

# Agenda

## Economic Development Corporation

### Board of Directors



City of Kalamazoo

Thursday, June 26, 2025

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 EDC Board Meeting held on May 15, 2025

**D. PUBLIC COMMENTS**

**E. DIRECTOR COMMENTS**

**F. NEW BUSINESS**

1. Appointment of Director Schipper to the Executive Committee and Directors Peterson, Ward, and Warr to the Projects and Finance Committee.

(ACTION: Motion to appoint Director Schipper to the Executive Committee and Directors Peterson, Ward and Warr to the Projects and Finance Committee.)

2. Approval of a recommendation to the City Clerk's Office a 2-year approval of the 2 Adult Use Class C Grower & 1 Adult Use Processor Permits to Harbor Farmz North, LLC, contingent on the applicant correcting the Zoning deficiencies by July 31, 2025. If the applicant fails to correct the deficiencies by this date, then the recommendation is approval of a 90-day probationary renewal.

**G. UNFINISHED BUSINESS**

**H. COMMUNICATIONS AND ANNOUNCEMENTS**

**I. STAFF REPORTS AND UPDATES**

1. Staff would like to inform the EDC Board that \$2,000 from the EDC's Professional and Contractual Services account is being used to support a shared contract for Salesforce augmentation. The total cost of the \$8,000 contract is being divided among the Economic Development general fund, EDC, BRA, and the Planning general fund. Moving forward, the EDC can expect to see an annual budget allocation for Salesforce maintenance and enhancements.

**J. ADJOURNMENT**

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**CITY OF KALAMAZOO  
ECONOMIC DEVELOPMENT CORPORATION BOARD MEETING  
Thursday, May 15, 2025  
Community Planning and Economic Development  
245 N. Rose Street, Kalamazoo, MI 49007**

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**MEMBERS PRESENT:** Jason Novotny; Sharon Ferraro; Rachel Bair; Lucas Middleton; Alonzo Wilson; ~~Michael Gurnee~~; Scott Petersen; T.J. Ward, Eddie Warr

**MEMBERS ABSENT:** Andrew Schipper; Kyle Gulau; Michael Gurnee

**CITY STAFF PRESENT:** Jamie McCarthy (Development Manager); \*Jessica Wood (Attorney, Dickinson Wright); Logan Mulholland (Consultant, Fishbeck); Jared Chambers (Business Specialist); Heidi Waffle (Brownfield Project Assistant); Erin Hahn (Community Investment Administrative Assistant)

\*Attorney Wood attended the meeting virtually.

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Meeting was called to order at 7:50 AM by Chair Novotny.

City Clerk, Scott Borling, performed the Swearing-In of new members Scott Petersen, TJ Ward, and Eddie Warr appointed by the City Commission to serve on the EDC/BRA Boards of Directors.

Members Rachel Bair, Kyle Gulau, and Jason Novotny were also reappointed.

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

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

**APPROVAL OF MINUTES:** Director Bair moved approval of the minutes from the meeting of April 17, 2025; seconded by Director Ferraro. Motion approved by voice vote unanimously.

**PUBLIC COMMENTS**

None.

**DIRECTORS' COMMENTS**

Director Middleton welcomed Directors Petersen, Ward, and Warr to the Board.

**NEW BUSINESS**

1. Approval of a recommendation to the City Clerk's Office for a 2-year approval of the Adult Use Retailer Permit to Thrive Enterprises LLC dba Cookies Kalamazoo.

Jared Chambers, Business Specialist, explained to new members that cannabis businesses with a gold-star designation and no outstanding issues with the City or taxes are eligible for a 2-year renewal. He further explained that Cookies has been in business for several years, has a gold-star designation, has no outstanding issues with the City, and has been involved with several Social Equity Cannabis Chamber Events, putting them in good standing for a 2-year renewal.

