



Urban Gardens

AU-G-A-000128

AU-P-000317

AU-R-000673

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

Social Equity Plan

As a woman- and immigrant-owned business, Yuma Way MI LLC (“Yuma”) is particularly sensitive to the needs and challenges of marginalized and disenfranchised groups. Our affiliate, The Coffee Joint, the nation’s first licensed social consumption establishment, hosted the first Social Equity Forum in Colorado, which was pivotal in opening the door to those with marijuana felonies to apply for marijuana licensing. Yuma applies the same commitment to diversity in our three Michigan dispensary locations where we strive to be a good partner in the development of opportunities and training for social equity candidates.

Diversity: In compliance with Title VII of the Civil Rights Act of 1964, our corporate policies prohibit discrimination against any applicant or employee on the basis of race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military service or discharge status or source of income.

Yuma is committed to the principles of affirmative action and equal employment opportunity for all applicants and employees. We are a firm believer and promoter of diversity within our ownership, operations and customer base. We believe that diversity gives us a competitive advantage and is one of the key contributing factors to our success. This is evidenced by the fact that our company is co-owned, operated and managed by the vast majority of women, and all of our founders are immigrants.

Veterans: At Yuma we believe that veterans’ leadership, integrity, ability to work under pressure and commitment to service will make for valuable assets to the Company. Accordingly, we will actively seek veterans to fill key roles within our organization.

The Americans with Disabilities Act (“ADA”): Hiring and making workplace accommodations for disabled workers offers tremendous opportunities for enhancing a disabled worker’s quality of life. Per ADA, Yuma will provide reasonable accommodation to qualified applicants and employees with a disability by modifying or adjusting a job and work environment, or the general method of performance in a way that enables a qualified individual with a disability to enjoy an equal employment opportunity.

Hiring Individuals Disproportionately Impacted by Marijuana Prohibition: Removing barriers to gainful employment, particularly in these already-marginalized groups, is a benefit to the community and thus to the State. Yuma is dedicated to ensuring that the community residents who have faced disproportionate harm from cannabis criminal enforcement are given every employment opportunity possible. At least 80% of our current workforce is composed of those who live in disproportionately impacted communities.

Training for Individuals from Disproportionately Impacted Individuals: Yuma ensures training opportunities are in place on an ongoing basis including continuing education training,

research education, and guest speakers with over 70 hrs of training per year for our employees the majority of whom are from disproportionately impacted communities.

Below is a general overview and description of the topics covered by the training courses:

Training Topic	Brief Description
New Hire Orientation	Company overview to introduce corporate mission statement, values and diversity. Employees are educated on history, charitable goals, and commitment to diversity and our local community. The 3-day course will include an introductory curriculum on topics below.
Incident Logs, Reports & Maintenance Logs	Employees will learn how to properly document any and all incidents including community complaints, discrepancies in cash and inventory accountings, security incidents, safety, harassment, and violence in the workplace, etc. Employees will also learn how to log all routine maintenance items. All incidents will be reviewed by management within 24 hrs. All reports will be kept for at least 7 years.
Inventory Management	Employees will learn how to account for an inventory in BioTrackTHC, METRC, on-hand inventory audits, procedures related to discrepancies, theft and diversion, recall procedures, expired inventory controls, and waste management.
Job Specific Training	Employees will be provided a detailed handbook of SOPs tailored to their role, and will be offered continuing education opportunities and regularly updated guidance on any regulatory changes or industry updates. A quiz will be provided quarterly to ensure SOPs are understood and adhered to.
Security	Employees will be fully trained on preventing theft and diversion, identifying and neutralizing security threats, security procedures, and access to systems and controls. The Security Training is more fully addressed in the Security Plan.
Regulatory Compliance	All staff receive training on Cannabis laws, including Michigan cannabis regulations and other applicable regulations to ensure strict adherence to regulatory compliance by all members of the staff. The CCO will

	continually monitor and update employees on changes and provide individualized guidance on implementation.
Fire Safety, OSHA & Emergency Evacuation Procedures	All employees will receive training on earthquake and fire safety training including fire preparedness, fire mitigation, evacuation routes, and the location of all fire prevention equipment, personal protective gear, and first aid/ survival kits.
Workplace Safety & Behavior	Employees will be trained and strictly advised as to company policy with respect to the handling of cannabis material and waste, environmental mitigation plans, social media, cell phones, alcohol and drug use, service animals and pets, personal hygiene and dress code, food storage, and personal items, and a zero-tolerance policy on harassment and violence.
Technology	Employees will be provided regular training on how to properly utilize all software and systems related to their role. This includes training on BioTrackTHC, iHeartJane online ordering, Onfleet delivery, Hypur payment systems, Headset, Helix Cannalytics, G-Suite, and Microsoft Office.
Product Offerings	Employees are trained to distinguish between different strands and types of manufactured cannabis products. All Dispensary Associates should be able to guide customer experience and be able to provide information on product types, ingredients, potency, and methods of consumption.
Ongoing Continuing Education	Each employee will be required to complete at least eight (8) hours of Continuing Education per year, with an additional opportunity for another four (4) elective courses, selected by our General Manager and Human Resource Manager based on the individual's specific roles, interest, and responsibilities. These courses allow employees to develop additional skills and competencies.

Promotion Opportunities for Disproportionately Impacted Individuals:

Our company's Path to Success Program allows the opportunity for rapid growth within our organization. Employees are eligible for contingent promotions with support from management, additional training (if needed to ensure success in the role), and an additional evaluation after sixty (60) days. If the employee has successfully integrated into the role, the promotion will become finalized and associated compensation and benefits will be adjusted accordingly. This

process allows employees at all levels to quickly develop new skills, climb the corporate ladder, and take the lead in their career development.

Partnering in business ventures with social equity businesses/vendors:

Yuma also focuses on working with vendors that have either minority, veteran, or woman ownership. In the past year we have spent over \$300,000 with social equity vendors including, Fluresh, Lion Labs, Trucenta LLC, Glorious Cannabis, Choice Labs and more. We plan to allocate at least 10% of vendor spend to social equity businesses, and have far exceeded this allocation with an estimate of 25% or more of our total spend applied to social equity vendors in the past year.

Community Reinvestment Plan:

Yuma is committed to donating resources, financial and in kind, to local nonprofits in the areas we serve. We plan to give up to 1% of net cumulative profits to charities who are dedicated to serving the local community. This year we have allocated \$1,000 to the Chabad of Kalamazoo, for community and youth programming, and we look forward to making additional donations to like organizations in the coming year.