



Applicants must use this template to submit the required Social Impact Plan. Applicants should not disclose proprietary information or intellectual property as the Social Impact Plan must be made publicly available. Please use the space provided to answer each question; if possible, do not include attachments.

**Section 1: Applicant Information**

<b>Business File Number(s) (BFNs)</b>	2013-BFN-1067498 / 2015-BFN-0005811		
<b>Entity Name</b>	RMZ, LLC		
<b>Trade Name (DBA)</b>	N/A		
<b>Physical Address of the Marijuana Facility</b>			
Street	City	State	Zip Code
	Denver	CO	80216
<b>Mailing Address (If Different from the Physical Address)</b>			
Street	City	State	Zip Code
SAME			
<b>Contact Affiliated with the Applicant Responsible for Oversight and Implementation of the Social Impact Plan</b>			
Name	Don Novak	Phone Number	888-505-5799
Email Address			
<b>Are you a transporter without a licensed premises in Denver or a mobile hospitality business without a licensed premises in Denver?</b>		<input type="radio"/> Yes	<input checked="" type="radio"/> No

**Section 2: Registered Neighborhood Organizations** SEE COMPLETE RNO LIST ATTACHED

List all registered neighborhood organizations (RNO) whose boundaries encompass the location of the proposed licensed premises. Attach additional sheets as needed. Transporters without a licensed premises in Denver and mobile hospitality businesses without a licensed premises in Denver are not required to complete this Section 2.

<b>Name of Registered Neighborhood Organization</b>	Council District 8
RNO Contact Name	RNO Contact Phone Number or Email Address
Christopher Herndon	720-337-8888 / christopher.herndon@denvergov.org
<b>Name of Registered Neighborhood Organization</b>	Council District At Large - Robin Kniech
RNO Contact Name	RNO Contact Phone Number or Email Address
Robin Kniech	720-337-7712 / kniechatlarge@denvergov.org
<b>Name of Registered Neighborhood Organization</b>	Council District At Large - Deborah Ortega
RNO Contact Name	RNO Contact Phone Number or Email Address
Deborah Ortega	720-337-7713 / ortegaatlarge@denvergov.org

<b>Name of Registered Neighborhood Organization</b>	Denver For All
RNO Contact Name <b>Bryan Wilson</b>	RNO Contact Phone Number or Email Address 303-395-9273 / info@denver4all.org
<b>Name of Registered Neighborhood Organization</b>	District 8 Neighborhood Coalition, Inc.
RNO Contact Name <b>Jennifer Dillon</b>	RNO Contact Phone Number or Email Address 808-495-2114 / District8NCDen@gmail.com
<b>Name of Registered Neighborhood Organization</b>	East Denver Residents Council
RNO Contact Name <b>LaMone Noles</b>	RNO Contact Phone Number or Email Address 720-273-6920 / lamone4denver8@gmail.com

Please describe your plan for engaging with each of these registered neighborhood organizations:

RMZ, LLC (RMZ) partnered with kind Colorado to develop a high-impact, sustainable, authentic and accountable Social Equity Plan (SEP) that will help RMZ's owner and staff to become familiar with some of the themes and values of the NE Park Hill (and Greater Park Hill) Community. The goal is for RMZ to begin to explore pathways to meaningfully impact community health (defined broadly) initiatives while also increasing its social license to operate in the community. RMZ would like to be a community asset involved in local efforts supporting residents and with much experience to draw from, looks forward to supporting local efforts in the NE Park Hill and Greater Park Hill community. DN has been attending neighborhood meetings at least once per year since 2017. In 2020 it slowed down but he will be back in the meeting when they are in person. This is the best way to determine what a community needs. He will be making contact with the additional groups above in 2021-22 to find out when they meet and how to best serve them.

<b>Who should residents, RNOs or businesses in the neighborhood(s) contact with questions, concerns or complaints?</b>	
Name DN	Phone Number
Email Address	

In how many business days can a resident, RNO, or business in the neighborhood expect to receive a response to a question, concern, or complaint?

24 hours

When the licensee receives a question, concern, or complaint, what steps will the licensee take to resolve it?

