



VANGST

# Hiring in cannabis is hard

- ✦ Sourcing candidates with limited cannabis friendly options
- ✦ Vetting candidates
- ✦ Verifying candidate credentials
- ✦ Managing changing cannabis employment regulation
- ✦ Verifying State required cannabis licenses
- ✦ Workers Compensation
- ✦ Payroll
- ✦ Time Tracking
- ✦ Managing on-site staff
- ✦ Managing cannabis compliance
- ✦ COVID Testing & Health Safety



# Vangst is the cannabis industry's hiring platform

Our platform allows customers to make all of their cannabis hires from one dashboard.

80%

Of the largest cannabis businesses in the world use Vangst

Confidential

Revenue run-rate EOY 2021

150,000+

Cannabis gigs filled

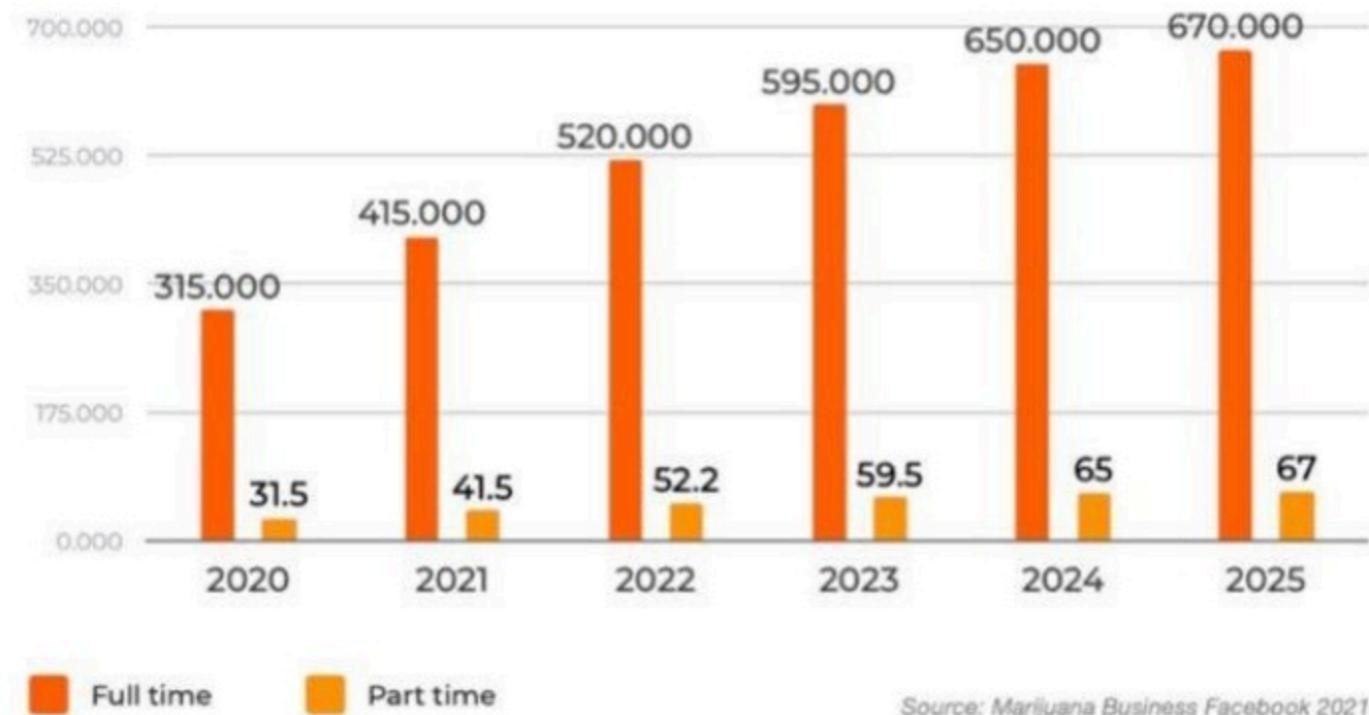
1,200+

Customers

# Cannabis legalization = rapid job creation



US Cannabis Industry employment estimates



# Vangst is the market leader in cannabis hiring

Company	Market Cap US \$MM
Confidential	

 Vangst customers



Source: STOIC

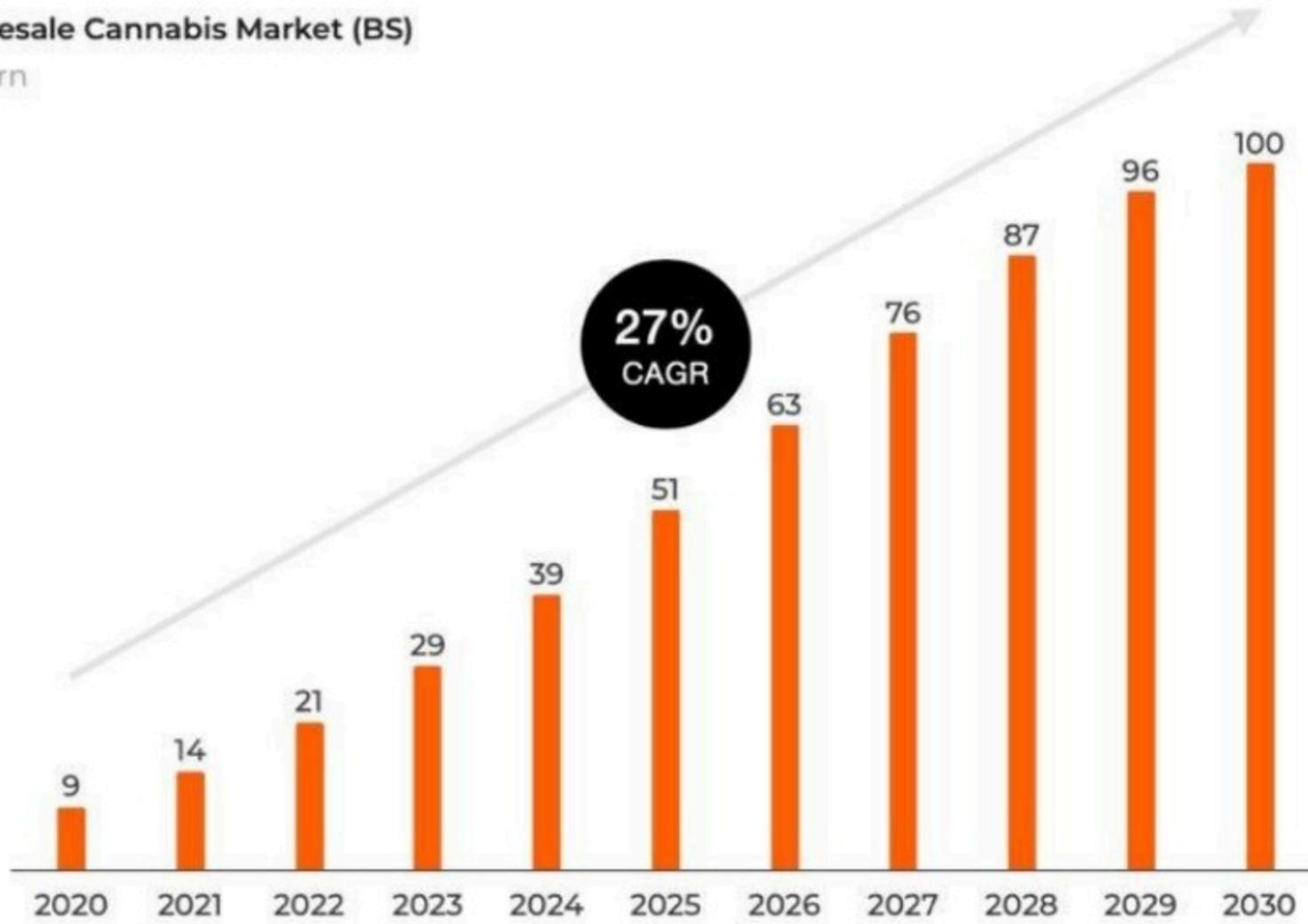
And hundreds more...

