Hiring the Formerly Incarcerated is Good For Business.
The HR Problem:
Employers face a worker shortage.
• Employee turnover is one of the **largest expenses a company can face**.

• Sometimes, candidates just don’t want the type of jobs that need to be filled.

• Traditional job board posts can get **lost in the mix**.
The Solution:
Extending your company’s hiring pool to include the formerly incarcerated can have major benefits for your business and your bottom line.
The Facts May Surprise You
• Employees with records are **retained at higher rates** than those without criminal histories.

• Individuals with criminal records are **more motivated to perform at work**, because they have fewer employment options.
Take Johns Hopkins Hospital:

In a 5-year study of almost 500 ex-offenders they hired, they found lower turnover for the first 40 months vs. non-offenders.
Or how about the U.S. Military?

Army enlistees with felony records are 33% more likely to be promoted to sergeant than those with no criminal histories.
Retailers benefit too. Look at **Total Wine and More**: 

Human resources managers found that annual turnover was on average 12.2% lower for employees with criminal records.
Immediate Impact for your Bottom Line
The federal Work Opportunity Tax Credit (WOTC) allows employers who hire workers with criminal records to reduce their federal income tax by as much as $2,400 per employee in the first two years of work.
A Chance To Do Massive Social Good
• Hiring returning citizens tells your employees and your community that you care about providing second chances.

• If you are a company eager to assert your leadership as a second-chance friendly employer, we can help you tell your story.
Ready to hire?

We give large employers access to a vast untapped pool of talent: America’s formerly incarcerated.
• We have access to more than one million active job seekers in our network.

• We market jobs directly to candidates, yielding higher results than a passive job board posting.

• It is the quickest, easiest way to hire new employees.
How does a campaign work?

Step 1: Email Campaign
We send a series of emails alerting potential candidates about your jobs.

Step 2: Text Campaign
Next, we send SMS or Facebook messages to prospective applicants.

Step 3: Direct Phone Calls
For many job seekers, getting in touch by phone is the best choice.
Quick and Easy

We can connect directly to your career page to streamline the hiring process.

Or you can receive email alerts when someone applies through our site, so you can start hiring quickly.
We Work With Companies Like You

BNSF

NOODLES & COMPANY

MORGAN

Uber

Allan Myers

Union Square Hospitality Group

Instituform

Lettuce Entertain You
Let’s Get Started.
Contact: Richard Bronson
GetStarted@70MillionJobs.com