

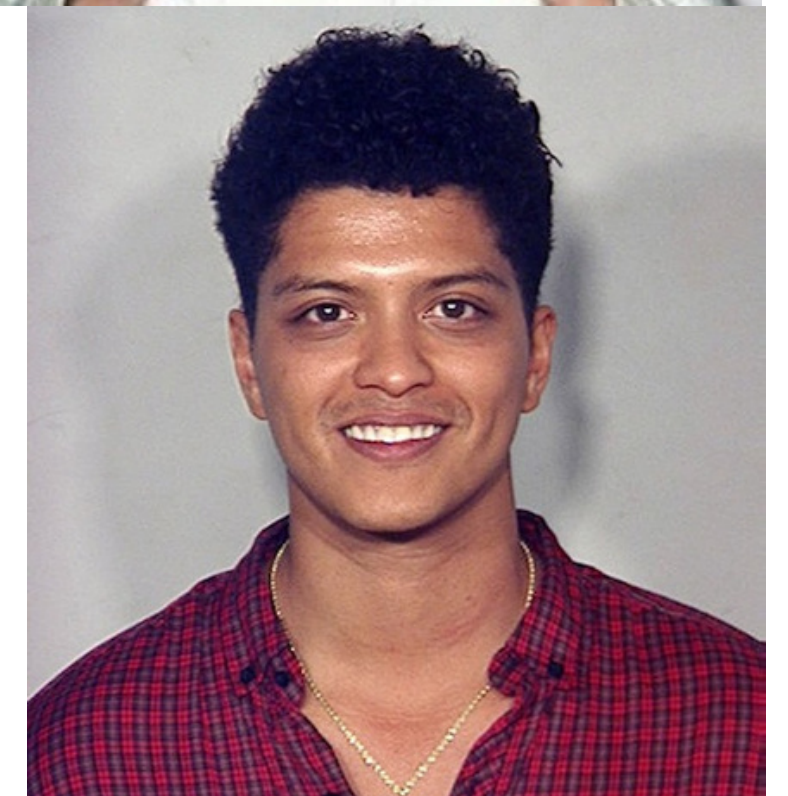
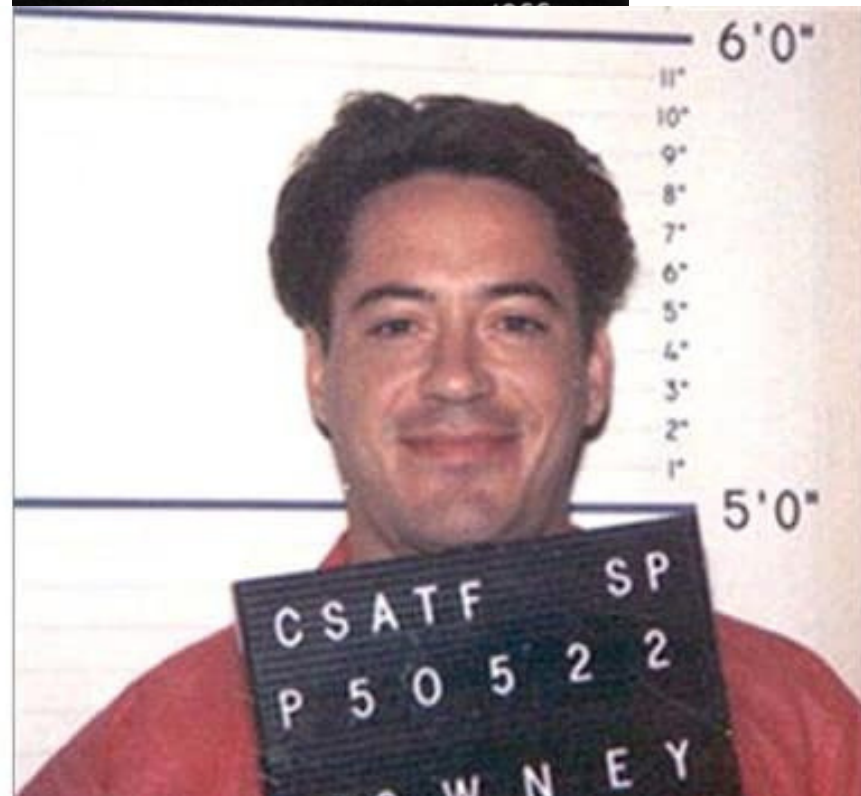
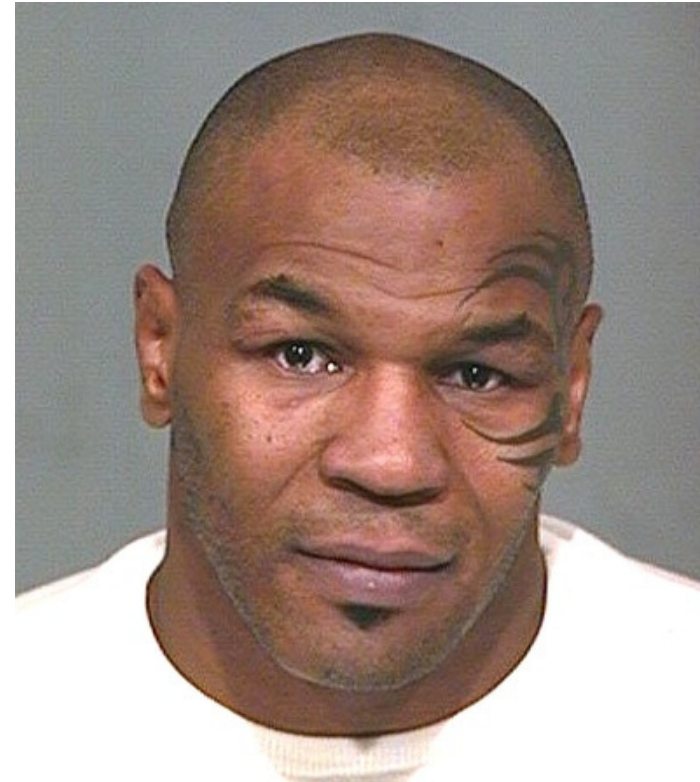
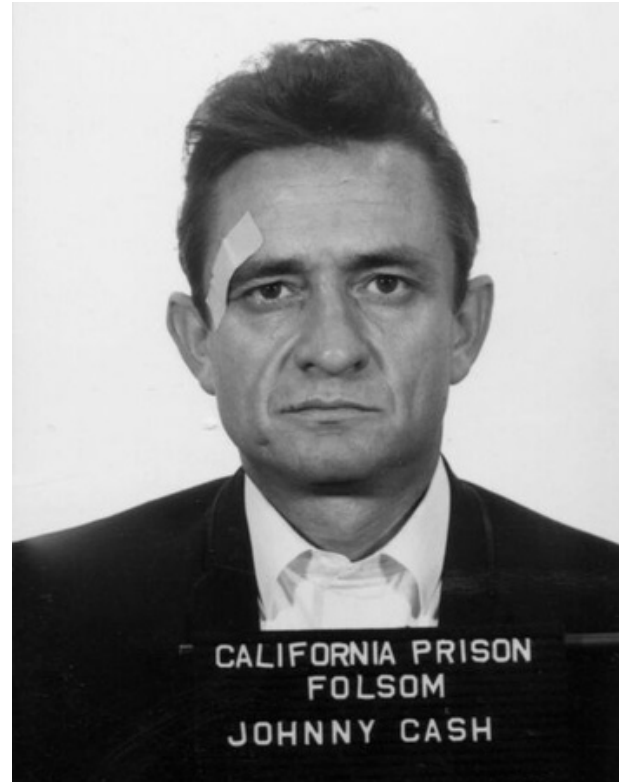
# Hiring candidates with criminal records