80% of the largest cannabis businesses use Vangst to hire their workforce

# The cannabis industry is exploding

US Wholesale Cannabis Market (BS)

\*NYU Stern



\$ **125**<sub>B</sub>

Alcohol in 2020

\$ **100**<sub>B</sub>

Tobacco in 2020

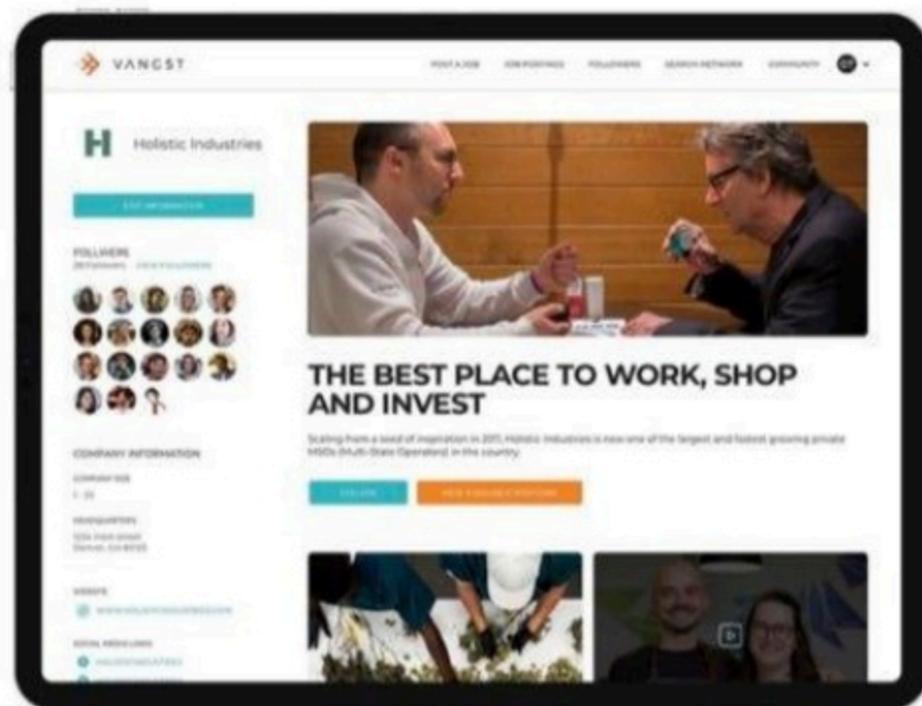
\$ **100**<sub>B</sub>

Cannabis in 2030

# Vangst makes cannabis hiring easy through our innovative technology

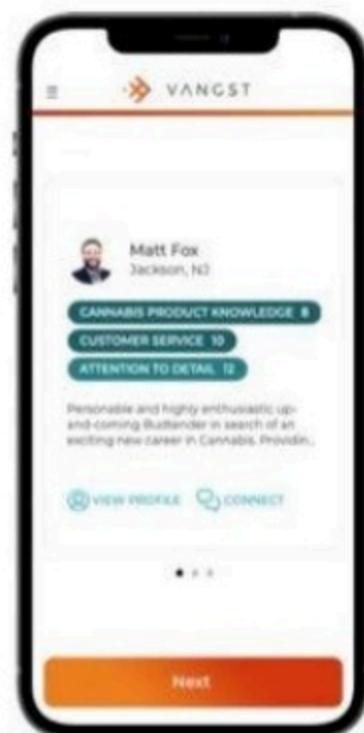
