



HTL WORKFORCE
— DEVELOPMENT —

GEORGIA SECOND CHANCE EMPLOYER DIRECTORY



INTRODUCTION

This directory highlights employers with significant operations in Georgia that have documented or well-reported histories of considering qualified applicants with criminal records.

As emphasized throughout the source guide, hiring practices vary by company, location, manager, position, and conviction type; applicants should always verify policies with the specific hiring location before applying.



**BUILDING CAREERS.
RESTORING HOPE.
TRANSFORMING LIVES.**



SECOND CHANCES
STRONGER COMMUNITIES



REAL OPPORTUNITIES
REAL CAREERS



BUILD SKILLS
BUILD CONFIDENCE



STRONG PARTNERSHIPS
LASTING IMPACT

**YOUR PAST DOES NOT DEFINE YOU.
YOUR FUTURE STARTS NOW.**

READY TO WORK. READY TO GROW.



For more details, feel free to contact
HTL Workforce Academy at
Academy@herestolifeatl.org



or call
404-500-3726

Staffing & Temporary Employment

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Georgia Careers
Adecco	Warehouse, Production, Clerical	Corporate fair-chance commitment; branch execution varies.	White-collar convictions may affect office placements.	https://www.adecco.com
Aerotek	Manufacturing, Engineering, Skilled Trades	Skilled trades experience valued.	Manufacturing placements generally more flexible than office roles.	https://www.aerotek.com
Express Employment Professionals	General Labor, Office, Industrial	Franchise model; policies vary by office.	Contact local office regarding eligibility.	https://www.expresspros.com
PeopleReady	Construction, Events, General Labor	Documented second-chance hiring practices.	Most convictions reviewed individually.	https://www.peopleready.com
Manpower	Clerical, Production, Warehouse	National agency; local branch discretion.	Industry-specific screening.	https://www.manpower.com
Kelly Services	Office, Industrial, Technical	EEOC-compliant screening.	Theft may affect clerical placements.	https://www.kellyservices.com
Staffmark	Industrial, Clerical	Fair-chance language in corporate policy.	Drug convictions generally acceptable; other offenses reviewed individually.	https://www.staffmark.com
Labor Finders	General Labor	Branch managers have discretion.	Client requirements determine placement.	https://www.laborfinders.com
Spherion	Light Industrial, Clerical	Fair-chance language noted.	Case-by-case evaluation.	https://www.spherion.com
EmployBridge	Warehouse, Office, Logistics	Parent company of multiple staffing brands with fair-chance representation.	Manufacturing assignments generally more flexible.	https://www.employbridge.com

Warehouse & Logistics

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Georgia Careers
Amazon	Fulfillment Associate, Sortation, Warehouse	Individual felony review; distribution centers often more flexible.	Older non-violent convictions generally receive individual review.	https://www.amazon.jobs
UPS	Package Handler, Warehouse, Loader	Warehouse entry frequently recommended; driving roles require additional screening.	DUI affects driving positions.	https://www.jobs-ups.com
FedEx	Package Handler, Sorter	Ground operations often provide more flexibility than Express.	Driving positions require clean motor vehicle records.	https://careers.fedex.com
DHL Supply Chain	Warehouse Associate	U.S. warehouse roles generally more accessible than driving positions.	Security-sensitive facilities may have stricter requirements.	https://careers.dhl.com
Ryder	Warehouse, Logistics	Warehouse positions are generally more flexible than commercial driving.	DUI primarily affects driving roles.	https://ryder.com/careers
Penske Logistics	Warehouse, Driver, Logistics	Clean MVR required for driving positions.	Driving and safety violations receive additional review.	https://penske.jobs
XPO	Dock Worker, Warehouse	Large-scale logistics operation with regional hiring practices.	Theft, fraud, and violent offenses reviewed closely.	https://jobs.xpo.com
Lineage Logistics	Cold Storage, Warehouse	High-volume hiring for warehouse operations.	Safety and drug-related considerations.	https://www.lineagelogistics.com/careers

Construction & Skilled Trades

Construction remains one of the strongest career pathways for individuals rebuilding their employment history. Georgia's rapid residential, commercial, transportation, and industrial growth continues to create demand for skilled and entry-level workers.

