

ADULT USE CANNABIS - 417 HYDE PARK, BOSTON MA - EST 2024

MEET THE TEAM

Manny Almonte
CEO



Sean Coleman Expert Cannabis Lawyer

- Lifelong resident of Hyde park
 Boston public schools;
 Attended Boston English High School
- University of Maine

- Attorney specializing in cannabis, real estate, compliance, funding, & litigation
- Passionate about social injustice in the cannabis space
- Undergrad at Johns Hopkins U.
- Georgetown School of Law

Kayla Yee CEO



- Lifelong Roxbury resident
- Metco student; attended Lincoln-Sudbury Regional High School
 - Assumption University

Jack CarneyCannabis Manager



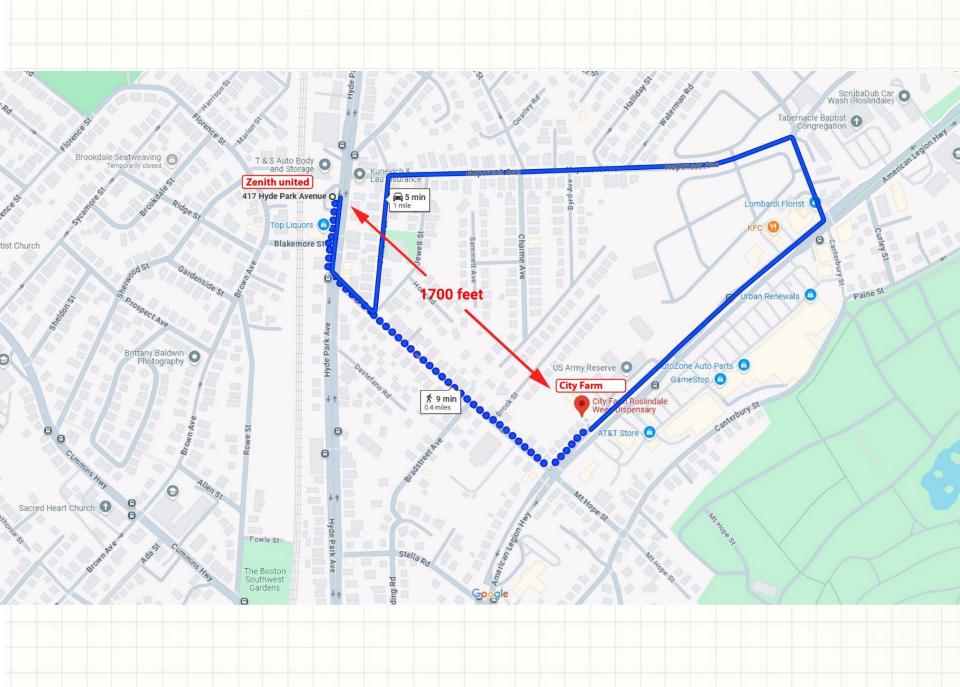
- Successfully managed multiple dispensary operations
- 10+ years of cannabis experience
- Iowa State University

Zenith United LLC 2



Location Overview

- Address: 417 Hyde Park Avenue, Roslindale, MA
- Centrally located in Roslindale's urban district with diverse residential and commercial surroundings
- ☐ Services an area with a density of 15,000 people per square mile.
- Designed for safe flow of customers with designated security check and sales areas