1. As the owner or the facility in the North City Park Neighborhood and a resident of the Cole neighborhood, take the call/email or letter - return communication within 24 hours
2. Take note of concern, reassure the person that provided the input
3. Review the concern with the necessary members of our team
4. Reach out to the concerned neighbor with a written and verbal response to how we will be addressing and solving the issue
5. Once the issue is resolved we will make contact with said person, explain the process and timeline with which the incident will be resolved
6. Follow up once it is resolved to insure that it has been dealt with to all parties satisfaction

### Section 3: Questionnaire

Describe your plan for promoting diversity and inclusion in hiring and employment.

1. Goal(s): What are the desired outcomes of the plan? Goals should be specific, measurable, achievable, relevant, and time-bound. (*Example: Increase the percentage of company leadership positions held by women and people of color from 20% to 30% in the next year.*)

Describe your goal(s) for promoting diversity and inclusion in hiring and employment:

We as a company are always on the look out for the most qualified people for each of the positions at RMZ. As our business is production, packaging and labeling in nature, we provide the newest members of the team a path to further education and internal development. This is better for the company and the team member.

To that end, we intend to hire two new people in 2021-22 and we will be looking for female and people of color to fill these positions.

In 2022 we will be bring on a new female equity partner if approved by the Marijuana Enforcement Division.

2. Program(s): What specific actions, activities, or processes will be utilized to achieve the goal(s) stated above? (Example: *Implement a corporate mentorship program that puts women and people of color on track for promotion to leadership positions.*)

Describe the program(s) that will support your goals for promoting diversity and inclusion in hiring and employment:

When searching for new hires in 2021 we will be expanding our outreach to local churches, adult centers and community groups and offering not only a paycheck but an opportunity to be trained and up leveled within the company.

In 2021-22, we have up-leveled one team member of color to management position (Production Manager) as well as one female to the role of R&D manager.

In 2022 we hope to hire 2 more individuals based on the methodology above. Hire, train the team member, put them on a qualified path to higher pay and more responsibility. Retention of team members and diversity of people is critical to maintaining strong teams that thrive together.

3. Measurement(s): What are the specific metrics that you will use to measure the success of the programs? (Upon renewal, you will be required to identify outcomes resulting from your diversity and inclusion plan using these metrics.) (Example: *Currently, 20% of the business's leadership positions (executive officers, managers, assistant managers, etc.) are held by women and people of color. At the next renewal, we will report an updated percentage.*)

Describe the measurement(s) that will show your success in promoting diversity and inclusion in hiring and employment:

In the next year, we will adding 2 people of color and one woman to our management team.

We will also be adding a female owner to our team if approved by the Marijuana Enforcement Division

**Describe your sustainability practices.**

1. Goal(s): What are the desired outcomes of the plan? Goals should be specific, measurable, achievable, relevant, and time-bound. (*Example: Reduce the number of employees who drive alone to work every day by 15% in the next year.*)

Describe the goal(s) for your sustainability practices:

We will attempt to reduce air pollution caused by physical commutation to work.  
We will be focusing on renewable and recyclable products and containers at our facility.

2. Program(s): What specific actions, activities, or processes will be utilized to achieve the goals stated above? (*Example: Implement telework policies and provide discounted RTD EcoPasses to employees.*)

Describe the program(s) that will support your sustainability practices:

We will be allowing 2 of our team members to work from home up to 2 days per week.  
We will be adding cardboard and other recycling to our facility  
The packaging rules that currently exist for our industry are wasteful and redundant. We will be meeting with the MED and joining any efforts they have to reduce the need multiple layers of packaging, hard bottles that are not recyclable.  
We will be replacing the packaging for two products from child safe plastic tubs with additional labels that are not recyclable, with child safe mylar bags that are preprinted.

3. **Measurement(s):** What are the specific metrics that you will use to measure the success of the programs? (Upon renewal, you will be required to identify outcomes resulting from your sustainability plan using these metrics.) *(Example: According to an employee survey, 70% of employees drive alone to work every day. At the next renewal, we will report an updated percentage.)*

Describe the measurement(s) that will show the success of your sustainability practices:

We will allow two employees to work from home. Based on Stanford University's carbon footprint calculator, with an estimated 20 mile round-trip commute each, 22mpg at \$3.99/gallon, the reduction in carbon footprint will be approximately 8,570 lbs. of CO2 emissions per year.  
We expect that the simple replacement of the packaging from the aforementioned products and use of preprinted mylar bags will reduce waste by 20%.

