

DOHERTY, WALLACE, PILLSBURY AND MURPHY, P.C.

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GARY P. SHANNON  
ROBERT L. LEONARD  
A. CRAIG BROWN  
L. JEFFREY MEEHAN  
JOHN J. MCCARTHY  
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MICHAEL D. SWEET\*  
MICHELE A. ROOKE  
THOMAS M. GROWHOSKI  
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COUNSEL  
WILLIAM M BENNETT  
CLAIRE L. THOMPSON  
ROSEMARY CROWLEY\*\*\*

DUDLEY B. WALLACE  
(1900-1987)  
LOUIS W. DOHERTY  
(1898-1990)  
FREDERICK S. PILLSBURY  
(1919-1996)  
ROBERT E. MURPHY  
(1919-2003)  
SAMUEL A. MARSELLA  
(1931-2004)

† REGISTERED PATENT ATTORNEY  
\* ALSO ADMITTED IN CONNECTICUT  
‡ ALSO ADMITTED IN NEW YORK  
‡ ALSO ADMITTED IN DISTRICT OF COLUMBIA  
\*\*\* ALSO ADMITTED IN SOUTH CAROLINA

December 4, 2013

By Hand

City of Springfield Office of Procurement  
Attn: Lauren Stabilo, CPO  
36 Court Street, Room 307  
Springfield, MA 01103

RE: RFQ/P Phase I - Baystate Compassion Center, Inc.

Dear Ms. Stabilo:

We are counsel to Baystate Compassion Center, Inc. ("BCC"). In accordance with the October 25 RFQ/P for Bid No. 14-111 I have enclosed the following on behalf of BCC:

10 Copies of BCC's Phase I Responses;

1 CD of BCC's Phase I Responses;

An executed Release; and

A check in the amount of \$1,250.00 payable to the City of Springfield.

Please feel free to contact me with any questions.

Very truly yours,



Michael S. Schneider

Enclosures

cc: Kevin G. Collins, President

**EXHIBIT B**

**CONSENT AND RELEASE\***

**RECITALS**

A. The City of Springfield, Massachusetts (the "City") is soliciting proposals and information regarding qualifications from enterprises (each, a "Proposer") desirous of entering into an agreement with the City in connection with the development, construction and operation of a Medical Marijuana Treatment Center project (a "Community Agreement") as set forth in a certain Phase I-RFQ/P dated October 25, 2013 issued by the City, together with all alterations, supplements or amendments thereto (collectively, the "RFQ/P").

B. To evaluate the personal, business and financial qualifications and professional capabilities and standing of each Proposer and its affiliates (each, a "Releasor" and collectively, the "Releasors"), the City requires certain information about each Releasor which could be considered confidential and/or proprietary ("Information").

C. The collection of Information by the City is essential to select the highest quality proposal for the City.

D. Some of the Information may be collected directly or indirectly from the Releasor and/or other Releasors.

E. Other Information will be collected directly or indirectly from others such as law enforcement agencies, courts, gaming and other regulatory bodies, former employees, and financial sources.

NOW, THEREFORE, the Releasor, in consideration of the City's accepting for review a proposal in which Releasor has an economic interest and other valuable consideration the sufficiency of which is hereby acknowledged, agree as follows:

1. The definitions contained in the RFQ/P are incorporated herein by reference.
2. The Releasor hereby consents and agrees to abide by all of the City's terms, conditions, ordinances, rules, regulations and policies concerning the RFQ/P.
3. The Releasor agrees that the City does not acknowledge or agree that any of the Information is confidential and/or proprietary.
4. Information collected may be used in at least the following ways:

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\* To be signed by any parent company of proposer on behalf of itself and its affiliates, if any.

- a. To evaluate Releasor's personal, financial and business history;
- b. To evaluate Releasor's personal, financial and business integrity, and criminal history, if any;
- c. To evaluate Releasor's professional qualifications and capabilities and demonstrated past performance; and
- d. Such other uses as the City reasonably believes are necessary to evaluate the Proposer and its response to the RFQ/P.

5. The City may or may not use the Information in any decision with respect to the Massachusetts Department of Public Health (DPH) and may provide this Information to the DPH.

6. Information may be shared with other state, local or federal government agencies, departments or advisors who may work with the City.

