

**Statement for the Record**  
**JPMorganChase *PolicyCenter***  
**Senate Judicial Proceedings Committee**  
**Maryland General Assembly**  
**February 5, 2025**

Chairman Smith, Vice Chair Waldstreicher, and Members of the Committee, thank you for the opportunity to provide a statement in support of Maryland Clean Slate automatic record clearing, [SB 398/HB 545](#).

One in three Americans – roughly 80 million people – face barriers to employment due to an arrest or conviction record. They represent a [Waiting Workforce](#). JPMorganChase is committed to giving people across the country a [second chance](#). In 2023, JPMorganChase hired more than 3,000 people with criminal records – nearly 10 percent of new hires in the US – whose history had no bearing on the requirements of the job they were seeking. To achieve this type of impact, we made changes in our own hiring and recruitment practices (e.g., we ‘banned the box’), and we are actively encouraging other companies to do the same.

As a founding member of the [Second Chance Business Coalition](#), JPMorgan Chase is working with more than 50 large companies across multiple industries that are committed to developing best practices and tools for employers to deploy second chance hiring and advancement strategies within their firms. Most of these companies are household names and have a presence in virtually every community across the country.

We believe business has a role to play in helping more people share in the benefits of economic growth. But to achieve systemic change, we need improved public policy, including common sense measures like Clean Slate automatic record clearing for eligible offenses.

In Maryland, it is estimated that more than 400,000 people are eligible to have their records cleared, but very few pursue the complex, time consuming and costly process. This means that even after fulfilling their justice system obligations, people with criminal records often continue to be blocked from fully participating in the economy and their community. To provide relief in the communities we serve, JPMorganChase’s Legal Pro Bono team partners with community-based legal services nonprofit organizations and law firm partners to host expungement clinics with the aim of helping eligible individuals prepare the documents needed for the criminal record expungement or sealing process.

JPMorganChase has a presence in all 50 states, and we’re always looking to attract top talent and break down barriers to employment. For example, last fall we celebrated the one year anniversary of the firm’s Baltimore-based virtual call center by announcing it doubled the employee headcount to 81 specialists and leaders in 12 months. We aim to expand this team to 125 employees, further solidifying our commitment to expand the availability of customer service careers to communities where talent

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exists but opportunities have been limited without a traditional call center site. Our new team members are among the more than 575 employees in Maryland serving more than 1.3 million consumer and business customers—and growing – across the state.

By reducing barriers to employment for those with criminal records, Clean Slate legislation can play an important role in getting more talent into the labor market. States such as Pennsylvania, Utah, Michigan, Delaware, Connecticut, New Jersey, Virginia, Colorado, Louisiana, and New York have passed Clean Slate measures to automate the process of clearing or sealing eligible criminal records and open access to career pathways. Pennsylvania has already cleared eligible records for about 1.2 million people and Utah has cleared roughly 500,000 eligible records.

When someone cannot get their foot in the door to compete for a job, it hurts businesses and communities by limiting access to economic opportunity. We urge the legislature to pass Clean Slate legislation to help bolster the state's economy by more fully tapping the talents of thousands of people who are currently unemployed or underemployed because of their past record.

We appreciate the Committee's consideration of Clean Slate legislation and urge a favorable report.

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