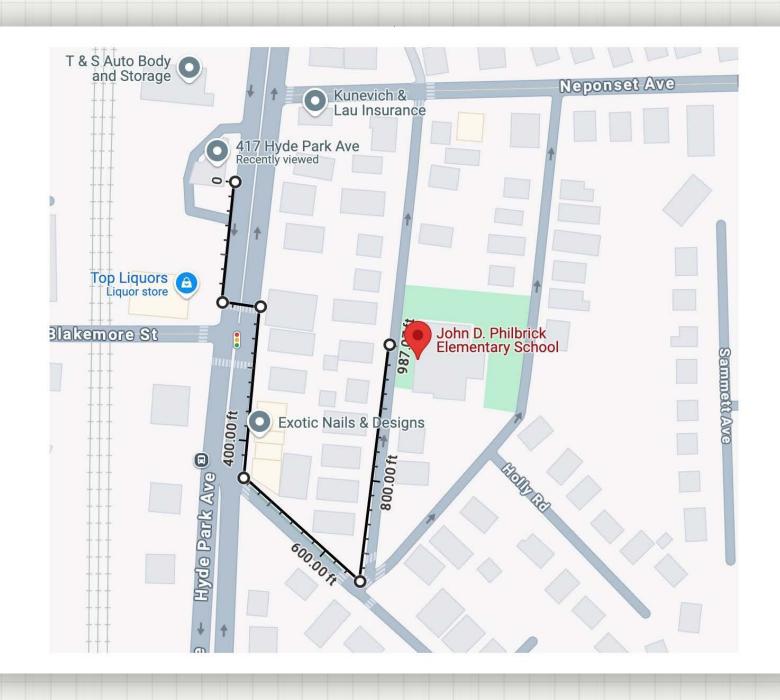


Neighborhood Density & Commercial Footprint

- Roslindale: diverse, mixed-use neighborhood
- Surrounded by local businesses, restaurants, and community hubs
- Dense residential zone provides strong customer base with 15,000 people per square mile
- Strong potential for local hiring and economic integration

Distance from Schools & Sensitive Uses

- Complies with CCC buffer zones and City of Boston regulations
- Impassable barrier condition met with Philbrick Elementary School
 - 987 feet away
- Philbrick-Sumner Merger And Irving Renovation
- No libraries, community centers, or similar sensitive uses in close proximity



Public Transportation Access

- ☐ Located along MBTA 30, 32, and 34 bus lines
- Short walk to Roslindale Village commuter rail station
- Easily accessible via foot, bike, or car

Parking & ADA Accessibility

- On-site parking lot with multiple dedicated customer spaces
- Full ADA compliance: ramps, signage, and entrance design
- Safety lighting and surveillance installed for evening visits



Community Engagement Overview

- Outreach began Feb 2024 with community meeting
 & an additional outreach meeting in Jan 2025
- Strong focus on transparency and accessibility
- Ongoing relationships with neighborhood associations
- Multiple letters of support from community members & local business owners (also abutters)
- Over 200 signatures of support from local residents

Top Liquor 435 Hyde Park Ave Roslindale, MA 02131

March 21, 2025

Boston Cannabis Board Boston City Hall 1 City Hall Square, Room 805 Boston, MA 02201

Dear Members of the Boston Cannabis Board,

I am writing to express my full support for Zenith Dispensary's application to establish a cannabis dispensary in Roslindale. As the owner of Top Liquor, a proud business in the community. I believe Zenith Dispensary will be a valuable addition to our neighborhood. providing safe, regulated access to cannabis while contributing to local economic growth.

As a local business owner, I understand the importance of fostering strong relationships within the community. I believe Zenith Dispensary will not only bring economic benefits but also create job opportunities and support local initiatives. I am confident that their presence will be a positive force in our neighborhood, and I fully endorse their application.

I appreciate your time and consideration in reviewing their proposal. Please feel free to contact me at 617-327-3166 if you require any additional information.



BOSTON CITY COUNCILOR DISTRICT 5

March 24th, 2025

Chair Joyce and the Boston Cannabis Board Boston Cannabis Board 1 City Hall Square

Room 809 Boston MA 02201

RE: Letter of Support for Zenith United LLC

Dear Chair Joyce & Boston Cannabis Board.

I am writing to you to express my position of support for the application of Zenith United LLC at 417 Hvde Park Ave, in Roslindale, Emmanuel Almonte, owner of Zenith United LLC, connected with me about his application last year given that his dispensary's location is near my district. Mr. Almonte and his team will foster a warm, welcoming environment for patrons and staff creating a valuable asset to the community.

