



THE CITY OF NEW YORK MANHATTAN COMMUNITY BOARD 3

59 East 4th Street - New York, NY 10003

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Tareake Dorill, Board Chair

Susan Stetzer, District Manager

Community Board 3 Cannabis License Application Questionnaire

NOTE: ALL ITEMS MUST BE SUBMITTED FOR APPLICATION TO BE CONSIDERED.

The following items package are due by date listed in your email invitation:

- ☐ Questionnaire (below)
- ☒ Executed lease for the proposed location
- ☒ Community Impact Plan (see page 5)

GENERAL INFORMATION

1. Type of License:

- ☒ Adult-Use Retail Dispensary
- ☐ Micro-business (with retail)

2. Entity Name: Leaf Dispo, LLC

3. Trade Name ("Doing Business As"): Leaf Dispo

LOCATION INFORMATION

4. Address (including the floor location or room number, if applicable):

324 Grand Street

Cross streets: Orchard Street and Ludlow Street

5. Does the business, or has the business, ever sold cannabis products at this location?

- ☐ Yes
- ☒ No

6. Are there any buildings with the primary functions of a **church, synagogue, or other places of worship** on the same road and within 200-feet of this location?

- ☐ Yes
- ☒ No

7. Are there grounds occupied exclusively by a **school** on the same road and within 500-feet of this location?

- ☐ Yes
☒ No

8. Are there any **other retail dispensary or microbusiness retail** locations within 1,000 ft of this location?

- ☐ Yes
☒ No

9. If the establishment is a **transfer or previously licensed premises**, what is the name of the old establishment, and what is its registration or license number?

Name: NA

Registration or License Number: NA

PROPOSED BUSINESS

10. Please provide a brief description of the types of products/services (to be) provided at the physical location, including which products will be sold onsite and which will be available for delivery, if applicable.

Leaf Dispo will provide consumers with a variety of cannabis and
cannabis-infused products including flower, pre-rolls,vaporizers,
edibles, and concentrates. Also, Leaf Dispo will educate its
customers about all products on its shelves.

11. What measures will be taken to ensure that customers do not smoke outside in areas that would cause smoke to enter apartments or businesses above and nearby?

Leaf Dispo will hire security who will be stationed at the front
door during all business hours. The security guard will inform
customers that they are not allowed to consume on premises
or outside on the sidewalk.

12. How many **cannabis events** will you be hosting per year? 12 subject to CB preferenc

13. Would you commit to playing music at background levels only?

☒ Yes

☐ No

14. Would you be willing to meet with the Lower East Side Employment Network (LESEN) to help identify local residents who meet your criteria for staffing the proposed business?

