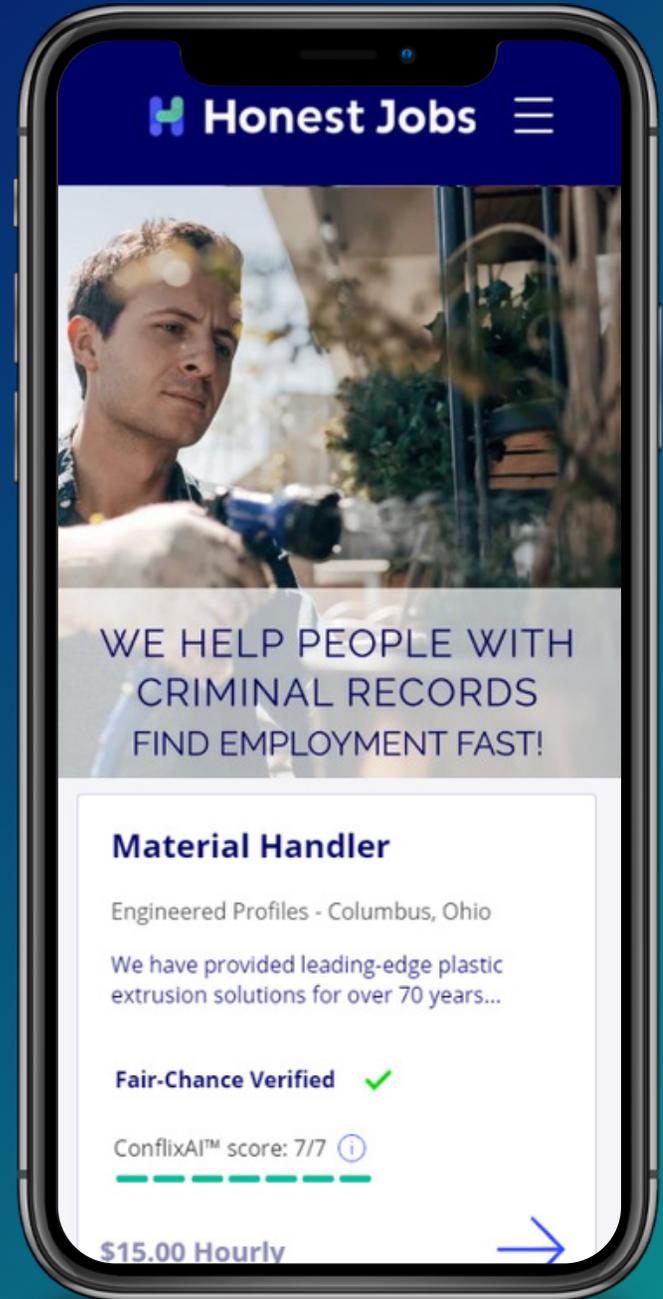




# Honest Jobs

The Nation's Largest Fair Chance Employment Platform



# OUR MISSION

Roughly 9% of the U.S. workforce has a felony criminal record with an additional estimated 626,000 people coming come from jail and prison every year.

These individuals are willing and determined to find sustainable employment so that they can rebuild their lives. Numerous studies have shown that hiring formerly incarcerated employees result in higher retention rates.

Even with these proven benefits, up to 75% of people who have been incarcerated will still not have a job one year after their release. Again and again, the inability to find gainful employment after being released from prison has been directly linked to the high rate of recidivism in this country.

**We are on a mission to help every employer hire people impacted by the criminal justice system!**



# OUR FOUNDER & CEO

As a teenager, **Harley Blakeman** was a homeless high school dropout, addict, and drug dealer. Just weeks after his 18th birthday, he was sentenced to prison for trafficking prescription pills and marijuana.

In prison, Harley earned his GED and became an avid reader. After being released, he graduated from The Ohio State University with honors. He interviewed with dozens of companies, making it through to the last round, only to be rejected after disclosing his criminal history.

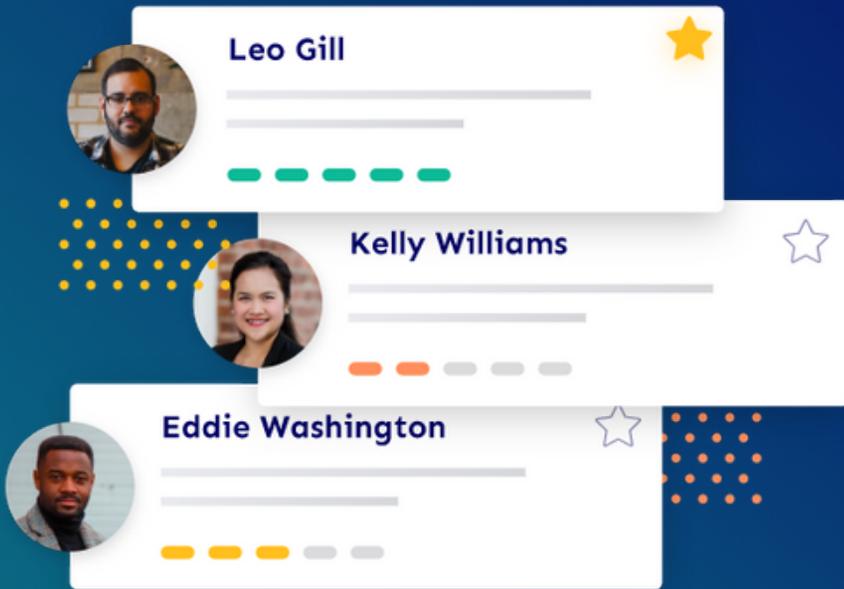
Although he eventually found an employer who was willing to give him a chance, Harley's thoughts kept returning to the immense barriers that formerly incarcerated individuals face after release.