Please do not hesitate to contact me with any questions

Enrique J. Pepén Boston City Councilor, District 5

BOSTON CITY HALL, ONE CITY HALL SQUARE, BOSTON, MASSACHUSETTS, 02201 (617) 635-4210 | ENRIQUE, PEPEN@BOSTON.GOV



LETTER OF SUPPORT

On behalf of DiasporaMass, we are proud to extend our full support to Zenith Dispensary as it prepares to open its doors in Roslindale. As a platform deeply rooted in highlighting community-driven initiatives and empowering the Diaspora, we recognize the importance of businesses like Zenith that are committed to equity, opportunity, and

Zenith Dispensary represents more than just a business venture-it reflects a vision for inclusive economic development, local empowerment, and reinvestment into neighborhoods that deserve long-term, sustainable support. Their presence in Roslindale opens up new possibilities for education, employment, and access, and we believe this can be a pivotal step toward creating a more resilient and informed

At DiasporaMass, we are especially aligned with Zenith's mission to uplift marginalized voices and to operate responsibly, with intentionality and care. Together, we believe we can collaborate on events, wellness education, outreach initiatives, and entrepreneurial programming that will not only enhance the quality of life for local residents but also

We're excited about the potential impact Zenith will have in Roslindale, and we look forward to exploring meaningful ways to collaborate and amplify our shared values. Please consider this letter a statement of our ongoing support for Zenith Dispensary

With unity and purpose.

C. Osenwegii Founder, DiasporaMass

April 11, 2025

To Whom It May Concern,

My name is Catalina Maldonado and I'm 76 years old. I've lived in Roslindale for most of my life, and while I live about a mile away from the proposed location for Zenith Dispensary - and yes, there's already a cannabis shop near me - I still wanted to write in support of this new

I believe in giving people options, and I also believe in supporting local entrepreneurs who are putting in the work to do things right. Zenith has already shown they're serious about engaging with the community and listening to concerns. That goes a long way in my book.

Just because there's one dispensary nearby doesn't mean we don't need more access, especially on the other side of the neighborhood. Not everyone can (or wants to) travel across town, and I think people should be able to shop for legal products safely and conveniently in their own area.

Plus, if Zenith is going to be a business that hires locally, supports the community, and treats customers with care and respect, then I say - why not give them a chance?

Catalina Maldonado

Roslindale Resident

124 Fawndale Rd Roslindale ma 02131

Letters of **Support**

April 15th, 2025

To Whom It May Concern

As a resident of Roslindale, I'm writing to express my strong support for Zenith United LLC, also known as Zenith Dispensary, opening in our neighborhood

Currently, if you want to visit a dispensary, the closest options are either in Forest Hills/Jamaica Plain or across the train tracks to High Profile Budera, which is about a mile away. For many people in this part of Roslindale—especially those who don't drive or prefer to shop locally— that's just not convenient. Having a dispensary like Zenith nearby would greatly improve accessibility and convenience for the community

Cannabis is still misunderstood by some, but for many of us, it's something we use responsibly
—for stress, anciety, pean relief, or simply to unwind. Making it more accessible helps people
who rely on it, particularly those who walk or use public transit to get around.

What makes Zenith stand out is their genuine desire to be part of the neighborhood. They're not just looking to open a business-they want to build relationships and give back. That kind of ment matters. I'd much rather support a dispensary that's owned by people who care about the area than a big chain that sees us as just another market.

In short, I believe Zenith will be a positive addition to Roslindale. I hope they're given the

Thank you for your time and for listening to the voices of those who live in the neighborhood.

Michayla Mathis 36 Fayindale Road Roslindale, Mt 02131 T and S Auto Borty

409 Hyde Park Ave

Roslindale, MA 02131

I am writing on behalf of T and S Auto Body Shop to express our enthusiastic support for Zenith United LLC in their application for a cannabis retail license with the Massachusetts Cannabis Control Commission.

As a longstanding business within the community, T and S Auto Body Shop understands the importance of fostering responsible businesses that prioritize the well-being and development of the neighborhoods they serve. We believe that Zenith United LLC, under the leadership of co-owners Kayla Yee and Manny Almonte, has demonstrated a strong commitment to ethical business practices, community engagement, and economic

Zenith United LLC has consistently shown dedication to creating a positive impact through their intention to offer quality products while adhering to all state regulations. Their proactive efforts to engage with local neighborhood associations and community member reflect a genuine commitment to collaboration and transparency.

We are confident that Zenith United LLC will operate with integrity, responsibility, and respect for our community. We strongly support their application and believe their presence will contribute positively to the area.

Thank you for considering this letter of support. Should you require any further information, please feel free to contact us.

