



February 28, 2025

**Support– House Bill 545 (Moon, Bartlett, Crutchfield, Kaufman, and Williams)
Criminal Procedure – Automated Expungement and Senate Bill 398 (McKay)**

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 545 and SB 398. 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, and for that reason, we strongly support this 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 SB 398 and HB 545, and I urge the Committee to approve this critical legislation.

Contact:

Shea Zwerver
Public Affairs and Workforce Development Manager
717.482.8833
Shea.Zwerver@FlaggerForce.com

WE KEEP OUR COMMUNITIES MOVING®

CORPORATE CAMPUS 8170 Adams Drive | Hummelstown, PA 17036 | 888.312.3524 | FlaggerForce.com |