

The Power of a Second Chance

One in three Americans has a criminal record, making it harder for millions of working age adults to get a job. Many of them have low-level records and could help employers fill the roles they need most. When people are kept on the sidelines after they've met their justice-system obligations, the U.S. economy loses nearly \$87 billion a year. Those costs fall on people, their families, and communities across the country.

If you paid your debt to society, you should be allowed to work. **For years, JPMorganChase has been committed to expanding opportunity through our hiring, community investments, and common-sense policy reforms that help more people access employment.**

JPMorganChase is expanding opportunity

Removing 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.
- Nearly 10% of JPMC new hires in the U.S. over the last seven years have been people with low-level records that pose no risk to safety and soundness.

Community hiring

- The firm launched community hiring models in cities where it has large employee footprints, including: Chicago, IL; Columbus, OH; Wilmington, DE; Detroit, MI; and Phoenix, AZ.
- The firm works with local community and legal-aid partners to support job candidates, including those with a criminal background, in finding employment at the firm and in our communities.

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

- **Second Chance Business Coalition:** Co-founded by JPMorganChase, this cross-sector coalition brings together more than 50 large employers committed to expanding their own second chance hiring efforts and sharing best practices for recruitment and career growth opportunities.
- **Legal pro-bono clinics** at community branches, including in Chicago, Columbus and Wilmington, have helped hundreds of people begin the expungement process. More clinics are planned for cities across the U.S. in 2026.
- **Community investments:** Deployed \$50 million in investments focused on career development, entrepreneurship, and expanding second chance hiring in vital industries in cities including Chicago, Detroit, Nashville, New York, Seattle, and Wilmington.

By the numbers



23K+

JPMC new hires with low-level records 2019-2025



\$87B

annual cost to the economy due to people with criminal records unemployed or underemployed



55

large firms in the Second Chance Business Coalition



20%

typical pay increase from a Clean Slate record clearing



18.2M

number of people eligible for automated record clearance in the 14 states that have passed Clean Slate laws*

*Source: Clean Slate Initiative



The Waiting Workforce: In 2024, JPMC commissioned an art installation that used Clean Slate legal paperwork to create 38 statues—one for each state that hadn't yet enacted Clean Slate legislation.

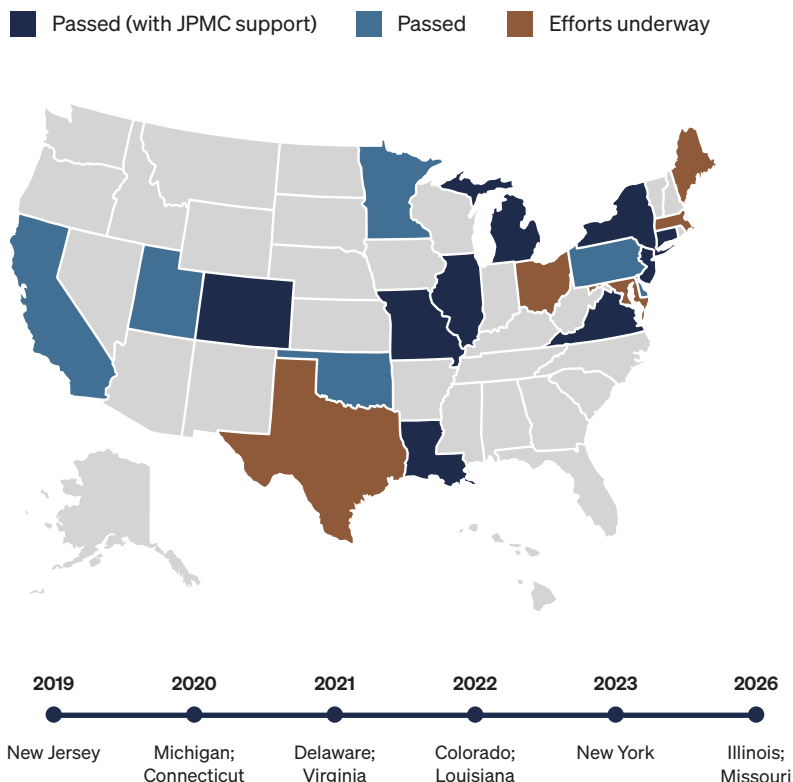
JPMorganChase supports commonsense public policy reforms

- **Supporting federal policies:** JPMorganChase supports federal reforms that reduce employment, financial, and legal barriers so more people can access opportunity and participate in a growing economy.

See the sidebar for more details. →

- **Clean Slate in the States:** The process for clearing eligible records is costly, complex, and time consuming, making it harder for people to get a job, and access housing, education, or training. With support from JPMorganChase, Clean Slate laws have passed in the states listed in the timeline below, and the firm is supporting similar efforts in Maryland, Maine, Massachusetts, Texas, and Ohio.

Clean Slate Legislation



[Access text version](#)



[Learn more](#) about our
commitment to Second Chance

Second Chance Policy Agenda

- **Clean Slate Act**

JPMC supports federal legislation that establishes a process to automate record sealing for a non-conviction, a conviction for simple possession of a controlled substance, and, separately, creates a petition process for nonviolent offenses, after completing sentences and remaining crime-free for a period of time.

- **Driving for Opportunity Act**

Support reforms that end debt-based driver's license suspensions to restore driving privileges to millions of Americans to access employment opportunities, especially in areas with limited public transit.

- **Fair Hiring in Banking Act (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 (2020)**

JPMC supported the restoration of access to Pell Grants for incarcerated students as part of the FAFSA Simplification Act for academically eligible incarcerated individuals. Research shows that 48 percent of people who participate in college-in-prison programs are less likely to return to prison.

- **Fair Chance Act (2019)**

JPMC supported the law 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 job offer.

Data Explanation

Clean Slate Legislation

States that have passed with JPMC Support:

- Colorado
- New York
- New Jersey
- Delaware
- Louisiana
- Illinois
- Virginia
- Michigan
- Connecticut
- Missouri

States that have passed:

- California
- Utah
- Oklahoma
- Minnesota
- Pennsylvania

State efforts underway

- Texas
- Ohio
- Maryland
- Massachusetts
- Maine

[Access chart version](#)