

Agenda

Economic Development Corporation

Board of Directors

City of Kalamazoo



Thursday, December 21, 2023

7:45 AM

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

A. CALL TO ORDER/ROLL CALL

B. ADOPTION OF FORMAL AGENDA

C. APPROVAL OF MINUTES

1. Approval of the minutes from the meeting of the Economic Development Corporation on November 16, 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 Medical Safety Compliance and Adult Use Safety Compliance Marijuana Business Permits for SV Laboratories (**Action: Approval of a recommendation to the City Clerk to Approve the 2-year renewal of the Medical Safety Compliance and Adult Use Safety Compliance Marijuana Business Permit for SV Laboratories**) - **Roll Call Vote**
2. Approval of a recommendation to the City Clerk to Approve the 1-year renewal of the Adult Use Grower Class C (x2) Marijuana Business Permits for Pure, LLC (**Action: Approval of a recommendation to the City Clerk to Approve the 1-year renewal of the Adult Use Grower Class C (x2) Marijuana Business Permit for Pure, LLC**) - **Roll Call Vote**
3. Nomination and Approval of New Officer Positions for Chair, Vice Chair, and Treasurer/Secretary Effective January 1, 2024. (**ACTION: Motion to nominate and approve new officer positions for Chair, Vice Chair, and Treasurer/Secretary effective January 1, 2024.**)

G. UNFINISHED BUSINESS

1. Approval of a recommendation to the City Clerk to approve the 1-year renewal of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Boutique Cannabis (815/823 W Michigan)
(Action: Approval of a recommendation to the City Clerk to approve the 1-year renewal of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Boutique Cannabis (815/823 W Michigan)) - Roll Call Vote
2. Approval of a recommendation to the City Clerk to Approve the 1-year renewal of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Cannabis Shop (4037 S Westnedge)
(Action: Approval of a recommendation to the City Clerk to Approve the 1-year renewal of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Cannabis Shop (4037 S Westnedge)) - Roll Call Vote

H. COMMUNICATIONS AND ANNOUNCEMENTS**I. STAFF REPORTS AND UPDATES****J. ADJOURNMENT**

CITY OF KALAMAZOO
ECONOMIC DEVELOPMENT CORPORATION BOARD MEETING
Thursday, November 16, 2023
Community Planning and Economic Development
245 N. Rose Street, Kalamazoo, MI 49007

MEMBERS PRESENT: Kyle Gulau; Kevan Hess; Lucas Middleton; Jason Novotny; Nathan Bolton; Michael Gurnee; Sharon Ferraro; Torean Greeley; *Andrew Schipper

MEMBERS ABSENT: Rachel Bair; Qianna Decker

CITY STAFF PRESENT: Jamie McCarthy (Sustainable Development Coordinator); PJ Thuringer (Economic Development Supervisor); Antonion Mitchell (CPED Director) John Weiss (Attorney, Dickinson Wright); Logan Mulholland (Fishbeck, Consultant); Jared Chambers (Business Specialist); Heidi Gartley (Brownfield Project Assistant); Chelsie Downs-Hubbard (Community Investment Manager)

Meeting was called to order at 7:47 AM by Chair Bolton.

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

APPROVAL OF AGENDA: Director Gurnee moved the approval of the agenda as presented; seconded by Director Hess. Motion approved by voice vote unanimously.

APPROVAL OF MINUTES: Director Ferraro moved the approval of the minutes from the meeting of October 19, 2023; seconded by Director Greeley. Motion approved by voice vote unanimously.

PUBLIC COMMENTS

None.

DIRECTORS' COMMENTS

None.

NEW BUSINESS

1. Approval of a recommendation to the City Clerk a 90-day probationary approval of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Boutique Cannabis (815/823 W Michigan).

*Director Schipper arrived at 7:48 AM.

Mr. Thuringer presented information on QPS Michigan Holdings, LLC DBA High Profile – Boutique Cannabis, as found in the agenda packet. Staff recommends a 90-day probationary approval of the adult use retailer marijuana business permit.

Director Ferraro asked for clarification on the business's data of number of employees living in the city of Kalamazoo. Ms. Alison Park, representative of High Profile – Boutique Cannabis, said she has worked with their HR department on this data, as not all Kalamazoo addresses necessarily mean employees live within the city limits.

Director Hess asked how long the deficiency has been prevalent and what the details were. Mr. Chambers, City of Kalamazoo Business Specialist, explained one of their locations had missing landscaping and the other had a missing handicap sign (see agenda item #2 below for second location).

Ms. Park added that shrubs need planted, and they are working with the landscaper to get them in. The handicap sign is also on order, it just needs to be installed. She assured the board that both should be done well within the 90 day period.

Director Middleton asked for clarification on the process if the probationary period is approved: will it require another action once corrected or will it default into a full one-year approval? Mr. Thuringer shared, starting earlier in 2023, the approval will be brought back to the board for action.

Director Middleton moved approval of a recommendation to the City Clerk a 90-day probationary approval of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Boutique Cannabis (815/823 W Michigan); seconded by Director Hess.

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

2. Approval of a recommendation to the City Clerk a 90-day probationary approval of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Cannabis Shop (4037 S Westnedge).

Mr. Thuringer presented information on QPS Michigan Holdings, LLC DBA High Profile - Cannabis Shop, as found in the agenda packet. Staff recommends a 90-day probationary approval of the adult use retailer marijuana business permit.

Ms. Park shared they had a productive meeting with the social cannabis committee to talk about how they can boost numbers regarding the focus on employing residents from the identified census tracts. They are committed to reaching disproportionately impacted folks. If there is a way they can be better connected with those individuals, they are all ears.

Director Gurnee moved approval of a recommendation to the City Clerk a 90-day probationary approval of the Adult Use Retailer Marijuana Business Permit for QPS Michigan Holdings, LLC DBA High Profile - Cannabis Shop (4037 S Westnedge); seconded by Director Greeley.

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

3. Approval of the 2024 Proposed EDC-BRA Meeting Schedule.

Mr. Thuringer shared the proposed schedule, as found in the agenda packet.

Director Hess moved approval of the 2024 Proposed EDC-BRA Meeting Schedule; seconded by Director Schipper.

A voice vote was taken, and the motion passed unanimously.

UNFINISHED BUSINESS

None.

COMMUNICATIONS AND ANNOUNCEMENTS

None.

STAFF REPORTS AND UPDATES

The board approved a bond with Heritage Community three years ago. Their attorneys approached staff to discuss IRS regulations that require borrowers expect to spend the tax-exempt bonds within three years. They have not been able to do that. It was discussed with the EDC attorneys and the Executive Committee and determined Heritage Community does not need to come to the board to request the extension, but the chair will need to sign the document. The extension will be through April 30, 2024.

ADJOURNMENT: Meeting was adjourned at 8:00 AM by Chair Bolton.

Signature

Name/Chair

Signature

Heidi Gartley/Recording Clerk

INTER-OFFICE MEMO

To: The Economic Development Corporation Board of Directors

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

Date: November 8, 2023

Re: Medical & Adult Use Safety Compliance Permit Renewals for SV Laboratories

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: SV Laboratories for its facility at 4427 Manchester Road and that the EDC Board provide a recommendation regarding the renewal of this permit. The City Operating Permit, issued on December 15, 2022, is scheduled to expire on December 31, 2023, and must be renewed before its expiration for the facility to continue operating. The applicant has submitted the required renewal application and the annual permit fee. Below is the ordinance language that describes the specific role and responsibilities of the EDC in this process:

§ 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 6 full-time employees.
 - 1 Laboratory Manager - \$80k/year.
 - 1 Senior Scientist - \$60k/year.
 - 2 Quality Control Managers - \$60K/year.
 - 2 Transporters - \$50k/year.
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;
 - They have committed to donating 1% of gross profits to various community programs and charities that aim to assist those who have been disproportionately impacted by cannabis prohibition and charities focused on the advancement of minorities.
 - Staff participation in local causes through incentives and company-sponsored community service events.

