



Leela Herb Company

AU-G-C-000705

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

SHIV LEELA, LLC
Social Equity Plan

In order to promote and encourage participation in the marijuana industry by people from communities that have been disproportionately impacted by marijuana prohibition and enforcement and to positively impact those communities, SHIV LEELA, LLC will emphasize recruitment and employment of individuals who have resided in Kankaska County for at least the past five years.

SHIV LEELA, LLC is committed to Social Equity and giving those individuals who might not ordinarily have a chance to participated in the marijuana industry, an opportunity to thrive and grow within the organization.

SHIV LEELA, LLC believes that there is a diverse collection of skills and experiences within every one of its team members that will allow SHIV LEELA, LLC provide service to customers on a comprehensive and unparalleled basis. In addition, a diverse workforce that feels comfortable communicating varying points of view can provide a larger pool of ideas and experiences. Employees from diverse backgrounds bring individual talents and experiences in suggesting ideas that are flexible, adaptable to the unique nuances of the marijuana industry marketplace in the greater Kankaska area, and that will ensure SHIV LEELA, LLC has a sustainable competitive advantage.

The organization will initiate ongoing action steps to create a work environment that maintains compliance with Social Equity goals, and fosters a workplace where people of diverse racial, ethnic and cultural backgrounds and communities can flourish and advance in skills and job opportunities. SHIV LEELA, LLC recognizes one of the most efficient ways to broaden the diversity and inclusion individuals from disproportionately impacted areas within its workforce is to encourage existing staff members to serve as ambassadors of the organization understanding that diversity and Social Equity is the work of every single person in the organization. SHIV LEELA, LLC will engage its existing leadership team to serve as recruiters, trainers, and mentors for outreach and Social Equity efforts. Mentoring will play an important role in the advancement of diversity efforts. Mentors will be trained on the nuances of diverse communities. Opportunities to match new hires with seasoned diversity mentors will be an ongoing goal for SHIV LEELA, LLC to promote a positive and productive work environment.

Training and professional development are another essential component of SHIV LEELA, LLC diversity efforts. All employees will receive an overview of the organization's cultural and diverse background commitments prior to hire, and will be given annual review of the commitment to diversity during annual performance assessments. SHIV LEELA, LLC staff members will also be encouraged to participate in professional development groups in the marijuana industry.

SHIV LEELA, LLC's Social Equity outreach efforts involve achievement of diversity goals through effective recruitment and hiring practices. The organization will initiate ongoing action steps to create a work environment that maintains compliance with Social Equity goals, and fosters a workplace where people of diverse racial, ethnic, socioeconomic and cultural backgrounds and communities can flourish. The steps include:

- Creating job descriptions for each position that are regularly updated and reflect the full complement of duties of each job, and regularly updating the descriptions to ensure accuracy
- Providing job descriptions to managers and others involved with hiring new staff members, as well as selected agencies focused on job placement and advancement opportunities for individuals from diverse backgrounds

- Regularly reviewing practices for hiring to ensure selection and employment decisions are rooted in fairness and in concert with the organization's diversity initiatives and goals
- Providing equal opportunity training to all managers and staff members involved in the hiring and recruitment practices of the organization
- Increasing outreach to minority, disadvantaged and diverse communities through targeted recruitment activities, including the following:
 - Placement of recruitment advertising in minority publications or publications dedicated to diverse or underrepresented populations
 - Ensuring SHIV LEELA, LLC's equal opportunity/affirmative action employer status is visible on all recruitment ads or materials
 - Actively recruiting for employees in community centers and schools with high minority or female populations, as well as outreach to centers for those with disabilities or organizations assisting veterans with employment opportunities
 - Encouraging existing staff, particularly those from diverse populations, to recommend or assist in recruitment of new employees
- Posting job opportunities within the organization and ensuring promotional opportunities are equal and fair

SHIV LEELA, LLC is committed to offer opportunities to diverse vendors, suppliers, contractors and other service providers from our community to enhance the participation of such groups in the success of our facilities, particularly those which are formal participants in the MRA's social equity program. SHIV LEELA, LLC believes that when we partner with diverse persons and businesses, there are unlimited opportunities to share knowledge and expertise, and to ultimately assist each other to grow and succeed.

The Purchasing Department and management will share the responsibility for identifying and encouraging participation of diverse business groups. They will encourage representation and participation of diverse groups in the ownership and operation of the business that will serve the facility and provide goods and services to the facility. We are committed to procuring goods, products, and services from a diversified pool of vendors and professional service providers. Our strategy is to work with a broad range of suppliers that are competitive in quality, service, and price. All suppliers are encouraged to support diversity efforts through the use of second-tier supplier programs.