Domingos Pereira T and S Auto Borty Shop

May 30th, 2025

Dear Boston Cannabis Board.

My name is Rafael , and I've lived in Roslindale my whole life. I'm writing to show my full support for Zenith Dispensar

Even though I live on the other side of town, closer to one of the existing dispensary, I drive down Hyde Park Ave every single day to get to work. Hyde Park Ave is a main route for a lot of us who live here — and to be honest, it would make a lot of sense to have a dispensary like

It's not just about convenience (although that definitely helps), it's about nutting local businesses in places that actually serve the people. Zenith would be filling a real gap on this side of Roslindale - people shouldn't have to cross train tracks or travel out of their way for safe, legal

I also really respect that Zenith is being started by folks from the Boston community. They know the area, they understand the people, and they're not just trying to open a store — they want to build something that gives back, hires locally, and brings positive energy to the neighborhood.

This is exactly the kind of business we should be supporting in Roslindale. I'm all for it.

124 Fawndale Rd Roslindale MA 02131

12 Starbird Ave

Roslindale MA 02131

March 28th 2025

To the Boston Carnahis Board

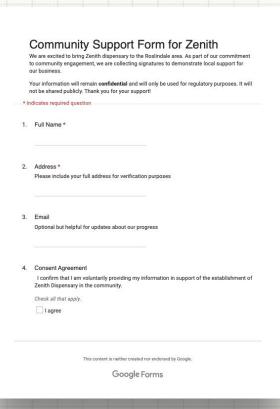
I'm writing to show my support for Zenith Dispensary opening in the Roslindale area, I've lived here for a long time, and I'm excited about what Zenith is bringing to the neighborhood. They seem genuinely interested in being a positive part of the community, and I appreciate that.

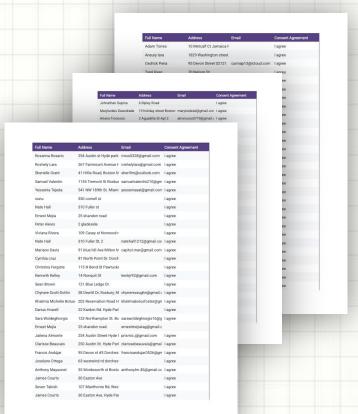
I've had the chance to learn about their plans, and I'm impressed by how much they care about doing things the right way—being transparent, working with local groups, and making sure their business benefits Roslindale. It's refreshing to see a company willing to listen to residents and

I believe Zenith Dispensary would be a great addition to the area. They're thoughtful in their approach, and I think they'll bring good energy while supporting the local economy. I'm happy to support their efforts and hope you'll approve their application.

Local Resident Support

We have received over 200 signatures from local residents in support:





Support from Elected Officials

- Letters of support submitted from 2 elected officials
- Meeting minutes available showing positive feedback
- No opposition on record from City Council or mayoral offices