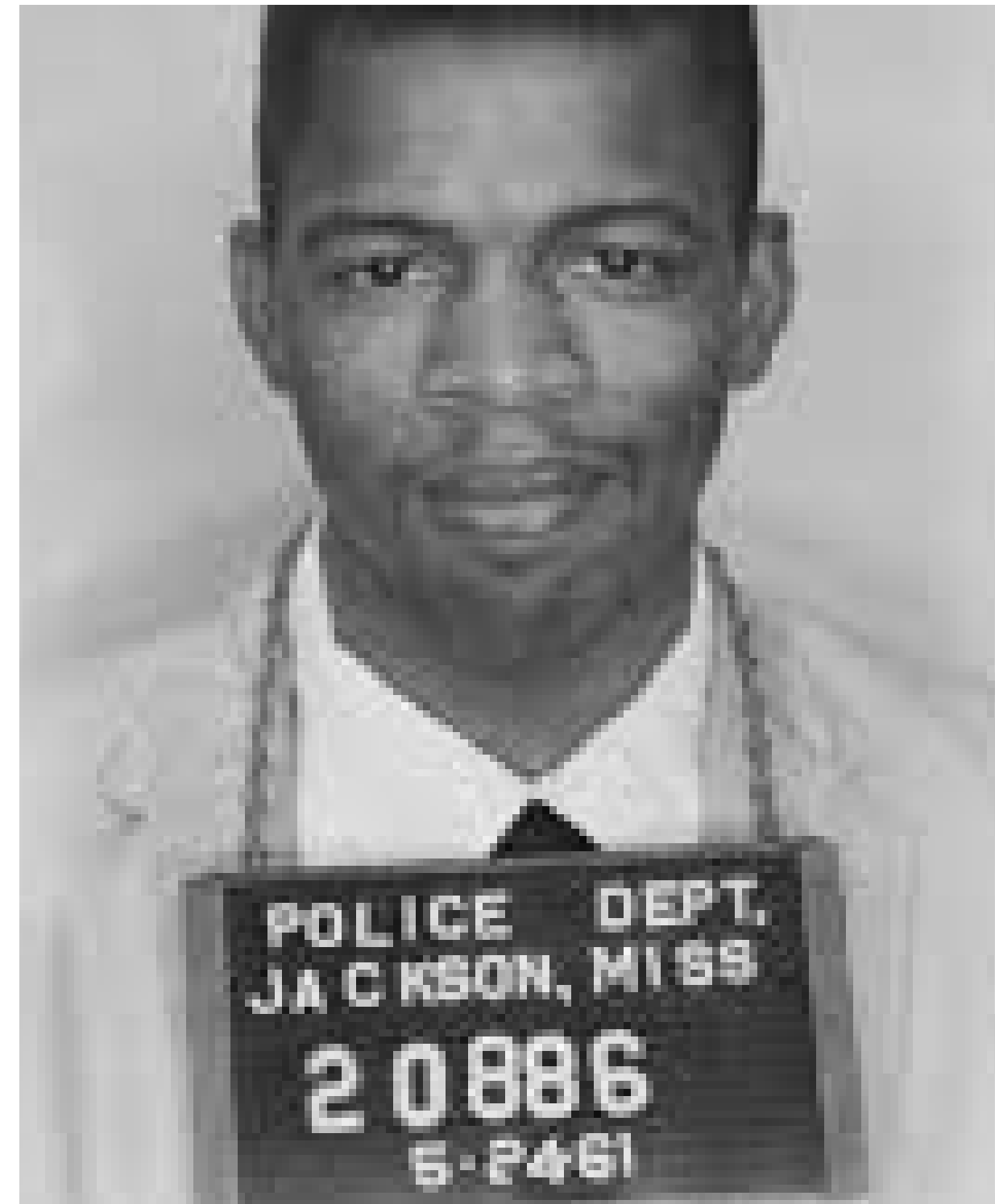
