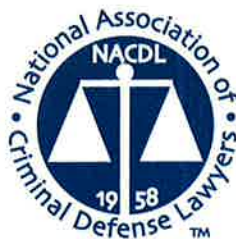

National Association of Criminal Defense Lawyers



Norman L. Reimer
Executive Director

October 30, 2015

President Barack Obama
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear President Barack Obama:

On behalf of the National Association of Criminal Defense Lawyers (NACDL), I write to request that the White House and federal government lead the way in adopting fair-chance hiring practices for job-seekers with records, starting with banning the box on job applications that asks about prior convictions.

The National Association of Criminal Defense Lawyers (NACDL) works to achieve a rational and humane criminal justice policy for America – one that promotes fairness for all; due process for even the least among us who may be accused of wrongdoing; compassion for witnesses and victims of crime; and just punishment for the guilty. In keeping with this mission, we adhere to the principle that individuals with criminal records should be given equal opportunity to employment. We have long banned the box on our applications and have hired individuals with criminal records who have proven exemplary.

According to the National Employment Law Project's (N.E.L.P) report [Advancing a Federal Fair Chance Hiring Agenda: Local & State Reforms Pave the Way for Presidential Action](#), "Almost one in three adults in the United States has a criminal record that will show up on a routine criminal background check. This creates a serious barrier to employment for millions of workers." As matters of fairness and public safety, persons with criminal records must be allowed to reintegrate into a society that does not block access to basic opportunities. In May 2014, NACDL released a report entitled [Collateral Damage: America's Failure to Forgive or Forget in the War on Crime](#). In this report, we outlined various recommendations – including laws limiting access to and use of criminal records and meaningful tax incentives for employers who hire persons with criminal records and bonding for such employees – that could be implemented to create opportunities for those who have paid their debt to society.

Recently you spoke at an NAACP conference calling for "ban the box" policies to provide more opportunities for people with records. You stated, "Let's follow the growing number of our states and cities and private companies who have decided to ban the box on job applications so that former prisoners who have done their time and are now trying to get straight with society have a

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decent shot in a job interview.” We implore you to act on those words, and take the lead in transforming our nation’s hiring practices. This country is built on the ideals of hard work, opportunity for advancement, strong families, and strong communities. Many individuals with convictions are eager to embrace these ideals.

We urge you to adopt a federal fair-chance hiring policy that will ensure fairness in the hiring process, and help build stronger families and communities.

Sincerely,

A handwritten signature in black ink, appearing to read "Norm Reimer". The signature is fluid and cursive, with the first name "Norm" and last name "Reimer" clearly distinguishable.

Norman L. Reimer
Executive Director