



Second Chance Companies List

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

Important Note:

We do our best to ensure the companies presented on this website have either signed the Second Chance Pledge or told us by phone that they hire individuals who were previously incarcerated. But every company has its own rules and things can change. Before you apply, please call the company to confirm they are still open to hiring people with a record.

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

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/>
Cliff 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>
Jack in 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
Keurig Dr Pepper
Longhorn Steakhouse
Marriot
McDonalds
O'Charley's
Olive Garden
Outback Steakhouse
Park Plaza Hotels
PepsiCo
Perdue Farms
Radison Hotel Group
Red Lobster
Red Robin
Safeway
Shoprite
Starbucks
Starwood Hotels
Sysco
TGI Friday's
Trader Joe's
Tyson Foods
US Foods
Wyndham Hotels

<https://jobs.kroger.com/>
<https://careers.keurigdrpepper.com/>
<https://jobs.longhornsteakhouse.com/>
<https://jobs.marriott.com/>
<https://jobs.mchire.com/>
<https://www.ocharleys.com/careers/>
<https://jobs.olivegarden.com/>
<https://www.outback.com/careers>
<https://jobs.pphe.com/park-plaza-home/>
<https://www.pepsicojobs.com/>
<https://www.perducareers.com/>
<https://harri.com/radissoncareers>
<https://careers.redlobster.com/>
<https://www.redrobin.com/careers>
<https://www.albertsoncompanies.com/careers>
<https://www.shoprite.com/careers>
<https://www.starbucks.com/careers>
<https://careers.marriott.com/>
<https://careers.sysco.com/jobs>
<https://www.tgifridays.com/careers/>
<https://www.traderjoes.com/careers>
<https://www.tysonfoodscareers.com/>
<https://www.usfoods.com/careers>
<https://careers.wyndhamdestinations.com/>

Healthcare

Blue Cross/Blue Shield
CVS Health
Johns Hopkins Medical Center
Quest Diagnostics

<https://www.bcbs.com/careers/work-at-bcbsa>
<https://jobs.cvshealth.com/>
<https://www.hopkinsmedicine.org/employment/index.html>
<https://careers.questdiagnostics.com/>

Insurance

Aetna
Allstate Insurance
Prudential

<https://jobs.cvshealth.com/aetna-health-care/>
<https://www.allstate.com/careers.aspx>
<https://jobs.prudential.com/>

Manufacturing

Boeing
Georgia-Pacific
John Deere
Koch Industries
Packaging Corporation
of America

<https://jobs.boeing.com/>
<https://www.gp.com/careers>
<https://jobs.deere.com/search/>
<https://jobs.kochcareers.com/>

<https://careers.packagingcorp.com/>

Media & Entertainment

Comcast
LA Times
New York Times
Newsweek
Showtime Networks
Tribune Media
VICE media

<https://jobs.comcast.com/>
<https://careers.latimes.com>
<https://www.nytco.com/careers/>
<https://www.newsweek.com/careers>
<https://careers.paramount.com/go/Showtime/8710300/>
<https://careers.icims.com/careers-home/>
<https://www.vicemediagroup.com/workinghere/>

Non-profit

American Sustainable
Business Council
Catholic Charities USA
NAACP
Volunteers of America

<https://www.asbnetwork.org/career-opportunities>
<https://www.catholiccharitiesusa.org/careers/>
<https://www.naACP.org/employment/>
<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	https://jobs.rossstores.com/search/searchjobs
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/
Under Armour	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.html
Telephone & Data Systems	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
National Carriers	https://www.nationalcarriers.com/careers.aspx
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.vanwykre recruiting.com/
WEL Companies	https://www.welcompanies.com/
Western Express	https://drivewithwestern.com/