

Dear President Obama:

I ask that you develop and implement an **Executive Order to Ban the Box at the federal level by limiting consideration of conviction history in federal government employment decisions and extending these limits to federal contractors by only doing business with those that have adopted and employ conviction history policies that are consistent with Ban the Box.**

This is an issue that is vitally important to myself, as a business owner, and to our overall economy, because millions of men and women, many of them eminently qualified and years distant from their convictions, are arbitrarily disqualified from employment, and from the life-enhancing attributes that come with steady, meaningful work.

Implementing Ban the Box policies would help business owners such as myself by:

- Increasing the pool of qualified employees that businesses need to grow and thrive;
- Lessening the tax burden carried by business owners and shifting some of that to individuals who would be employed and paying taxes;
- Lessening the amount of those taxes that go into social services accessed by unemployed citizens who must depend on those services for basic survival needs instead of being allowed the opportunity to provide for themselves and their families;
- Expanding the customer base that business owners depend on, as individuals currently deprived a steady income would otherwise be employed and have the income necessary to spend on the goods and products that those businesswomen and businessmen offer.

I urge you to issue this executive order, which is not about preventing employers from asking about criminal histories, but about delaying that question until an employer has had a chance to see the applicant as a human being, with immense potential and positive experience, as someone worthy of consideration for an interview or employment offer based on his or her qualifications, not on a mistake made many years prior.

Sincerely,

Name \_\_\_\_\_

Title \_\_\_\_\_

Business \_\_\_\_\_

City, State \_\_\_\_\_

email address \_\_\_\_\_

phone \_\_\_\_\_