## Step 1

Build a company profile.  
Post Jobs & GIGS



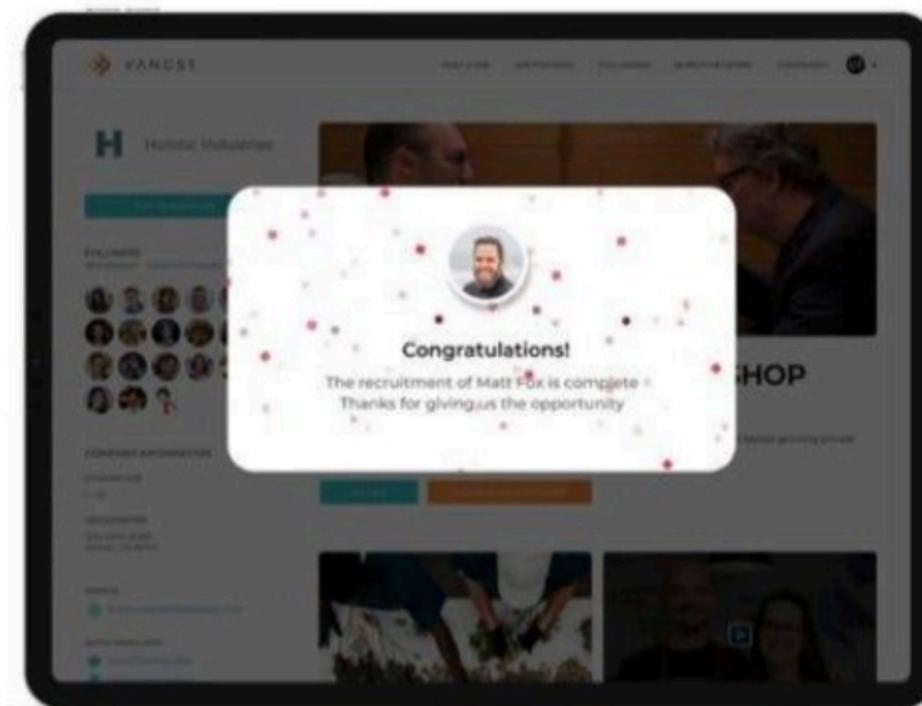
## Step 2

Accept vetted, credentialed,  
ready to work employees



## Step 3

Hire candidates



## Our products

GIGS

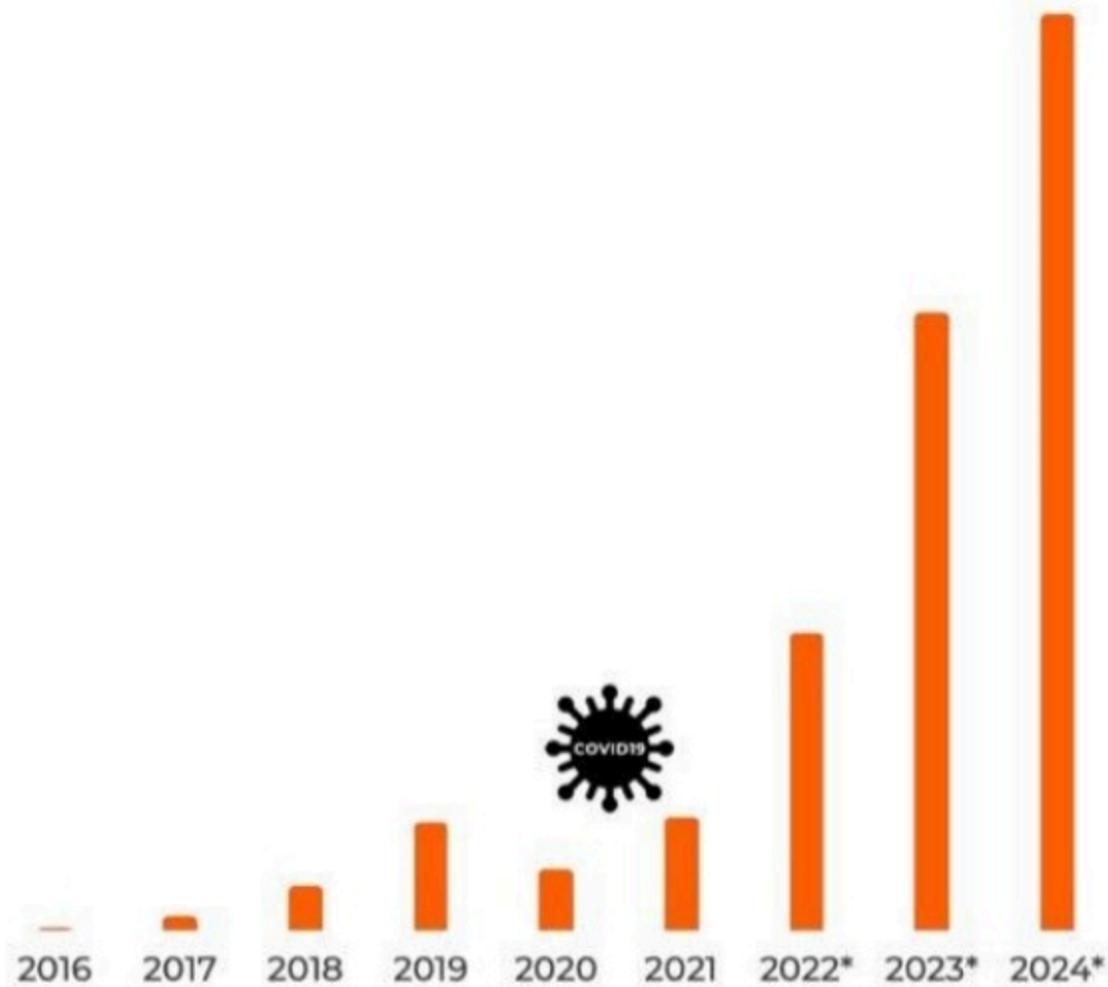
Vetted

Career Page & Job Boost



Vangst has seen incredible growth thanks to our technology, brand and industry growth

