

Agenda

Economic Development Corporation

Board of Directors

City of Kalamazoo



Thursday, February 16, 2023

7:45 AM

CPED Main Conference Room - 245 N. Rose Street, Suite 100

- A. **CALL TO ORDER/ROLL CALL (Action: Motion to Excuse Absent Members - Voice Vote)**
- B. **ADOPTION OF FORMAL AGENDA (Action: Motion to Approve Formal Agenda - Voice Vote)**
- C. **APPROVAL OF MINUTES**
 - 1. Approval of the minutes from the meeting of the Economic Development Corporation on January 19, 2023. **(Action: Motion to Approve. Voice Vote.)**
- D. **PUBLIC COMMENTS**
- E. **DIRECTORS' COMMENTS**
- F. **NEW BUSINESS**
 - 1. Approval of a recommendation to the City Clerk to Approve the 2-year renewal of the Adult Use Marihuana Business Permit for Green Peak Industries Inc. DBA Skymint **(Action: Approval of a recommendation to the City Clerk to Approve the 2-year renewal of the Adult Use Marihuana Business Permit for Green Peak Industries Inc. DBA Skymint) - Roll Call Vote**
 - 2. Approval of a recommendation to the City Clerk to Approve the 2-year renewal of the Adult Use Marihuana Business Permit for Portage Acquisitions, Inc. DBA Black Market **(Action: Approval of a recommendation to the City Clerk to Approve the 2-year renewal of the Adult Use Marihuana Business Permit for Portage Acquisitions, Inc. DBA Black Market) - Roll Call Vote**
- G. **UNFINISHED BUSINESS**
 - 1. Approval of a recommendation to the City Clerk to Approve the 2-year renewal of the Adult Use/Medical Provisioning Center Marihuana Business Permit for

Focus Group Enterprises, LLC (Action: Approval of a recommendation to the City Clerk to Approve the 2 year renewal of the Adult Use/Medical Provisioning Center Marihuana Business Permit for Focus Group Enterprises, LLC) - Roll Call Vote

H. COMMUNICATIONS AND ANNOUNCEMENTS

I. STAFF REPORTS AND UPDATES

J. ADJOURNMENT

**CITY OF KALAMAZOO
ECONOMIC DEVELOPMENT CORPORATION BOARD MEETING
Thursday, January 19, 2023
Community Planning and Economic Development
245 N. Rose Street, Kalamazoo, MI 49007**

MEMBERS PRESENT: Rachel Bair; Nathan Bolton; Sharon Ferraro; Michael Gurnee; Kevan Hess; Andrew Schipper; Qianna Decker; Jason Novotny

MEMBERS ABSENT: Lucas Middleton; Torean Greeley; Kyle Gulau

CITY STAFF PRESENT: Clyde Robinson (City Attorney); Jamie McCarthy (Sustainable Development Coordinator); PJ Thuringer (Economic Development Supervisor); Logan Mulholland (Envirologic, Consultant); Jared Chambers (Business Specialist); Beth Cheeseman (Executive Administrative Assistant)

Meeting was called to order at 7:45 AM by Chair Bolton.

MOTION TO EXCUSE ABSENT MEMBERS: Commissioner Decker moved to excuse absent members; seconded by Director Bair. Motion approved by voice vote unanimously.

Mr. Thuringer noted that the agenda listed the meeting time as 7:30am. The correct time is 7:45am.

APPROVAL OF AGENDA: Director Ferraro moved the approval of the agenda as amended; seconded by Director Schipper. Motion approved by voice vote unanimously.

APPROVAL OF MINUTES: Director Hess moved the approval of the minutes from the meeting of December 15, 2022; seconded by Director Gurnee. Motion approved by voice vote unanimously.

PUBLIC COMMENTS

None.

DIRECTORS' COMMENTS

None.

NEW BUSINESS

1. Approval of a Recommendation to the City Clerk to Approve the 90-Day Probationary Renewal of the Adult Use Retailer/ Medical Provisioning Center Marijuana Business Permit for Focus Group Enterprises, LLC (Action: Approval of a Recommendation to the City Clerk to Approve

the 90-Day Probationary Renewal of the Adult Use Retailer/ Medical Provisioning Center
Marijuana Business Permit for Focus Group Enterprises, LLC - Roll Call Vote)

Mr. Thuringer shared that this is Focus Group Enterprises' first renewal. They've been open since October and their operating permit is set to expire on February 10, 2023. He said staff was happy with where Focus Group Enterprises was at in the renewal process. The only reason they were coming forward for a 90-day probationary period was that they had not been approved for their Social Equity status with the State. Mr. Thuringer stated that they are requiring businesses to achieve a silver certification with the State for Social Equity. They have to publish their Social Equity plan on the Michigan Cannabis Regulatory Agency site and put forth a corporate spending plan. Focus Group submitted an application to the State. Staff was impressed with their corporate spend plan. Mr. Thuringer said Focus Group plans to spend 11.5% (over \$1 million) next year with suppliers with BIPOC companies. He stated that this application comes with a favorable recommendation from staff and the Cannabis Committee with the 90-day probationary period.

Mr. DeRon Waller from Focus Group Enterprises (aka Stiizy) shared that they were excited to be working with the City of Kalamazoo.

Commissioner Decker said she reviewed their Social Equity plan and she thought they were the first to sponsor applicants to get fees paid in order for them to move forward. She hoped staff could incorporate that idea as an example into any template they create. Commissioner Decker noted they plan to organize events. She wondered what those events would be, their frequency, and if they would be held in the core neighborhoods. Mr. Waller answered that they would hold open houses and they plan to partner with non-profits to hold events to benefit the community. Commissioner Decker asked for clarification if there were employees with prior convictions. Mr. Thuringer clarified that there were no employees with prior convictions. He thought this was the first company to identify their employees by core neighborhoods.

Director Novotny asked them to put metrics out there that can be compared year by year.

Attorney Robinson said they put applicants in a hard spot. They ask them not ask employees about prior marijuana convictions, but also want them to report on employees. He didn't think employees would share that information if they weren't asked. Mr. Thuringer said banning the box was part of the City's non-discrimination policy.

Director Gurnee moved approval of a Recommendation to the City Clerk to Approve the 90-Day Probationary Renewal of the Adult Use Retailer/ Medical Provisioning Center Marijuana Business Permit for Focus Group Enterprises, seconded by Director Hess.

A roll call vote was taken, and the motion passed.

2. Marijuana Business Permit Non-Renewal Policy (Action: Approve the Marijuana Business Permit Non-Renewal Policy - Roll Call Vote)

Mr. Thuringer said they included the 90-day probationary period in the policy. They also outlined how to conduct a hearing if the company wasn't able to complete necessary items within the 90-day period. Mr. Thuringer shared that the policy was reviewed by the City Attorney's office. He also went over the importance of having a policy in place if the Board does not approve a license renewal.

Director Hess asked about the process once requirements are completed. Mr. Thuringer stated that if the necessary items are corrected/completed within the 90-day period, they inform the Clerk's office that the license may renew. If things are not in compliance within the 90-days, then they send letters to the

business and inform the Board. He said he could report the status back to the Board when/if the businesses have cleared their 90-day requirements. Director Novotny thought it would be great if Mr. Thuringer could share updates when items have been cleared.

Commissioner Decker asked at what point a business would have to cease operation if they didn't meet their requirements within the 90-day period. Mr. Thuringer said the business would have to cease operating if they didn't get a local permit, because then they wouldn't have their State permit. Attorney Robinson said the business could continue to operate until the Board makes a recommendation to the Clerk to deny licensure and the Clerk takes action.

Director Novotny moved to approve the Marihuana Business Permit Non-Renewal Policy, seconded by Commissioner Decker.

A roll call vote was taken, and the motion passed.

UNFINISHED BUSINESS

None.

COMMUNICATIONS AND ANNOUNCEMENTS

Mr. Thuringer reminded the Directors that their retreat would be held on Tuesday, January 31, 2023, at 7:30am. Ms. McCarthy asked about location preference. There was a consensus that the current meeting room was appropriate for the retreat. Director Bolton asked if there would be an option to join the retreat virtually. Ms. McCarthy said that was not set up, but they could look into it. She shared an overview of the retreat agenda.

STAFF REPORTS AND UPDATES

None.

ADJOURNMENT: 8:02 AM

Signature

Signature

Name/Title

Name/Title

INTER-OFFICEMEMO

To: The Economic Development Corporation Board of Directors

From: Paul Thuringer, Economic Development Supervisor
Jared Chambers, Business Specialist

Date: 2/14/2022

Re: Adult Use Retailer Permit Renewal for Green Peak Industries, Inc DBA Skymint

The City Clerk's Office has requested that the Economic Development Corporation (EDC) Board of Directors evaluate the *Marihuana Facility Permit Renewal Application* submitted by Green Peak Industries, Inc DBA Skymint for its facility at 3630 Gull Road, Kalamazoo, MI 49048, and that the EDC Board provide a recommendation regarding the renewal of this permit.

BACKGROUND

On February 2, 2022, the City Clerk issued an Adult Use Retailer Permit to Green Peak Industries, Inc DBA Skymint, the applicant, for its facility at 3630 Gull Road. This City Operating Permit is set to expire on February 28, 2023, and must be renewed prior to that date in order for the facility to continue operating. The applicant has submitted the required renewal application and the annual permit fee. City ordinance requires the Economic Development Corporation to review the renewal application and provide a recommendation. Below is the ordinance language that describes the specific role and responsibilities of the EDC in this process:

Sec. 20B-12

C. In determining whether to grant a renewal of a permit, the members of the City's Economic Development Corporation board will evaluate the permit holder's compliance with the statements it provided with its initial application and submission with its request for renewal of the following information:

1. The Staffing plan for the business which describes the actual number of employees, including the number and type of jobs that the facility has created, and the amount and type of compensation (including benefits) paid for such jobs;
 - They have 11 employees (4 full-time and 7 part-time)
 - They offer a 401k with a contribution match of up to 4%.
 - They offer Short-term and long-term disability, PTO accrual, dental, and vision.
2. An explanation, with supporting factual data, of the economic benefits to the City and the job creation for local residents achieved by the business, results of efforts for community outreach and worker training programs;
 - Investment and the total value of property is approximately \$3 million.
 - 10 out of the 11 employees are Kalamazoo residents with a total local

salary of \$262,904/year.

- All employees go through a detailed orientation regarding the cannabis industry and the entire product cycle; from cultivation to the sale of the finished product.
- Employees then receive worker training for their specific position and annual education in; laws/regulations, facility security, diversity training, and more.
- Excise Tax Generation
- Charitable Contributions and Involvement
 - Donated over 100 boxes of cereal, working with South Michigan Food Bank
 - Sponsoring a disc golf club that has 4 leagues.
 - Participated in SipNShop and sponsored a booth.
 - And more.

3. An explanation, with supporting factual data, of the efforts and success achieved by the social equity plan of the business to promote and encourage participation in the marihuana industry by local residents that have been disproportionately impacted by marihuana prohibition and enforcement, and the positive impact of the social equity plan on local residents;

- They provide all potential applicants a notification on their Careers Website that says, “At SKYMINT, we are in support of breaking the stigma associated with cannabis. We encourage those with prior misdemeanor cannabis convictions to apply.”
- As part of their advocacy and reform efforts, they have partnered with the Last Prisoner Project and donate 1% of their annual sales of their “Two Joints” product in support of the cause.
- They have worked with state Legislators to draft social equity grant program legislation.

4 A statement that the business is not in default to the City for any property tax, special assessment, utility charges, fines, fees, or other financial obligation owed to the City;

- As of the date of the submission of their supplemental document (February 9, 2023), Skymint is not in default to the City of Kalamazoo for any property tax, special assessments, utility charges, fines, fees, or other financial obligations.

5 A statement that the hiring and public accommodation practices of the facility conform to the City's Nondiscrimination Ordinance provisions and documentation of the total number of employees broken out by managerial and operational employees, number of women, and number of minority employees and number of employees disproportionately impacted by marihuana prohibition and enforcement.

- “Skymint is proud to be an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. Skymint has reviewed the City of Kalamazoo’s Non-discrimination Ordinance and attests and adheres to complying with the Ordinance.”

