

# *Mayflower*

Mayflower Medicinals, Inc.  
Presentation to the Boston Cannabis Board  
230 Harvard Avenue, Allston  
February 10, 2021

# Who We Are

**Mayflower Medicinals, Inc. currently operates a licensed Medical Marijuana Treatment Center at 230 Harvard Avenue in Allston.**

**A Safe, Compliant Business:** Since opening our doors in July 2018, Mayflower has prioritized safety and compliance, with full cooperation with state and local authorities and no incidents of loss or diversion.

**A Cannabis Control Commission-Vetted Operator:** Mayflower has an operational cultivation and product manufacturing facility in Holliston, an operational Marijuana Establishment retail license in Worcester and a provisional retail license in Lowell.

**Local Leadership with National Expertise:** CEO John Henderson is a 30-year Boston resident who plays an active role in day-to-day operations of Mayflower. He is one of the founders of iAnthus Capital Holdings, a publicly traded cannabis company with 31 retail facilities, providing the Boston team with a vast network of resources.

**A Community Partner:** Since first approaching the Allston community in 2016, Mayflower has been an active local partner that is committed to furthering the goals of the local community through volunteering, financial contributions, and continued participation.



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# Our Facility - Access

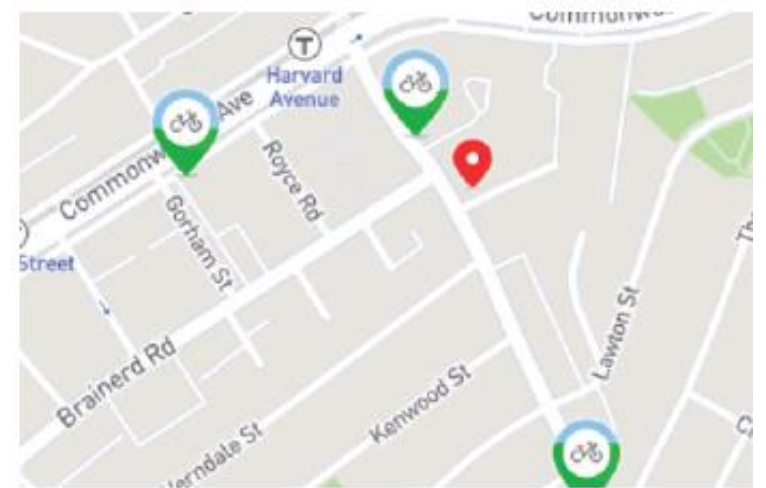
Mayflower has fully renovated a longtime vacant bank building at 230 Harvard Avenue located in the midst of a commercial street. The building is outfitted with state-of-the-art security surveillance materials and point of sale systems, allowing for the safe and efficient movement of customers throughout the building. The facility serves approximately 120 patients daily.

**Parking:** The property has a parking lot exclusively dedicated use with eight parking spaces. There are regularly metered spaces available along Harvard Avenue and Commonwealth Avenue.

**Cyclist Access:** Cycling is a major mode of transport in the Allston community. The facility maintains numerous bike racks procured from a local vendor and is located within a five-minute walk of three BlueBike stations that can dock over 44 bicycles, including one a block away at Harvard Ave and Brainerd Road.

**MBTA and Bus Access:** The facility is located less than 0.1 miles from the Harvard Avenue stop of the B Line of the MBTA's Green Line. It is steps away from a bus stop serving the 66 bus and 0.4 miles from bus stops servicing the 57 and 57A bus lines.

**Preventing Queuing and Traffic Nuisance:** Adult-use operations will commence using an appointment-only system along with enhanced security measures and designated security staff patrolling in the parking lot. Registered patients will be able to gain access to the facility at any time. In the unlikely instance that queues form, Mayflower will use a customer waiting system where customers will be offered an anticipated wait time and notified via cell phone or buzzer when they may enter the facility. Based on feedback from the local business community, Mayflower will encourage waiting customers to explore the Harvard Avenue commercial strip.



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# Our Facility - Security

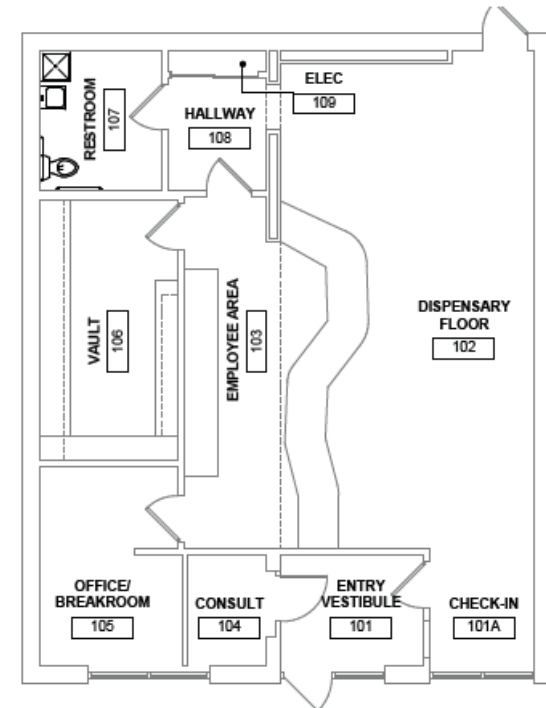
Through continued collaboration with the local District Police, Mayflower has continually refined its safety and operating procedures to ensure that it operates at the highest level of security while preventing nuisance to the surrounding neighborhood.