Vangst revenue

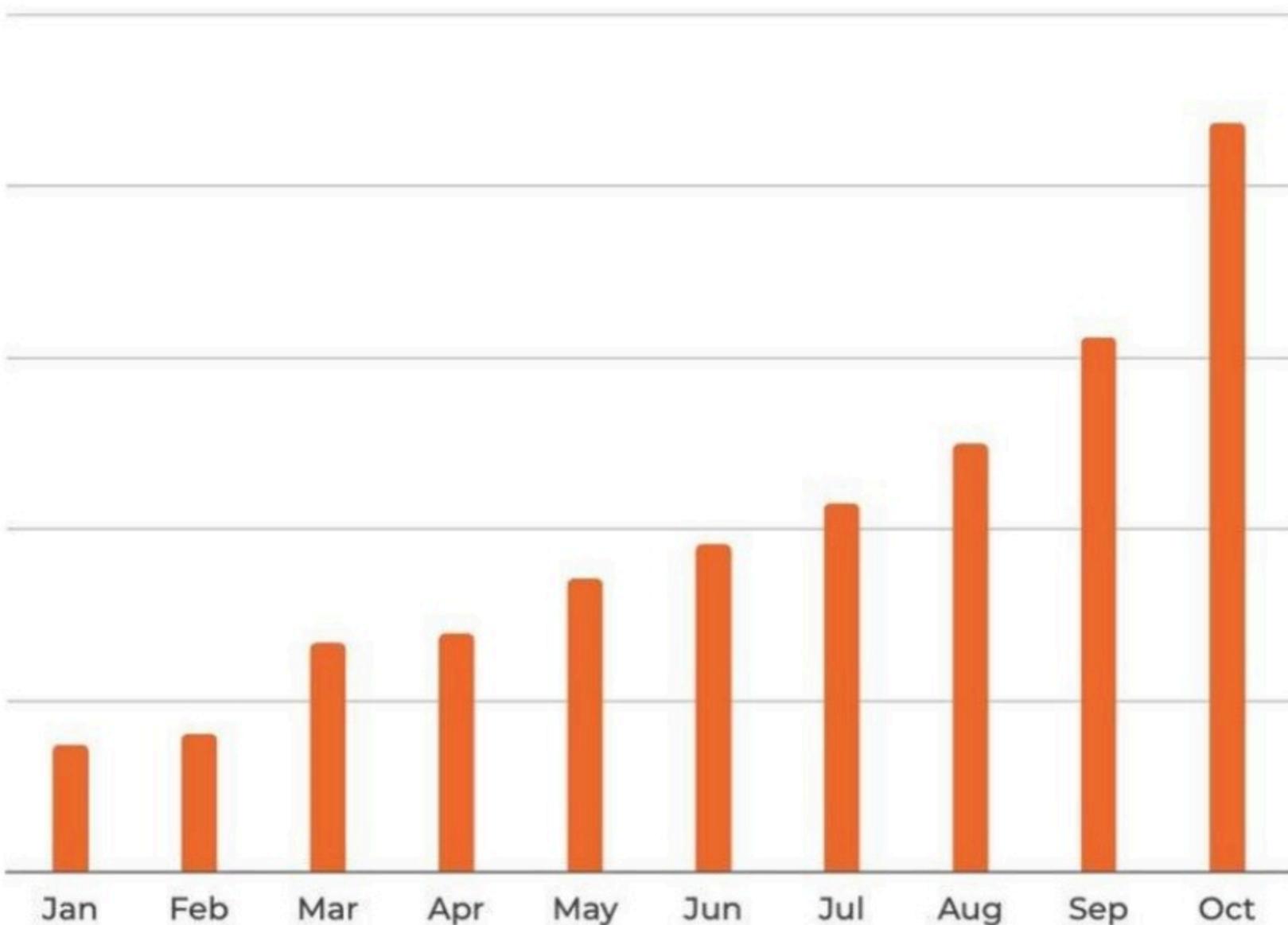


\*Revenue projections

And we're just  
Getting started

GIGS Revenue is growing rapidly and we have a massive opportunity to launch new markets

GIGS revenue



Live  
in 5 states

Cannabis is legal  
for adult use  
in 19 States + DC

# We have significantly more traction than our competitors



Description	Customer Count	Team HC
Hiring platform, empowering cannabis businesses to make all of their hires from one dashboard.	1200+	55
Boutique recruiting agency, using recruiters to place candidates into cannabis positions. No technology. No GIG offering.	Confidential	
Boutique staffing agency. No technology.		
Boutique staffing agency. No technology.		

# Our leadership team is made up of passionate industry experts



## Karson Humiston, Founder & CEO

Karson founded Gradujuana (now Vangst) while attending undergrad at St. Lawrence University. Karson was featured on the 2018 Forbes 30 under 30 list.



## Matt Karlin, CFO

Matt brings 15 years of finance & operational experience to Vangst. Prior to Vangst, Matt was the first finance hire at Acell, where Matt helped the business grow from \$500K - \$90M in revenue and was ultimately acquired by Integra (IART).



## Bree Thomas, CPO

Bree brings 20 years of product, marketing, growth experience to Vangst. Bree has deep technology startup experience, including serving on the board of Turing.