6. A statement, with supporting documentation, providing answers to the following questions:
 - a. How many City residents do you currently employ?
 - 10
 - b. How many current employees reside in Census Tracts 1 (Eastside); 9, 10 (Edison), and/or 2.02,3 (Northside)?
 - None
 - c. What is your plan to employ residents of the identified census tracts?
 - They will circulate job postings to local community groups to place an emphasis on encouraging residents within the Census Tracts of interest to apply for future employment opportunities.
 - They utilize a software, called Alpine IQ, which allows them to circulate notifications to their customers through text and email. They will be using Alpine IQ to push notifications out to current customers who reside in the Census Tracts of interest to notify them of future job openings, as a more targeted outreach effort to encourage them to apply for open positions. They are committed to hiring their next local employee from one of the identified Census Tracts of focus.
 - d. How many of your employees have prior marihuana convictions (excepting a conviction for delivery or distribution to a minor)?
 - They have one employee with a prior cannabis conviction at their Kalamazoo location.
 - e. What is your plan for employees with a prior marihuana conviction to move up within your business and/or the marihuana industry?
 - Every Skymint employee is provided with the same level of training and the same opportunities for advancement without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. Additionally, every Skymint employee is encouraged to seek promotions and advancements within the company.
7. Proof that the marihuana business has received recognition and maintains the status as a Silver Level Social Equity All-Star or better with the Michigan Cannabis Regulatory Agency.
 - As of February 14, 2023, they are All-Star Gold Qualifiers and are listed on the CRA's website.

Please see the attached Marihuana Renewal Application Checklist that verifies that this business has met all the requirements for renewal. This checklist was completed by City staff to verify if all requirements of the ordinance have been met. The City Clerk has verified that the applicant has no outstanding financial obligations to the City, there have been no complaints to the City Manager regarding compliance with the City's anti-discrimination ordinance, and the facility has passed its City Fire & Zoning inspections. The applicant has met all the requirements for renewal.

RECOMMENDATION

Staff recommends that the EDC Board recommend to the City Clerk's Office a 2-year approval of the Adult Use Retailer Permit to Green Peak Industries, Inc DBA Skymint.

ATTACHMENTS

Green Peak Industries, Inc DBA Skymint Renewal Application
Attachments (Staffing Plan) and (Community Benefits Statement) from the applicant

Adult Use Retailer Marihuana Renewal Application Checklist for:

Green Peak Industries, Inc. DBA Skymint

3630 Gull Road

Contact: Rob Zimmer

rzimmer@skymintbrands.com

Type: Adult Use Retailer

	Date Received	Received By	Comments	
Renewal Application Received	12/15/2022	Scott Borling		
Inspection Type:	Inspection Date	Completed by:	Satisfactory?	Notes
Zoning Inspection	12/29/2022	Jared Chambers	Yes	
Fire Inspection	12/29/2022	Scott Brooks	Yes	
	Date	Name	Comments	
Business Community Benefits Check-In	1/12/2023	Jared Chambers		
	Invite Sent	EDC Meeting Date		
Invite to EDC Meeting		2/16/2023		
	Full-Time	Part-Time	Comments	
Jobs Created				
	Yes/No	Comments:	Verified by:	
Any Past Due Financial Obligations with City? (i.e. taxes owed, fees, fines, etc)	No		Andrew Falkenberg	
Silver Level Social Equity All-Star or better status with the Michigan Cannabis Regulatory Agency	Gold Level			
Attachments	Staffing Plan	City Economic Benefits Plan	Social Equity Plan	Handbook
	Yes	Yes	Yes	N/A

All Items Complete Yes

MARIHUANA BUSINESS PERMIT APPLICATION

Pursuant to Chapter 20B of the Kalamazoo City Code

City of Kalamazoo
Office of the City Clerk
241 West South Street
Kalamazoo, MI 49007

Renewal
Application
for 2023

(Please Print)

APPLICANT INFORMATION (Person signing the application)

Full Name Joseph Neller

Relationship to Business (ex. owner, member, partner, manager, etc.) Owner

Residence Address 10332 Lafayette Ln.

City Dimondale State MI Zip Code 48821

Business Address 10070 Harvest Park

City Dimondale State MI Zip Code 48821

Telephone 517-648-0328

Business Telephone 517-408-0172

Date of Birth 4/29/1984

E-mail jneller@skymintbrands.com

PERMIT(S) DESIRED

Medical

Grower:

☐ Class A (500 plants)

☐ Class B (1,000 plants)

☐ Class C (1,500 plants) No. of Class C Permits _____

☐ Processor

☐ Safety Compliance

☐ Provisioning Center

☐ Secure Transporter

Adult Use

Grower:

☐ Class A (100 plants)

☐ Class B (500 plants)

☐ Class C (2,000 plants) No. of Class C Permits _____

☐ Excess Grower

☐ Processor

☐ Safety Compliance

☐ Microbusiness

☒ Retailer

☐ Secure Transporter

☐ Designated Consumption Lounge

PROPOSED FACILITY INFORMATION

Property Address 3630 Gull Road

Real Property Parcel Number 06-12-213-001

Property Zoning District CC

Advertised Facility Name Skymint

Manager - Full Name Summer Ransom Cleveland

PROPERTY OWNER(S) INFORMATIONName 3600 Gull Road, LLCAddress 3520 Davenport Ave City Saginaw State MI Zip Code 48602Phone 616-229-0658 E-mail ERICF@WRGMI.COM

Name _____

Address _____ City _____ State _____ Zip Code _____

Phone _____ E-mail _____

Are there additional property owners? ☐ Yes ☒ No

If yes, attach a separate sheet listing this information for each additional owner.

BUSINESS INFORMATION**Ownership Type**☐ Individual/Sole Proprietorship☐ Partnership☐ Sole Member LLC☒ Corporation Type: C-Corp☐ LLC☐ Other _____**Official Business Name** Green Peak Industries, Inc dba SkymintBusiness Address 10070 Harvest ParkCity Dimondale State MI Zip Code 48821 Business Phone (231) 674-5053Business E-mail info@skymintbrands.com Business Website www.skymint.comFederal Tax ID # (If applicable) 81-4533921**If you marked Individual or Sole Proprietorship in the "Business Information" section, complete this section.**Full Name Type text here

Residence Address _____

City _____ State _____ Zip Code _____

Business Address _____

City _____ State _____ Zip Code _____

Business Telephone _____ Date of Birth _____

Social Security Number _____ - _____ - _____

E-mail _____

Spouse of Individual/Sole Proprietorship or Sole Member, if applicable

Full Name _____

Residence Address _____

City _____ State _____ Zip Code _____

Business Address _____

City _____ State _____ Zip Code _____

Business Telephone _____ Date of Birth _____

Social Security Number _____ - _____ - _____

E-mail _____

If you marked LLC, Partnership, Corporation or Other in the "Business Information" section, complete this section for every "Applicant" as defined in Code of Ordinances §20B-3. Make additional copies of this page as needed.

Full Name Joseph Neller Date of Birth 4/29/1984
 Residence Address 10332 Lafayette Lane City Dimondale State MI Zip Code 48821
 Telephone 517-648-0328 E-mail jneller@skymintbrands.com

Full Name Jeffrey Radway Date of Birth 8/11/1967
 Residence Address 1365 Bridlewood Lane City Williamston State MI Zip Code 48895
 Telephone 517-408-0172 E-mail jradway@skymintbrands.com

Full Name Jeffrey Donahue Date of Birth 2/19/1958
 Residence Address 6235 W. Golfridge Dr. City East Lansing State MI Zip Code 48821
 Telephone 517-408-0172 E-mail jdonahue@skymintbrands.com

Full Name Susan Radway Date of Birth 3/23/1967
 Residence Address 1365 Bridlewood Lane City Williamston State MI Zip Code 48895
 Telephone 517-408-0172 E-mail sradway96@gmail.com

Full Name Michelle Donahue Date of Birth 9/19/60
 Residence Address 6235 W. Golfridge Dr. City East Lansing State MI Zip Code 48821
 Telephone 517-408-0172 E-mail sdon7@yahoo.com

Full Name _____ Date of Birth _____
 Residence Address _____ City _____ State _____ Zip Code _____
 Telephone _____ E-mail _____

Full Name _____ Date of Birth _____
 Residence Address _____ City _____ State _____ Zip Code _____
 Telephone _____ E-mail _____

Full Name _____ Date of Birth _____
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 Telephone _____ E-mail _____

Full Name _____ Date of Birth _____
 Residence Address _____ City _____ State _____ Zip Code _____
 Telephone _____ E-mail _____

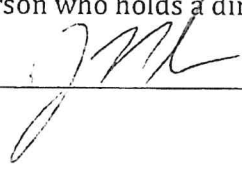
ADDITIONAL DOCUMENTS REQUIRED

In order for this application to be complete, you must also submit the following documents:

- ☒ ATTACHMENT A – PROOF OF CORPORATION REGISTRATION (if applicable);
- ☒ ATTACHMENT B – DEED/LEASE/PURCHASE AGREEMENT;
- ☒ ATTACHMENT C – PROPERTY OWNER’S AUTHORIZATION (if applicable);
- ☒ ATTACHMENT D – DIAGRAM OF PROPOSED LICENSED PREMISE;
- ☒ ATTACHMENT E – LIGHTING PLAN;
- ☒ ATTACHMENT F – STAFFING PLAN;
- ☒ ATTACHMENT G – COMMUNITY BENEFITS STATEMENT;
- ☒ ATTACHMENT H – SOCIAL EQUITY PLAN;
- ☒ ATTACHMENT I – CONTACT INFORMATION

- ☒ Neither I, nor any “Applicant” is in default to the City of Kalamazoo for any property tax, special assessment, utility charges, fines, fees or other financial obligation owed to the City of Kalamazoo.
- ☒ I the applicant have reviewed and agree to conform its hiring and public accommodation practices to the City of Kalamazoo’s anti-discrimination ordinance provisions.
- ☒ Neither I, nor any “Applicant” is ineligible from holding a license for any of reasons set forth in the MMFLA and its administrative rules, the MRTMA and its administrative rules, or Chapter 20B of the Kalamazoo City Code.
- ☒ I the applicant consent to inspections, examinations, searches and seizures required or undertaken pursuant to enforcement of Chapter 20B of the Kalamazoo City Code.

I hereby certify under the penalty of perjury that the statements made in this application, including all attachments thereto, are true. I further certify that I am an officer, director, or managerial employee of the applicant or a person who holds a direct or indirect ownership interest in the applicant.

Applicant Signature:  Date: 12/4/2022

For Office Use Only

APPLICATION RECEIPT – CITY CLERK’S OFFICE

Application received by: _____ Date received: _____
Fee paid: \$ _____ Date: _____ Social Equity Applicant? Yes No
City Clerk’s approval: _____ Date: _____
License/permit number: _____

ATTACHMENT A

PROOF OF CORPORATION REGISTRATION

If the business is a LLC, Partnership, Corporation or other, please provide proof of registration with, or a certificate of good standing from, the Michigan Department of Licensing and Regulatory Affairs – Corporations, Securities, and Commercial Licensing Bureau.

ATTACHMENT B

DEED, LEASE, or `OPTION AGREEMENT

Please attach one:

- ☐ A copy of any deed reflecting the applicant's ownership of the proposed licensed premises

OR

- ☐ A copy of a lease reflecting the right of the applicant to possess the proposed licensed premises

OR

- ☒ A copy of an agreement reflecting the applicant's right to purchase the proposed licensed premises

OR

- ☐ A copy of an agreement reflecting the applicant's right to lease the proposed licensed premises

ATTACHMENT C

PROPERTY OWNER'S AUTHORIZATION

A notarized statement from the owner of the property authorizing the use of the property for a marihuana business.

NOTE: this attachment is necessary only if the applicant is not the owner of the proposed licensed premises.

ATTACHMENT D

DIAGRAM OF PROPOSED LICENSED PREMISE

A "to scale" diagram of the proposed licensed premises, no larger than eleven (11) inches by seventeen (17) inches, showing, without limitation, building floor plan and layout, all entryways, doorways, or passage ways, and means of public entry and exits to the proposed licensed premises, loading zones, available onsite parking spaces, fencing at the premises, and all areas in which marihuana will be stored, grown, manufactured or dispensed;

ATTACHMENT E

LIGHTING PLAN

A lighting plan showing the lighting outside of the facility for security purposes and compliance with applicable City outdoor lighting requirements.

