



Second Chance Companies List

Search these industries for large businesses that offer equal opportunities to individuals with a criminal background.



www.ABTCommunity.com

A Message from

DEREK BLUFORD

Co-Founder of A Better Tomorrow

Securing stable employment after release from prison is one of the most important steps toward successful reentry. A good job provides more than just income—it offers dignity, structure, and a real chance at building a better future. As someone who understands the challenges of starting over, I know how hard it can be to find employers willing to look past a criminal record.

That's why we've created this Second Chance Employers list—to connect formerly incarcerated individuals with companies that believe in redemption, growth, and opportunity. These organizations have hired people with records and continue to support fair chance hiring practices across various industries.

Whether you're reentering the workforce or helping someone who is, we hope this list serves as a valuable tool in finding that fresh start we all deserve. There is a path forward—and it begins with a chance.

— Derek Bluford
Co-Founder, A Better Tomorrow™



LIST OF

FELON FRIENDLY EMPLOYERS

(Companies that hire felons)

Agriculture

DuPont	https://careers.dupont.com/jobsearch/
Philip Morris	https://www.pmi.com/careers

Financial Services

American Express	https://www.americanexpress.com/en-us/careers/
Chase Bank	https://jobs.chase.com/
Coldwell Banker	https://www.coldwellbanker.com/careers
Northern Trust	https://www.northerntrust.com/united-states/about-us/careers

Food & Hospitality Final Thought:

Applebee's	https://www.applebees.com/en/restaurant-jobs
Baskin-Robbins	https://www.dunkinbrands.com/company/careers/overview
Ben & Jerry's	https://www.benjerry.com/about-us/jobs
Best Western	https://jobs.bestwestern.com/jobs
Bonefish Grill	https://www.bonefishgrill.com/careers
Braum's	https://braums.jobs.net/
Buffalo Wild Wings	https://careers.buffalowildwings.com
Caesars Entertainment	https://www.caesars.com/careers
Campbell Soup Company	https://careers.campbellsoupcompany.com/us/en
Carl's Jr.	https://carlsjr.com/careers
Carrabba's Italian Grill	https://www.carrabbas.com/careers
Chili's	https://www.chilisjobs.com/
Chipotle Mexican Grill	https://jobs.chipotle.com/
Choice Hotels	https://careers.choicehotels.com/careers/
Cintas	https://careers.cintas.com/
Clif Bar	https://www.clifbar.com/who-we-are/careers
Coca-Cola	https://www.coca-colacompany.com/careers
Dairy Queen	https://www.dairyqueen.com/en-us/careers/
Dave's Killer Bread	https://www.daveskillerbread.com/secondchances
Del Monte Foods	https://www.delmontefoods.com/careers
Denny's	https://careers.dennys.com/
Domino's Pizza	https://jobs.dominos.com/us/
Dunkin Donuts	https://www.dunkindonuts.com/en/careers
Five Guys	https://www.fiveguys.com/en/Careers
Fleming's Prime Steakhouse	https://www.flemingssteakhouse.com/careers
Frito Lay	https://www.fritolay.com/careers.htm
General Mills	https://careers.generalmills.com
Godfather's Pizza	https://shop.godfathers.com/employment/
Golden Coral	https://www.goldencorral.com/careers/
Greyston Bakeries	https://greyston.org/jobs/
HP Hood	https://hood.com/careers
Hershey's	https://careers.thehersheycompany.com/us/en/

Hilton	https://jobs.hilton.com/
Hyatt	https://careers.hyatt.com
IHOP	https://www.ihop.com/en/careers
In-N-Out Burger	https://www.in-n-out.com/employment
Jackin the Box	https://www.jackintheboxjobs.com/
Jimmy John's	https://careers.jimmyjohns.com/us/en
Kellogg Company	https://jobs.kellogg.com
Kraft Heinz Company	https://careers.kraftheinz.com/
Kroger	https://jobs.kroger.com/
Keurig Dr Pepper	https://careers.keurigdrpepper.com/
Longhorn Steakhouse	https://jobs.longhornsteakhouse.com/
Marriot	https://jobs.marriott.com/
McDonalds	https://jobs.mchire.com/
O'Charley's	https://www.ocharleys.com/careers/
Olive Garden	https://jobs.olivegarden.com/
Outback Steakhouse	https://www.outback.com/careers
Park Plaza Hotels	https://jobs.pphe.com/park-plaza-home/
PepsiCo	https://www.pepsicojobs.com/
Perdue Farms	https://www.perduecareers.com/
Radison Hotel Group	https://harri.com/radissoncareers
Red Lobster	https://careers.redlobster.com/
Red Robin	https://www.redrobin.com/careers
Safeway	https://www.albertsonscompanies.com/careers
Shoprite	https://www.shoprite.com/careers
Starbucks	https://www.starbucks.com/careers
Starwood Hotels	https://careers.marriott.com/
Sysco	https://careers.sysco.com/jobs
TGI Friday's	https://www.tgifridays.com/careers/
Trader Joe's	https://www.traderjoes.com/careers
Tyson Foods	https://www.tysonfoodscareers.com/
US Foods	https://www.usfoods.com/careers
Wyndham Hotels	https://careers.wyndhamdestinations.com/

