

Scheduled private-certificate disclosure expiry and employee job finding in Denmark

Bolero

Abstract

A conviction may affect employment through disclosed information, expectations about rejection and persistent circumstances associated with conviction. We plan to examine employee job finding around scheduled expiry of disclosure on Denmark’s private criminal-record certificate. The source design follows qualifying observed conviction cohorts from 2009–2017 and distinguishes fine, suspended-sentence and custodial clocks, conditional on historical legal and measurement verification. H1 alone is confirmatory. An earlier within-cohort anniversary and an independently archived traffic-fine battery constrain its interpretation. The registered primary estimate is *[pending]*; its supported interpretation is *[pending]*. Schedule migration, sector proxies, employed mobility, job quality, annual wages and benefit-state comparisons retain exploratory status. Certificate expiry does not erase convictions, and this design does not separately identify employer information and worker awareness. This is an ordinary amendment of an unexecuted preregistration, not a published-paper replication.

Keywords: Criminal records; employee job finding; scheduled disclosure; adaptive preregistration

PRE-DATA TEMPLATE: empirical results are pending; any illustrative mock-data figures or tables are not research findings.

Introduction

All figure and table numbers are illustrative layout examples, marked ILLUSTRATIVE MOCK DATA — NOT RESULTS. Empirical results remain pending.

A criminal conviction can continue to matter after punishment ends. An employer may respond to the information it reveals; a worker may anticipate rejection and change where or when to search. The circumstances that led to conviction may also persist. These explanations share a prediction of employment disadvantage but

differ in whether a scheduled change in the information available through a criminal-record certificate should coincide with a change in job finding. Distinguishing a dated response from an enduring difference is the question of this study.

The information change is specific. A private certificate can cease displaying a decision under its applicable rules while the underlying conviction remains recorded. A scheduled expiry date therefore describes eligibility for a different certificate extract, not observed employer receipt of that extract. Information already known to an employer need not disappear, and the worker need not know the date. These distinctions make the timing comparison informative while limiting any inference about whose behavior changes. The [official institutional evidence](#) distinguishes certificate disclosure from the central register.

A change near a scheduled date could also reflect ordinary recovery, non-employment duration, calendar institutions, benefit schedules or a change in the people who remain at risk of finding work. Statutory timing does not randomize these influences. The design consequently asks successive questions: what is the scheduled date, what happens to the job-finding hazard around it, do the registered comparison dates challenge that pattern, and do the remaining signatures fit an informational account? The comparisons can narrow explanations without uniquely identifying one.

The study belongs to the literature on record clearing and employment. Petition-based expungement, automatic remediation and restrictions on application-stage questions change different information channels and involve different selection margins. [Prescott and Starr \(2020\)](#) emphasize the distinction between eligibility, uptake and recipients' trajectories; [Agan et al. \(2024\)](#) provide a close record-remediation study, although its full text was not retrieved for this amendment. Our contribution is the particular scheduled-date comparison and its explicit challenges in Denmark. We make no first-study claim or claim that certificates are universally requested. The final evidence sequence includes both the quantity of hiring and the kinds of employee jobs and wage income accompanying it.

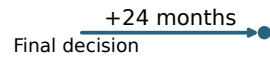
Institutional clock, population and comparison

The registered frame consists of qualifying final decisions from 2009 through 2017 for people with a single qualifying observed conviction since 1980 up to index, aged 18–55 at the registered clock origin. It separates fines (F), fully suspended sentences (S), unconditional custodial sentences (C) and screened traffic fines (T). The retained targets are 24 months after the final decision for F, 36 months after the final decision for S, and 60 months after the legally relevant release for C. T has a 24-month pseudo-date. Figure 1 places these clocks alongside the statistical windows; it does not imply that the different sanction populations are exchangeable. Complete sanction sets, case construction and source exclusions are in SI S1.

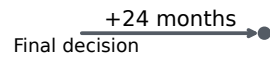
ILLUSTRATIVE MOCK DATA — NOT RESULTS

A Which event starts each clock?

F Fine



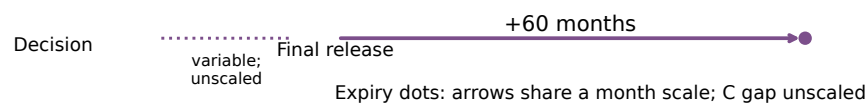
T Traffic fine: pseudo-date



S Fully suspended



C Custodial



B Which windows define the comparisons?

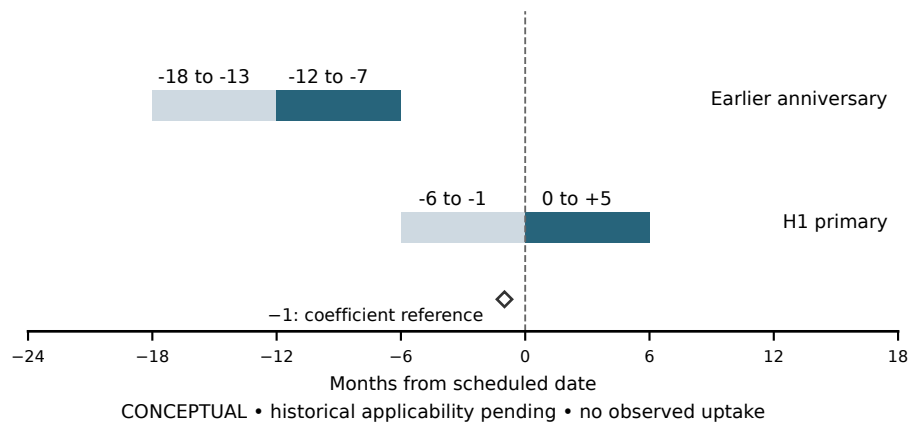


Fig. 1 ILLUSTRATIVE MOCK DATA — NOT RESULTS. The registered disclosure clocks and comparison windows. Panel A distinguishes final-decision and release origins; the decision-to-release interval is variable and unscaled. T denotes a pseudo-date rather than a disclosure change. Panel B marks the primary and earlier-anniversary windows in event months. Conceptual schematic: historical applicability is pending, and no actual certificate uptake or sentence length is shown.

Legal and observation clocks must coincide for the comparison to have its intended meaning. The historical memo is unfinished: rules can change over follow-up, juvenile provisions refer to age at offense, and the source’s earliest mapped release is not automatically the statutory final release. A recent [police notice on central-register deletion errors](#) makes the provenance of historical extracts especially relevant, without establishing an error in this study’s data or private-certificate dates. These uncertainties qualify the intended exposure; schema pages cannot settle them. The registered pooled scope is *[pending]*. The source permits F+S scope if custodial linkage is below its threshold, documented before treated contrasts, while retaining C as exploratory.

The outcome is finding an employee job during a month among people with no recorded employee job covering that month’s first day. The literal inclusive job interval means that a person whose job starts on day one is already employed at month start and is outside that month’s risk set. Multiple non-employment spells are allowed, and any eligible start is a binary event. The window runs from 24 months before to 18 months after the scheduled date, subject to observation requirements and censoring for a new conviction, emigration, death, age 60 or coverage end. This is a monthly employee-job margin, not all work or lifetime employment recovery. The selection and measurement implications are explained in SI S1–S2.

Job finding around the scheduled date

The raw job-finding hazards in Figure 2 establish the scale and timing of the outcome before adjustment. Their realized profiles are *[pending]*. Separate arm panels allow levels and temporal shapes to be compared without pretending that their risk sets have the same composition. Because the denominator is the people non-employed at each month’s start, a changing level can reflect both transitions and changing membership. The adjusted event-time analysis asks a more specific question than these descriptive paths.