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 are making a concerted effort to hire women and persons of color who reside in the City of Kalamazoo.
 - They have committed to spending at least 10% of their annual budget on diverse suppliers.
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.
 - They are in good standing with the City.
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.
 - The hiring and public accommodation practices of the permitted facility conform to the City's anti-discrimination ordinance provisions.
 - They have 2 women and 2 minorities in management positions.
 - They have 1 minority in an operational position.
 - Currently no employees disproportionately impacted by marihuana prohibition and enforcement.
6. A statement, with supporting documentation, providing answers to the following questions:
 - a. How many City residents do you currently employ?
 - 5 of the 6 employees are City residents.
 - b. How many current employees reside in Census Tracts 1 (Eastside); 9, 10 (Edison), and/or 2.02,3 (Northside)?
 - 1 employee resides in the Edison Neighborhood and 2 reside in the Northside Neighborhood.
 - c. What is your plan to employ residents of the identified census tracts?
 - They use Indeed, which has been a great tool for localizing their hiring process.
 - d. How many of your employees have prior marihuana convictions (excepting a conviction for delivery or distribution to a minor)?
 - No current employees have prior marihuana convictions.
 - e. What is your plan for employees with a prior marihuana conviction to move up within your business and/or the marihuana industry?
 - Their plan for anyone who has a marijuana conviction is to help them move up in the company by getting them around clients and being able to educate the customers on the process of what they do for the cannabis community.

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 December 14, 2023 they have been accepted into the program at the Gold level.

Please see the attached Marihuana Renewal Application Checklist, 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 and 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 Medical & Adult Use Safety Compliance Permits to SV Labs, LLC.

ATTACHMENTS

Renewal Application, (Staffing Plan), (Community Benefits Statement), and (Social Equity Plan) from the applicant.

See following page for Renewal Checklist.

Adult Use Safety Compliance & Medical Safety Compliance Marihuana Renewal Application Checklist for:

SV Labs LLC

4427 Manchester Road

Contact: Vinay Mandhala

vmandhala@gmail.com

Type: Adult Use Safety Compliance & Medical Safety Compliance

	Date Received	Received By	Comments	
Renewal Application Received	12/7/2023	Scott Borling		
Inspection Type:	Inspection Date	Completed by:	Satisfactory?	Notes
Zoning Inspection	11/7/2023	Pete Eldridge	Yes	
Fire Inspection	11/7/2023	Scott Brooks	Yes	
	Date	Name	Comments	
Business Community Benefits Check-In	11/8/2023	Jared Chambers		
	Invite Sent	EDC Meeting Date		
Invite to EDC Meeting		12/21/2023		
	Full-Time	Part-Time	Comments	
Jobs Created	6			
	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** SV Laboratories**Business Address** 4427 manchester road**City** Kalamazoo **State** MI **Zip Code** 49001 **Business Phone** 9542885773**Business E-mail** vinay@svlaboratories.com **Business Website** www.svlaboratories.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** 4427 manchester road**Real Property Parcel Number** 06-91-061-848**Advertised Facility Name** Green Alliance Labs**Manager - Full Name** Marlon Williams**CONTACT INFORMATION** [the primary point(s) of contact for this application]**Name** vinay Kumar Mandhala**Address** 15517 brodick dr**City** austin**State** TX**Zip Code** 78717**Phone** 5124389453**E-mail** vinay@svlaboratories.com**Name** MARLON WILLIAMS**Address** 815 terminal road**City** Lansing**State** MI**Zip Code** 48906**Phone** 9542885773**E-mail** Marlon@greenalliancelabs.com

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 who have been disproportionately impacted by marihuana prohibition and enforcement; and (b) positively impacts local residents.
4. Documentation that indicates your business qualifies as a Silver Social Equity All-Star or better with the Michigan Cannabis Regulatory Agency. **A marihuana business must meet this qualification to be eligible for permit renewal with the City of Kalamazoo.**

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 the 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: Marlon Williams Date: 12/07/2023
DocuSigned by: 0E7B00FDAF26490...
 Marlon Williams CEO
 Name (printed): _____ Position: _____

ECONOMIC BENEFITS

Please fill out the information below relating to 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

ECONOMIC BENEFITS		
Economic Benefit	Description	Amount
Charitable Profit Sharing	SV will donate a percentage of gross profit to a local charity	1%
Community Service Events	Staff participation in local causes through incentives and company-sponsored community service events	TBD

JOB CREATION FOR LOCAL RESIDENTS		
Initiative/Description	Date(s)	Outcomes
Diverse Workforce	Multiple	Employ women and persons of color
Local Hiring	Multiple	Employ Kalamazoo residents

COMMUNITY OUTREACH		
Initiative/Description	Date(s)	Outcomes
Website Contact Page	Ongoing	Community can contact SV from website
Social Media	Ongoing	Interact w/ community on Instagram

WORKER TRAINING PROGRAMS		
Initiative/Description	Date(s)	Outcomes
Lab Training	Sept. 2023	Staff trained on SOPs

SOCIAL EQUITY

Please fill out the information below relating to Social Equity with 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;

SOCIAL EQUITY PLAN INITIATIVE		
Initiative/Description	Date(s)	Outcomes
Employment Opportunities	Multiple	Hired staff in communities disproportionately impacted by MJ enforcement
Pay = 200%+ poverty limit	Multiple	Staff is paid at least 200% the fed poverty limit

EMPLOYEE DEMOGRAPHIC INFORMATION

Total Number of Employees:		
Employees in Managerial Positions	Total Employees	4
	Number of Women	2
	Number of Minorities	2
Employees in Operational Positions:	Total Employees	2
	Number of Women	0
	Number of Minorities	1

How many City Residents do you currently employ?	Total Employees	3
How many residents do you currently employ from these Census Tracts?	Census Tract 1 (Eastside Neighborhood)	0
	Census Tracts 9 and/or 10 (Edison Neighborhood)	1
	Census Tracts 2.02, and/or 3 (Northside Neighborhood)	2

1. What is your plan to employ residents of the identified Census Tracts?

Indeed has been a great tool for localizing our hiring process. Because of our onsite needs we are constantly looking for quified candidates in the area

Attach additional pages as necessary.

2. How many of your employees have prior marihuana convictions or expungements (excepting a conviction for delivery or distribution to a minor)?

Number of employees with marihuana convictions 0

3. What is your plan for employees with a prior marihuana conviction to move up within your business and/or the marihuana industry?

Our plan for anyone that has a marihuana conviction is to help them move up in the company by getting them around our clients and being able to educate our customers on our process on what wew do for the cannabis community.

Attach additional pages as necessary.

4. Please attach 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.



GREEN ALLIANCE LABS

4427 Manchester Rd.,
Kalamazoo MI 49001

COMMUNITY BENEFITS STATEMENT

November 13, 2023



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 establishment license. Attach additional pages as necessary.

Note: the annual renewal process for a Permit includes a review of Attachment F (Staffing Plan) and Attachment G (Community Benefits Statement) by the City's Economic Development Corporation Board of Directors and a comparison of actual data provided on in the renewal application with the commitments made in these documents.

November 13, 2023

City Clerk's Office



Green Alliance Labs

4427 Manchester Rd
Kalamazoo, MI 49001

City of Kalamazoo
241 West South Street
Kalamazoo, MI 49007

RE: Community Benefits Statement

City of Kalamazoo:

Now that Green Alliance Labs has finally opened for business, the organization has started focusing on the various ways it hopes to integrate with the Kalamazoo community. Until last month, the laboratory sat empty and dormant. Now that operations are underway, Green Alliance Labs can start making good on its original promises.