**Plan to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement.**

1. **Goal(s):** What are the desired outcomes of the plan? Goals should be specific, measurable, achievable, relevant, and time-bound. *(Example: In the next year, ensure that at least 20% of third-party products sold in the store are produced by vendors owned by people of color.)*

Describe your goal(s) to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement:

When searching for new hires in 2021, we will be expanding our outreach to local churches, adult centers and community groups and offering not only a paycheck but an opportunity to be trained and up leveled within the company. We will do our best to pull new hires from our local community, so they do not have to drive, we will train them not only for the job at hand, but put them on a measurable path to a long sustaining relationship within the company.

2. Program(s): What specific actions, activities, or processes will be utilized to achieve the goals stated above?  
(Example: Onboard two new product lines produced by businesses owned by people of color.)

Describe the program(s) that will support your goals to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement:

The female population in particular were deeply affected by the war on drugs, which disproportionately placed husbands and fathers in prison while forcing mothers, sisters, and daughters to shoulder greater and greater economic burdens for their families with less time and resources to manage, own, or grow their own businesses. With the approval of MED, we are seeking to merge with a female-owned product development company.

3. Measurement(s): What are the specific metrics that you will use to measure the success of the programs?  
(Upon renewal, you will be required to identify outcomes resulting from your plan for promoting participation by people from communities disproportionately harmed by marijuana prohibition and enforcement using these metrics.) (Example: At the time of the next renewal, assess what percentage of third party products sold in the store are produced by vendors owned by people of color.)

Describe the measurement(s) that will show the success of your programs to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement:

With approval of the merger by MED, in 2022, our goal is to have at least two women as managing staff and two persons of color.

We seek to have 100% of our raw material bases for our trans dermal products as well as our gel bases provided by minority-owned businesses.

Please provide any additional information you'd like to share about social impact efforts not included or addressed in the above. Please include any goals, programs and measurements. (Not required.)

Section 6-280(g) of the Denver Revised Municipal Code requires marijuana businesses to ensure that social impact plans are made publicly available. How can members of the public access this Social Impact Plan?

We will have the plan available in our facility, but we will also make it available on our website. For security reasons, as a product manufacturing company, we were instructed by the District 2 police department to avoid adding our facility address to online.

<b>RNO NAME</b>	<b>RNO CONTACT</b>	<b>CONTACT PHONE</b>	<b>CONTACT EMAIL</b>
<b>Council District 8</b>	<b>Christopher Herndon</b>	<b>720-337-8888</b>	<b>christopher.herndon@denvergov.org</b>
<b>Council District At Large</b>	<b>Council Member At-Large-Robin Kniech</b>	<b>720-337-7712</b>	<b>KniechAtLarge@denvergov.org</b>
<b>Council District At Large</b>	<b>Council Member At-Large-Deborah Ortega</b>	<b>720-337-7713</b>	<a href="mailto:ortegaatlarge@denvergov.org"><b>ortegaatlarge@denvergov.org</b></a>
<b>Denver for All</b>	<b>Bryan Wilson</b>	<b>303-395-9273</b>	<b>info@denver4all.org</b>
<b>District 8 Neighborhood Coalition, Inc.</b>	<b>Jennifer Dillon</b>	<b>808-495-2114</b>	<b>District8NCDen@gmail.com</b>
<b>East Denver Residents Council</b>	<b>LaMone Noles</b>	<b>720-273-6920</b>	<b>lamone4denver8@gmail.com</b>
<b>Greater Park Hill Community, Inc.</b>	<b>Lana Cordes</b>	<b>303-388-0918</b>	<b>director@greaterparkhill.org</b>
<b>Inter-Neighborhood Cooperation (INC)</b>	<b>Loretta Koehler</b>	<b>303-520-4945</b>	<b>president@denverinc.org</b>
<b>Northeast Park Hill Coalition (NEPHC)</b>	<b>Evelyn Barnes</b>	<b>720-308-7152</b>	<b>nephcoalition@gmail.com</b>
<b>Opportunity Corridor Coalition of United Residents</b>	<b>Donna Garnett</b>	<b>303-335-9841</b>	<b>donnagarnett50@gmail.com</b>
<b>Unite North Metro Denver</b>	<b>Fran Aguirre</b>	<b>303-477-5928</b>	<b>jaguirreja@aol.com</b>
<b>United Neighbors of Northeast Denver</b>	<b>Darcy Wilson</b>	<b>303-296-5555</b>	<b>darcy.wilson@comcast.net</b>