ILLUSTRATIVE MOCK DATA — NOT RESULTS

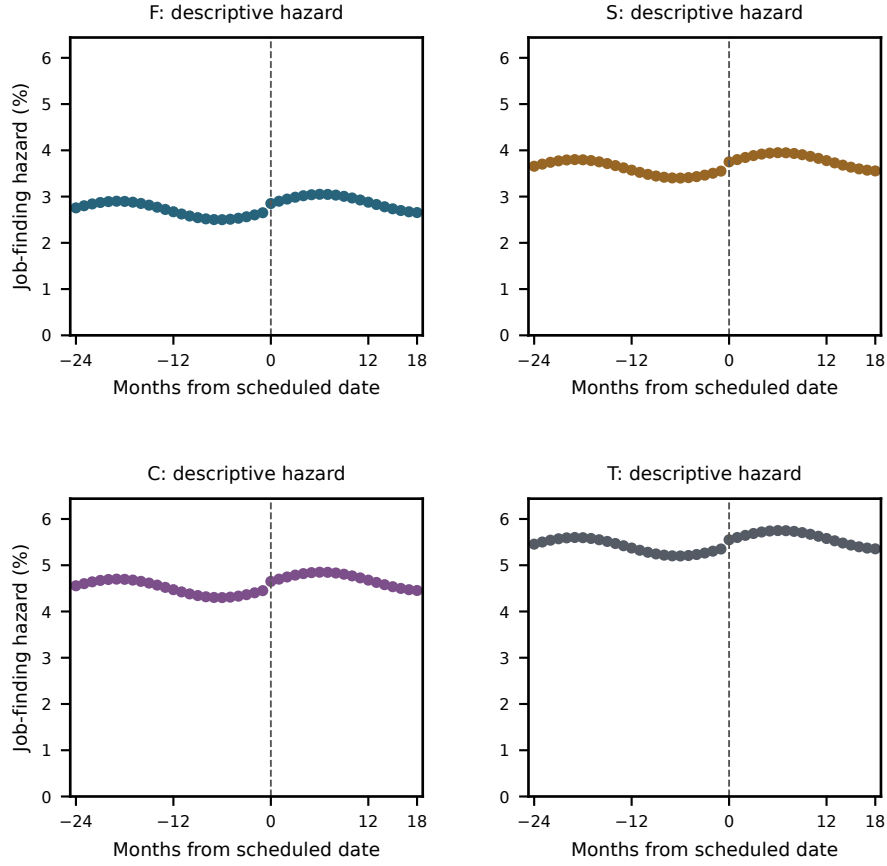


Fig. 2 ILLUSTRATIVE MOCK DATA — NOT RESULTS. Raw monthly employee-job-finding hazards for F, S, C and T. The panels share event-month and percent axes. The denominator is the registered non-employed month-start risk set in each arm and month; no confidence interval is invented for these descriptive levels. Missing or unobserved panels remain explicitly labeled.

The primary estimate compares the equal-bin average job-finding coefficients in months 0–5 with months –6 through –1. A linear probability model adjusts for calendar year-month and non-employment duration, with arm fixed effects in the pooled sample. Month –1 is the normalized reference; person-clustered uncertainty accounts for repeated observations. Figure 3 shows the full estimated path, and Table 1 reports the registered six-month contrast. This comparison requires a locally smooth counterfactual hazard after the specified adjustments; the fixed effects do not establish that assumption. SI S2 gives the model, covariance and exact contrasts.

The registered primary contrast is *[pending]*, with interpretation *[pending]*. Its upper confidence bound is *[pending]*, and the full event profile is *[pending]*. The contrast and interval remain the central quantitative result whether the predicted increase is supported, contradicted, imprecise or deprived of a causal interpretation by a falsification check. Per-month coefficients explain timing; they do not substitute for the uncertainty of the registered six-month contrast.

ILLUSTRATIVE MOCK DATA — NOT RESULTS

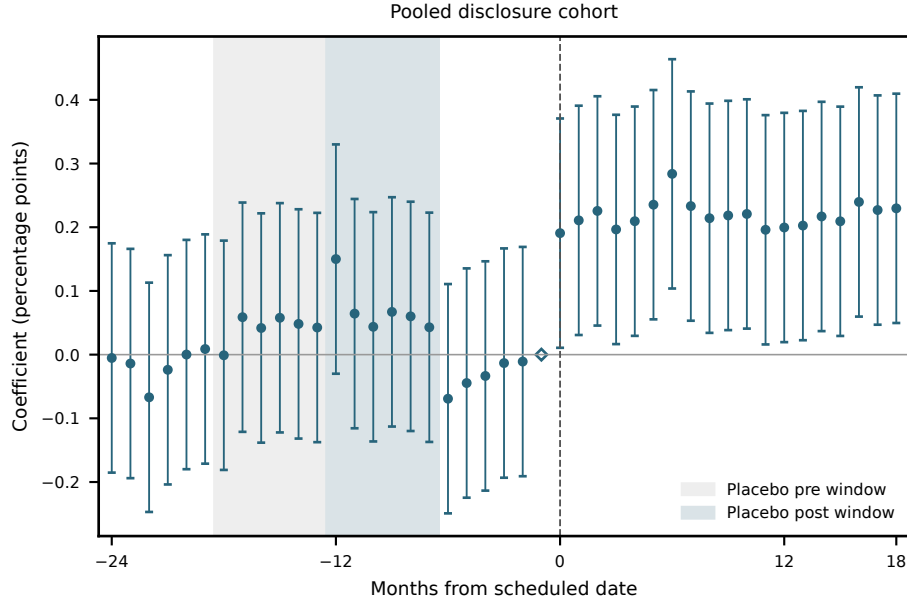


Fig. 3 ILLUSTRATIVE MOCK DATA — NOT RESULTS. Adjusted pooled event-time job-finding coefficients. Points and person-CR1 95% pointwise intervals are percentage-point differences from month -1 . The registered scope, month 0 and comparison windows are marked. Month -1 is a normalization rather than an estimated zero. The primary contrast and its interval appear in Table 1; no unavailable bins are interpolated.

Table 1. Primary comparison and its registered interpretation checks
ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT			
RESULTS: Quantity / component	Estimate / input	95% CI / screen	Claim disposition
H1 pooled main, 0:5 minus −6:−1	+0.24 pp	[0.06, 0.42]	Positive; p=.008
Earlier anniversary, −12:−7 minus −18:−13	+0.03 pp	[0.003, 0.057]	z=2.20; p=.028
F main contrast	+0.28 pp	[0.04, 0.52]	Raw arm estimate
S main contrast	+0.18 pp	[−0.04, 0.40]	Raw arm estimate
C main contrast / scoped reason	+0.26 pp	[−0.06, 0.58]	Illustrative C scope
Prior archived T contrast	+0.02 pp	[−0.15, 0.19]	p=.82; band not set
T/F disconfirmation: signed inputs and result	T=.02; F=.28 pp	pT=.82; .02 < .14	No disconfirmation
Anniversary disconfirmation: sign, p and magnitude	Placebo=.03 pp	p=.028; .03 < .12	No disconfirmation
Registered A2 support screen (2.576)	abs(z)=2.20; ratio=.125	2.20 < 2.576	Pass in illustration
Original support screen (1.96)	Same placebo inputs	2.20 > 1.96	Fail in illustration
Registered and original-screen implied verdicts	Conditional on archive	A2 only	Illustrated contrast

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

Probability contrasts display percentage points; screen rows carry their exact measured inputs and Boolean/unknown disposition rather than a fabricated interval. Include person/risk-month denominators and pooled scope in notes. Full T-band and archive detail is in Table S4. No primary estimate is removed when a gate fails.

