

Social Equity Plan

FOCUS GROUP ENTERPRISES, LLC

A plan to promote and encourage participation in the marihuana industry by people from communities that have been disproportionately impacted by marihuana prohibition and enforcement and to positively impact those communities.

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Applicant plans to promote and encourage participation in the marihuana industry by people from communities that have been disproportionately impacted by marihuana prohibition and enforcement and to positively impact those communities.

Potential Mentorship

Applicant will act as a potential mentor and a resource for participants who qualify for the Social Equity Program and wish to enter into the Adult-use market. Applicant will authorize the MRA to post the licensee's provided contact information on the public MRA website in an effort to ensure Social Equity Program participants and the public can communicate with Applicant.

Employment Opportunities

Applicant is committed to creating employment opportunities for members of communities who have been disproportionately impacted by marihuana prohibition. Applicant will consider, as part of its hiring criteria, whether the potential employee has participated in any Social Equity Program Educational Sessions hosted by the MRA or by Applicant.

FOCUS GROUP ENTERPRISES, LLC intends on operating as an adult-use Retailer. We pledge to make every effort to hire as many people as possible who meet the definition of social equity. We will use the services of a professional staffing agency, which will be specifically directed to find applicants who have been impacted by the previous marijuana laws. In addition, we intend on paying our employees at least 200% of the federal poverty limit for a family of four (at least \$15/hr). We will seek to have at least two of these employees trained to work in a managerial position.