



Walker Wade Labs, LLC

AU-G-B-000322

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



WALKER WADE LABS LLC

SOCIAL EQUITY PLAN 2025

Social Equity Plan

Our social equity plan is dedicated to supporting individuals from communities disproportionately impacted by marijuana prohibition and enforcement. By providing continuous access to educational resources and industry insights, we aim to empower caregivers, individuals with marijuana-related convictions, and others who have been historically affected to thrive in the cannabis industry.

Plan Components:

1. **Commitment to Local Employment:**

- Our business is located in Vassar Township, a community identified on the CRA's list of disproportionately impacted areas. As part of our social equity commitment, we prioritize hiring from within Vassar Township, contributing to local economic growth and providing employment opportunities to individuals affected by past cannabis prohibitions. We have already employed local residents in construction and plan to continue this focus as we grow.

2. **Educational and Outreach Resource Page:**

- We maintain a dedicated page on our website as a resource hub for educational materials and industry guidance. This page provides essential information on industry fundamentals and business skills, accessible 24/7 to individuals seeking to learn more about entering the cannabis industry.
 - Individuals can contact us directly via this page with questions or for additional support, ensuring continuous access to resources.
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3. **Topics Covered:**

- **Cannabis Industry Basics:** Foundational knowledge on regulatory compliance, licensing requirements, and operations.
- **Construction in Cannabis:** Guidance on building and outfitting cannabis facilities, covering zoning, security, and efficiency.
- **Negotiation Skills:** Insights into negotiating prices for essential products and services.
- **Introduction to Growing:** Basics of cultivation, from soil preparation to sustainable practices.
- **Financial Literacy and Business Skills:** Budgeting, managing costs, and securing funding.

4. **Tracking and Measuring Impact:**

- We will evaluate the effectiveness of our resources through metrics such as page visits, contacts, and user feedback, regularly reviewing this data to enhance our offerings.

5. **Promotion of the Social Equity Plan:**

- We will actively promote our educational resource page on social media and within the community, inviting participation from individuals in Vassar Township and other impacted areas.

Future Goals: As our business grows, we look forward to expanding our social equity initiatives, exploring additional opportunities for mentorship and skill-building, and further supporting Vassar Township's residents.