ATTACHMENT F

STAFFING PLAN

Summary

Please indicate the number of employees who will be working at the proposed facility once the facility is operational:

Full-time employees (32+ hours per week) 11 Part-time employees (< 32 hours per week) 12

Position Types and Compensation

Please provide a description of the types of jobs the proposed facility is expected to create, along with the amount of compensation and benefits expected to be paid for such jobs:

Position Title: Store Manager Annual Average Compensation \$ 55,000

How many people will be employed in this position at the proposed facility? 1

Are health insurance benefits available for employees in this position? Yes ☒ No ☐

If yes, please indicate the employer contribution to health insurance costs: All ☐ Partial ☒ None ☐

Position Title: Assistant Store Manager Annual Average Compensation \$ 45,700

How many people will be employed in this position at the proposed facility? 1

Are health insurance benefits available for employees in this position? Yes ☒ No ☐

If yes, please indicate the employer contribution to health insurance costs: All ☐ Partial ☒ None ☐

Position Title: Retail Specialist Annual Average Compensation \$ 18,000

How many people will be employed in this position at the proposed facility? 15

Are health insurance benefits available for employees in this position? Yes ☒ FT No ☐

If yes, please indicate the employer contribution to health insurance costs: All ☐ Partial ☐ None ☐

Position Title: Department Manager Annual Average Compensation \$ 41,600

How many people will be employed in this position at the proposed facility? 2

Are health insurance benefits available for employees in this position? Yes ☒ No ☐

If yes, please indicate the employer contribution to health insurance costs: All ☐ Partial ☒ None ☐

Position Title: Security Guard Annual Average Compensation \$ 37,000

How many people will be employed in this position at the proposed facility? 2

Are health insurance benefits available for employees in this position? Yes ☒ No ☐

If yes, please indicate the employer contribution to health insurance costs: All ☐ Partial ☒ None ☐

Please provide information on any benefits other than health insurance that are offered to all employees:

401k with company match up to 4%

Short term and long term disability

PTO Accrual

Dental

Vision

Attach additional pages as necessary.

ATTACHMENT G

COMMUNITY BENEFITS STATEMENT

Please attach an explanation, with supporting factual data, of the economic benefits to the City and the job creation for local residents to be achieved by the facility, including plans for community outreach and worker training programs, through the grant of a Marihuana Business Permit. Attach additional pages as necessary.

Note: the annual renewal process for a Marihuana Business Permit includes a review of the Social Equity Plan, Staffing Plan, and Community Benefits Statement by the City's Economic Development Corporation Board of Directors and a comparison of actual data provided in the renewal application with the commitments made in these documents.

ATTACHMENT H

SOCIAL EQUITY PLAN

Please attached a social equity plan that (a) promotes and encourages participation in the marihuana industry by local residents that have been disproportionately impacted by marihuana prohibition and enforcement; and (b) positively impacts local residents.

ATTACHMENT I
CONTACT INFORMATION

Please provide your preferred contact information below for communications regarding this application and the requested permit(s), including information that may be time sensitive. Email is the primary communication method the City Clerk's Office will use. All email communications regarding this application will come from the following email address: cokcityclerk@kalamazoocity.org. Please "whitelist" this address in your email contacts to ensure timely delivery of messages.

Name Nathan Kark

Relationship to Business (ex. owner, manager, etc.) Director of Government Affairs

Mailing Address 10070 Harvest Park

City Dimondale State MI Zip Code 48821

Telephone (651) 216-0737

Cell Phone (651) 216-0737

Business Telephone N/A

E-mail nkark@skymintbrands.com & info@skymintbrands.com



Attachment G – Community Benefits Statement

SKYMINT BRANDS
2022

Community Benefits Statement

Green Peak Industries is committed to be a positive and valued member within the City of Kalamazoo. We care about helping not only our customers, but also the community and residents who will be fulfilling employment opportunities with our company. Green Peak Industries will go above and beyond the minimum requirements to be a productive and cooperative member of the community, generating many jobs and contributing favorably to the economic development of Kalamazoo. As a fully licensed vertical supplier of both medical and adult-use marihuana, we are focused on providing the highest quality products to the residents of Kalamazoo. Below is a summary GAAP budget of GPI's proposed Kalamazoo location.

Skymint - Kalamazoo		Annual Budget
Revenue		
Gross Revenue		\$4,063,277
Excise Tax		(369,389)
Sales Tax		(209,088)
Total Revenue		\$3,484,800
Cost of Goods Sold		
		\$1,219,680
Gross Profit		\$2,265,120
<i>Gross Margin</i>		65.0%
Operating Expenses		
Salaries & Benefits		\$432,952
Licensing		30,000
Marketing		209,088
Insurance		15,000
Other		156,816
Total Operating Expenses		\$843,856
Operating Profit		\$1,421,264
<i>Operating Margin</i>		40.8%
Federal & State Taxes		\$600,257
Net Income		\$821,007
<i>Profit Margin</i>		23.6%

GPI is prepared to invest an estimated \$650,000 towards build/renovations to the location in order to create a state-of-the-art, welcoming Skymint store. We encourage you to browse our floor and site plans.

Job Creation and Hiring Locally

Our Kalamazoo location will have the capacity to operate 70-75 hours per week with approximately eleven (11) full-time employees. Our Staffing Plan Summary in Attachment F explains the payroll impact (excluding taxes and benefits) for this location.

Green Peak Industries aims to integrate our organization into the community while providing jobs that all pay in excess of \$15 per hour to local residents and providing our full time employees with an attractive benefits package, including full medical benefits, paid vacation, and other customary benefits, including a 401(k) retirement plan. We are the first cannabis company to offer a retirement package to all our employees through TransAmerica.

Green Peak Industries is committed to recruiting the best team possible, as our operation depends on having a motivated and talented team of professionals. We are prepared to invest time and funds into proper employee education and training, particularly regarding what the marijuana industry entails, the part our company will play in the industry and the various ways in which we will help the residents that our operation will serve.

Green Peak Industries also establishes local partnerships with universities, community organizations, economic development groups, and other business leaders in the area to reach the greatest number of local candidates. These partnerships will create pipeline opportunities to pair qualified candidates with career opportunities with our company.

Charitable Contributions

Green Peak Industries also focuses its charitable efforts on local organizations. We are happy to partner with local groups to find out what they need in order to help their community. We have donated funds to fulfill important cycling trails, fill food banks, and much more.

Beyond monetary contributions, GPI is committed to donating time by participating in local fundraisers and community-oriented campaigns and events. We proudly offer all employees twenty (20) hours of paid volunteer time annually, further encouraging employee participation, community engagement, and economic development.

Job Training Program

Green Peak Industries is continuing to try and develop a job training program to allow residents to gain experience and develop a competitive edge in the cannabis industry. Under our job training program, participants would be able to work alongside our production employees to gain hands-on experience. Participants could obtain certain cannabis related certifications by training at various GPI facilities. At the end of the program, participants would have the possibility to work directly with GPI or to be referenced to another cannabis facility in Michigan.

Conclusion

Green Peak Industries will be more than a business providing marihuana and marihuana products to consumers. It will be a welcomed, trusted, and valued member of the local community. We hope to not only give back to the community through economic impact but be a model of exemplary company values and culture.

We will create jobs for Kalamazoo residents and bring foot traffic to the area. We have already created hundreds of jobs in the state and in the communities where are retailers operate.

We have a clear plan on how to create jobs for the community, while contributing to the economic development of Kalamazoo. Our focus on wellness and economic prosperity will be the driving force behind our company and is embodied in every aspect of our business plan. By creating jobs, engaging in philanthropic and business relationships with local companies and organizations, educating the community and producing safe and high-quality products, our company will support the local economy and help its residents to prosper and thrive in new, well paid and fulfilling jobs.



Attachment H – Social Equity Plan

SKYMINT BRANDS
2022

SOCIAL EQUITY PLAN

Introduction

Green Peak Industries, LLC understands that marijuana prohibition has negatively impacted many lives throughout Michigan. As leaders in the Michigan cannabis industry, Green Peak Industries has made social equity a priority among its overall business plan. Amid adult-use regulation, it is imperative that we do what we can to include participation in disproportionately impacted communities. Therefore, GPI has developed a multifaceted social equity plan which includes advocating for legislative change, creating a cannabis focused job program, providing equitable business grant funds, and concentrating our community outreach towards social equity communities.

Advocating for Expungement

GPI's Government Affairs team is especially concerned with expungement for marijuana related convictions and continues to lobby for legislative change. While licensed companies such as GPI are profiting from cannabis, others – including individuals who may have knowledge and expertise valuable to the industry – are barred from participating. Expungement would allow those with previous non-violent convictions to fully participate in the cannabis industry. The ability to work in the industry, whether as a business owner or employee, offers life-changing opportunities for individuals and their families.

Advocating for expungement means providing support for expungement bills and informing legislators from both parties on the importance of expungement as it pertains to communities, businesses, and the economy. Our plan reaches beyond traditional lobbying – we encourage grassroots involvement from our 350 employees and encourage them to advocate for the criminal expungement bills that are of importance to their legislators.

Tens of thousands of people have been negatively impacted by minor offenses that prevent them from joining a now legal, regulated market. Expungement is critical to Michigan's cannabis industry. For that reason, advocating for expungement within the state capital has become a priority within our social equity plan.

Green Peak Innovations Cannabis Job Program

As part of our social equity plan, Green Peak Industries is looking to develop a job training program to enable those negatively impacted by marijuana prohibition to gain experience and develop a competitive advantage in the cannabis industry.

Under our job training program, participants would be able to work alongside our production employees to gain hands-on experience of the cultivation and extraction process. Participants could obtain certain cannabis related certifications by training at various GPI licensed facilities, giving them a competitive edge in the industry.

At the end of the program, participants have the possibility to work directly with GPI or to be referenced to another cannabis facility licensed in Michigan.

GPI has been in contact with both the Detroit Regional Workforce Fund and Capital Area Michigan Works! to create such a program. Our production facility and corporate funds, combined with an experienced job training network, would mean a highly successful partnership for disadvantaged communities. Unfortunately, our program development has been stalled due to federal regulations.

Agencies such as Capital Area Michigan Works! and Detroit Regional Workforce fund are almost entirely funded by federal grant programs. Not wanting to risk its funding, programs like CAMW! have its hands tied in its ability to work with us, even if the agency sees the tremendous benefit a program like ours could provide.

Until federal regulations change, or the State of Michigan develops grants specifically for cannabis, our ability to create a fully-fledged job training program is limited. GPI will continue to develop as much of the program as it can.

Equitable Business Grant Fund

Green Peak Industries is dedicated to creating jobs and helping those in the industry accomplish their professional goals under our social equity plan. To this end, we have established a Social Equity Business Grant Fund, designed to award merit-based micro-grants to individuals living in social equity communities or that have been otherwise negatively impacted by marijuana prohibition so that they may establish their own businesses. A percentage of our company's funds will be placed into the micro-grant fund on an annual basis, with grants to be awarded to three eligible groups each year. Our team will contribute decades of combined expertise to guide and mentor each group through the intricacies of business management.

This fund will serve not only to create Michigan-based, equitably-owned businesses, but also will subsequently yield more job creation as each new business builds out their team of employees.

Concentrating Community Outreach in Social Equity Communities

GPI will prioritize job creation in social equity communities as part of our social equity plan. As stated above, we purposely work with organizations like Capital Area Michigan Works! and the Detroit Regional Workforce Fund because these programs would provide us with participants from these communities. GPI would focus additionally on the communities within Kalamazoo and provide employment opportunities in the area. Additionally, GPI's internal hiring practices will ensure equitable and diverse employment.

Diversity Plan

GPI is committed to Equal Opportunity Employment (EOE) and engaging the best, most diverse pool of Michigan-based candidates and vendors while creating a work environment where all employees treat each other with equality, dignity, and respect. This will be achieved by communicating the importance of diversity within the company, by providing diversity training, and by ensuring senior-level commitment to diversity. Academic studies have shown that socially diverse groups are more innovative than their homogeneous counterparts. When people from different backgrounds, genders, and races come together to solve problems, they bring with them different information, opinions, dispositions, and perspectives. This mix enhances creativity, lends itself to a deeper understanding of market issues, and leads to more innovative ideas and spontaneous breakthroughs. To this end, GPI has developed this Diversity Plan, to be deployed upon licensure.

Diversity-Focused Hiring and Employment Practices

Informing the Community

GPI intends to promote open roles internally, to encourage employees to continue learning and expanding within the company. Additionally, we will host local career fairs to identify candidates. To promote all open roles and any hiring events, GPI will forge partnerships with organizations intimately connected with our social equity communities. These partners will work closely with us in the promotion of hiring and staffing initiatives.

Diversity-Focused Hiring

GPI is proud to be an Equal Opportunity Employer and anticipates hiring diverse individuals from each local community where we operate a licensed marijuana facility. To accomplish this, our HR Director will work to ensure that each hire conforms to our overarching diversity plan. Management will then meet quarterly to discuss the company's diversity status, inclusion plans, overall recruitment efforts, and pursued and missed diversity opportunities.

