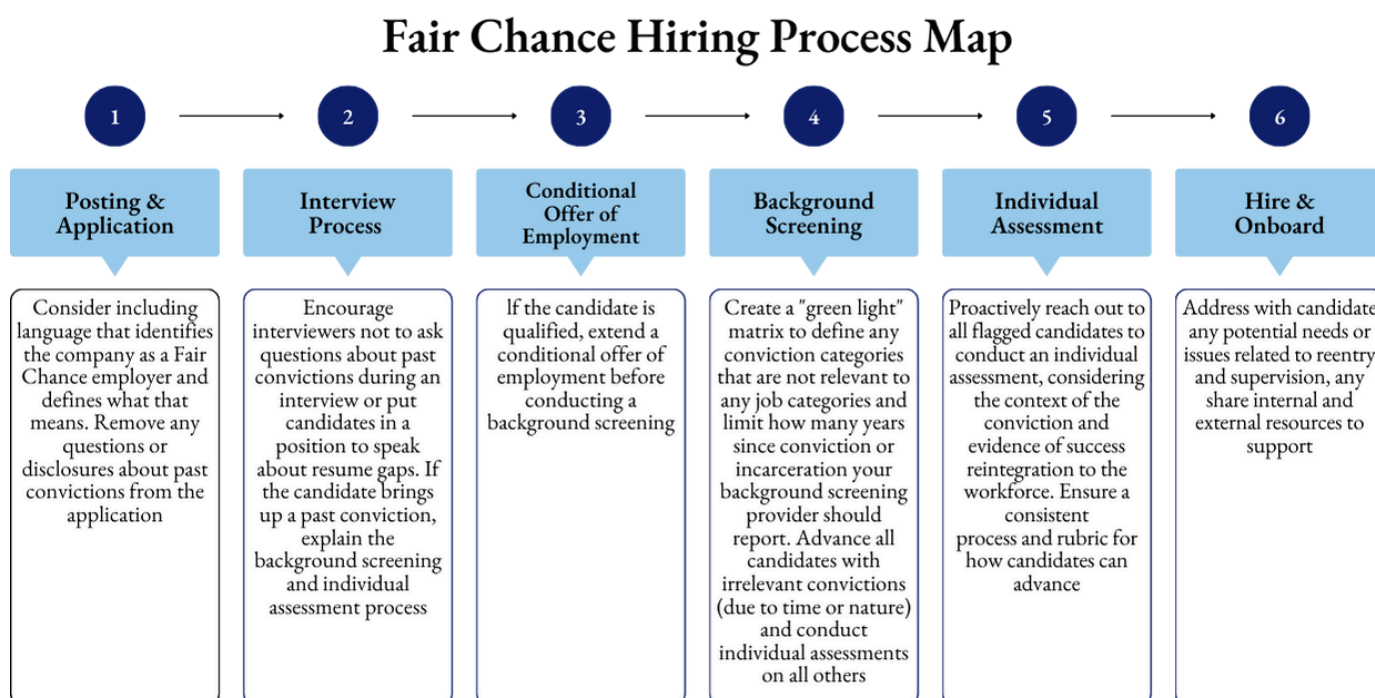


## Fair Chance Hiring Process Map

**Summary:** Fair Chance employers share several common practices that encourage access and inclusion for candidates with past convictions. These begin at the job posting and application process, and proceed through to hiring and onboarding. The following process map outlines a set of best practices that can serve as a foundation as companies plan and implement Fair Chance initiatives.

### Fair Chance Hiring Process Map



Companies that update their practices to include these steps will engage and employ more qualified candidates and generate positive impacts in the communities where they work.