The earlier anniversary asks whether an analogous change appears before the registered expiry: *[pending]*. The traffic battery asks whether a pseudo-date without the intended private-disclosure change displays a corresponding pattern: *[pending]*. That battery is archived before treated estimates; its comparison with F is evaluated once F has been estimated. The two registered disconfirmation checks are *[pending]*. They can defeat the intended interpretation, but an unrejected check cannot prove a smooth

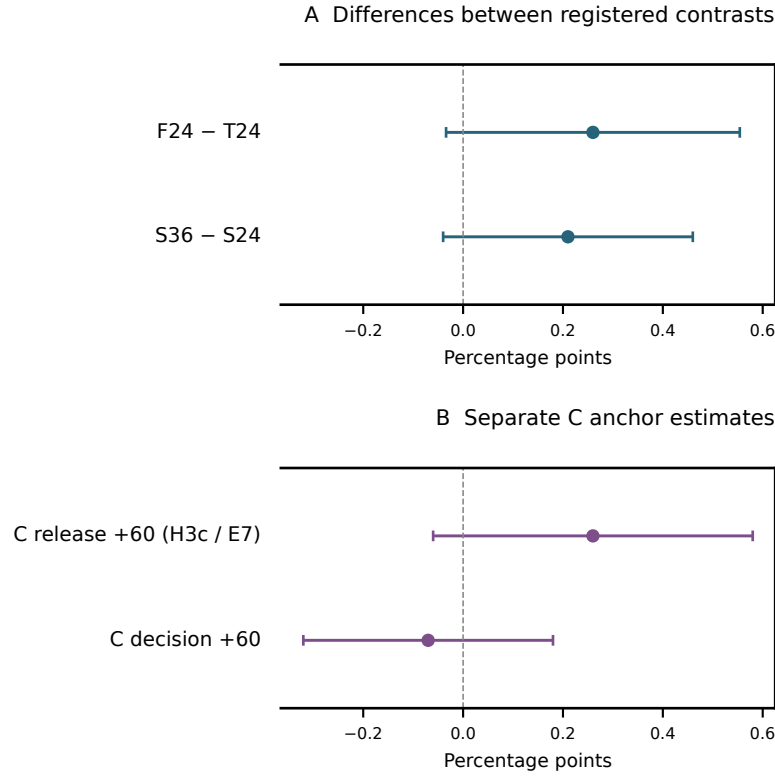
counterfactual or equivalence to zero. Their historical planning calibration had limited detection capacity; SI S7 preserves the numerical assumptions. Complete arm paths and traffic archival detail remain in Figure S1 and Table S4.

The strength of the registered claim also reflects decisions made after source planning simulations. Amendment A1 replaced a project-stop response to insufficient power with a demotion cascade, leaving H1 alone confirmatory; its editorial disposition is not supplied. Amendment A2 moved the placebo significance screen from .05 to .01, making the support condition more permissive under some real anomalies. Table 1 therefore retains the original-screen verdict beside the registered verdict. These are disclosed knowledge and selection costs, not evidence of empirical power. Consequential specification sensitivities are *[pending]*. Any anticipation, date-heaping or reset-clock finding that changes the interpretation must accompany the primary result; the full sensitivity inventory is in SI S4.

Timing signatures and compatible behavioral accounts

The next question is whether timing follows the registered legal schedule. The exploratory migration contrasts compare F at 24 months with T's pseudo-date, and S at 36 months with its own 24-month comparison window. The custodial module separately compares profiles anchored to release and decision. Their results are *[pending]* and *[pending]*. Figure 4 separates the migration differences from the paired C component estimates, because they answer related but distinct questions. Agreement would provide exploratory corroboration; discordance would sharpen the timing concern. A significant change at one anchor and nonsignificance at the other is not itself evidence of a difference. These exploratory tests cannot restore a causal interpretation lost by H1.

ILLUSTRATIVE MOCK DATA — NOT RESULTS



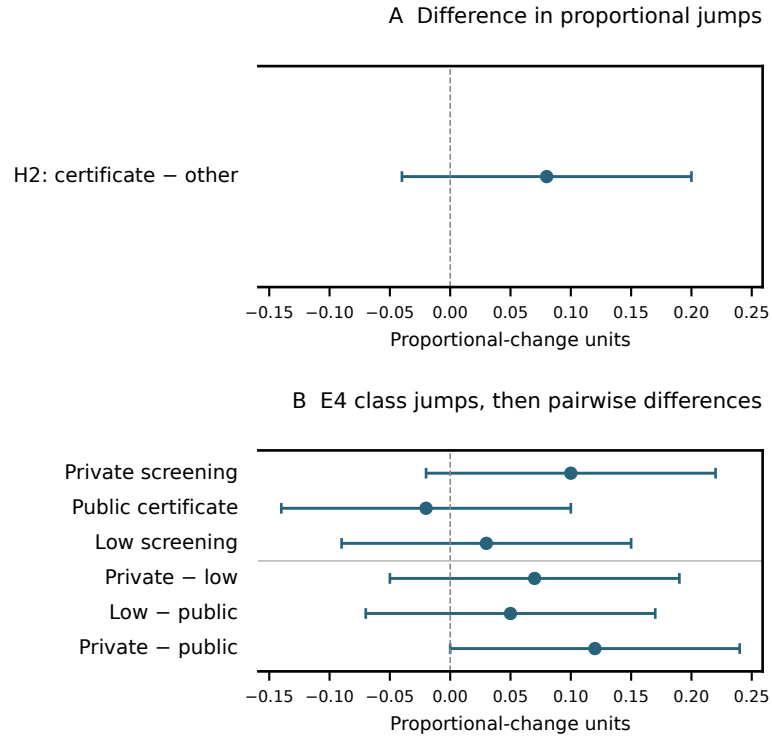
[1] Raw 95% intervals; Holm family decisions unresolved where the source does not define test counting. C release is reused by H3c and E7.

Fig. 4 ILLUSTRATIVE MOCK DATA — NOT RESULTS. Exploratory schedule migration and custodial anchors. Panel A shows H3a and H3b differences with their registered intervals. Panel B shows C release60 and decision60 estimates, identifying the reused H3c/E7 release quantity once. Difference estimates and single-anchor estimates are distinguished; no unregistered release-minus-decision test is implied. Intervals and Holm-decision status are labeled separately, and missing C evidence remains visible. Full target accounting is in Table S5.

An employer-information account also motivates comparing industries expected to differ in certificate screening. H2 compares proportional cause-specific hiring changes between the registered certificate-intensive proxy and other industries; E4 refines the proxy into private-screening, public-certificate and low-screening classes. The results are *[pending]*. Figure 5 emphasizes the registered proportional contrasts rather than manufacturing model-level hazard paths from normalized coefficients. The sector list is coarse: its transport category is taxis, and sector membership establishes

neither the job’s certificate requirement nor an actual request. Small hire counts, missing codes and incomplete classification limit the interpretation. The independent temporal-profile target and full variants remain in SI S5.

ILLUSTRATIVE MOCK DATA — NOT RESULTS



[1] Sector proxies do not measure screening. Raw bootstrap intervals where defined; mapping and family decisions remain source-dependent.

Fig. 5 ILLUSTRATIVE MOCK DATA — NOT RESULTS. Exploratory industry-proxy contrasts. Panel A shows H2 theta, the difference between proportional cause-specific changes. Panel B groups the registered E4 class and pairwise proportional contrasts. Dimensionless axes, source interval methods and family status are explicit. H2 count/cell restrictions do not erase E4’s independent disposition. No actual employer screening or worker awareness is measured, and no unspecified transformation is supplied by the plot.

Workers who already have jobs may respond on a different margin, by changing workplaces or destinations. E6 therefore examines people employed at month -1 , rather than combining them with the non-employed job-finding risk set. Its mobility and destination-interaction results are *[pending]*, shown separately in Table S6B. A

compatible pattern could inform a worker-search account, but the population difference and unobserved awareness prevent a causal decomposition. The source workplace identifier’s limited documented period also makes coverage a substantive constraint, not a reason to replace mobility with another outcome.

