

# GEO World<sup>®</sup>

4TH QUARTER 2015

A GEO Publication for Employees and their Families.



Great Plains Correctional Facility



Adelanto Detention Facility



Mesa Verde Detention Facility



North Lake Correctional Facility

## GEO Activates Four Company-Owned Projects

*Totaling More Than 4,700 Beds in the First Half of 2015*





# Chairman's Letter

**George C. Zoley**

Chairman, CEO and Founder

**"During the first three quarters of 2015, GEO has achieved several important operational milestones with the activation of four company-owned projects totaling more than 4,700 beds, the integration of approximately 6,500 owned beds acquired from LCS Corrections, and the signing of two new long-term contracts for the continued management of two company-owned facilities totaling more than 2,200 beds."**

## To the GEO Family,

During the first three quarters of 2015, GEO has achieved several important operational milestones with the activation of four company-owned projects totaling more than 4,700 beds, the integration of approximately 6,500 owned beds acquired from LCS Corrections, and the signing of two new long-term contracts for the continued management of two company-owned facilities totaling more than 2,200 beds.

In March of this year, we began the intake process at our 400-bed, company-owned Mesa Verde Detention Facility in California under an intergovernmental agreement between the City of McFarland and U.S. Immigration and Customs Enforcement.

In the month of June, we activated two of our previously idle company-owned facilities. First in early June, we began intake at our 1,940-bed Great Plains Correctional Facility in Hinton, Oklahoma under a new ten-year contract with the Federal Bureau of Prisons.

Then at the end of month, we also began the intake of inmates from the State of

Vermont at our 1,748-bed North Lake Correctional Facility in Michigan under a five-year agreement with the Vermont Department of Corrections for the housing of up to 675 inmates. Additionally, in May, we had entered into a five-year agreement with the Washington Department of Corrections for the out-of-state housing of up to 1,000 inmates at the facility.

Finally, on July 1, we activated a 640-bed expansion and began the intake process at the Adelanto Detention Facility in California under the existing contractual structure, where GEO is a subcontractor to the City of Adelanto which has an intergovernmental agreement with U.S. Immigration and Customs Enforcement to provide secure residential care. This important expansion has increased the facility's capacity from 1,300 to 1,940 beds.

In addition to these important project activations, during the first quarter of the year, we integrated approximately 6,500 owned beds at eight correctional and

detention facilities, which we acquired from LCS Corrections in February for approximately \$312 million.

More recently, we were awarded and signed two new long-term contracts with U.S. Immigration and Customs Enforcement for the continued management of our company-owned, 1,575-bed Northwest Detention Center in Tacoma, Washington and our company-owned, 700-bed Broward Transitional Center in South Florida.

All of these milestones are representative of the continued need for correctional and detention bed space around the country and further validate our company's growth and investment strategy which has positioned us to provide tailored real estate, management, and programmatic solutions to our diversified customer base across the entire spectrum of correctional and offender rehabilitation services.

# Table Of Contents

28



**4TH QUARTER 2015**  
**Volume 21**  
**Issue 4**

**EDITORIAL STAFF**

Editor In Chief  
**Esther D. Patton**  
*epatton@geogroup.com*

Contributors  
**George C. Zoley**  
**Pablo E. Paez**

## Cover Story

**02** **GEO Activates Four Company-Owned Projects**

## Articles

**04** **U.S. Corrections & Detention**

**24** **International Services**

**28** **GEO Care**

## Features

**05** **CEO George C. Zoley Visit's Dungavel**  
 In July 2015, Dungavel House Immigration Removal Centre hosted a visit for The GEO Group Chairman, CEO and Founder George C. Zoley and executives.

**22** **Knowing our Programs Work: How DRC's Use the CPC**  
 GEO's DRCs can be evaluated for how well they are providing services to participants using the Correctional Program Checklist (CPC).

**32** **Cambria Day Reporting Center Graduation**  
 On May 10, 2015, the Cambria DRC was pleased to celebrate the successes of 40 graduates from the day reporting program.