**Onsite Security Personnel:** Designated security staff are present at all hours of operation to conduct foot patrols of the premises and serve as a deterrent for nuisance behavior, including loitering, littering, public consumption, diversion, and illegal parking. Guards assist in securing restricted areas and the rear parking lot during product or cash transport.

**Building and Product Security:** As outlined extensively in Mayflower's submitted materials, Mayflower follows all state and local regulations to protect the integrity of the facility and all products, including those relative to interior and exterior surveillance and alarms, product storage, limited access areas, waste disposal, and incident reporting.

**Transportation of Product and Money:** Mayflower has a state-approved transport policy for product that is compliant with state and local regulations. Transportation of monies to financial institutions occurs regularly via armored transport or internal couriers.

**Preventing Diversion:** Due to its close proximity to college campuses, Mayflower prioritizes stringent access control procedures to prevent individuals under the age of 21 (or, in the instance of registered patients, 18) from entering the facility. Customers are ID'd three times during their visit to the facility and their IDs are scanned to ensure validity. Customers are made aware through signage and educational materials of the consequences of unauthorized diversion to underage parties.



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# Employment

## Recruitment

**Boston Residents:** Since opening its Allston dispensary, 66 percent of employees hired have been Boston residents. Mayflower seeks to increase this figure to exceed 50 percent by the end of 2021.

**Women:** Currently, 54% percent of employees are women. Mayflower seeks to increase this figure to exceed 60 percent by the end of 2021.

**Minorities:** Since opening its Allston dispensary, 33 percent of employees hired have disclosed that they identify as a minority. Mayflower seeks to increase this figure to exceed 50 percent by the end of 2021.

**Drug Related CORI:** Mayflower conducts background checks on employment applications in accordance with regulatory requirements but has adjusted its job postings to make it clear that individuals with CORI results may be eligible for employment. Mayflower will seek to hire at least 5 percent of its employees with drug related CORI's by the end of 2021 and will sponsor a CORI sealing clinic in the City of Boston.

Recruitment efforts will include hosting job fairs staffed by diverse employees and local residents; developing partnerships with local workforce development organizations geared towards Bostonians identifying as minorities, women, people with disabilities, Veterans, immigrant populations, and people who identify as LGBTQ+; advertising employment opportunities to local civic, business, networking, and philanthropic organizations; and encouraging employees to refer individuals for employment.

# Employment

## Benefits & Retaining Staff

### EMPLOYEE COMPENSATION LEVELS

Dispensary Manager	\$70,000-\$80,000 annually
Assistant Managers	\$50,000-\$60,000 annually
Dispensary Lead	\$17-20/hour
Dispensary Agent	\$15-16/hour

### BENEFITS

- Comprehensive health, vision, and dental insurance
- Life insurance and disability insurance
- Flex spending transit accounts
- Regular Trainings within area of specialization or other facets of company operations

Cultivation & product manufacturing employees have elected to unionize and selected UFCW Local 1445. Mayflower fully supports its employees and respects their rights to make informed decisions about their employment, including the right to collectively bargain.

Mayflower conducts a comprehensive annual survey to engage all team members in the process of identifying focus areas and improvement plans and has facilitated opportunities for continued collaboration between executive level staff and employees. Mayflower has emphasized the importance of hiring within and has implemented a whistleblower protection policy.



# Diversity & Inclusion

## CLONE Program

**Goal:** Develop internal programs to support financial opportunity for economically disadvantaged communities, minorities, women, veterans, persons with disabilities, immigrant populations, and people who identify as LGBTQ+.

**Program:** A paid fellowship and training program that promotes economic empowerment and community support to six fellows annually with a focus on providing training and skills that will enable individuals to find employment both within and outside of the cannabis industry. Mayflower invests over \$20,000 in each fellow through wages, benefits, comprehensive workforce training, skills training, mentorship opportunities, seminars, and networking opportunities. This amounts to a five-year investment of \$600,000 that will directly impact the ability of Bostonians to secure future employment in the cannabis industry.