**Director Ferraro moved approval of a recommendation to the City Clerk’s Office for a 2-year approval of the Adult Use Retailer Permit to Thrive Enterprises LLC dba Cookies Kalamazoo; seconded by Director Middleton. A roll call vote was taken, and the motion passed unanimously.**

2. Approval of a recommendation to the City Clerk’s Office for a 1-year approval of the Adult Use Processor Permit to 3300 Miller Road, LLC contingent upon the Applicant correcting the Fire and Building code deficiencies by May 31, 2025; if not corrected by that date, a 90-day probationary renewal will be automatically recommended.

A recommendation was presented for a one-year renewal of the Adult Use Processor Permit for 3300 Miller Road, LLC, contingent upon the applicant correcting all fire and building code deficiencies by May 31, 2025. If these deficiencies are not resolved by that date, a 90-day probationary renewal will be automatically recommended.

Jared Chambers spoke regarding this item and the following agenda item together. He noted that both businesses are under the same ownership, are locally owned, and are among the City’s original cannabis businesses. He acknowledged their contributions to the community and added that code deficiencies prevented a two-year renewal.

Erin Farrell, representing Refine Michigan, shared that the dispensary opened in 2019 and the processor facility at 3300 Miller Road began operations in 2022. She stated that both have been doing well despite the challenges in the market and affirmed that the team is committed to correcting the outstanding deficiencies.

**Commissioner Wilson moved approval of a recommendation to the City Clerk’s Office for a 1-year approval of the Adult Use Processor Permit to 3300 Miller Road, LLC contingent upon the Applicant correcting the Fire and Building code deficiencies by May 31, 2025; if not corrected by that date, a 90-day probationary renewal will be automatically recommended; seconded by Director Middleton. A roll call vote was taken, and the motion passed unanimously.**

3. Approval of a recommendation to the City Clerk’s Office for a 1-year approval of the Adult Use Retailer Permit to Refine Michigan Co., contingent upon the Applicant correcting the Fire and Building code deficiencies by May 31, 2025; if not corrected by that date, a 90-day probationary renewal will be automatically recommended.

Jared Chambers presented a recommendation for a one-year renewal of the Adult Use Retailer Permit for Refine Michigan Co., contingent upon the applicant correcting all fire and building code deficiencies by May 31, 2025. If the deficiencies are not resolved by that date, a 90-day probationary renewal will be automatically recommended.

During discussion, Director Ferraro pointed out a discrepancy in the fire inspection address, which listed “123 E South Street” instead of the correct site at “3650 Alvan Road.” Staff confirmed this was a clerical error carried over from a previous template. Director Peterson asked about the spelling of “marihuana” in the documents, which led to clarification from both Director Ferraro and City Attorney Jessica Wood that the spelling reflects the wording used in the state legislation and is maintained for compliance purposes.

**Director Middleton moved approval of a recommendation to the City Clerk’s Office for a 1-year approval of the Adult Use Retailer Permit to Refine Michigan Co., contingent upon the Applicant correcting the Fire and Building code deficiencies by May 31, 2025; if not corrected by that date, a 90-day probationary renewal will be automatically recommended; seconded by Director Warr. A roll call vote was taken, and the motion passed unanimously.**

**UNFINISHED BUSINESS**

None.

**COMMUNICATIONS AND ANNOUNCEMENTS**

None.

**STAFF REPORTS AND UPDATES**

1. 2025 Q1 Budget Reports (Account 728 & 743)

Jared Chambers presented the Q1 budget update for the EDC. It was noted that the \$355,000 shown under professional and contractual services includes \$300,000 in revenue that will be transferred into the Social Equity Fund. City Hall is currently facilitating that transfer, and once completed, the Q2 report will reflect this adjustment and appear more streamlined.

**ADJOURNMENT:** Meeting was adjourned at 8:05 AM by Chair Novotny.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name/Chair

\_\_\_\_\_  
Heidi Waffle/Recording Clerk



# EDC Board of Directors Staff Report

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City of Kalamazoo

**TO:** The Economic Development Corporation Board of Directors

**FROM:** Antonio Mitchell, Director of Community Planning and Economic Development  
Prepared by: Jared Chambers

**DATE:** June 26, 2025

**SUBJECT:** Appointment of Director Schipper to the Executive Committee and Directors Peterson, Ward, and Warr to the Projects and Finance Committee.

