

Open Letter from Lancaster County Businesses

06.14.2020

As business leaders, we believe racism and brutality have no place in America and no place in Lancaster County. We grieve for the families, friends and communities of George Floyd, Ahmaud Arbery, Breonna Taylor, and countless others. These tragedies are but the latest chapter in a centuries-long legacy of racial injustice in our country.

“In Good Company” partners throughout Lancaster County condemn the acts of violence, hatred, racism, and injustice that Black Americans and people of color have experienced for generations and continue to experience today. We affirm the worth of every individual and pledge our support to end systemic racism in all its manifestations.

As business leaders, we also specifically acknowledge the vast disparities in economic opportunity that exist in our community. We commit to using our companies to better address these disparities through our hiring policies, our advancement opportunities, our purchasing decisions, and our pay practices. We understand that perfection will not happen overnight, but we commit to taking active steps towards improvement, always in open and honest dialogue with people of color and their allies who rightfully demand more.

Our businesses are only as strong as the communities we serve. As we look to the future, we want to do more. We have an obligation to do more. We will do more.

We acknowledge that the list of signees below does not represent all businesses that align with this message, and it is only a start of a long journey to build meaningful inclusion in our business community. We invite additional businesses to commit to this journey of dismantling racism and implementing practices to reduce economic disparities in our community by signing this letter at **GoodCompanyLancaster.com**.

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|---|---|--|--|---|
|  Jon Zuo, President
Advanced Cooling Technologies |  Steven R. Herr, President & CEO
Advanced Metrics |  Susan Eberly, President
Alegre Events |  Jen Reiner, President
Align |  Jim Schultz, Founder & President
Applied Educational Systems |
|  Vic Grizzle, CEO
Armstrong World Industries |  Michel Vermette, President & CEO
Armstrong Flooring |  Ben Atwater & Matt Malick, Partners
Atwater Malick |  Anne Kirby, Founder & Art Director
The Candy Factory |  Nate Scott, President & CEO
Cargas |
|  Crystal Weaver & Kyle Sollenberger, Co-Owners
Commons Company |  Susan Blue, CEO, President & Owner
Community Services Group |  Deepa Balepur & Richard Wolman, Principals
Compass Real Estate |  Mary W. Renner, CEO
The Digital Workshop |  Ryan Martin & Ryan Smoker, Partners
Ellicott & Co |
|  W. Kent Hartzler, President & CEO
Everence Federal Credit Union |  Amanda & Daniel Klotz, Co-Owners
Evident |  Martha Lester Harris, President & CEO
Fizika Group, LLC |  Peter Kraybill, on behalf of the partners
Gibbel Kraybill & Hess LLP |  Steve Goble, Owner
The Goble Group |
|  Matt Hannigan & Kyle Leakway, Co-Owners
GoodThree |  Mary Kohler, President
The H&H Group |  Heike Martin, Owner
Heike Martin Photography |  Heather & Nathan Kreider, Co-Owners
Hempfield Botanicals |  Mike Shirk, CEO
High Companies |
|  Ryan Martin & Ryan Smoker, Partners
Infantree |  Mande Metzger, Founder & Owner
Inner Light Botanicals |  Kate & Jonathan Coleman, Co-Owners
Intentional Tours |  Jennie & Jonathan Groff, Owners
The Lancaster Sweet Shoppe |  Tyrone Miller, CEO
Lancaster Works |
|  Tim Snyder & Manny Lamichane, Owners
LOA Orthodontics |  Jesse Pellman, Partner
Longview Structures |  Lucy Dowd, Partner
Lucy Dowd Law |  Heather & Nathan Kreider, Co-Owners
Makes Scents Natural Spa Line |  Mike McMonagle, Owner & Principal
MCKLCO creative studio |
|  DJ Ramsay, Principal
Mighty Fine Print |  Brianna Garber & Kent Mast, Co-Owners
NJY Films |  Roger North, Founder and President
North Group Consultants |  Penn Ketchum, Partner
Penn Cinema |  Jan L. Bergen, President & CEO
Penn Medicine Lancaster General Health |
|  Dana Robertson & Christopher Breimhurst, Co-Founders
Pennant Creatives, LLC |  Terasa Astarita, Owner & Founder
Remedy Health Advocacy |  Jessy Rodgers, General Manager
Rodgers & Associates |  Gerald J. Ressler, Executive Director
Samaritan Counseling Center |  Rodney Shumaker, Founder & Owner
Shumaker |
|  Jennie & Jonathan Groff, Owners
Stroopies, Inc. |  Scott Fiore & Joan Paxton, President & Chief Administrative Officer
TriStarr Staffing |  Aileen Wigotow, Owner
Wigotow Consulting |  Karen Loftus, Adventurer in Chief
Women's Adventure Travels |  Kedren Crosby, President
Work Wisdom |