Healthcare

Blue Cross/Blue Shield	https://www.bcbs.com/careers/work-at-bcbsa
CVS Health	https://jobs.cvshealth.com/
Johns Hopkins Medical Center	https://www.hopkinsmedicine.org/employment/index.html
Quest Diagnostics	https://careers.questdiagnostics.com/

Insurance

Aetna	https://jobs.cvshealth.com/aetna-health-care/
Allstate Insurance	https://www.allstate.com/careers.aspx
Prudential	https://jobs.prudential.com/

Manufacturing

Boeing	https://jobs.boeing.com/
Georgia-Pacific	https://www.gp.com/careers
John Deere	https://jobs.deere.com/search/
Koch Industries	https://jobs.kochcareers.com/
Packaging Corporation of America	https://careers.packagingcorp.com/

Media & Entertainment

Comcast	https://jobs.comcast.com/
LA Times	https://careers.latimes.com
New York Times	https://www.nytco.com/careers/
Newsweek	https://www.newsweek.com/careers
Showtime Networks	Showtime/8710300/">https://careers.paramount.com/go>Showtime/8710300/
Tribune Media	https://careers.icims.com/careers-home/
VICE media	https://www.vicemediagroup.com/workinghere/

Non-profit

American Sustainable	https://asbnetwork.org/join-our-team/
Business Council	https://www.asbnetwork.org/career-opportunities
Catholic Charities USA	https://www.catholiccharitiesusa.org/careers/
NAACP	https://www.naacp.org/employment/
Volunteers of America	https://www.voa.org/careers

Retail

84 Lumber	https://www.84lumber.com/careers
Andersen Windows	https://careers.andersencorp.com/en_US/careers
Avon Products	https://www.avonworldwide.com/careers
Black & Decker	https://www.stanleyblackanddecker.com/careers/working-here
Dollar Tree/Family Dollar	https://careers.dollartree.com/us/en/familydollar
Eddie Bauer	https://www.eddiebauer.com/campaign/careers?cm_sp=topnav_guide_aboutus_careers
Foot Locker	https://careers.footlocker.com/
Fruit of the Loom	https://www.fotlinc.com/careers/
Fujifilm	https://www.fujifilm.com/us/en/about/region/careers
Gap	https://www.gapinc.com/en-us/careers
Goodyear	https://jobs.goodyear.com/
Hanes	https://www.hanescareers.com/
Home Depot	https://careers.homedepot.com/
Kmart	https://jobs.sears.com/
Kohl's	https://careers.kohls.com/
Lowes	https://jobs.lowes.com/
Macy's	https://ebwh.fa.us2.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_1001
Men's Warehouse	https://careers.tailoredbrands.com/

Mister Car Wash	https://careers.mistercarwash.com/
Party City	https://partycity.jobs.net/
PetSmart	https://careers.petSMART.com/
Restaurant Depot	https://apply.jobappnetwork.com/restaurant-depot/en
Ross Stores	Ross Stores
Sam's Club	https://careers.walmart.com/stores-clubs/sams-club-jobs
Sears	https://jobs.sears.com/
Staples	https://careers.staples.com/
Target	https://jobs.target.com/
TrueBlue	https://www.trueblue.com/work-with-our-brands/
UnderArmour	https://careers.underarmour.com/
Unilever	https://www.unilever.com/careers/
Valvoline Instant Oil Change	https://jobs.vioc.com/
Walgreens	https://jobs.walgreens.com/
Walmart	https://careers.walmart.com/

