

Security Plan

Cre8 Balance

289 Glenwood Ave

Bloomfield, NJ 07003

Presented by:



Lion's Share
Creative

Cannabis Conceptual to Completion

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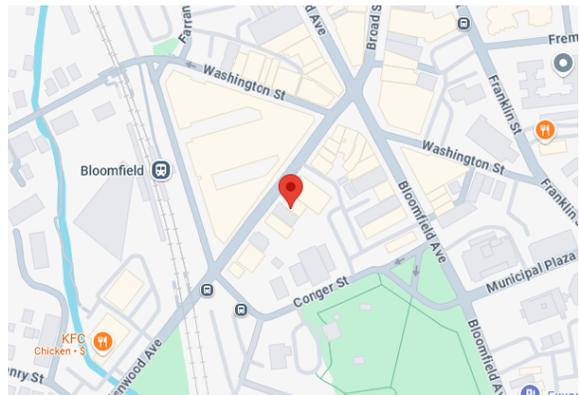
Section I - Security Plan Overview

Cre8 Balance will be locating its cannabis dispensary business in a commercial building located at 289 Glenwood Ave, Bloomfield, NJ. The corner space is approximately 3100 s.f. located on the first floor. The dispensary will employ approximately 12 full time employees and will operate two shifts. The business will be open Monday to Saturday 9am-9pm and Sunday 12-5pm. The space will be equipped with the appropriate security, fire alarm and life safety equipment as required by applicable national, state and local building codes.



Cre8 Balance will be implementing a comprehensive security plan that addresses the security needs for the dispensary that will focus on securing the facility, the cannabis products, its employees and visitors.

The security plan has been prepared to fully meet and exceed the requirements of the **New Jersey Cannabis Regulatory Commission Personal Use Cannabis Rules: N.J.A.C. 17:30 9:10**. It will also comply with local and state security code, standards and requirements. The deployment of the security plan will implement security measures to deter and prevent entry into and theft of cannabis or currency, robbery, burglary, the diversion of cannabis products, as well as prevent any access to cannabis products by individuals under 21 years of age and create a safe and secure environment both for the business and the surrounding neighborhood. The security plan will incorporate best practices in security management policies and procedures as well as deploying throughout the facility a state-of-the-art security system to protect the premises, the interior and exterior of the building.



Section II - Plans for The Use of Security Personnel and Contractors

Cre8 Balance will be hiring a security manager to implement and oversee the security program for the company. The security manager will be responsible for ensuring the site's protection of people, property, and assets and to help implement and oversee the security plan for the site which will include:

- Ensure that business security policies and procedures are being carried out.
- Implement and manage the anti-diversion plan for the site
- Emergency response plan responsibilities
- Receiving and delivery to curbside products in and out of the building
- Provide required security awareness training for employees
- Facilitating background checks
- Manage all access onto the site, including prohibiting access of minors to the site
- Compile security reports as required

Plans also include the use of other outsourced security contractors and monitoring services that are fully licensed and certified in the state for the security technologies we are deploying and the security program we are implementing. We have also retained the services of a Security Consultant that will assist us in developing and implementing the security plan.

Proposed contractors Experience and Qualifications include:

Cure8 is the premier IT services provider for the cannabis industry, offering end-to-end technology solutions across all sectors. Cure8 helps cannabis businesses of all sizes plan, source, implement, manage, and scale their technology infrastructure, including Security, POS systems, seed-to-sale software, surveillance systems, telecom solutions, internet connectivity, and back-office IT. With over 300 dispensaries built and ongoing IT support for 220 cannabis businesses, Cure8 has become a trusted partner in every cannabis-active state in the U.S. and Canada. Our expertise, developed over 8 years, ensures that cannabis businesses are equipped with the right technology to grow efficiently and securely in a rapidly evolving industry.

