

NEIGHBORHOOD IMPACT REPORT

Commitment to Local Community

Farmers NJ LLC (“Farmers”) is a proud New Jersey company deeply committed to providing high-quality, affordable products to our community as a Class 5 Cannabis Retailer licensee. As a purpose-driven organization whose mission is to enhance the wellbeing of our community, Farmers will actively contribute to the health, equity, and growth of the Atlantic City community and surrounding area. We will engage in volunteer work, education, and meaningful engagement with community members regarding the impact and benefits of our operations. Farmers has worked collaboratively with local elected officials, civic associations, and neighborhood groups to ensure local stakeholders remain informed about important developments during the municipal approval processes and will continue to do so throughout the state approval process. Farmers is committed to continuing such relationships throughout the operation of its establishment.

Our Class 5 Cannabis Retailer facility (“Facility”) will create stable, good-paying jobs for New Jersey residents that will never be outsourced. Farmers intends to offer competitive wages, comprehensive benefits, state-of-the-art career training on both the job requirements itself as well as general customer service and other beneficial programs. Atlantic City will benefit from revenue and local option taxes. This financial support, as well as community work, including volunteer hours, will positively impact Atlantic City and its residents.

Economic Impact Plan

Locals First Hiring Policy

Farmers is committed to the creation of local jobs. The operation of Farmers’ Facility will introduce approximately fifteen to twenty-five jobs to the Atlantic City economy.

Farmers has created a comprehensive Workforce Development and Job Creation Plan that was strategically designed to emphasize a local workforce that is safe, healthy, and economically beneficial. Diversity is also a priority for the business, and an active effort will be made to recruit a diverse workforce. The main components of Farmers’ plan include:

- Prioritizing community-based hiring initiatives to attract local, qualified employees.
- Employees will receive a comprehensive Employee Handbook that outlines employment policies and provides resources covering topics such as operational procedures, employee benefits, anti-discrimination, and more.
- Both initial and ongoing training for all employees to ensure they have the substantive knowledge and skills to perform their duties.

Living Wage and Fair Pay

Farmers is committed to ensuring that all employees are properly compensated and will provide competitive wages to all employees and comprehensive benefits to all full-time employees. Wages will be greater than the New Jersey minimum wage and competitive within this industry. Each employee will receive equal pay for equal work regardless of their gender, race, religion, national origin, age, or physical and mental ability. Farmers’ management team will review wages and salaries at least annually to ensure that compensation remains fair and competitive.

Community Outreach Activities

Farmers will support worthy causes in the Atlantic City community by encouraging employees to volunteer at organizations that serve those in need in the community. Farmers commits to donating at least fifty hours of volunteer time to the community per year. Besides donating time for these

causes, Farmers will contribute funds and/or in-kind donations (e.g., food, baby products, etc.) through event sponsorship, fundraising, in-store promotions and donation drives, and other development activities.

Farmers is no stranger to the damaging effects of incarceration for cannabis-related offenses. To this effect, Farmers strives to do its part in helping to reintegrate formerly incarcerated people back into the community and give them opportunities in a thriving industry.

If issued a Class 5 Cannabis Retailer license by the New Jersey Cannabis Regulatory Commission (“CRC”), Farmers will work with the New Jersey Department of Labor and Workforce Development and implement an educational program for formerly incarcerated persons by creating either in-person events or webinars that are free to the public, in which members of the Farmers team or guest speakers can discuss the legal cannabis industry in New Jersey, and more specifically, the industry throughout Atlantic City.

Community Education

Farmers is committed to providing the Atlantic City community with helpful information regarding safe and responsible use of cannabis products. Farmers plans on partnering with neighborhood leaders to host free events to educate the public on the different types of cannabis products and the effects each type of product could have on a potential customer. The products that Farmers will offer for sale include flower, pre-rolls, concentrates, vape pens and cartridges, edibles, infused beverages, topicals, tinctures, and branded accessories. Each product type has risks and benefits. For example, it takes longer for an edible to take effect, and therefore, Farmers will educate the community to ingest edibles at a low-dose and expect to wait forty-five minutes to an hour to feel the effects.

Farmers wants the residents, and especially the youth, of Atlantic City to know that the unlawful use of cannabis has severe consequences. Although adult-use cannabis is legal in New Jersey, there are still current penalties for personal use by persons under the age of twenty-one (21) and medical use without a recommendation.

To raise awareness about the penalties for the unlawful use of cannabis, Farmers will explore partnering with the Atlantic City Police Department at our planned community discussions. During these community discussions, Farmers will solicit feedback from the community. Such feedback is essential to understanding the best way to reach our neighbors.

Philanthropy

Local Partnerships

Farmers has not yet established any partnerships with local organizations; however, Farmers fully intends to engage with multiple local organizations to help ensure that the needs of the Atlantic City area are being met.

Responsive and Engaged Community Liaison

Farmers intends to maintain open and effective communication with business and neighborhood members to address their concerns and to protect its commitment to service and community. Farmers will appoint a Community Liaison to be available to receive community concerns and complaints via mobile telephone and/or email. The Community Liaison will attend civic, business, and philanthropic meetings as a core job function.

Throughout local permitting and construction, the Community Liaison will coordinate public outreach, solicit feedback, and implement a plan to ensure the community is informed about Facility-related developments, as necessary. This plan will include door-to-door canvassing.

Prior to commencing operations, Farmers will provide law enforcement and neighbors within 100 feet of the Facility with the name and phone number of the Community Liaison to notify during and after operating hours to report any incidents or other problems with the Facility.¹ Farmers will post the contact information on its storefront's main entrance and on its website. Any community complaints will be promptly addressed to the best of the company's ability.