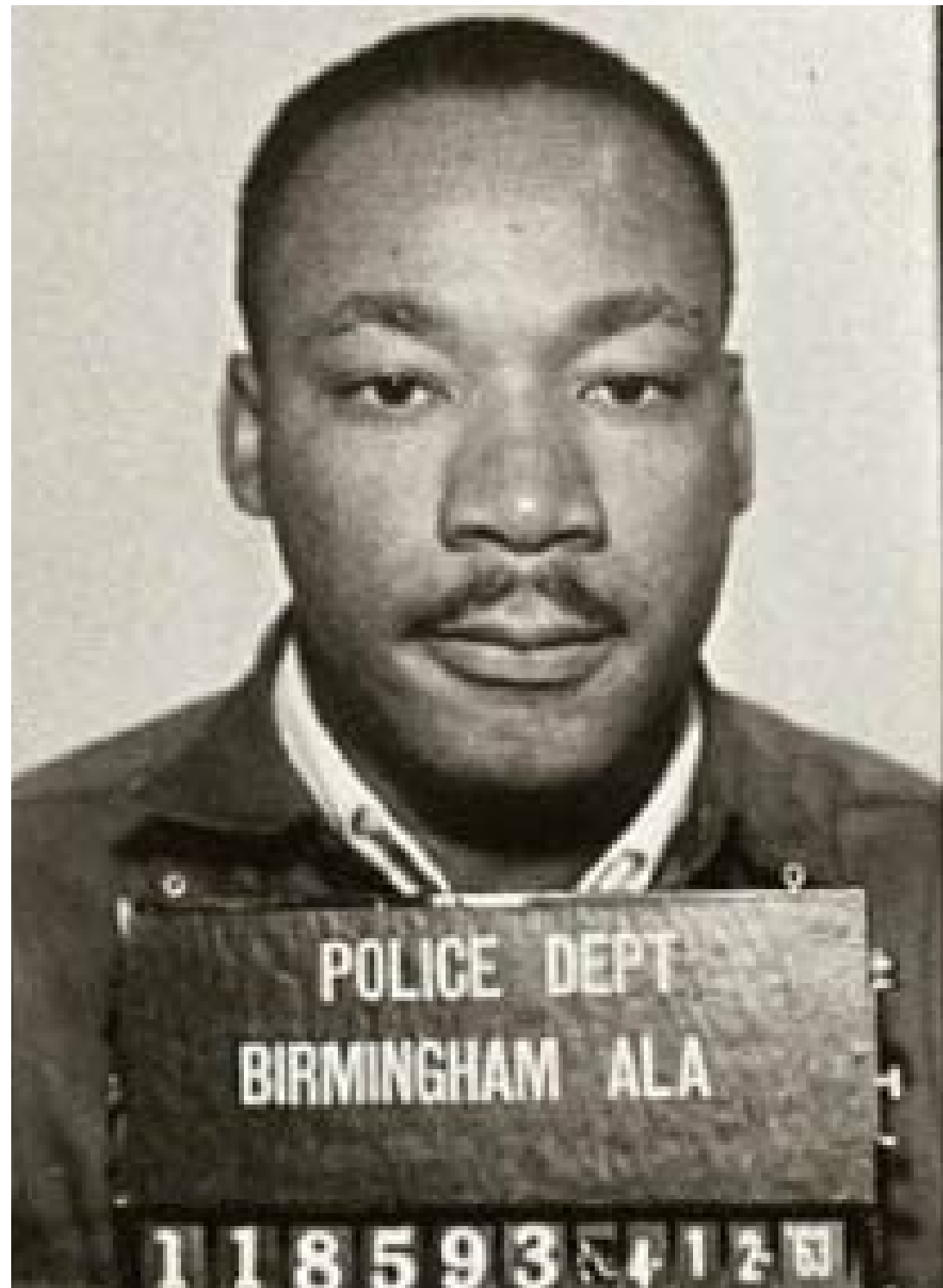
**Harley Blakeman**  
Founder, CEO