☒ Yes

☐ No

15. What are the total hours you will be open each week? 96

16. What are your proposed hours?

☒ Sundays: 10am - 10pm

☒ Mondays: 10am - 10pm

☒ Tuesdays: 10am - 10pm

☒ Wednesdays: 10am - 10pm

☒ Thursdays: 10am-2am

☒ Fridays: 10am-2am

☒ Saturdays: 10am-2am

APPLICANT/LICENSEE REPRESENTATIVE INFORMATION

17. Applicant Full Name: Leaf Dispo, LLC

18. Attorney/Representative Full Name: Micci Weiss

19. Attorney/Representative Address: 644 Beers Street, Hazlet, NJ 07730

20. Attorney/Representative Address Phone Number: 732-768-7977

21. How many cannabis licenses does the applicant currently hold? None

22. Has the applicant completed any workforce or training programs offered by OCM? If yes, which ones?

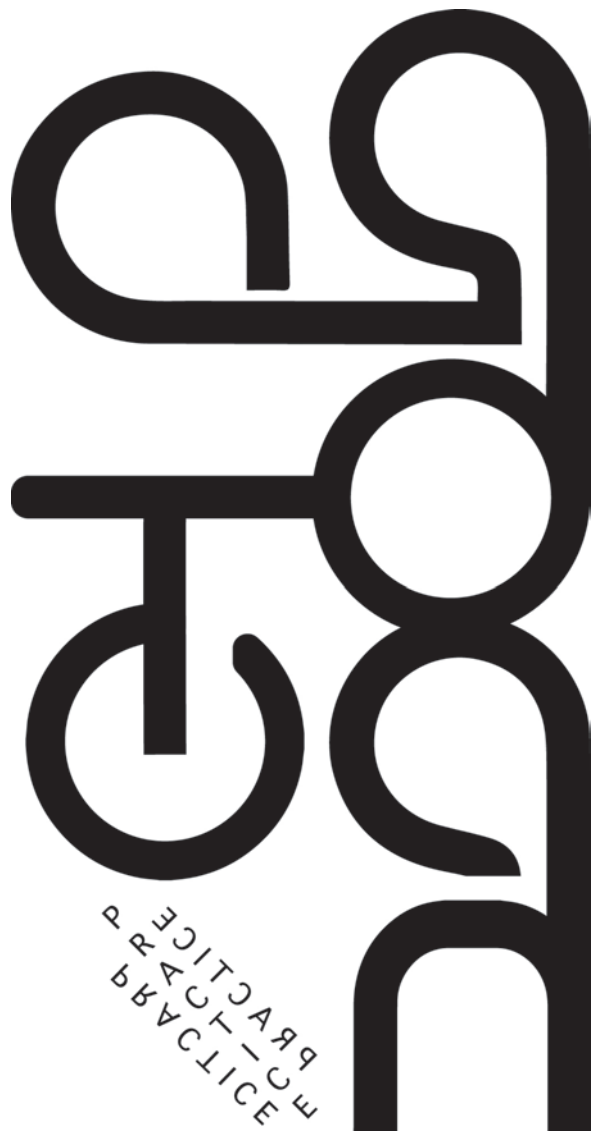
No, however we will work with OCM if we are fortunate
to be awarded a license.

23. If the applicant has an existing business at this location, have they ever received a **violation at this location**?

- ☐ Yes
- ☒ No

24. Has the applicant received a **violation for selling unlicensed cannabis** in last 3 years?

- ☐ Yes
- ☒ No



LEAF



Leaf is a new sanctuary aiming to bring people peace of mind in the big city. A place to take a deep breath. A moment in between.

Objectives:



1. To provide the highest quality tea available in NYC. Leaf will be sourcing early harvest teas that are all organic, single origin, and hand made. Working directly with farmers world-wide.

2. To provide the highest quality legal marijuana available in NYC. Leaf will be sourcing locally grown marijuana in accordance with New York state law. Working with growers and lawmakers to ensure the best product at all times.

3. To create a meditative space where people can work on their computers, step away from work to rest, and gain product knowledge. With our vision for a traditional tea room, contemporary cafe and patio lounge, all will be possible.

4. To re-imagine what a dispensary can be. Often times we think of dispensaries as sterile, soulless places to buy marijuana. Now, with an influx of “weed deli’s” we also think of illegal smoke shop operations with no taste or class. We envision a tasteful apothecary that can serve young professionals, neighborhood veterans and medical marijuana patients alike.



5. To re-imagine what a tea room can be. Tea rooms are traditionally Japanese, focused on the spiritual and emotional aspect of tea ceremonies. We would like to bring that respect for craft and intention to a more accessible tea consumption experience.

Tea Room



Dispensary



Cafe + Patio



Budget

STUDIO SOPA

PLEASE NOTE: ESTIMATE
IS APPROXIMATE.
EXPECT ACCURACY
WITHIN 20%.

