



Mint Cannabis

AU-R-000311
AU-R-000519
AU-R-000635

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



Green Bronco, LLC d/b/a Mint Cannabis

Social Equity Plan

730 East Cork St. Kalamazoo MI 49001

Establishment Licenses Marihuana Retailer

Adult Use Retailer AU-R-000311

About Mint Cannabis

1. Social Equity Plan

From the onset of operations, we have been aware that Kalamazoo falls within those areas that have been designated as having been disproportionately impacted by marijuana prohibition. Knowing this, we have focused almost exclusively on hiring from within the community and providing community residents with the opportunity to be gainfully employed in an industry that may have negatively impacted their upbringing.

In addition to the impact, we have had on the community members and employees, the facility we occupy has been entirely renovated both inside and out, adding some much-needed improvement to the real estate located in the Cork Street Corridor. We have been committed to the property and raised the quality of the neighborhood by adding new exterior lighting and state of the art camera systems that benefit the entire community. We have had local police ask to view our cameras to help solve cases that took place around our facility at neighboring properties. In one example, police were able to view our surveillance to help solve a shooting that occurred at the car wash across the street.

Going into our Fourth year of business, with a firm grip on operations, we intend to continue our community outreach and contributions and expand where possible. Food drives, clothing drives, and charitable causes that raise the morale and standards for a community that has been disproportionately impacted by marijuana prosecution is a primary focus of our plan. We recognize the area is in dire need of capital contributions as well as human capital, both of which Mint Cannabis is committed to delivering.

2. Living Wages

Over the past years, we have continued to support a stable environment of employment at the dispensary. While turnover in entry level positions can be challenging in this job market, at least half of the current staff members have been with us for multiple months and almost all of them have received pay raises during that time. We evaluate all employees after 90 days with an eye toward providing their first raise at that time.

We continue to hire and promote our employees from within as a matter of policy. Our current manager has been hired in as an entry level sales lead position and achieved managerial status along with 2 increases in pay of at least 20% each time. We have raised hourly wages over the last year. Our entry level budtenders now make at least \$14 per hour, team support makes at least \$16 per hour, leads make at least \$18 per hour and managers can make up to \$30 per hour.

3. Community Support

From a community outreach perspective, we have been implementing a weekly or biweekly offering of free food to all the community members, not just customers, but anybody who wants to enjoy free hot dogs, hamburgers, or other meal we are grilling has been welcomed with open arms. We are also participating in an Art Hop, where we will feature a local artist event each month, Sounds of Kzoo featuring local musicians each week, and Out of the Darkness 5K walk supporting the American Foundation for Suicide Prevention. Recently, we participated in the Loaves for Fishes Food drive. In addition, we have previously donated cash contributions to local cancer foundations and the police force. We have and will continue to implement various charitable endeavors to support the Kalamazoo area and greater Michigan.

We joined the Edison Neighborhood Association as an organization member and the only dispensary sponsor that has sponsored and helped coordinate quarterly community events in the Edison neighborhood. We also have several employees hired that live in these neighborhoods. Aside from employment practices that have encouraged diversity and above living wage standards, any outsourcing for trades work has been done using fellow local businesses in and around the Kalamazoo community. A local community resident, Roger Freas, has been our designated landscaper since we renovated the property. Our business cards come from the local Fastsigns. We have utilized the food services of Pop's Gut, on multiple occasions to host events. T-Shirt Printing Plus is our designated print shop for apparel and work uniforms while RJ Printing has been utilized for printing marketing material such as flyers. We also recently hired Zoo Snax, S.REN.EDI massage therapy, and Peace Love and Little Donuts for our community outreach programs. We are also the only dispensary sponsors for Jerico Fair, Art Hop, and Washington Ave Art Crawl. The above are just a few examples of different local businesses we have supported; the list includes many others as we have continued to harvest our loyalty to the Kalamazoo community. Below are photos from our most recent food drive, and our Adopt a Family Program we did around Christmas of 2022, where Mint Cannabis employees went to their houses and handed out gifts to families in need.



4. Hiring

Since opening our doors in October of 2020, Mint Cannabis has hired predominantly all local applicants from in and around the Kalamazoo area. The Mint Cannabis will and has continued to hire candidates that meet the social equity criteria. We have had a total of 34 day-to-day

employees who have been a part of the company. From a gender perspective, 13 of the employees hired have been female, three of those females currently occupy three out of five managerial positions. In addition, 11 of the thirty-four hires have been African American or another minority while 4 of those hires held managerial positions during their time of employment.

We help provide employment Opportunities for communities.

We are dedicated and constantly hiring local residents at our retail store. Employees are given the opportunity to grow within the organization. As part of that process, each employee is put through training with more experienced staff members. We provide the employees with educational material on products, sales skills, customer service skills and product packaging, among other things related to the industry. Staff members are given the opportunity to learn about the industry in general, not just their positional duties, to give them a foundation for expanding their horizons beyond one storefront. We pride ourselves on providing a work atmosphere that promotes growth and education.

5. Corporate Spending Plans

This year The Mint Cannabis has spent 22% of our operational expenses with diverse suppliers.

Currently The Mint Cannabis uses the following Diverse Suppliers:

Brightmoore Gardens, LLC	Hytek
D&K Ventures, LLC	Barracuda Cannalicious Detroit Edibles
The Machine Grow and Processing, Inc	3left
Kassab Investments, LLC	Mac Oil Packwoods
MPM-P Marshall LLC	Common Citizen
North West Confections Michigan, LLC	Wyld
Pinebrook Waren, LLC	Wonderbrett
Pure Green LLC	Glourious Cannabis Company
VB Chesaning LLC	Highlife Camino Kiva Bar Lost Farms Wana
Zen Republic LLC	Rkive

TAS Asset Holdings LLC	Noble
Choice Laboratories	Crude Boys Choice Labs
JRMI27 LLC	Mary
RWB Michigan LLC	Platinum Vape
EPS I LLC	Mitten Extracts