COPS Monitoring Central Station Williamstown, NJ. COPS is a national central station, certified for UL Burglar and Fire, Factory Mutual, IQ Certified, TMA Five Diamond Certified

Edge Security, founded in 1994, is a licensed and insured security company that provides both armed and unarmed security guard services across New Jersey. Edge utilizes SORA-certified security guards to ensure the highest level of professionalism and expertise. Built on a foundation of family values and relentless commitment, Edge extends its services to multiple cannabis businesses that demand high-quality security services. Edge also utilizes an advanced patrol tracking systems to guarantee accountability and peace of mind.

Section III - Security Video Surveillance, Card Access, and Intrusion and Duress Alarm Features Overview

Cre8 Balance will be installing and maintaining a comprehensive security alarm system throughout the facility. The security alarm system will include a video surveillance, card access, and intrusion alarm systems. A security floor plan and diagram will be submitted along with this application that details camera placement and other features. The following is an overview of the systems capabilities and features:

Common to all systems:

Built-in redundancy for all system network equipment controllers, servers and storage devices in the event of any equipment failure

All security system equipment will be tied to a dedicated uninterruptable power supply (UPS) device to switch on immediately upon loss of power. This will provide at a minimum of four (4) hours of back-up power.

After the UPS power, all security intrusion alarm equipment will also have (80) hours of battery back-up Automatic reporting (via two means) in the event of any system failure

Systems will automatically back-up data and store for a minimum of 90 days.

All security systems will be monitored 24/7 365 days per year for both during and after business hours (via a UL approved central station).

All security system related software will be installed on a server platform which will:

- Continue real time coverage with automatic failover
- Limit any downtime for the system
- Provide automatic data back-up and recovery

Video Surveillance System – An extensive video surveillance system will be deployed for monitoring the exterior and interior of the building and all areas containing cannabis regardless of the amount.

The system will be deployed in a way that provides unobstructed video surveillance of all enclosed dispensary areas, including all entry and exits, vault, processing areas, retail point of sale areas, and any area where cannabis is stored, handled, dispensed, or destroyed.

Video cameras will be angled to allow for facial recognition and the capture of clear identification of any person(s) entering or exiting the dispensary area.

To provide high quality detailed information the system will be programmed to record at eight (8) frames per second (FPS) and video surveillance data will be encrypted and digitally stored for 30 days minimum.

Different types of cameras will be deployed at the site depending on the application. All cameras will be IP based, and capable of providing high-definition views of the secured areas. For low light requirements cameras will be equipped with infra-red technology that perform well in low light environments.

The security cameras shall be operational 24 hours, seven days a week. The recordings contained therein shall be made available to sworn officers of the Department of Public Safety, Police Division pursuant to any investigation being conducted regarding activity at or in the immediate area of the establishment.

View of the Interior: Video surveillance cameras inside the building monitoring all locations accessible to the public, excluding the restrooms.

These security cameras shall be operational 24 hours, seven days a week. The recordings contained therein shall be made available to sworn officers of the Department of Public Safety, Police Newark Division of Police pursuant to any investigation being conducted regarding activity at the establishment.

Any recording contained therein shall be maintained for a minimum of 90 days and made available to sworn officers of the Newark Division of Police to aid in the investigation of crimes occurring at the establishment.

Any recording contained therein shall be maintained for a minimum of ninety (90) days and shall also be made available to sworn officers of the Department of Public Safety, Police Division to aid in the investigation of crimes occurring at the establishment or in the immediate area of the establishment.

Card Access System – A card access system will be installed to control any unauthorized access into the building, externally or internally and provide a detailed audit trail of all activity. Card readers will be placed on all exterior doors, doors leading in from the vestibule area, doors leading into the restricted area, doors for the office containing sensitive company information, the door leading into the IT room and the vault door day gate. Access

will be controlled into any area containing any cannabis (or product) regardless of the amount, its storage, and areas with company sensitive information.

The card access system will utilize Open Supervised Device Protocol (OSDP) and Secure Communication Protocol (SCP) for bi-directional, secure communications to prevent “hacking”.

The card access system controllers will have redundancies that will allow continued communications in the event of a network port failure, as well as continue to operate in the event of a control panel where to go off line. It will be capable of storing all data at the door to allow the system to continue to function in the event a control panel fails and upload its information once the control panel comes back on line.

