

February 27, 2026

Re: H.B. 4360: Automated Expungement (Clean Slate Act of 2026)

Dear Members of the Judiciary Committee,

My name is Marcus Bullock, I am a Maryland resident, business owner, and the founder of Flikshop, a mail-platform service that enables you to stay connected with your incarcerated loved one across the world in a quick and affordable way. I started Flikshop to help families stay connected with their incarcerated loved ones as well as provide job opportunities to people with criminal records. In 2016, I started the Flikshop School of Business to support the education and development of entrepreneurs like me. The School of Business aims to expose its students to entrepreneurship and prepare them with workforce readiness skills.

As a business owner, entrepreneur, and person with lived experience, I strongly support the passage of Clean Slate Maryland (H.B. 360) to provide deserving individuals with the second chance they have earned.

When I first returned home, accessing a job was one of the most difficult challenges to overcome. I got boxed out of 41 jobs after I returned home from prison. It was the 42nd job application that asked 'the question' in a different way, which led me to my first real opportunity. I haven't looked back since.

A criminal record creates significant barriers to employment, housing, professional licensing, and education, not just for individuals but also for their families. The challenges in securing employment are particularly severe: [nine in ten employers](#) currently use background checks to screen applicants, and having a record (even an extremely old record) reduces an otherwise-qualified job seeker's chance of getting a callback [by nearly 50 percent](#). Those record clearing processes that do exist are complicated, burdensome, and seldom accessed. Nationally, [less than five percent](#) of eligible individuals receive the clearance to which they are entitled. The result is costly to businesses and communities alike.

In addition to actively promoting second chance hiring, Flikshop also practices what it preaches. We've hired several formerly incarcerated individuals and have seen the positive impact that these individuals have had on our company's culture and productivity. Flikshop's commitment to second chance hiring has not only benefited the individuals hired, but it has also helped to promote social equity and reduce recidivism rates.

Clean Slate legislation in Maryland would remove these barriers, creating benefits for businesses across the state. Passing automatic record clearing will help employers like me access a diverse, loyal, and underutilized talent pool to bolster the labor market. This bill would ease the burden for companies that are desperately trying to hire and unlock opportunity for individuals too often shut out of a fair chance. I urge the legislature to pass this important bill.

A handwritten signature in black ink, appearing to read 'M. Bullock', with a stylized flourish at the end.

Marcus Bullock  
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