



December 2019

Steadfast, LLC
21928 John R Road
Hazel Park, MI 48030

Social Equity Plan

Steadfast, the first local-Detroit SCF, went to market in 2015 in Hazel Park, serving the caregivers and patients of the local-Detroit area. Steadfast alone expanded the safety testing market to the patients and caregivers of the local-Detroit area by making it accessible to them through low pricing such as \$25 per test for cannabinoid profiles and yeast and mold screens.

Steadfast will continue to promote social equity in its participation in the adult-use market by employing the following initiatives.

1. Preferential hiring

Steadfast will continue to make every effort to hire employees from the MRA eligible communities that have been disproportionately affected by the prohibition of cannabis. Recruiting efforts will be focused on the eligible communities local to the Hazel Park lab. For positions that require technical training, Steadfast will continue to seek qualified applicants from universities in the qualified communities. For positions that do not require prior technical training, Steadfast will seek to hire and train motivated people from the qualified communities.

Steadfast is proud of its diverse staff which includes graduates of the University of Michigan Flint, Wayne State, and University of Detroit Mercy. Because of its proximity to Detroit and other MRA eligible social-equity communities, Steadfast is in a strong position to be successful in this initiative and it looks forward to promoting social equity by building its world-class team.



2. Preferential pricing

Steadfast will offer preferential pricing to the local MRA eligible communities that have been disproportionately affected by the prohibition of cannabis. For example, it will offer a 10% price discount to Detroit licensees.

3. Expansion into eligible communities

Steadfast is in the process of expanding into a Detroit location and will focus its future expansion efforts on the MRA eligible communities.

4. Community engagement

Steadfast will continue to participate in local events, such as Detroit Start-Up Week, and seek opportunities to engage with citizens of the MRA eligible communities. This may include participating in events, educational discussions, and other opportunities.