(ACTION: Motion to appoint Director Schipper to the Executive Committee and Directors Peterson, Ward, and Warr to the Projects and Finance Committee.)

## **SUMMARY:**

## **BACKGROUND:**

In accordance with the Economic Development Corporation’s Bylaws, the Board of Directors may appoint members to standing committees to support effective governance and oversight. The Executive Committee handles time-sensitive organizational and policy matters between Board meetings, while the Projects & Finance Committee reviews development proposals, financial plans, and incentive structures before they are forwarded to the full Board.

These appointments—Director Schipper to the Executive Committee and Directors Peterson, Ward, and Warr to the Projects & Finance Committee—will bring each committee to five members, ensuring balanced representation and continuity of Board functions. Appointments will take effect with the August committee cycle.

## **RECOMMENDATION:**

It is recommended to appoint Director Schipper to the Executive Committee and Directors Peterson, Ward, and Warr to the Projects and Finance Committee.

# INTER-OFFICE MEMO

To: The Economic Development Corporation Board of Directors

From: Jared Chambers, Business Specialist

Date: June 6, 2025

Re: 2 Adult Use Class C Grower & 1 Adult Use Processor Permits Renewal for Harbor Farmz North, LLC

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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: Harbor Farmz North, LLC for its facility at 2839 Full Circle Drive and that the EDC Board provide a recommendation regarding the renewal of this permit. The City Operating Permits, issued on August 1, 2023, are scheduled to expire on July 31, 2025, 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;
  - Harbor Farmz has 33 full-time employees.
  - 1 Director of Operations, earning \$185,000 annually.
  - 1 Lab Director, earning \$125,000 annually.
  - 3 Cultivation Managers, earning \$60,000 annually.
  - 1 Packing Director, earning \$52,000 annually.
  - 27 Cultivation/Lab Assistants, earning \$39,000 annually.
  - There are currently 27 distinct job titles within the organization, each reflecting unique and specialized responsibilities. For the purposes of this report, these titles have been consolidated into broader job categories as "Cultivation/Lab Assistants".
  - All employees are provided health insurance benefits, dental, vision, and accident insurance. A 401k program with a 4.5% match for all employees. \$50,000 life insurance, long-term and short-term care is also available.
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;

- Employees complete worker training programs including vertical lift truck certification, metric training, compliance management, retail software Microsoft 365, Vensure Payroll System, and Leaflink Marketplace.
  - Most employees start with no prior experience and often without college degrees, creating an opportunity to use the industry as a long-term career option.
  - Harbor Farmz also provides tuition assistance to its employees.
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;
- Harbo Farmz “Bans the Box” when it comes to hiring applicants.
  - In the past year, Harbor Farmz has donated more than \$10,000 to the Great Lakes Expungement Network.
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;
- Harbor Farmz is not in default to 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 facility conform to the City's Nondiscrimination Ordinance provisions.
  - They have 6 employees in management, no women or minorities.
  - They have 27 employees in operational positions, 13 women and 5 minorities.
  - At least 6 employees disproportionately have been 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?
    - 17 employees are City residents.
  - 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 do everything possible to employ anyone from the Census tracts. The lack thereof is lack of applicants and/or the inability for the applicant to make it to work.
  - d. How many of your employees have prior marihuana convictions (excepting a conviction for delivery or distribution to a minor)?
    - None reported.

- e. What is your plan for employees with a prior marihuana conviction to move up within your business and/or the marihuana industry?
  - They ban the box and base promotions only on work performance with no barrier to entry.
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.
  - Harbor Farmz is Gold level.

Please see the attached Marihuana Renewal Application Checklist, completed by City staff to verify if all ordinance requirements have been met.

