



Nirvana Center

AU-R-000950

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



SOCIAL EQUITY, CORPORATE SPENDING, AND
COMMUNITY REINVESTMENT PLANS

Of

Nirvana Kalamazoo, LLC

Social Equity Plan

Nirvana Kalamazoo, LLC (“**Nirvana**”) adopts the following plan to promote and encourage participation in the marijuana industry by people from communities that have been disproportionately impacted by marijuana prohibition and to positively impact those communities. Furthermore, the following plan outlines the efforts Nirvana will utilize to support the Social Equity Program administered by the Cannabis Regulatory Agency of the State of Michigan.

General Policy and Procedures

Nirvana will utilize mentorship possibilities, employment opportunities, and investing in the local community to promote social equity. In addition, Nirvana will establish a policy for maintaining dedication and support to social equity efforts in its local community and around Michigan. Finally, Nirvana will provide employees with continuing education and resources on the topic of social equity and any recent developments with the CRA’s Social Equity Program.

Employee Training & Education

Nirvana will routinely ensure that their employees, particularly those eligible for participation in the CRA’s Social Equity Program, are aware of developments with and benefits of the CRA’s Social Equity Program. Furthermore, Nirvana will ensure that all employees are properly trained and mentored to ensure its operations are run in a compliant and safe manner. Finally, Nirvana will work to provide additional training and continuing education to its employees to aid their professional development and ensure a workplace that promotes diversity and inclusion.

Social Equity Partner Membership and Employment Opportunities

Nirvana is committed to supporting the Social Equity Program and is open to mentoring potential beneficiaries of the CRA’s Social Equity Program. Along with mentoring prospective beneficiaries of the Social Equity Program, Nirvana also aims to create employment opportunities for members of communities who have been disproportionately impacted by marijuana prohibition. To achieve this objective, Nirvana will consider whether applicants for employment opportunities have been convicted of a marijuana possession misdemeanor during prohibition. Furthermore, Nirvana undergoes periodic review of its job application process and required qualifications for positions to ensure that no unnecessary burdens are placed on employment by those from disadvantaged communities. Finally, Nirvana will seek to mentor and give employment opportunities to potential participants of the Social Equity Program and other members of the local community who are interested in entering the marijuana industry.

Corporate Spend Plan

As a business owned by an individual with minority status, Nirvana understands the importance of using diverse suppliers across the various business services that it uses and products it supplies. As such, Nirvana plans to spend no less than 20% of its qualified business expenses on diverse suppliers of essential business services and products. To give an idea of the kinds of diverse suppliers Nirvana uses—which includes women-owned businesses, minority-owned businesses, veteran-owned businesses, and/or businesses owned by individuals disproportionately impacted by marijuana prohibition—please see examples of some of the diverse suppliers Nirvana utilizes across various business services:

- Professional Services:
 - Coordinated Compliance Partners, LLC - (women-owned licensing services company)
 - eeCPA - (specifically Elizabeth Hale, CPA) – (woman-owned CPA firm)
- Cannabis Product Suppliers:
 - NU Group, LLC - (minority and woman-owned cultivation facility in Monroe, MI)

Community Reinvestment Plan

Community Investment

Located in a community that has been disproportionately affected by marijuana prohibition, Nirvana has and will continue to donate in-kind and monetary support to Kalamazoo-based organizations dedicated to serving the public. For instance, Nirvana has previously conducted a mass food drive that led to over 190 pounds of food being donated to Kalamazoo Loaves and Fishes, a local food pantry. Furthermore, Nirvana donates to and hosts sales promotions that benefit the Last Prisoner Project and other nonprofit organizations that seek to redress the inequities caused by marijuana prohibition and enforcement. Finally, to demonstrate its dedication to supporting the local economy of Kalamazoo, Nirvana engages in recruiting practices meant to attract members of the local community to its employment opportunities.