

## Let Us Introduce Ourselves

**WE ARE: ECQUINABIS** –*Economic Equity in Cannabis*<sup>1</sup>– an entrepreneurial diversity compliance and coaching consulting firm for the cannabis<sup>2</sup> industry. Our work is dedicated to creating platforms for sustainable economic equity for minority communities and women within this emerging industry. We work with all stakeholders: individuals, businesses, regulatory bodies or community organizations to educate and execute workable inclusion initiatives to increase participation by People of Color (POC) and women in the plant-touching and ancillary cannabis industry.

**THE WORK:** We established a consumer brand to foster collective growth and self-sufficiency. We provide full-spectrum economic equity DEI (E) compliance consulting and coaching. We strive to build an accessible DEI (E) tool for the US cannabis industry. We will support a venture fund, from a share of profits, to finance POC and women cannabis entrepreneurs.

### OUR CONSULTING OFFERINGS:

| ECONOMIC EQUITY DEI (E) COMPLIANCE   | STATE LICENSES – <i>Medical, Recreational, Hemp</i>  | BUSINESS & EMPLOYMENT MATTERS  |
|--|--|--|
| <ul style="list-style-type: none"> <li>-Program requirements, implementation &amp; reporting</li> <li>-Health checks, risk assessment coaching and best practices</li> <li>-Communication and outreach strategies and tools</li> </ul> | <ul style="list-style-type: none"> <li>-Application consultations, reviews, coaching, completion and oversight</li> <li>-Federal, state &amp; local legal and regulatory mapping processes</li> <li>-Inclusive stakeholder building and community engagement strategies</li> </ul> | <ul style="list-style-type: none"> <li>-Corporate formations, restructuring and growth</li> <li>-Staff hiring, training, coaching and retention</li> <li>-Organizational development, process improvements and employee relations</li> </ul> |

### OUR VENTURE OFFERINGS:

| BRING TO MARKET   | THE “FAMILY BUSINESS” MODEL  | ENTREPRENEURIAL FUND  |
|---|--|---|
| <ul style="list-style-type: none"> <li>-Branded products introduced directly to consumers</li> <li>-Collaborative engagements with skilled artisan and/or innovative entrepreneurs</li> </ul> | <ul style="list-style-type: none"> <li>-An established business structure and model</li> <li>-Business passage forward initiatives for scale and legacy</li> </ul> | <ul style="list-style-type: none"> <li>-10% of venture profits to establish and grow a trust for POC – women cannabis entrepreneurs</li> <li>-Buy-out &amp; Buy-in incentives to increase ownership pool</li> </ul> |

**OUR TEAM:** Professional, Out-of-the-Box, Catalysts – We are all innovative entrepreneurs, highly skilled, with over 100 years of collective legal, compliance, human resources, design and marketing expertise in Fortune 20 enterprises, private and public companies, professional organizations and government, across diverse industries.

**WE LOOK FORWARD TO MEETING YOU:** In a rapidly emerging industry that is faced with a myriad of challenges and complexities, the Ecquinabis team will provide expert and personalized services.

**CERTIFICATION:** **NJ MWSBE Certified Company**

**LOCATION:** West Orange, New Jersey

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<sup>1</sup> Includes Hemp

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