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 facility has passed its City Fire inspection, but not its Zoning inspections. Three dead trees must be replaced along the frontage. The applicant has not 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 2 Adult Use Class C Grower & 1 Adult Use Processor Permits to Harbor Farmz North, LLC, contingent on the Applicant correcting the Zoning deficiencies by July 31, 2025. If the Applicant fails to correct the deficiencies by this date, then the recommendation is approval of a 90-day probationary renewal.

#### **ATTACHMENTS**

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

**Adult Use Retailer, Marihuana Renewal Application Checklist for:**

**Harbor Farmz North, LLC**

**2839 Full Circle Dr.**

**Type: Adult Use Grower & Processor**

	Date Received	Received By	Comments	
<b>Renewal Application Received</b>	5/21/2025	Jared Chambers		
<b>Inspection Type:</b>	<b>Inspection Date</b>	<b>Completed by:</b>	<b>Satisfactory?</b>	<b>Notes</b>
<b>Fire Inspection</b>	6/3/2025	Scott Brooks	Yes	
<b>Zoning Inspection</b>	6/3/2025	Pete Eldridge	No	Three dead trees must be replaced by July 31, 2025
	<b>Date</b>	<b>Name</b>	<b>Comments</b>	
<b>Business Community Benefits Check-In</b>	6/10/2025	Jared Chambers		
	<b>Invite Sent</b>	<b>EDC Meeting Date</b>		
<b>Invite to EDC Meeting</b>	5/27/2025	6/26/2025		
	<b>Full-Time</b>	<b>Part-Time</b>	<b>Comments</b>	
<b>Jobs Created</b>	33	0		
	<b>Yes/No</b>	<b>Comments:</b>	<b>Verified by:</b>	
<b>Any Past Due Financial Obligations with City? (i.e. taxes owed, fees, fines, etc)</b>	No		Andrew Falkenberg	
<b>Silver Level Social Equity All-Star or better status with the Michigan Cannabis Regulatory Agency</b>	Yes	Gold	Jared Chambers	

# 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 Harbor Farmz North, LLC

Business Address 2839 Full Circle Dr.

City Kalamazoo State MI Zip Code 49001 Business Phone 269-459-0312

Business E-mail info@harborfarmz.com Business Website www.harborfarmz.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 2

Excess Grower

Processor

Safety Compliance

Microbusiness

Retailer

Secure Transporter

Designated Consumption Lounge

## FACILITY INFORMATION

Property Address 2839 Full Circle Dr.

Real Property Parcel Number 06-25-379-001

Advertised Facility Name Harbor Farmz

Manager - Full Name Michael Ward

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

Name Michael Ward

Address 2839 Full Circle Dr.

City Kalamazoo

State MI

Zip Code 49001

Phone 269-459-0312 / 847-772-4786 (c)

E-mail michael@harborfarmz.com

Name Ryan Messerschmidt

Address 2839 Full Circle Dr.

City Kalamazoo

State MI

Zip Code 49001

Phone 269-459-0312 / 517-404-1582 (c)

E-mail ryan@harborfarmz.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: Michael Ward Date: 5/21/25  
Name (printed): Michael Ward Position: C.E.O.

# STAFFING PLAN

## Summary

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

Full-time employees (32+ hours per week) 35 Part-time employees (< 32 hours per week) 1

## 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:** Director Of Operations Annual Average Compensation \$ 185,000.00

How many people are employed in this position at the licensed 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:** Lab Director Annual Average Compensation \$ 125,000.00

How many people are employed in this position at the licensed 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:** Cultivation Manager Annual Average Compensation \$ 60,000.00

How many people are employed in this position at the licensed facility? 3

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:** Packaging Director Annual Average Compensation \$ 52,000.00

How many people are employed in this position at the licensed 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:** Cultivation / Lab Assistants Annual Average Compensation \$ 38-40,000.00

How many people are employed in this position at the licensed facility? 29

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:

All employees are provided health insurance benefits, dental, vision, and accident insurance are also offered.