Below, please find Green Alliance Labs' Community Benefit Statement. Green Alliance Labs fully intends on continuing to develop its commitments to the Kalamazoo community as it moves closer to operations.

Currently, the most factual data Green Alliance Labs can provide is its anticipated job creation and salary expectations. Green Alliance Labs already hired 6 fulltime jobs and the company hopes to provide additional 2-5 full time jobs, with the potential for a Kalamazoo area part time job as well. We have included these jobs, descriptions, salary ranges and benefits in our Staffing Plan.

In addition to job creation, Green Alliance Labs spent \$150,000 on adding security surveillance, lighting and renovating 4427 Manchester Rd. location with the help of Kalamazoo area builders, suppliers, and service providers and the company expects to invest significantly into the rehabilitation. For purposes of this application, Green Alliance Labs will summarize its community benefits statement to job creation and anticipated philanthropic goals.

Thank you,

Marlon Williams
Manager, Green Alliance Labs

Community Benefits Statement

A Diverse Local Workforce



SV Labs, LLC (now called Green Alliance Labs) is an Equal Opportunity Employer, and is committed to recruiting and hiring local talent whenever possible. To the best of our ability, Green Alliance Labs has sought to hire local, qualified candidates from the Kalamazoo area, regardless of race, color, religion, sex, national origin, age, disability, sexual orientation or any protected class status. Green Alliance Labs strongly believes that recruiting, training and retaining a talented workforce that leverages diversity and promotes inclusivity will be a tremendous asset to our organization, the local community, and the industry as a whole.

Our organization is committed to recruiting and hiring local candidates for all positions within the company. As Green Alliance Labs expands its operations in Michigan, we will always ensure our hiring process partners with local and regional nonprofit agencies and public job training programs, including services such as Southwest Michigan First, Michigan Works, and Urban Alliance. We are also committed to providing a living wage for our staff, with all entry-level pay guaranteed well in excess of minimum wage, coupled with a competitive benefits package, as described in our staffing plan. These benefits include health insurance, dental insurance, vision insurance, and PTO/sick leave. Please see our staffing plan for anticipated salaries and descriptions of the positions we hope to provide at our Kalamazoo location.

In addition to the economic impact associated with hiring local residents, we will, whenever possible, look to engage Kalamazoo-based small businesses owned and operated by economically disadvantaged groups as service providers and contractors. Our diversity initiatives and strategies are designed to attract, develop and advance the most talented individuals regardless of their race, sexual orientation, religion, age, gender, disability status or any other dimension of diversity. We intend to make a significant contribution to the growth of local ancillary services throughout the lifetime of our operations.

Economic Impact

As part of our larger commitment to serving our community, we intend to develop a charitable giving program that engages local non-profit organizations and provides financial support towards programs and services that affect the local community. Green Alliance Labs plans to donate _____% our gross revenue every year to local nonprofit programs. We are currently seeking to operate a Kalamazoo location, as well as a location anticipated to be located in the City of Lansing. As we just opened for business within the last month, we are still making final decisions on our local charitable organizations for the Kalamazoo location. We are open to supporting several of the great organizations in the Kalamazoo area. Currently, we are exploring opportunities with:

- Disability Resource Center of Southwest Michigan
- Douglas Community Association
- Gryphon Place
- Kalamazoo Gay and Lesbian Resource Center
- Kalamazoo Neighborhood Housing
- Kalamazoo Loaves and Fishes
- Big Brothers, Big Sisters
- Boys and Girls Club of Greater Kalamazoo



Our organization will also strive to foster a spirit of community giving amongst our staff by encouraging active participation in local causes through incentives and company-sponsored community service events. Our Laboratory Manager will keep staff and the businesses we work with apprised of upcoming volunteer opportunities.

Community Involvement

Green Alliance Labs is committed to being a good neighbor and community partner. This means seamlessly integrating into the Kalamazoo community, we serve. Unlike other cannabis establishments, a Safety Compliance Establishment does not have the opportunity to directly interact with local residents, as our services are provided to other operating facilities throughout the state. Despite this limitation, we intend to foster strong relations with neighboring businesses and residents. We will extend our organization's philosophy of community involvement and transparency to the Kalamazoo area.

Green Alliance Labs respects that the cannabis industry is new for several people. We believe that our license type, a Safety Compliance Establishment, has the opportunity to dispel fear and misunderstanding, as our role in this industry is to test products and ensure safety. Therefore, our staff is happy to work closely with neighborhood leaders to address any cannabis concerns that develop as the state of Michigan expands the marijuana program. Our goal is to become an active, engaged supporter of our community.

Community Contact

Green Alliance Labs wants everyone in our neighborhood to feel comfortable with the services we offer to this industry. Our staff will use our communication tools with neighborhood liaisons to respond to inquiries and provide any information about the industry should our community have questions about how a Safety Compliance Establishment operates. If complaints are ever received, they will be taken very seriously. In order to facilitate neighborhood dialogue and address concerns, we have deployed several communications tools including:

- A 24-hour telephone hotline number;
- Active social media accounts; and
- Regularly monitored email and website contact forms.

Our Community Policy

It is our responsibility to ensure that customers receive safe, tested, and accurate products. We believe that consumers have the right to know exactly what the products they consume contain, and to ensure that they are receiving reliable information. We apply these principals to all aspects of our operations. This includes being open and accurate with our community. Should we receive any inquiries from our neighbors or the greater Kalamazoo community, we are happy to be open and supportive to the community we hope to call home.



Green Alliance Labs

4427 Manchester Rd
Kalamazoo, MI 49001



SOCIAL EQUITY PLAN

SV Labs, LLC (d/b/a Green Alliance Labs) is dedicated to community outreach and the principles of diversity. As an organization, we realize that when we open our doors, we become a member of the surrounding community and as such, we are excited by the opportunity to be involved and proactive to benefit the entire community. We will develop and implement community outreach programs and events, which will include food and clothing drives for local food banks, churches, and others. We will encourage employees to be personally active in the associations in which they are interested as well.

We will continue to employ a diverse workforce and will act as an equal opportunity employer. We strive to be an inclusive company comprised of talented and diverse individuals from many ethnicities and cultures. We will prioritize hiring of residents of from CRA eligible communities, such as Kalamazoo, that have been disproportionately affected by the prohibition of cannabis. We will also develop an action plan to inform, hire, and educate minorities, women, veterans, state residents, and disabled persons. Our executive team is committed to building a company with fair treatment, access, opportunity and advancement for people of all demographic backgrounds. We will continue to build this inclusive work environment throughout its operation.

We are also committed to working with companies focused on social equity and who dedicate themselves to supplier diversity and the advancement of women owned and minority owned businesses. We have committed to dedicate at least 10% of our annual budget specifically targeting diverse suppliers.

Green Alliance Labs also recognizes the importance of addressing the challenges faced by the communities in which it operates. It is willing to invest its resources, both human and financial, to support initiatives that can bring positive change. To demonstrate our social responsibility and commitment, we pledges to donate 1% of our cumulative net profits to various community programs and charities that aim to assist those who have been disproportionately impacted by cannabis prohibition and charities focused on the advancement of minorities.

A Diverse Local Workforce

Green Alliance Labs is an Equal Opportunity Employer, and is committed to recruiting and hiring local talent whenever possible. To the best of our ability, Green Alliance Labs has and will continue to seek to hire local, qualified candidates from the Kalamazoo area, regardless of race, color, religion, sex, national, origin, age, disability, sexual orientation or any protected class status. Green Alliance Labs strongly believes that recruiting, training and retaining a talented workforce that leverages diversity and promotes inclusivity will be a tremendous asset to our organization, the local community, and the industry as a whole.

