



True Leaf Cannabis Shop

AU-R-000737

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

True Leaf Solutions LLC

Adult Use Retail Store

Community Benefits Statement

Hiring and training preference given to Kalamazoo employees to create a diverse and inclusive workforce:

True Leaf Solutions' hiring plan gives a strong preference to hiring residents of the City of Kalamazoo that will achieve a diverse and inclusive employee roster. True Leaf Solutions has a two-part hiring plan where after selecting a pool of the most qualified applicants, it then gives preference to hiring residents of the City of Kalamazoo, especially residents of color, registered Primary Caregivers with at least 2 years experience during 2008-2017, and those with Marihuana convictions; except individuals with a conviction involving marihuana trafficking to minors. In making its initial determination of the most qualified applicants True Leaf Solutions will not disqualify Kalamazoo residents that lack some of the qualifications of applicants that are not residents of Kalamazoo, if those Kalamazoo resident applicants can be trained or educated to have these qualifications.

Community outreach-needs of the community:

True Leaf Solutions will give back to the community of the City of Kalamazoo. True Leaf Solutions is committed to enhancing its ties to the community and becoming a proactive leader in the City of Kalamazoo and the Kalamazoo County business community. True Leaf Solutions will work with community organizations and other civic groups to determine what needs the neighborhood community has. Once determined, they will select certain needs that can be addressed through charitable contributions or volunteer work (e.g. shoveling snow or cutting the grass for elderly or handicapped individuals; food drives for non-profit organizations; clothing drives for non-profit organizations).

-To date, True Leaf Solutions has identified one charity, Kalamazoo Animal Rescue, which has a local chapter in the City of Kalamazoo which it intends to donate up to \$500.00 bi-annually during its first year of operation and will re-evaluate the contribution level based on the past year's revenue. Kalamazoo Animal Rescue is a group of volunteers that fosters dogs and cats in their homes while the pets are recuperating and waiting for permanent adopters. The animals are strays, owner relinquished or injured pets that would otherwise be homeless if not for these volunteers who are willing to care for them and spend the time to raise money to pay the huge vet bills associated with such a program. Animals are provided with all necessary veterinary care from the time they arrive at the facility.

-Volunteer Work. True Leaf Solutions will provide employee incentives to volunteer for community organizations or non-profit groups by providing PTO to employees who provide their time and resources to qualified organizations. Habitat for Humanity is one such community outreach organization that True Leaf Solutions supports via employee volunteer time.

Outreach to community/Law Enforcement: One role that the True Leaf Solutions General Manager has is serving as a liaison to community organizations and various other civic groups as well as law enforcement to determine if there are concerns about the operation of the Retail Store. True Leaf Solutions stands ready to address any concerns that the neighboring community has or law enforcement has and will review those concerns and determine how it can address them by, for instance, modifying some aspect of its operations to deal with problems or concerns.

Community security and safety: True Leaf Solutions takes seriously the responsibility that accompany operating its retail store. Diversion or theft of marijuana can facilitate illegal drug trafficking, contribute to violence and crime, and harm the public health. To avoid impacting the community in a negative way True Leaf Solutions will employ comprehensive security and fire safety measures at its facility that exceed the comprehensive regulations required by the State. These security and fire suppression measures will combine and create a first-class security plan that provides a safe workplace for staff and customers, prevents the theft of marijuana inventory and protects the health and safety of the community. Research shows that illegal drug distribution decreases where communities have provided for a regulated market.

Benefits to local businesses: True Leaf Solutions will give preference to local service and product providers whenever it can. Moreover, our employees will add to the local economy and become customers of local restaurants, stores and gas stations.

Environmental protection: True Leaf Solutions takes seriously the environmental responsibilities that accompany operating a retail store and will operate in a manner that will protect the community's entitlement to a clean and safe environment. True Leaf Solutions has developed a facility waste disposal plan that complies with the State's stringent requirements for Marijuana waste disposal, protecting against diversion. The waste disposal plan also has among other features an Odor Control System that will employ a carbon filtration system that will mitigate the escape of odors from the facility.

Social Equity Plan

Social Equity Program: True Leaf Solutions is operating and Adult Use Retail Store in the City of Kalamazoo, one of the 184 disproportionately impacted communities disproportionately impacted by marijuana prohibition and enforcement. The goal of True Leaf Solutions is to be a positive influence in the City of Kalamazoo, its residents and those adversely affected by prior marijuana prohibition and enforcement. True leaf Solutions will generally seek to positively impact the community, as well as individuals who have:

- A marijuana related conviction, except individuals with a conviction involving marijuana trafficking to minors;
- Been registered as a primary caregiver for at least two years between 2008-2017;
- Are persons of Color who have been disproportionately impacted by the high rate of incarceration for marijuana convictions compared to the Caucasian community.

Implementation:

True Leaf Solutions will, in good faith, develop policies to carry out the goals and objectives of this Social Equity Plan over the first 12 months of licensed operation. Any procedures or projects implemented through this plan will explain how the procedure will have a beneficial role in communities disadvantaged through prohibitive marijuana legislation. Policies to further the goals of True Leaf Solutions may include:

- Disproportionately impacted:** People of color have been disproportionately impacted by cannabis prohibition and has played a major role in filling our prisons with people of color. Cannabis convictions and their stigmatization make it more difficult to obtain housing, jobs, and an education. Also individuals that have been registered primary caregivers for at least two years and those with marijuana related conviction; except individuals with a conviction involving marijuana trafficking to minors.
- True Leaf Solutions will look to promote employees from within the organization and provide the necessary training and coaching to help current employees gain the skills and experience needed to advance if they chose to.
- True Leaf Solutions will advertise job opportunities in local publications as well as use the two display signs on the Kalamazoo retail store as the store is located one block South and one block North of two Kalamazoo census tracts and is strategically positioned to reach individuals in those communities.

-Volunteer time. True Leaf will encourage employees to volunteer their time and resources to local charities or non-profit organizations and will provide PTO to employees that select qualified organizations.

Corporate Spend Plan

True Leaf Solutions aims to have up to 3% of our operational expenses to be with diverse suppliers, including women-owned, minority-owned, veteran owned businesses; as well as including suppliers who were previously disproportionately impacted by marijuana enforcement.

Currently True Leaf Solutions uses the following diverse suppliers:

77 North Inc. (77 North), 3843 Euclid LLC (Hyman), Brightmoore Gardens LLC (Hytek), Choice Laboratories (Crude Boys, Choise Labs), D&K Ventures LLC (Barracuda, Detroit Edibles), Fluersh LLC (Fluersh).

In addition to the above, we focus on using local Kalamazoo businesses for services and building maintenance supplies. We understand that if we can invest in our own community, our community will be able to grow and in turn support other local businesses.