In addition, Harbor Farmz provided access to a 401K program with a 4.5% match to all employees.

\$50,000.00 Life Insurance - Long-term and short-term care is also available.

See attached full Employee List

Attach additional pages as necessary.

# 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
See Power Point presentation		
attached and the above information		

JOB CREATION FOR LOCAL RESIDENTS		
Initiative/Description	Date(s)	Outcomes
See Power Point presentation		
attached and the above information		

COMMUNITY OUTREACH		
Initiative/Description	Date(s)	Outcomes
See Power Point presentation		
attached and the above information		

**WORKER TRAINING PROGRAMS**

Initiative/Description	Date(s)	Outcomes
Metric Training	ongoing	100% completion and certification
Microsoft 365	ongoing	100% completion and certification
Vensure Payroll System	ongoing	100% completion and certification
Leaflink Marketplace	ongoing	100% completion and certification

**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 marijuana industry by local residents that have been disproportionately impacted by marijuana prohibition and enforcement; and the positive impact of the social equity plan on local residents;

**SOCIAL EQUITY PLAN INITIATIVE**

Initiative/Description	Date(s)	Outcomes
Harbor Farmz North has		
been part of the CRA Social		
Equity program "Gold Level"		
since 2023 / see attached		

**EMPLOYEE DEMOGRAPHIC INFORMATION**

<b>Total Number of Employees:</b>		
<b>Employees in Managerial Positions</b>	Total Employees	6
	Number of Women	0
	Number of Minorities	0
<b>Employees in Operational Positions:</b>		
<b>Employees in Operational Positions:</b>	Total Employees	28
	Number of Women	13
	Number of Minorities	5

<b>How many City Residents do you currently employ?</b>	<b>Total Employees</b>	<b>16</b>
<b>How many residents do you currently employ from these Census Tracts?</b>	Census Tract 1 (Eastside Neighborhood)	N/A
	Census Tracts 9 and/or 10 (Edison Neighborhood)	N/A
	Census Tracts 2.02, and/or 3 (Northside Neighborhood)	N/A

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

We do everything possible to employee anyone from the Census Tracts. The lack thereof is lack of applicants and / or the inability for the applicant to make it to work or come to work.

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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 \_\_\_\_\_

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

Harbor Farmz North, does NOT "check the box" and based on the employee's work performance, can move up within our organization. There is no barrier of entry.

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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.



Harbor Farmz, LLC

Employee information pursuant to Marihuana Business Permit Renewal  
Application for Harbor Farmz North, LLC

Total Employees – 34

Total Employees in Managerial Positions – 6

Number of women – 0

Number of Minorities – 0

Total Employees in Operational Positions – 28

Number of Women – 13

Number of Minorities – 5

Number of Employees with Marihuana convictions or expungements - 0

Harbor Farmz  
North, LLC Total  
Number of  
Employees

Employee Name

Employee ID

Resident Address

Mailing Address

1

2

3

4

5

6

7

8

9

10

11

12

13

14

Harbor Farmz  
North, LLC Total  
Number of  
15

Employee Name

Employee ID

Resident Address

Mailing Address

16

17

18

19

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Harbor Farmz  
North, LLC Total  
Number of  
30

