

Social Equity Plan

Iron Laboratories, LLC

Licensed Medical Marihuana Facility Social Equity Plan

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.

Preliminary Social Equity Plan

Iron Laboratories, LLC, plans to promote and encourage participation in the marijuana industry by people from communities that have been disproportionately impacted by marijuana prohibition and enforcement and to positively impact those communities.

Educational Presentations

Iron Laboratories, LLC will hold Educational Presentations for participants who qualify for the Social Equity Program that will feature a wide variety of speakers, including attorneys, accountants, and entrepreneurs who are considered experts in their respective fields on the marijuana industry. Presentations may include topics such as:

- i. **Small Business Consulting:** an overview to provide advice on starting and operating a business generally
- ii. **Marijuana Business Consulting:** an overview to share firsthand experience with starting and operating a licensed marijuana business
- iii. **Insurance Basics:** an overview to understanding and obtaining the appropriate insurance for the business
- iv. **Legal Basics:** an overview to provide legal insight related to starting and operating a marijuana business
- v. **Accounting Basics:** an overview to provide advice regarding tax compliance and accounting services in the marijuana industry

Potential Mentorship

Iron Laboratories, LLC will act as a potential mentor and a resource for participants who qualify for the Social Equity Program and wish to enter into the Adult-use market. Iron Laboratories, LLC will authorize the MRA to post the licensee's provided contact information on the public MRA website in an effort to ensure Social Equity Program participants and the public can communicate with Iron Laboratories, LLC.

Employment Opportunities

Iron Laboratories, LLC is committed to creating employment opportunities for members of communities who have been disproportionately impacted by marijuana prohibition. Iron Laboratories, LLC will consider, as part of its hiring criteria, whether the potential employee has participated in any Social Equity Program Educational Sessions hosted by the MRA or by Iron Laboratories, LLC.