

## Social Equity Plan

NMG MI 1, LLC (“NMG”) is proud to submit its Social Equity Plan to the State of Michigan. NMG’s Social Equity Plan promotes and encourages people from communities who have been disproportionately impacted by marijuana prohibition to participate in the marijuana industry and positively impact those communities. The core of NMG’s community reinvestment effort will be to increase access to the marijuana industry and provide training for qualified individuals. To do this, NMG will seek out candidates who qualify for social equity status and hire, train, and mentor them through its Incubator-Training program. The qualified employee will learn from the ground up, starting as a retail associate and moving through multiple positions to learn about marijuana retail operations. NMG’s goal is to ensure individuals who have been disproportionately impacted by marijuana prohibition will have an opportunity to participate in the industry and positively impact their communities.

NMG will attend conferences, trade shows, and industry events, and meet with community leaders to find, interview, and hire qualified individuals. To qualify for social equity status, the prospective employee must meet parts of the following criteria:

<b>Requirement</b>	<b>Evidence of Social Equity Status</b>
Residency	Utility bill, tax record, school record, property lease or deed, paycheck stub, or valid identification showing the individual lived in a disproportionately impacted community for at least 5 cumulative years within the past 10 years.
Marijuana conviction	Court disposition record showing the individual was convicted of a non-violent marijuana related crime in the State of Michigan.
Caregiver status	Registration as a primary caregiver under the MMMA for at least 2 years between 2008 and 2017.

Once a social equity candidate is identified, they will move through an interview and review process, which includes meeting with the General Manager and Chief Operating Officer to discuss their professional goals, experience, and availability. After the candidate is hired and onboarded, the employee will start as a retail associate, and overtime, navigate through different roles at the facility to learn all the aspects of operations. The General Manager will regularly meet with the employee to review standard operating procedures, training sessions, discuss professional goals, and evaluate performance.

NMG is excited to move forward with its Social Equity Plan to address disproportionately impacted communities and increase participation in the marijuana industry by providing opportunities to individuals who qualify for social equity. In turn, qualified candidates will obtain a position in the marijuana industry, learn from industry experts, and apply the skills they gain from their experience throughout their professional career. Through this plan, we believe NMG will positively impact disproportionately impacted communities by establishing opportunities for social equity candidates.