Engaging Diverse Businesses

GPI intends to develop a culture rich in diversity and will support local, diverse businesses whenever possible. To accomplish this, we have identified core areas where subcontractors may be necessary and have sought out several local Small Diverse Businesses capable of filling these voids. We will actively pursue partnerships with Small Diverse Businesses certified in one or more of the diverse-owned business categories: MBE - Minority Business Enterprise; WBE - Woman Business Enterprise; VBE - Veteran Business Enterprise; and LGBTBE - LGBT Business Enterprise.

Senior-Level Commitment to Diversity

For the diversity plan to succeed, managers, and decision makers within the organization must acknowledge the tremendous benefits of diversity within social equity communities. Increasing awareness of this information is vital across all areas of the company and will be an integral part of our diversity and social equity plan. In addition to mandatory management training, GPI will coordinate events throughout the year that promote diversity and allow employees to connect with their peers and senior-level staff members to discuss concerns, achievements and ideas. By teaching managers how to effectively work with others, while always respecting employee differences, GPI is confident in its ability to promote a diverse culture and workforce in disadvantaged communities.

As described above, GPI is committed to diversity from the top down and to coordinate efforts to attract diverse groups within the population. Diverse outreach programs will address gender, ethnic background, age, disability status, national origin, military status, and sexual orientation. By valuing and celebrating diversity, we will foster in a respected and creative workforce, a high level of employee satisfaction, and a welcome presence in Michigan and Kalamazoo.

Community Involvement

As part of our social equity plan, GPI will put additional effort into our community outreach. GPI has begun to forge positive relationships with local officials and community leaders in Kalamazoo and has presented our company's vision to them directly. These meetings have served as a venue to introduce GPI to city council members, to discuss career opportunities with attendees, and to answer questions and address any concerns that may be present about GPI conducting business in the community and how to best serve those who may be disadvantaged by marijuana prohibition. It is at the forefront of GPI's mission to inform and educate the public. GPI will continue to be transparent in its communication regarding its socially responsible business practices.

Donating Resources

GPI intends to give back to the social equity communities where we have facilities by donating annually to local organizations and to local charitable endeavors. We uphold the value that helping others has a positive impact on everyone and that giving back to the community drives us toward a double bottom line. GPI has identified the following local events and sponsorship opportunities:

- Homeless Aid Groups
- Medical Research Foundations
- Adolescent Drug Education/Abstinence Programs
- Domestic Violence Programs
- Community Arts Programs
- Veterans Groups
- Senior Assistance Programs
- Substance Abuse and Addiction Programs
- Local Law Enforcement Programs

GPI will also sponsor numerous community events throughout the year to support worthwhile causes and to establish a positive image.

Donating Time

Beyond monetary contributions, GPI is committed to donating time by participating in local and state fundraisers and community-oriented campaigns and events. To this end GPI has developed and will implement an employee involvement program, encouraging employees to volunteer their time to the groups and organizations most important to them. GPI is proud to offer all employees twenty (20) hours of paid volunteer time annually, further encouraging employee participation and engagement within our community. GPI will develop a calendar each quarter, to be shared with all employees, showcasing volunteer opportunities. Employees will be welcome to donate their time to organizations of their choosing; however, GPI has also identified the following community events and programs as possible employee participation events:

- Blood Drive
- Urban/Community Farm Initiatives
- Food/Clothing/Blanket/Coat Drive
- Community Clean-Up Events
- Charitable Athletic Events (Races, Triathlon, Golf Outings)

Conclusion

Green Peak Industries consistently endeavors to be a model company, employer, and partner in every community where we operate a licensed marijuana facility, including Kalamazoo. GPI will continue to lend its financial resources and its employees' time to create the political and social change necessary to correct the negative impacts of marijuana prohibition. These efforts will be particularly focused in communities designated by the Marijuana Regulatory Agency as social equity communities but will endeavor to do so in every community where it operates a licensed marijuana facility.



Skymint

AU-R-000106
AU-R-000129
AU-R-000202
AU-R-000237
AU-R-000307

AU-R-000324
AU-R-000335
AU-R-000411
AU-R-000463
AU-R-000475

AU-R-000619
AU-R-000620
AU-R-000621
AU-R-000733
AU-R-000776

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



SKYMINTTM

BRANDS



Social Equity Plan

SKYMINT BRANDS
2023



WHO ARE WE?

CREATIVES. DEEP THINKERS.
MUSIC-LOVERS. BELLY-LAUGHERS.
CURIOUS. CONSIDERATE. SILLY.
SERIOUS. INCLUSIVE.

We are Cannabis LOVERs.... who are in the business for just that... the love of cannabis and what it can do for us, our friends, our families, our communities, and the world.

We are always changing, always learning, always growing.

We get you because we are you.



Community Reinvestment Plan

1.25% OF OUR OPERATING BUDGET IS DIRECTLY
INVESTED BACK INTO COMMUNITIES—AND GROWING.

Corporate Spend Plan

4% OF OUR OPERATING BUDGET IS SPENT IN
SUPPORT OF DIVERSE SUPPLIERS—AND GROWING.

Social Equity Plan

ACTIVE IN 18 SOCIAL EQUITY COMMUNITIES
THROUGHOUT MICHIGAN

COMMITTED TO EQUAL OPPORTUNITY EMPLOYMENT



COMMUNITY REINVESTMENT PLAN

Green Peak Industries, Inc. DBA Skymint, understands the importance of forming meaningful partnerships within every community in which we operate. Accordingly, we focus our time and energy not only on our customers but also the communities in which we serve. We have a demonstrated history of connectivity to communities across the State of Michigan and we provide a wide range of support through financial contributions, volunteering, education, and continuing to work with community leaders to elevate our surroundings. In the past year, we dedicated 1.25% of our operating budget specifically for the direct financial contribution in support of community initiatives throughout the state. Additionally, we are committed to increasing our direct financial support of communities as we continue to grow as a company. In addition to financially supporting communities, Skymint is actively engaged in the support of Michigan communities by engaging local businesses to form partnerships, sharing our industry knowledge as an educational resource, and in donating our employee's time to assist with local charitable initiatives.

Community Involvement

As part of our community development plan, Skymint puts considerable investment of time and resources into our community outreach. Our community outreach begins before we have a license in a community by first getting to know local leaders and understand the community that we are considering to enter as a corporate resident. These interactions not only assist in gaining trust and forming lasting bonds with local leaders, but they also help us to generate an understanding of the unique needs that each community faces so we can best assess how to be a valued member of the community. From there, we are able to interact with local leaders further to discuss how we intend to support the unique needs of each community, whether it be through financial contributions, town hall meetings, providing educational materials at local library, volunteering of time, or in supporting local causes through direct financial contribution. Once we are licensed in a location, we continually have discussions with local leaders, assess local needs, and continue to evolve in the support that we provide to the community.



Engaging Local Businesses

Skymint engages with and anticipates continual development and interaction with local businesses whenever possible, in an effort to work with local contractors as well as to form meaningful business partnerships. Skymint joins and participates in local chambers of commerce in every community where we have a presence, and we use our memberships to facilitate local business engagement opportunities to identify avenues for collaboration with local businesses.

Donating Resources

Skymint embraces the value that helping others has a mutually positive impact on everyone in a community as well as the success of our business, and we directly support communities with ongoing financial commitments throughout Michigan. While some of our direct financial commitments are made to local municipalities directly, we have also made financial contribution in support of local causes as members of communities throughout Michigan. Some examples are as follows:

- Homeless Aid Groups
- Medical Research Foundations
- Adolescent Drug Education/Abstinence Programs
- Domestic Violence Programs
- Community Arts Programs
- Veterans Groups
- Senior Assistance Programs
- Substance Abuse and Addiction Programs
- Local Law Enforcement Programs

While we are dedicating 1.25% of our operating budget to these efforts currently, we are committed to expanding upon our direct financial community support in the future and look forward to working with local communities to identifying local needs and supporting whenever possible.

Donating Time

Beyond monetary contributions, Skymint is committed to donating time by participating in community-oriented campaigns and events. To this end, Skymint has developed and is implementing an employee involvement program, encouraging employees to volunteer their time to the groups and organizations most important to them. Skymint is proud to offer all employees twenty (20) hours of paid volunteer time annually, further encouraging employee participation and engagement within our community. Skymint will develop a calendar each quarter, to be shared with all employees, showcasing volunteer opportunities. Employees will be welcome to donate their time to organizations of their choosing; however, Skymint has also identified the following community events and programs as possible employee participation events:

- Blood Drives
- Urban/Community Farm Initiatives
- Food/Clothing/Blanket/Coat Drive
- Community Clean-Up Events
- Charitable Athletic Events (Races, Triathlon, Golf Outings, etc.)

It is our goal that each employee is aware of the community impact that they can make through volunteerism and we strive to ensure that opportunities for each employee to support their community are known and acted upon.



CORPORATE SPEND PLAN

Skymint firmly believes that the cannabis industry can and should be used as a tool to generate opportunities—especially for those who have been disproportionately impacted by marijuana prohibition and enforcement. Skymint operates retail and cultivation locations throughout Michigan and we are operational in multiple communities that have been identified as social equity communities by the State of Michigan. Within every community that Skymint operates, we believe that we have a responsibility to find and work with as many local operators as we possibly can—when it comes to identifying and working with venders and service providers that are minority owned, women owned, LGBTQ owned, and veteran owned. Currently, Skymint dedicates approximately 4% of our operating expenses for the purposes of supporting these businesses and we are committed to growing our support as we continue to expand our operations.



SOCIAL EQUITY PLAN

Skymint understands that marijuana prohibition has negatively impacted many lives throughout Michigan. As leaders in the Michigan cannabis industry, Skymint has made social equity a priority among its overall business plan and desires to do everything that we can to bolster participation in disproportionately impacted communities to create opportunities in the cannabis industry for every Michigander. Accordingly, Skymint has developed a multifaceted social equity plan which includes advocating for legislative change, creating a cannabis focused job program, providing equitable business grant funds, and concentrating our community outreach towards social equity communities.

Advocating for Expungement

Skymint is especially concerned with expungement for marijuana-related convictions and thereafter creating opportunities for those convicted with previous non-violent marijuana offenses. While licensed companies such as Skymint are profiting from cannabis, others – including individuals who may have knowledge and expertise valuable to the industry – are barred from participating. Expungement would allow those with previous non-violent convictions to fully participate in the cannabis industry. The ability to work in the industry, whether as a business owner or employee, offers life-changing opportunities for individuals and their families.

Advocating for expungement means providing support for expungement bills and informing lawmakers from on the importance of expungement as it pertains to communities, businesses, and the economy. Our plan reaches beyond traditional advocacy – we encourage grassroots involvement from our employees and encourage them to support expungement efforts.

Tens of thousands of people have been negatively impacted by minor offenses that prevent them from joining a now legal, regulated market. Expungement is critical to Michigan's cannabis industry. For that reason, advocating for expungement has become a priority within our social equity plan.





Skymint Cannabis Job Program

As part of our social equity plan, Skymint is committed to developing a job training program to enable those negatively impacted by marijuana prohibition to gain experience and develop a competitive advantage in the cannabis industry.

Under our job training program, participants would be able to work alongside our production employees to gain hands-on experience of the cultivation and extraction process. Participants could obtain certain cannabis related certifications by training at various Skymint licensed facilities, giving them a competitive edge in the industry. At the end of the program, participants have the possibility to work directly with Skymint or to be referenced to another cannabis facility licensed in Michigan.

We have been in contact with both the Detroit Regional Workforce Fund and Capital Area Michigan Works! to create such a program. Our production facility and corporate funds, combined with an experienced job training network, would mean a highly successful partnership for disadvantaged communities. Agencies such as Capital Area Michigan Works! and Detroit Regional Workforce fund are almost entirely funded by federal grant programs, which is slowing the growth of our desired impact until federal regulations catch up to Michigan's legalization status. Skymint will continue to pursue the establishment of our cannabis job program and encourage State grants in support of the program whenever possible.

Concentrating Community Outreach in Social Equity Communities

Skymint either possesses a marijuana license in and/or is currently undergoing development for facilities in the following 18 social equity communities, as identified by the Cannabis Regulatory Agency:

- Ann Arbor
- Battle Creek
- Big Rapids
- Coldwater
- Detroit
- East Lansing
- Flint
- Gaylord
- Grand Rapids
- Hamtramck
- Hazel Park
- Kalamazoo
- Lansing
- Morenci
- Muskegon
- Saginaw
- White Cloud
- Ypsilant

Skymint will continue to prioritize job creation in social equity communities as part of our social equity plan that focusses on hiring locally. As stated above, we purposely work with organizations like Capital Area Michigan Works! and the Detroit Regional Workforce Fund because these programs would provide us with participants from these communities. Additionally, Skymint joins the local chamber of commerce in every community that we operate in and form partnerships to bolster local participation in hiring locally diverse candidates. Skymint's internal hiring practices will also continue to ensure equitable and diverse employment.

