

A modern retail dispensary interior. The space features a long, white countertop with a blue-painted base. The ceiling is a complex, geometric, coffered design with recessed lighting. Several black, teardrop-shaped pendant lights hang from the ceiling. In the background, there are shelves with decorative items and a patterned wall. The floor is a mix of wood-look planks and a patterned carpet.

Retail Dispensary  
Jobs, Opportunities and Tax  
Revenues

# Job Growth Outpaces All Other Categories.



Cannabis Job  
Postings  
UP 445% YOY

Technology  
Job Postings  
UP 254% YOY

Healthcare  
Job Postings  
UP 70% YOY

Source: ZipRecruiter Data 2017

[www.ziprecruiter.com/blog/cannabis-job-growth-tech-job-growth/](http://www.ziprecruiter.com/blog/cannabis-job-growth-tech-job-growth/)

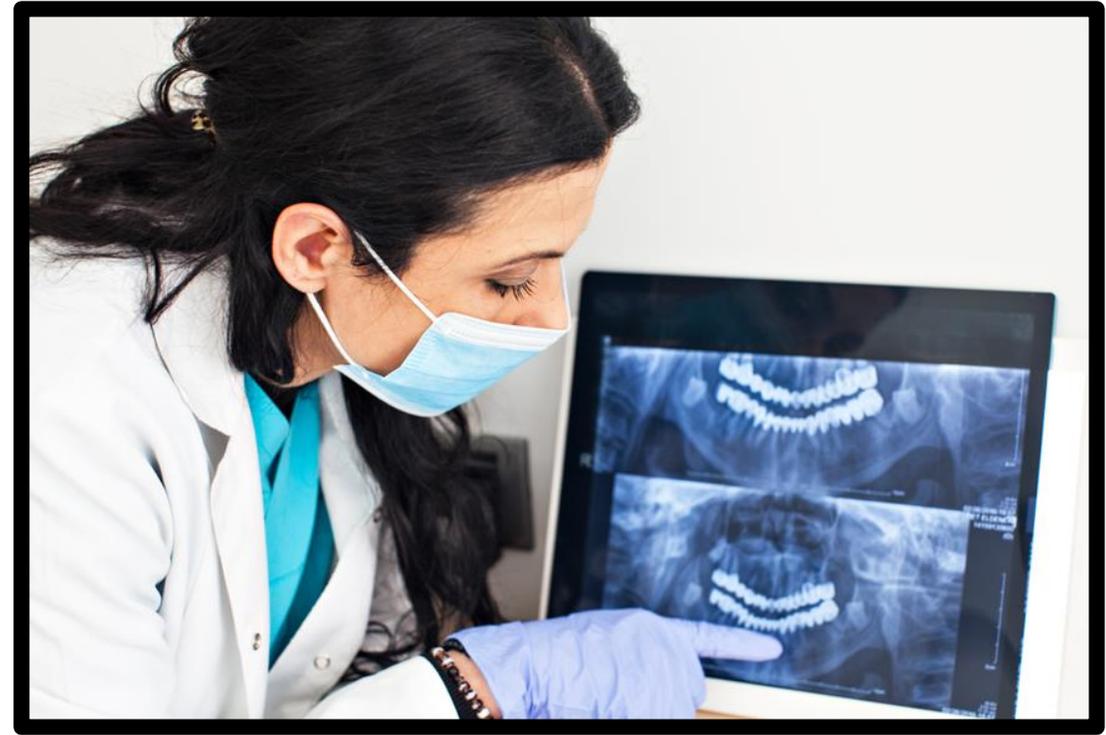
# Job Tsunami. Seriously.

There are more legal Cannabis Workers than Dental Hygienists in the United States today.

230K Cannabis workers. Average \$58,500



210K Dental Hygienists. Average \$68,250



\*Sources::US Bureau of Labor Statistics 2017  
Business Insider Magazine 2/13/2018  
IBIS World Industry Research  
BDS Analytics

# What Kinds Of Jobs? In Demand now.



- Retail Associates
- Delivery Drivers
- Marketers
- Processing personnel (cultivation trimmers)



\* Source ZipRecruiter 2018 data

# Different Jobs in a Dispensary?

## What does it pay?

**Inventory/ Supply Chain Manager \$65,000-100,000**

**Human Resources Manager \$45,000-\$60,000**

**Retail Management \$60,000 - \$150,000**

**Visual Merchandisers \$38,000-\$48,000**

**Delivery Drivers \$16-\$24/hr plus tips**

**Marketing Director \$50,000-\$75,000**

**Wellness Coordinators (medical expertise) \$25/hr**

**Retail clerks/"Budtenders" \$11- \$20/hr**



# Other Jobs in a Dispensary? Yes, there are more.

**Government Relations Director \$100,000+**

**Community Relations Manager \$48,000- \$68,000**

**Accounting/Bookkeeping positions \$40,000 - \$75,000**

**Compliance Director \$65,000- \$80,000**

**Security Guards –  
varies with jurisdiction  
11.00/hr to 25.00/hr  
or market rates**



# Ancillary Employment Impact – Industry Support

Salaries from \$60,000 to \$125,000 to \$250,000 to \$500,000+



Posted on  ZipRecruiter

## Marketing Manager - Cannabis Event Portfolio

 Global Strategic Management Institute  San Diego, CA 92103 USA

Compensation **\$55,000 to \$70,000 Annually (plus commission)**  
Benefits Offered **Vision, Dental, Medical, 401K**  
Employment Type **Full-Time**

 Last online 1 hour ago

### Why Work Here?

*"Growing company with tremendous opportunity for self-starters. Casual culture and fun office environment."*

Job Description for Marketing and Strategic Partnership Position

**20+** other people applied to this job.



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[Am I Qualified?](#)



# Case Study Bend, Oregon



# Oregrown, Substance, and 26 other Dispensaries

- No enforced “scarcity”
- Very competitive cannabis retail environment
- Estimated number of FT employees = 700+
- Part-time employees (seasonal) = varies
- Community and Chamber Support includes Bend Downtown Business Association, sponsoring “Bite of Bend”, “Oktoberfest” and other festivals and fundraisers with sponsorship dollars
- Opened Oregrown in June 2015 (medicinal) and expanded to new retail facilities and adult use in Fall of 2016
- Opened Substance 2015 - has expanded to *three* locations in Bend.