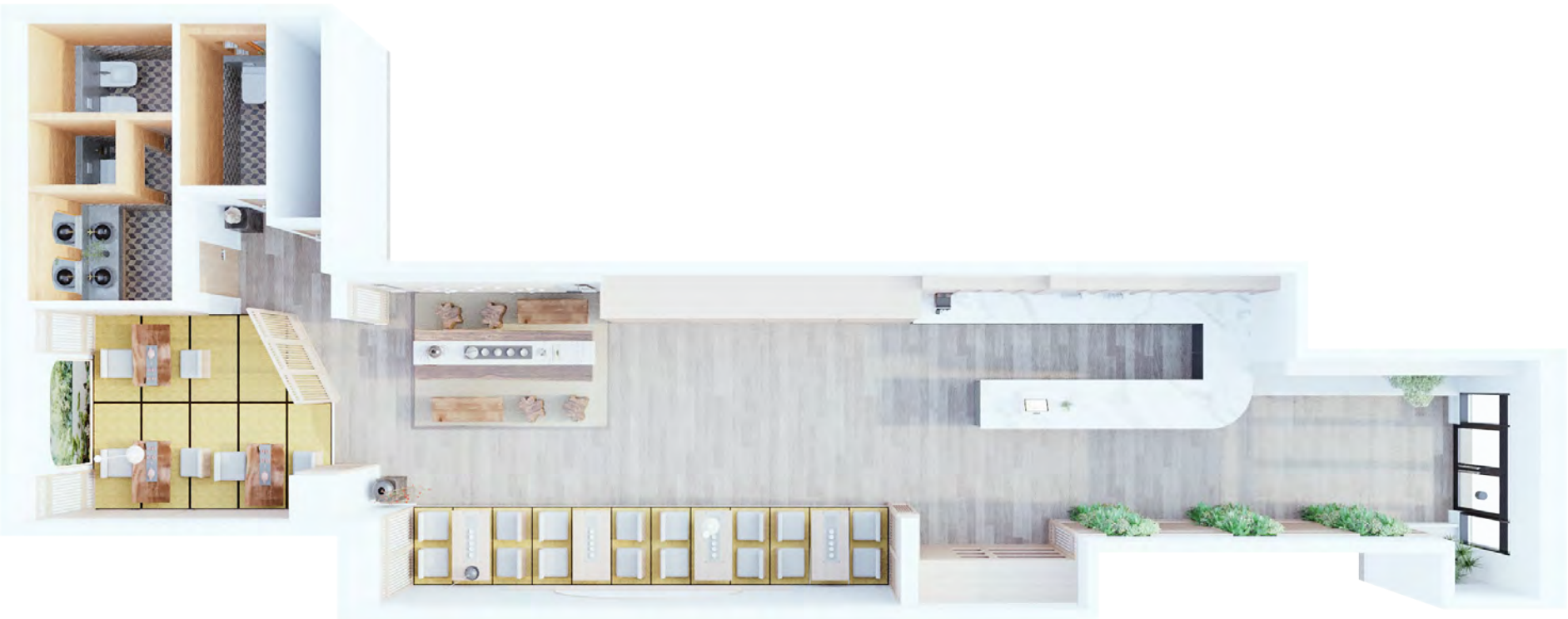
Quotation No.	0212	Delivery Date	TBD
Date	September 29, 2023		
Project Name	LEAF Tearoom + Dispensary		
PO Number			
Client Contact	Alexandros Laskaris	Phone	
Email			

SUMMARY OF PRODUCTION COSTS

Back Area ~ 575 sq ft		CATEGORY DESCRIPTION	Notes	TOTAL
A	Roof Removal	\$20 per sqft	Price Includes: Administration, insurance, research & development, site surveys/meetings, and project management. (Inclusive of All Items On Invoice)	\$11,500.00
B	Staffing & Labor		Price Includes: 2 Crew, Management	\$10,000.00
C	New Construction		Price Includes: Weatherproofing, custom built ins, partial roofing coverage, rug removal, new flooring	\$25,000.00
D	Materials		Price Includes: Market Wood and Metal costs	\$20,000.00
Back Patio Total				\$66,500.00
Kitchen Side ~ 700 sq ft		CATEGORY DESCRIPTION	Notes	TOTAL
A	Kitchen removal		INCLUDED ABOVE	\$10,000.00
B	Point of Sale + Cafe Reno		Price Includes: Millwork, Metal work, Wall ReFinish, RePaint etc	\$20,000.00
C	Staffing & Labor		Price Includes: 3 Crew, Management	\$15,000.00
Cafe Side Total				\$45,000.00
Dining Room Side		CATEGORY DESCRIPTION	Notes	TOTAL
A	Dining Removal		INCLUDED ABOVE	\$2,500.00
B	Staffing & Labor		Price Includes: 4 Crew, 2 Management	\$25,000.00
C	Tea Room Reno		Price Includes: Tatami Mats, Fixed Tables and Benches, Mood Lighting, Millwork, Metal work, Wall ReFinish, RePaint, Custom Limewash etc	\$60,000.00
Tea Room Side Total				\$87,500.00
D	Misc. Furniture and Decor		Price Includes: Custom Art, Vintage Furniture, Hi-Fi Soundsystem, etc.	\$50,000.00
Sub Total				\$249,000.00
NY State Tax				\$24,900.00
Grand Total (USD)				\$273,900.00

Thank you.































