



Family Trees, LLC

AU-G-B-000260

This entity qualifies for the Bronze level tier of
the Social Equity All-Star Program

Social Equity Plan

Family Trees, LLC

A. Social Equity Policy

The goal of Family Trees, LLC is to have a positive influence on communities adversely affected by prior marijuana prohibition and enforcement. Family Trees, LLC will generally seek to positively impact local communities, as well as individuals of the specified municipalities who have:

1. Resided in one of the 41 Michigan communities disproportionately impacted by marijuana prohibition and enforcement for the last five years
2. A marijuana related conviction, except individuals with a conviction involving marijuana trafficking to minors.
3. Been registered as a primary caregiver for at least two years between 2008-2017

B. Impacted Municipalities

The Marijuana Regulatory Agency (MRA) has identified 41 Michigan communities which have been disproportionately impacted by prohibition. Residents of these municipalities will receive enhanced employment opportunities and other policies which will positively affect the community.

The 41 Michigan communities identified under the Social Equity Program include:

1. Albion
2. Alger
3. Bay City
4. Benton Harbor
5. Big Rapids
6. Coldwater
7. Coloma
8. Covert
9. Detroit
10. Eau Claire
11. East Lansing
12. Ecorse
13. Flint

14. Fremont
15. Hamtramck
16. Hartford
17. Highland Park
18. Holton
19. Inkster
20. Kalamazoo
21. Mesick
22. Montgomery
23. Mt. Morris
24. Mt. Pleasant
25. Muskegon
26. Muskegon Heights
27. Niles
28. Pontiac
29. Prescott
30. River Rouge
31. Roscommon
32. Saginaw
33. Shepherd
34. Sodus
35. South Haven
36. St. Helen
37. Sterling
38. Twin Lake
39. Watervliet
40. West Branch
41. Ypsilanti

C. Implementation

Family Trees, LLC will, in good faith, develop implementation policies to carry out the goals and objectives of this Social Equity Plan **over the next 12 months**. Any procedures or projects implemented through this plan will explain how the procedure will have a beneficial role in communities disadvantaged through prohibitive marijuana legislation. *Policies to further the goals of Family Trees, LLC may include:*

1. Community outreach events to encourage local involvement in and educate individuals on marijuana and the marijuana industry, as well as events that may be beneficial for local communities in general.

a. Community outreach events may include educational seminars, healthy living resources, the dangers of vaping and substance abuse, current laws regarding lawful use and possession, neighborhood beautification such as clean up events and community gardening, and physical community health events such as large group yoga classes and community walks. These events may not only educate individuals generally on various aspects of cannabis but can increase physical activity and local community involvement, promoting improved mental and physical well-being by removing many social and economic barriers to such events and information.

2. Internal education resources and programs

a. Such resources may include materials to educate employees on ways to decrease the stigma surrounding marijuana use, as well as educational meetings and materials which discuss the history of marijuana prohibition and criminalization's disproportionate impact on minority and disenfranchised populations.

b. Family Trees, LLC may also establish a company task force to educate employees on the social effects of marijuana criminalization and empower employees to act as responsible and supportive ambassadors for marijuana use normalization.

3. Progressive hiring policies for people with previous marijuana related convictions a.

Individuals with marijuana related convictions have suffered undue burdens as a result of the convictions and associated stigma with marijuana possession and use. Despite previous medical legalization and now current recreational legalization, such individuals still face social stigma and often lose job and social opportunities as a result. Therefore, Family Trees, LLC is committed to hiring and will actively seek individuals with past marijuana related convictions, except convictions which involve trafficking marijuana to a minor.

b. Family Trees, LLC may implement cultural competencies into the hiring process, to identify bias and barriers to inclusive hiring for impacted individuals. 4. Progressive hiring policies for caregiver growers

a. Family Trees, LLC may actively seek and hire individuals with a minimum of two years' experience as caregiver growers. Individuals registered as caregiver growers for at least two years from 2008-2017 are among those disproportionately impacted by marijuana prohibition and criminalization. Such hiring policies, along with research, team building and interactive training programs will encourage caregiver growers to become involved in the industry and provide them with the experience and knowledge to advance in the industry as respected professionals.

5. Establishment of a Grant Program

a. Family Trees, LLC may establish a grant program in which [\$250] of proceeds will be appropriated and given to local surrounding high schools to establish a college scholarship.

6. Donations to local support organizations
 - a. Family Trees, LLC shall appropriate [\$250] of funds which will be donated to local support organizations, including but not limited to: food banks and soup kitchens, homeless shelters, women's shelters, and domestic and sexual violence programs.
7. Career advancement
 - a. Family Trees, LLC may provide career advancement services, such as seminars, business development assistance, special training, and cannabis industry career placement assistance for impacted individuals and local communities

D. Impacted Individuals

1. People with Past MJ Convictions
 - a. Individuals with past marijuana related convictions, except convictions related to trafficking marijuana to a minor.
2. Caregiver Growers
 - a. Individuals registered as primary caregivers for a minimum of two years from 2008-2017

E. Continued Improvement and Development of the Social Equity Plan

1. Experiential Development

As the Michigan marijuana industry develops, this social equity plan may also change, depending on developing law, practices, and the education and training of employees. This improvement to policy and implementation will occur as companies and other industry organizations collaborate to promote social equity and have a positive impact on local communities that have been adversely burdened by marijuana prohibition. Family Trees, LLC welcomes feedback, policy criticism, as well as suggestions for how to improve and best affect local communities and citizens.