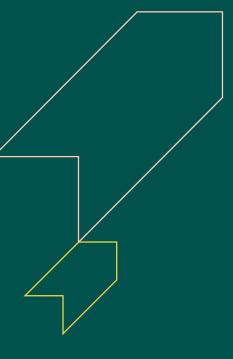


Open Letter from Lancaster County Businesses





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.



Jon Zuo, President **Advanced** Cooling **Technologies**



Steven R. Herr, President & CEO **Advanced Metrics**



Susan Eberly, President **Alegre Events**



Jen Reiner, President Align

Applied Jim Schultz, Founder & President **Applied Educational** Systems



Vic Grizzle, CEO Armstrong **World Industries**



Michel Vermette, President & CEO Armstrong **Flooring**

Susan Blue, CEO,

President & Owner

Services Group

Community



Ben Atwater & Matt **Atwater Malick**

Richard Wolman,

Compass Real

Principals

Estate



Anne Kirby, Founder & **Art Director** The Candy **Factory**

Workshop

CARGAS Nate Scott, President & CEO Cargas

commons

Commons Company W. Kent Hartzler, President & CEO

Crystal Weaver &

Co-Owners

Kyle Sollenberger,



Amanda & Daniel Klotz, Co-Owners **Evident**



© COMPASS real estate, μc Deepa Balepur &

Martha Lester Harris, President & CEO Fizika Group, LLC

Heike Martin. Owner

Heike Martin

Photography



Peter Kraybill, on behalf of the partners Gibbel Kraybill & **Hess LLP**



ELLICOTT

& C O

Ellicott & Co

Ryan Martin & Ryan Smoker,



 \Im

GoodThree

Everence

Matt Hannigan & Kyle Leakway, Co-Owners GoodThree

Everence Federal Credit Union



Mary Kohler, President The H&H Group



Kate & Jonathan Coleman, Co-Owners Intentional Tours



xweet

Kreider, Co-Owners Hempfield **Botanicals**

Jennie & Jonathan

The Lancaster

Sweet Shoppe

Groff, Owners

Heather & Nathan



W RKS

Mike Shirk, CEO **High Companies**

Tyrone Miller, CEO



Ryan Martin & Ryan Smoker, Partners Infantree

Tim Snyder & Manny

Lamichane, Owners



Jesse Pellman Partner Longview

Structures

Mandee Metzger,

Founder & Owner

Inner Light

Botanicals



LUCY DOWD LAW

Lucy Dowd, Partner **Lucy Dowd Law**



Heather & Nathan Kreider, Co-Owners **Makes Scents**

Natural Spa Line



Mike McMonagle, Owner & Principal

Lancaster Works



Fine Print

LOA Orthodontics 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**



MCKLCO creative studio

President & CEO

Lancaster **General Health**

Penn Medicine



Dana Robertson & Christopher Breimhurst, Co-Founders Pennant Creatives, LLC



& 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.



tristarr

Scott Fiore & Joan Paxton, President & Chief Administrative Officer **TriStarr Staffing**



Aileen Wigotow, Owner Wigotow Consulting



Karen Loftus, Adventuress in Chief Women's **Adventure Travels**



Kedren Crosby, President **Work Wisdom**







In Good Company is a collaboration of Lancaster businesses convened by the