7. The City is subject to the federal law, the laws of the Commonwealth and City ordinances. The Releasor acknowledges that such laws and ordinances may provide access by third parties to the Information regarding the Releasor.

8. The Releasor and its successors and assigns, and on behalf of its affiliates and their successors and assigns, hereby release: (i) the City including all departments, agencies and commissions thereof; (ii) the City's consultants (if any); and (iii) their respective principals, agents, subcontractors, consultants, attorneys, advisors, employees, officers and directors (the "Releasees"), and hold each of them harmless from any damages, claims, rights, liabilities, or causes of action, which the Releasor ever had, now has, may have or claim to have, in law or in equity, against any or all of the Releasees, arising out of or directly or indirectly related to the (i) RFQ/P process and the selection and evaluation of proposals submitted in connection therewith; (ii) negotiation of a Community Agreement between the City and the Releasor or any other Proposer; (iii) release or disclosure of any Information whether intentional or unintentional; and (iv) use, investigation of, or processing of the Information.

9. The undersigned (i) has read and understands this Consent and Release; (ii) authorizes the direct and indirect collection of, and consents to the use and disclosure of, the Information as described herein; and (iii) represents and warrants that it has the authority to execute and deliver this Consent and Release on behalf of itself and its affiliates.

Dated: 12/4/2013

Baystate Compassion Center, Inc.  
Name of Company

By: 

Name: Kevin G. Collins

Title: President

1. The name of the proposer, the contact person and the contact person's business address, telephone and facsimile numbers and e-mail address.

**Baystate Compassion Center, Inc.  
C/O Michael Schneider, Esq.  
One Monarch Place  
Suite 1900  
1414 Main Street  
Springfield, MA 01144-1900  
P. (413) 733-3111  
F. (413) 734-3910  
mschneider@dwpm.com**

2. A brief description of proposer and its business including names and biographies of its officers, directors, and key personnel, or persons serving in similar capacities.

**Baystate Compassion Center, Inc. ("BCC") is a nonprofit corporation organized under Massachusetts General Laws Chapter 180 and would benefit registered qualifying patients once registered to do so by the Massachusetts Department of Public Health ("DHP"). BCC is dedicated to improving the quality of life of the qualifying patients of the Commonwealth with debilitating medical conditions by providing safe and affordable access to medical cannabis.**

**Executive Management Team (resumes attached):**

**Mr. Kevin Collins  
399 South Branch Parkway  
Springfield, MA 01118  
President/CEO - Baystate Compassion Center, Inc. (Board of Directors Member)**

**Mr. David Spannaus  
136 North Lake Shore Drive  
Brookfield, CT 06804  
Current: President-The Atlantic Group CT  
Treasurer/CFO - Baystate Compassion Center, Inc. (Board of Directors Member)**

**Mr. Brian Collins  
340 Peekskill Avenue  
Springfield, MA 01129  
Current: Owner-Springfield Electric Company  
Clerk/Director of Facilities - Baystate Compassion Center, Inc. (Board of Directors Member)**

**Dr. Ronald Paasch, MD  
74 Coles Meadow Road  
Northampton, MA 01060  
Current: Owner-Pioneer Spine & Sports Physicians  
Medical Director - Baystate Compassion Center, Inc. (Board of Directors Member)**

**Mrs. Mary Collins, RN  
399 South Branch Parkway  
Springfield, MA 01118  
Current: Registered Nurse-Mercy Medical Center  
Director of Patient Services - Baystate Compassion Center, Inc.**

**Mrs. Diane Czarkowski  
2525 Arapahoe Avenue #E4-325  
Boulder, CO 80302  
Current: Owner-Canna Advisors  
Operations Manager - Baystate Compassion Center, Inc.**

3. A description of proposer's experience during the last ten (10) years in developing MMTC's or similar projects. For each such project, include the name and location, the total dollar investment, components of each facility, including square footage, security measures, total revenues for the last three (3) years, number of full-time employees, and approximate size of the site on which the project is located.

