

ICCP ANNUAL BENEFIT REPORT



integrate cal community partners
a california benefit corporation

www.integratecal.com

For the Operational Period of March 23rd, 2017 to March 23rd, 2018

Eric M. Gudz, Benefit Director (March 22nd to June 26th of 2017)

Bianca M. Prachyl, Benefit Director (June 27th to December 19th of 2017)

Timour A. Khouchnoutdinov, Chairman of the Board of Directors
and Acting Benefit Director (December 20th, 2017 to Present)

ABOUT THIS COMPANY

Integrate Cal Community Partners, Benefit Corporation (ICCP) better known as Integrate Cal or Integrate is a private consulting firm based out of Davis, California.

OUR VISION

The vision of the Corporation is to actualize the full potential of a post-prohibition world, where locally-oriented economies and community-guided policies are rooted in compassion, dignity, social justice, and environmental sustainability.

OUR MISSION

The mission of the Corporation is to create and champion community development strategies for a maturing cannabis industry and offer local governments sensible pathways for implementing durable cannabis policies.

- - — Integrate's updated Benefit Commitment statement — - -

California represents the largest and most vibrant economy within the U.S. and the 6th largest economy in the world overall. Navigating the complex terrain of its legislative and regulatory landscape presents many challenges. Beautiful and bountiful, California has a proud history of leadership, innovation, and social justice. It is clear that California will soon become the leader in the global Cannabis Industry.

There has been a fundamental change in the cultural, political, and scientific appreciation of cannabis that has led to a wave of legislation and the emergence of a rapidly growing legal market. This realization, while groundbreaking, carries with it a heavy debt to the many organizations and individuals that worked tirelessly to champion social justice reforms amidst the misaligned, prohibitionist cannabis policies of the past.

Recognizing the link between economic growth and social development, Integrate offers a vision of the future where progress is not only associated with more profits and political changes, but where community-based principles are truly and fully integrated throughout society. Providing public benefits is one of the pillars of our organization, so we invite all of you to join us in our community development process, through which we will dedicate a percentage of our profits to continue improving lives locally, regionally, and nationally.

Whether it's from aiding comprehensive prison reform, supporting environmental and energy sustainability, addressing infringements on civil rights, ensuring compliance with a myriad of regulations, or just bringing people together, we work hard to help our clients face a very diverse array of challenges while also building towards a more equitable future for all Californians.

OUR SUCCESSES

Here are some of Integrate's successes from our second operating year:

- Co-Founding the Yolo County Cannabis Coalition, now the largest and most active cannabis industry advocacy and membership group in the County
- Quadrupling the amount of active clients being represented and joint projects being developed across the State
- Ensuring continued representation of local cannabusiness interests at most official hearings and meetings in Davis and Yolo
- Supporting local businesses, volunteering at local events, and joining the Davis Chamber of Commerce
- Maintaining good overall record-keeping as well as operational transparency and accountability
- Engaging in good waste management and recycling practices

OUR SHORTCOMINGS

Here are some of Integrate's shortcomings from our second operating year:

- Lack of long term retention of staff members and volunteers
- Lack of assessing operations against a Third Party Standard

2017 REVIEW

Integrate experienced significant changes throughout 2017 especially as it pertained to the rapid growth of the business and its involvements but also as it pertained to staffing. In June, original co-founder Eric Gudz left the company to pursue his local political aspirations, thereby leaving Timour Khoussoutdinov as the last remaining member of the original team of four. In the same period of time, Integrate unexpectedly parted ways with Brian Egan, its valued Policy and Data Architect, along with fellow volunteers Carolyn Hobbins and Sara Ruch. Earlier in the year, Kayla Pace, the Community Engagement Coordinator, and Kareem Aref, the Program and Policy Manager, also separated from company, having other commitments to attend to in areas outside of Davis. While Integrate was able to onboard two additional team members in the cases of Eliza Allechant as the Director of Marketing and Public Relations, and Bianca Prachyl as the new Chief Community Officer and Benefit Director, both resigned their posts for various reasons before the start of 2018. Combined, these turnovers were challenging for the company, requiring a significant amount of time and resources to properly process, but important experiences were imparted that have allowed the core team to improve and expand on operational practices and policies.

The past year has shown the substantial demands of a service-based startup in such a young industry, and so, Integrate wants to commend past team members for all of their hard work and time dedicated to helping start and further this new and exciting venture.

2018 ROADMAP

Integrate has now officially been around for two years, and if counting the development time prior to incorporation, has been active in one form or another for almost 28 months. Overall, the company's work and assets continue to grow each calendar quarter, and with an ever-expanding portfolio and experience base in nearly all areas of the cannabis industry, such progress is anticipated to continue for the foreseeable future. Integrate has now been intimately involved with entities across the public, private, and non-profit sectors in dozens of municipalities and counties across the State of California, while new partnerships and projects continue to be introduced and incorporated into our work.

BOARD OPINION

The Board of Directors believes that the remaining Staff of the company did everything they reasonably could to ensure that Integrate's social and economic interests were balanced throughout the course of the second operating year. The Board further notes that even with significant individual turnover and rising financial expenses, a "material positive impact" was still successfully made by the company to the surrounding communities. Furthermore, there has been an increase in the overall understanding and commitment to regulatory compliance when compared to the 2016 calendar year.