Economic content and an alternative institutional clock

A hiring change need not imply an improvement across all dimensions of work. Table 2 keeps first-full-month hours and log narrow wages, annual wage income and 180-day match durability separate: *[pending]*. Hours and wages describe the hires that occur, so a composition change can matter. Annual wage income follows the registered people across the two years before and after the clearing year, but remains employee remuneration rather than total income. Durability asks whether jobs last, using 180 days rather than six calendar months. These distinct questions make disagreement informative; they do not support a single composite quality score.

Table 2. Job quality, annual wages and match durability

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Source target	Population and unit	Estimate	95% interval	Inference / status
E1 hours	Pre/post hires; hours per first full month	Not set	Not set	Hours rule unresolved
E1 log narrow wage	Pre/post hires; log currency	+0.04	[−0.02, 0.10]	Raw interval; family not set
E2 annual wage income	Within person; annual wage currency, unit to verify	+240	[−120, 600]	Illustrative currency; unit to verify
E3 survival at least 180 days	Pre/post hires; probability difference	+0.024	[−0.012, 0.060]	Raw interval; family not set

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

All four components remain separate. The survival contrast is a probability difference; hours, log currency and annual currency retain their respective units. Source exclusions, first-full-month definition, missingness and complete uncertainty specifications are explained in SI S6; unresolved elements retain reasons. The named quality family is {E1,E2,E3}, with E1 component counting unresolved. Empirical values remain pending; the separately labeled numbers above are presentation examples only.

Benefit institutions provide a further timing account. The registered audit compares the event contrast in UI/activation person-months with that in other person-months, and directly tests their difference: *[pending]*. Table 3 reports both component estimates so that readers need not infer a difference from their separate significance levels. The mapping of benefit states and overlapping spells must be documented first. This is an exploratory audit, not a new gate deciding whether benefits caused or could not have caused the primary pattern.

Table 3. Benefit-state audit

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Source target	Contrast / unit	Estimate	95% interval	p / status
UI or activation	H1 window contrast; probability difference	+0.0032	[−0.0008, 0.0072]	Component
Other	H1 window contrast; probability difference	+0.0012	[−0.0020, 0.0044]	Component
Between-state difference	UI or activation minus other; probability difference	+0.0020	[−0.0010, 0.0050]	p=.19; singleton

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

The difference uses joint covariance and the source singleton uncorrected exploratory test. State assignment is at month start using complete historical PTI codes and overlap rules; no covering spell means other only after completeness is established. State counts/shares and mapping version belong in the note or a continuation panel, not an inferred common-population flow.

Discussion

The registered primary interpretation is *[pending]*. The compatible mechanism reading is *[pending]*, and the consequential limits are *[pending]*. Taken together, the comparisons ask whether an employee-job-finding change is concentrated at the intended schedule, challenged by the registered rival clocks, and accompanied by interpretable sector, mobility and job-content patterns. They do not observe an employer's information update or the worker's beliefs. Legal applicability, case/release mapping, risk-set selection and incomplete data remain conditions on the evidence rather than assumptions proven by its appearance.

The conclusion is *[pending]*. Its scope remains the registered scheduled-disclosure comparison in Denmark, not erasure of the conviction or all employment consequences of criminal records. A bounded estimate can narrow compatible increases without establishing equivalence or proving that persistent personal circumstances explain disadvantage. A failed comparison can limit the design without being a statistical null. The magnitude and uncertainty of the primary contrast, together with the registered validity checks, will determine how narrowly that question can be answered.

Supplementary Information

S1. Decisions, eligibility and historical clocks

The frame uses guilt-with-sanction histories from 1980 through the necessary follow-up. Index decisions are 2009–2017; appellate case versions cannot be counted as new convictions. The source final-instance rule requires same-JOURNR ordering by actual court-instance rank and date. Neither the numeric value nor the label of AFG_AFGRETKO supplies that ranking. C uses person/case linkage first, then the registered fallback, with earliest release strictly after index and within eight years. Ties and the relationship to statutory final release remain explicit requirements. F/S/C/T sanction sets, exclusions, coverage candidates and exact outstanding definitions are in the incorporated data contract.

A certificate issued just before expiry may still be in circulation afterward; scheduled eligibility is therefore not an observed information replacement. BFL date heaping and monthly compression can also distribute a change across event months0 and +1. No higher-frequency adjustment or uptake measure is invented.

The historical memo must reconcile private versus public/child-certificate scope and the relevant rule vintage through follow-up. Being at least 18 at decision or release does not ensure that the offense occurred under adult provisions. The source cohort is retained without invented age fields or exclusions. The statistical-extract version must also be documented in light of the public central-register notice; the notice does not establish loss in KRAF. Tables S1/S2 separate observed sample composition from these documentation prerequisites. The realized flow is *[pending]* and composition is *[pending]*.

Table S1. Cohort construction and observation flow

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Step / recorded exclusion	F	S	C	T	Unit / reason
Candidate decisions: 2009	180	200	220	240	Decisions
Candidate decisions: 2010	183	203	223	243	Decisions
Candidate decisions: 2011	186	206	226	246	Decisions
Candidate decisions: 2012	189	209	229	249	Decisions
Candidate decisions: 2013	192	212	232	252	Decisions
Candidate decisions: 2014	195	215	235	255	Decisions
Candidate decisions: 2015	198	218	238	258	Decisions

MOCK — NOT RESULTS: Step / recorded exclusion	F	S	C	T	Unit / reason
Candidate decisions: 2016	201	221	241	261	Decisions
Candidate decisions: 2017	204	224	244	264	Decisions
Same-case versions resolved	950	800	620	880	Persons
Unresolved appeals excluded	16	19	22	25	Persons
Single observed qualifying conviction since 1980	900	740	580	820	Persons
Excluded sanctions 112/113/115/116/118	—	—	—	—	24 unas- signed persons
Excluded sanctions 311–323	—	—	—	—	25 unas- signed persons
Missing/zero sanction	—	—	—	—	26 unas- signed persons
Missing or unclassifiable offense	—	—	—	—	27 unas- signed persons
A3: sanction 219	—	—	—	—	28 unas- signed persons
A3: disqualification	—	—	—	—	29 unas- signed persons
A3: custodial element	—	—	—	—	30 unas- signed persons
Age at origin outside 18–55	25	28	31	7	Persons
Nonresident at decision	26	29	32	8	Persons
Absent at window start	27	30	6	9	Persons
C: same-case release	—	—	430	—	Persons
C: person fallback release	—	—	50	—	Persons
C: release ties	—	—	4	—	Persons
C: unmatched release	—	—	32	—	Persons
Fewer than 12 observable pre months	32	8	11	14	Persons

MOCK — NOT RESULTS: Step / recorded exclusion					
	F	S	C	T	Unit / reason
Fewer than 6 observable post months	6	9	12	15	Persons
Registered pooled scope and C observability losses	F	S	C	T	Example scope
Final persons	800	640	480	720	Persons
Eligible person-months	16,000	12,800	9,600	14,400	Person-months
Censoring: new conviction	10	13	16	19	Persons
Censoring: emigration	11	14	17	20	Persons
Censoring: death	12	15	18	21	Persons
Censoring: age 60	13	16	19	22	Persons
Censoring: coverage end	14	17	20	23	Persons

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

Each listed exclusion, arm and decision year retains its own cleared row. Person, decision, release and risk-month counts must be distinguished; the table does not assume that exclusions are sequentially disjoint until case construction is defined. C fallback and observability losses must remain visible.

