



February 3, 2025

**Support– Senate Bill 398 (McKay)
and House Bill 545 (Moon, Bartlett, Crutchfield, Kaufman, and Williams)
Criminal Procedure – Automated Expungement, Waiting Periods, and Adverse Actions (Clean Slate Act of 2025)**

Dear Members of the Judiciary Committee,

As the Workforce Development and Public Affairs Manager of Flagger Force, I write to you in support of HB.398 and SB.545 – known as the Clean Slate Act. 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, operating throughout the eastern United States and providing full-time employment to over 2,300 individuals, including 400 Marylanders. We believe everyone deserves the dignity of work, and for that reason, we strongly support Clean Slate legislation in Maryland.

Approximately one million people, or 22% of Maryland's adult population, have some form of criminal record. While an estimated 400,000 of those Marylanders are currently eligible to have their records cleared, the existing petition-based system is a bureaucratic maze, leaving our neighbors without the relief and economic opportunities they deserve. The costly, complex, and time-consuming process makes it virtually inaccessible – studies indicate that [less than 5%](#) of individuals nationwide go through the available petition processes.

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 Clean Slate have immediate 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 H.B.398 and S.B.545, and I urge the Committee to approve this critical legislation.

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