



# Lake State Canna Company

AU-G-B-000173

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

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## Social Equity Plan

At Lake State Canna Company we recognize the importance of social equity in the Michigan marijuana marketplace. As a social equity applicant ourselves, we realize the power of community and the difficulty of competing against companies that have not experienced the effects of marijuana prohibition. The social equity program eases some of the burden of the application process.

Lake State Canna understands that having a diverse workforce strengthens our company and our community. Lake State Canna will actively seek out employees that expand diversity within our company. We believe an individual's work ethic and benefit to a company is not defined by past marijuana convictions or other past convictions. Our company will search for new employees from areas that have been disproportionately impacted by marijuana prohibition and enforcement. Lake State Canna will adopt anti-discrimination hiring policies and encourages others to do the same. Whether that is based on age, sex, religion, immigration status, veteran status, disability, or prior convictions that are not immediately disqualifying based on the MMFLA and MRTMA guidelines for eligible employees.

Lake State Canna is located in an area disproportionately impacted by marijuana prohibition and enforcement as well as other social and economic disparities. We plan on improving the appearance of our facility and grounds to increase local property values and promote positive community interactions.

Lake State Canna believes there are actions we can take outside of the boundaries of our business as well. We have carefully thought out local charities that we believe would have the greatest impact on the community. We believe that all families deserve access to proper nutrition, a safe, clean community, and equitable K-12 education. By helping the community meet their basic needs our company can lessen the impact of socioeconomic disparities in the community that have been brought on by historic marijuana prohibition and other social issues. We hope to work with community leaders to increase positive life outcomes for families.

Lake State Canna Company is invested in the success of the Michigan marijuana industry and feel that the Social Equity program will assist with social disparities in our industry and the communities that Marijuana businesses serve.