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Careers
Holder Construction	Construction Laborer, Carpenter, Superintendent Assistant	Large Atlanta commercial contractor. Project requirements vary.	Security-sensitive projects may require enhanced screening.	https://www.holderconstruction.com/careers
Brasfield & Gorrie	Laborer, Concrete, Equipment Operator	Skilled trades experience valued.	Drug testing standard.	https://www.brasfieldgorrie.com/careers
D.R. Horton	Framing, General Labor, Construction Assistant	Subcontractor hiring varies by project.	Safety violations reviewed.	https://careers.drhorton.com
Lennar	Construction Assistant, Warranty, Field Operations	Hiring standards vary by subcontractor.	Individual review.	https://careers.lennar.com
Fluor	Industrial Construction	Site-specific screening requirements.	Security-cleared projects stricter.	https://www.fluor.com/careers
Kiewit	Heavy Civil Construction	Skilled trades prioritized.	Safety-focused screening.	https://www.kiewitjobs.com
Rosendin Electric	Electrical Apprentice	Apprenticeship opportunities available.	Safety and drug screening.	https://www.rosendin.com/careers
Comfort Systems USA	HVAC Apprentice, Installer	Trade certifications valued.	Customer access positions reviewed more carefully.	https://www.comfortsystemsusa.com/careers
Quanta Services	Utility Construction	Field experience preferred.	Drug testing standard.	https://www.quantaservices.com/careers

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Careers
MYR Group	Utility Construction	Electrical construction focus.	Safety-sensitive work.	https://www.myrgroup.com/careers

Manufacturing

Georgia is home to one of the fastest-growing manufacturing sectors in the Southeast, including automotive production, aerospace, food processing, packaging, flooring, and paper products.

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Careers
Kia Georgia	Assembly, Production, Maintenance	High-volume automotive manufacturing.	Safety-sensitive positions receive additional review.	https://www.kia-georgia.com/careers
Hyundai Motor Group Metaplant America	Production Associate, Logistics	New automotive manufacturing facility.	Safety standards emphasized.	https://careers.hyundai.com
Georgia-Pacific	Production, Warehouse, Maintenance	Fair-chance language through Koch subsidiaries.	Safety-focused environment.	https://www.gp.com/careers
Mohawk Industries	Production Associate	Large Georgia employer with plant operations.	Safety violations reviewed.	https://careers.mohawkind.com
Graphic Packaging International	Packaging Production	Production roles accessible.	Drug testing standard.	https://careers.graphicpkg.com
Pilgrim's Pride	Poultry Processing	High-volume hiring.	Food safety and drug screening.	https://jobs.pilgrims.com

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Careers
Tyson Foods	Production, Packaging	Large employer with nationwide operations.	Food safety focus.	https://www.tysonfoods.com/careers
Koch Foods	Poultry Processing	Plant hiring throughout Georgia.	Non-violent convictions commonly reviewed individually.	https://kochfoods.com/careers
International Paper	Manufacturing	Industrial production environment.	Safety standards emphasized.	https://careers.internationalpaper.com
Pratt Industries	Paper & Packaging	Production and warehouse opportunities.	Manufacturing experience helpful.	https://www.prattindustries.com/careers

Retail

Retail offers many entry-level opportunities, particularly in stocking, fulfillment, warehouse support, and customer service. Applicants with theft or fraud convictions may find stockroom or warehouse positions more accessible than cashier roles, consistent with the source guide's recommendations.