In 2018, Harley founded Honest Jobs, the nation's largest fair-chance employment marketplace. We are dedicated to helping people with criminal records find employment.



**WE HELP PEOPLE IMPACTED BY  
THE CRIMINAL JUSTICE SYSTEM**

**FIND JOBS  
FAST!**



Honest Jobs works with fair-chance employers nationwide, hosting their job openings on our website. We provide an online platform that easily connects justice-involved job seekers with employers.

Each time a job seeker searches the Honest Jobs site, our system analyzes all the jobs in their area, identifying the ones that are the most compatible with their unique criminal record, reducing rejection and resulting in a much quicker path to employment!

# REAL PEOPLE, REAL RESULTS

"In 2006 I was convicted of involuntary manslaughter and aggravated trafficking. After I got out of prison I applied everywhere I could. Employers would bring me in for interviews and I was always upfront and honest about my background. They all turned me away because of my convictions.

A friend sent me a link to Honest Jobs and I was hired by the very first company I applied to! I've been a Patient Service Representative with Quantum Health since August 5th, 2019. I have already received one raise and will be up for another soon.

Honest Jobs has changed my life in so many ways. I now have a great job that I love and was finally able to buy a house! I feel so much more confident: like my past doesn't matter! I know that I can accomplish anything, all because someone gave me a shot, let me prove my worth, and believed in me despite my background.

Honest Jobs paved the way for all of this to happen."



**Wyndi McDonald**  
Honest Jobs Member

# REAL EMPLOYERS

Total Wine & More found that annual turnover was 12.2% lower for employees with criminal records.

"They are valuable members of the Slack team and their unique experiences have contributed to helping build a robust product and an even more inclusive culture."

Since modifying their hiring screen to be more inclusive of people with convictions, JBM Packing has been able to fill positions more easily and sees an increase in job retention. Their top-performing employees all happen to have convictions.

Electronic Recyclers International reduced turnover from 25 percent to just 11 percent after adopting a program to recruit employees with criminal histories.

Johns Hopkins Medicine's multi-year audit of accidents and other major negative events involving employees found that not even one had been caused by an employee with a record.

"Too many unnecessary barriers prevent formerly incarcerated individuals and our communities from fully realizing their potential...We owe it to them, and to ourselves, to take this next step toward greater justice for all."



# PRICING PLANS

## Free

- ✓ 1 active job post
- ✓ Appear in general search results
- ✓ Hire unlimited employees

## \$1,000/mo

- ✓ Unlimited active job posts
- ✓ Jobs promoted in search results
- ✓ Promotion in our marketing campaigns
- ✓ Automated applicant screening
- ✓ Access to search our candidate database
- ✓ Hire unlimited employees

## Direct Placement

With our **Direct Placement + Retention** program our dedicated recruiters, certified in fair-chance hiring, will source and pre-screen candidates on your behalf.

From their first interview to their first day on the job, we'll be there to support each qualified candidate. We regularly check-in with our placements, offer weekly mentorship calls, and provide access to a full range of wrap-around services, ensuring a smooth transition.

**Cost** = Monthly retainer + percentage of annual pay for placements (after retention period). See next page for details.

# DIRECT PLACEMENT

## Certified Fair-Chance Recruiters

When you partner with Honest Jobs for Direct Placements we will assign a dedicated Fair-Chance Recruiter who is highly trained in working with those impacted by the criminal justice system. Each of our recruiters has completed SHRM's "Getting Talent Back to Work" training and certification program.

## Employer Onboarding

Our team will work with you to identify the scope of our engagement, including geographic focus, education needs, skills needs, transportation needs, and more. Additionally, we will take into account which types of convictions directly conflict with your hiring policies. Our Fair-Chance Recruiters will utilize this information to send you the most qualified candidates for consideration.

## 90-Day Retention Guarantee

All placements are backed by a 90-day retention guarantee. Our recruiters work with applicants to identify opportunities based on their experience and unique criminal record. We prepare candidates for interviews and coach them through their first day on the job. Once hired, we provide a full suite of support services to ensure a smooth transition.

## Flexible Pricing

Employers who utilize this program will pay a monthly retainer fee based on projected hiring rates. After placements reach the agreed-upon retention period, employers will be billed a percentage of each placement's total first-year earnings (minus the monthly retainer fee).



# FEDERAL PROGRAMS

## Bonding

The Federal Bonding Program can help shield employers with insurance grants that cover the hiring of people with criminal convictions. The program, managed by the Department of Labor, provides six-month bonds for individuals who, despite a criminal history or past drug addiction, are otherwise qualified for the position. This allows employers to hire and assess an individual's skills without the risk of liability. If a company decides to retain the employee after the six-month period, it can apply for private bonding insurance that would not have been available without the certification of the Federal Bonding Program. The federal program has been successfully used in 50,000 job placements.

## Tax Credits

The **Work Opportunity Tax Credit (WOTC)** is a federal program provided by the U.S. Department of Labor that offers employers the opportunity to earn thousands of dollars in tax credits for each eligible, formerly incarcerated individual they hire.



# Honest Jobs

<https://www.honestjobs.co>

## Address

421 W State Street  
Columbus, OH 43215

## Email

[hjfounders@honestjobs.co](mailto:hjfounders@honestjobs.co)



## Phone

(614) 954-0034

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