Diversity-Focused Hiring and Employment Practices

Skymint is committed to Equal Opportunity Employment (EOE) and engaging the best, most diverse pool of Michigan-based candidates and vendors while creating a work environment where all employees treat each other with equality, dignity, and respect. This will be achieved by communicating the importance of diversity within the company, by providing diversity training, and by ensuring senior-level commitment to diversity. Academic studies have shown that socially diverse groups are more innovative than their homogeneous counterparts. When people from different backgrounds, genders, and races come together to solve problems, they bring with them different information, opinions, dispositions, and perspectives. This mix enhances creativity, lends itself to a deeper understanding of market issues, and leads to more innovative ideas and spontaneous breakthroughs.



Skymint intends to continually promote open roles internally, to encourage employees to continue learning and expanding within the company. Additionally, we will host local career fairs to identify candidates of all different backgrounds throughout the state. To promote all open roles and any hiring events, Skymint has, and will continue to forge, partnerships with organizations intimately connected with our social equity communities. These partners will work closely with us in the promotion of hiring and staffing initiatives. Additionally, Skymint will work with local chambers of commerce, and consultants, to uphold the best diversity hiring practices possible to utilize every opportunity to create a working atmosphere for diversity to thrive. Skymint is proud to be an Equal Opportunity Employer and anticipates hiring diverse individuals from each local community where we operate a licensed marijuana facility. To accomplish this, our HR Director will work to ensure that each hire conforms to our overarching diversity plan. Management will then meet quarterly to discuss the company's diversity status, inclusion plans, overall recruitment efforts, and pursued and missed diversity opportunities.

Senior-Level Commitment to Diversity

For the diversity plan to succeed, managers, and decision makers within the organization must acknowledge the tremendous benefits of diversity within social equity communities. Increasing awareness of this information is vital across all areas of the company and will be an integral part of our diversity and social equity plan. In addition to mandatory management training, Skymint will coordinate events throughout the year that promote diversity and allow employees to connect with their peers and senior-level staff members to discuss concerns, achievements and ideas. By teaching managers how to effectively work with others, while always respecting employee differences, Skymint is confident in its ability to promote a diverse culture and workforce in disadvantaged communities.

As described above, Skymint is committed to diversity from the top down and to coordinate efforts to attract diverse groups within the population. Diverse outreach programs will address gender, ethnic background, age, disability status, national origin, military status, and sexual orientation. By valuing and celebrating diversity, we will foster in a respected and creative workforce, a high level of employee satisfaction, and a welcome presence in Michigan and the local communities.



INTER-OFFICEMEMO

To: The Economic Development Corporation Board of Directors

From: Paul Thuringer, Economic Development Supervisor
Jared Chambers, Business Specialist

Date: February 13, 2023

Re: Medical Use Processor & Adult Use Processor Permit Renewal for Portage Acquisitions, Inc. DBA Black Market

The City Clerk's Office has requested that the Economic Development Corporation (EDC) Board of Directors evaluate the *Marihuana Facility Permit Renewal Application* submitted by Portage Acquisitions, Inc. DBA Black Market for its facility at 3635 E Kilgore Rd and that the EDC Board provide a recommendation regarding the renewal of this permit.

BACKGROUND

On November 21st, 2021, the City Clerk issued a Processor (Medical) Permit to Portage Acquisitions, Inc. and on February 15th, 2022, the City Clerk issued a Processor (Adult Use) Permit to Portage Acquisitions, Inc., the applicant, for its facility at 3635 E Kilgore Rd. This City Operating Permits are set to expire on February 28th, 2023, and must be renewed prior to that date for the facility to continue operating. The applicant has submitted the required renewal application and the annual permit fee. City ordinance requires the Economic Development Corporation to review the renewal application and provide a recommendation. Below is the ordinance language that describes the specific role and responsibilities of the EDC in this process:

Sec. 20B-12

C. In determining whether to grant a renewal of a permit, the members of the City's Economic Development Corporation board will evaluate the permit holder's compliance with the statements it provided with its initial application and submission with its request for renewal of the following information:

1. The Staffing plan for the business which describes the actual number of employees, including the number and type of jobs that the facility has created, and the amount and type of compensation (including benefits) paid for such jobs;
 - 10 Full-time employees
2. An explanation, with supporting factual data, of the economic benefits to the City and the job creation for local residents achieved by the business, results of efforts for community outreach and worker training programs;
 - "Company-wide (Lake Effect, Doja, Recweed.com, Portage acquisitions) we employ 65 people from Kalamazoo city and/or township. 26 of those employees currently reside in the social equity census tracks of Northside, Eastwood, Edison. 23 of those employees live in what I would call campus

housing areas, Westwood, Vine. Yearly payroll for these 65 employees exceeds 1 million dollars. We offer tuition reimbursement for graduating any cannabis training program. We also offer full benefits and a host of other things. We participated in a cannabis job fair at the Radisson hotel, we hired at least 2 people from that job fair.”

3. An explanation, with supporting factual data, of the efforts and success achieved by the social equity plan of the business to promote and encourage participation in the marihuana industry by local residents that have been disproportionately impacted by marihuana prohibition and enforcement, and the positive impact of the social equity plan on local residents.
 - “We have achieved successes in the social equity plan by continuing to network with local organizations like the professional cannabis education network, southwest Michigan first, and other local organizations, to help us find and communicate with underserved populations, as well as continuing to educate our managers and human resource employees on the need to hire from the city of Kalamazoo.”
4. A statement that the business is not in default to the City for any property tax, special assessment, utility charges, fines, fees, or other financial obligation owed to the City;
 - “We are not in default to the city in any regard.”
5. A statement that the hiring and public accommodation practices of the facility conform to the City's Nondiscrimination Ordinance provisions and documentation of the total number of employees broken out by managerial and operational employees, number of women, and number of minority employees and number of employees disproportionately impacted by marihuana prohibition and enforcement.
 - “Our facilities conform to the nondiscrimination provisions.”
6. A statement, with supporting documentation, providing answers to the following questions:
 - a. How many City residents do you currently employ?
 - 65
 - b. How many current employees reside in Census Tracts 1 (Eastside); 9, 10 (Edison), and/or 2.02,3 (Northside)?
 - 26
 - c. What is your plan to employ residents of the identified census tracts?
 - “See above.”
 - d. How many of your employees have prior marihuana convictions (excepting a conviction for delivery or distribution to a minor)?
 - “Several but I don’t have the exact number out of 135 + employees total.”
 - e. What is your plan for employees with a prior marihuana conviction to move up within your business and/or the marihuana industry?
 - “The same plan as everyone else has to move up, work hard and show up every day and you will move up.”

7. Proof that the marihuana business has received recognition and maintains the status as a Silver Level Social Equity All-Star or better with the Michigan Cannabis Regulatory Agency.
 - As of February 14th, 2023, they are All-Star Gold Qualifiers.

Please see the attached Marihuana Renewal Application Checklist that verifies that this business has met all the requirements for renewal, except the outstanding zoning & fire inspection items. These items are part of an ongoing construction project and are not considered violations. This checklist was completed by City staff to verify if all requirements of the ordinance have been met. The City Clerk has verified that the applicant has no outstanding financial obligations to the City, and there have been no complaints to the City Manager regarding compliance with the City's anti-discrimination ordinance. The applicant has met all the requirements for renewal.

RECOMMENDATION

Staff recommends that the EDC Board recommend to the City Clerk's Office a 2-year renewal approval of the Medical Safety Compliance and Adult Use Safety Compliance Permit to Portage Acquisitions, Inc. DBA Black Market.

ATTACHMENTS

Portage Acquisitions, Inc. DBA Black Market Renewal Application
Attachments (Staffing Plan) and (Community Benefits Statement) from the applicant

Adult Use Processor & Medical Processor Marihuana Renewal Application Checklist for:

Portage Acquisitions, Inc. DBA Black Market Retailers

3635 E Kilgore Road

Contact: Todd Schafer

toddschafer79@gmail.com

Type: Adult Use Processor & Medical Processor

	Date Received	Received By	Comments	
Renewal Application Received	1/3/2023	Scott Borling		
Inspection Type:	Inspection Date	Completed by:	Satisfactory?	Notes
Zoning Inspection	1/12/2023	Jared Chambers	Yes	
Fire Inspection	1/12/2023	Scott Brooks	Yes	
	Date	Name	Comments	
Business Community Benefits Check-In	1/19/2023	Jared Chambers		
	Invite Sent	EDC Meeting Date		
Invite to EDC Meeting		2/16/2023		
	Full-Time	Part-Time	Comments	
Jobs Created				
	Yes/No	Comments:	Verified by:	
Any Past Due Financial Obligations with City? (i.e. taxes owed, fees, fines, etc)	No		Andrew Falkenberg	
Silver Level Social Equity All-Star or better status with the Michigan Cannabis Regulatory Agency	Gold			
Attachments	Staffing Plan	City Economic Benefits Plan	Social Equity Plan	Handbook
	Yes	Yes	Yes	N/A

All Items Complete Yes

MARIHUANA BUSINESS PERMIT RENEWAL APPLICATION

Pursuant to Chapter 20B of the Kalamazoo City Code

**City of Kalamazoo
Office of the City Clerk
241 West South Street
Kalamazoo, MI 49007**

(Please Print)

BUSINESS INFORMATION (The entity that is licensed by the state and that holds a City MMF permit)

Official Business Name Portage Acquisitions, Inc.

Business Address 2145 Crooks Rd., Suite 230

City Troy State MI Zip Code 48084 Business Phone 269-532-1250

Business E-mail todd@lakeefected.com Business Website https://blackmarketretailers.com/

TYPE OF PERMIT BEING RENEWED

Medical

Grower:

☐ Class A (500 plants)

☐ Class B (1,000 plants)

☐ Class C (1,500 plants) No. of Class C Permits _____

☒ Processor

☐ Safety Compliance

☐ Provisioning Center

☐ Secure Transporter

Adult Use

Grower:

☐ Class A (100 plants)

☐ Class B (500 plants)

☐ Class C (2,000 plants) No. of Class C Permits _____

☐ Excess Grower

☒ Processor

☐ Safety Compliance

☐ Microbusiness

☐ Retailer

☐ Secure Transporter

☐ Designated Consumption Lounge

FACILITY INFORMATION

Property Address 3635 E Kilgore Rd.

Real Property Parcel Number 06-36-496-003

Advertised Facility Name Portage Acquisitions d/b/a Black Market

Manager - Full Name Rachel Fogelson

CONTACT INFORMATION [the primary point(s) of contact for this application]

Name Todd Schafer

Address 2145 Crooks Rd., Suite 230 City Troy State MI Zip Code 48084

Phone 248-894-3430 E-mail todd@lakeefected.com

Name _____

Address _____ City _____ State _____ Zip Code _____

Phone _____ E-mail _____

ATTACHMENTS

Please attach the following as separate documents to this application:

1. The attached Staffing Plan worksheet and any additional pages that provide a description of the actual number of employees, including the number and type of jobs that the licensed facility has created, and the amount and type of compensation (including benefits) paid for such jobs; and
2. An explanation, with supporting factual data, of the economic benefits to the City and the job creation for local residents achieved by the facility; the results of community outreach efforts; and worker training programs.
3. A social equity plan that: (a) promotes and encourages participation in the marihuana industry by local residents that have been disproportionately impacted by marihuana prohibition and enforcement; and (b) positively impacts local residents.

The City's Economic Development Corporation will use the information provided in these documents to evaluate the permit holder's compliance with the statements it provided with its initial application (specifically the representations made in Attachment G – Staffing Plan and Attachment H – Community Benefits Statement).

Please complete the following certifications:

- ☒ The permitted facility is not in default to the City for any property tax, special assessment, utility charges, fines, fees or other financial obligation owed to the City.
- ☒ The hiring and public accommodation practices of the permitted facility conforms to the City's anti-discrimination ordinance provisions.
- ☒ I consent to an inspection of the permitted premises as required by ordinance to ensure the premises and its systems are in compliance with the requirements of Chapter 20B of the Kalamazoo City Code.
- ☒ I understand that renewal of a City Operating Permit is contingent on renewal of the State Operating License for this facility.