Our organization is committed to recruiting and hiring local candidates for all positions within the company. As Green Alliance Labs expands its operations in Michigan, we will always ensure our hiring process partners with local and regional nonprofit agencies and public job training programs, including services such as Southwest Michigan First, Michigan Works, and Urban Alliance. SV Labs is also committed to providing a living wage for our staff, with all entry-level pay guaranteed well in excess of



minimum wage, coupled with a competitive benefits package, as described in our staffing plan. These benefits include health insurance, dental insurance, vision insurance, and PTO/sick leave. Please see our staffing plan for anticipated salaries and descriptions of the positions we hope to provide at our Kalamazoo location.

In addition to the economic impact associated with hiring local residents, we will, whenever possible, look to engage Kalamazoo-based small businesses owned and operated by economically disadvantaged groups as service providers and contractors. Our diversity initiatives and strategies are designed to attract, develop and advance the most talented individuals regardless of their race, sexual orientation, religion, age, gender, disability status or any other dimension of diversity. We intend to make a significant contribution to the growth of local ancillary services throughout the lifetime of our operations.

Education and Mentorship Programs

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

Community Involvement

Green Alliance Labs is committed to being a good neighbor and community partner. This means seamlessly integrating into the Kalamazoo community, we serve. Unlike other adult-use cannabis licensees, safety compliance establishments do not have the opportunity to directly interact with local residents, as our services are provided to other operating facilities throughout the state. Despite this limitation, we intend to foster strong relations with neighboring businesses and residents. We will extend our organization's philosophy of community involvement and transparency to the Kalamazoo area.

Green Alliance Labs respects that the cannabis industry is new for several people. We believe that our license type, a safety compliance establishment, has the opportunity to dispel fear and misunderstanding, as our role in this industry is to test products and ensure safety. Therefore, our staff is happy to work closely with neighborhood leaders to address any cannabis concerns that develop as the state of Michigan expands the medical marijuana program. Our goal is to become an active, engaged supporter of our community.



CORPORATE SPEND PLAN

Green Alliance Labs will spend 10% of our annual budget specifically targeting diverse suppliers within the chain. In addition to working with diverse suppliers, we also work with diverse cultivators, processors, and retailers. We prefer to work with local companies focused on social equity and who dedicate themselves to supplier diversity and the advancement of minority and women owned businesses. Some of the businesses we currently work with are:

- NOW Interactive
- Airgas
- Medi Now
- Armentia
- Absolute Standards
- Cayman chemicals
- Biomerieux
- Single Source Procurement
- Thermo Fisher
- Willipore Sigma
- Fisher
- Restek
- Shimadzu
- Agilent
- Elga Water System
- PerkinElmer
- Metler Toledo
- West Michigan Scales
- Bio Calibrations

Green Alliance Labs will continue working alongside these businesses as well as explore new partnerships and opportunities with minority and women owned businesses. It is our goal to create lasting relationships with even more diverse suppliers in the area. In order to achieve this goal, the City of Kalamazoo has provided a directory of minority and women owned businesses that we look forward to referencing. In working alongside these diverse suppliers and small businesses, we are awarded the opportunity to create close and long-lasting working relationships.



COMMUNITY REINVESTMENT PLAN

As part of our larger commitment to serving our community, we intend to develop a charitable giving program that engages local non-profit organizations and provides financial support towards programs and services that affect the local Kalamazoo community, with a focus on ones that positively impact minority groups. Green Alliance Labs plans to donate 1% of cumulative net profits every year to local nonprofit programs. As we are in the license acquisition phase, we are still making final decisions on our local charitable organizations for the Kalamazoo location. We are open to supporting several of the great organizations in the Kalamazoo area. Currently, we are exploring opportunities with:

- Disability Resource Center of Southwest Michigan
- Douglas Community Association
- Gryphon Place
- Kalamazoo Gay and Lesbian Resource Center
- Kalamazoo Neighborhood Housing
- Kalamazoo Loaves and Fishes
- Big Brothers, Big Sisters
- Boys and Girls Club of Greater Kalamazoo

Our organization will also strive to foster a spirit of community giving amongst our staff by encouraging active participation in local causes through incentives and company-sponsored community service events. Our Laboratory Manager will keep staff and the businesses we work with apprised of upcoming volunteer opportunities.



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
ACTING DIRECTOR

December 14, 2023

SV Labs, LLC (DBA- Green Alliance Labs)
4425 Manchester Rd.
Kalamazoo, MI Zip 49001

The Cannabis Regulatory Agency's social equity team reviewed your form for the Social Equity All-Star Program and would like to congratulate you on your acceptance into the program at the gold level. The following license numbers will be displayed on our website under the gold level. These license numbers were provided on your form:

- AU-SC-000123

Now that you have been accepted into the Social Equity All-Star Program here are some important things to know:

- You are being awarded a digital copy of your Social Equity All-Star Program Gold seal. Feel free to use this seal on your website, social media, or in your licensed establishment(s) in any way that makes sense to highlight the establishment's efforts.
- Acceptance into this program is only valid for one year. In order to remain active in the program you will need to submit a Social Equity All-Star Program Renewal form each year you want to participate.
 - If at any time you would like to update your plans on the CRA website, you can email us your updated plan along with the [Social Equity All-Star Program Amendment form](#).

If there are any questions regarding this acceptance letter, please contact the social equity team via email at CRA-SocialEquity@Michigan.gov.

Thank you,

Social Equity Representative
Cannabis Regulatory Agency
www.michigan.gov/CRA

INTER-OFFICE MEMO

To: The Economic Development Corporation Board of Directors

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

Date: November 9, 2023

Re: Adult Use Grower Class C (2) Permit Renewal for Pure, LLC

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: Pure, LLC for its facility at 825 E Crosstown Parkway and that the EDC Board provide a recommendation regarding the renewal of this permit. The City Operating Permit, issued on November 17, 2022, is scheduled to expire on December 31, 2023, and must be renewed before its expiration for the facility to continue operating. The applicant has submitted the required renewal application and the annual permit fee. Below is the ordinance language that describes the specific role and responsibilities of the EDC in this process:

§ 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;
 - Pure, LLC has 27 full-time employees & 3 part-time employees.
 - 7 Gardeners - \$35k-\$42k/year.
 - 10 Trimmers - \$34k-\$42k/year.
 - 7 Packaging/Pre-rollers - \$34k-\$42k/year.
 - 5 Managers - \$50k-\$100k/year.
 - 2 Metric - \$40k/year.
 - All employees receive paid sick days, paid holidays.
 - They receive vacation days after 1 year.
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;
 - They offer vendor days to dispensaries which they put on at their location to raise brand awareness as well as educate the customer and budtenders on the effects and benefits of different strains and THC in general. This has been met with very positive feedback from the dispensaries and customers.

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 donated \$2,500 to the Community Healing Center Elizabeth Upjohn.
 - They donated 1,000 pre-rolls to Lake Effect to be sold at \$3 each, the proceeds were then donated to Loaves and Fishes.
 - They commit roughly 5% of all spending towards minority-owned businesses.
 - Tanjay, Inc. – Veteran-Owned
 - Complete Landscaping Solutions – Hispanic Owned
 - Lifecycles – Black Owned
 - Click First – Woman Owned
 - Midwest Air Filters – Disabled Veteran-Owned
 - Hurricane Hydroponics – Veteran-Owned
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;
 - They are in good standing with the City.
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.
 - They have 8 employees in management and 22 are operational.
 - There are 8 women employees of which 3 are in management.
 - To collect data on the number of minority employees and those disproportionately impacted by marijuana prohibition, they sent out a voluntary questionnaire. Of the 30 total employees, 13 completed the form. Two stated they were disproportionately impacted by marijuana prohibition and 5 identified as minority.
6. A statement, with supporting documentation, providing answers to the following questions:
 - a. How many City residents do you currently employ?
 - 8 employees, 3 of which are in management.
 - b. How many current employees reside in Census Tracts 1 (Eastside); 9, 10 (Edison), and 2.02,3 (Northside)?
 - 2 employees reside in the Eastside neighborhood.
 - c. What is your plan to employ residents of the identified census tracts?
 - They plan to advertise new job openings in these areas, on local bulletin boards etc. They will also make note of any potential applicant whose address is located in one of the identified census tracts.
 - d. How many of your employees have prior marihuana convictions (excepting a conviction for delivery or distribution to a minor)?
 - 2 employees have prior marihuana convictions.
 - e. What is your plan for employees with a prior marihuana conviction to move up within your business and/or the marihuana industry?