**BCC has not developed any similar projects in the past, however, BCC's Operations Manager, Diane Czarkowski has developed, owned and operated a similar project in Boulder, CO.**

**Boulder Kind Care, LLC (opened 2009)  
2031 16<sup>th</sup> Street  
Boulder, CO 80302**

**Total Dollar Investment: \$700,000  
13,500 Total Square Feet (12,000 Cultivation; 1,500 Dispensary)  
Revenues: 2010 \$990,000; 2011 \$1.8 Million; 2012 \$2.4 Million (sold in 2012)  
Employees: 13 full time; 6 part time**

**KC had extensive security infrastructure and procedures at its facilities. Security alarms and cameras were present at every door and window, with recording occurring both on site and remotely. Employees were assigned badges and individual security codes. They were outfitted with panic alarms worn around their necks and worked with the local police department to establish safety and emergency procedures.**

4. A brief description of any MMTC projects which proposer has publicly announced that proposer is in the process of acquiring, developing or proposing to acquire or develop. Include the same information being requested in item 3, above, to the extent applicable.

**BCC has not publically announced any projects. It is currently engaged in the DHP's two-phase application process to become a MMTC/RMD under 105 CMR 725.000 *et. seq.* We have officially notified the City of Springfield and the City of Chicopee that BCC may wish to locate a dispensing-only facility within the confines of each.**

5. An indication as to whether proposer or its representatives have visited the City at any time during the last six (6) months for the purpose of determining whether the City would be suitable

for the development of the Project, and a description of any findings as to the City's as to suitability.

**Two of the four Board members of BCC, as well as, three of the six executive management team members of BCC are City residents. The City of Springfield is a suitable home for this project because of its central location in Hampden County, with easy access to major highways and a robust public transportation system. This existing infrastructure will make it convenient for patients with hardships to visit our location and provides logistical flexibility in implementing a comprehensive home delivery system within the City and the rest of Hampden County.**

6. An indication of the minimum amount of land proposer reasonably believes it will require for the Project.

**BCC will not require any land for the project as we plan to lease an existing structure within the City. We wish to utilize 1,500-4,500 square feet of space for our facility.**

7. An indication of the amount of land the proposer currently has under control in the City for the Project and/or proposer reasonably will be able to have under control within the next ninety (90) days. If proposer reasonably believes it will require the assistance of the City or one of its instrumentalities in order to obtain title to such land, please so indicate. Do not indicate the location or description of any site proposer controls, is attempting to control or will attempt to control until such site has been disclosed to the DPH.

**BCC will not require the City's assistance. BCC has a dually executed Letter of Intent (LOI) to lease a premises within the City that will suffice for the project.**

8. A description of proposer's currently available sources of financing for all or a portion of the total costs of the Project, the dollar amount of any such currently available financing and the extent to which proposer reasonably believes such currently available financing will be committed to projects other than the Project over the next twenty-four (24) months.

**BCC has the required cash in its control to fund the costs of the project with additional sources of capital readily available if needed. As of November 13<sup>th</sup>, 2013, BCC has \$720,000 in its non-profit checking account. BCC does not reasonably believe that it will be engaged in any projects than the Project within the next twenty-four (24) months.**

9. An organizational chart for the proposer listing all principal entities and business units. For any non-public companies, a list of the names of the ultimate individual owners, their business backgrounds and a description of their role in the enterprise. For publicly traded companies, a list of stockholders owning 5% or more of the publicly traded company. If proposer currently has or expects to have local partners who will have an ownership in the entity developing the Project, that same information must be provided.

**BCC has no principal entities or business units. As a Massachusetts non-profit corporation formed under Massachusetts General Laws Chapter 180, BCC does not have any owners.**

10. If the entity developing the Project or its affiliate will not be managing the Project, indicate the name of the management company and key personnel and a description of its experience in managing MMTC's. Such description must include the name and location of all projects managed, the components as to cultivation, processing and dispensing, total revenues for the last three (3) years, and number of full-time and part time employees.

**BCC and its executive management team will be managing all aspects of the project internally.**

11. With respect to: (i) the entity proposing to develop the Project; (ii) the management company who will be managing the Project (if not an affiliate of the developer); and (iii) their respective affiliates, list the jurisdictions where each are currently or have been licensed. For each such jurisdiction please indicate whether any license has been suspended, revoked or terminated.

**BCC is currently applying under DHP's two-phase process to become a MMTC/RMD in Massachusetts. BCC has not been licensed in the past.**

**Boulder Kind Care, LLC, owned and operated by Diane Czarkowski (Operation Manager of BCC) was licensed to operate a medical marijuana dispensary and cultivation facility in Boulder, CO from 2009 to 2012 (1st to be licensed in the City of Boulder; 7<sup>th</sup> in the State of CO).**

**The license has never been suspended, revoked or terminated by either jurisdiction. It was voluntarily withdrawn after the business was sold in 2012.**

12. A description of proposer's experience in negotiating host community agreements and the types and amounts of fees, arrangements and other contributions made to each such community.