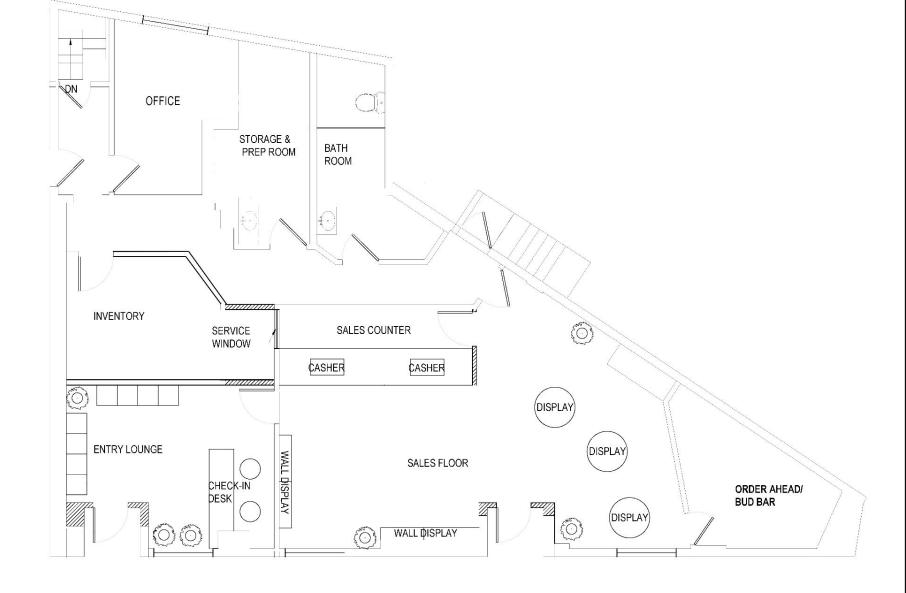
Support from Community Orgs

- Supportive engagement from returning citizen support groups
- Informational sessions co-hosted with local advocacy groups
- Planning partnerships for job placement post-licensure

Additional Community Involvement

- Quarterly community meetings planned
- Open-door policy for public input
- Plans for neighborhood beautification and local sponsorships





FLOOR PLAN

Safety & Security Overview – Core Framework

Personnel & Site Security:

- Trained security agents at entry points and patrolling perimeter
- 3-point ID verification to control access (visual, scan, authenticity)
- Monitoring of all restricted-access areas & surveillance integration
- Exterior managed to prevent loitering, consumption, or litter

Facility Protection & Surveillance:

- 24/7 high-definition surveillance of all key zones (entry, storage, POS)
- Commercial-grade locks, alarms, and break detection systems
- Inventory rooms secured with limited access and dual-agent protocols

• Youth Prevention:

- Double-layer ID checks: entry & point-of-sale
- No external product visibility; employee training on youth compliance
- Secure waste disposal to eliminate potential access

Safety & Security Overview - Product, Cash & Transport

• Cash Handling & Transport:

- Daily register reconciliation by two staff members
- Drop safes + operations safe for layered secured storage
- Bi-weekly armored courier pickups using GPS-tracked, secure vehicles
- Detailed logs, manifests, and tamper-evident packaging

Product Receipt & Verification:

- Deliveries by licensed transporters with 2 CCC-certified agents
- Manifests verified upon arrival; chain-of-custody documentation maintained
- Locked vehicles during unloading; products secured immediately on-site

Incident Response & Recordkeeping:

- Emergency protocols for theft, discrepancies, or threats
- Real-time inventory updates & regulatory reporting
- Ongoing audits, compliance training, and CCC-ready documentation

Security Personnel Plan

• Staff Roles:

- Entry Security: 3-point ID checks (visual, barcode, authenticity scan)
- Perimeter Monitoring: Interior/exterior patrols & surveillance
- Access Control: Restricted zones monitored and enforced

Visible Deterrence:

- Trained in de-escalation and emergency response
- Loitering & public consumption actively discouraged

• Litter & Maintenance:

- Exterior inspections & cleanliness upheld by security team
- Routine checks of cameras, alarms, and locks

Cash Handling Oversight:

- Armored transport services (licensed)
- Internal safeguards: dual-employee reconciliations, monitored safes
- Security escort during pickups and rapid emergency response protocols

Building & Product Security Plan

Perimeter Security:

- High-intensity lighting, 24/7 surveillance, glass-break alarms
- Commercial-grade locks & alarmed entry points

Controlled Access:

- Separate secure employee entrance
- Badge access, key control, and ID checkpoints for all visitors

• Surveillance:

- 24/7 monitored high-definition coverage
- Footage stored for 90+ days; CCC/law enforcement accessible

Product Safeguards:

- Reinforced storage rooms, dual-staff transfer protocols
- Daily inventory checks and secure product returns at closing

Additional Security:

- Cannabis waste locked, logged, and disposed by licensed firms
- Emergency alerts & staff response drills for all threats

Youth Access Prevention Plan

Layered ID Checks:

- 3-point ID scan at entry + second verification at checkout
- Blacklight checks & barcode scanning for authenticity

Access Control:

- Minors blocked from sales area by ID Entry Checkpoint
- No product visibility from outside the sales area or exterior of store

• Surveillance & Training:

- 24/7 video coverage with 90-day footage retention
- Staff trained on youth protection protocols & legal consequences

• Regulatory Compliance:

- Secure waste disposal (unusable, locked)
- Coordination with law enforcement for continuous updates

Product Transportation & Delivery Plan Transport Requirements:

