



Nuggets Detroit, LLC

AU-R-000914

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



18270 Telegraph Rd. Suite A,
Detroit, MI 48219
Adult Use Retailer
Gold Tier Applicant
AU-R-000914

Social Equity Plan

Nuggets Detroit is committed to equality, diversity, and assisting those who have been disproportionately affected in the Detroit Community. This plan identifies the *Annual Commitment* to the community surrounding the facility as well as the city at large.

City of Detroit has focused their cannabis program on three key goals:

1. Employment – Providing opportunities for Detroit residents with an emphasis on increasing the quality of life by providing living wages and excellent benefits package.
2. Purchasing – Utilizing Detroit based as well as women and minority owned suppliers, vendors and consultants as part of the procurement strategy.
3. Partnerships - Establishing strong public-private-community partnerships toward the betterment of the City of Detroit.

Annual Commitment

The Nuggets Detroit team will formalize some of the outreach and philanthropic efforts initiated during the pre-development stage. The Good Neighbor Plan is fully committed to not only hiring Detroit residents but raising their quality of life through a comprehensive benefits package and providing educational opportunities. Specifically, our goals include:

Detroit Resident Recruitment and Hiring

Nuggets Detroit's look to hire potential employees who are residents of the City of Detroit and other disproportionately affected communities.

Nuggets Detroit will register as an official Michigan Works! and Detroit at Work partner and employer. Detroit At Work partnership, it will ensure that Detroit residents have their first opportunities to work in good paying jobs within their community. Our primary goal is to invest in the employee through ongoing training, constructive feedback, and promotion from within.

Job Opportunities

Employment opportunities will be posted on the Detroit Means Business/Homegrown website as well shared with the community at monthly District 1 meetings. Nuggets Detroit

will use online job recruiting tools as well such as Indeed.com, Monster, Zip Recruiter and Glass Door.

Comprehensive Benefits Package

Nuggets Detroit is one of the few, if not the only, cannabis company that will offer benefits that will build long-term wealth and stability by providing the following:

- Paid sick, holiday and vacation days for full and part-time employees (pro-rated based on average weekly hours worked)
- Tuition reimbursement for continuing education, GED completion, university, and technical training programs.
- Fully funded pension program provided in association with employees at all of Dr. Radden's medical facilities after two years of employment.
- Childcare, Transportation and Legal Assistance Programs.
- Health care insurance with dental and vision benefits for full-time employees.
- Short and Long-term disability coverage
- Paid community volunteer days.

Community Reinvestment and Charitable Donations

Nuggets Detroit is committed to reinvesting into the communities disproportionately impacted by marijuana prohibition. Through volunteerism and financial support, Nuggets Detroit will continue serving disadvantaged individuals and groups.

Public-Private Partnerships - Nuggets Detroit is committed to working closely with the Public Safety Foundation to support city-wide initiatives and respond quickly to requests for financial assistance for programming that is outside of the city budget. Examples include Halloween in the D and community events, picnic and festivals planned by the Neighborhood Police Officers in District One.

Community Partnerships - Nuggets Detroit is committed to annual financial support for our community partner, Life Remodeled, as well as supporting other efforts through volunteerism.

Nuggets Detroit has identified the following goals and objectives to increase communication with the surrounding neighborhood and City of Detroit at large. Through regular two-way communication, our plan provides a framework for disseminating information on employment and social equity opportunities out to the community.

Communication also allows us to “keep an ear to the street” so we are aware of any potential operational concerns, neighborhood impacts or community needs that Nuggets Detroit can attempt to meet. Nuggets Detroit has met with the district 1 manager of the Mayor’s office as well as city council staff. Nuggets received pertinent information regarding local precinct community meeting, and common requests and concerns residents had pertaining to cannabis business in general.

Community Partners

Nuggets Detroit has chosen to partner with a Detroit-based nonprofit organization that serves the westside and aligns with the Nuggets Detroit members skills and talent. In 2020, a partnership was formed with Life Remodeled. (www.liferemodeled.org)



Life Remodeled is a Detroit-based nonprofit organization that exists to bridge people across divides to help transform each other’s lives. With substantial investments of cash, labor, and materials, Life Remodeled focuses on the intentional and equitable revitalization of Detroit neighborhoods distinguished by their significant need and radical hope. Throughout the process of unifying for a common mission, the organization helps participants realize mutual respect and common needs, which is a catalyst for long-term relationships and partnerships.