**BCC has no experience negotiating host community agreements.**

13. A brief description of proposer's concept of the Project including major components, including site plans and renderings (if available) to the extent already made public. A summary of anticipated fiscal impacts of the proposal on the City of Springfield, including anticipated tax payments.

**BCC would open a dispensing-only facility within the City. BCC does not anticipate any fiscal impact on the City as it would be highly regulated at the State level by DHP. Since BCC would lease its space, it will pay its proportionate share of property taxes on the total premises.**

## Kevin Collins

399 South Branch Parkway  
Springfield, MA 01118

413/219-6557  
kevlc@aol.com

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### PROFILE

Successful leadership experience with strong, multi-discipline capabilities. Has experience managing and supervising individuals through training of rules, guidelines and procedures. Widely recognized for helping and guiding individuals in career and in life. To continue that mission of helping through improving life quality and relieving pain through cannabis.

- Results-driven leader and cross-discipline decision-maker in winning loyalty, approvals and talent growth; highly skilled in program management and continuous improvement.
- Innovative development and implementation of successful training and compliance programs; prompt delivery of high organizational results and management methodology.
- Effective supervision, placement, motivation and development of top-notch talent at management, staff and field levels.
- Self-starting record in driving organizational rule, guideline and procedure compliance
- Achieving top performance, maintaining peak quality service and meeting aggressive objectives.
- Multi-tasking talents in relationship building, team building, organization, needs analysis, process improvements and attention to detail in time-sensitive situations.

### AREAS OF EXPERTISE

Entrepreneur • Compliance Management • Operations Management • Staff Loyalty • Process Improvement

### EMPLOYMENT & ACCOMPLISHMENTS

National Hockey League, New York  
**Officiating Manager**

2006 – 2013

In charge of overseeing and evaluating over 75 National Hockey League officials by game monitoring and written report submission. Maintain and improve on established benchmarks with an individual and team approach.

- Offer individual guidance and critiquing for improvement
- Oversee classroom sessions at Training Camp with emphasis on rules, guidelines and procedures
- Select and evaluate Minor League staff prospects
- Promotion of Minor League officials to the National Hockey League

National Hockey League, New York  
**Official (Linesman)**

1977 - 2005

Responsible for adhering and enforcing National Hockey League rules and regulations through officiating:

- 1964 regular season games
- 300 playoff games
  
- 2 All-Star games
- 12 Stanley Cup series
- 1988 Olympic games
- 2 World Cups
- Over 25 Canada Cup games
- Championships 1981, 1984, 1987

Hampden County House of Corrections, Hampden, MA  
**Transition Officer** (NHL work stoppage)

2002

Oversaw a group of six pre-release inmates on a job sight. Worked with the Hamden County business community in educating and training for a smooth transition into society.

Springfield Model Probation Project, Springfield, MA  
**Case Manager**

1974 - 1977

Managed a caseload of up to 75 probationers with weekly, bi-weekly or monthly guidance and evaluation meetings.

- Assisted clients with GED education, job training and employment placement
- Offered drug and alcohol treatment and counseling
- Conducted home visits and family support groups

## PREVIOUS BACKGROUND

- Held positions as **EHL Professional Hockey Player, Driving Instruction and Officiating School Director and Instructor** with communities ties in regional Massachusetts.
- Gained expertise in client and personnel management, regulation and compliance management functions
- Built a positive reputation for team building, individual and community development, industry knowledge and program implementation.