Table S2. Cohort distributions and baseline context

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS:					
Characteristic / category	F	S	C	T	Unit
Decision year: 2009	89	72	54	80	Persons
Decision year: 2010	89	71	54	80	Persons
Decision year: 2011	89	71	54	80	Persons
Decision year: 2012	89	71	53	80	Persons
Decision year: 2013	89	71	53	80	Persons
Decision year: 2014	89	71	53	80	Persons
Decision year: 2015	89	71	53	80	Persons
Decision year: 2016	89	71	53	80	Persons
Decision year: 2017	88	71	53	80	Persons
KOEN: each documented registered category	Not set	Not set	Not set	Not set	Not set

MOCK — NOT					
RESULTS:					
Characteristic / category	F	S	C	T	Unit
Age: each source	Not set	Not set	Not set	Not set	Not set
five-year band, exact					
mapping pending					
Baseline employment, −24:−19	42.0%	38.0%	34.0%	46.0%	Persons
Baseline job-finding hazard, −24:−7	3.1%	2.9%	2.6%	3.4%	Risk months
Persons / available risk months / pooled scope	800 / 16,000	640 / 12,800	480 / 9,600	720 / 14,400	Person / risk months
Pre/post observation-window availability	12 / 6	12 / 6	12 / 6	12 / 6	Min. months

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

Use existing cohort-summary, sample-flow and quality-check quantities with their true denominators; do not add covariates, undocumented age cuts or a new distribution estimator. Shares are reported only if cleared and defined by the registered producer. The displayed counts are hypothetical layout examples; the editable empirical shells and all result bindings remain pending.

S2. Person-month construction, estimation and shared diagnostics

Jobs are compressed BFL intervals. A job covers month start when its start is no later than the first day and its end is no earlier. The risk set excludes such person-months. Any start in an eligible month is one event; the highest-hours start supplies attributes among multiple starts, with missing/tied maxima unresolved. Open end dates, duplicate records and left-censored non-employment spells require source-compatible specification. A lack of records is meaningful only after linkage and coverage are established. These details matter because day-one hiring and changing risk membership affect what the measured monthly hazard represents.

For individual i in month m , let Y_{im} indicate an eligible employee-job start, k_{im} denote event month, $c(m)$ calendar year-month, d_{im} the non-employment duration category and a_i arm. The registered model is

$$Y_{im} = \sum_{k=-24, k \neq -1}^{18} \beta_k \mathbf{1}\{k_{im} = k\} + \lambda_{c(m)} + \gamma_{d_{im}} + \eta_{a_i} + \varepsilon_{im}.$$

The arm term appears only in pooled models. Setting $\beta_{-1} = 0$, the primary and earlier-anniversary summaries are

$$\Delta = \frac{1}{6} \sum_{k=0}^5 \beta_k - \frac{1}{6} \sum_{k=-6}^{-1} \beta_k, \quad \Delta_P = \frac{1}{6} \sum_{k=-12}^{-7} \beta_k - \frac{1}{6} \sum_{k=-18}^{-13} \beta_k.$$

These definitions are contrasts of adjusted coefficients; they are not differences of pooled raw window means.

The primary LPM includes event-month indicators -24 through $+18$, omitting -1 , calendar year-month FE, non-employment-duration FE ($1-36, 37+$) and pooled arm FE. No person FE enters the primary. The contrast averages six post coefficients minus six pre coefficients, including the normalized -1 as zero in its six-bin denominator. Use the complete person-CR1 covariance for each contrast: square root of $c'Vc$, with normal-Wald two-sided p and 95% intervals. A missing required bin is not omitted from its denominator. Pointwise event intervals and a contrast interval are different objects. $R \geq 4.3$ and $\text{fixest} \geq 0.11$ are the source requirements.

Table S3 carries all seven checks and their own dispositions: *[pending]*. Figure S1 compares the complete F/S/C/T adjusted profiles, *[pending]*, on compatible axes; Figure S2 assesses scheduled calendar-month concentration, *[pending]*; Figure S3 assesses boundary composition, *[pending]*. A quality pass does not establish local smoothness. Some source checks use prescribed baseline outcome levels despite their “outcome-neutral” name; no such quantity has been viewed here.

Table S3. Seven shared checks and consequences

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Check	Registered quantity / reference	Measured result	Reconciliation / disposition
1. Coverage	Definition- aligned STRAF11/40 arm/year counts within $\pm 5\%$	Maximum arm/year deviation: $+3.2\%$	Within reference
2. Linkage	CPR at least 95%; C release at least 90% or registered F+S scope	CPR: 97%; C release: 92%	Within reference
3. Plausibility	Employment $-24:-19$ $30-80\%$; hazard $-24:-7$ $1-15\%$	Employment: 42% ; hazard: 3.1%	Within reference

MOCK — NOT RESULTS: Check	Registered quantity / reference	Measured result	Reconciliation / disposition
4. Missingness / appeals	GER7 and AFGTYP3 at least 99%; industry at least 95%; unresolved appeals at most 5%	GER7: 99.7%; sanction: 99.6%; industry: 97%; appeals: 2%	Within reference
5. Dates	One-date decision share >5%; first-day start share >40%	Largest decision-date share: 6%; first-day starts: 44%	Heaping sensitivity; monthly timing
6. Composition	All KOEN/age standardized differences <.10	Not set: source categories and standardization	Unresolved; no invented category
7. Calendar density	No arm/month clearing share >2/12; source rounded 16.7%	Largest arm/month share: 12%	Below both source threshold forms

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

Check 1 and unreconciled load-bearing checks stop progression; C linkage has its own scope contingency; industry missingness, date heaping and composition flags have registered sensitivities. Density anomalies require legal reconciliation. Record each subquantity/stratum, exact threshold, reason and disposition; equality/rounding gaps are not silently resolved.

ILLUSTRATIVE MOCK DATA — NOT RESULTS

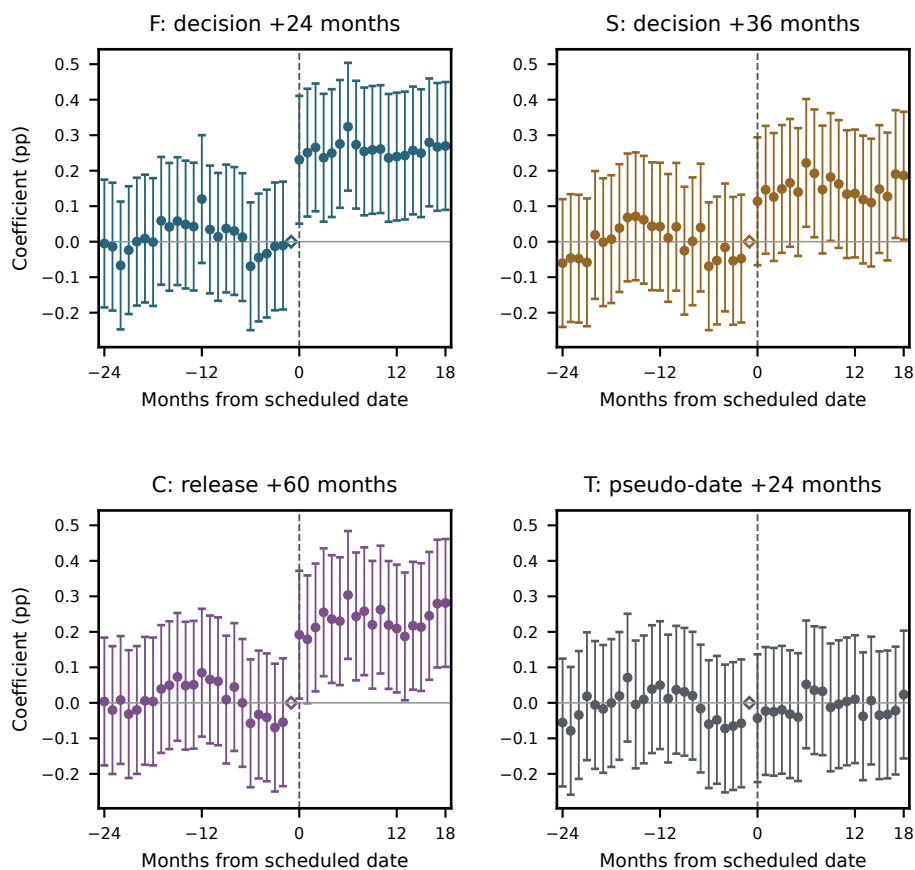


Fig. S1 ILLUSTRATIVE MOCK DATA — NOT RESULTS. F/S/C/T adjusted event-time coefficients on common percentage-point axes. T is the previously archived estimate, not refitted for display. Reference month -1 , month0 and person-CR1 95% pointwise intervals are explicit. Arm comparability is not established by a shared scale.