# \$29.5M Sales X 3% Local Tax Equals

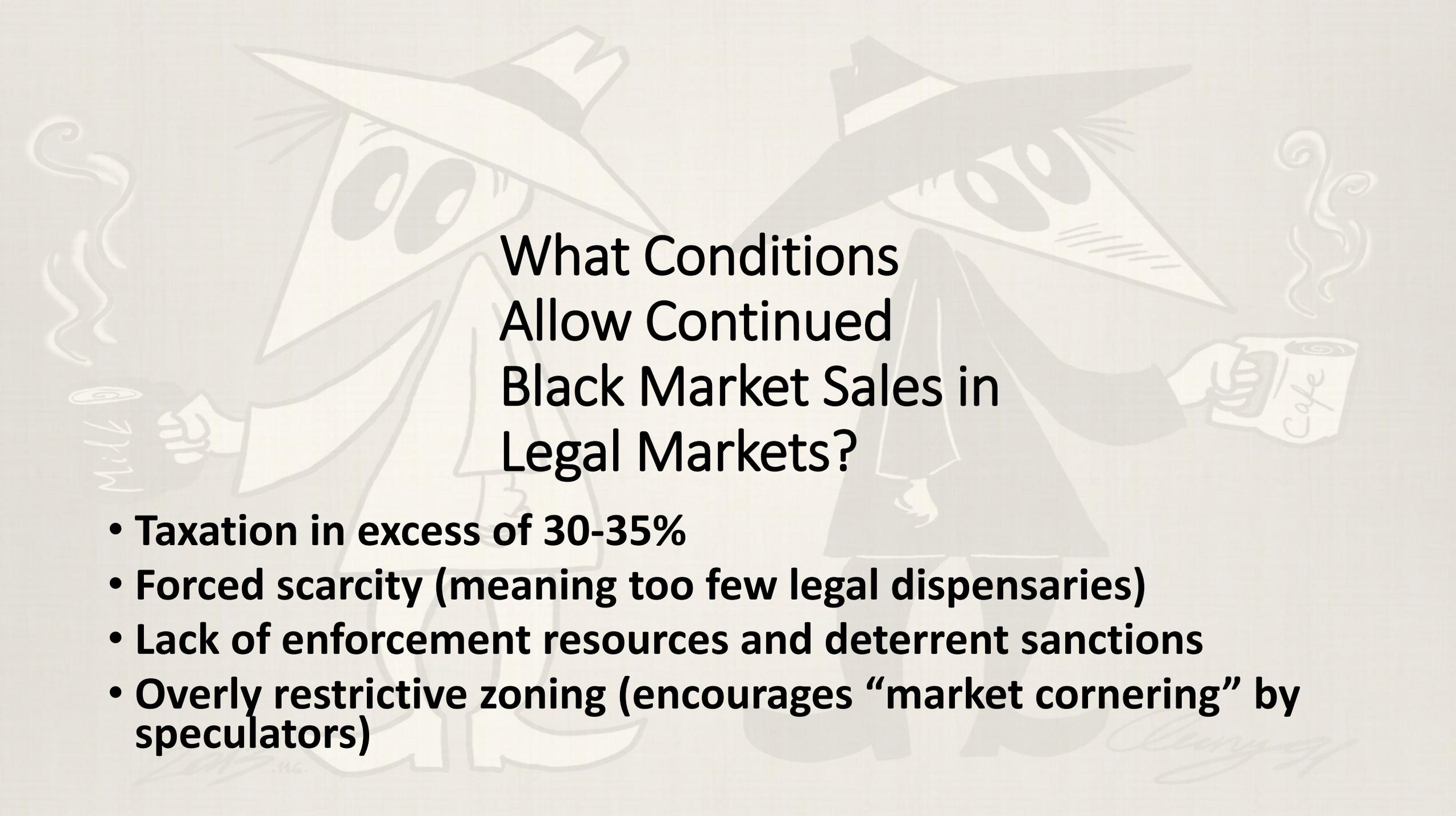
The city of **Bend** has collected **\$883,400** in local taxes on **marijuana sales** since January 2016, according to the city Finance Department and the **Oregon Revenue** Department. **Bend** received the most in **marijuana sales** taxes of any Central **Oregon** local government, thus far, according to the Oregon Liquor Licensing Commission.





“There is no data here... at this point to show that we’ve had an uptick in actual problems”.

-Bend Mayor Casey Roats  
January 2018

A cartoon illustration in the background shows two figures wearing conical hats. The figure on the left is holding a can labeled 'Milk', and the figure on the right is holding a can labeled 'Cafe'. The scene is set against a light background with some decorative swirls.

## What Conditions Allow Continued Black Market Sales in Legal Markets?

- **Taxation in excess of 30-35%**
- **Forced scarcity (meaning too few legal dispensaries)**
- **Lack of enforcement resources and deterrent sanctions**
- **Overly restrictive zoning (encourages “market cornering” by speculators)**

# Thank you.

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