



Zip Run is a state-of-the-art e-commerce platform for both delivery and pickup for cannabis products.



TEAM



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Mission & Vision Statement



Mission Statement:

At Zip Run, our mission is to employ, empower, and enlighten our local communities. We believe in making cannabis consumption more accessible and straightforward for everyone while shaping the delivery and pickup market together.

Vision Statement:

We aim to become a viable technology company that can compete with delivery and pickup services. Our vision is to support people from disproportionate areas in Massachusetts & beyond to prevent the continuation of an inequitable status quo by teaching the importance of ownership while providing job opportunities within a wide variety of fields and career paths.

Diversity & Inclusion Plan



Employment

- ✦ We are prioritizing driver applications of diverse backgrounds. Our goal is to increase diversity in the legal cannabis industry in Massachusetts.

Zip Run Executives

- ✦ As currently constructed, 50% of Zip Run's executive positions are held by individuals from diverse backgrounds.

Executive Diversity Policy

- ✦ Zip Run promotes a policy that increases awareness of the need to recruit people from diverse backgrounds within our top-level executive positions.
- ✦ As we expand our business, Zip Run will continue to prioritize recruiting candidates from diverse backgrounds.

Employee Resource Group (ERG)

- ✦ Employee Resource Group (ERG): Zip Run will sponsor an employee resource group within our organization centered around diversity and inclusion.
- ✦ To create an employee network united around a common goal: providing Zip Run with their unique perspectives on advancing awareness around diversity and inclusion.



How We Will Measure Our Goals



- 1** Annually evaluate the then-current process used for recruiting, hiring, and retaining to determine whether the diversity plan is still effective.
- 2** Collect and analyze data, including demographic information related to the workforce's composition and whether its plan is achieving its diversity objectives.
- 3** Measure the number of individuals from diverse backgrounds who were hired and retained after our operations in Massachusetts.
- 4** Measure the number of promotions for people from diverse backgrounds within our first fiscal year of operations.



Employment Plan



List of anticipated positions:

- ✦ Delivery Driver
- ✦ Operations Manager (Driver Leads)

Number of drivers need to employ:

- ✦ We plan on hiring 20-40 drivers for our initial launch with Berkshire Roots

Driver On-Boarding

- ✦ Shift Scheduling
- ✦ Walkthrough of tools need to perform the driver's shift
 - Electronic Manifest
 - Driver Log
- ✦ All agents acting as delivery employees must go through the mandatory training through the CCC. Must be completed within 90 days.

- ✦ Also, Zip Run will ensure that employees receive a minimum of eight (8) hours of ongoing training annually. Each driver will go through a 35-hour onboarding process.
- ✦ Drivers will be required to update their shift scheduling.
- ✦ Drivers will be required to complete delivery walkthrough protocols with their manager on duty before starting their shift to ensure drivers' and consumers' safety.



Community Support



Reducing Barriers

Prioritize the hiring of individuals from disenfranchised communities in the state of Massachusetts to reduce barriers to entry into the adult-use cannabis sector. Zip Run will enforce a policy that requires at least 25% of our employed drivers to be from disproportionately impacted areas.

Providing Mentoring, Professional and Technical Services

Provide cannabis education, industry-specific technical training, and mentoring services for individuals facing systemic barriers.

Non-Profit Support

Provide support to non-profit organizations aligned with Zip Run's community goals and inclusiveness. We will do this by providing donations and community service hours.

Providing Scholarships

Zip Run will give capital to individuals from disenfranchised communities in Suffolk County that have aspirations to impact them and their surroundings positively. Therefore, Zip Run will establish a scholarship program for college students and rising first-year college students to support this initiative.

Security Plan



- ✦ Zip Run is equipping all personnel and vehicles with necessary real-time tracking and surveillance tools. We are teaming up with a fleet management industry leader, GPSTrackit, to track in real-time all of our cars and drivers in operation.
The system includes the following:
 - GPS Hardware Monitoring Device
 - Four Cameras (w/ color and timestamps embedded)
 - Dedicated personnel overseeing the operations from Zip Run's central location
- ✦ The CCC will inspect all vehicles before we commence operations.
 - Zip Run will contact the CCC when a new vehicle needs to be inspected.
- ✦ Vehicle Safety Plan
 - Each vehicle is equipped with a locked and secure storage compartment in the trunk to hold the marijuana products.
- ✦ All vehicles will be staffed with two drivers.
- ✦ All vehicles are equipped with automatic locks, slightly tinted windows, and an internal alarm system.
- ✦ The vehicles will have no external markings or symbols that indicate marijuana delivery.

Prevention of Diversion Plan



Zip Run Protocols

- ✦ All Zip Run vehicles do not have markings or signs that suggest they are holding cannabis products.
- ✦ Zip Run will not accept cash or in-person debit card transactions from consumers. All transactions are finalized before our driver's arrival.

Driver Prevention Protocol

- ✦ Our drivers are instructed to be in constant contact with Zip Run's central location and if they feel unsafe at any time, skip the delivery and report any questionable activity right away.

Route Optimization Integration

- ✦ We have integrated with a route optimization API that constantly changes the route of our delivery drivers. We implemented this technology so our delivery routes are not consistent.
- ✦ Dedicated personnel overseeing the operations from Zip Run's central location
- ✦ Direct one to one communication with all drivers via satellite and wifi (both cell phone and application).



Parking & Transportation



- ✦ Zip Run will own/lease all vehicles used for delivery
- ✦ All vehicles will be registered as commercial vehicles
- ✦ All vehicles will be inspected and insured in the Commonwealth of Massachusetts
 - They will carry liability insurance of at least \$1,000,000
- ✦ All vehicles will be parked overnight at the address identified as the Licensee's place of business or another location provided, keeping the vehicle at the identified location complies with all general and special bylaws of the municipality.



What We Offer Our Partners



Online-Store Front



**Web Admin Solution
(Pre-verification
+ Order Management)**



Driver Application

Contact Us



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