

SOCIAL EQUITY PLAN

HARBOR FARMZ NORTH, LLC

Part of the intent of the Michigan Regulation and Taxation of Marihuana Act is to bring people into the cannabis industry from communities that have been disproportionately impacted by marihuana prohibition and enforcement, as well as to positively impact those communities. As an upstanding corporate citizen of the City of Kalamazoo, we at Harbor Farmz North, LLC are committed to doing exactly that in our cultivation center and processing facility.

Harbor Farmz intends to provide employment opportunities for Kalamazoo residents, especially those who have been disproportionately affected by the criminalization of cannabis. As a company, we will prioritize hiring qualified applicants who have been adversely impacted, either personally or through the incarceration of a family member. We will participate in job fairs and post new job openings to the Michigan Works service center serving Kalamazoo in an effort to reach out to the un- or underemployed of Kalamazoo first, before posting to other mediums.

Harbor Farmz will also embrace a “ban the box” philosophy, whereby our job application will not ask if the applicant has been convicted of crime involving a controlled substance. Many job applications ask, “Have you ever been convicted of a crime? Check yes or no.” Employers often use this question to disqualify applicants with a criminal record without considering the nature and specific details of the crime, how long ago it happened, or the applicants’ lives since then.

By “banning the box,” Harbor Farmz hopes to meet and interview many applicants whose past criminal history arising from (among many other things) disproportionate enforcement of marihuana laws might have barred them from the workforce. The mandatory background checks required in Michigan’s cannabis industry will reveal an applicants’ criminal history, so safeguards remain in place to protect Harbor Farmz and the Kalamazoo community from the most dangerous criminals. But, by taking the time to get to know an applicant instead of automatically eliminating him or her from consideration, Harbor Farmz will afford individuals who have been negatively impacted by the disproportionate application of marihuana laws an opportunity to participate in and contribute to the company’s success and the community’s growth (subject, of course, to the Michigan Marijuana Regulatory Agency’s employment rules and regulations).

Additionally, senior staff will mentor and train new employees, which will include helping employees build the necessary skills for a career in the cannabis industry. Harbor Farmz will also provide tuition assistance to employees who seek training and education in the cannabis industry from third-party providers.

Finally, Harbor Farmz will donate five percent of its net profits, up to \$50,000.00 annually, to charities and social service agencies serving the Kalamazoo area, especially those that have programs dedicated to assisting children of incarcerated parents. These programs may include, and are not limited to, the Boys & Girls Clubs of Greater Kalamazoo, Black Wall Street Kalamazoo, the Kalamazoo Loaves & Fishes, the Southwestern Urban League, and the Lift Foundation.