Counsel conversation guide

Five questions for opening a review of an employer's criminal-history practices.

1. **How does the policy address time?**
   Does the process distinguish recent records from older ones, and consider how time since the most recent conviction bears on the relevance of the record?

2. **How is individualized information considered?**
   Where appropriate under governing law, how does the employer weigh job duties, the nature of the conduct, the candidate's explanation, work history, and other relevant information?

3. **Are reviewers using consistent inputs?**
   Do locations and business units apply shared guidance, or are materially similar cases treated differently without documented reasons?

4. **Can existing systems accept added context?**
   Could the current screening provider or adjudication platform display a research-based score and its explanation without adding another review portal?

5. **What is documented?**
   Can the organization reconstruct what information was considered, which policy was applied, and who made the final decision?

Where the score may be relevant

If a client wants standardized context about what the facts of a conviction record indicate about modeled reconviction risk, the Bushway Opportunity Score may be worth evaluating alongside existing policy and legal analysis. It is not designed to be an automatic approval or exclusion rule.

A practical introduction

> "Bushway Works has developed a research-based score that may complement your existing criminal-history review. Would it help to look at how it works, and whether it could be delivered through your current workflow?"

For a methodology discussion or a joint client briefing

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