I hereby certify under the penalty of perjury that the statements made in this application, including all attachments thereto, are true. I further certify that I am an officer, director, or managerial employee of the applicant or a person who holds a direct or indirect ownership interest in the applicant.

Applicant Signature: Todd Schafer Date: 1/3/22

Name (printed): Todd Schafer Position: Owner

STAFFING PLAN

Summary

Please indicate the number of employees who work at the licensed facility:

Full-time employees (32+ hours per week) 10 Part-time employees (< 32 hours per week)

Position Types and Compensation

Please provide a description of the types of jobs the licensed facility has created, along with the amount of compensation and benefits paid for such jobs:

Position Title: facility manager Annual Average Compensation \$ 90,000

How many people are employed in this position at the licensed facility? 1

Are health insurance benefits available for employees in this position? Yes yes No

If yes, please indicate the employer contribution to health insurance costs: All x Partial None

Position Title: distribution manager Annual Average Compensation \$ 60,000

How many people are employed in this position at the licensed facility? 1

Are health insurance benefits available for employees in this position? Yes x No

If yes, please indicate the employer contribution to health insurance costs: All x Partial None

Position Title: metrc specialist/data entry Annual Average Compensation \$ 45,000

How many people are employed in this position at the licensed facility? 1

Are health insurance benefits available for employees in this position? Yes x No

If yes, please indicate the employer contribution to health insurance costs: All Partial x None

Position Title: inventory specialist Annual Average Compensation \$ 35,000

How many people are employed in this position at the licensed facility? 2

Are health insurance benefits available for employees in this position? Yes x No

If yes, please indicate the employer contribution to health insurance costs: All Partial x None

Position Title: packaging specialist Annual Average Compensation \$ 30,000

How many people are employed in this position at the licensed facility? 5

Are health insurance benefits available for employees in this position? Yes x No

If yes, please indicate the employer contribution to health insurance costs: All Partial x None

Please provide information on any benefits other than health insurance that are offered to all employees:
short and long term disability insurance, tuition reimbursement, health, dental and vision, vacation
time, employee discount at our commonly owned retail facilities.

Attach additional pages as necessary.

UPDATED COMMUNITY BENEFITS STATEMENT

PORTAGE ACQUISITIONS, INC.

Economic Benefit

Portage Acquisitions operates a medical and adult use Processor at 3635 E Kilgore Rd. Generally, these operations provide significant revenue through annual administrative fees, excise taxes, increased property values, jobs, and robust economic growth.

The property at 3635 E Kilgore is in a heavily-industrialized area, which is not near any residential properties. Portage Acquisitions has already renovated and upgraded the building and will perform additional renovations. Specially, Portage Acquisitions has spent over \$500,000 in building and fixture upgrades at the facility thus far. Portage Acquisitions has nearly completed a phase 2 buildout which will result in an additional \$375,000 in facility upgrades as well as add several more jobs at the facility (as well as temporary construction jobs). Portage Acquisitions has already closed financing on \$672,000 of processing equipment which be installed at the facility as part of the phase 2 buildout. We always make an effort to contract, buy, and hire locally. Accordingly, we believe that the nearby community has and will continue benefit from having a successful and expanding business. Additionally, 3635 E Kilgore will provide significant property tax revenue to the City.

Job creation and Training

Portage Acquisition's has 10 well-paying full time jobs. As we continue to expand, additional well-paying jobs will be created. We anticipate needing to hire an additional 5 to 10 positions when the phase 2 project is fully operational.

Portage Acquisitions is a dedicated employer that will offer career advancement and reward employees for longevity and loyalty. Portage Acquisitions recently began offering health, dental and vision benefits to our employees. Additional benefits offered include long and short term disability insurance, paid vacation time and tuition reimbursement.

Portage Acquisitions recognizes that its employees are the key to its success. Its employees receive regular training and education, as applicable, on state and local laws; Michigan Occupational and Health Standards; US Occupational Safety and Health Administration Laboratory Safety Guidance; THC extraction procedures; safe food handling, including knowledge of allergens, proper sanitation procedures, and safe food handling. Portage Acquisitions may seek ServSafe certification. All our employees will be trained to be not just knowledgeable, but extremely knowledgeable about medical and/or adult use marihuana.

Community Outreach - Portage Acquisition's Commitment to the Local Community is Real

Portage Acquisitions is committed to be a responsible, receptive, and involved member of the Kilgore Road area and the City of Kalamazoo. Consistent with our mission statement, community outreach and planned education are necessary to support citizen-driven development by a) providing programs and resources that address community-identified needs, b) empowering local residents and stakeholders to advocate for change, and c) facilitating collaborate efforts to achieve goals. These are our core values. As part of our marketing strategy, we intend to hold business events and conferences.

We are committed to strong public engagement and outreach to OUR community. Our community outreach has three goals: (i) to establish a process by which the community can express itself regarding the project; (ii) to inform the community about medical cannabis issues; and (iii) to ensure that our approach genuinely reflects the community's needs. To reach our goals, we anticipate doing one or more of the following, depending on input at various stages of the project:

- Identifying a broad cross-section of community-based organizations and community leaders, including those representing indigent and traditionally underserved and underrepresented residents, to learn how residents and stakeholders can best receive useful information that enables them to participate meaningfully.
- Identifying and visiting civic, senior, and veteran organizations, health care support groups, and community meetings to introduce our nonprofit organization, our mission, and our vision for the patient care center. We believe this type of outreach establishes our legitimacy with the community and our vested interest in its welfare. We will listen receptively and respond to any concerns about the project.
- Holding or participating in a community meeting to introduce us and present the project to any parties with similar goals. Again, our purpose would be to listen and find ways to be responsive. Completing our outreach efforts with a follow-up letter to community stakeholders, letting them know that we heard their concerns and what procedures we will follow in responding to such concerns.

We are committed to engaging our patient and residential communities on an ongoing basis. We will partner with local community organizations to solicit volunteers for these positions.

We are proud of our military community and the services they provide. We are here to serve our active and veterans and give back to those who promised their lives for ours. We have the knowledge and compassion to address the needs of those who suffer with the unpleasant aftermaths of conflict and war.

In 2021, we donated \$2500 to the VFW to help fund a new roof at their building in Kalamazoo. In December of 2021, we put on a drive at several of our locations to collect living essential goods and products. The drive was a huge success as we collected over \$23,000 of essential

products which were donated to the Young Kings and Queen Foundation in Kalamazoo. We also sponsored a coat drive this winter which was likewise a huge success as we collected approximately \$40,000 worth of coats (3 UHAUL Trucks full) which were donated to Uplift Kalamazoo and Twelve Baskets.

We also began working with the Professional Cannabis Education Network on worker training programs specific to diversity and inclusion in the workplace. We look forward to continuing our work with PCEN in the future.

In 2022, we were a sponsor at the Radisson job fair in Kalamazoo. We also had a booth at the job fair and hired several individuals from this event. We continued our work with 12 baskets charity conducting foods drives at our retail locations (and giving generous discounts to customers who participated). In 2002, we also sponsored the Out front Kalamazoo festival at a cost of \$6500. We continued our work with the Portage Senior Center with \$5000 in donations in 2022. We are proud to have been a member of the Southwest Michigan First Council of 100 in 2022. Our employee tuition reimbursement program has been a big success in 2022. We reimbursed several employees for tuition costs for cannabis courses at KVCC.

PORTAGE ACQUISITIONS

SOCIAL EQUITY PLAN

Background

The City of Kalamazoo requires that marihuana commercial business permit applicants submit a social equity plan ("SEP") that (a) promotes and encourages participation in the marihuana industry by local residents that have been disproportionately impacted by marihuana prohibition and enforcement and (b) positively impacts local residents. PORTAGE ACQUISITIONS's Preliminary Social Equity Plan established the expectations that all community members are prepared to work and live in a multicultural, diverse and international society as well as are exposed to a variety of beliefs, cultures, and differences as a catalyst for intellectual growth while challenging the systems of power, privilege, and inequity. This SEP will guide PORTAGE ACQUISITIONS, in these efforts.

This SEP is deeply rooted in PORTAGE ACQUISITIONS's former Preliminary Social Equity Plan. Consistent with the former social equity plan, this social equity plan explicitly recognizes, facilitates awareness, and addresses patterns of social inequity within the marihuana industry. This desire for equity is reflected in its definition and vision at PORTAGE ACQUISITIONS and is based on several assumptions:

1. PORTAGE ACQUISITIONS approaches diversity from the standpoint of differences among social groups, not among individuals. For example, while the presence of a variety of psychologically diverse attributes such as personality or individually based values are critical to our institutional development, these are not the areas specific to social inequity in which groups of people systemically experience inequitable treatment and institutional barriers to success.
2. Social groups are marked by socially created differences in power, privilege, and access. Approaches to social difference, social identity, social location, and social inequity calls for appreciation of the multiple, complex, fluid, and cross-cutting aspects of social identities, and awareness that the inequities experienced by any and all disadvantaged groups warrant attention and collective efforts towards remedy (Adams et al., 2013).
3. Fostering social equity requires purposeful, institutional-level change. Individual-level strategies by themselves cannot create and sustain a diverse college community.

Marihuana business leadership and the Michigan marihuana industry as a whole will implement this social equity plan. Implementation will require a team effort. The plan will be implemented through broader civil deliberation and a process of exploration among members of the marihuana industry to determine how the expressed goals manifest into industry activities, and contribute to the value of institutional diversity, equity, and inclusion.

Introduction

Patient and adult-use marihuana user education is the foundation of PORTAGE ACQUISITIONS's Social Equity Plan. Throughout the development of PORTAGE ACQUISITIONS's SEP, social equity rose to the forefront. We identified social equity as a core theme that must permeate throughout every aspect of the marihuana industry so that all patients and adult-use customers can effectively learn.

Consistent with the preliminary social equity plan, PORTAGE ACQUISITIONS began the development process for this SEP within the context of respect, equity and civility for the interaction among diverse constituents of the marihuana industry. Speech and actions which perpetuate minimization, hate, oppression, group supremacy or exclusion are not recognized as productive and constructive forms of diversity in this industry. As a result, PORTAGE ACQUISITIONS chose to use "systemically non-dominant" terminology rather than "historically disadvantaged" developed by Debra Jenkins, AAS, MA, MS, Ph.D candidate.

PORTAGE ACQUISITIONS believes that replacing "historically disadvantaged" with the title "systemically non dominant" brings the attention to the current systems of oppression and no longer allows us to deny or minimize the way oppression manifests today. For purposes of this SEP, systemically non-dominant groups refer to groups of people outside the dominant group within systems of oppression. Systems of oppression provide benefits and assets for members of specific groups. The recipient groups are referred to as dominant groups because such advantages grant impacting levels of power, privilege, and status within social, economic, and political infrastructures of a society (Jenkins, 2015).

The following are goals and activities for each of the three social equity objectives mentioned above:

- Create and sustain an accessible and inclusive environment in the Michigan marihuana industry by utilizing principles of universal design and social justice so that all marihuana industry participants can achieve equitable outcomes.
- Demonstrate improved intercultural competency among employees and managerial staff through comprehensive professional development and curricular transformation.
- Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity.

The social equity plan is a product of all the research and discussions of how to create and sustain PORTAGE ACQUISITIONS as a socially equitable marihuana business for all groups. The goals and strategies of the SEP are intentionally broad and provide the opportunity for individual units and departments to lead the implementation.

This plan has been developed as a five-year plan, as the identified goals will take time to implement. Both the strategies and progress toward the goals will be evaluated each year by PORTAGE ACQUISITIONS. Additional goals may be added to the plan as continued assessment of diversity at PORTAGE ACQUISITIONS indicates the need.

PORTAGE ACQUISITIONS's SEP will guide our business efforts in promoting, developing, and sustaining diversity and equity in our community. The plan's intention is to develop and enhance systems, training, programs, and policies that analyze and challenge systems of power, privilege, and inequity to support community learning.

Vision

PORTAGE ACQUISITIONS recognizes, understands, confronts, and challenges the institutional systems of power, privilege, and inequity so that all members of the City of Kalamazoo community can support civic learning.

Purpose

Facilitate municipal learning by providing the conditions that improve educational outcomes and eliminate systemic disparities among all groups.

Objective: Create and sustain an accessible and inclusive environment by utilizing principles of universal design and social justice so that all marihuana industry participants can achieve equitable outcomes.