- - Unmarked, GPS-tracked vehicles with secure cannabis storage
 - Minimum of two CCC-credentialed agents per delivery
- Verification Protocols:
 - Staff checks all product manifests on arrival (type, batch, gty, etc.)
 - Manifest copies retained for at least one year
- Chain of Custody & Security:
 - Products verified immediately, logged, and stored securely
 - Vehicle remains locked during unloading; constant oversight required
- Emergency Procedures:
 - Theft, discrepancies, or unloading incidents trigger immediate CCC & law enforcement notification
 - Hold-up buttons in inventory areas
- Compliance & Recordkeeping:
 - Delivery logs, agent IDs, vehicle info, and incident reports all recorded
 - Regular compliance training ensures staff protocol adherence

Transportation of Monies Plan

In-House Cash Management:

- Register drawers: \$217.50 start, monitored via POS
- Regular payouts to wall drop safes; dual-person verification

Storage Protocol:

- Wall drop → primary safe (back office, limited access)
- Separation of monies in multiple safes
- Equal-value drawer exchanges for accountability from operations safe

Transport Logistics:

- Licensed armored couriers (bi-weekly+ pickups)
- Tamper-evident bags, GPS-tracked vehicles, detailed manifests

Documentation & Audits:

- All movements logged and reconciled
- Immediate internal review of any cash-handling discrepancies

Training & Compliance:

- Ongoing staff training in CCC rules, counterfeit detection, and emergencies
- Regular procedural audits for compliance assurance



Diversity & Inclusion Plan – Overview

- Zenith United is committed to building a diverse, inclusive workplace that reflects and uplifts the community it serves.
- We promote equity by empowering women, racial minorities, LGBTQ+, veterans, and individuals with disabilities.
- Our plan is deeply integrated into hiring, vendor selection, training, and community engagement efforts.
- Progress will be reviewed and reported annually to the CCC at license renewal.



Goals #1 & #2

✔ Goal #1: Achieve a workforce where at least 50% of employees come from each equitable demographic group.

✓ Goal #2: Ensure 10% of vendors/contractors are from equitable demographic groups (2% each group).

Goals #3 & #4

✔ Goal #3: Prioritize employment offers to equitable groups through targeted recruitment.

✔ Goal #4: Conduct annual public job postings with a focus on equitable demographic outreach.

Goals #5 & #6

✔ Goal #5: Partner with diverse third-party service providers listed with the CCC and MA Supplier Diversity Office.

✓ Goal #6: Create an inclusive work environment welcoming and respectful to all.

Goals #7 & #8

- ✓ Goal #7: Conduct annual audits and staff surveys to measure plan effectiveness and identify gaps.
- Goal #8: Require hiring managers to receive annual DEI training to reinforce inclusive leadership practices.

Programs #1-#3

- Program 1: Prioritize direct hiring of individuals from the equitable demographic group using targeted outreach.
- Program 2: Advertise open positions in through Community partnerships (rehab orgs, diversity groups), Local job fairs (quarterly/semiannual), and advertise in culturally relevant outlets & digital platforms.
- Program 3: Increase recruitment intensity if diversity targets are not met (e.g., hire minimum of 1 per category annually).

Programs #4-#6

- Program 4: Host quarterly informational sessions (10–25 attendees) with focused outreach to equitable groups.
- Program 5: Market informational sessions specifically for minorities, women, veterans, LGBTQ+, and people with disabilities.
- Program 6: Source third-party vendors using CCC's and MA Supplier Diversity databases.

Programs #7-#9

- Program 7: Conduct outreach via community media and diverse business networks.
- Program 8: Ensure public offerings of contractor opportunities occur at least annually.
- Program 9: Intensify contractor recruitment if demographic goals are unmet, using direct hiring and expanded advertising.