## EDUCATION

American International College, Springfield, MA  
**B.S. Degree in Economics**

1972

- Theta Chi Fraternity, 1969 - 1972
- Sargent of Arms, 1970 - 1972

- Hockey Team, 1968 – 1972
- Most Improved Player, 1970
- Co-Captain, 1972

### **AWARDS AND ACCOMPLISHMENTS**

- YMCA Century Club Appreciation for friendship and generous support of service to young people
- Mass Hockey Hall of Fame, 2008
- Golden Whistle Award, Springfield Falcons Hockey Team, 2012
- AIC Athletic Hall of Fame, 2013
- Nat'l Hockey League Officials Association, Longest serving board member in the history of the NHLOA, 25 YEARS
  - Has held every position, President, Executive. Vice President, Vice President, Treasurer, Secretary
  - Participated on negotiating team, 1981 – 2005

David Spannaus, Chief Financial Officer

David C. Spannaus  
136 Lake Shore Drive North  
Brookfield, CT 06804  
646 483 9090  
dspannaus@atlanticgroupCT.com

**Profile**

A results-driven individual who is currently a partner in an organization with Offices in New York City, Wilton, Connecticut and Los Angeles, California. Our organization employs close to eighty people in the contract furniture field. David has been responsible to both start-up and turn around companies and has managed every aspect of these organizations including sales, marketing, finance, and operations. David has a passion to learn and understand how the medical cannabis industry can effect and improve the quality of life of its patients.

**Experience**

**President - Atlantic Group Connecticut (March 2005 – Present)**

Responsibilities and Accomplishments Included:

- Responsible for growing sales revenue and driving profitability margins. Managing all aspects of the organization.
- Grew revenue from startup in Connecticut to over \$18 million in two years; and exceeding plan each year since.
- Engagement and oversight with CFO in maintaining overall operating expenses by monitoring headcount and performance levels of all employees, re-distributing/allocating proper resources to further develop account plans and set/monitor price thresholds to maintain profitable product margins.
- Effectively manage and created a new business strategy to create brand awareness in the Connecticut market. Have developed business relationships to create sales opportunities and corporate identity.
- Have created a national and international account program that includes companies like American Express, JP Morgan Chase, Castleton Commodities, and GE.
- Manage the marketing of the organization for all three offices including marketing materials, website, and overall brand message.

**Executive Vice President – Stamford Office Furniture (March 2003 – March 2005)**

Responsibilities and Accomplishments Included:

- Responsible for driving sales revenue for the Connecticut market. Managed area Sales team in the development and execution of strong strategic account plans and growth. My Sales team was responsible for seventy two percent of company sales.
- Shared overall management of the organization focusing on new business development.

**Vice President of Sales and Marketing – AFD, New York (March 2004 - March 2005)**

Responsibilities and Accomplishments Included:

- Responsible for managing the New York sales team book of business by focusing on key opportunities, National Accounts and New Business Development.
- Coached and mentored sales representatives in establishing deep relationships within the design community and existing client base
- Identified and built strategic plans to target key competitive accounts and new project business.

David Spannaus, Chief Financial Officer

**President and COO – WB Wood, New Jersey (August 1997 - March 2005)**

Responsibilities and Accomplishments Included:

- Managed four offices in the tri-state region. New Jersey, Connecticut, White Plains and Long Island.
- Responsible for the award of multiple Fortune 500 accounts to include: Prudential, PricewaterhouseCoopers, Deloitte, and Dun and Bradstreet.
- Led regular strategy sessions with all nine managers that reported directly to me.
- Conducted monthly business reviews regarding progress, potential opportunities, and marketing activities with my dealer management team.

**Regional Manager – Open Plan Systems, Virginia (August 1993 – August 1997)**

Responsibilities and Accomplishments Included:

- Managed a four state region that included North Carolina, South Carolina, Tennessee and Kentucky.
- Opened and ran multiple offices and sales forces in each state.
- Built an external network of dealers in the industry who sold our remanufactured products.

**Vice President of Sales – Storr O. E. - North Carolina (February 1990 – August 1993)**

**Salesman – Waldners – New York (September 1983 – February 1990)**

***Education***

Elmira College, Elmira, New York

Westminster School, Simsbury, Connecticut

Horace Greely High School, Chappaqua, New York

***Associations and Non-Profit Organizations***

United Way of Western Connecticut – Past Board Member

Herman Miller Dealer Marketing Network – Past Founder and Board Member

IFMA – Past Board Member

Corenet

IIDA

NAIOP – Past Board Member

***Interests and Awards***

Supervisor of Officials - American Hockey League (2010 – Present)

Professional Hockey Linesman – American Hockey League - 21 Seasons (Retired)

National Ice Hockey Champion – 1980 – New Jersey Rockets

Youth Hockey and Soccer Coach

Brian Collins, Executive Vice President of Facilities & Security

**Brian Collins**  
340 Peekskill Avenue  
Springfield, MA 01129  
(413)782-7057

***Objective***

To continue to grow Springfield Electric while integrating deeper within the Springfield area community as a business leader, civic patron and proponent of community development. As part of the development I wish to participate in a medical marijuana dispensary to provide the Springfield area with a holistic alternative to Western medicine while improving the health and well-being of patients.