Leaf Dispo Community Impact Statement

Leaf Dispo's Focus on Community

Leaf Dispo is committed to contribute to a group of local 501(c)3 nonprofit organizations. Leaf Dispo is uniquely positioned to cultivate community wellness by putting cannabis business profits to good work.

Purpose

Our purpose is to uniquely cultivate community wellness by putting 1% of top line cannabis business revenues to good work. We do this by contributing to various charitable organizations, which Leaf Dispo will partner with to whatever extent best fills their gaps, and fund much needed wellness, mental health and substance abuse recovery services.

The Main Problems

Three problems exist in our local communities that we aim to resolve:

- 1) **Our community is suffering.** Recently surged by the worldwide COVID-19 pandemic, the documented rates of depression, anxiety, suicide and drug overdose are at record levels. Based on data from the CDC, a significant number of people in our community suffer with cancer, chronic pain, trauma/PTSD, or a combination of these conditions. These neighbors are also at higher risk for developing mental health and substance use disorders and experiencing a lower overall quality of life.
- 2) **Community services are limited.** There is an imbalance between the high demand for mental health and addiction recovery services and the low supply of available professionals and resources in those fields. Getting an appointment with a therapist can require a person to wait for weeks to months before an opening becomes available. Further, the current abstinence-based model of substance use recovery is a revolving door of relapse and carries with it significant negative stigmas. The harm reduction model to treat addiction can meet people where they are and help them more effectively navigate their recovery in a holistic, personalized way. Local residents currently have no access to professionals who can integrate in-person cannabis consultation and product selection, wellness programming, and clinical and recovery services.
- 3) **People face barriers to services.** Navigating the current insurance reimbursement model has its own set of challenges for policy holders and medical professionals. In short, securing a session with a therapist who accepts your insurance can be difficult. For the therapist, many spend so much time on the phone with insurance companies, verifying coverages, and chasing reimbursements, which further limits the time they could be spending with people who need their support. Furthermore, individuals and families battling substance use disorder often have little to no insurance, and they are left without proper healthcare options to care for their disease.

Our Solution: Fund Community Wellness From Our Cannabis Revenue

The concept creates a new funding mechanism for community outreach and education, wellness programming, and clinical and recovery services. In each community, the integration of these low- to no-cost services will be funded by Leaf Dispo through partnering with local 501(c)3 nonprofit organizations. Leaf Dispo will provide 1% of top line revenue to several non-profit 501(c)3 organizations for programming for community wellness. As this concept grows with the New York cannabis market, Leaf Dispo stands to significantly impact the wellbeing of the community.

The state of New York recently began accepting applications for adult-use retail cannabis dispensaries. These retail stores will soon be the only places that adults over the age of 21 can legally purchase cannabis in our state. These retail stores will also become the local destination of choice for residents who hold medical prescriptions for cannabis. It is our expectation that the first round of license winners will be announced sometime in 2024, in order to begin sales in late 2024.

New York is a burgeoning adult-use cannabis market that will serve millions of adults. Based on the most conservative of Wall Street forecasts, the market will exceed \$2-billion in sales within just a few years. The first round of license winners will experience significant profit margins in the early days of the industry, as prices will be high and demand will outpace supply, thus creating an opportunity for operators to reinvest those profits into meaningful services that our community members desperately need and deserve.

We will utilize these market realities, and our local knowledge and expertise, to create a business concept that offers holistic wellness programming as part of a cannabis dispensary. A holistic philosophy is characterized by the understanding that parts of something are inextricably linked to the whole being. In medicine, this takes the form of treatment of the whole person, taking into account mental and social factors, rather than just the symptoms of a disease or ailment. Through our commitment to fund community wellness, we will help provide physical, mental and spiritual solutions and services to heal our communities.