Services & Utilities

Ace Hardware	https://www.acehardware.com/careers
ADP	https://jobs.adp.com/
Bridgestone	https://www.bridgestoneamericas.com/en/careers
Canon USA	https://www.usa.canon.com/about-us/life-at-canon
Casio	https://www.casio.com/us/jobs/
Caterpillar	https://www.caterpillar.com/en/careers.html
Duracell	https://www.duracell.com/en-us/careers
Electrolux	https://career.electroluxgroup.com/open-jobs/
Epson	https://jobs.epson.com/
Exxon Mobil	https://jobs.exxonmobil.com/
General Electric	https://www.ge.com/careers/
Paul Johnson Drywall	https://paul-johnson-drywall-inc.prismhr-hire.com/
Preferred Freezer Services	https://www.preferredfreezer.com/careers/
RaceTrac	https://careers.racetrac.com/us/en
ServiceMaster	https://careers.servicemaster.com/
Shell Oil	https://www.shell.com/careers.html

Technology & Electronics

Apple	https://www.apple.com/jobs/us/
AT&T	https://www.att.jobs/
Best Buy	https://jobs.bestbuy.com/bby
Dell	https://jobs.dell.com/search-jobs
Dropbox	https://www.dropbox.com/jobs
Facebook	https://www.facebook.com/careers/
Google	https://careers.google.com/jobs/

IBM	https://careers.ibm.com/
Intel	https://jobs.intel.com/
LG Electronics	https://lge-careers.com/
LinkedIn	https://www.linkedin.com/company/linkedin/jobs
Microsoft	https://careers.microsoft.com/us/en/
Molex	https://www.molex.com/en-us/about/careers
Motorola	https://www.motorolasolutions.com/en_us/about/careers
Telephone & Data Systems	html https://www.tdsinc.com/about-us/careers/default.aspx
T-Mobile	https://careers.t-mobile.com/
US Cellular	https://www.uscellular.jobs/
Verizon	https://www.verizon.com/about/work/search/jobs
Xerox	https://www.xerox.com/en-bq/jobs

