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## COMPANIES IN THE BUSINESS OF SECOND CHANCES



PRISON FELLOWSHIP does not discriminate against people with a criminal record. Our founder, Charles Colson, served time in a federal prison camp for a Watergate-related crime before starting the organization. Mary Kay Beard, the founder of our Angel Tree program, once appeared on the FBI's Most Wanted List. Continuing in that tradition, many people on our staff apply their inside understanding of the criminal justice system to serve individuals and families now affected by it.



CleanTurn Enterprises is a Columbus, Ohio based social enterprise incubator. To date CleanTurn has consulted several Columbus based ventures and launched two of its own: CleanTurn Demolition and She Has A Name Cleaning Services. CleanTurn equips people with a criminal record by offering employment coupled with ongoing training, coaching, mentoring, and integrated support services. To date, CleanTurn has helped hundreds of people realize a better future. Through its Passion, Purpose, Profit initiative CleanTurn assists the broader business community in creating the right culture for returning neighbors to thrive.



Pioneer Industries, a division of Pioneer Human Services, is a social enterprise that manufactures for the aerospace and commercial industries. Its stellar efforts have earned it the Boeing Performance Excellence Award and the Manufacturer of the Year Award from Seattle Business Magazine. Pioneer does not discriminate against those with a criminal record and seeks to provide returning neighbors with workforce development, continuing education, and support programs. Pioneer also encourages other employers to hire returning neighbors and provides treatment and housing programs in addition to employment services.



Second Chance Coffee Company is a premium roasting business in Wheaton, Illinois, that distributes its coffee under the brand name I Have a Bean. The company's founder, Pete Leonard, saw the problems in the criminal justice system and became committed to hiring people with a criminal record. Today, I Have a Bean seeks to recruit and advance qualified, hardworking people with a felony conviction. It also works with civic and religious groups to promote fair-chance hiring policies and inform communities across Illinois of the rewards that can be reaped from hiring these quality employees.



Butterball initially began a non-exclusion policy for its hiring 20 years ago because of a tight labor market in its local community. It quickly learned that hiring returning neighbors was good business. In recent years the company has become more vocal about encouraging other employers to follow suit, working with the federal government and 479 companies in its local community to launch the 30-2-2 initiative, which urges 30 local employers to hire two people with a criminal record for two years.



Lazlo is a startup company that seeks to provide a high-quality American-made clothing line that is guaranteed for life by focusing on quality throughout the entire production process. The company works with the Michigan Department of Corrections to hire formerly incarcerated people to help them gain education and develop job skills in a supportive environment.



Dave's Killer Bread is an Oregon-based bakery that produces organic and non-GMO bread. The company began in a local farmers market but is now sold in more than 9,000 stores in all 50 states and Canada. The company hires people who have previously interacted with the justice system. Today, one-third of the company's workforce has demonstrated a commitment to living positively after a criminal conviction.



Prudential is a financial company that provides insurance, investment management, and other financial services. It has committed to giving second chances to returning neighbors by implementing a fair-hiring practice that does not inquire into the criminal history of a candidate until after an offer of employment has been extended. The company has also provided over \$50 million to support fair-hiring practices at other organizations across the nation.



Goodwill Industries has been named one of America's Most Inspiring Companies and is largely known for its thrift stores. Many people do not realize the impact Goodwill makes on the lives of those it helps through its many social programs nationwide. The company hires people with criminal backgrounds and also provides a robust list of services to those seeking to become productive members of their community.



Greystone Bakery is a New York company that produces 30,000 pounds of brownies every day for clients such as Whole Foods and Ben & Jerry's. Since its inception 30 years ago, the company has embraced a fair-chance hiring practice and offers employment to anyone, regardless of their background. All profits from the company are used to provide workforce development, housing, and learning programs for adults with barriers to employment.



Cascade subscribes to a triple bottom line, requiring every business decision be made in a manner that maximizes profit, minimizes the impact on the planet, and benefits its community. The company does not ask any applicant about their previous interactions with the criminal justice system, but instead allows employees to reveal such information voluntarily after they have been hired. Cascade has also been an important partner for Butterball Farms in launching the 30-2-2 initiative in Michigan.