



February 28, 2025

Support– House Bill 499 and Senate Bill 432

Criminal Records – Expungement and Maryland Judiciary Case Search (Expungement Reform Act of 2025)

Dear Members of the House Judiciary Committee,

As the Workforce Development and Public Affairs Manager of Flagger Force, I write to you in support of HB 499 and SB 432 – known as the Expungement Reform Act of 2025. These bills have the ability to expand Maryland's workforce, diversify the talent pool, and provide meaningful career opportunities to thousands for whom criminal records pose a barrier to employment.

Flagger Force is a leading provider of short-term traffic control. Over 15 years ago, we invested in Glen Burnie, MD, restoring an abandoned building that now holds hundreds of trainings and skill development sessions annually. We employ over 400 Marylanders. We are also a fair chance employer and believe everyone deserves the dignity of work.

We cannot overstate the effects of fair chance hiring and the access to opportunities it leads to for those with criminal records. Formerly incarcerated individuals face over [40,000 barriers](#) to meaningful re-entry, and are unemployed [at a rate of over 27%](#). Not only would expungement reform have economic benefits – it would also contribute to enhanced public safety. Individuals who had their records cleared are [less likely to commit a new offense](#) than the general population.

Working towards a more equitable and inclusive future means giving people a real chance. By doing so, we will undoubtedly strengthen the workforce, the economy, and communities across Maryland. Flagger Force strongly supports SB 432 and HB 499 and I urge the Committee to approve this critical legislation.

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