Transportation Services

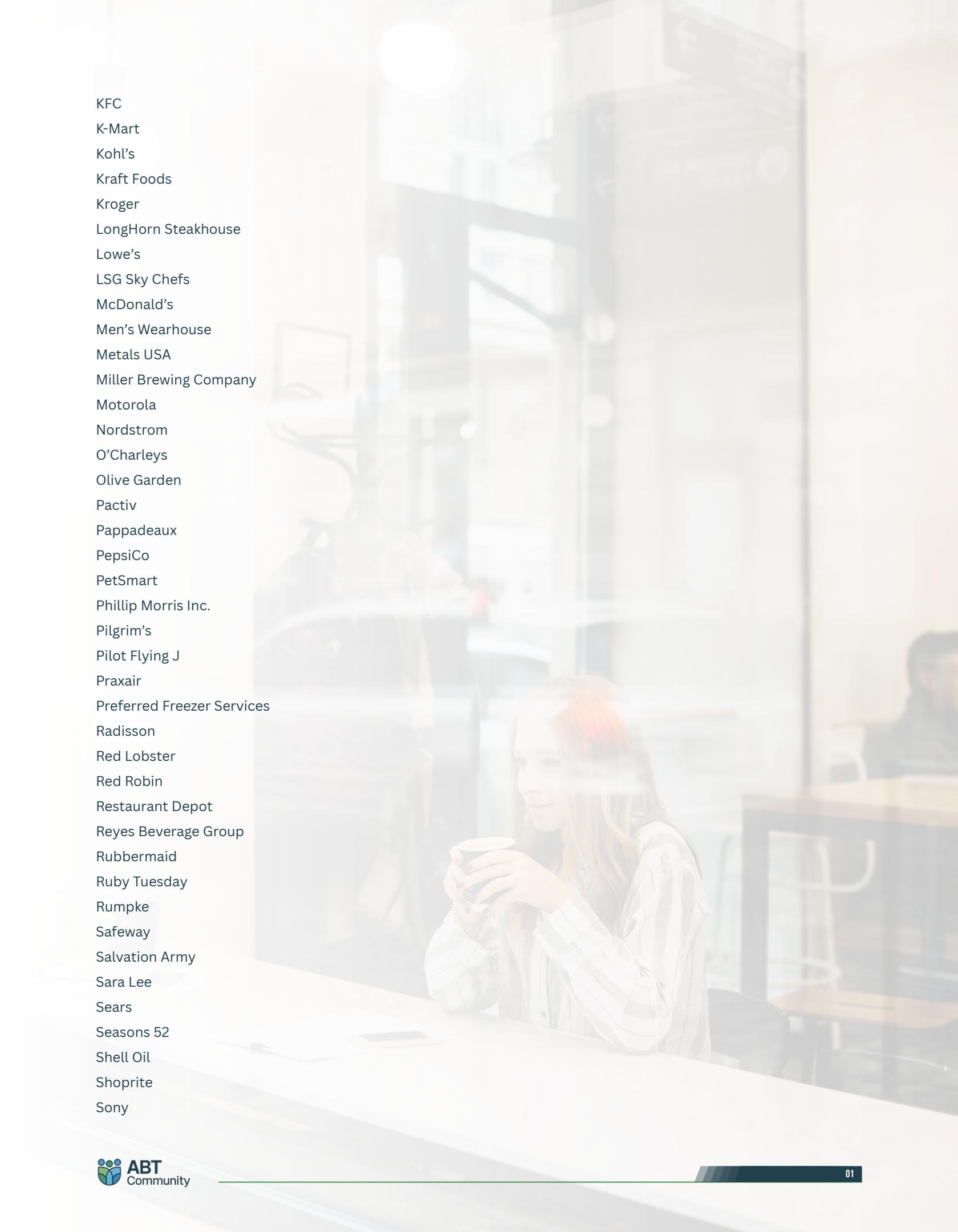
American Airlines	https://jobs.aa.com/
Atlas Van Lines	https://www.atlasvanlines.com/about/careers-culture
Avis Budget Group	https://www.avisbudgetgroup.jobs/en/
Barr-Nunn Transportation	https://barr-nunntruckingjobs.com/
British Airways	https://careers.ba.com/
Budget	https://www.budget.com/budgetWeb/html/en/aboutus/employment/index.html
Carrier Corporation	https://www.carrier.com/carrier/en/us/careers/
Davis Transport	https://davis-express.com/employment-opportunities
Delta Airlines	https://www.delta.com/us/en/careers
Dot Foods	https://careers.dotfoods.com/
Falcon Transport	https://falcontransllc.com/
FedEx	https://careers.fedex.com/fedex/
Firestone Complete Auto Care	https://firestonecompleteautocare-bridgestone.icims.com/jobs
Heartland Express	https://www.heartlandexpress.com/driver-opportunities/
Hertz	https://jobs.hertzcareers.com/#en
J.B. Hunt	https://cretecARRIER.com/
Jiffy Lube	https://acejiffylube.isolvedhire.com/jobmap/
Lyft	https://www.lyft.com/careers
National Alamo	https://careers.enterprise.com/category/national-alamo-jobs/1625-430/16525/1
Roehl Transport	https://www.roehl.jobs/
Stevens Transport	https://www.stevenstransport.com/jobs/
Swift Transportation	https://www.swifttrans.com/careers
Uber	https://www.uber.com/us/en/careers/
US Xpress	https://www.usxpress.com/careers/
USA Truck	https://driveusatruck.com/jobs
United Airlines	https://careers.united.com/us/en
Van Wyk	https://www.vanwykrecruiting.com/
WEL Companies	https://www.welcompanies.com/
Western Express	https://drivewithwestern.com/

This list below shall serve as a starting point for [felons](#) and ex-convicts in finding a job after leaving prison. The companies listed below are known to also offer jobs for felons and that apparently does not, however, guarantee that you will be able to land a job there. You will have to check out their hiring website, do the research and follow the application process like normal.

Aamco
Ace Hardware
Albertsons
Allied Van Lines
American Greetings
Anderson Windows
Apple Inc.
Applebees
Aramark
AT&T
Avon Products
Bahama Breeze
Baskin-Robbins
Bed, Bath & Beyond
Best Western
Black & Decker
Blue Cross & Blue Shield Association
Braum's Inc
Bridgestone
Buffalo Wild Wings
Campbell's Soup
Canon
Carl's Jr
Carrier Corporation
Caterpillar Inc.
CDW
Chick-fil-A
Chili's
Chipotle
Chrysler
Cintas
Community Education Centers
ConAgra Foods
Dairy Queen
Dart Containers
Deer Park Spring Water
Delta Faucet