***Experience***

**Springfield Electric**

**Springfield, MA (1993-Present)**

- Owner and proprietor of electrical service business contracting to commercial and residential clients in the New England area. Oversees the overall business, marketing, customer service and operations of this 20+ employee organization.

**Linesman, American Hockey League**

**USA (1980-1993)**

- Refereed as linesman for the AHL, traveled to all AHL teams in the United States
- Also youth hockey (1976-1993)

**Respiratory Therapy Equipment Technician, Mercy Hospital**

**Springfield, MA (1977-1980)**

- Responsible for the complete maintenance and inventory of all respiratory equipment

***Education***

- JATC Training, Springfield, MA (1982-1987)
- Springfield Technical Community College, Springfield, MA (1976-1978), Studied Criminal Justice
- Springfield Technical High School (Class of 1976), Springfield, MA

***Non-Profit***

- Board of Directors, Springfield Bid (2005-2010)
- Board of Directors, Personal Policy Board, City of Springfield (2000-2005)
- Owner Springfield Pics Hockey (2005-present)
- President, Tri-Level Hockey School (2000-2008)
- Commissioner, Tri-State Hockey League (2000-2003)
- Board of Directors, International Brotherhood of Electrical Workers (1993-1997)
- Board of Directors, MA Hockey (1988-2000)
- President, Holy Name Hockey Association (1998-2000)

***Achievements***

- Hampden County Sheriff's Department, Honorary Sheriff (1999-present)
- Coached youth hockey, Holy Name Association (1987-2002)
- Coached travel youth hockey, Mass Conn Braves (2002-2005)
- Coached travel Jr hockey (2005-present)
- Played youth hockey and high school until 1976
- Played Jr hockey (1976-1979)

Ronald Paasch, MD, Medical Director

**Ronald N. Paasch, MD**

271 Park Street  
West Springfield, MA 01089  
CT License #: 043267  
MA License #: 74091  
413 785 1153

***Education***

- Cornell University, Ithica, NY, August 1979 – May 1983, B.A. Neurobiology
- UMDNH-Rutgers Medical School, Piscataway, NJ, August 1983 – May 1987
- PM & R Residency, UCI Medical Center, Orange, CA, 1987 – 1992
- Special Training in Peripheral Nerve Blocks, Long Beach Memorial, 1990 – 1991
- Special Training in Facet Injections and Discograms, Long Beach Memorial, 1990 – 1991
- Board Certification – PM & R, May 1992, #3918
- Spinal Injection Course, ISIS, May 1993
- IDET Training Course, San Francisco, CA December 1998 and Boston, MA August 1999

***Experience***

- Faculty Lecturer and Clinical Instructor Ortec (IDET), 2000 – Present, Harvard Medical Center
- Team Physician, US Olympic Training Center, July 1999
- Lecturer for Spasticity Management, AIC Physical Therapy Program
- Ongoing fellowship and medical student instruction in spinal injection techniques
- Presentation on Spasticity Management and Treatment, 1995
- Rehabilitation Director for Ortho and TBI, Rehab West, 1992 – 1996
- Impartial Medical Examiner, Commonwealth of Massachusetts, 1995 – Present
- Host Physician, World Junior Hockey, 1995 – 1996
- Team Physician, Springfield College Football, UMass Hockey, AIC Hockey and Football
- Medical Director, Day Rehab Program, Carr Center, Rehab West, 1992 – 1996
- Sports and Rehabilitation Medicine, PC, Private Practice, 1991 – Present
- Private Practice in EMG and PM & R Consultation, 1990 – 1992
- Professional Training in Body Building and Weight Training, 1988 – 1990
- Urgent Visit in Family Practice, FHP, Fountain Valley, CA, 1988 – 1990
- Residency in PM & R, UCI Medical Center, Orange, CA, 1988 – 1991
- Internship, UCI Medical Center, Orange CA, 1987 – 1988

