



Greg M. Conger
President
International Vice-President
UFCW International Union

Andrea Zinder
Secretary - Treasurer

December 26, 2018

To whom it may concern:

This purpose of this letter is to convey the cooperation and partnership that UFCW Local 324 has had with From the Earth. Over the past year we have been working in partnership to help move forward responsible regulation in the cannabis industry at the local and state level. Their commitment to the community and to their workers is what sets them aside from other Cannabis Businesses owners.

From the Earth has signed a labor peace agreement with UFCW Local 324 and through our dialogue as a labor union and employer, we feel that their business model is well suited to benefit not only the workers in their facility but the community they do business in. I hope you give this a consideration when processing their application.

Sincerely,

Matt Bell
Executive Vice President
United Food and Commercial Workers Local 324