- They plan to give all employees the tools and training necessary to succeed and move up 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 August 31, 2023, they received silver-level status.

Please see the attached Marihuana Renewal Application Checklist, 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 and 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 1-year approval of the Adult Use Grower Class C (2) Permit to Pure, LLC.

ATTACHMENTS

Renewal Application, (Staffing Plan), (Community Benefits Statement), and (Social Equity Plan) from the applicant.

See following page for Renewal Checklist.

Adult Use Grower Class C Marihuana Renewal Application Checklist for:

Pure LLC

825 E Crosstown Parkway

Contact: Heather Palcowski

heather.palcowski@gmail.com

Type: Adult Use Grower Class C

	Date Received	Received By	Comments	
Renewal Application Received	10/17/2023	Scott Borling		
Inspection Type:	Inspection Date	Completed by:	Satisfactory?	Notes
Zoning Inspection	11/7/2023	Pete Eldridge	Yes	
Fire Inspection	11/7/2023	Scott Brooks	Yes	
	Date	Name	Comments	
Business Community Benefits Check-In	11/9/2023	Jared Chambers		
	Invite Sent	EDC Meeting Date		
Invite to EDC Meeting		12/21/2023		
	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	Silver			
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 Pure, LLC

Business Address 825 E. Crosstown Parkway

City Kalamazoo **State** MI **Zip Code** 49001 **Business Phone** 616-862-3255

Business E-mail heather.palcowski@gmail.com

Business Website

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 2

☐ Excess Grower

☐ Processor

☐ Safety Compliance

☐ Microbusiness

☐ Retailer

☐ Secure Transporter

☐ Designated Consumption Lounge

FACILITY INFORMATION

Property Address 825 E. Crosstown Parkway, Kalamazoo, MI 49001

Real Property Parcel Number 06-23-238-017

Advertised Facility Name Pure, LLC

Manager - Full Name Jayson Vanderlaan

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

Name Heather Palcowski

Address 11760 Grand River Dr. SE

City Lowell

State MI

Zip Code 49331

Phone 616-862-3255

E-mail heather.palcowski@gmail.com

Name Jayson Vanderlaan

Address 2418 14th St.

City Shelbyville

State MI

Zip Code 49344

Phone 616-201-6991

E-mail jaysonvanderlaan@hurricanehydroponics.com

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.
4. Documentation that indicates your business qualifies as a Silver Social Equity All-Star or better with the Michigan Cannabis Regulatory Agency. **A marihuana business must meet this qualification to be eligible for permit renewal with the City of Kalamazoo.**

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:  Date: 10-13-2023

Name (printed): Heather Palcowski Position: Owner

STAFFING PLAN

Summary

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

Full-time employees (32+ hours per week) 27 Part-time employees (< 32 hours per week) 3

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: Gardener Annual Average Compensation \$ 35-50K

How many people are employed in this position at the licensed facility? 7

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

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

Position Title: Trimmer Annual Average Compensation \$ 34-42K

How many people are employed in this position at the licensed facility? 10

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

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

Position Title: Packaging / Pre-rolls Annual Average Compensation \$ 34-42K

How many people are employed in this position at the licensed facility? 7

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

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

Position Title: Management Annual Average Compensation \$ 50-100K

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

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

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

Position Title: Metric Annual Average Compensation \$ 40K

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

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

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:

Paid sick days / vacation days after 1year / paid holidays

Attach additional pages as necessary.

STAFFING PLAN

Pure, LLC is dedicated to cultivating a culture of professionalism and integrity in the workplace. These values must start with top-level management, but be embodied by the entire staff. Initially, the staff of the Company will be limited to 5 or less employees. As we grow, so too will our staff. By the time that the Class C grow facility is operational to full-scale, we anticipate as many as 20 full-time employees. Should the Company pursue expansion beyond the Class C grow, the staff size may grow considerably.

Pure, LLC will look to fill several different positions as it begins operations. Each position will come with differing hours, responsibilities, and compensation. As the Company grows, it may look to add additional positions or increase the number of total staff. To start, the positions to be filled and their respective responsibilities are as follows:

Cultivator

- Must possess knowledge and understanding of all laws as provided by the State of Michigan for adult-use marihuana cultivation, ensuring all actions are compliant with regulations
- Must perform/supervise all required duties in the cultivation department, including set-up and planning of the following areas of production: cloning, transplanting, feeding plants, defoliation, cropping, topping, flushing, foliar and preventative sprays, trimming, drying/curing, packaging, proper waste disposal, plant breeding, and inventory management and tracking in METRC
- Responsible for developing and expanding upon an extensive knowledge base of successful cultivation strategies and methods to increase quality, efficiency and value of product
- Responsible for managing plant schedules and workflow organization to precisely project all facility needs on a daily, weekly and monthly basis
- Responsible for accurately tracking all actions required in METRC for 100% compliance
- Must manage and assist in training a cultivation crew to ensure that all actions performed in the facility are compliant with all state regulations and efficient in cultivation
- Must execute preventative maintenance to prevent and eliminate mold, powdery mildew, spider mites, aphids, fungus, gnats, etc.
- Must assist state and local government officials with inventory, sales and compliance audits
- Must assist in security and safety and compliance training of employees

Facility Manager

- Reports to managing member(s) of Pure, LLC
- Responsible for managing the day-to-day operations of the facility
- Must Set quality and compliance standards according to the state regulation and department rules



- Must analyze production and quality control to anticipate, and correct problems before they occur
- Must manage plant scheduling to project all facility needs on a daily, weekly and monthly schedule
- Responsible for delegating tasks to cultivation staff in order to maintain a compliant and clean facility
- Must oversee security and safety protocols in the facility
- Must maintain strict access to limited access areas
- Must assist state and local government officials and law enforcement with inventory and compliance audits
- Must have a basic and updated knowledge of all garden operations
- Must have an understanding of all tools and equipment needed to run the cultivation facility
- Responsible for tracking and monitoring of all transactions with Licensed Transportation and Licensed Safety Compliance individual

Trim Staff

- Responsible for handling marihuana product from the point of harvest and initial defoliation to the final package before it goes to market
- Must complete required training regarding cultivation, safety, security, and state compliance
- Will work under guidance from Master Grower, Grow Assistant, and Facility Manager
- Attention to detail is vital to success in this position
- Must maintain a clean and sanitary work environment
- Must be able to recognize and reject product not suitable
- May be full-time or part-time position depending on needs of the cultivation facility
- Must comply with all security and safety protocols of the facility

Hiring procedures for the Company will begin with evaluation of resumes and rounds of interviews with prospective employees. Prior to any person's employment officially beginning, prospective employees will undergo a criminal history background check. The Company will keep record of these background checks on file, and these records will be made available upon request. Each new employee will undergo training to be educated on safety, security, and general operational matters.

A complete listing of policies set for employees by Pure, LLC, including employee benefits, can be found in the attached Employee Handbook (3). The employee handbook is subject to change in the future, and an updated copy will be made available upon request.



Employee Criminal Conviction Acknowledgment

All employees will sign an acknowledgment form ensuring that all employees will report any new or pending criminal charges or convictions to management.