Denny's
Dole Food Company
Dollar Rent a Car
Dollar Tree
Dr. Pepper
Dunkin' Donuts
Dunlop Tires
DuPont
Duracell
Eddie Vs Prime Seafood
Embassy Suites
Epson
ERMCO, Inc.
Family Dollar
Firestone Complete Auto Care
Food Services of America
Frito-Lay
Fruit of the Loom
Fujifilm
Genentech
General Electric
General Mills
Georgia-Pacific
Golden Corral
Goodwill
Grainger
Great Clips
Greyhound
Hanes
HH Gregg
Hilton Hotels
Home Depot
IBM
IHOP
Ikea
In-N-Out Burger
J.B. Hunt Transport
Jack in the Box
Jiffy Lube
Jimmy Johns
Kelly Moore Paints





KFC
K-Mart
Kohl's
Kraft Foods
Kroger
LongHorn Steakhouse
Lowe's
LSG Sky Chefs
McDonald's
Men's Wearhouse
Metals USA
Miller Brewing Company
Motorola
Nordstrom
O'Charleys
Olive Garden
Pactiv
Pappadeaux
PepsiCo
PetSmart
Phillip Morris Inc.
Pilgrim's
Pilot Flying J
Praxair
Preferred Freezer Services
Radisson
Red Lobster
Red Robin
Restaurant Depot
Reyes Beverage Group
Rubbermaid
Ruby Tuesday
Rumpke
Safeway
Salvation Army
Sara Lee
Sears
Seasons 52
Shell Oil
Shoprite
Sony

Subway
Sysco
Teleperformance
Tesla
The New York Times
Toys "R" Us
Trader Joes
Tyson Foods
U-Haul
US Foods
US Steel Corporation
Volunteers of America
Walgreens
Wendy's
WinCo Foods
Wyndham Hotels
Xerox
Yard House

Hopefully, this list of jobs for felons as well as jobs that hire felons will be useful for your job search

1. Construction Industry

The construction field is one of the most welcoming for individuals with a criminal record. Many employers are willing to train and hire workers due to high demand in the trades.

Why Construction is a Strong Second Chance Option:

- **In-demand skills:** Carpentry, electrical work, plumbing, welding, landscaping, and general labor
- On-the-job training & apprenticeships
- Union support
- Entrepreneurial potential
- Off-site jobs at construction supply companies



Pro Tip: Connect with local building trades unions or pre-apprenticeship programs. They often have dedicated reentry pathways.

2. Food Service Industry

Restaurants and food service businesses are often more open to second chance hiring than other sectors. Whether you're a line cook or a delivery driver, there are many roles to explore.

Opportunities include:

- **Entry-level jobs:** Dishwashers, servers, prep cooks, kitchen assistants
- **Skilled paths:** Chefs, bakers
- **Training programs:** Culinary schools and nonprofit kitchen training programs
- **Large chains:** Fast-food and franchise restaurants with known second chance practices



Pro Tip: Start with fast-casual or quick-service restaurants, which often have high turnover and flexible hiring policies.

3. Transportation and Logistics

The transportation sector continues to expand, making it a strong fit for second chance employment.

Top roles include:

- Truck drivers
- Delivery drivers
- Warehouse work
- Freight handlers and forklift operators
- Dispatchers



Pro Tip: Check with local workforce development boards or community colleges for CDL and warehouse certification programs that serve justice-involved individuals.

4. Retail and Customer Service

Many national retail chains and local shops hire individuals with past convictions. These jobs often serve as stepping stones into larger career paths.

Common positions include:

- Cashiers
- Stock clerks
- Sales associates
- Customer service reps

 **Pro Tip:**

Honesty and a positive attitude during the interview can go a long way.

5. Skilled Trades

Trades offer high wages, career advancement, and self-employment potential.

Skilled trades to explore:

- Plumbing
- Carpentry
- Electrical work
- HVAC installation and repair
- Welding
- Auto repair
- Construction labor

 **Pro Tip:**

Consider enrolling in a vocational school or apprenticeship program that partners with reentry nonprofits or unions.

6. Nonprofit Organizations

Nonprofits focused on reentry and workforce development offer support beyond job leads.

Support may include:

- Resume building and interview prep
- Direct job placement
- Mentorship and case management
- Access to educational and mental health resources

 **Pro Tip:**

Reach out to organizations such as Goodwill, The Last Mile, Defy Ventures, CEO, or A Better Tomorrow