Summary Slide – How Programs Align with Goals

- Hiring programs address Goals #1–#4
- Vendor engagement and outreach programs address Goals #5–#8
- All programs are designed to meet or exceed CCC regulations and foster long-term equity

Qualitative Measures

- Employee surveys evaluating workplace inclusivity and culture
- Session feedback forms from informational programs
- Testimonials from vendors and employees
- HR reports on onboarding and mentorship experiences
- Leadership evaluations on DEI enforcement

Quantitative Measures

- Number of hires, promotions, and retained employees from each equitable group
- # of job ads in diverse publications per year
- # of informational sessions and attendees
- % of vendor contracts awarded to equitable groups
- Increase in applications from target populations over time

Data Sources & Tracking Methods

- Quarterly HR diversity audits and employment reports
- Vendor contracting logs by demographic category
- Session attendance rosters with demographic info (voluntary)
- Recruitment advertising logs (with publication data)
- Personnel files with training, performance, and diversity metrics



Employment Overview – Commitment & Goals

- Core Commitment: We are dedicated to building a diverse, inclusive, and community-centered workforce that supports Boston residents, minorities, women, and individuals with criminal records.
- Workforce Representation Goals:
 - Boston Residents: ≥75% of total hires
 - Minorities & Women: ≥50% for each group
 - Individuals with Criminal Records: ≥15%
 - Neighborhood Priority: Focus on Roslindale, Roxbury, Dorchester, Mattapan
- Equity-Centered Hiring Practices:
 - Structured, transparent interviews
 - CORI-friendly hiring aligned with CCC
 - All job postings emphasize inclusion and opportunity

Employment Overview – Execution & Accountability

• Targeted Recruitment Channels:

- Community partnerships (rehab orgs, diversity groups)
- Local job fairs (quarterly/semiannual)
- Advertising in culturally relevant outlets & digital platforms

Retention & Advancement:

- Training, mentorship, and leadership tracks
- Competitive pay (20%+ above MA minimum)
- Comprehensive benefits (health, PTO, retirement)

Accountability Measures:

- Regular workforce audits (quarterly/biannual)
- Annual reporting to Boston Cannabis Board
- Continuous review of goals, satisfaction, and equity outcomes

Hiring Boston Residents

- Goal: Minimum 75% of workforce = Boston residents
 → Priority: Roslindale, Roxbury, Dorchester, Mattapan
- Equity Focus: Active recruitment of equity applicants (Black, Latino, Asian, etc.)
- Outreach Tactics:
 - Job fairs in Roslindale, Roxbury, & surrounding communities (quarterly)
 - Collaboration with local organizations
 - Ads via community radio, papers, social, & organization resources
- Transparent Hiring:
 - Fair interviews, CCC-qualified background checks (fees covered)
- Retention & Growth:
 - Robust training, internal promotion, mentorship
- Accountability:
 - Annual workforce reports & quarterly audits

Employment of Minorities and Women

- Goal: 50% minority & 50% women representation
 - Timeline: Within first year; sustained annually
- Recruitment Efforts:
 - Diversity-targeted job fairs
 - Outreach via minority/women's orgs & media
- Equitable Practices:
 - Inclusive hiring language & structured interviews
- Support & Growth:
 - Tailored onboarding, mentorship, leadership tracks
- Monitoring:
 - Bi-annual demographic audits
 - Annual progress reports to Boston Cannabis Board

Competitive Wages & Benefits

- Wages: 20%+ above MA minimum wage for entry-level
- Benefits (Full-time within 90 days):
 - Health, dental, vision (75%+ employer-paid)
 - Retirement plan (with match after 1 yr)
 - Paid time off, parental leave, stipends
- Retention Tools:
 - Annual wage reviews
 - Biannual employee satisfaction surveys
- Reporting:
 - Annual wage/benefit audits & reporting to city

Hiring Individuals with Criminal Records

- Goal: At least 15% of workforce with prior criminal records (Year 1+)
- Recruitment Approach:
 - Partner with re-entry/rehabilitation orgs
 - Host semiannual hiring workshops
 - Job postings highlight inclusivity
- Hiring Process:
 - Focus on skills & rehab, not past
 - Transparent CORI criteria (aligned with CCC)
- Retention & Support:
 - Mentorship, tailored training, stability focus
- Tracking & Reporting:
 - Quarterly employment stats
 - Annual city reporting



Zenith United – Ready to Serve Roslindale

- Rooted in Boston, led by diverse local owners
- Committed to equity, safety, and positive community impact
- ✓ Fully compliant, transparent, and community-first
- Asking for your full support to bring safe, regulated cannabis to Roslindale