ILLUSTRATIVE MOCK DATA — NOT RESULTS

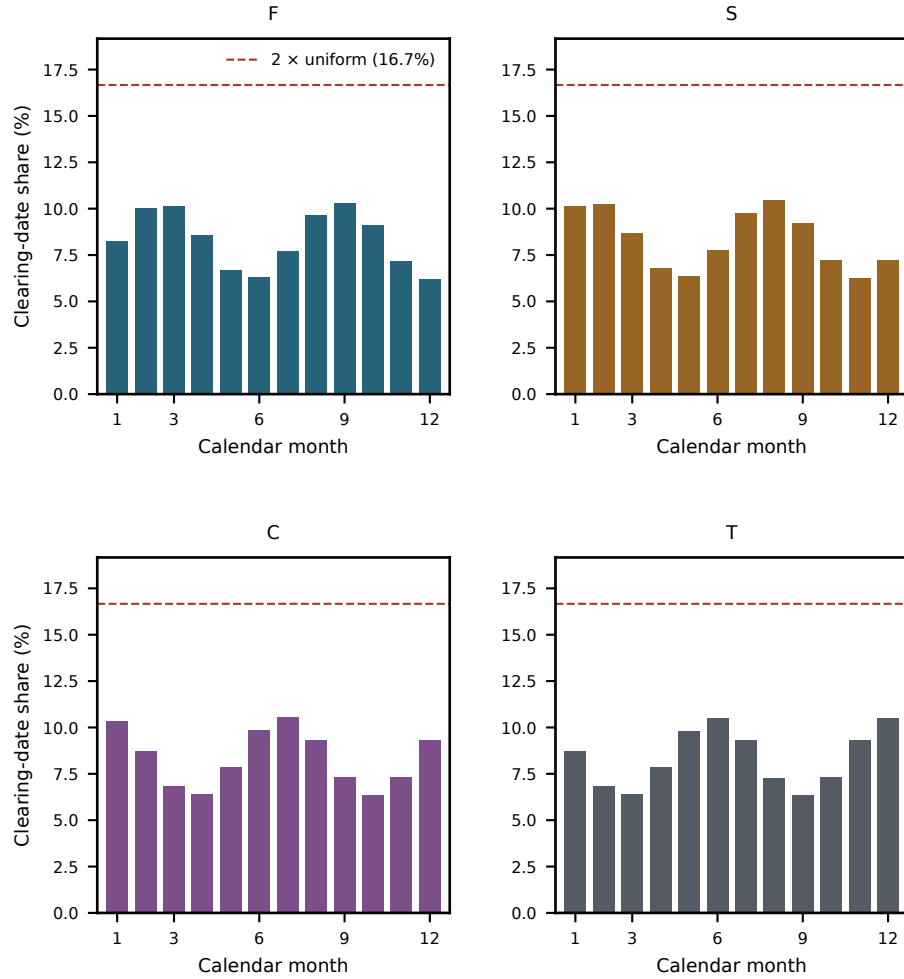
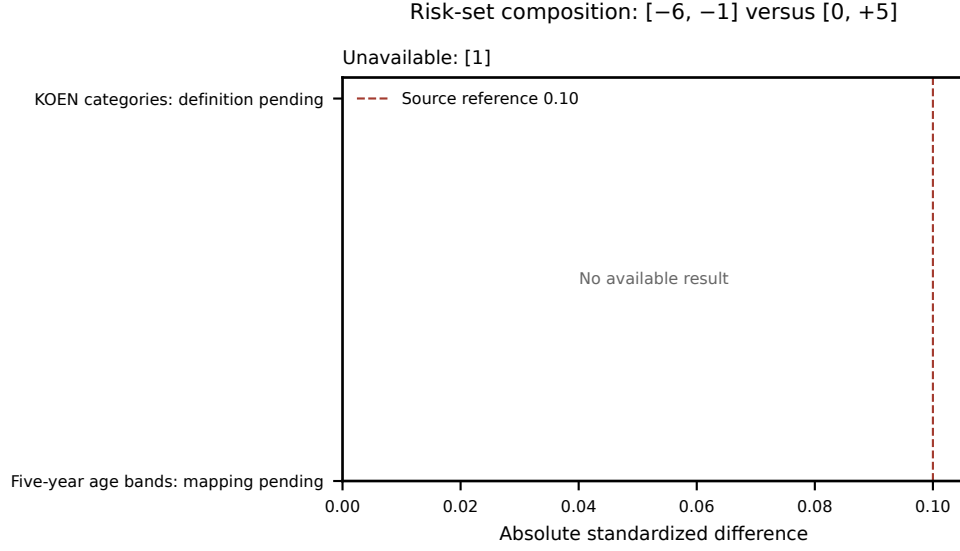


Fig. S2 ILLUSTRATIVE MOCK DATA — NOT RESULTS. Scheduled-date distribution across calendar months by arm. Bars show shares in percent; the reference is twice uniform. These are calendar months, not event months. The source exact-versus-rounded threshold convention remains unresolved; density carries no p-value.

ILLUSTRATIVE MOCK DATA — NOT RESULTS



[1] Boundary composition: pre_data_unresolved — Exact source categories and standardization need resolution; no categories are invented for this preview.

Fig. S3 ILLUSTRATIVE MOCK DATA — NOT RESULTS. Magnitude of signed standardized differences in the registered KOEN and five-year-age categories across pre/post risk sets. The stored values remain signed; the plot shows absolute magnitude against .10, without invented intervals. Reweighting requirements do not suppress the primary result.

S3. The traffic battery and claim checks

T uses the source A3 sanction screen and the 24-month pseudo-date. Its full event coefficients, raw hazard profile, main-window contrast and single 90% hazard-ratio band must be archived before treated estimation. The band is *[pending]*. Its numerical value does not gate H1, but an incomplete band prevents claiming a complete archive. The exact ratio estimand, transformation and interval construction remain U07; neither a standard margin nor a new link function is chosen in this manuscript.

The F-relative traffic kill is evaluated after F exists and keeps the signed F contrast. The earlier-anniversary support clause and positive-significant kill are distinct; a non-kill support failure is not automatically a falsification kill. Table S4 preserves the measured inputs so those distinctions can be checked. Main Table 1 retains the primary and both screen verdicts rather than referring a reader to a protocol to learn why the main claim is limited.

Table S4. Full traffic archive and signed claim inputs
ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Component	Estimate / input	Interval / p	Status / reason
T delta, 0:5 minus -6:-1	+0.02 pp	[-0.15, 0.19]; p=.82	Illustrative contrast
One T hazard-ratio band, confidence .90 / method	Not set	90% target retained	Unresolved U07
T complete coefficient / raw profile outputs	Full 43 bins	See arm/profile figures	Illustrative shapes
Archive completion and ordering record	Not complete	Band remains unresolved	No archive authorization
F delta used by T/F gate	+0.28 pp	[0.04, 0.52]	Illustrative F
T sign, $p < .05$; T ≥ 0.5 F	Positive; .02 < .14	p=.82	No disconfirmation
Anniversary sign, $p < .01$ and magnitude condition	Positive; .03 < .12	p=.028	No disconfirmation
G01 and G05 inputs / implied verdicts	z=2.20; ratio=.125	2.576 versus 1.96	A2 only, conditional

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

The archive timestamp is provenance, not a statistical result. The single band is not an asserted equivalence region. Preserve unknown inputs explicitly; a missing value does not make a gate false.

