



Harper Venture, LLC

AU-R-000909

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

Harper Venture LLC

Social Equity Plan

The Social Equity Program that has been adopted by Harper Venture LLC (“Harper Venture”) is intended to promote and encourage participation in the marijuana industry by people from communities that have been disproportionately impacted by marijuana prohibition and enforcement. The program will have three primary focuses which are intended to drive the program forward to obtain positive results in the communities affected and those the company serves. The three focuses are: 1) education; 2) employment; and 3) opportunity.

Education

Harper Venture will seek out educational opportunities to local colleges and universities throughout the State of Michigan, with a focus on seeking participants from the 184 communities the CRA has identified by seeking out those interested in learning more about the cultivation, processing, distribution and sales of regulated Cannabis. We will work with local community colleges and leverage their existing work-placement opportunities to seek managers and other positions where students may seek a new industry to apply their skills and training.

The primary goal would be to provide on campus educational opportunities and engage interested professors/instructors to produce a feeder program from such a program to fulfill the gaps in employment currently hitting the market. We can also leverage our existing relationships with customers to introduce any interested students to the other license types and business opportunities available to the cannabis industry.

The Education component of the Social Equity Plan will be satisfied by delivering opportunities for those who would not otherwise be given the opportunity to see the inner workings of a cultivation facility or other marijuana facilities. We would like to encourage education and research to those interested and to help others understand the process the marijuana plant undergoes from seed-to-sale and the many steps in between.

Employment

The second key component to the Social Equity Plan is employment. We are committed to put forth good faith efforts to hire from these disparaged communities for our facility. Harper Venture will work to create employment opportunities to the surrounding communities who have been identified by the CRA.

There are additional employment opportunities that will arise from the customer relationships that Harper Venture has with growers and processors it works alongside with in the industry.

Opportunity

The third component of the Social Equity Program is to provide opportunity. This will come in several different forms in addition to the education, training, and employment. As Harper Venture grows, we will look to promote primarily those from the 184 identified communities to rise through the ranks and be promoted from within the company. As they do so, their standard of living will become greater and, the goal is, for them to never feel like they and those around them were ever disproportionately impacted.

Another benefit of the education program is to speak one-on-one with those genuinely interested in the marijuana industry for various other roles throughout the industry. The methods and processes learned within our facility can be easily applied to other employment opportunities in the industry.