- **Adapt physical structures and spaces to meet universal design and social justice principles utilizing the following guidelines:**
 - Clear directional signs have large, high-contrast print
 - Restrooms, waiting areas, and other facilities are physically accessible to all individuals regardless of gender identity, mobility, and size
 - Furniture and fixtures are adjustable for mobility and size to allow arrangements that are accessible and improve work environment, various learning activities, and interactions
 - Emergency and security policies and procedures are clear, visible, and inclusive of all individuals. Routes of travel are unobstructed, rubble and hole free, and non-slip
- **Utilize universal design and social justice principles in materials, events, and environments utilizing the following guidelines:**
 - Provide caption videos
 - Offer touch screens
 - Write out words in materials and signage— no acronyms
 - All PORTAGE ACQUISITIONS events have marketing tools that are accessible
 - Adhere to PORTAGE ACQUISITIONS's standards for accessible, adaptable, and usable design of websites
 - Create all materials available in various formats and languages
 - Provide audio descriptions for visuals including pictures, videos, and charts

Objective: Demonstrate improved intercultural competency among employees and customers through comprehensive professional development and curricular transformation.

- **Provide comprehensive and continuing training and educational resources to help PORTAGE ACQUISITIONS employees work effectively in a diverse marijuana industry community, utilizing the following guidelines:**
 - Select all trainers and facilitators based on their ability to (a) infuse the analysis of power, privilege, and inequity into their training and (b) share strategies for creating equitable learning outcomes for patients and customers from systemically non-dominant groups
 - Ensure all training and workshops rely on active learning methods rather than lecture-based presentations
 - Develop and offer training and professional development to be inclusive to all staff, faculty, and administrative employee groups at PORTAGE ACQUISITIONS
 - Develop all training and professional development in collaboration with the MRA
- **Embed intercultural competency in all employee evaluations.**
- **Transform presentation materials in all programs to identify and analyze dynamics and implications of power, privilege, and inequity.**

Objective: Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity.

- **Develop and implement a multifaceted, multicultural media recruitment campaign.**
- **Improve all components of the internal hiring process and procedures utilizing the following guidelines:**
 - Develop and implement tools to assist hiring managers in identifying and supporting equity and inclusion in the recruitment and hiring process.
 - Train for screening committees
- **Outreach with professional associations and other networking groups to effectively source, attract, and engage diverse talent utilizing the following guidelines:**
 - Strengthen relationships with community, professional associations, and networking groups
 - Develop and implement targeted marketing communications
 - Be present at job fairs attended by systemically non-dominant populations
 - Create a new, PORTAGE ACQUISITIONS diversity hiring event
- **Generate a pipeline of highly qualified diverse candidates utilizing the following guidelines:**
 - Partner with regional graduate schools and universities' offices of diversity to connect their students and graduates with internships and open positions with PORTAGE ACQUISITIONS
 - Invite visiting marijuana industry professionals from systemically non-dominant populations in the areas where PORTAGE ACQUISITIONS anticipates vacancies
 - Increase PORTAGE ACQUISITIONS presence at regional and national professional conferences and training for faculty and staff from systemically non-dominant populations
- **Intentionally retain systemically non-dominant employees by developing and**

implementing strategies utilizing the following guidelines:

- Develop multiple communication conduits, relationships, and trust with members and groups in the community which represent systemically non-dominant employees
 - Develop, implement, and sustain a mentoring program for employees to create relationships, build community and foster interpersonal self-efficacy in order to navigate dominant systems
 - Develop and sustain an ongoing reporting system regarding issues around power, privilege, and inequity in the college community
 - Create career pathways to prepare and encourage advancement for employees
 - Offer opportunities for employees to build connections within the marijuana industry and outside communities through encouragement and support of their supervisor
- **Advocate for the retention, persistence, and completion of systemically non-dominant employees utilizing the following guidelines:**
 - Create a welcoming physical space to reflect our value in social justice and universal design
 - Sustain peer mentoring programs for employees to develop skills in self-advocacy and build a sense of belonging at PORTAGE ACQUISITIONS
 - Create advocate positions for systemically non-dominant groups to work with employees
 - Offer training that reflects the identities and history of systemically non-dominant groups
 - Develop and sustain an ongoing reporting system regarding issues around power, privilege, and inequity in the college community.

Responsibility and Compliance

In addition to the goals and strategies of this plan, compliance remains a necessity from the standpoint of PORTAGE ACQUISITIONS's policy and state and federal laws and regulations.

The responsibility for and the protection of this commitment extends to patients, customers, employees, managerial staff, and those who visit PORTAGE ACQUISITIONS. PORTAGE ACQUISITIONS affirms a commitment to freedom from discrimination and harassment for all members of the marijuana industry community. PORTAGE ACQUISITIONS expressly prohibits discrimination on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal. In addition, PORTAGE ACQUISITIONS is committed to freedom from all forms of harassment including sexual harassment, gender violence, and harassment in the workplace.

“Not everything that is faced can be changed. But nothing can be changed until it is faced.”
— James Baldwin

References

- Adams, M., Blumenfeld, W. J., Castañeda, C., Hackman, H.W., Peters, M. P., Zúñiga, X. (2013). *Readings for Diversity and Social Justice* (3rd ed.). New York, NY: Routledge.
- Bailey, K.A., Mrock, G., & Davis, F. (n.d.) Changing the Culture of Care. Retrieved January 30, 2009, from www.aacrc-dc.org/public/pdfs.
- Burgstahler, S. (2013). Introduction to universal design in higher education. In S. Burgstahler (Ed.). *Universal design in higher education: Promising practices*. Seattle: DO-IT, University of Washington. Retrieved from <https://www.washington.edu/doiit/universal-design-processprinciples-and-applications>
- Jenkins, D. R. (2015). *Women of Color Experiences and Intercultural Developmental Strategies Constructing Community College Leadership: A Case Study*. Dissertation in progress. Phoenix, AZ: University of Phoenix.
- Landy & Conte (2007). *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*. Malden, MA: Blackwell Publishing.



Lake Effect Group, LLC

AU-R-000260
AU-R-000261
AU-R-000712

AU-R-000841
AU-R-000856

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

Lake Effect Group of Companies*

Lake Effect, Doja, Black Market, RecWeed

Social Equity Program

“Equity: Just and fair inclusion. An equitable society is one in which all participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.” -Angela Glover Blackwell, PolicyLink.org

BACKGROUND

Lake Effect Group has transitioned from the black market into the legal market, becoming one of the nation's most sought-after legacy brands. Our company is owned and operated by four Michigan locals: Justin Palmatier, Steve Bliss, Jevin Weyenberg, and Todd Schaffer. Justin Palmatier, our CEO, has been a lifelong advocate for cannabis and grew up in SW Michigan with his childhood friend and business partner, Steve Bliss, our COO. With help from Kalamazoo local Jevin Weyenberg, cancer survivor and marine veteran, and Todd Schaffer's legal guidance, we have grown exponentially in an ever-changing industry. We hope to continue this ever-evolving growth trajectory while remaining true to our grassroots.

ETHICS CODE

Lake Effect Group of Companies will conduct business honestly and ethically wherever operations are maintained. We strive to improve the quality of our services, products, and operations and will maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. Our managers and employees are expected to adhere to high standards of business and personal integrity as a representation of our business practices, at all times consistent with their duty of loyalty to the company.

SOCIAL EQUITY PLAN (“SEP”)

Our Social Equity Plan’s primary components are employment, education, and training. Our SEP acts as a guide to every aspect of our business and is deeply rooted in our goals and vision. Our social equity plan explicitly recognizes, facilitates awareness, and addresses patterns of social inequity within the cannabis industry. We recognize, understand, confront, and challenge the institutional systems of power, privilege, and inequity so that all members of the communities we live and work in can support civic learning.

Patient and adult-use cannabis user education is the foundation of our Social Equity Plan. We identified social equity as a core theme that must permeate throughout every aspect of the marijuana industry so that all patients and adult-use customers can effectively learn.

We began the development process for this SEP within the context of respect, equity, and civility for the interaction among diverse constituents of the marijuana industry. Speech and actions which perpetuate minimization, hate, oppression, group supremacy or exclusion are not recognized as productive and constructive forms of diversity in this industry.

The goal of our social equity plan is to both promote and encourage participation in the cannabis industry by local residents that have been disproportionately impacted by cannabis prohibition and enforcement and to positively impact local residents. To accomplish this, we have focused on two main objectives:

Objective 1: Demonstrate improved intercultural competency among employees and customers through comprehensive professional development and curricular transformation.

- Provide comprehensive and continuing training and educational resources to help employees work effectively in a diverse cannabis industry community.
- Embed intercultural competency in all employee evaluations.
- Transform presentation materials in all programs to identify and analyze dynamics and implications of power, privilege, and inequity.

Objective 2: Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity.

- Develop and implement a multifaceted, multicultural media recruitment campaign.
- Develop and implement tools to assist hiring managers in identifying and supporting equity and inclusion in the recruitment and hiring process.
- Outreach with professional associations and other networking groups to effectively source, attract, and engage diverse talent.
- Generate a pipeline of highly qualified diverse candidates.

RESPONSIBILITY AND COMPLIANCE

In addition to the goals and strategies of this plan, compliance remains a necessity from the standpoint of our policies and state and federal laws and regulations.

The responsibility for and the protection of this commitment extends to patients, customers, employees, managerial staff, and those who visit our sites affirms a commitment to freedom from discrimination and harassment for all members of the cannabis industry community. We expressly prohibit discrimination on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal. In addition, we are committed to freedom from

all forms of harassment including sexual harassment, gender violence, and harassment in the workplace.

COMMUNITY REINVESTMENT AND CORPORATE SPEND PLAN

Our community reinvestment plan and corporate spend plan is diverse, just like the communities we live and work in. We are committed to continuing these efforts in 2023 and beyond.

We are committed to strong public engagement and outreach to OUR community. Our community outreach has three goals: (i) to establish a process by which the community can express itself regarding the project; (ii) to inform the community about medical cannabis issues; and (iii) to ensure that our approach genuinely reflects the community's needs. To reach our goals, we anticipate doing one or more of the following, depending on input at various stages of the project:

- Identifying a broad cross-section of community-based organizations and community leaders, including those representing indigent and traditionally underserved and underrepresented residents, to learn how residents and stakeholders can best receive useful information that enables them to participate meaningfully.
- Identifying and visiting civic, senior, and veteran organizations, health care support groups, and community meetings to introduce our nonprofit organization, our mission, and our vision for the patient care center. We believe this type of outreach establishes our legitimacy with the community and our vested interest in its welfare. We will listen receptively and respond to any concerns about the project.
- Holding or participating in a community meeting to introduce us and present the project to any parties with similar goals. Again, our purpose would be to listen and find ways to be responsive. Completing our outreach efforts with a follow-up letter to community stakeholders, letting them know that we heard their concerns and what procedures we will follow in responding to such concerns.

We are committed to engaging our patient and residential communities on an ongoing basis. We will partner with local community organizations to solicit volunteers for these positions.

We are proud of our military community and the services they provide. We are here to serve our active and veterans and give back to those who promised their lives for ours. We have the knowledge and compassion to address the needs of those who suffer with the unpleasant aftermaths of conflict and war.

In 2021, we donated \$2,500 to the VFW to help fund a new roof at their building in Kalamazoo. In December of 2021, we put on a drive at several of our locations to collect living essential goods and products. The drive was a huge success as we collected over \$23,000 of essential products which were donated to the Young Kings and Queens Foundation in Kalamazoo.

We also began working with the Professional Cannabis Education Network (“PCEN”) on worker training programs specific to diversity and inclusion in the workplace. We look forward to continuing our work with PCEN in the future.

We expect our community reinvestment dollars will be between \$50,000 to \$100,000 annually.

Currently we employ over 120 people that live in the city of Kalamazoo and surrounding communities. Of those, at least 60% are from disproportionately impacted neighborhoods.

Our employees are our most important asset. Entry level wages start at \$15.00 per hour. We offer our employees a generous benefit package that includes health, dental, vision, life, long and short-term disability insurance. We are committed to promote from within and offer tuition reimbursement to help ensure our employees have the opportunity to grow and prosper.

In 2022 alone, Lake Effect Group of Companies was involved in various “give back” activities involving our employees in charitable contributions and community involvement. We view these activities as an investment in our community and a way to help promote equity.

These community investments were diverse including donations for local social needs: Food banks, organizations that support the homeless, family holiday adoptions, back to school supplies, etc. We held a coat drive at two of our sites netting 3000 coat donations and 2000 scarves, hats and gloves that were donated to local gospel ministries. In 2022, we also made donations and provided sponsorships that directly support organizations making efforts to “right the wrongs” of the war on drugs and other social issues such as Outfront (LGBTQ), The Redemption Foundation, Great Lakes Expungement Network, and Sons and Daughters United Expungement.