Employee Training

Pure will develop a robust training program to advance Pure's reputation for superior quality adult-use marijuana. Training will be an ongoing process for every staff member, as even after a staff member starts work, there will be requirements for continuing education and for evaluation and retraining.

Pure will train every staff member the handling, storage, and disposal of adult-use marijuana, and Pure will keep staff training attendance records for at least three years. Topics will include: the inventory tracking system; and processing techniques. This training will also include how to navigate Michigan and City adult-use marijuana regulations. Staff will also receive training on: the proper use of security measures and controls to prevent theft; confidentiality requirements of the facility; instruction on different forms, methods of administration, and strains of adult-use marijuana; regulatory inspection preparedness and law enforcement interaction; awareness of the legal requirements for maintaining status as a compliant staff member; and, other topics that the Department specifies, or Pure feels would ultimately improve the customer experience.

In addition to onboarding training, Pure will provide continuing education for staff. Ongoing education could include the following topics: the safe handling of adult-use marijuana, including an overview of common industry hazards, current health and safety standards; adult-use marijuana processing sustainability best practices; legal updates pertaining to state regulations; and, other topics that the Department specifies, or Pure feels would improve the quality of Pure's adult-use marijuana.

Training will be highly customized based on the role of each employee and the employee's level of experience and training. Training will be held on-site and will cover the following:

1. Health and Sanitation;
2. Legal Compliance;
3. Safety and Security;
4. Inventory Monitoring and Reporting/Recordkeeping;
5. Crime Prevention and Awareness; and
6. Diversion.



Health and Sanitation

Pure will provide thorough training to all employees to mitigate potential sanitation or safety risks. An emphasis will be placed on the regular cleaning and sanitation of all areas where marijuana products are situated.

Health and sanitation training will focus primarily on contamination prevention and employees will learn best practices for preventing contamination of marijuana products from biological contaminants (e.g. parasites, mold, bacteria), physical contaminants (e.g. dirt, dust, glass) and chemical contaminants (e.g. cleaning compounds, sanitizing agents, solvents). Training will focus on, but is not limited to, the following topics:

1. Inventory inspections – Procedure for inspecting marijuana products for signs of damage (e.g. water damage), pests and expiration dates.
2. Cleaning and sanitizing – Procedures for:
 - a. regular cleaning of equipment, utensils and surfaces to protect against contamination; and
 - b. cleaning and sanitization of display cabinets, countertops and other service areas at the beginning and end of each shift, and throughout the day as needed.
3. Storage of chemicals – Procedures for identifying and storing chemicals, including cleaning compounds, sanitizing agents and solvents.
4. Handling of marijuana products – Protocol for proper sanitation and personal hygiene prior to handling any marijuana product.
5. Handling, storing, and disposing of marijuana waste.

Legal Compliance

Legal compliance training will educate employees on all Applicable Laws, particularly as such Applicable Laws inform the day-to-day operations of the Center. Legal compliance training will focus on, but is not limited to, the following:

1. Inventory tracking compliance;
2. Required labeling and packaging of marijuana products;
3. Recordkeeping and confidentiality;
4. Prevention of illegal diversion of marijuana; and
5. Disposal of marijuana waste.

Employees will complete initial legal compliance training at new employee orientation and will receive additional training from time-to-time as necessary to track any relevant changes to Applicable Laws.

Security and Safety



As a part of the employee orientation process, all employees will be provided with a copy of the security plan, as well as security and safety training. Security and safety training shall consist of examination and discussion of the security plan, premises orientation, emergency training, and situational training.

Safety and Security training will focus on, but is not limited to, the following:

1. Building orientation and access authority which shall include:
 - a. Employee's access into the premises and main building entrance;
 - b. Employee's access into limited access areas;
 - c. Center standard business hours and protocol for entry and exit outside standard business hours;
 - d. Employee's authorized entry and exit points;
 - e. Employee's storage space; and
 - f. Restroom and sink facilities.
2. Measures and controls for the prevention of diversion, theft or loss of marijuana which shall include:
 - a. Necessity of keeping all limited access areas locked and secure at all times;
 - b. Prohibited activities such as entrance into limited access areas;
 - c. Awareness of video monitoring; and
 - d. Requirement to report any unusual activity or security concerns.
3. Procedures and instructions for responding to an emergency that will include:
 - a. Accident prevention training;
 - b. How to respond to an emergency;
 - c. Emergency service provider location;
 - d. Emergency service contact information;
 - e. Emergency first aid kit locations; and
 - f. Emergency exits.

Inventory Monitoring and Reporting

Inventory Monitoring and Reporting/Recordkeeping training will focus on making all employees proficient in the Center's inventory tracking and protocols for recordkeeping. Employees will also be trained to recognize counterfeit currency and will receive general fraud protection training.

For further details regarding Pure's technology, including its inventory and recordkeeping protocols, please review Pure's "Technology Plan" and "Inventory & Recordkeeping Procedures", which were submitted with this application.

Crime Prevention and Awareness

Initial employee crime prevention training shall include, but is not limited to, the following topics:



1. Building orientation and Center security policies:
 - a. Center hours of operation;
 - b. Employee authorized entry and exit points;
 - c. Customer authorized entry and exit points; and
 - d. Limited access areas.
2. Crime awareness:
 - a. Storing valuables in a secure and/or inconspicuous place, whether the valuable is on-person, in a vehicle or inside the Center;
 - b. Identifying and reporting suspicious behavior inside and outside the Center;
 - c. Utilization of video monitoring;
 - d. Securing the Center during non-operating hours;
 - e. Reporting issues to management;
 - f. Emergency response;
 - g. Accident prevention training;
 - h. How to respond to an emergency;
 - i. Emergency service provider location;
 - j. Emergency service contact information;
 - k. Emergency first aid kit locations; and
 - l. Emergency exits and panic button locations.

Diversion

Company policy dictates that any staff involved with diversion will be dismissed immediately. Staff will be trained to identify diversion and areas of high risk as well as required and encouraged to anonymously notify management of known diversion.

Conflicts of Interest

Pure understands that its staff employees may have or be involved in outside financial, business, professional, academic, public service, or other activities. However, outside activities or commitments, familial or other relationships, private financial or other interests, and benefits or gifts received from third parties may create an actual or perceived conflict of interest between the staff employee and Pure. A conflict of interest is a situation, arrangement, or circumstance where the staff employee's outside or private interests or relationships interfere or appear to interfere with those of Pure or cast doubt on the fairness or integrity of Pure's business dealings. Every staff employee is responsible for disclosing to his or her supervisor, any financial or personal interests, activities, or personal or familial relationships that create an actual or perceived conflict of interest.



As a basic condition of employment, all Company staff employees have a duty to act in Pure's best interest in connection with matters arising from or related to their employment and other Company activities. In essence, this duty means that staff employees must not engage in external activities that interfere with their obligations to Pure, damage Pure's reputation, compete with Pure's interests, or compromise the independence of Pure's research and business activities, or can reasonably be seen as doing so. Staff employees likewise must not profit or otherwise gain advantage from any external activity at Pure's expense or engage in external activities under circumstances that appear to be at Pure's expense.

Harassment Free Workplace

Pure will create a workplace that is free of sexual harassment. The [insert monitoring position title], in conjunction with department managers, will watch staff for proper workplace conduct. Pure wants to manifest this commitment in harassment awareness training sessions and workplace sensitivity workshops, which every associate will complete as a condition of employment. Eventually, Pure wants to contract with a specialist to detect sexual harassment in the workplace. In any case, the [insert monitoring position title] will train employees to report any behavior that is distracting or that interferes with operations. Pure will not tolerate sexual harassment of any kind, and violators will face immediate job termination and possible legal prosecution.