***Business Enterprises***

- President/CEO, Pioneer Spine and Sports Physicians, PC, 1999 – Present
- President/CEO, Advanced Medical Group, 2000 – Present
- President, Quality Realty Partners, 1999 – Present
- Managing Partner, Quality Billing Service, 2000 – Present

Ronald Paasch, MD, Medical Director

- Partner in Land Development, Coles Meadow, 1999 – Present
- Managing Partner, Building Acquisition, Greenfield, 2001

### ***Honors and Awards***

- Member of Alpha Lamda Delta, Honor Society Fraternity, Cornell University
- Appointed to the Committee of Cardiology Awards, Rutgers Medical School, 1986
- Nominated as preferred physiatrist of Western Massachusetts by Traveler's Insurance Who's Who, 1994
- Strathmore's Who's Who, 1999 – 2000
- Lexington's Who's Who, 1999 – 2000
- Life Member of the National Registry of Who's Who, 2000
- Life Member of Kingston National Registry of Who's Who, 2002
- Physician of the Year Award, 2003
- America's Top Physician Award, 2004 – 2005
- Best Doctors Award, Occupational Health Institute, 2006
- America's Top Physicians, Award from Consumer Research Council, 2013

### ***Activities and Interests***

- Spinal Injections and Management
- Spasticity Management and Nerve Blocks
- Sports Medicine
- Cardiac Rehab
- Occupational Medicine
- Sports (hockey, soccer, golf, skiing, triathlon training, biking), MVP Cornell University Intramural Hockey Championship
- Body Building
- Business Management and Financial Consultant
- Antique Car Restoration, Home Design and Remodeling
- Travel and Photography

### ***Professional Societies***

- American Academy of PM & R
- American Congress of Rehabilitation
- American Medical Association
- American Running and Fitness Association
- National Conditioning and Fitness Association
- American Association of Electrodiagnostic Medicine
- American Association of Orthopedic Medicine
- International Spinal Injection Society
- Hamden District Medical Society

Ronald Paasch, MD, Medical Director

- Massachusetts Medical Society
- Rutgers Medical School Alumni Association
- Massachusetts Head Injury Association
- American Medical Athletic Association
- New England Pain Association
- North American Spine Society
- Advisory to the National Medical Underwriting Risk Purchasing Group, Inc.
- Olympic Sports Medicine Society

***Hospital Affiliations***

- Rehab West, 14 Chestnut Place, Ludlow, MA, Active Staff
- Noble Hospital, 115 W. Silver Street, Westfield, MA
- Baystate Medical Center, 759 Chestnut Street, Springfield, MA
- Cooley Dickinson Hospital, 30 Locust Street, Northampton, MA, Active Staff
- Mercy Medical Center, 271 Carew Street, Springfield, MA

Mary Collins, RN, Director of Patient Services

**Mary Collins**  
399 South Branch Parkway  
Springfield, MA 01118  
413-748-9900

### ***Objective***

To provide safe and effective nursing care while displaying leadership qualities to my colleagues. I strive to work on the leading edge of health care being patient focused and determined to provide optimum continuous care to all the sick and affirmed.

### ***Experience***

#### **Nurse, Mercy Medical Center (1971 – Present)**

I have been an operating room nurse since 1972. I have advanced through various levels of experience while at Mercy Medical Center. I constantly strive to improve upon my patient care and operating team abilities and skills.

- **Coronary Care Nurse** - ability to rapidly assess patients needs and assist in patient care.
- **Operating Room Nurse** - ability to work as part of the operating team to provide operating room support and patient care through a variety of procedures.

I have gained experience in treating patients with cancer and have an acute understanding of the diseases effects on the body. I have worked with patients and a variety of health issues and debilitating conditions, and have discussed alternative ways to curb wasting often through recommending alternative forms of medication.

### ***Education***

Cooley Dickinson Hospital Nursing School, Northampton, MA (1971)  
Registered Nurse

### ***Certifications***

- CNOR

### ***Professional Experience***

Multi-tasking skills, ability to work as a team member, flexible, organizational skills, time management, proficient with various communication and networking skills. I have with worked with patients to solve health issues. I worked with families in education on care elders and children. I have a great ability to stay calm and composed in situations of extreme stress.

