

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

Business File Number(s) (BFNs)	2013-BFN-1066869		
Entity Name	Love's Oven, LLC		
Trade Name (DBA)			
Physical Address of the Marijuana Facility			
Street	City	State	Zip Code
225 Mariposa St	Denver	CO	80223
Mailing Address (If Different from the Physical Address)			
Street	City	State	Zip Code
PO Box 40636	Denver	CO	80204
Contact Affiliated with the Applicant Responsible for Oversight and Implementation of the Social Impact Plan			
Name	Peggy Moore		Phone Number 7202449778
Email Address	peggy.moore@choosethelove.com		
Are you a transporter without a licensed premises in Denver or a mobile hospitality business without a licensed premises in Denver?		<input type="radio"/> Yes <input checked="" type="radio"/> No	

Section 2: Registered Neighborhood Organizations

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.

Name of Registered Neighborhood Organization	Baker Historic Neighborhood Association
RNO Contact Name	RNO Contact Phone Number or Email Address
Jason Marsden	president@bakerneighborhood.com
Name of Registered Neighborhood Organization	Inter-Neighborhood Cooperation
RNO Contact Name	RNO Contact Phone Number or Email Address
Loretta Koehler	303-520-4945
Name of Registered Neighborhood Organization	Denver For All
RNO Contact Name	RNO Contact Phone Number or Email Address
Bryan Wilson	president@denver4all.org

Name of Registered Neighborhood Organization	
RNO Contact Name	RNO Contact Phone Number or Email Address
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RNO Contact Name	RNO Contact Phone Number or Email Address
Name of Registered Neighborhood Organization	
RNO Contact Name	RNO Contact Phone Number or Email Address

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

We are in contact with each of the neighborhood organizations and are attending meetings as well as asking for feedback/suggestions on how we can best support them. Actively volunteering and supporting organizational objectives.

Who should residents, RNOs or businesses in the neighborhood(s) contact with questions, concerns or complaints?	
Name Peggy Moore	Phone Number 7202449778
Email Address peggy.moore@choosethelove.com	

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?

1-3 business days - dependent on type of complaint and investigation required.

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

Contact the person submitting the issue to ensure we have full knowledge of the issue. Investigate the issue, develop a proposed resolution and then contact the issue submitter again to discuss the proposed resolution. Implement the resolution upon agreement with issue submitter.

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:

Actively seeking to increase staff diversity through targeted hiring of minorities and woman. Currently our staff consists of 20 total people. 55% of the staff are women and 35% are minorities including Jewish descent, Hispanic, Black and Native American.

Our leadership team consists of 66% women and minorities.

The goal for next year is to continue to target minorities for hire to bring our % of minority staff to 40% or above.

If we add new leadership positions or need to replace those positions we will work towards a goal of 70% of the leadership team being women or minorities.

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:

Targeted hiring of women and minorities as we add to staff.

Leadership skills training for women and minorities that are looking for advancement.

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:

Currently our staff consists of 20 total people. 55% of the staff are women and 35% are minorities including Jewish descent, Hispanic, Black and Native American.

Our leadership team consists of 66% women and minorities.

At the next renewal we will report updated percentages.

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:

Reduce the use of single use plastics within the facility by 10%.

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:

Issue reusable water bottles to all staff and provide water stations (currently we provide single use plastic water bottles for staff).

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:

Currently consumption of water through single use water bottles is 40 bottles per week. At the next renewal we will report the updated consumption number.

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:

Support social equity applicants by allowing them to work in our facility once licensed.

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:

Work with social equity applicants whose products could be produced in our space and encourage them to consider manufacturing their products in our facility.

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:

At the time of our next renewal report back on the number of social equity applicants who are or have been utilizing our manufacturing space.

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?

Through our website www.choosethelove.com