# Background Check: **FAILED**



People create laws and people are often wrong.





My first time being arrested (18 years old)







We help people with criminal records find employment fast!

Our "PassCheck Assessment" technology makes it possible and practical for you to offer fair-chance employment without taking on unnecessary risk or sacrificing efficiency.

How we help job candidates  
with criminal records



My Profile

Job Search

My P.O.

Settings



# Job search



Job title or key words



City and state  
Columbus, OH

Find Jobs

Honest jobs only



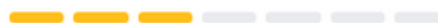
## Evening Cleaner - Frantz Rd/Dublin, OH

ServiceMaster by Demarrt - Columbus, Ohio

\$13 Hourly

Fair-Chance Verified

Passcheck score: 3/7



Learn more



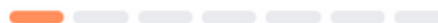
## Gutter Install

GLC Gutters - Ohio, columbus

\$13 Hourly

Fair-Chance Verified

Passcheck score: 1/7



Learn more



## Front-End Developer (Angular)

Honest Jobs - Columbus, Ohio

\$35 Hourly

Fair-Chance Verified

Passcheck score: 7/7



Learn more





How we help employers offer  
fair-chance employment

Job Posts

PassCheck Assessments

Candidate Search

Settings



# Create Assessment



Create Title

Edit Settings

Time Constraints

Example: A restaurant might create four different PassCheck titles each with their own unique settings (Management, Cashiers, Front-of-House, and Back-of-House)

PassCheck Title \*

Warehouse



Back

Continue



## Create Assessment



Create Title

Edit Settings

## Time Constraints

How likely are each of the following criminal convictions to directly conflict with the job duties?

