

Second-Chance & Remote Work Resource List

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This document is a starting point not an exhaustive list of every employer in every state. Hiring decisions depend on the role, location, time since conviction, and company policy. Always verify requirements on the employer's official careers page and be truthful on applications.

Companies Known for Second-Chance Hiring (Nationwide Starting List)

These employers are frequently cited by reentry organizations and second-chance networks as places to explore. Individual job requirements still apply.

Amazon – Warehousing, delivery, and select corporate roles vary by location	Walmart – Retail and supply chain; background screening varies by role/state
Target – Retail and distribution; restrictions vary by role	UPS – Operations, warehousing, and seasonal roles
FedEx – Warehouse, delivery, and logistics roles	Home Depot – Retail and distribution center roles
Lowe's – Retail and distribution roles	Starbucks – Retail; local hiring policies apply
McDonald's – Franchise policies vary by operator	Hilton – Hospitality roles vary by property
Marriott – Hospitality roles vary by property	Kroger – Grocery and distribution roles
IKEA – Retail and logistics roles	Dollar General – Retail store roles widely available
Dollar Tree / Family Dollar – Retail store roles widely available	PepsiCo – Manufacturing and distribution roles
Coca-Cola – Manufacturing and distribution roles	Tyson Foods – Production roles; plant policies vary
General Mills – Manufacturing roles	Waste Management – Operations roles; CDL may be required
Goodwill – Retail and workforce development programs	U-Haul – Operations and customer service roles
Best Western – Hospitality roles vary by property	Denny's – Restaurant roles; franchise policies vary
Domino's – Restaurant and delivery; franchise policies vary	7-Eleven – Retail; franchise policies vary
CVS Health – Retail and healthcare roles vary	

Sources commonly referenced for second-chance hiring include GEO Reentry Connect and Jails to Jobs.

Remote Work: A Practical Way to Find Remote-Friendly Companies

Trusted directories and job boards, then follow company-specific openings.

Recommended Remote Job Resources

NoDesk Remote Companies Directory – Directory of 750+ remote-first and remote-friendly companies https://nodesk.co/remote-companies	FlexJobs – Curated remote and hybrid job listings (subscription) https://flexjobs.com
Remote.co – Remote job listings and company profiles https://remote.co	We Work Remotely – Remote job board with company profiles https://weworkremotely.com

Examples of Remote-Friendly Companies (verify current openings)

Automattic – Remote-first web and technology roles	GitLab – All-remote organization across departments
Zapier – Remote automation and technology roles	DuckDuckGo – Remote privacy-focused technology roles
Hotjar – Remote product and analytics roles	Toggl – Remote productivity software roles
Doist – Remote productivity and collaboration roles	Buffer – Remote social media and marketing roles
InVision – Historically remote; verify current openings	

Tips:

- Look for employers that use terms such as “fair chance” or “second chance hiring.”
- For remote roles, rely on directories and filters rather than outdated lists.
- Always confirm requirements directly on the employer’s official careers page.