Fellows must be Boston residents who identify as minorities, women, veterans, people with disabilities, immigrants, or people who identify as LGBTQ+ and must be eligible for the Social Equity or Boston Equity Program.

### MEASUREMENTS:

- Whether or not Mayflower has engaged six fellows annually.
- Whether or not Mayflower advertised fellowship opportunities by placing advertisements in diverse publications including bilingual media, local networking groups and public boards; providing briefings to representatives from recruitment sources tailored to individuals falling in the above-listed demographics; encouraging current fellows to refer applicants for employment; and hosting informational sessions.
- The number of applicants that applied for fellowship positions.
- The number of partnerships made with local workforce development organizations targeted towards hiring diverse populations, which should exceed two partnerships.
- The feedback received from fellows obtained from surveys given at the sixth week of the program and at the end of the program.
- The number of fellows that are able to obtain employment in the cannabis industry.

# Diversity & Inclusion


## Last Prisoner Project Collaboration

**Goal:** Offer external strategic support and partnerships with organizations that support criminal justice reform and social equity initiatives designed to level the playing field for disadvantaged communities.

**Program:** A national partnership with the Last Prisoner Project, commencing with participation for the Roll it Up for Justice Program at Mayflower's Boston facility through an advocacy and awareness program that provides customers the opportunity to donate to Last Prisoner Project.

### MEASUREMENTS:

- How much money was raised for the Last Prisoner Project.
- Whether or not donation rates were relatively similar amongst employees.
- The annual impact that Last Prisoner Project has identified through reports issued by the organization.
- Surveys to customers about other organizations with similar focuses that could be supported by such a fundraising strategy.

A poster for the Last Prisoner Project. At the top, the text "LAST PRISONER PROJECT" is displayed in white, with a green chain-link icon replacing the letter "O" in "PRISONER". Below this, the text "DID YOU KNOW..." is written in green, followed by "There are over 40,000 cannabis prisoners in the U.S." in white. A horizontal line separates this from the text "YOU CAN MAKE A DIFFERENCE TEXT FREEDOM TO 24365 TO DONATE" in green. Another horizontal line follows, with the text "Your donation will go towards releasing cannabis prisoners & rebuilding their lives." in green. Below that is a quote in white: "We will not rest and we will not stop until the last cannabis prisoner is set free." attributed to "— Steve DeAngelo". At the bottom, the website "LASTPRISONERPROJECT.ORG" is written in green, with "Follow us @lastprisonerproject" in white below it.

LAST PRISONER PROJECT

DID YOU KNOW...

There are over 40,000 cannabis prisoners in the U.S.

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TEXT FREEDOM TO 24365 TO DONATE

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"We will not rest and we will not stop until the last cannabis prisoner is set free."  
— Steve DeAngelo

LASTPRISONERPROJECT.ORG  
Follow us @lastprisonerproject



# Community Engagement

## Over the past 18 months, Mayflower has:

- Obtained over 450 letters of support for its proposal, including one from former City Councilor Mark Ciommo;
- Conducted two (2) informational sessions at nearby @Union, which were advertised to all local residents via door-to-door canvassing;
- Presented its plans to the Allston Civic Association on numerous occasions, including at an Executive Committee meeting held as recently as August 11, 2020;
- Presented regular updates to the Allston Board of Trade, an organization in which Mayflower is an active member;
- Outlined its plans to previous leadership at Allston Village Main Streets, an organization that Mayflower sponsors through monetary contributions of \$2,500 annually and conducts regularly scheduled volunteer service with;
- Held a virtual annual Mayflower-led community outreach meeting on July 14, 2020 to solicit feedback about its existing operations;
- Conducted local business walks to share our plans with the immediate business community along Commonwealth Avenue, Harvard Avenue, and Brighton Avenue;



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# Community Engagement

## Continued

### Over the past 18 months, Mayflower has:

- Conducted door-to-door canvassing to gather letters of support for its plans.
- Entered into an agreement with the City of Boston to beautify an underutilized stretch of median along Brighton Avenue with flower plantings. To achieve this, Mayflower engaged a professional landscape company to perform the landscaping work and entered into a partnership with Allston Village Main Streets to engage a local group of volunteers to complete seasonal plantings at least three times each year;
- Sponsored “A Taste of Allston” and served on planning committees for local businesses;
- Featured the art of Boston residents on its packaging and labeling as an effort to assist local graphic design professionals in developing a portfolio of client work;
- Installed a community bulletin board within its front lobby to provide information about local events, meetings, initiatives, and community features; and
- Utilized local vendors for fixtures and services for the Allston dispensary, including the customized bicycle rack in front of its facility.



“I’m honored to be a part of the Mayflower Artist Spotlight Series and excited to have the opportunity to make art that contributes directly to communities of disproportionate impact.”

– Lauren Madigan

**Questions?**