Each crime starts out with all 7 bubbles being green (7/7), which means that the crime will NOT directly conflict with the job duties. You can adjust each crimes settings by clicking the + and - buttons.

## Arson

Very Unlikely

### Assault/Battery

Somewhat Unlikely

## Child Molestation

Very Likely

## Domestic Violence

Neutral

## DUI/DWI



Will Not Conflict

### Fraud or Identity Theft

Somewhat Unlikely

## Illegal Pornography

Somewhat Unlikely

### Indecent Exposure

Will Not Conflict

## Kidnapping

Neutral

## Job Posts

## PassCheck Assessments

## Candidate Search

Settings 



# Create Assessment



Create Title



Edit Settings



Time Constraints

If you require a certain number of years since a conviction, you can add time constraints here.

Crime

Must have been...

**Arson**



**1 years**

**Assault/Battery**



**5 years**

Job Posts

PassCheck Assessments

Candidate Search

Settings



Job Posts

PassCheck Assessments

Candidate Search

Settings



# PassCheck Assessments

Create Assessment

PassCheck Assessments provides thoughtful automation for your fair-chance hiring efforts, so you can be a part of the solution without taking on unnecessary risk or sacrificing operational efficiency.

Title

Created On

Default PassCheck Assessment

September 24 2020

Delete

Edit

Warehouse

September 29 2020

Delete

Edit



## Post a job



Job Title \*

Warehouse

PassCheck

Default PassCheck Assessment

Warehouse

14.25

an hour

Company Name \*

Honest Jobs

Company address line 1 \*

470 W Broad St

Company address line 2

City \*

Columbus

State

Ohio

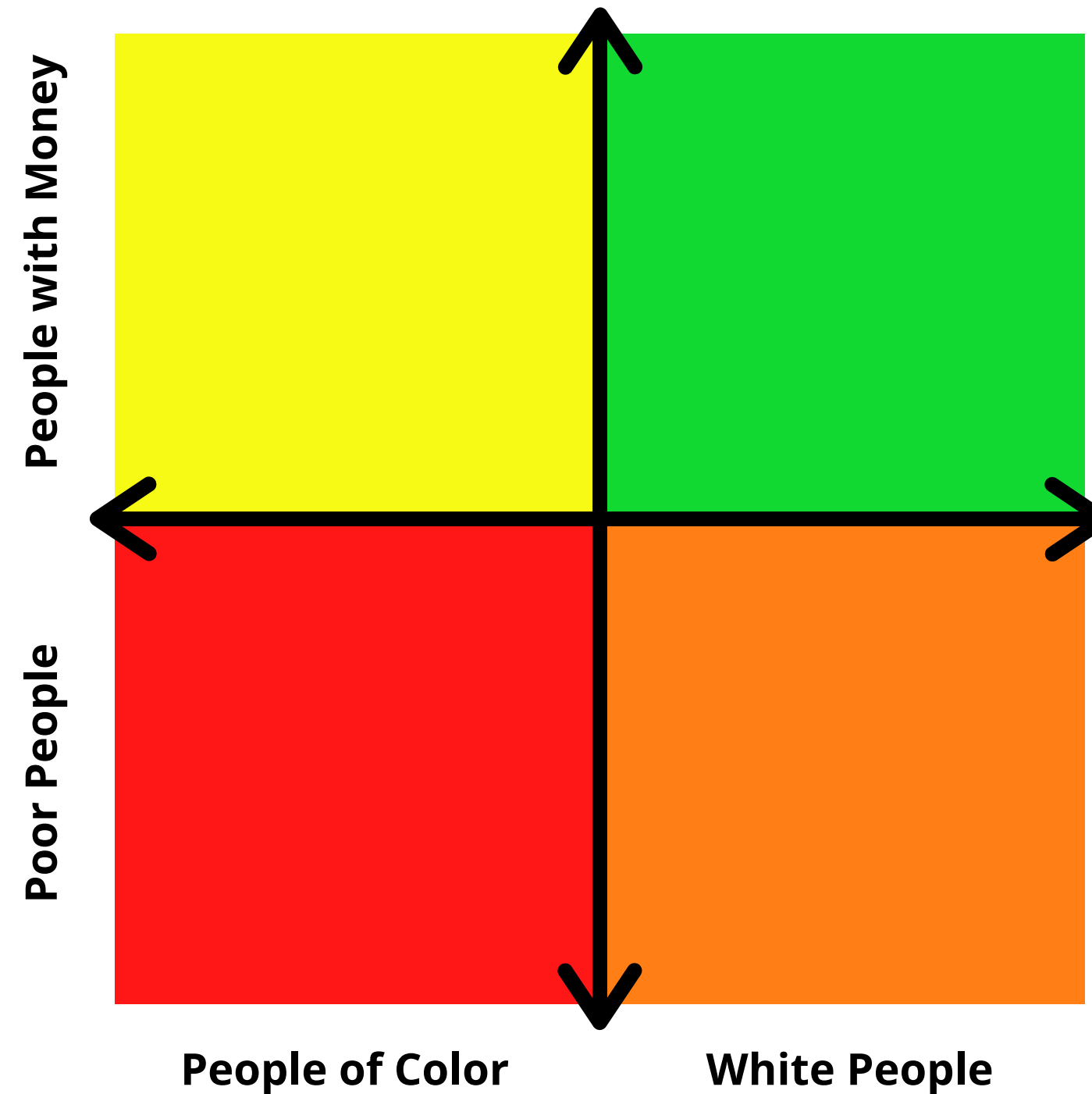
Zip Code \*

43201



**Why Would You Hire  
People Who Fail  
Background Checks?**

# Money, Race, & Background Checks



# **The Benefits of Fair-Chance Hiring**



# Positive Community Impact

More Tax Revenue

Less Crime

Caring For The  