Operations Proposed Response Plan

Farmers' Community Liaison will coordinate public outreach, solicit feedback, and implement a plan to ensure the community is informed about Facility-related developments, as necessary. Farmers is committed to integrating into the Atlantic City community and fostering an inclusive environment where neighbors feel safe.

Operations Consistent with Community Plan Area Standards

Farmers will refer to Atlantic City's Master Plan Vision to guide its operations and entry into the Atlantic City community. Farmers will work to ensure its operations highlight and honor the history and culture of Atlantic City and the surrounding communities. Farmers is committed to becoming an engaging and impactful partner with the community of Atlantic City.

The exterior design of the Facility will remain consistent with the urban design objectives of the Heights. The selection of materials, fenestration, and ornamentation will be designed to result in a consistent and harmonious composition that appears as a unified whole. No cannabis or cannabis paraphernalia will be displayed in a manner that is clearly visible to a person from the exterior of the Facility.²

Commitment to Social Responsibility

Farmers is committed to social responsibility. Farmers is dedicated to benefitting the local community. Our vision of a healthy business is one where the business is a vital, active, and contributing member of its community. As such, Farmers has created a Social Responsibility Plan, available, upon request, to the CRC and representatives of the City of Atlantic City. Farmers will integrate the following goals into our company culture to maintain our commitment to social responsibility:

1. Increasing diversity in ownership, management, and workforce.
2. Supporting local community organizations and charitable groups.
3. Encouraging and rewarding volunteerism in our employees.

Programs

Farmers has developed specific programs to effectuate its stated goals to maintain dedication to social responsibility. Such programs will include the following:

1. Partner with diversity-focused organizations, such as the Statewide Hispanic Chamber of Commerce of New Jersey and the African American Chamber of Commerce of New Jersey, to recruit and train employees in this nascent field.

¹ N.J.A.C. § 17:30-9.10(b)(11)

² N.J.A.C. § 17:30-14.2(e)(3)

2. Establishing committee dedicated to social responsibility, which meets quarterly to guide Farmers' charitable giving and financial partnerships in the community.
3. Organize quarterly team volunteer days to encourage staff to donate their time towards local community organizations, park beautification efforts, and local events.

Beginning upon receipt of Farmers' license award from the CRC, Farmers will actionize our proposed commitment to the local community and social responsibility. The committee will review and evaluate Farmers' measurable outcomes no less than bi-annually to ensure that Farmers is meeting its commitments. Farmers will submit demonstration of the plan's progress and success to the CRC upon license renewal.

Addressing Community Concerns

The greatest public concerns with cannabis retail stores are often location, safety, traffic/parking, odor, and exterior design. Our team has years of combined experience operating at the pinnacle of regulatory compliance, public safety, and community engagement in the cannabis industry, the field of pharmacy, and various retail settings. By leveraging our team's experience, Farmers was able to select a location and team best suited for successful operations in Atlantic City.

Community Safety

Community safety is the foundation of a successful retail operation. Our exceptional and experienced security team is intimately familiar with what it takes to operate and secure a safe retail cannabis business. Farmers will be implementing state-of-the-art security systems in accordance with state regulations and the Atlantic City Code, as set forth in Farmers' *Safety and Security Plan*.

Eliminating Cannabis Odors

All cannabis and cannabis products will be packaged off-site and odor impacts are not expected. Nevertheless, Farmers has developed a proactive *Odor Mitigation Plan* to ensure odor does not unintentionally permeate throughout the Facility. Through the design process, Farmers will identify all potential sources of odors and will proactively design, construct, and operate a Facility that follows industry-best practices for odor mitigation.

No significant odor-emitting activities will occur on site. All cannabis and cannabis products will arrive pre-packaged from other licensed cannabis businesses, and Farmers will not open any packaged cannabis item, except for quality control purposes.³ Cannabis and cannabis products will be sealed in packaging that is specifically designed to eliminate cannabis-related odor.

Farmers' *Odor Mitigation Plan* will have a minimal environmental impact, improve air quality for customers and employees, and assist with nuisance abatement. Farmers' policies will account for all aspects of odor control, including premises inspection and maintenance, HVAC system upkeep, employee training, and community relations. Farmers will perform self-inspections, encourage employee observation and reporting, and create response protocols to effectively address any odor complaints that may arise.

Commitment to Cannabis Research Statement

Farmers is committed to research related to cannabis. We believe that research related to cannabis products has the potential to dynamically impact future healthcare outcomes for patients in New Jersey and across the nation. Farmers has proactively developed internal and external research

³ N.J.A.C. § 17:30-13.2(g).

initiatives, available, upon request, to the CRC to further our mission of expanding collective knowledge and understanding of how cannabis can impact consumers and how the cannabis industry as a whole can better serve the communities where it operates. Upon licensure, we will utilize our status as a licensed operator to coordinate with research partners who have the capability of effectuating public and private research.

Conclusion

Farmers is committed to becoming an engaging partner with Atlantic City as we establish our operations. With concrete goals and strategies, our team is ready to make a difference in our community. Our commitment to social responsibility goes beyond mere platitudes and will effectuate lasting changes for our community and the surrounding areas. Farmers will partner with local and state-wide research leaders to assist cannabis researchers in exploring the effects and science behind cannabis. Our world-class operations will positively impact all aspects of our community and will serve as a model for cannabis operators across New Jersey.