

## **Cambium Analytica's Social Equity Plan<sup>1</sup>**

MRTMA Emergency Rule 7(13) states as follows:

“The applicant shall provide a social equity plan detailing a plan to promote and encourage participation in the marihuana industry by people from communities that have been disproportionately impacted by marihuana prohibition and enforcement and to positively impact those communities.”

As such, Cambium Analytica (“Cambium”) has developed the following Social Equity Plan to promote and encourage participation in the marijuana industry for underserved communities:

### **Hiring / Employment**

According to the Economic Policy Institute, in the fourth quarter of 2019, African American Workers had the highest unemployment rate nationally, at 5.7%.<sup>2</sup> That number in the State of Michigan jumps to an even 6.0%, compared to 3.7% for Caucasion workers, and compared to a 4.0% overall unemployment rate.

As such, Cambium shall interview at least one (1) minority for every laboratory and company position that becomes available. To date, Cambium has sixteen (16) employees, including one (1) minority and four (4) women. Cambium is committed to equal opportunity hiring practices and strives to improve the diversity in its workforce as it grows.

Traverse City, where Cambium is located, is not historically a community that is disproportionally impacted by marijuana prohibition and enforcement. Therefore, Cambium utilizes broad employment search engines, such as Indeed, that can reach individuals from those affected communities. Cambium does not have any policy or procedure restricting who can apply to Cambium, and/or from where.

### **Philanthropy**

Communities that have been disproportionately impacted by marijuana prohibition are, unfortunately, more likely to have increased addiction problems among community members. Cambium, through its officers, is committed to charitable causes to help fight addiction and those affected.

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<sup>1</sup> Cambium currently operates as a Safety Compliance Facility under the MMFLA.

<sup>2</sup> Wilson, Valerie. *Economic Indicators: State Unemployment by Race and Ethnicity*. Economic Policy Institute (2020).

Per example, Cambium (through its officers) have assisted with Northern Michigan Supportive Housing in its efforts to provide housing for those who can't afford it (a large majority of whom are drug/alcohol addicts).

Cambium is also committed to providing charitable contributions to organizations supporting underserved communities statewide. Specifically, Cambium is committed to contributing up to five (5) percent of its yearly revenue to social equity programs and others that serve communities disproportionately impacted by marijuana prohibition and enforcement.

### **Safety**

Cambium is a Safety Compliance Facility in the State of Michigan. It provides testing on cannabis and cannabis-related products for pesticides, potency, heavy metals, residual solvents (gases), microbials (yeast/mold), among others. Cambium provides test results for those products, and any results that do not meet State criteria for safety are prohibited from being sold on the market.

Communities that have been disproportionately impacted by marijuana prohibition have been historically subject to unhealthy, if not fatal, medicinal products (including cannabis). The quality of the product reaching those markets has caused increased illnesses and death, not only problematic for individuals, but for the resources necessary to combat and respond to those illnesses and deaths. Cambium's pledge to provide accurate results for marijuana product testing consequently improves the quality of the product reaching those communities.

As healthy product replaces the dangerous "black market" product in those communities, the communities will be more encouraged to welcome facilities in their areas with the comfort of knowing that safe, healthy product is available.

### **Education**

In addition to being a Safety Compliance Laboratory, Cambium also functions as an agronomy service—meaning, it provides education/instructions on how healthy and safe marijuana products are grown and processed.

Communities that have been disproportionately impacted by marijuana prohibition are often poorer communities, where quality information can be hard to come by. Cambium pledges to maintain open communications with the public, free of charge. Cambium will answer all inquiries, and provide free consultation and advice to educate the public on healthy growing, processing, and consumption standards.

Cambium also intends to begin a webinar series, where it will discuss changes in testing, the purposes of testing, and the quality of proper testing. Those webinars will be available to the public at large, for informational and educational purposes.

As Cambium continues to operate, it collects a wealth of data and information as it tests products. That data, and conclusions reached from that data, will be available to the public for reference and edification upon request.<sup>3</sup>

Communities with sufficient, up-to-date knowledge on marijuana safety will be more encouraged to participate in Michigan's marijuana program(s).

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<sup>3</sup> The data availability would preclude any data protected by our Confidentiality obligations as set forth under ISO 17025: 2017.