S4. Registered primary sensitivities and heterogeneity

Routine variants ask whether the registered interpretation is vulnerable to specified timing, composition or observation mechanisms. The source anticipation check compares -3:-1 with -6:-4; a triggered donut uses +1:+6 minus -6:-3 and adds worker-retiming language. Person FE are a sensitivity only. Large baseline T/F differences trigger exact sex×five-year-age×decision-year matching without replacing the original gate. Truncated +18 coverage triggers the fully observed -24:+12 comparison. Date heaping and boundary imbalance motivate their registered exclusion/reweighting variants; the primary remains reported. A reset comparison differing by more than one primary SE places both estimates and the reconviction-free scope in main.

The complete results are *[pending]*, and the registered heterogeneity content is *[pending]*. Exact trigger measurement, weights, zero-hazard handling, reset law and heterogeneity model/family remain unfinished where the source did not specify them. Tables S7/S8 preserve those targets without inventing new tests or treating

an uncomputed sensitivity as reassuring. The protocol records exact conditions and dispositions.

Table S7. Primary estimate and every routine variant

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Specification	Trigger / population change	Estimate / 95% CI (pp)	Claim consequence / status
Registered primary reference	Always retain	+ .24 [.06, .42]	Illustrative; primary retained
Original 1.96 placebo support screen	Mandatory beside 2.576	+ .24 [.06, .42]	Illustrative; primary retained
Person FE	Source sensitivity	+ .21 [.01, .41]	Illustrative; primary retained
Anticipation comparison	−3:−1 below −6:−4 at two-sided .05	−.03 [−.07, .01]	Illustrative; primary retained
Donut	If anticipation trigger; +1:+6 minus −6:−3	Not triggered	Illustrative; primary retained
Matched T	Baseline hazard difference >factor2	Not triggered	Illustrative; primary retained
Constant composition	Fully observed −24:+12 when +18 truncated	+ .22 [.02, .42]	Illustrative; primary retained
Date-heaping exclusion	Decision one-date share >5%	+ .23 [.03, .43]	Illustrative; primary retained
Composition reweighting	Registered boundary imbalance; exact mechanics unresolved	Not set	Not set
Reconviction-reset comparison	Source legal reset; divergence >one primary SE	Not set	Not set

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific

choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

Do not rank variants by sign or treat them as candidate primary models. Old-screen rows report pass/fail/unknown and implied verdict rather than a new effect estimate. Each triggered-but-unavailable row retains its reason; match, weighting and reset definitions remain scientific requirements.

Table S8. Registered heterogeneity intent

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Component	Exact subgroup / model	Estimate / interval	Family / status
KOEN	Source intent retained; precise model pending	Not set	Not set
Age	Source intent retained; exact bands/model pending	Not set	Not set

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

This shell preserves existing heterogeneity outputs without supplying new subgroup boundaries or multiplicity decisions. Do not populate a hypothetical preview with invented scientific categories; use explicit unresolved-definition rows.

S5. Schedule contrasts, sector proxies and employed mobility

H3a compares F24 with T24 using independent-arm variance addition. H3b compares S36 with its earlier S24 contrast using their joint person covariance. C release60 and decision60 are paired anchors; H3c reuses the release quantity in E7. The exact tested E7 family unit is unresolved, so a connecting line in Figure 4 cannot be interpreted as a tested release-minus-decision effect. Table S5 preserves every source target, including duplicates as aliases, and the exploratory family status.

For H2, divide each cause-specific change by its own pre −6:−1 mean hazard and difference the proportional changes. The registered interval uses 999 person bootstraps, seed 20260818. H2 is not estimated below 1,000 certificate-intensive hires or required cell clearance; only cleared coarse composition is shown. E4 retains independent status, three-way comparisons, division84 exclusion and source missing-industry sensitivity. Undefined denominators, incomplete authority-sector lists and unprovided bootstrap/multiplicity rules remain unresolved. The model-to-hazard mapping for Figure S4 is separately pending: *[pending]*. Raw hazards cannot be substituted to obtain a nicer temporal plot.

E6's pre/post workplace-change and destination-interaction components concern people employed at month -1 . That risk set, concurrency and job-to-job continuity need their own source-compatible definitions. Limited workplace-ID coverage is reported without adopting a substitute identifier. Table S6 separates the industry hiring and employed-mobility populations; a joint visual pattern does not identify mediation or causal shares.

Table S5. Schedule and custodial-anchor targets

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Target	Registered quantity	Estimate / 95% CI (pp)	Raw p / Holm / status
H3a	F24 — T24	+0.26 [−0.03, 0.55]	Raw CI; family not set
H3b	S36 — S24	+0.21 [−0.04, 0.46]	Raw CI; family not set
H3c	C release60	+0.26 [−0.06, 0.58]	Raw CI; family not set
E7 release	Same C release quantity, labeled reuse	+0.26 [−0.06, 0.58]	Raw CI; family not set
E7 decision	C decision60	−0.07 [−0.32, 0.18]	Raw CI; family not set
E7 tested contrast	Unresolved source-defined family unit	Not set	Unresolved E7 unit

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

Report persons/risk months and interval method for each row. E7 tested contrast is populated only after a documented scientific specification, not inferred from the two point estimates. Holm family status does not come from significance at only one anchor.

Table S6A–B. Industry hiring and employed mobility

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Panel / target	Population / unit	Estimate / interval	Family / status
A: H2 theta	Non-employed months; proportional- change difference	+ .08 [−.04, .20]	Raw bootstrap CI; family not set

MOCK — NOT RESULTS: Panel / target	Population / unit	Estimate / interval	Family / status
A: E4 private	Non-employed months; proportional change	+ .10 [−.02, .22]	Raw bootstrap CI; family not set
A: E4 public	Non-employed months; proportional change	−.02 [−.14, .10]	Raw bootstrap CI; family not set
A: E4 low	Non-employed months; proportional change	+ .03 [−.09, .15]	Raw bootstrap CI; family not set
A: E4 private — low	Non-employed months; proportional difference	+ .07 [−.05, .19]	Raw bootstrap CI; family not set
A: E4 low — public	Non-employed months; proportional difference	+ .05 [−.07, .17]	Raw bootstrap CI; family not set
A: E4 private — public	Non-employed months; proportional difference	+ .12 [.00, .24]	Raw bootstrap CI; family not set
A: division84 exclusion	Registered industry sensitivity	Not set	Exact source definition required
A: missing-industry exclusion	Source >5% dual-coding sensitivity	Not set	Exact source definition required
A: coarse industry composition	Cleared counts/shares; exact category	Not set	Exact source definition required
B: E6 mobility	Employed at month−1; workplace- change contrast	Not set	Exact source definition required
B: destination interaction	Same employed population; source interaction	Not set	Exact source definition required

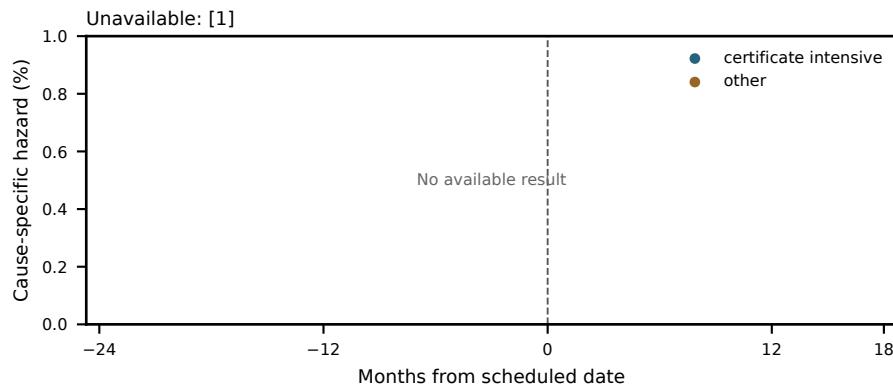
MOCK — NOT RESULTS: Panel / target	Population / unit	Estimate / interval	Family / status
B: destination composition	Cleared counts/shares; exact category	Not set	Exact source definition required

