



# Sweet Cut Grow, LLC

AU-G-C-000811

AU-G-C-000812

AU-G-C-000813

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

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SOCIAL EQUITY PLAN  
SWEET CUT GROW, LLC

## **I. Introduction**

Sweet Cut Grow, LLC (Sweet Cut) seeks to inspire an environment where our people can excel. Through personal coaching and training, we aim to create leaders both at the company and in the community.

Sweet Cut has chosen the community of Kalamazoo as home to its licensed cannabis grow, which is one of the 184 communities disproportionately impacted by marijuana prohibition and enforcement. We seek to positively influence Kalamazoo, its residents, and our employees.

## **II. Diverse Staff**

Sweet Cut aims to employ a diverse staff. We use progressive hiring policies that benefit persons of color, former caregivers, those with qualifying marijuana convictions, and those who are residents of Kalamazoo or other Social Equity communities. Our hiring process begins with selecting a pool of the most qualified applicants. However, in order to implement our progressive hiring policy, from this pool we do *not* disqualify Kalamazoo residents, persons of color, former caregivers, or those with qualifying marijuana convictions who may lack some of the qualifications of other applicants, if they can be trained or educated to have these qualifications. From the pool of candidates, we give preference to hiring people falling into one or more of these categories so long as they show that they have the potential to be trained in their position.

Sweet Cut currently employs 23 people. **Of these, 3 of our employees have prior marihuana convictions (not convictions for delivery or distribution to a minor)**, 6 are persons of color, and 2 were previously primary caregivers for at least two years between 2008-2017. Furthermore, **13 of them are Kalamazoo residents**, and we also have an employee each in Decatur and Battle Creek, which are two other disproportionately impacted communities. The City of Kalamazoo has identified certain census tracts within the city: Census Tract 1 (Eastside); Census Tracts 9, 10 (Edison), and; Census Tracts 2.02, 3 (Northside). Of the Kalamazoo residents working at Sweet Curt, **none at the moment reside in Census Tracts 1 (Eastside), or 2.02, 3 (Northside), and 1 resides in Census Tract 10**. Moreover, 3 reside in Tract 6 and 1 resides in tract 5.

**In order to employ residents of Census Tracts 1 (Eastside), 9, 10 (Edison), and 2.02, 3 (Northside), Sweet Cut will post job flyers in locally owned businesses, particularly stores within these tracts. We will not disqualify individuals who reside in these tracts who may lack some of the qualifications of applicants who do not reside in these tracts so long as they show potential to make progress in their training.**

Sweet Cut plans on maintaining a minimum of 50% of employees who reside in Kalamazoo, or in another disproportionately impacted community. We are currently exceeding this goal with about 56% of our employees meeting this criteria.

### **III. *Employee Training Program***

We have implemented a process whereby employees who demonstrate aptitude are mentored by 1 of 2 Cultivation Leads. Depending on the employee and reviews of the Cultivation Lead, that employee will be invited to become a new Cultivation Lead, which entitles that employee to a salary and a more robust health care option. We have the same practice for the Cultivation Leads and Director of Cultivation whereby the Director of Cultivation mentors 1 of the 2 Cultivation Leads.

When determining who are the most qualified to enter into this mentorship process, Sweet Cut will give particular consideration to residents in disproportionately impacted communities, particularly those who reside in Kalamazoo Census Tracts 1 (Eastside); 9, 10 (Edison) and/or 2.02, 3 (Northside), persons of color, former caregivers, and **those with qualifying marijuana convictions**. This means that an individual who may not show as much aptitude as we would normally require for the training but who meet one of these criteria, **such as those with prior marijuana convictions**, will be allowed into the training so long as they show potential to make progress.

### **IV. *Community Reinvestment Plan***

#### **Monetary Assistance**

Sweet Cut is in its infancy and will reevaluate what community assistance it can provide on a yearly basis. This year, Sweet Cut has allocated \$2,000 - \$1,000 bi-annually - to donate to the United Negro College Fund (UNCF) for its scholarships. The first payment is scheduled to be made in April, 2023.

Once Sweet Cut is able to determine its revenue for its first year in operation, we will also be making yearly donations to Great Lakes Expungement Network (GLEN), which pays for cannabis related expungements. GLEN walks individuals through the application process, scans them for eligibility, obtains necessary documents, and then matches them with an attorney who will represent them in court.

After Sweet Cut's first year in operation, we will donate .5% of net cumulative profits each to UNCF and GLEN.

#### **Volunteer**

Sweet Cut has organized a volunteer effort called "Clean the Park" day. This will take place at Crane Park in Kalamazoo on 9/1/2023.

Furthermore, starting this quarter, Sweet Cut will donate 10 hours per quarter to organizations who help Kalamazoo residents, Kalamazoo being one of the communities disproportionately impacted by marijuana prohibition and enforcement. The initial organizations chosen are Open Doors Kalamazoo and Midwest Enterprises For The Blind. Open Doors Kalamazoo helps local families who seek housing. Midwest Enterprises for the Blind Provides employment opportunities for people who are blind.

## **V. Corporate Spending Plan**

*In its first year of operation, Sweet Cut has paid \$47,000 to John Hall & Associates as a sales broker. Owner John Hall is an army veteran. Going forward, we intend to allocate 50% of our sales budget to diverse suppliers including John Hall & Associates. Additionally, as we seek vendors going forward, our policy is to give a preference to businesses that are more than 50% owned and operated by an individual or group who are minorities, women, veterans, tribal, LGBTQ, or people with disabilities*

Moreover, Sweet Cut aims to work with primarily local businesses for its services and supplies, where possible.

## **VI. Annual Review**

Sweet Cut will annually review how well it has done following through with its plans as stated above. If certain goals are not met, we will make adjustments in order to achieve the stated goals in the next year.