



On a mission to make it easy  
& affordable to clear your record.



**1 in 3 Americans has some type of criminal record. Too many of these people are left out of the workforce. This is not good for people and it's not good for business. Rasa is on a mission to change it.**

According to Bureau of Justice statistics, around [60% of formerly incarcerated individuals](#) are searching for employment opportunities. Most of these people want to get back to work, but their records are holding them back. Unemployment of people with records is estimated to cost the United States economy [\\$87 billion each year](#).

Many criminal records are already eligible for clearance under existing state laws. A recent study found that between 20 and

30 million Americans are currently eligible for expungement. However, the process to clear a record is costly, complex, and time-consuming. Most people need a lawyer to complete this process, but lawyers charge between \$2,000 and \$3,000 for this work. For many people with records, this price is out of reach.

#### **About Rasa**

Rasa is a new public benefit corporation with the mission of making expungement simple and affordable for everyone. We are a team of attorneys, software engineers, and expungement advocates using technology to clear as many eligible records as possible.

## The Impact of Second Chance Employment

For employers, people with records represent an untapped pool of skilled and loyal workers. [Research shows](#) that hiring people with criminal records leads to higher retention rates. In addition, [85% of HR Professionals](#) report that individuals with criminal records perform as well or better than employees without records.

Hiring people with records also helps employers diversify their workforce. Due to the racial and ethnic disparities in our criminal justice system, criminal records are more common among minority populations. Providing second chances leads to upward mobility for communities of color.

### HOW EMPLOYERS CAN PARTNER WITH RASA TO SUPPORT EMPLOYEES WITH RECORDS

To get people back into the workforce, Rasa is partnering with employers to offer expungement as an employee benefit. In this tight labor market, these programs are effective recruiting and retention tools that can help employers hire and retain a strong workforce. Offering these programs to people with records sends a powerful signal that employers see people not for their past but for their potential.

#### WHAT OUR EMPLOYERS ARE SAYING:



Rasa has been a most valuable partner in supporting USARA, a non-profit agency, with a new staff benefit. USARA hired Rasa to provide affordable legal representation for our staff to assist them with successful expungement of criminal history records. This benefit has a positive impact on employee retention, morale and appreciation, and empowers staff both personally and professionally.

**Mary Jo McMillen**  
Executive Director of USARA



#### WHAT OUR EMPLOYEES ARE SAYING:



I can't describe the profound sense of relief and happiness I felt when my record was cleared. I will never forget what it felt like to have my employer offer this benefit to me and Rasa made it so easy to access. This benefit reaffirms to me that my employer cares about me as a person and wants to invest in my future. It builds my loyalty as an employee and makes it more likely I will stay here.

**E.D.**  
USARA Employee



## EXPUNGEMENT EMPLOYEE BENEFIT PROGRAM

# OF EMPLOYEES:	ANNUAL COST:	MONTHLY COST:
20 or less	\$10,000	\$833.33
50 or less	\$25,000	\$2,083.33
75 or less	\$37,500	\$3,125
100 or less	\$50,000	\$4,166.66

### What the benefit includes:

- Orientation session for all employees;
- Education about the benefit;
- Use of our eligibility tool to help employees determine their eligibility;
- Full onboarding of all employees eligible for the benefit;
- Full legal representation in up to three cases for all eligible employees;
- Spreading the word about your company's employment opportunities;
- Annual report on our services that includes qualitative feedback from employees

*Note: this benefit does not include government fees.*

### Benefits to employer:

- Access to needed and untapped talent pool;
- Better employee loyalty and retention;
- Better performance and overall company morale;
- More opportunities to promote within;
- More diverse and inclusive workplace