The system will incorporate anti-pass back capabilities to prevent users from allowing their card to be used by others. Card readers for the system will require two forms of identification to enter the area, a smart card for more secure use and the requirement of a unique personal identification number (PIN). Smart cards data will be encrypted.

Input of a specific PIN at the card readers will also provide a duress alarm in the event of an emergency.

Intrusion Alarm System – A dedicated intrusion alarm system will provide alarm protection throughout the dispensary. All exterior doors, internal doors, glass windows, vaults and safes, storage, or any areas of cannabis, administrative offices will have the appropriate alarm protection for the area.

The system will be monitored 24/7 for any emergency duress alarms that may be generated within the facility.

All alarm points will be programmed to report the type of alarm condition, where the alarm is being generated from, and what action is required.

All wiring for the system will be protected with line security to deter any tampering or disconnecting the systems components.

All alarms will be continuously monitored at the security manager/ office during normal business hours and at a UL approved central station for non-business hours.

As a built-in redundancy, all alarm conditions will also automatically send an email and text message to the appropriate security employee or manager.

The alarm condition (thru security system programming) will include detailed information as to the type of alarm condition and will provide unique actions to the recipients for handling.

Duress Alarm System – A duress alarm (hold-up alarm) system will be deployed throughout the facility for use in the event of an emergency.

Security System Testing and Maintenance – All security systems will be tested daily. Testing will be performed by the site manager responsible for security.

Security System Maintenance and Inspections – All security systems will be inspected monthly by a state licensed and system certified security contractor to ensure systems are fully operational and functioning as designed.

Procedures for Monitoring – All alarm conditions will be monitored at two locations, one at the dispensary managers office during business hours and the other at a remote UL approved central station for monitoring during non-business hours. Security systems will be monitored 24/7, 365 days per year.

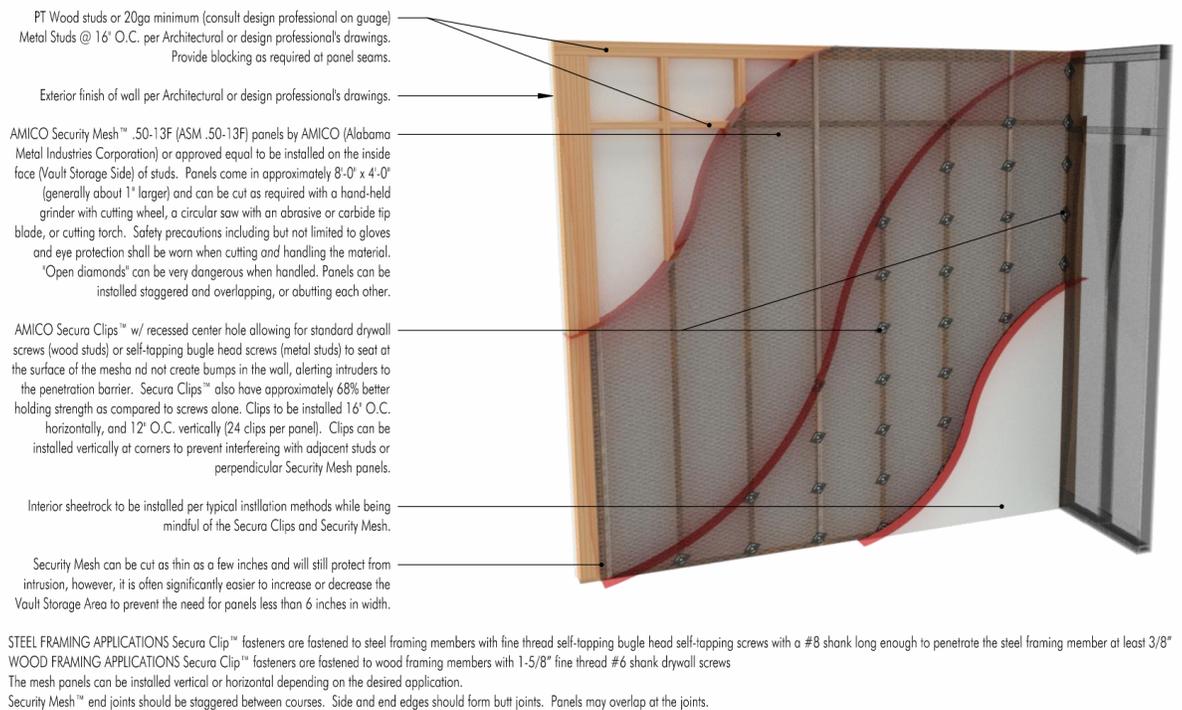
Section IV – Storage of Cannabis and Cannabis Items

