



March 2, 2025

Members of the NH House Health, Human Services and Elderly Affairs Committee,

Given the repeated slate of anti-LGBTQ+ bills in 2025 mirroring the 2024 session, we as business and workplaces in New Hampshire, feel it is important to stand together in support of the LGBTQ community. Our companies and organizations operate state wide, contributing to job creation and providing products, services and support for New Hampshire's communities and beyond. We strongly believe that we excel when our people can bring their authentic selves to their work and their communities. For that reason, we prioritize creating environments fostering fairness, belonging, and opportunity.

As we work together to strengthen our state's economy, we need our leaders in Concord laser focused on solutions that address limitations in our workforce development, like the housing and child care crises, both of which affect our abilities to recruit and retain workers. Without more housing, especially workforce housing and sufficient child care options during the workday, our ability to recruit the necessary workers for our workplaces becomes very difficult. Spending time on legislation to limit freedoms is counter-productive and better spent on barriers to achieving prosperity for all.

We hope to continue to grow and thrive as companies in this state but are troubled by the drumbeat of proposed legislation in the State House that unfairly targets LGBTQ individuals, particularly transgender youth. These bills aim to limit access to essential medical services and restrict participation in activities such as sports and the use of public facilities. Such discriminatory measures not only harm marginalized groups, but also undermine the principles of fairness and respect, and tarnish our state's reputation.

These laws would negatively impact our employees and their families, creating unwelcome and unsafe environments in their communities. Discriminatory policies would affect our businesses, influencing our decisions on investment and growth. They also go against the fabric of our great state and in turn make it harder for us to recruit the people we need to run our businesses and organizations.

We have found that our workers are proud to live in New Hampshire because we treat each other with respect. Discriminatory LGBTQ policies will chip away individual rights and be yet another thing that makes it hard for businesses in this state to get the workforce we need to keep our doors open.

As signatories of this letter, we remain committed to fostering safe and inclusive environments for our employees, their families, and our communities. We call on policymakers to prioritize fairness and freedom for all Granite Staters, ensuring that everyone feels welcome and respected wherever they live and work. In order to ensure our workplaces can continue to grow and innovate, we ask that you stop advancing anti-LGBTQ policies and focus on helping all people achieve their full potential.

Sincerely,

350 New Hampshire
36creative
900 Degrees Neapolitan Pizzeria
Allgood Strategies LLC
Ammonoosuc Community Health Services, Inc., (ACHS)*
Antioch University*
Apotheca Flowers
Apple Hill Center for Chamber Music
ApprenticeshipNH
Avalon North
Beeze Tees
Bi-State Primary Care Association
Bill Maddocks Consulting LLC
BLM NH
Brantwood Camp
Brown & Company Design
Brown Computer Solutions
Building Community in New Hampshire
Brewbakers Cafe & Terra Nova Coffee
Bruss Project Management
Camp Mowglis
Cedarcrest*
Center for Life Management
Center for School Climate & Learning
Chewlin Group
ChopShop MediaWorks
Clay Culture Studios
Communicators Group
Community Partners of Strafford County
Contoocook Stoneworks, LLC
COOS COUNTY FAMILY HEALTH SVS*
Coppertoppe Inn and Retreat
Cornerstone Financial Planning
Deep Roots Massage
Diversity Workforce Coalition
Eight Legged Octopus
Electronic Imaging Materials Inc

Elm City Coaching
Emerson Street Pottery
Enna Chocolate
Equality Health Center
Full Spectrum Wellness/re-Sourced
Garland Mill
Get Tech Smart
Gibson's Bookstore & Café
Girls at Work, Inc.
Good Earth Farm
GoodWork
Granite United Way
Greater Monadnock Collaborative
Greater Seacoast Community Health*
Green Lightening Energy
Green Wave Electric Vehicles
Grim North LLC
Hair By Monica
Hannah Grimes Center, Inc.
Hanover Co-op Food Stores & Auto Service Centers of NH & VT*
Harbor Care*
Harm Reduction Circle
HELM Construction Solutions
Home Healthcare, Hospice and Community Services*
HR Synergy, LLC
Human Being Human, LLC
Hypertherm Associates*
iOffice Technologies
Impax Asset Management*
JOBTALK
JP Judy Johnson
Just Calm Down Skin & Nail Studio

Keene Family YMCA*

Keene Housing
Keene Housing Kids Collaborative
Keene Pride
Kelly Smith, LICSW
Kimberly Knowlton-Young, LICSW
KPIP Law PLLC

Lamprey Health Care*

LISTEN Community Services
Little River Farmstead

Littleton Food Co-op*

Little Village Toy & Book Shop

Loftware, Inc*

Lovebirds Donuts
Lovering Health Center
Making Space Consulting
Mariposa Museum & World Culture Center

Mascoma Bank*

MAYO Designs Inc.

MegaFood*

Mental Health Center of Greater Manchester*

MVSB (Meredith Village Savings Bank)*

Mill + Co.
Monadnock Center for Violence Prevention
Monadnock Conservancy
Monadnock Food Co-op*
Monadnock Humane Society
Monadnock International Film Festival
MudCity Clay

NAMI New Hampshire

Neighborhood Access

NEMO Equipment, Inc.

New Directions Collaborative

New Hampshire Mutual Bancorp*

New Hampshire Youth Movement

New Futures

New Perspective Consulting LLC

Next Level Partnership, LLC

NH Alliance for Immigrants and Refugees

NH Businesses for Social Responsibility

NH Charitable Foundation

Northern Pictures

PMAC - Portsmouth Music and Arts Center

Paragon Digital Marketing

Penumbra

Persimmon Consulting, LLC

Phin

Placework

Planned Parenthood of Northern New England*

Positive Tracks

Pride Toolbox

Prime Buchholz*

Prime Roast Coffee

Proximity Lab

Racial Unity Team

Reis & Kirkland

Rejuvenations Professional Massage

Reproductive Equity Now

Resilient Buildings Group, Inc

Resolve New England

ReVision Energy*

Rights & Democracy

Richardson Media Group

Ripple Effect Studio

Riverbend Community Mental Health*

River's Edge salon LLC

ROC USA, LLC

Roots Café & Juice Bar

Saltwater Collective

Sanborn Diversity Solutions

Savings Bank of Walpole

Scrapp Inc

Seacoast Cryotherapy and Recovery LLC

Seacoast Mental Health Center*

Seacoast Outright

SHARA Vineyards

Shire's Naturals

Social Design Strategies

Southwestern Community Services, Inc.*

Spearpoint Strategies

St. John's Episcopal Church

Stonyfield*

Stout Heart

Stout Oak Farm

Summit Workplace Solutions



Sunrise Labs
Sustainable Futures Consulting
Sweaty Turtle Entertainment
Teatotaller
The Browne Center for Innovative Learning
The Center for Women and Enterprise
The Chamber Collaborative of Greater Portsmouth
The Community Kitchen
The Flower Room
The Making of Self
The Nest Vintage Home
The Northern Forest Center

***Indicates companies > 100 employees**

The Richards Group*
The Toadstool Bookshops
The Waysmeet Center and Cornucopia Food Pantry
Thorne's of Concord
Tristate Chimney Sweep
Turnage Barbershop
Upper Valley Haven
Unchartered.org
Urban Soul Boutique
Vital Communities
W.S. Badger Company, Inc
Water Street Bookstore, Inc.
Waypoint*
YouthWell New Hampshire