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Careers
Home Depot (Headquartered in Atlanta)	Sales, Lot Associate, Warehouse	Individual manager discretion.	Theft reviewed for tool-access positions.	https://careers.homedepot.com
Walmart	Stocker, Fulfillment, Distribution	Distribution centers often more flexible.	Theft reviewed for cashier roles.	https://careers.walmart.com
Lowe's	Sales, Loader, Warehouse	Manager discretion significant.	Theft reviewed.	https://talent.lowes.com
Target	Fulfillment, Stocking	Individualized review.	Theft may affect cash-handling positions.	https://corporate.target.com/careers
Dollar General	Store Associate	High turnover hiring.	Cash-handling reviewed.	https://careers.dollargeneral.com
Goodwill of North Georgia	Retail, Warehouse, Donations	Mission-driven second-chance employment.	Most convictions considered individually.	https://goodwillng.org/careers
Salvation Army	Retail Associate	Reentry-focused mission.	Individual review.	https://careers.salvationarmy.org
Costco	Warehouse Associate	Higher screening standards.	Theft and violence reviewed carefully.	https://www.costco.com/jobs.html
TJ Maxx/Marshalls	Stockroom Associate	High-volume hiring.	Stockroom positions often more accessible.	https://jobs.tjx.com
Five Below	Sales Associate	High turnover environment.	Cash-handling positions reviewed.	https://careers.fivebelow.com

Food Service & Hospitality

Restaurants, contract food service providers, hotels, and hospitality companies frequently provide entry-level employment opportunities with advancement potential.

Company	Georgia Roles	Policy Notes	Watch: Conviction Types	Careers
Waffle House (Georgia Headquarters)	Cook, Server, Grill Operator	High turnover; strong opportunity.	Reliability emphasized.	https://www.wafflehouse.com/careers
Chick-fil-A	Team Member, Kitchen	Individual franchise hiring.	Varies by owner/operator.	https://www.chick-fil-a.com/careers
McDonald's	Crew Member, Kitchen	Corporate fair-chance support with franchise variation.	Kitchen roles generally more accessible.	https://careers.mcdonalds.com
Burger King	Crew Member	Franchise hiring.	Owner discretion.	https://careers.bk.com
Subway	Sandwich Artist	Small franchise flexibility.	Local owner policies.	https://www.mysubwaycareer.com
Domino's	Kitchen, Delivery	Driving requires acceptable MVR.	DUI affects delivery.	https://jobs.dominos.com
Compass Group	Food Service	Large contract food service provider.	Hospitals and schools have stricter screening.	https://careers.compassgroupcareers.com
Aramark	Food Service, Facilities	Entry-level food service accessible.	Sensitive facilities require additional checks.	https://careers.aramark.com
Sodexo	Food Service	Site-dependent hiring.	Healthcare sites have stricter standards.	https://jobs.sodexo.com
Darden Restaurants	Kitchen, Server	Large restaurant operator.	Cash-handling positions reviewed.	https://careers.darden.com

Georgia Nonprofit & Community Employers

Mission-driven organizations often provide employment opportunities while supporting long-term career development.

Organization	Roles	Notes	Careers
Goodwill of North Georgia	Retail, Warehouse, Career Services	Workforce development and employment support.	https://goodwillng.org
Habitat for Humanity ReStore	Retail, Warehouse	Employment and volunteer opportunities.	https://www.habitat.org
Salvation Army	Retail, Warehouse, Social Services	Mission-based employer with reentry experience.	https://careers.salvationarmy.org

HTL Workforce Development Career Strategy

To maximize employment opportunities, participants should prioritize applications in the following order:

1. **Staffing & Temporary Agencies** – Build recent work history quickly.
2. **Warehouse & Logistics** – Gain stable employment with advancement opportunities.
3. **Manufacturing & Construction** – Develop specialized skills and increase earnings.
4. **Transportation or Skilled Trades** – Pursue certifications and long-term career growth.
5. **Supervisory or Technical Roles** – Advance through demonstrated performance and continued training.

Use temporary employment to establish a recent W-2 work history before transitioning into long-term career roles.