



SECOND CHANCES

Employer Declaration

Opportunity for one creates prosperity for all.

SECOND CHANCES

EMPLOYER DECLARATION

We, the undersigned, believe that second chances are vital to individual success as well as to the health and vitality of the entire community.

Second chances are a lifeline that keeps hope alive for those with limited resources and unequal opportunities. They enable individuals to learn from their past, reach their full potential, and foster goodwill within the community. Moreover, they are the bedrock upon which a sense of belonging and inclusion is built—a foundation that should extend to every member of our society, regardless of their past.

We recognize that second chances are most valuable where they are scarcest. This is especially true for individuals in Chattanooga who carry the additional burden of a felony conviction. For these individuals, the renewed opportunity of a second chance can be transformative, opening doors to meaningful employment, the ability to support their families, and the opportunity to invest in the community that may have felt out of reach. Their success, in turn, contributes to the overall prosperity and social cohesion of the Chattanooga community, creating a ripple effect that benefits everyone.

We do not artificially prioritize employees or candidates with felony convictions, yet we remain fully committed to inclusive and non-discriminatory hiring practices. We stand by a culture of opportunity—one that is genuinely available to all, including those who have served time and are now ready to contribute positively to our society.

We are proud to join the ranks of employers in Chattanooga who offer second-chances, celebrating the resilience and determination of those who have found a new beginning here. We also applaud the employers and community leaders who make these opportunities possible. Together, we can unlock the full potential of our workforce, strengthen our economy, and build a community where everyone has a chance to succeed.

Our call to action is simple: Let us continue to support and expand these efforts, ensuring that Chattanooga remains a place where second chances are not just available but are embraced as a key to our collective success. By doing so, we reaffirm our belief that every individual, regardless of their past, can contribute meaningfully to our shared future.

SIGN UP ADD YOUR NAME



SIGNING benefits

1. Public recognition for your company
2. Expert information for your managers
3. Resource guidance for your employees
4. Continuing education for your team
5. Technical support for your processes
6. Volunteer opportunities for everyone

SIGN UP ON OUR WEBSITE 

DURING SECOND CHANCE MONTH (APRIL)

For more information or to schedule a presentation,
call David Chalker | +1 202 560-4740

CHATTANOOGA ENDEAVORS

Chattanooga Endeavors has been a cornerstone of second chances for formerly incarcerated individuals and their families in the Hamilton County area since 1988. With a pioneering history or longstanding leadership in reentry workforce development programs, we have consistently worked to restore hope, rebuild lives, and strengthen community connections.

Today, our mission centers on preserving the hometown bonds that foster resilience, improving access to critical disability resources, and empowering employers to achieve their second-chance hiring goals. By bridging gaps and creating opportunities, we remain committed to transforming lives and enriching our community.



Keep In Touch

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The following major donors were instrumental in making this possible.