## GEO Activates Four Company-Owned Projects

*Totaling More Than 4,700 Beds in the First Half of 2015*



During the first half of 2015, GEO completed the successful activation of four company-owned projects totaling more than 4,700 beds in California, Oklahoma, and Michigan.

### Mesa Verde Detention Facility

In March 2015, GEO began the intake process at the 400-bed, company-owned Mesa Verde Detention Facility in California under an intergovernmental agreement between the City of McFarland and U.S. Immigration and Customs Enforcement. GEO had previously completed a \$10 million renovation of the facility, which is expected to generate approximately \$17 million in annual-

ized revenues. The reactivation of the Mesa Verde Detention Facility will play an important role in helping meet the ongoing need for federal detention bed space in the state of California.

### Great Plains Correctional Facility

In early June 2015, GEO began the intake of offenders at the 1,940-bed Great Plains Correctional Facility in Hinton, Oklahoma under a contract with the Federal Bureau of Prisons. This important contract was awarded to GEO following a competitive procurement process in late 2014. The new contract will have a term of ten years and is

expected to generate approximately \$35 million in annualized revenues. Intake at the facility is expected to be completed early in the fourth quarter of 2015.

### North Lake Correctional Facility

In late June 2015, GEO also began the intake of inmates from the State of Vermont at the 1,748-bed North Lake Correctional Facility in Baldwin, Michigan under a five-year agreement with the Vermont Department of Corrections for the housing of up to 675 inmates. Under the contract, GEO will provide comprehensive cor-



Adelanto Detention Facility



North Lake Correctional Facility

rectional management services, including the provision of industry-leading, evidence-based offender rehabilitation programs under the 'GEO Continuum of Care.' Additionally, in May of 2015, GEO entered into a five-year agreement with the Washington Department of Corrections for the out-of-state housing of up to 1,000 inmates at the facility. On a combined basis, these two contracts have the potential to generate approximately \$37 million in annualized revenues at full occupancy.

### Adelanto Detention Facility

On July 1, 2015, GEO activated a 640-bed expansion and began the intake process at the Adelanto Detention Facility in Adelanto, California under the existing contractual structure with the City of Adelanto and U.S. Immigration and Customs Enforcement. GEO is a subcontractor to the City of Adelanto which has an intergovernmental agreement with U.S. Immigration and Customs Enforcement to provide secure residential care. This important expansion has increased the facility's capacity from

1,300 to 1,940 beds and is expected to generate approximately \$21 million in additional annual revenues.

These significant milestones are indicative of the continued need for correctional and detention bed space across the United States as well as GEO's ability to provide tailored real estate, management, and programmatic solutions to a diversified customer base, including high quality services in correctional and detention management and industry-leading, evidence-based rehabilitation programs delivered through a comprehensive 'GEO Continuum of Care.'



## Unique Dog Training Program at Graceville

Written By Pam Bennett, BI Incorporated

Auburn University (Auburn) and The GEO Group's Graceville Correctional Facility (Graceville) in Graceville, FL, have partnered to provide a unique program to train dogs with very specialized detection capabilities. Chuck Linderman, the Director of Canine Operations at Graceville commented, "Auburn and GEO have formed a true partnership with a program that is recognized and respected internationally."

Auburn Canine Performance Sciences (CPS), part of the College of Veterinary Medicine, scientifically breeds dogs for genetic disposition relating to superior scenting ability, intelligence, physical soundness, and a high desire or drive to search and hunt. Auburn has developed training for the Vapor Wake® dog, a patented name and process which trains the dog to detect and identify source for explosives worn or carried by a person. These Vapor Wake® dogs are superior performance dogs, setting the standard for the breeding program. Before developing the Auburn Canine Program in the GEO facilities, Auburn placed puppies in private homes with volunteer families for socialization

and environmental conditioning for the puppy's first year. Volunteer homes resulted in less than a 30% success rate because the puppies were being treated more as family pets than being prepared to become working dogs. Auburn implemented the prison program in 2004, with structured training and development that had an immediate impact on the canines' training success. In 2011, Graceville partnered with Auburn and now enjoys an 80% success rate for puppies raised in their program becoming detector dogs.

