation of this caliber. In addition, all security personnel will be following all SOPs and instructions of the CEO and COO.

General Manager

The General Manager will be primarily responsible for the management, maintenance, and supervision of day-to-day retail operations; overseeing all employees of the retail and assuring that daily operations are conducted per company policies and procedures and State and local regulatory standards. Additional responsibilities of the Store Manager will include interviewing, hiring, and training employees, planning, and directing work, appraising performance, rewarding, and disciplining employees, addressing complaints, managing inventory, product, and supply ordering, and resolving problems.

Inventory Manager

The Inventory Manager will be responsible for overseeing and managing inventory. The function of this position is crucial as the individual holding it will be required to maintain daily records for invoices and shipments in order to identify which products need to be replenished. This position will work closely with the COO and General Manager, ensuring that inventory tasks and functions are properly completed. The Inventory Manager will also collaborate the Finance team to reconcile monthly closing inventory. The Inventory Manager will need to be proficient in the usage of the COVA seed-to-sale and inventory tracking system as well as the state-endorsed METRC system. Proficiency in these

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systems are critical to VT 420's inventory control and the ultimate success of the Company as it endeavors to a best-in-class and innovative cannabis retail experience.

Part-Time Bookkeeper

The bookkeeper position will be held on a part-time basis by a financial professional who will be responsible for recording VT 420's financial accounts and records. His or her duties will include recording financial transaction, tracking invoices and payments and maintaining a system for organization company documents. Other duties of the part-time bookkeeper may include putting together financial reports, checking records for accuracy, and notifying senior management of any accounting errors.

Budtenders:

These individuals will assist the management team with the activities and operations of the store while abiding by policies, procedures, and operational guidelines. VT 420 Budtenders will be responsible for helping customers, checking them out, cash handling, and customer service. Budtenders will be responsible for sales and promoting a positive customer experience by maintaining a tidy, safe, and inviting store environment while ensuring the sales floor is properly stocked and well maintained. Budtenders must excel in product knowledge and accurately use the point-of sale (POS) system while correctly handling cash and discount applications. Additionally, Budtenders will be required to verify paperwork, documentation, and valid IDs for customers.

Fulfillment Associates

The Fulfillment Associate is a crucial role within the daily operations of VT420's retail store. The position calls for responsibilities such as: reading and decipher work orders, locating and extract merchandise from shelves and storage areas, confirming merchandise information matches that of the work order, inspecting merchandise for damage, flaws, and irregularities. In addition, packing merchandise for delivery, finalizing work orders, and updating the database.

Delivery Driver

Deliver pre ordered cannabis products within Hudson County. Execute specific identity and security checks prior to handing over actual order. Follow assigned routes and time schedule, inspect, and operate a delivery vehicle.

Compliance Officer (3rd Party):

The Chief Compliance Officer responsibilities will be contracted to an outside individual well-versed in New Jersey Cannabis Law and regulations. The job requires a dynamic thinking and problem-solving individual who is adept at navigating the ever-changing, and oftentimes murky, local, state, and federal cannabis regulations. This means monitoring the regulatory environment daily in order to ensure nothing has changed. He or she will

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know which regulations are relevant and critical to the business at that moment of time, and what needs to be planned for down the road. The Compliance Officer's responsibility of staying abreast of changing laws will keep everyone else at VT 420 efficiently focused on their own responsibilities, rather than guessing about which laws and regulations are important, which are not, and which have changed (or are about to change).

Security Guards (3rd Party)

The security officer(s) will report directly to the Director of Security. A security officer(s) will be on the premises during all operating hours. and will be thoroughly trained in hazard, burglary, and emergency situations to protect the facility and community. All security officers will be properly SORA licensed by the State and possess any necessary valid identification whenever they are on the premises. A security officer will provide exterior perimeter checks to ensure that access is well controlled.

Recruitment Plan

As President Kennedy once famously quipped, "a rising tide lifts all boats." VT420 intends to be that tide and the "boats" President Kennedy was referring to are residents of Jersey City and the Greater Hudson County community. Much has been said about the obligation of those successful in the cannabis industry to spread the wealth – literally – to those who may have been overlooked or, worse, unfairly targeted for ill-treatment by police, government, and the legal system. Every member of the VT420 Management Team embraces that obligation and not only do they have the right "intentions", but they also have a solid plan to execute.

The City of Jersey City is perfect for VT 420's strategy to empower and employ the community. It has a minority population – that is growing – with an average household income that is 64% below the State average. The people, while economically still developing, are very employable. VT 420 will not only be able to offer good paying jobs but also industry career opportunities to Jersey City residents.

In order to accomplish that goal, VT 420 will become active with the City of Jersey City's Office of Diversity and Inclusion. This municipal department serves as a mechanism to influence the allocation of workforce readiness resources through a system of shared authority among various levels of government, the public and private sectors, and citizens. Over the past several years, the department has become the catalyst for minorities seeking employment opportunities. Most recently, their outstanding efforts in developing cannabis job fairs have become a vital conduit in providing Jersey City residents with access to future employment opportunities.

VT420 has, and will continue to, produce a locally delivered workforce readiness system in concert with the State's overall economic development strategy. The majority of the job applicants will be ready to learn and work in the cannabis industry field. VT420 plans to

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join and become very active in informing both the Hudson County Civic Association and the Office of Diversity and Inclusion of the employment opportunities created by the cannabis industry, and VT420 specifically. Not only will VT420's presence and collaboration with local organizations add to its visibility and credibility, but it will also permit the VT 420 team become involved in educating the community and shaping policy. The Company has already made outreach to express its interest.

VT420 will also utilize the services of New Jersey Cannabis Certified, which is a New Jersey based cannabis industry certification program that provides training for all entry-level, plant-touching jobs in the cannabis industry including retail dispensary positions. The program teaches, among other topics, New Jersey specific rules and regulations, the history of cannabis, the human body's endocannabinoid system, an introduction to the processing of manufactured cannabis products, and how to assist cannabis consumers. The program covers all of the topics listed in the Personal Use Rules and Regulations Administrative code 17:30-9.1.

In addition, VT420 will also partner with local colleges and participate in a few good old fashioned job fairs. Hudson County Community College have competent and active career services departments with students who are very interested in becoming involved in the cannabis industry. HCCC has continuously develop relationships with employers throughout Hudson County. Such services offered by the Career Services departments include career fairs, free job posting, on-campus interviewing and networking opportunities for businesses on campus. VT420 is very aware that much talent exists at those colleges and intends to tap into it. Finally, VT 420 will leverage relationships with local civic organizations for help with recruitment and retention such as the Hudson County Civic Association which they will continue to build and develop job opportunities.