Our 5-pronged vision is rooted in the following: **community outreach, education, wellness programming, clinical services, and recovery services.**

1) Community Outreach

Our initial step will be to collaborate with existing service providers and organizations to further clarify the needs of local residents. These service providers might include psychologists, nutritionists, yogis, social workers, addiction specialists, first responder units, and local cancer foundations. We do this to identify service gaps we can collectively fill. The conversations and relationships that Leaf Dispo develops with services providers will be instrumental in the execution of the next 4 prongs of our vision.

2) Education

Lifelong learning supports the educational dimension of wellness. Our ongoing, local educational efforts will seek to reach people in need, inform them of relevant services available,

and reduce existing barriers to access. A wide range of learning opportunities exist related to all things cannabis, as do century old negative stigmas. People today seek to dispel century old myths and learn the many roles cannabis can play to enhance wellbeing, including what cannabinoids like CBG, CBD, CBN, and THC are and what they do. Our communities require education about how cannabis is used to relieve pain, improve sleep, mitigate digestion/appetite issues, and the plant's potential neuroprotective benefits.

Our education will empower people to make informed decisions about using cannabis to enhance their wellbeing. Specific seminars will also be tailored to meet the needs and expectations of the fastest growing segment of cannabis consumers - men and women age 65+. Education will be offered in the form of one-on-one consultation, online, and locally curated events. Our team will also include cannabis coaches who will guide people, especially people new to using cannabis, on how to select, transport, store and consume cannabis in a safe, effective way.

3) Wellness Programming

Our wellness partner programming will provide a range of services to nurture mind, body and spirit. Based on the needs of local residents, partner offerings might include yoga, massage, mindfulness meditation, Reiki, energy balancing, nutrition, stress reduction, relaxation, cardio exercise, weightlifting, spin classes, Pilates, and barre workouts. Working with local community partners, we reach people in need, introduce them to relevant programming, and reduce the barriers to access.

Another important aspect of our wellness programming involves all staff being trauma-informed. This means that our team will have training to understand trauma and how to manage it.

4) Clinical Services

As stated previously, our communities require greater access to mental health services. Symptoms of anxiety, depression, insomnia, grief and loneliness are prevalent among those living with cancer, chronic pain, trauma/PTSD, and drug addiction. These conditions aim to be our focus because of the body of peer reviewed research supporting the use of cannabis to enhance the wellbeing of those afflicted by these highly prevalent conditions. Some statistics that motivate and strengthen the argument for our efforts include:

- 39.5% of men and women will be diagnosed with cancer at some point in their life (Centers for Disease Control)
- Up to 25% of cancer survivors experience depression and up to 45% experience anxiety (National Cancer Institute)
- According to the CDC, over 20% of adults experience chronic pain, and adults over 65 experience the highest levels of chronic pain and high-impact chronic pain.
- 70% of people will experience a traumatic event in their lifetime (Sidran Institute)

Part of the funds from Leaf Dispo will be earmarked to offer group therapy services for people and their families affected by cancer, chronic pain, trauma/PTSD and insomnia. These services

will be made available free of charge and void of the hassles associated with today's health insurance plans and coverage availability.

5) Recovery Services

The overdose crisis is alive and well in New York. In order to effectively treat preventable addiction, substance use and overdose, our community must invest in accessible recovery services. In line with the harm-reduction model for substance use disorders, Leaf Dispo will provide support to individuals and families who are being impacted by this epidemic. Cannabis has become an effective offramp from the highway of opioid addiction, instead of the mischaracterized 'gateway drug' for 6+ decades. Services focus on creating recovery capital through positive change; working with people without judgement, coercion, discrimination, or requiring any one particular way to recover. We want to help provide one-to-one confidential support, various recovery support groups for both individuals and loved ones who are concerned, healthy lifestyle activities to help gain and maintain recovery capital (i.e. yoga, crossfit, nature walks, surfing etc.), a text warm-line that anyone can access 24/7 and linkage to other state-wide resources.

Why?

In terms of business, it has been said that nobody really cares about *what* you do, or *how* you do it, until they understand *why* you do it. So, it is worth restating our purpose to *uniquely cultivate community wellness*. We do this by creating a new funding mechanism via cannabis business profits to pay for much needed wellness, clinical and recovery services in our local communities.

Leaf Dispo is Committed to Diversity in Ownership Composition and Hiring Practices.