## Ciera Parks, Head of People

Ciera brings 15 years of people operations experience to Vangst, working in high growth industries and cultivating teams from small startups to large scale ventures.



## Craig Leland, Director of GIGS Opps

Craig brings 15 years of staffing experience to Vangst. Craig held leadership positions at Robert Half & Adecco (the largest US Staffing businesses). Craig is passionate about bringing technology to the staffing sector.

## Corporate social responsibility

Cannabis sits at the heart of criminal justice reform. Vangst is committed to providing underrepresented groups and those negatively impacted by the war on drugs access to the industry's massive opportunity. We help social equity candidates land jobs with the fastest growing cannabis companies in the world.

## Investors



As we scale, we unlock new revenue opportunities



Training



Community Ads



Payroll



Advanced Search

# We're raising to take advantage of this unique opportunity



## Huge regulatory tailwinds

New markets are opening at a fast rate due to strong public sentiment, pandemic-stretched state budgets, and mounting legislative pressure at the federal level.



## Cannabis business growth

Cannabis businesses are booming, high margin businesses with massive expected growth. Vangst is positioned perfectly to support their explosive hiring needs.



## Hot job market

Cannabis businesses are hiring in one of the hottest recruiting environments of all time. Cannabis businesses report hiring as their #1 painpoint today, and Vangst is positioned perfectly to be their partner.