Community You Service

Children Benefit

Mothers and  
Fathers Benefit

# **Diversity & Inclusion**

**1 out of 3 Black Males**

**1 out of 6 Latino Males**

**1 out of 17 White Males**

# Loyalty/Hard Work

A Northwestern University study found that **"Ex-offenders tend to be engaged and productive, with a strong work ethic. They're also often extremely loyal to the company that gives them their second chance, staying in the job longer."**

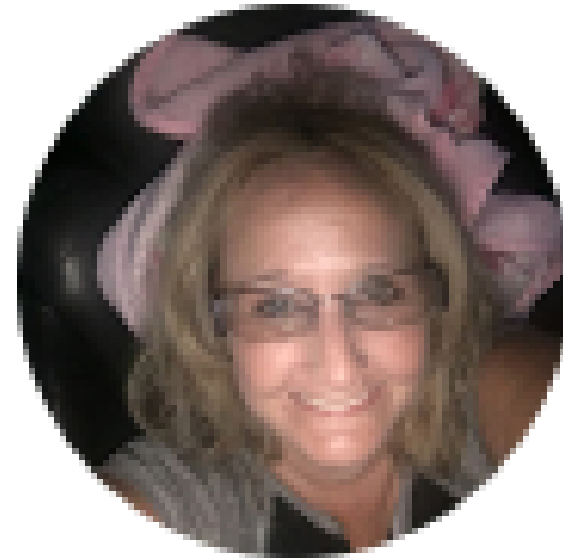
A Harvard University study showed that, **"we find that individuals with felony-level criminal backgrounds are promoted more quickly and to higher ranks than other enlistees."**



# Two Quick Examples



**Business Development Manager**  
mIQrotech - Energy AI Company  
1 year & 4 months



**Patient Service Representative**  
Quantum Health - Healthcare  
1 year & 2 months

“ I want to thank honest job for helping me change my life! Because of you I got a great paying job with great benefits. I have been there a year now. I had so many dead end jobs that wouldn't even pay my rent. Today because of this site my life has changed so much! My boyfriend and I just bought a house! I never imagined in a million years I'd have a good job let alone be a homeowner!!! Thank you so much honest Jobs. You guys rock! ”

**So How Do You  
Become A Fair-Chance  
Employer?**

# **Ask Your Team**

Are we a fair-chance employer?

Do we have a policy I could review?

When was the last time it was updated?

# **Consider EEOC Guidelines**

Nature - Time - Nature



**Have A Bias Towards  
Trying To Hiring**

# Final Tips

- Make sure leadership has bought in
- Have a fair-chance system in place (N-T-N)
- Leave room for flexibility
- Let people you hire know they are valued

# Thank You

Use coupon code "Bamboo" for \$100 off  
any paid business subscription.

Visit: [www.HonestJobs.co](http://www.HonestJobs.co)