Access to any cannabis item storage areas will be limited to only the minimum number of authorized personnel needed to maintain safe and orderly operations in that area.

- o Any visitors passing through any areas where cannabis items are stored, regardless of the amount will be escorted by the authorized personnel only. All visitors will be required to be logged in and go thru the visitor check, be badged accordingly.

Cre8 Balance will only store cannabis in secured areas / rooms (Security Envelope) with card readers, door alarm contacts, door alarm sounders, appropriate security door hardware, and video cameras for monitoring.

To securely store all finished and usable cannabis and cannabis products Cre8 Balance will be installing a walk-in vault located in the dispensary. This will include any cannabis stored as waste, or product waiting to be destroyed.



- o **Main Cannabis Storage (Vault) – General Requirements** Storage of cannabis and ready for sale, packaged cannabis-containing products shall be stored within a secure room or approved safe in such manner as to protect against physical, chemical and microbial contamination and deterioration of the product. Walls and ceiling - framed with heavy gage metal studs and joists with 9-gage expanded metal mesh installed on the non-secure side of framing with tamper proof fasteners. The expanded metal mesh shall be concealed by wall and ceiling finishes.

30 man-minutes against surreptitious entry, 10 man-minutes against forced entry, 20 man-hours against lock manipulation, and 20 man-hours against radiological techniques

Doors assemblies – maximum duty ANSI/SDI A250.8 LEVEL4 rated assemblies with

handicapped accessible, cylindrical or mortise, Security Grade 1 locksets.
The walls of the vault will be equipped with an alarm, upon unauthorized entry will transmit a signal directly to a central station protection company
Duress / hold up buttons will be placed at strategic points of entry to the perimeter area of the vault and inside the vault.

The inside of the vault will have installed sensitive ultrasonic equipment for sensing both audio and seismic vibration to detect illegal forced entry.

- A video surveillance and access control system will monitor all activity into and out of the area and control access into the area.
- These areas will be monitored by the security office and by the central station in real time and recorded to ensure the visibility of employees and escorted visitors.
- Only authorized access will be permitted into the storage vault area for those employees designated to work in this area
- Detailed security system reports will provide audit trail data as to who has entered the specific area, along with dates, times, and duration.

The Security Envelope has been designated as the only area(s) in the dispensary during non-business hours to store all saleable, quarantine, and pending-disposal cannabis. The Vault walls and ceiling will be reinforced with AMICO (Alabama Metal Industries Corporation) ASM .50-13 security mesh, which is used to secure government, commercial, and retail buildings worldwide. Security mesh will be fastened to metal studs to inhibit bending or the ability to cut. The attached Securea Clips provide over 68% more holding strength than standard screws. Finally, the maximum security mesh will be equipped with vibration sensors connected to the alarm system.

The door of the Vault will be equipped with contact switches and if operations require it to remain open for frequent access, should be equipped with a "day-gate" which is self-closing and self-locking, or the equivalent, for use during the hours of operation in which the Vault door is open.

Section V – Diversion Prevention Plan

Cre8 Balance will implement a comprehensive **Diversion Prevention Plan** with a set of policies that will ensure the preventing of access of products to non-authorized individuals, minors, the unregulated market, or others intending to acquire the product through illegal means. Actions will include the careful vetting of new employees, badge use, carefully controlled access methods, secured storage and processing areas, and following secured waste management procedures.