Employee Name

Employee ID

Resident Address

Mailing Address

31

32

33



# Harbor Farmz North LLC

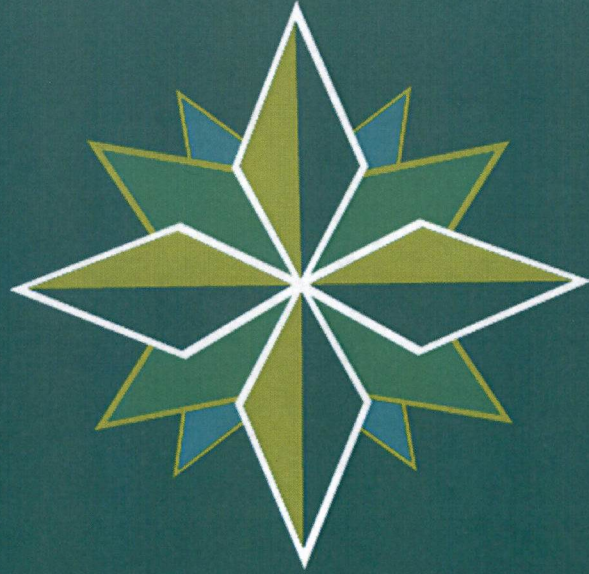
AU-G-C-000215

AU-G-C-000216

AU-P-000134

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

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EST. 2017

# HARBOR FARMZ

# Harbor Farmz Current Staffing Plan

- We currently have 34 employees in our facility.
- As Harbor Farmz has grown, we've added dozens of essential positions. A majority of the staff is trained in either vertical lift truck certification, METRC use, compliance management, and retail software, often with no prior experience. Through this, we have been able to provide many employees, most without a college degree, an opportunity to use the industry as a long-term career option.
- On top of offering competitive salaries, we also provide a great set of benefits including health, dental, vision insurance, life insurance, along with a comprehensive 401k plan. Our estimated payroll for 2022 is upwards of \$1,953,128 dollars, with an extra \$143,258 a year provided in benefits.
- We emphasize all facets of education and demonstrate that by providing the opportunity for tuition assistance for any employee that is interested.

# Job Positions at Harbor Farmz



EST. 2017

Facility Director  
Sales Director  
Director of Cultivation  
Lab Director  
Head Grower  
Extraction Manager  
Packaging Director  
Packaging Manager  
Inventory/Compliance Manager  
Accountant  
Tissue Culture Director  
Assistant Tissue Culture Director  
Kitchen Manager

Nursery Manager  
Fertigation Specialist  
Trim Manager  
Defoliation Manager  
Defoliation Technician  
Cultivation Specialist  
Cultivation Technician  
Extraction Technician(s)  
Kitchen Assistant  
Fulfillment Specialist(s)  
Fulfillment Technician  
Packaging Specialist  
Packaging Technician(s)  
Maintenance Lead

HARBOR FARMZ

# Harbor Farmz Future Staffing Plan



- We have plans to engage the Kalamazoo Cannabis community and colleges to start a marketing internship at Harbor Farmz. This will allow college age (21+) members to get real world experience working in the cannabis industry. Due to the nature of the industry, these positions more times than not can become permanent with growth.
- Through our discussions with the C.O.C., and our own personal experiences as a cultivation facility, we have determined that transportation is a major hurdle for community members from specific neighborhoods (Edison, North Side, East Side). One of the solutions we have to combat this issue, is to partner with these organizations to provide transportation assistance by purchasing bus passes to donate to case management workers from these organizations, so that they can distribute them to community members that reside in these areas. It is our hope that with assistance, we can increase the number of employees we have from these neighborhoods.
- We also plan on canvassing these more marginalized areas and using fliers to advertise job openings, in order to provide an easier route for job applications.

# Economic Benefits to the City

In fiscal year 2024, Kalamazoo County received \$1,921,546 in cannabis tax revenue from the State of Michigan.

This revenue is generated from a 10% excise tax on adult-use (recreational) marijuana retail sales in the county. The funds are then distributed to municipalities, counties, and tribal governments based on the number of licensed marijuana retail stores and microbusinesses operating within their jurisdiction.

