



3300 Miller Road LLC

AU-P-000278

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

Social Equity Plan

3300 Miller Road LLC is a family-owned business, committed to serving and improving Kalamazoo and the surrounding communities. 3300 Miller Road LLC is also committed to sustainable, environmentally friendly development, and encouraging environmental conservation.

3300 Miller Road LLC strives to hire local labor, pay fair wages well above the State minimum wages. We are proud to provide healthcare, PTO, and other benefits to its workers in 2023. 3300 Miller Road LLC is also committed to hiring those who have been disproportionately impacted by marijuana prohibition and enforcement. Where possible, 3300 Miller Road plans to work with properly licensed local suppliers and contractors for construction, business services, and the acquisition of products. 3300 Miller Road LLC is proud to support other local businesses and its community.

Furthermore, 3300 Miller Road LLC is committed to hiring and maintaining a diverse, multi-ethnic, and multi-cultural workforce that is reflective of the communities in which it operates and the nation at large. Not only do we prioritize diversity across race, gender, and ethnicity in our hiring, but we also prioritize hiring within communities that have been disproportionately impacted by cannabis criminalization, including those who carry permissible convictions within the LARA/CRA and State of Michigan hiring requirements.

We foster an inclusive culture that is organized around employee engagement, individual responsibility, and individual empowerment to express diverse opinions and perspectives, all aligned with the Company's core vision to empower the health and wellness of those around us.

Corporate Spend Plan

3300 Miller Road LLC aims to have up to 3% of our operational expenses to be with diverse suppliers, including women-owned, minority-owned, as well as including suppliers who were previously disproportionately impacted by marijuana enforcement.

Examples of companies include the following:

- Sozo Companies
- Hytek Cultivation
- Canney Water Systems

In addition to the above, we focus on using local Kalamazoo businesses for services and packaging supplies. Many of these expenses include security systems, functions, and employees. Our marketing team, and accounting firm is another Kalamazoo based organization. As a final example, we aim to use all Kalamazoo based organizations for various services such as water, electrical, phone operations, and building repairs/maintenance.

Whenever possible, we aim to use Kalamazoo businesses to purchase services and supplies. We understand that if we can invest in our own community, our community will be able to grow and flourish. Kalamazoo is one of many areas disproportionately impacted and

recognized by the CRA's social equity program. 3300 Miller Road LLC will continue to invest time in business partnerships within these communities.

3300 Miller Road LLC partners with business ventures with licensees who qualified for the CRA's social equity program or who the licensee has identified as disproportionately impacted based on criteria established by the licensee.

Additionally, in Kalamazoo, owners of 3300 Miller Road LLC plan on applying for a new grower license in accordance with existing regulations of the city in the near future, further contributing to the economic landscape of the City of Kalamazoo.

Finally, 3300 Miller Road LLC can provide opportunities for other cannabis businesses, who are unable to purchase their own licenses. This is a starting point for small, minority (and/or) women owned businesses to sell, ship and grow their companies. Currently, 3300 Miller Road LLC has one woman-led business distributing product, as well as one business whose owner was disproportionately impacted by marijuana prohibition. In the coming year, we plan to add 1-2 more businesses, and we intend to find a minority-owned, woman-owned, or a social equity candidate.

Community Reinvestment Plan

The total community reinvestment will be up to 0.5% of forecasted revenue. Half of the reinvestment will go towards monthly community donations to local and minority-owned non-profits and businesses. The remaining will be put toward leadership diversity and race training through local Kalamazoo businesses. Some of these diversity trainings include ERRACE, as well as the annual Synergy Health symposium.

Additionally, 3300 Miller Road plans on redistributing the licensing savings, up to 25% gained from the CRA social equity program, back into city approved non-profits.

When hiring for the processor, 3300 Miller Road LLC targeted City of Kalamazoo residents when seeking applications. Because the City of Kalamazoo is a disproportionately impacted community, we strive to hire community workers, most specifically, we are intentional in hiring individuals that are persons of color, and those that have been disproportionately affected by marijuana prohibition and enforcement. These individuals are highly encouraged to apply to all open positions. Currently we 'Ban's the Box' when it comes to new employee applications. Since the retail location has opened, 3300 Miller Road LLC has kept a diverse team across all levels of the company.

3300 Miller Road LLC also actively seeks to employ individuals from nearby CRA identified disproportionately impacted communities at their marijuana establishment. In addition to this, the company actively employs and seeks to employ disproportionately impacted individuals who have qualified for the CRA's social equity program, including but not limited to: caregivers or individuals with marijuana-related convictions, individuals the licensee has identified as having been disproportionately impacted based on criteria established by the licensee and individuals who are impacted in the future.

We currently have six women employees, including 4 in supervisor positions, one of whom is a woman of color. We have six male employees, including 1 man of color. 75% of our current employees are residents of Kalamazoo City, and 90% from within Kalamazoo County.

In addition, we have 2 employees with previous marijuana convictions. As previously stated, all individuals are encouraged to apply to open positions. 3300 Miller Road LLC often hires leadership positions from within the company, allowing these individuals more opportunity for growth and success within the company.

We look forward to continued service to our Kalamazoo community as our operations grow.