Discrimination Free Workplace

Pure will provide a welcoming workplace and will promote the involvement of diverse employees and diverse groups. Pure is committed to providing a safe workplace for all individuals regardless of race, age, gender, gender identity, sexual orientation, or ability. Pure will implement a zero-tolerance policy relating to discrimination and employees will be encouraged to report any and all occurrences of workplace discrimination. The Departmental Manager will monitor discrimination in the workplace and immediately address any discovery of discrimination. Pure wants to train employees to identify workplace discrimination in the context of two general categories: overt discrimination such as verbal or written threats, intimidation, harassment, or assault. Pure will also train employees to be able to recognize covert discrimination that puts diverse individuals at a disadvantage in the workplace. Pure employee manuals and training seminars will emphasize that workplace discrimination can range from objectively offensive to seemingly invisible. Pure will encourage employees to suggest changes to standard operating procedures if they feel those company processes are even slightly discriminatory to themselves or any diverse individual employed by Pure.

Pure will implement hiring policies that prevent the occurrence of discrimination. During the hiring process, identifying information such as names, ethnicities, genders, and ages will be hidden on resumes from hiring



managers as to prevent unconscious bias. This management tactic has been proven to improve rates of employment of diverse participants across all industries. Pure wants to employ systems and processes designed to mitigate implicit bias, such as objective skills tests and structured interviews during hiring. One example of actively mitigating intrinsic hiring bias is the selective data acquired from resumes, such as education. If a certain job does not need a specific education to successfully fulfill occupational duties, it will be redacted from resumes to equally judge the PhD candidate and GED candidate

Drug-free Workplace

Pure intends to help offer a safe and drug-free work environment for all employees and visitors of Pure. Pure will explicitly prohibit the use, possession, solicitation for, or sale of controlled substances on company premises or while performing an assignment. Being impaired or under the influence of legal or illegal drugs or alcohol away from company premises, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or damages Pure's reputation.

Notice of Equal Opportunity Employment

Pure will employ a diverse workforce and will act as an equal opportunity employer. Pure strives to be an inclusive company made up of talented and diverse individuals from many ethnicities and cultures. Pure will prioritize state residents in hiring facility positions. Pure will develop an action plan to inform, hire, and educate minorities, women, veterans, state residents, and disabled persons. Pure's executive team is committed to building a company with fair treatment, access, opportunity, and advancement for people of all demographic backgrounds. Pure will continue to build this inclusive work environment throughout its operation.

American with Disabilities Act Compliance

Pure's facility will be ADA compliant. The facility will adhere to the 2010 ADA Standards for Accessible Design. ADA compliance will enhance handicap accessibility and will promote a welcoming workplace environment for people with disabilities. ADA compliance will make Pure a physically accommodating workplace environment for everyone. The following are a few benefits of ADA compliance that every employee of Pure will experience: Text with good color contrast will help people with and without visual impairments read content more clearly; captions for training videos developed by Pure employees will help persons who are deaf or have hearing impairments and help improve English language skills; wheelchair ramps will allow easy movement of equipment; and keyboard-accessible controls on computer systems will help employees with dexterity impairments and provide all employees quick hotkey alternatives for optimized productivity.



Closing Procedures

The closing responsibilities will primarily be comprised of closing the cultivation and production area and securing product for safe storage throughout the night. Closing responsibilities will consist of the following:

1. Complete daily production log, including marijuana plant waste
2. Enter all relevant information, including, but not limited to movement of product within the Center, in the METRC system

Inventory management – recording ending daily inventory and any waste disposed of during the day within GreenCo log sheets

- a. Inventory reconciliation – if there is a discrepancy, management will determine how to proceed
3. Secure Center for nightly closure
 - a. Ensure all entrances/exits are locked and secured
 - b. Arm the security alarm system
 - c. Exit the Center and ensure that the exiting door closes completely and is locked/secure for the evening

The Center's hours of operations shall be as follows:

Progressive Disciplinary Policy

Corrective action is a process designed to identify and correct problems that affect an employee's work performance and/or the overall performance of the department. The progressive corrective action process should be handled consistently within each unit and for each problem.

Guidelines

- The Progressive Corrective Action Process refers to the following actions:
- Counseling or verbal warning;
- Written reprimand and warning;
- Suspension;
- Suspension pending investigation and final determination;
- Specific warning of discharge; and
- Discharge.

Depending on the situation, any step may be repeated, omitted, or taken out of sequence; however, GreenCo reserves the right to effect immediate termination should the situation be warranted. Each case is considered on an individual basis.

Typically, a preliminary meeting is held with the employee to allow the employee an opportunity to understand the nature of the concern and to explain his/her position on the matter. If necessary, the corrective action



documentation would then be put together which would summarize the issue, taking into account any additional information the employee may have provided during the preliminary meeting.

When issuing corrective action, there should be clear and direct communication between the employee and his/her immediate supervisor. This communication should include a meeting between the employee and the supervisor.

In the case of serious misconduct, an employee may be suspended and/or discharged on the first offense. Serious workplace misconduct includes, but is not limited to:

- Theft;
- Fighting;
- Behavior/language of a threatening, abusive or inappropriate nature;
- Misuse, damage to or loss of Company property;
- Failure to disclose violations to the State of Michigan background checks including new criminal charges within 5 days
- Falsification, alteration or improper handling of Company-related records;
- Unsatisfactory customer service;
- Disclosure or misuse of confidential information;
- Unauthorized possession or concealment of weapons;
- Insubordination (e.g., refusal to carry out a direct assignment);
- Misuse of GreenCo's electronic information systems;
- Possession, use, sale, manufacture, purchase or working under the influence of non-prescribed or illegal drugs, alcohol, or other intoxicants.



STAFFING PLAN

Compliance with Social Equity Policy

1. How many of your current employees reside in the following Census Tracts:

Census Tract 1 (Eastside Neighborhood) 2

Census Tracts 9 and/or 10 (Edison Neighborhood) 0

Census Tracts 2.02, and/or 3 (Northside Neighborhood) 0

2. What is your plan to employ residents of the identified Census Tracts?

We plan to advertise new job openings in those areas on local bulletin boards etc. We will also make note of any potential applicant who's address is located in one of the identified census tracts.

Attach additional pages as necessary.

3. How many of your employees have prior marihuana convictions or expungements (excepting a conviction for delivery or distribution to a minor)?

Number of employees with marihuana convictions 2

4. What is your plan for employees with a prior marihuana conviction to move up within your business and/or the marihuana industry?

We plan to offer fair opportunities to all employees. We will not discriminate based on someone's previous marijuana convictions unless the conviction involves distribution to a minor. One of our employees with a prior conviction is a currently a manager at the facility. We plan to give all employees the adequate tools and training necessary to succeed and move up within the company.

Attach additional pages as necessary.

Community Benefits Statement

Pure LLC (“Pure”) is a member of the City of Kalamazoo and its surrounding communities, and, as such, it strives to be a productive member within these communities. The presence of its facility, and the security systems planned for the facility and surrounding area, will help to reduce crime, increase commerce, and have a positive impact in the community. It has plans to develop and implement community outreach programs. Such programs and events will include food and clothing drives for local food banks, churches, and others.

Staffing

Pure intends to prioritize hiring City of Kalamazoo residents over applicants from outside the city. Applicants who are residents of the City of Kalamazoo will receive additional points during Pure’s hiring screening criteria.

Volunteerism Plan

Pure has plans to develop and implement community outreach programs. Such programs may include monetary donations or community service.

Fiscal Charity

Pure believes that actions speak louder than words. Pure has committed that up to 1% of net profits will be given back to the community for the support and development of local non-profit organizations.