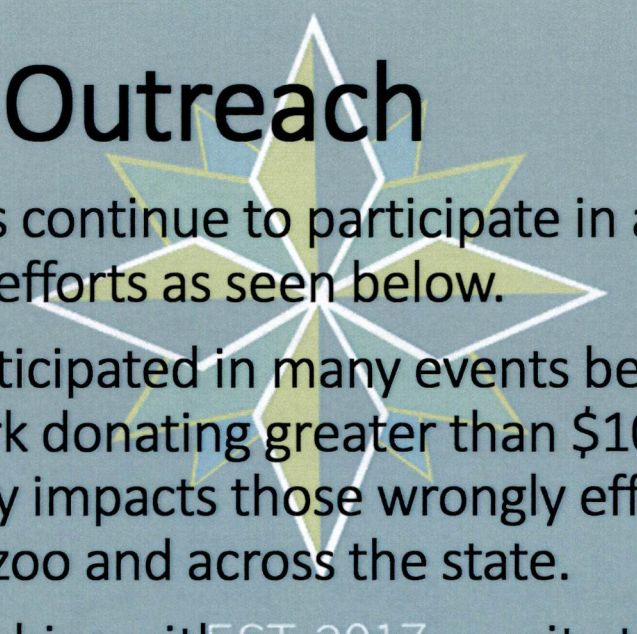
Here's a breakdown of how the revenue was distributed:

- Kalamazoo County: Received \$1,921,546 for its 33 licensed retail stores and microbusinesses.
- City of Kalamazoo: Received \$1,106,345 for its 19 licenses, the fourth highest payout in the state behind Detroit, Grand Rapids, and Lansing.
- 20 of the 34 employees on staff at Harbor Farmz live within Kalamazoo County with 17 of them living within the city/township limits.

# “Ban the Box” Philosophy

- Although we subject potential hires to a criminal background check, we do not discriminate or disqualify any candidate that has a cannabis (or other drug related) charge on their record, unless that charge is a conviction for delivery or distribution to a minor, within the last ten years.
- In the past year, we have donated more than \$10,000 in products, services, and donations to the Great Lakes Expungement Network that expunges nonviolent cannabis related crimes in an effort to further alleviate misnomers surrounding cannabis.

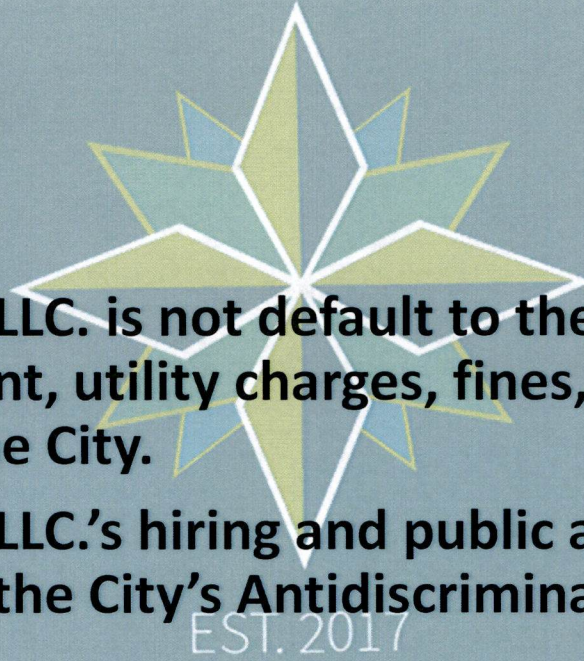
# Community Outreach



- Several staff members continue to participate in annual Earth Day Community Clean up efforts as seen below.
- Harbor Farmz has participated in many events benefiting the Great Lake Expungement Network donating greater than \$10,000 in goods and services. GLEN directly impacts those wrongly effected by cannabis prohibition in Kalamazoo and across the state.
- By solidifying relationships with our community through these engagement projects, we hope to be able to discuss the stigma (and systemic racism) behind the prohibition of cannabis with our Kalamazoo neighbors, and educate those disproportionately affected by the enforcement of previous cannabis laws of the opportunities available in the cannabis industry as a whole, whether is through employment in our facility or through other cannabis career opportunities.

# Attestations

- Harbor Farmz, North LLC. is not default to the City for any property tax, special assessment, utility charges, fines, fees or other financial obligation owed to the City.
- Harbor Farmz, North LLC.'s hiring and public accommodation practices conform to the City's Antidiscrimination Ordinance provisions.



HARBOR FARMZ