

Green Sprout Labs, LLC

Social Equity Plan

The Emergency Rules state that: The applicant shall provide a social equity plan detailing a plan to promote and encourage participation in the marijuana industry by people from communities that have been disproportionately impacted by marijuana prohibition and enforcement and to positively impact those communities.

This Adult Use Entity Prequalification application is intended for licensure in Bangor Township, MI, a community that has been identified by the MRA as having been disproportionately impacted and qualifying social equity employee candidates could look to Green Sprout as an employment opportunity.

Green Sprout is committed to benefiting the local community. We will provide health care and a living wage for all our employees, make certain our workforce attains the highest level of training for their position, and also ensure that we are encouraging the growth and support of social equity applicants into the cannabis space.

We are interested in prioritizing employment opportunities for local residents, minorities and those charged with non-violent, cannabis related offenses in their past. Our employee selection process will determine an applicant's qualifications, history, and skill set to match them with employment that places them on a path to success. All staff will be effectively trained to be competitive and capable in the new regulatory world of cannabis operations. Our goal is to reach a 50% threshold for social equity qualifying employees. As our clientele will consist of varied racial and ethnic groups, gender and gender preference, employment history and backgrounds, we intend to be as representative within our staff as are our clients. We believe that an organization that promotes and is able to achieve a diverse workplace will be better equipped to attract and retain quality employees. This will lead to the effective delivery of our products and services to our clients with diverse needs.

We also intend to search out providers of cannabis and ancillary products suitable for use within our specific businesses that are located in MRA-identified disproportionately impacted communities such as Bangor Township. As it is unclear whether the MRA will identify publicly businesses that have received benefits under the state Social Equity Program, we will operate under the presumption that businesses producing cannabis and ancillary products in a disproportionately impacted community are directly providing economic resources to employees and that community. As such, supporting those businesses is a direct way to provide benefit to that community even while being located many miles away. In addition, we will look for locally sourced cannabis products cultivated and/or produced by social equity & minority licensed manufacturers to the extent that such identifying information is available and the cannabis meets quality and other parameters as appropriate to the specific business.

Pontiac, MI is an MRA-identified community. One of Green Sprout's member entities (RTMC Processing) has applied for medical approval in Pontiac and outlined its support for the training programs being implemented by the **Higher Learning Institutions**, <https://yourhigherlearning.com/>. RTMC's Pontiac Community Outreach Coordinator, Rob

Hynes, has helped net them a \$100,000 grant and to which he has donated his own time and money. The Institution is focused on training candidates in cannabis industry jobs with a goal of making the industry workforce more diverse and representative of the greater population. As well as contributing educational guidance to the center, RTMC also plans to recruit from the school's talent base (see "Pontiac medical marijuana school sees \$100,000 business accelerator grant", https://www.theoaklandpress.com/news/local/pontiac-medical-marijuana-school-sees-business-accelerator-grant/article_1da4e996-0c7f-11ea-a108-7fc2b403a855.html)

We will strive to provide employment opportunities to those that have been negatively impacted by the criminalization of cannabis. It is Green Sprout's company policy to post open positions internally before posting to external channels. Green Sprout will develop management from within the company and will encourage all qualified employees to pursue management positions and management training opportunities inside and outside the company.

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