

# 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.

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

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

### Examples of Remote-Friendly Companies (verify current openings)

<b>Automattic</b> – Remote-first web and technology roles	<b>GitLab</b> – All-remote organization across departments
<b>Zapier</b> – Remote automation and technology roles	<b>DuckDuckGo</b> – Remote privacy-focused technology roles
<b>Hotjar</b> – Remote product and analytics roles	<b>Toggl</b> – Remote productivity software roles
<b>Doist</b> – Remote productivity and collaboration roles	<b>Buffer</b> – Remote social media and marketing roles
<b>InVision</b> – 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.