As part of the corporate partnership program, Nuggets Detroit will provide Life Remodeled with volunteers from the Nuggets location to participate in Life Remodeled’s future “Six-Day Projects”. Nuggets Detroit LLC is committed to a minimum of 100 volunteer hours annually. Dr. Radden, one of the owners, has also met with the Executive Director to discuss lending his time as a mentor and speaker to youth, especially those interested in pursuing a career in health care.

City of Detroit Medical Reserve Corps

The Medical Reserve Corps mission is to train volunteers in outbreak response and emergency preparedness. Volunteers contribute their time and efforts in a wide variety of situations from natural disasters to health fairs. Dr. Radden is



registered as a volunteer and hopes to bring other members of the Nuggets organization, particularly from the cannabis laboratory, into service as his business grows.

Community Outreach Report

Although the Nuggets Detroit facility leadership team has been busy building partnerships and giving back to the community in which they will be doing business. We are proud to report the following philanthropic activities that have occurred over the last five years:

Community Philanthropy

In the last five years, the Nuggets team has made strategic investments in the city of Detroit both financial and volunteer commitments.

- 1. *Jackets for Jobs*** is a minority owned, women owned award winning nonprofit organization with location on the east and west sides of Detroit. Jackets for Jobs provides employment etiquette, career skills training and professional clothing to low-income individuals. It was founded by Alison Vaughn to meet the needs of the community. Its mission is to provide career skills training, employment etiquette and professional clothing to job seekers. To fulfill this vision, they provide the clients with top-notch interview training from experienced professionals and by providing high quality clothing to job seekers that will impress any employer. Since opening the doors in 2000, Jackets for Jobs has helped over 20,000 clients achieve their job seeking goals. Dr. Radden has financially contributed to job seekers as part of its partnership with Jackets for Jobs.



- 2. The *Euro-Peds Foundation*** is a 501(c)(3) non-profit organization. Their amazing team of volunteers raise funds to help uninsured and underinsured children with cerebral palsy, traumatic brain injuries, spina bifida and other neuromuscular disorders get Euro-Therapies intensive physical therapy. Through his financial contributions, Dr. Radden supports those receiving grants through Euro-Peds.

3. At ***Kids' Chance of Michigan*** is dedicated to helping Michigan kids who need it most – those who need assistance for college or vocational education because a parent has been killed or catastrophically injured in a work-related accident. Their mission is to raise funds to provide need based scholarships to qualifying kids ages 17-22 to pursue their educational dreams at a college, community college, trade, or vocational school in Michigan. Dr. Radden helps fulfill their mission through his financial contributions to the organization.



4. The Radden Family supported the Rhonda Walker Foundation, which empowers inner city teen girls at its fifth annual fundraiser at Seldom Blues in Detroit.



5. Through the partnership with ***Life Remodeled*** Nuggets Detroit has provided financial support (\$5,000 per year for the last two years) and is registered to participate in the annual six-day project on October 8, 2022, programmed for the Cooley High School neighborhood. The annual clean-up project will enlist hundreds of volunteers.



6. Nuggets Detroit was a platinum sponsor for the first annual Detroit Police Department Golf Outing sponsored by the **Detroit Public Safety Foundation** in 2021 and again in 2022. This event provides support to the Neighborhood Policing Program within the Detroit Police Department.

Community Leadership Activities

Nuggets Detroit LLC Member, *Dr. Louis Radden* has been active in expungement activities for several years and has recently been appointed to the Board of Directors for the #MIFreshStart. This nonprofit organization works in partnership with the Detroit Legal Aid and Defenders Association to give Michigan citizens a chance to clear their record of prior convictions after paying their debt to society. Being raised in community negatively affected by drug enforcement specifically archaic marihuana laws, coming from a law enforcement family and entering into the now legal cannabis industry; this organization is near and dear to both Louis Radden and Camille Hicks.

Nuggets Detroit LLC Member, *Ms. Camille Hicks*, has been an active community volunteer for over 40 years. Her volunteerism includes soliciting donations for the Salvation Army annual holiday drive, serving meals at Capachin Kitchen and through her church outreach initiatives and she was an active member of the citizen police academy in Detroit.

Corporate Spending Plan

Nuggets Detroit aims to budget a percentage of its operational expenses annually with diverse vendors.

One such vendor that Nuggets Detroit is partnering with is Parkstone Development Partners.

Parkstone Development Partners is a Detroit based Women Owned/Minority Owned Business consulting firm that assists Nuggets Detroit with land use, zoning and regulatory compliance. In the past year, Nuggets Detroit has spent over \$60,000 utilizing diverse businesses and will continue to actively seek out diverse vendors in a myriad of fields.