Diane Czarkowski, Operations Manager

**Diane J. Czarkowski**

2525 Arapahoe Avenue Suite E4-325  
Boulder, CO 80302

303-748-2783  
di@thinkcanna.com

Successful entrepreneur in the cannabis industry seeks consulting engagements where I can share my knowledge to foster growth and gain support for this emergent market. Areas of expertise include:

- |   |                                  |
|---|----------------------------------|
| Legal and regulatory compliance             | Technology automation            |
| Back Office Operations                      | Human capital management         |
| Branding, Marketing (Print to Social Media) | Business development             |
| Media management                            | Best of Breed Business Solutions |
| Fundraising                                 | National Industry Networking     |

**Relevant Experience**

2012- Present **Founder/Partner** *Canna, LLC. dba Canna Advisors*

Established Canna as a way to share my industry knowledge, bring about connections and activate change on a national level. I thrive in start-up environments where I can help navigate the myriad of tasks in building a successful business model, be it as a consultant or rolling up my sleeves and getting the job done. Canna Advisors assists businesses in emergent, regulated medical marijuana states and countries from pre-license business development through to established operations.

*Key Achievements*

- All clients have passed through the first phases of application approvals
- Provided consulting services for key industry organizations such as MJ Freeway and the National Cannabis Industry Association
- Commissioned to research and write an economic impact survey of the industry in Colorado for the National Cannabis Industry Association. This publication has been referenced nationally in radio, television and other publications, most notably *NPR* and *Huffington Post*.
- Published Expert Advice article in *MMJ Business Daily Newspaper*.
- Participated in a lobbying effort in Washington D.C. including: meetings with staff of Senators Mark Udall and Mike Bennett, A Congressional Staff Meeting sponsored by Congressman Jared Polis and a meeting with staff of Representative Maxine Waters.
- Hosted a fundraiser for the Campaign to Regulate Marijuana Like Alcohol at my home, raising more than \$8000 toward the campaign.
- Commissioned to coordinate the NCIA industry gala event for 350+ people at the National Marijuana Business Conference in 2012 and 2013.

2009 – 2012 **Founder/Owner** *Boulder Kind Care, LLC.*

Built one of the most successful Medical Marijuana businesses in Colorado. The business included a store front and 12,000sf grow operation. The company grew to \$2.4M in sales and 20 employees.

Spearheaded many facets of the business including Patient Acquisition and Retention, Product Development, Human Resources, Technology, Marketing/Branding, Financials, Vendor Management and State/Local Compliance. Was always heavily involved in the local business and residential community; participating actively in local community events and outreach.

**Diane J. Czarkowski**

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**Key Achievements**

- Increased patient membership more than 200% in a highly competitive market due to our dedication to the customer experience, superior products and knowledgeable staff.
- Provided investors with profit distributions regularly beginning in the 2<sup>nd</sup> year of business.
- One of the first businesses in the State of Colorado and the City of Boulder to receive MMC and OPC licenses respectively.
- Business consistently recognized as a leader in Colorado, winning several awards such as: *Best of Boulder 2010-2012* and *BoCo Gold Award 2011*.
- Earned respect of the state regulatory agency and local municipalities as a legitimate business.
- Embraced by the medical and law enforcement community as an honest and reliable resource.

2003 – 2009

**Founder/Owner**

*Construction Design Group, LLC.*

A dynamic real estate development firm that designed and built affordable, multi-family homes, luxury mountain properties, and commercial, recreational facilities in Colorado.

**Key Achievements**

- Grew sales from \$300,000 to \$5 Million annually.
- Guided company in new directions based on marketability of projects.
- Expanded business from the Greater Denver area to Steamboat Springs, CO.
- Successfully licensed business in a heavily regimented award program run by the City of Denver.

2004 – 2009

**Realtor**

*Fourstar, Home Real Estate*

Acted as a Buyer's agent and Seller's agent in numerous transactions for individuals and investors in the Front Range area and mountain areas.

1992 – 2002

**Sales Executive**

*Various Top-Rated Software Companies*

Led sales teams in business-critical application sales involving executive-level engagement, presentation, commitment and implementation.

**Affiliations**

- Founding Member, Sustaining Member of National Cannabis Industry Association
- Life-time Member of the ArcView Investor Group
- Board Member of the Women's CannaBusiness Network a project of the National Cannabis Industry Association
- Named President of the Colorado Chapter of the Women's CannaBusiness Network 2013
- Member of Americans For Safe Access
- Licensed by the State of Colorado as a Key Employee/Owner in the Medical Marijuana Industry