Employee Background Checks – Cre8 Balance will perform extensive background checks for all employees. These will be conducted through an FCRA-compliant company and follow EEOC and FTC guidelines, and performed initially prior to the employees hiring.

- Type of checks will include: criminal history, alias search, identity search, driving record, credit history, and previous employment verifications.

Employee Access Levels - All employees will be assigned a unique level of access based on their role within the organization. The level of access will determine which sections of the facility the employee has permission to enter, access to safes or vaults, and which folders or files can be accessed within the company's computer system. These will be audited regularly.

Employee Identification - All employees or others operating on behalf of the company will be required to display a laminated badge issued by the company at all times.

Limiting Dispensary Capacity – Cre8 Balance will develop and implement a policy that addresses the maximum capacity for customer flow in waiting rooms and retail areas.

Key and Access Code Issuing Procedures - The security office will manage and maintain records for

any issuing or requests for keys, access codes or access cards. All non-issued cards and keys will remain secured at all times. All keys, access codes and access cards must be returned upon employees leaving.

Cannabis Dispensing - During hours of operation all cannabis storing and dispensing will take place from the restricted access area through a secured door from restricted to the limited space. During operating hours, all cannabis shall remain stored in the secured vault area, safes, display cabinets, and drawers. These will be accessible only by authorized employees.

Access to Vaults, Safes, Storage, and Secured Cabinets During and After Normal Hours – During hours of operation the main vault, safes, cash drawers, storage and display cabinets will have limited access to authorized employees only, and will be secured at all times. An electronic daily log of dispensary agents entering the secured areas will be kept. When the dispensary is closed all cannabis and currency will be stored in the main vault room in a way to prevent diversion, theft or loss.

Non-Employee Access

- All non-employees that will have access to limited or restricted access areas, will be required to show ID. Those entering restricted access areas will be escorted by an authorized employee at all times.

Visitor Management System – Cre8 Balance will be using a visitor management system to process visitors, including scanning a government-issued ID, record creation, badge printing, check-in and check- out and watch list screening. The system will provide additional safeguards by screening against felony offenders watch lists.

Section VI – Emergency Management Plan

For all security-related emergencies, the designated senior manager will be assigned to oversee the implementation and overall management of the plan. The site's security manager will be the lead to manage all activities until the company's designated senior emergency manager is present. If the Security Manager is not present, the designated senior alternate Security Member will initiate the call to 911 and interact with Emergency Response personnel.

In addition to the physical security measures mentioned earlier Cre8 Balance will develop and implement an emergency management plan to include medical emergencies, fire, severe weather, bomb threat, robbery, hold-up, and extended power loss.

Section VII – Procedures for Screening and Hiring

All employees will have a series of background checks performed prior to their hiring. Criminal and credit history will be checked on a regularly random basis during their employment.

Employee Background Checks - All background checks will be conducted through an FCRA-compliant company and follow EEOC and FTC guidelines.

- Type of checks will include: criminal history, alias search, identity search, driving record, credit history, and previous employment verifications.

Section VIII – Cyber Security Plan

To prevent against electronic records tampering and separate from the physical security team, Cre8 Balance will assign a dedicated computer security manager that will be responsible for developing, implementing, and enforcing the cybersecurity policies and procedures for the business. The following make up the framework of our cybersecurity plan:

1. Establish an **Acceptable Use Policy** and an **Internet Access Policy** to cover use of company laptops, cell phones, email procedures, internet usage, remote access, and employee-owned devices. Policy will be reviewed yearly, as well as training.
2. Provide ongoing employee education on cybersecurity to prevent phishing scams and how hackers can gain access into the system. Provide an internal escalation process in the event of a security breach.
3. Implement a company password policy. Passwords will be changed at six (6) month intervals and use complex, random, long passwords or phrases and incorporate a two-factor authentication (password and secret question).
4. Encryption will be applied to our wireless network, hard drives, files, and USB's. Any workstation mobile phone or laptop device that goes on-line will be encrypted
5. Implement procedures to decommission user accounts and devices for employees no longer with the company.
6. Implement and manage the company firewall protection, antivirus and malware programs to secure data coming into the organization and protect against viruses, ransomware, keyloggers, botnets, trojans, and other malicious programs.
7. Limit access to critical assets and company information by setting up proper privileges for each employee. These will be reviewed periodically.
8. Provide up-to-date patch updates to operating systems and software when required.
9. The computer security manager will ensure that vulnerability scans are performed on a regular basis to detect and classify potential points of exploitation in network devices, computer systems, and applications.
10. The computer security manager will manage disaster recovery and replication policies and procedures to provide a regular backup schedule and ensure that all information is stored securely.

Section IX – Work Safety Plan

Cre8 Balance will be implementing a comprehensive **Work Safety Plan** for its business. The plan will include the following Federal OSHA workplace safety rules that are relevant to cannabis retail operations:

** Note that OSHA has not drafted any cannabis industry-specific regulations due to continued prohibition of cannabis at the federal level. Nevertheless, OSHA regulations and guidance can be readily applied to a cannabis retail business, as described here.*

Note: Cre8 Balance has no history of OSHA inspections or workplace safety complaints

Emergency Action Plans

In compliance with [29 CFR 1910.38](#), Cre8 Balance will have a written emergency action plan. The plan will cover how to report fire or other emergencies, alarm systems, evacuation, critical operations, who to contact for more information, training and how the plans will be periodically reviewed. These will be kept in the workplace, both in electronic and paper format.

Electrical Hazards

Employees will be trained to identify and control electrical hazards. Management will provide guidance to employees on which level of personal protection each hazard demands and determine if employees require additional training to safely operate equipment.

Personal Protective Equipment (PPE)

Appropriate PPE, such as eye protection and gloves, will be provided by Cre8 Balance and worn by employees and contractors for all tasks when appropriate. Training, health assessments and fittings will be done for each employee immediately upon being hired and assigned tasks requiring any kind of protection in accordance with [29 CFR Part 1910.132 and 29 CFR Part 1910.134](#)

Hazard Communication

Hazard Communication will be handled in accordance with [29 CFR Part 1910.1200](#). Cre8 Balance is committed to preventing accidents and ensuring the safety and health of all employees and site visitors. The Hazard Communication Plan will be communicated to employees and appropriate protective measures will be put in place to control exposures to these identified materials.

Hazardous Energy – Lockout/Tagout

Hazardous energy will be handled in accordance with [29 CFR Part 1910.147](#). A lockout/tagout system will be used to ensure that machines or equipment are stopped, isolated from all potentially hazardous energy sources and locked out before employees or contractors perform any servicing or maintenance.

Injury and Illness Prevention Program (IIPP)

OSHA requires that a safety committee be established at federal agencies, and the practice is recommended for all employers. Management will create a Safety Committee, with the duties similar to those established in [29 CFR 1960.40](#),

Slips, Trips, Falls and Use of Ladders

Safety related to walking and working surfaces will be handled according to [29 CFR 1910.21 and 1910.22](#). The primary method to prevent slips, trips and falls is to maintain safe walking-working surfaces.

Repetitive Motion Injuries/Ergonomics

Note: Currently no OSHA regulation specifically addresses repetitive motion injuries but Cre8 Balance will be referencing OSHA's [Elements of Ergonomics Programs](#) in an effort to reduce employee risk of experiencing musculoskeletal injuries from repeatedly using scanners or hand tools, bending, squatting, lifting or reaching, as well as other activities related to typical office/business functions like using computer equipment or sitting for long periods of time.

History of Workers Compensation Claims & Safety Assessments

Cre8 Balance represents that it has no history of workers compensation claims, and in addition to the plan specified herein, Cre8 Balance's principals are well versed in safety assessments and will hire and train staff accordingly, in accordance with this plan, its other applications plans, and SOPs.