One of our owners is a work group participant for the CRA’s Social Equity, Diversity, and Inclusion committee. He volunteers his time to help ensure the cannabis employers in Michigan recognize and support Diversity and Inclusion. We are a founding member of MICIA. We have an employee on the Board of Directors for SW Michigan Goodwill.

Other donations and sponsorships include Portage Firefighters, Canna Carnival, Sensi, Cannabash, K-Wings, Do-Dah Parade, Hashbash, local cannabis job fair, SW Michigan First Council of 100, Sounds of the Zoo, and Senior Center.

Our investments in our community have been significant. Dollar donations of over \$45,000 and discounts to our customers who supported our drives of over \$30,000 were given in 2022.

We intend to further our commitments to these ideals by pledging at least 1.5% of the company's annual spend with diverse suppliers, and at least 300 volunteer hours per year. We understand donations and volunteering have a significant impact on social equity but that alone is not enough. Through purchasing and sponsorships, we are committed to supporting businesses owned by or who support: Racial/Ethnic minorities, women, veterans, Native American tribes, LGBTQ, and people with disabilities.

We promote and support a network of disproportionately impacted minority owned businesses and Michigan businesses located in disproportionately impacted area approved and recognized by the CRA's social equity program.

We will continue our efforts to recruit vendors and do business with these entities.

CONCLUSION

"Not everything that is faced can be changed. But nothing can be changed until it is faced."

— James Baldwin

At Lake Effect Group, social equity has been a top priority since the founding of the company eight years ago. Three of our four owners were previously convicted of cannabis crimes, including one who is a convicted felon. We understand how communities were adversely impacted by the war on drugs because we are from Kalamazoo, a city identified by the State of Michigan as being disproportionately impacted by the war on drugs. Throughout our history we've been active in social advocacy. From help with the initiative to legalize cannabis in Michigan to bailing people out of jail, we strive to make a positive difference.

We are proud of our efforts in Social Equity. We also recognize our community, city, state, nation (and our company) has a long ways to go and will continue our efforts to identify and address the underlying factors that create inequity issues. We are committed to do our part.

**The Lake Effect Group of Companies comprises the following MI CRA Licensed Entities: Lake Effect Group, LLC dba Lake Effect; LE Battle Creek, LLC dba Doja; RW Retailer, LLC dba RECWEED.COM; LE Retailer, LLC dba Lake Effect, WV Retailer, LLC dba Doja, Portage Acquisitions, Inc. dba Black Market Retailers*



Stiiizy

AU-R-000587
AU-R-000608
AU-R-000809

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

STIIIZY

Focus Group Enterprises LLC dba STIIIZY
licensing@shrynegroup.com
<https://www.stiizy.com/pages/michigan>
(213) 567-4201

Ferndale: 642 E Nine Mile Rd., Ferndale, MI 48220

Provisioning Center PC-000642
Adult Use Retailer AU-R-000587

Kalamazoo: 5303 Portage Road, Kalamazoo, MI 49002

Provisioning Center PC-000750
Adult Use Retailer AU-R-000608

Battle Creek: 859 Capital Ave. SW, Battle Creek, MI 49015

Provisioning Center PC-0000824
Adult Use Retailer AU-R-000809

Who we are

Focus Group Enterprises LLC dba STIIIZY (“STIIIZY”) is a west coast cannabis brand making its first foray into the State of Michigan. STIIIZY is a culmination of the perseverance, innovation, and vision of our founders. STIIIZY is dedicated to safe access to adult and medical use cannabis. STIIIZY strives to be an asset and leader in the communities we are a part of.

The legalization of cannabis is not just a business opportunity, it is an opportunity to do business right. By following our core values of authenticity, entrepreneurship, and social consciousness, we are helping build stronger communities while building an industry.

1. Social Equity Plan

Our goal is reducing systemic oppression by forming a versatile approach to social equity through avenues of advocacy, inclusivity, alliances, and other efforts. It is our mission to play our part towards socially responsible efforts in marginalized communities.

We Advocate for Social Justice & Create Equitable Opportunities

STIIIZY is dedicated to supporting social justice issues in the industry, as well as embracing social equity programs across the markets in which it operates. Through these initiatives we not only aim to help build stronger neighborhoods, but also set the tone for social justice advocacy across the cannabis space.

We Promote Health & Wellness in the Communities We Serve

STIIIZY strives to promote health and wellness in communities by offering education on cannabis, advocating for medical cannabis access, and participating in reducing the stigma associated with cannabis use. Through these efforts we will be able to reach some of our society’s most vulnerable groups, including military veterans, those battling illness and pain, as well as individuals who are challenged by mental illness and past trauma.

We Create Employment Opportunities in Communities

Committed to actively seeking out and recruiting local hires to staff the cannabis retail which will include, supervisory, managerial, and administrative positions.

Social Equity Plan (cont.)

We will also provide a career development program to create opportunities for those often overlooked in the community. This program will identify individuals such as those with non-violent cannabis conviction, veterans, those from the foster care system, or others who have simply experienced extreme financial hardship.

Social Equity Plan Execution and Best Practices

Informational Mailings	Sponsor Neighborhood Open Houses
Develop and Disburse Educational Materials	Collaboration with Local Government and Law Enforcement
Internal Educational Programs	Active Social Media Engagement

Monitoring and Evaluation of Social Equity Plan Impacts

- Collect and record metrics to measure impact by providing an analysis on jobs created and potential economic impact on the community.
- Collaborating closely with community organizations and/or nonprofits to record and actively track potential funding and employee volunteer hours to reflect and demonstrate impact.
- Measure attendance of community meetings, record minutes, and keep track of issues brought forth from public and business neighbors and our actions to address issues.
- Through partnerships with community organizations STIIIZY will track approved volunteer hours utilized by the store’s staff. Allotting employees up to 16 hours of regular wages for community service.

2. Corporate Spending Plan 2023

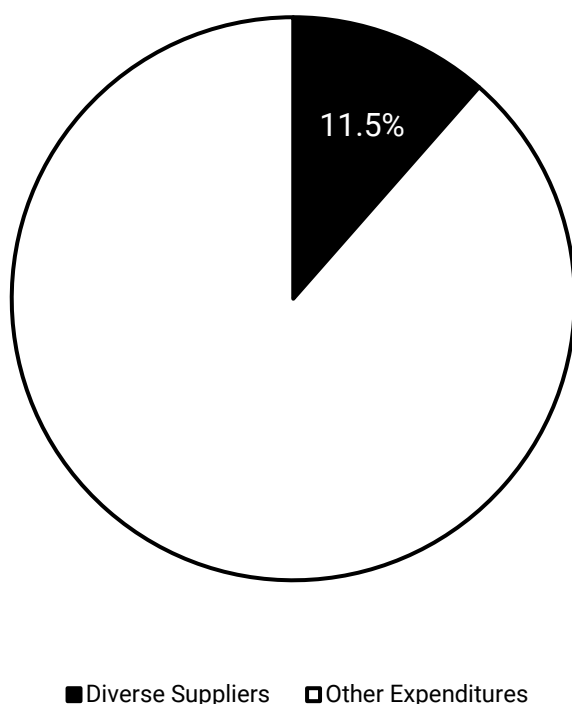
STIIIZY is committed to playing an integral role in the development of a more equitable cannabis industry in the State of Michigan. To this end we’ve partnered with numerous Michigan cannabis brands to stock our shelves and celebrate the diversity of what the State of Michigan has to offer.

Corporate Spending Plan 2023 (cont.)

Diverse Partnerships

Through a survey of the brands that supply cannabis products in our stores we have counted 60¹ self-identified diverse suppliers whom we will refer to as “Diverse Supplier Brands” or DSBs. As of the writing of this plan, this accounts for **100%** of our third-party brands. To us, this is truly a triumph in a nascent industry and aligns with our goal of supporting a legal cannabis marketplace that rectifies the harms caused by the war on drugs.

Estimated Expenditures 2023



In the year 2023, we estimate that future expenditures on cannabis goods from diverse suppliers is estimated to be **\$1,040,189**.

Of our projected operating expenses, minus wages, for the year 2023 we anticipate overall operating expenses for our three retail stores to be **\$9,067,400**. Meaning **11.5%** of our operational budget will be spent on DSBs.

This estimate is built upon the following two assumptions: 1) we continue with our current number of diverse cannabis suppliers we have established business relationships with and 2) a minimum purchase order value over the course of 12 months.

We will be continuously monitoring key metrics that inform this plan:

- Continuously surveying newly onboarded cannabis brands that meet DSB criteria.
- DSBs that exceed minimum purchase orders.
- Operating expenses that include non-cannabis vendors that meet the State of Michigan’s diverse supplier criteria.

¹ A list of DSBs and their corresponding companies can be found attached to this plan as Exhibit A.

3. Community Reinvestment

2022

On November 14, 2022, STIIIZY's Social Impact Team traveled to Detroit to take part in a turkey giveaway for veterans hosted by Wayne County Commissioner Monique McCormick. STIIIZY loaded cars with turkey and fixings to spread some Thanksgiving cheer ahead of the holiday.



STIIIZY Social Impact Team with Commissioner McCormick

Then, on November 15, 2022 over 20 STIIIZY sales, retail, marketing, and social impact team volunteers joined forces with Metro-Detroit based Forgotten Harvest. Together STIIIZY and Forgotten Harvest served over 200 families at a pop-up pantry event. Goods distributed included fresh produce, pantry items, and desserts!



STIIIZY Volunteers and Forgotten Harvest Staff distributing produce

2023

STIIIZY plans on community advancement projects, providing resources, and opportunity in this space. Our intentions and efforts are focused on providing aid via

access into the cannabis industry for communities that have been disproportionately impacted by prohibition.

- We plan to invest upwards of **\$300,000** in charitable contributions by 2028 to nonprofits and community organizations with the communities we do business.
- To integrate into the community, we plan on partnering with at least 2 local community organizations and/or nonprofits, per jurisdiction, dedicated to promoting social justice within communities impacted by prohibition and enforcement.
- We will uphold a “**good neighbor policy**” committing to host periodic community meetings inviting the public and neighboring businesses in the area to provide a forum to share feedback, address concerns and provide cannabis education.
- Make available to all employees sixteen (16) hours of paid volunteer hours for approved volunteer events.

Exhibit A – Diverse Supplier Brands

Diverse Suppliers 42	Diverse Supplier Brands 60
3843 Euclid LLC	Chill Hyman
42 Degrees	Fresh Coast
BR Laboratory of Chesaning LLC	Binske Higgs
Brightmoore Gardens LLC	Hytek
Choice Laboratories	Crude Boys Choice Labs
Compassionate Advisors - Pinconning LLC	Pincanna Cannarado Genetics
D&K Ventures LLC	Barracuda Cannalicious Detriot Edibles
DF Michigan one LLC	Jeeter
EPS I LLC	Mitten Extarcts
Evo Pharms LLC	Gold Crown
Exclusive Brands LLC	Church Kushy Punch Packwoods
Fluresh LLC	Fluresh
Glacial Farms LLC	Glacier Cannabis
GreenCO Ventures LLC	Fire n Ice
High Peak Farms LLC	High Peak Farms
How Smooth it is INC	Smokiez
IVP Holding LLC	Pressure Pack
JRMI27 LLC	Dixie Mary
Kassab Investments LLC	Mac oil Packwoods
Kola Farms	Kola Farms
Lion Labs LTD	Element
Loud Labs Of Michigan LLC	Pyramid
Master Equity Managment LLC	Cavis Cone
MPM-P Marshall LLC	Common Citizen
North West Confections Michigan LLC	Wyld
Pinebrook Warren LLC	Wonderbrett
Pure Green LLC	Glorious Cannabis Company

Pure X LLC	Resinco
RWB Michigan LLC	Platinum Vape
SBCMI LLC	Rove
Sky Labs LLC	Bossy Chewii Motor City Motor City Cannabis Sky Labs
TAS Asset Holdings LLC	Noble
The Machine Grow and Processing, Inc.	3Left
Total Health Processing	Light Sky Farms
T-Rex 1 Corp	Ubaked
Trucenta LLC	Select
VB Chesaning LLC	Annie Camino Highlife Kiva Bar Lost Farms Tokeley Wana
Vida Farms LLC	Gans Detroit Cannabis
Wheelhouse Labs LLC	Summit Concentrates
Woodrock Holdings INC	Shattered Thoughts
Zen Republic LLC	Rkive
Diverse Suppliers 42	Diverse Supplier Brands 60