

Agronomos LLC/Luxury Loud Detroit

Community Social Equity Plan

Company Profile & Location

Agronomos purposefully located in Detroit (a disproportionately impacted community) is currently operating as a Class C grow and processing center, and dispensary in a renovated 10,568 sf industrial facility at 2250 22nd Street in Detroit. Investment in this state-of-the-art facility brought an empty building back on the tax roll and approximately 50 new jobs to the city. The facility is in Council District 6. In addition to building improvements, external beautification efforts have included new greenery, plants, and flowers having been added to the roadside and front of the building as well as regular cleanup of the street leading to the facility.

Agronomos recognizes that the assets and capabilities required for their operation offer plentiful opportunities to support their surrounding community and to positively impact the Detroit workforce. The savings in the seed to sale process allows the company to give financially to community partners, neighborhood organizations and members, and improvements to the area. The organization's focus on worker training, cross-training and education is anchored by the goal of providing employment that will support upward mobility and financial security for their staff, with focus on those coming from sustainably underserved communities and those most affected by the Drug Wars. The present staff reflects that commitment.

Community Partners & Commitment (Agronomos is presently reorganizing and expanding its partnerships)

Emerging Industries Training Institute

Emerging Industries Training Institute (EITI) operates an exclusive training provider for Detroit at Work, the job training initiative of the city of Detroit. While boasting a 93% training completion and placement rate, EITI has also managed to maintain a 95% employee retention rate.

For well over 7 years one of Agronomos' owner has been involved with and works closely on projects with William Arron the current Vice President of EITI. Agronomos/Luxury Loud Detroit has hired multiple employees through EITI. Presently George and William are designing a training course for Detroit residents to acquire the skills and knowledge necessary to work in all areas of the cannabis industry.

DCP (Detroit Cannabis Project)

Agronomos/ Luxury Loud Detroit has sponsored events for the Detroit Cannabis Project. DCP is a social enterprise committed to giving Detroit Legacy and social equity applicants the resources, connections, and information they will need to become successful cannabis business owners. The company provided mentorship and assistance to equity applicants through DCP free of charge and was a sponsor for the Detroit Cannabis Project Summit that took place at the Saint Regis Hotel in March of 2022.

Financial Contributions

Along with direct financial contributions to community partners and organizations from grow and retail operations, the integrated Agronomos provisioning center Luxury Loud Detroit creates contributions with "Dollar Days." These promotional days offer product discounted to one dollar for any customer who provides a point-of-sale donation to the selected charity or group. Agronomos requests donor information on behalf of the community partner and pass the donations and donor registration on to the charity. Donations not related to sales or fundraising events are part of Agronomos' contributions and are given to local groups. Staff volunteer days, employees are allowed 5 paid approved volunteer days with community organization, efforts, or groups; additional days may be granted if approved. Furthermore, fundraisers based on our successful "Pot & Pierogi" event, will be conducted at a minimum of once a year with proceeds benefiting one or more local organizations or groups.

Grow Sales to Detroit Based Social Equity/Legacy Licensees

Agronomos is committed to selling a minimum of 20% of adult use grow product to a Legacy Detroit/Social Equity AU licensee which will include 1% of that inventory to be sold at cost. The legacy ownership legislation offers qualified applicants an early submission window, however once licensed there are significant upfront costs related to predevelopment approvals, location build-out as well as ongoing operations, compliance, and taxes. Access to quality, affordable product will be needed for less-capitalized legacy/social equity operators to maintain a successful profit margin.

Legacy Detroit/Social Equity Mentoring & Internships

Given the experience and in-depth knowledge of the Agronomos master grower, the company is well positioned to provide a step-up to future legacy operators through mentoring and/or internships. There is significant value to be gained from hands-on learning. Participation in successful operations and real-time issues provide context and understanding of industry operations, the requirements of cannabis plants, and methods to maximize agricultural production.

Aside from training Agronomos has already taken one Legacy Detroit/Social Equity retail applicant through the process of buying and financing a new facility in Detroit, without charge. One of Agronomos' owners has sold the property to the individual for 50% of fair market value (forgoing other more lucrative offers) and is continuing assisting and consult him. The company is committed to continuing in helping other legacy Detroit applicants.

Social Equity Job Creation

It is Agronomos policy to treat employees with consideration and respect. We offer a beginning wage of \$16 per hour (although present staff makes at least \$18 per hour), with a bonus structure, upward mobility, and other additional benefits. The staffing objective at Agronomos consists of a proactive, long-term hiring and training strategy. The provisioning center will soon employ 10 new staff members and will maintain at the minimum 50% of employees who reside in Detroit and whose communities have been adversely affected by the Drug Wars. Agronomos provides periodic pro-bono legal assistance and advice, and understands that the inequitable challenges of transportation, housing, childcare faced by its employee can create circumstances for which as an employer they must make accommodations. Additionally, the Agronomos staffing plan includes opportunities for college stipend covering costs for staff to enroll in the Northern Michigan University's online programs for cannabis education. Through a 24-week program, employees may earn a certificate from Northern Michigan University.

Nuisance Mitigation Plan

Importantly for the surrounding neighborhood the Agronomos cultivation methods and equipment schedule do not create additional vibrations, smoke, noxious gas, dust, dirt, or glare. The lighting and equipment use 5,978 kilowatts per hour. Heat emissions from grow room lights are mitigated by the air conditioning units. The cooling units produce no more noise than standard HVAC units (approx. 10-15 decibels).

Odor is the primary concern of cannabis facilities. Agronomos has a \$500K state of the art, comprehensive climate control, air-scrubbing system. An air scrubber is a portable filtration system that removes particles, gases, and/or chemicals from the air within a given area. These machines draw air in from the surrounding environment and pass it through a series of filters to remove contaminants thus eliminating odors from being emitted to the outdoors.

Neighborhood Community Communication/Interactions

Although Agronomos has concrete plans of how interactions with the neighborhood should be conducted, the owners and staff realize that organic relationships must be forged with the neighborhood, community members, and businesses to ensure open communication, trust, and integration as part of the neighborhood. Therefore, regular visits to neighbors, patronage of local businesses as well as having protocols in place for complaints, input, and requests from the surrounding community are key components of the company plan.