

Los Angeles Employers That Hire People with Criminal Records - 35+ Strong Leads

Note: This list includes companies with proven track records of hiring people with criminal backgrounds. Los Angeles has 3.39% of job listings as fair chance opportunities, ranking second nationally after San Francisco. All companies listed have Los Angeles area locations and follow California's Fair Chance Act.

RETAIL & MAJOR CHAINS (High Volume Hiring)

1. Walmart

- Multiple LA locations, officially states "We hire felons as long as their timeline of conviction has fallen off"
- **Positions:** Sales associates, stockers, cashiers, warehouse workers
- **Note:** Signed Ban the Box and Fair Chance Pledge

2. Target

- Considers hiring felons on case-by-case basis, signed Ban the Box
- **Positions:** Team members, warehouse, distribution, customer service
- **Note:** Nature of offense and time elapsed are key factors

3. Home Depot

- Willing to hire felons, signed Fair Chance Pledge
- **Positions:** Sales associates, warehouse, lumber yard, garden center

4. Costco

- Known to hire felons for various retail positions
- **Positions:** Warehouse workers, cashiers, food court, gas station

5. Best Buy

- Listed among retailers that hire people with criminal records
- **Positions:** Sales, warehouse, customer service, tech support

6. CVS Health

- Will hire felons after complete background check, broad range of career options
- **Positions:** Pharmacy technician, cashier, store operations

7. Walgreens

- Known to hire people with criminal backgrounds
- **Positions:** Customer service, pharmacy support, sales associate

RESTAURANTS & FOOD SERVICE (Easiest Entry Point)

8. McDonald's

- Around 65% of franchise locations hire non-violent felons, one of most felon-friendly chains
- **Positions:** Crew members, shift managers, maintenance
- **Note:** Franchise locations more likely to hire than corporate stores

9. Starbucks

- Considers felons case-by-case, offers subsidized education, health coverage, paid time off
- **Positions:** Baristas, shift supervisors, store management

10. Chipotle Mexican Grill

- Claims to champion "diversity and celebrating inclusion," considers applicants case-by-case
- **Positions:** Crew members, kitchen prep, cashiers

11. In-N-Out Burger

- Multiple LA locations, known for fair hiring practices
- **Positions:** Associates, cooks, customer service

12. Subway

- Listed among restaurant chains that hire felons
- **Positions:** Sandwich artists, shift leaders

13. KFC

- Franchise locations often hire people with criminal backgrounds
- **Positions:** Team members, cooks, cashiers

14. Taco Bell

- Known to hire felons in food service positions
- **Positions:** Team members, shift leads, food preparation

15. Pizza Hut

- Hires people with criminal records for delivery and restaurant positions
- **Positions:** Delivery drivers (clean driving record required), cooks, cashiers

WAREHOUSING & DISTRIBUTION (High Demand)

16. Amazon Warehouse

- Hires felons after background check, considers nature of offense and time elapsed
- **Positions:** Warehouse associates, package handlers, forklift operators
- **Note:** Multiple fulfillment centers in LA area

17. FedEx

- Hires people with felony records as package handlers, loaders, delivery drivers after background checks
- **Positions:** Package handlers, delivery drivers, warehouse operations

18. UPS

- Warehouses historically willing to give people second chances
- **Positions:** Package handlers, drivers, warehouse workers

19. Target Distribution Centers

- Target has 44 distribution centers across USA, known to hire felons
- **Positions:** Warehouse associates, material handlers, shipping/receiving

MANUFACTURING & PRODUCTION

20. General Mills

- Fairly broad range of job opportunities, felony charge won't necessarily hurt application
- **Positions:** Production workers, packaging, quality control, maintenance

21. Tyson Foods

- Listed among major food manufacturers that hire felons
- **Positions:** Production workers, processing, packaging

22. Coca-Cola (Bottling Plants)

- Known to hire people with criminal records in production roles
- **Positions:** Production operators, warehouse, delivery

23. PepsiCo

- Hires felons in manufacturing and distribution positions
- **Positions:** Manufacturing, warehouse, route sales

TEMP AGENCIES (Excellent Starting Point)

24. Kelly Services

- Huge temp agency with thousands of jobs, felony must be over 7 years old for some positions
- **Positions:** Office, warehouse, manufacturing, customer service

25. Manpower

- Felony must be over 7 years old, jobs in trades, manufacturing, distribution
- **Positions:** Industrial, warehouse, skilled trades, hospitality

26. Adecco Staffing

- Jobs in accounting, customer service, hospitality, manufacturing, warehouse
- **Positions:** Wide variety across industries

27. Labor Ready

- Over 600 locations, hires for construction, skilled labor, general labor, food service
- **Positions:** Construction, general labor, warehouse, janitorial

28. Allegiance Staffing

- Branches across US, specialize in felon-friendly industries
- **Positions:** Manufacturing, warehouse, customer service, skilled trades

NONPROFIT ORGANIZATIONS (Strong Support Systems)

29. Goodwill Southern Los Angeles County

- Values all people, supports transition to family-sustaining employment
- **Positions:** Retail associates, donation center workers, warehouse
- **Note:** Offers specific services for formerly incarcerated individuals

30. The Salvation Army

- Helps employees by hiring ex-felons because they believe in giving people second chances
- **Positions:** Thrift store workers, warehouse, rehabilitation programs

GOVERNMENT OPPORTUNITIES

31. Los Angeles County

- Fair Chance employer committed to ensuring individuals with criminal history have fair access to employment opportunities
- **Positions:** Various county positions (eligibility varies by department)

32. City of Los Angeles

- Day Labor Resource Centers Program matches persons seeking work with employers
- **Positions:** Various city positions, day labor opportunities

TELECOMMUNICATIONS

33. Verizon

- Runs background checks going back 7 years maximum, positions in operations and technical work may have more flexibility
- **Positions:** Retail sales, technical support, warehouse

34. AT&T

- Multiple LA retail locations
- **Positions:** Retail sales, customer service, technical support

CONSTRUCTION & SKILLED TRADES

35. Turner Construction Company

- Largest general contractor in country, looking for skilled and passionate individuals
- **Positions:** Laborers, equipment operators, skilled trades

36. Various Construction Companies

- Smaller construction companies often do not conduct background checks
- **Positions:** General laborers, skilled trades, equipment operators

KEY SUCCESS STRATEGIES:

Legal Advantages in Los Angeles:

- LA County Fair Chance Ordinance effective September 2024 provides additional protections beyond state law
- California Fair Chance Act prohibits employers with 5+ employees from asking about conviction history before conditional job offer

Best Practices for Clients:

- 1. Apply to multiple positions** - Don't self-disqualify
- 2. Focus on temp agencies first** - They often provide fastest path to employment
- 3. Be honest during background checks** - Transparency is valued
- 4. Emphasize skills and growth** - Focus on qualifications, not past mistakes
- 5. Consider franchise locations** - Often more flexible than corporate stores
- 6. Target high-volume hiring periods** - Holidays, summer, back-to-school

Industries with Best Opportunities:

- Food service and restaurants (easiest entry)
- Warehousing and distribution (high demand)
- Manufacturing and production (stable employment)
- Temporary staffing (fastest hiring)
- Construction and skilled trades (good pay, less background focus)

Contact these employers directly through their career websites or visit locations in person. Many hiring managers appreciate candidates who show initiative by applying in person.