

The Power of a Second Chance

One in three Americans has an arrest or conviction record, creating significant barriers to employment for millions of working-age adults. This represents a large talent pool companies could be tapping to fill job openings across the country. Keeping this population on the sidelines after fulfilling their justice system obligations costs the U.S. economy nearly \$87 billion annually. These costs are borne by individuals, their families, and communities throughout the U.S.

If you paid your debt to society, you should be allowed to work. JPMorgan Chase has worked to remove barriers to employment and create opportunities for people with records as part of our inclusive hiring strategy. As a result, 10% of our new hires in the U.S. over the last three years have been individuals with criminal records that pose no risk to safety and soundness.

We urge Congress to accelerate commonsense reforms that remove employment, financial, and legal barriers in order to create greater economic opportunity for this population.

Second Chance by the numbers

4,600+	JPMC new hires with records in 2022	\$87B	annual cost to the economy due to people with criminal records unemployed or underemployed
46+	large firms in the Second Chance Business Coalition	20%	typical pay increase from a "Clean Slate" record clearing

How JPMorgan Chase is reducing barriers to employment

- In 2018, the firm “banned the box,” removing the question about criminal backgrounds from job applications, conducting **individualized assessments** only after a conditional offer of employment has been made.
- JPMorgan Chase launched **community hiring models** in cities where we have large employee footprints. To date, we have launched models in Chicago, Illinois; Columbus, Ohio; Wilmington, Delaware; Detroit, Michigan; and Phoenix, Arizona to work with local community and legal-aid partners to support job candidates, including those with a criminal background, in finding employment at the firm.
- As a part of the firm’s efforts to drive long-term change, JPMorgan Chase has supported [commonsense policy reform](#), detailed in the right sidebar.

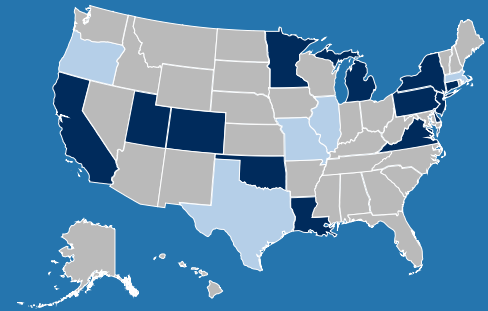
Public, private and non-profit partnerships are vital for lasting change

- In 2021, JPMorgan Chase co-founded the [Second Chance Business Coalition](#), a cross-sector group bringing together large employers committed to expanding their own second chance hiring efforts and sharing best practices for recruitment and advancement strategies. The coalition is currently made up of 46 large companies, representing businesses across the U.S.
- We host pro-bono [expungement clinics](#) at community branches, including in Chicago, Columbus and Wilmington, which helped hundreds of residents begin the expungement process. More clinics are planned for cities across the U.S. in 2023.
- As of 2022, we announced nearly \$13 million in **community investments** to support people with criminal backgrounds in cities including Chicago, Detroit, Nashville, New York, Seattle and Wilmington. These investments are focused on career development, financial health, and entrepreneurship, as well as to encourage more companies in growing industries to enhance their second chance efforts.

Second Chance Policy Agenda

Clean Slate Legislation

■ Passed ■ Efforts Underway



- **Clean Slate in the States:** The process for sealing or expunging eligible records is costly, complex, and time consuming, creating barriers to employment, housing, and education. With support from JPMorgan Chase, Clean Slate laws have passed in Michigan, New Jersey, Virginia, Connecticut, Delaware, Colorado, Louisiana, and New York, and the firm is supporting similar efforts in Texas, Illinois, Massachusetts, Missouri, and Oregon.
- **Clean Slate Act (H.R. 2930):** Congress should pass legislation that establishes a process to automatically seal records for an arrest for an offense that does not result in a conviction, a conviction for simple possession of a controlled substance, and, separately, creates a petition process for an individual who meets certain criteria to seal records related to a conviction for other nonviolent offenses, after completing their sentences and remaining crime-free for a period of time.
- **Fresh Start Act (H.R. 2983):** Congress should pass legislation that authorizes the Department of Justice to allow states to use National Criminal History Improvement Program (NCHIP) funding to implement Clean Slate automatic expungement or sealing laws that have been passed by state legislatures.
- **Driving for Opportunity Act:** Supporting efforts to reform laws that suspend driver’s licenses for failure to pay fines or that right-size payments and provide alternative paths to compliance to ensure that millions of Americans can access workforce opportunities, improve their financial health and successfully reintegrate into their communities.
- **Fair Hiring in Banking Act:** In 2022, JPMC supported the changes to industry hiring rules that allow firms to consider a wider range of applicants who otherwise might not have had the chance for employment in financial services.
- **Pell Grant Implementation:** In 2020, JPMC supported Congress’ restoration of access to Pell Grants for incarcerated students as part of the FAFSA Simplification Act. Academically eligible incarcerated individuals will be able to apply for federal aid beginning in the 2023-2024 academic year. Research shows that 48 percent of people who participate in college-in-prison programs are less likely to return to prison.
- **Fair Chance Act:** In 2019, JPMC supported the measure which prohibits Federal agencies and Federal contractors from requesting that an applicant for employment disclose criminal history record information before the applicant has received a conditional offer.