

September 16, 2016

To the Board of Directors;

Please accept this written notice as my resignation from The Human Collective. My last day of work will be Friday, September 30, 2016.

While I greatly appreciate the opportunity, I simply can no longer continue in my capacity as manager of this dispensary. My reasons for leaving include, but are not limited to, the following:

- 1) The PRF of the facility has—on several occasions—dispensed, at no charge, high dose edibles to friends by illegally removing the item from active inventory without the appropriate transfer.
- 2) The PRF has instructed me—and I have refused—to violate Oregon State Law regarding the handling of product, the adjustment of inventory, and price manipulation during business hours. There is ongoing pressure to violate the law, which I cannot be a part of.
- 3) The PRF has demonstrated--on a consistent basis—a level of intoxication inside the facility which is not in keeping with ethical business and leadership standards.
- 4) The PRF consistently threatens the jobs of employees, thereby destabilizing the morale in the building and creating an environment of fear and hostility amongst the staff.

I have continued in my position in hopes that I could improve the environment, but I must accept the fact that I cannot improve the environment in the workplace when all of the employees are subject to mood swings and verbal abuse.

Once again, I am grateful for the opportunity, and wish all involved the best of luck in the future.

Sincerely,

Ric Leonetti