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

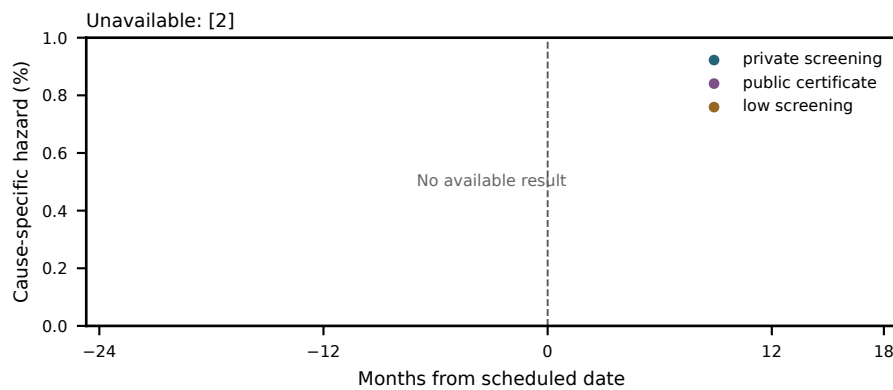
All class and pairwise components have separate rows; no combined estimate is formed. Panel A and B retain different denominators and inference. H2/E4/E6 share the named mechanism family, with component counting/status explicit. Unknown definitions must not be chosen for a mock preview.

ILLUSTRATIVE MOCK DATA — NOT RESULTS

Binary source classification



E4 public/private certificate comparison



[1] binary: pre_data_unresolved — Source model-to-hazard-level mapping is unspecified (U08). No raw or reconstructed curve is substituted.
[2] three_way: pre_data_unresolved — Source model-to-hazard-level mapping is unspecified (U08). No raw or reconstructed curve is substituted.

Fig. S4 ILLUSTRATIVE MOCK DATA — NOT RESULTS. Source-registered cause-specific industry hiring profiles, binary and three-way classifications. The exact model-to-hazard-level mapping is unfinished. The eventual display consumes only source-resolved levels in percent; it must not substitute raw means or reconstruct fitted levels from normalized coefficients. Until resolved, each classification is explicitly labeled as unavailable for that reason.

S6. Job quality, annual wages and benefit-state construction

The E1 comparison uses first-full-month hours and log narrow wages for pre/post hires, with a post indicator and person-CR1 uncertainty. The source outlier rule makes hours above 400 missing; its separate “winsorized hours” wording has no complete implementation. Nonpositive wage logs, short jobs, full-month determination and whether all starts or selected starts enter E1/E3 remain unresolved. No log1p or new trimming rule is inferred. Wages and annual income follow the source within-year 1st/99th percentile rule, with no public release of cutpoints.

E2 averages annual LOENMV_13 in years +1/+2 and compares it with $-2/-1$ within person, omitting year0. Missing-year handling must preserve that estimand rather than silently substitute available-year means or zero earnings. E3 compares hire durability using at least 180 days between start and end. Open or censored spells are not automatically completed failures or successes. Table2 presents each component’s own unit and sample; independent components remain reportable if another component is unresolved.

OF benefit spells are assigned at month start using both date endpoints inclusively. Historical UI/activation codes and overlapping spells require a complete, frozen map. A no-spell month is other only with established completeness. The difference between state-specific H1 contrasts uses joint covariance and one uncorrected exploratory test. A difference in separate p-values is not this comparison, and E7’s placement in the schedule module does not create a joint E5/E7 family.

S7. Inference, planning calibration and reproducibility

All family decisions are *[pending]*. H1 is the sole confirmatory test following source A1. Schedule, mechanism and quality retain Holm families; component counting, bootstrap p construction, interval adjustment and missing-member treatment remain unfinished where noted. Reporting available component estimates does not authorize a corrected family conclusion or a reduced family. Table S9 records these distinctions without adding a test.

The source planning DGP assumed sample sizes and baseline hazards rather than observing them. H1 simulated Wald rejection was 1.0000; support was .9492 under the old screen and .9883 under A2. The latter does not include successful execution of every graph prerequisite or both claim gates. Schedule’s simulated conjunction was .2817 and H2’s .8817, contributing to the demotions. Source simulated gate detection was .472 for the specified half-floor anniversary violation and .372/.950 for T at half/full F, with null false-fire .0017/.0242. These values are historical approximations, not empirical precision or a newly verified sensitivity analysis. Full DGP, half-N/half-effect scenarios, forecasts and A1/A2 knowledge costs are retained in the protocol’s planning-history reference.

The study is employee-job-specific; the schema planning boundary does not establish a runtime sample. Cleared public aggregates must respect actual disclosure authorization, including the source person/workplace floors and unresolved aggregation rules. Reproducibility interfaces and commands belong in engineering documentation. The separate protocol carries the exact native scientific appendix and

full branches. Displayed mock numbers demonstrate layout only. All empirical slots remain pending; unresolved scientific definitions retain their scope and cannot be supplied by a visualization or an operational default.

Table S9. Inferential-family and component accounting

ILLUSTRATIVE MOCK DATA — NOT RESULTS

MOCK — NOT RESULTS: Family	Retained members / components	Adjustment / interval status	Unresolved / unavailable members
Primary	H1; H0 is interval interpretation	Two-sided .05 plus registered support/gates	Not set
Schedule	H3a, H3b, H3c, E7	Holm; E7 com- ponent/overlap unresolved	Not set
Mechanism	H2,E4,E6 and all retained components	Holm; bootstrap p/CI and component counts unresolved	Not set
Quality	E1(hours,log wage),E2,E3	Holm; E1 component counting unresolved	Not set
Benefit audit	E5 between-state difference	Singleton uncorrected	Not set
Heterogeneity	Source KOEN/age intent	Exact model/family unresolved	Not set

Illustrative cells only. All empirical values and RESULT bindings remain pending. Not set identifies a pending definition or execution quantity; no missing scientific choice is supplied. Numerical entries are hypothetical and never authorize an archive or claim.

Ledger rows identify every component and reason when unavailable, rather than silently reducing a family. Raw confidence intervals and adjusted decisions must be separately labeled; an unresolved correction is not a nonsignificant result.

References

Prescott, J. J., and Sonja B. Starr. 2020. “Expungement of Criminal Convictions: An Empirical Study.” *Harvard Law Review* 133: 2460. [Publisher article](#).

Agan, Amanda Y., Andrew Garin, Dmitri K. Koustas, Alexandre Mas, and Crystal S. Yang. 2024. “Can you Erase the Mark of a Criminal Record? Labor Market Impacts of Criminal Record Remediation.” NBER Working Paper 32394. [DOI](#).

Onal, C. 2022. “Effects of Automatic Criminal Record Expungements on Employment.” [SSRN DOI](#).

The listed works situate the question; their results are not study outcomes. Access depth and inherited leads are distinguished in the literature record. Institutional sources are the Danish police certificate guidance and central-register description, historical executive orders 881/2014 and 1860/2021, and the police notice of 3 September 2026, linked with exact provisions in the institutional evidence record.

Source history

Institutional provisions and access limits are in [institutional-evidence.md](#). The [literature list](#) distinguishes current verified sources from inherited leads. The [dated amendment](#), [source A1–A4](#) and [planning history](#) disclose prior knowledge. Presentation-source adaptations are documented in the editorial coverage index; no exemplar finding is used as this study’s evidence.