Fostering a team of diverse, enthusiastic, dedicated individuals who align with our culture will be the emphasis of Leaf Dispo's workforce development strategies. The policies integrated into our Workforce Development & Job Creation Plan ("WDJCP") emphasize diversity, inclusion, and equity at all levels. Diversity hiring prioritizes the inclusion of women, minorities, veterans, and individuals with disabilities. Our Vendor Selection Program is designed to encourage this same level of inclusion in our cannabis item providers, vendors, and contracted persons/entities.

Diversity, Inclusion & Equity

Leaf Dispo's WDJCP outlines the policies and procedures our team will implement to manage our business's human resources. The goal of our HR strategies is to build a team that can maintain absolute compliance with state and local rules while echoing our company's culture and ethos. We look to create a "safe space" culture where vulnerability is honored and celebrated.

Leaf Dispo's WDJCP prioritizes diversity, inclusion, and equity at all levels. Our hiring strategies target local talent, as well as those individuals from socio-economically disadvantaged communities, individuals with prior entanglements in the criminal justice or juvenile justice system, and people with disabilities in the ownership, management, and staffing of the proposed cannabis business. Leaf Dispo will establish diversity recruitment key performance indicators ("KPIs"). Leaf Dispo's Diversity Director will be responsible for monitoring these KPIs and our business's progress in achieving them.

Leaf Dispo will represent New York City's diverse population with respect and dignity and provide staff with training and resources on cultural competence to accomplish this goal. We will ensure that management and staff represent a broad range of human differences and experiences. We look to foster an inclusive culture that is welcoming, respectful, and safe for all employees. Further, we work to ensure that our hiring process, work environment, and client representation are free of discrimination or harassment on the basis of race, creed, color, national origin, nationality, ancestry, age, sex/gender (including pregnancy), marital status, civil union status, domestic partnership status, familial status, religion, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for service in the Armed Forces of the United States, or disability. Leaf Dispo has set an internal goal to have a workforce that is at least 55% made up of people from ethnic, racial, and/or cultural minorities.

Inclusion of Individuals from Socio-economically Disadvantaged Communities

New York City will serve as the primary recruiting grounds for Leaf Dispo team members. Our relationships with community outreach groups will be crucial to our overall success. Leaf Dispo will utilize these relationships to achieve its goal of hiring local diverse talents, as well as those individuals from socio-economically disadvantaged communities.

National and Local Organizations

Organizations that Leaf Dispo plans to work with to promote diversity in our business include but are certainly not limited to the African-American Chamber of Commerce of New York, Leading Women Entrepreneurs, New York Association of Women-Business Owners, National Veteran-Owned Business Association, New York LGBT Chamber, Asian-Indian Chamber of Commerce, New York Chinese American Chamber of Commerce, and the Veterans Chamber of Commerce New York.

Our engagement in the community would prioritize the inclusion of the senior citizens of. This group not only makes up a considerable portion of our buying audience but serves as established leaders and mentors.

Inclusion of Individuals with Disabilities

Leaf Dispo will prioritize recruiting people with disabilities to address the particular challenges of running a cannabis retail operation in such a fast-paced atmosphere. These individuals bring with them unique perspectives. All aspects of our facility have been designed in compliance with the Americans with Disabilities Act.

Inclusion of Veterans

Veterans are trained to work well as a team and skilled in leveraging the unique strength of each team member to achieve a common goal. This makes them an excellent addition to our team. Leadership will continue to work with national and local veterans' affairs and support groups, such as the National Veteran-Owned Business Association and the New York Veterans Network to incorporate veterans into our workforce.

Equal Employment Opportunity & Affirmative Action Plan

Leaf Dispo is dedicated to being an equal opportunity employer and is committed to tackling discrimination within the workplace. Leaf Dispo will not tolerate discrimination of any kind, be it direct, indirect, harassment, victimization, or disability discrimination. Our employment policies will fully comply with the regulations established by The U.S. Equal Employment Opportunity Commission. Our COO will coordinate with HR to ensure equal opportunities are afforded to all individuals. As part of our Affirmative Action Plan, Leaf Dispo will develop, implement and maintain procedures designed to eliminate unlawful discrimination among applicants, remedy the results of such prior discrimination, and prevent such discrimination in the future.

