



Harbor Farmz North, LLC

AU-P-000134
AU-G-C-000215
AU-G-C-000216

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

SOCIAL EQUITY PLAN

HARBOR FARMZ NORTH, LLC

Part of the intent of Michigan's Regulation and Taxation of Marihuana Act was to bring people into the industry from communities that have been disproportionately impacted by marihuana prohibition and enforcement, and to positively impact those communities.

As an upstanding corporate citizen of the City of Kalamazoo, we at Harbor Farmz North are committed to doing exactly that in our cultivation center and processing facility.

Harbor Farmz North intends to provide employment opportunities for Kalamazoo residents who have been disproportionally 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 Michigan Works serving Kalamazoo County in an effort to reach out to the unemployed before posting to other mediums.

The company 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 used the question to disqualify applicants with a criminal record, without considering the specifics of the crime, how long ago it happened, or what the applicants have been up to since then.

By "banning the box," Harbor Farmz North hopes to meet and interview many applicants whose past criminal history arising from (among other things) disproportionate enforcement of marihuana laws might have barred them from entry into the workforce. The mandatory background checks required in Michigan's cannabis industry will eventually reveal an applicant's criminal history, so safeguards will remain in place to protect the company and the community from the most dangerous of criminals. But by taking the time to get to know an applicant instead of automatically eliminating them from consideration, Harbor Farmz North will afford those negatively impacted by the disproportionate application of marihuana laws to participate in and contribute to the company's success and the community's growth (subject, of course, to MRA's employment rules and regulations).

Additionally, senior staff will mentor and train new employees, including helping those employees build the necessary skills for a career in the cannabis industry. Harbor Farmz North will also provide tuition assistance to employees seeking training and education in the cannabis industry from third party providers.

Finally, the company will also donate 5 percent of its net profits, up to \$50,000.00, annually, to charities and social service agencies serving the Kalamazoo area that have programs dedicated to assisting children of incarcerated parents. One such program is the Boys & Girls Clubs of Greater Kalamazoo.