



# Native Michigan Remedies

AU-G-B-000206

AU-P-000437

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

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## **NMR1, LLC Social Equity Plan**

### *Introduction:*

NMR1, LLC is committed to promoting social equity within the cannabis industry by actively engaging and uplifting disproportionately affected communities, particularly focusing on the City of Niles and surrounding areas. Our comprehensive Social Equity Plan encompasses three key pillars: Employment, Mentorship & Training, and Strategic Partnerships.

### **1. Employment:**

#### *Current Status:*

NMR1, LLC currently employs a significant percentage of individuals from social equity groups with the majority residing in the City of Niles. Ownership is also rooted in these communities, reflecting our commitment to local empowerment. Currently, our employee base stands at an impressive 80% from social equity communities.

#### *Expansion Goals:*

- Through targeted hiring initiatives, NMR1, LLC aims to expand its employee base by actively recruiting from social equity groups, including residents of Niles, caregivers, individuals with convictions, and veterans.

#### *Tracking Key Performance Indicators:*

- The goal is to maintain a minimum of 50% representation from these social equity groups within our workforce.
- We'll utilize basic spreadsheet tracking for each employee and keep an up-to-date auditable list for the CRA to review at any time. Categories will include various different social equity qualifying statuses, which may mean that some employees would fall under more than one situation.

### **2. Mentorship & Training:**

#### *Current Status:*

- Mentorship and training have been provided through hands-on learning experiences, daily repetition in simulated environments, spreadsheet management, chemical analysis and plans are for more formalized programs, once cash-flow allows.

#### *Expansion Goals:*

- NMR1, LLC is committed to fostering a supportive and inclusive environment for individuals curious about entering the cannabis industry or transitioning back into the workforce. These could be those in office jobs, retail, agriculture or any other field, as long as they have a passion for the plant.
- Employment opportunities will be extended to individuals with past convictions, and this factor will be carefully considered in the evaluation process. There has to be more support for rehabilitated felons to find meaningful careers that allow them to live prosperous futures in our community.
- Placement Goals: NMR1, LLC aims for a 90% placement rate for participants in our mentorship and training programs, both within our organization and in external employment opportunities.

*Tracking Key Performance Indicators:*

- The success of the program will be monitored by tracking the employment outcomes of program participants through partnerships, direct employment with NMR1, LLC, or other local entities. We'll also utilize a tab in our spreadsheet for maintaining data on our program, including participant count and employment detail.

**3. Strategic Partnerships:**

*Current Status:*

- We're currently in the process of vetting vendors that have a similar ethos and philosophy regarding the plant. As a pesticide/spray-free grower, we are looking for not only clean processes, but quality people behind the products. We plan on making room for as many craft and small vendors as possible on our retail shelves, with an emphasis on paying in a timely fashion.

*Expansion Goals:*

- Partnering with Social Equity Businesses: NMR1, LLC recognizes the importance of collaboration and risk-sharing with other qualifying social equity businesses. This approach will strengthen relationships and foster mutual growth by leveraging combined assets, such as marketing, cross-promotions, licensing and other unique ways to stay ahead of the larger competitive landscape.
- Educational Initiatives: As our business expands, NMR1, LLC will host educational sessions, particularly focusing on the challenges faced by small craft businesses in the industry. This initiative will contribute to creating a knowledgeable and empowered community.
- Future Expansion: NMR1, LLC envisions the establishment of a Designated Consumption Lounge, becoming a hub for educational events and a destination for cannabis education in Southwest Michigan. This may be part of our third wave of expansion, but will be a key function of our business once completed.

*Tracking Key Performance Indicators:*

- The success of this pillar will be harder to quantify, outside of what type of revenue and profit figures are shared by our partners. We'd like transparency to help each other and are hopeful to

obtain that data on a quarterly, or bi-annual basis, at minimum. If not able to achieve this, we'll at least have our sales data to work from. We'd like to give the CRA an annual report on what type of tangible benefits our partnership provided these other social equity businesses.

- The use of another tab in spreadsheet will be necessary, however data will be pulled from POS systems and other sources.
- There will be another tab for the educational initiatives hosted at our Designated Consumption Lounge, or outside event space. This will track attendance figures and any potential successes that arise from these seminars.

*Conclusion:*

NMR1, LLC's Social Equity Plan serves as the cornerstone of our dedication to fostering positive change within the cannabis industry and the communities we proudly operate in. Our commitment to diversity, inclusivity, and mutual benefit underscores our vision for a thriving and equitable ecosystem.

As we embark on the transition from a Class B grower to a Class A Microbusiness with a retail component, we recognize the heightened responsibility and opportunity to amplify our impact. The three pillars of our plan—employment, mentorship & training, and strategic partnerships—form an integrated framework aimed at creating lasting socio-economic value.

In tirelessly pursuing our goals, we not only strive to maintain a minimum of 50% social equity representation within our workforce but also actively seek to expand opportunities for residents of Niles, caregivers, individuals with convictions, and veterans. Our mentorship and training programs, designed to be inclusive and impactful, aim for a 90% placement rate, providing tangible pathways for personal and professional growth.

Furthermore, our commitment extends beyond our immediate operations. Collaborating with other qualifying social equity businesses, we aim to share risks, create enduring relationships, and collectively address industry challenges. Our vision includes becoming a hub for educational initiatives in Southwest Michigan, symbolized by our aspiration to establish a Designated Consumption Lounge—a beacon for knowledge exchange and community engagement.

Over time, the Social Equity Plan will undergo continuous scrutiny and adaptation. Regular reviews will ensure not just compliance but a genuine alignment with our core values and the evolving needs of our community. NMR1, LLC is unwavering in its determination to be a catalyst for positive change, driving sustainable growth, and uplifting the communities we proudly call home.