Vendor Diversity, Inclusion, and Equity

Leaf Dispo's efforts to increase diversity and inclusion in the cannabis industry go beyond our internal hiring efforts. A key focus on our Vendor Selection Program is the prioritization of licensed cannabis cultivators and manufacturers, as well as vendors, contractors, and management services contractors who are owned and operated by minorities, veterans, women, and members of the LGBTQ+ community, as well as those who prioritize the inclusion of individuals from socio-economically disadvantaged communities, individuals with prior entanglements in the criminal justice or juvenile justice system, and people with disabilities in the ownership, management, and staffing of the proposed cannabis business.

Workforce Development & Job Creation Plan

Leaf Dispo's WDJCP consists of 6 primary phases: (1) Identification & Planning, (2) Acquisition, (3) Training, (4) Management & Evaluation, (5) Transition, and (6) Termination. One of the greatest pain points of the cannabis industry is its high employee turnover. Our objective is to provide a work atmosphere that our employees enjoy. Our focus on selecting people who share Leaf Dispo's mindset, goals, and vision will reduce employee turnover. We are confident in our ability to attract excellent professionals by offering industry-leading pay, personal time, and benefits. These three elements are constantly ranked as crucial for employees. Full-time employees will be offered maternity, paternity, and family sick leave.

Identification & Planning

Conducting continued gap analysis will help compare our current performance with the goals, and desired expected performance of our company. Our COO will review Resource and Skills Gap Assessments with all department managers and make necessary staffing adjustments. Each employee's supervisor must complete a Job Skills Gap Assessment once per year. Once an opportunity to strengthen our operation through staffing has been identified, ownership, our leadership team, and management will collaborate on defining the role and associated job description as well as how to publicize the position, who will review applications, and who will participate in the interview process.

Recruitment & Acquisition

Recruiting and acquiring diverse local talent consist of 8 subphases. These phases include (1) Publicize Open Position (2) Review Applicants (3) Interviews (4) Reference & Background Checks (5) Candidate Selection (6) Job Offer and Notifications (7) Negotiations; and (8) Welcome/Onboarding. To ensure fairness for all candidates, Leaf Dispo may ask for blind-

resume submission and interviews, as well as the use of AI to review resumes to remove human bias. Our COO will work with HR to acquire all necessary staff. Targeted as well as wide-ranging recruiting efforts will be made. Job positions will be advertised in both English and Spanish. We will use our website, as well as sites like Indeed and LinkedIn to advertise job positions online. Colleges, universities, churches, synagogues, and other local houses of worship, government aid programs, and charitable groups will also be used.

Leaf Dispo will host job fairs. We will work with community leaders and organizations to promote these events and to attract leading local talent. Leaf Dispo representatives, including our CEO will attend job fairs and hiring events that traditionally attract local diverse talents from socio-economically disadvantaged communities, individuals with prior entanglements in the criminal justice or juvenile justice system, and people with disabilities.

Economic Impact

Operating an exemplary personal use retail cannabis dispensary will provide Leaf Dispo with an opportunity to make considerable state and local economic impacts. Our Workforce Development and Job Creation Plan will include policies and strategies to build a team of diverse local talent. During our first year of operation, we anticipate creating 10 full time jobs. Entry level employees at Leaf Dispo start at \$20.00/hour. The average annual salary at Leaf Dispo is \$22.44. This equates to an annual salary of \$46,675.20 and a per week pay of \$897.60. Leaf Dispo is eager to bring new and exciting jobs in one of America's fastest growing industries.

Training, mentorship, and networking opportunities provided at our operation will help establish a foundation for learning and career advancement that will ultimately help elevate our employees. We look to provide education and training that will help each of our employees achieve their professional goals, be that with Leaf Dispo, or outside of our business.

In addition to jobs created at our retail operation, our Vendor Selection Program will include strategies to partner with local Women-Owned Business Enterprises (WBE), Minority Owned Business Enterprises (MBE), and Veteran Owned Business Enterprises (VBE) across New York. We will prioritize the inclusion of LBGTQ+ vendors. We fully support the CRC's assistance for small business entrepreneurs through the establishment of micro businesses. We will prioritize the inclusion of such licensed entities in the procurement of high-quality, lab tested cannabis items.