In addition, Pure, LLC commits roughly 5% of all spending towards businesses and individuals that qualify as minority owned, veteran owned or women owned businesses including but not limited to:

Tanjay, Inc. – Veteran Owned

Complete Landscaping Solutions – Hispanic Owned

Lifecycles – Black Owned

Click First – Woman Owned

Midwest Air Filters – Disabled Veteran Owned

Hurricane Hydroponics – Veteran Owned

Further, Pure intends to engage in charitable giving by donating a minimum of Seven Hundred and Fifty dollars (\$750.00) annually to the Elizabeth Upjohn Community Healing Center. This organization helps children, adults and families heal from the trauma of abuse, addiction, and behavioral and mental health disorders.

PURE, LLC SOCIAL EQUITY PLAN

Community Healing Center Elizabeth Upjohn Providing Hope, Health and Healing

Pure, LLC engages in charitable giving by donating a minimum of Seven Hundred and Fifty dollars (\$750.00) annually to:

Community Healing Center Elizabeth Upjohn
Administrative office
2615 Stadium Drive
Kalamazoo, Michigan

Contact: Ms. Allysa Crittenden
Director of Development
269-910-0254

(the following information was provided from their website, with permission)

[Mission Statement](#)

We strive to strengthen our communities by helping children, families, and adults heal from the trauma of abuse, addiction, and behavioral and mental health disorders. We believe that reaching out to our community with prevention, intervention and treatment services, is an effective, efficient way to deliver care, information, and support to those in need.

[Our History](#)

Community Healing Centers has a long, rich history in Southwest Michigan. In 2004, the former Guidance Clinic and the former MAPS merged. In the summer of 2005, we held celebrations to announce our new umbrella name: The Community Healing Centers. This merger accomplished several key goals, including strengthening services to children and families, and expanding capacity to provide services for individuals with Mental Health and Substance Use Disorders. Since becoming Community Healing Centers, we've served over 50,000 people, meeting the Mental Health and Addiction and Recovery needs of children, individuals and families here in Southwest Michigan. We pride ourselves in offering a range of programming that embraces children, youth and

adults, extending opportunities for support through home visits, schools and community locations.

Community Healing Center Elizabeth Upjohn, is a 501C3 not for profit organization that pride themselves in providing care to anyone in Western and Southern Michigan, regardless of availability of insurance or ability to pay. CHC located in Kalamazoo, Michigan routinely treats patients from Battle Creek, to St. Joseph and as far north as Allegan and Grand Rapids. CHC works with men and women, even women that are pregnant that suffer from addiction. CHC's has a history of great success, 75% for the residence and non-residence graduate from the program never to return for treatment.

The Gilmore facility is an intense in-house detox center, that holds 30 private rooms for patients to detox safely while being monitored by trained staff members. Once the patient has safely detoxed, and returned to home, work or school, they are then referred to the out-patient center located on Stadium Drive. Ninety (90%) of residence adhere to a CHC aftercare Plan, with an 85% success rate. CHC understands that drug addiction is generally a result of past trauma, as drugs and alcohol are used as "coping mechanism" to deal with life's stresses. CHC have licensed social workers, psychologist, and psychologist to provide emotional care, and therapy to give each patient the tools they need to face the world and whatever stress it may hold.

When asked what CHC offers, the staff replied, "Whatever it takes for our patients to become strong and healthy, and return to living a fulfilled life"

Some of the areas of care include:

- Assistance with Temporary housing;
- Help with finding employment
- Working with the court systems
- Counseling includes help for:
 - Substance abuse
 - Grief & loss
 - Domestic violence
 - Sexual assault
 - Cognitive behavior
 - Anger issues
 - PTSD

CHC provide a religious and an non-religious approach to treating patients that suffer from addiction.

As a 501C3, CHC relies on the community and donations to fund their operation. Pure, LLC is very pleased to develop a relationship with Community Healing Center Elizabeth Upjohn and contribute to providing a means of healing for those adversely effected of drugs.



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
ACTING DIRECTOR

August 31, 2023

Pure, LLC
825 E Crosstown Pkwy
Kalamazoo, MI 49001

The Cannabis Regulatory Agency's social equity team reviewed your form for the Social Equity All-Star Program and would like to congratulate you on your acceptance into the program at the silver level. The following license numbers will be displayed on our website under the silver level. These license numbers were provided on your form:

- AU-G-C-001000
- AU-G-C-000266
- AU-G-C-000605

Now that you have been accepted into the Social Equity All-Star Program here are some important things to know:

- You are being awarded a digital copy of your Social Equity All-Star Program Silver seal. Feel free to use this seal on your website, social media, or in your licensed establishment(s) in any way that makes sense to highlight the establishment's efforts.
- Acceptance into this program is only valid for one year. In order to remain active in the program you will need to submit a Social Equity All-Star Program Renewal form each year you want to participate.
 - If at any time you would like to update your plans on the CRA website, you can email us your updated plan along with the [Social Equity All-Star Program Amendment form](#).

If there are any questions regarding this acceptance letter, please contact the social equity team via email at CRA-SocialEquity@Michigan.gov.

Thank you,

Social Equity Representative
Cannabis Regulatory Agency
www.michigan.gov/CRA



EDC Board of Directors Staff Report

City of Kalamazoo

TO: The Economic Development Corporation Board of Directors

FROM:

DATE: December 21, 2023

SUBJECT: Nomination and Approval of New Officer Positions for Chair, Vice Chair, and Treasurer/Secretary Effective January 1, 2024. (**ACTION: Motion to nominate and approve new officer positions for Chair, Vice Chair, and Treasurer/Secretary effective January 1, 2024.**)

SUMMARY:

Nomination and Approval of New Officer Positions for Chair, Vice Chair, and Treasurer/Secretary Effective January 1, 2024. (**ACTION: Motion to nominate and approve new officer positions for Chair, Vice Chair, and Treasurer/Secretary effective January 1, 2024.**)

BACKGROUND:

New Officer Positions:

EDC

Kevan Hess, Chair

Jason Novotny, Vice Chair

Lucas Middleton, Treasurer/Secretary

RECOMMENDATION:

Adult Use Retailer Marihuana Renewal Application Checklist for:

QPS Michigan Holdings DBA High Profile - Boutique Cannabis

815 W Michigan Ave

Contact: Ankur Rungta

ankur@c3industries.com

Type: Adult Use Retailer

	Date Received	Received By	Comments	
Renewal Application Received	8/22/2023	Scott Borling		
Inspection Type:	Inspection Date	Completed by:	Satisfactory?	Notes
Zoning Inspection	10/12/2023	Pete Eldridge	Yes, Added handicap parking sign, relocated/removed towing signs, moved garbage bins and relocated bike rack	
Fire Inspection	10/12/2023	Scott Brooks	Yes	
	Date	Name	Comments	
Business Community Benefits Check-In	10/20/2023	Jared Chambers		
	Invite Sent	EDC Meeting Date		
Invite to EDC Meeting		11/16/2023		
	Full-Time	Part-Time	Comments	
Jobs Created	10	4		
	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

Adult Use Retailer Marihuana Renewal Application Checklist for:

QPS Michigan Holdings DBA High Profile - Cannabis Shop

4037 S Westnedge

Contact: Ankur Rungta

ankur@c3industries.com

Type: Adult Use Retailer

	Date Received	Received By	Comments	
Renewal Application Received	8/22/2023	Scott Borling		
Inspection Type:	Inspection Date	Completed by:	Satisfactory?	Notes
Zoning Inspection	10/12/2023	Pete Eldridge	Yes. Corrected: Landscaping deficiencies by replacing dead shrubs and one dead tree.	
Fire Inspection	10/12/2023	Scott Brooks	Yes	
	Date	Name	Comments	
Business Community Benefits Check-In	10/20/2023	Jared Chambers		
	Invite Sent	EDC Meeting Date		
Invite to EDC Meeting		11/16/2023		
	Full-Time	Part-Time	Comments	
Jobs Created	7	8		
	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