Auburn dogs are extremely valuable because of their specialized breeding and extensive training. They enter the facility program at six months of age and remain there until they reach ten to eleven months. At Graceville, each dog has a team of about 10 people who work with them, including the handler, assistant handler, and "sitters" who are mentored to work with the dogs as they move forward in the process. When a dog graduates, the team is dissolved. The assistant

handler then gets his own dog and team, while others move around accordingly, allowing more inmates into the program. While the dogs are at Graceville, the handlers document everything about every dog, every day.

How do inmates get into this program? Inmates are vetted through a five-step process that begins with an inmate request that he would like to be involved. The program can accommodate a maximum of 75 inmates. A high school education or GED is a requirement. There are 72 enrolled now, 45 of whom are enrolled in the Canine Caretakers Course, a part of the Auburn Canine Prison Program curriculum. This 1,150-hour course awards, those completing it, 115 CEU credits through Auburn. The goal is to help facilitate inmates' ability to find employment, with entry to mid-level job skills upon their release from the facility in the canine care and training industry. Additionally, before the inmates who have completed the program are released,

Mr. Linderman works with them to make sure they are registered for college and an application has been submitted for a Pell Grant – typically in the amount of \$5,700.

Mr. Linderman is a retired Police Officer and has seen how negative behavior has landed inmates in prison. He is proud of the program at Graceville and sees how it empowers these men and changes the way they think. "It's a win/win for the inmates, for the facility, and for the GEO Continuum of Care program," said Mr. Linderman. "We're not just warehousing men, we're changing lives."

**Pictured Clockwise:** Handlers and Assistant Handlers with the dogs under their care in July. **Left to Right:** Patrick McCaul, Aaron Wilkerson, Jonathan Davenport, and James Whatley. **Bottom Row:** Shadrach Jones, Corey Johns, James Rice, and Jerry Jones. **Dogs from left to right:** Callie, Juliette, Folsom and True. Handler Corey Johns readies his dog, Juliette, to search for the target scent. Handler Shadrach Jones training his dog, Callie, to quickly detect the correct location of a hidden substance.



## Senator's Visit

Written By  
**Marlene Womble-Williams,**  
 Alexandria Staging Facility



On Thursday, August 13, 2015, Alexandria Staging Facility was honored by a visit from Senator William "Bill" Cassidy. Accommodating Senator Cassidy were State Director Brian McNabb, and Central Louisiana Regional Director Tommie Seaton.

Senator Cassidy asked several questions about the operations and processes of Alexandria Staging Facility. Senator Cassidy walked around the facility and observed operations, Warden Ramos gave a brief outline about the process for every area observed. Senator Cassidy stated he was very pleased and so grateful he had the opportunity to tour such a nice facility. Executive Director of the England Airpark Authority Jon Grafton, ICE Field Office Director Scott Sutterfield, and ICE Deputy Field Office Director of New Orleans joined the facility visit. Mr. Rivera and Mr. Sutterfield stated they could not be any happier with the performance and management of the Alexandria Staging Facility.

**Pictured:** Assistant Director of Operations Eastern Region, Jeff Thomas, Warden of Alexandria Staging Facility, Indalecio Ramos, Senator Bill Cassidy, and Warden of LaSalle Detention Facility, David Cole.

## Chairman, CEO George C. Zoley and Executives Visit Dungavel Facility in Scotland

In July 2015, Dungavel House Immigration Removal Centre in South Lanarkshire, Scotland, were honored to host a visit for The GEO Group Chairman, CEO and Founder George C. Zoley and executives.

Accompanying Dr. Zoley was Senior Vice President and Chief Financial

Officer, Brian R. Evans, Senior Vice President and President, GEO Corrections and Detention John M. Hurley, Vice President for Administration, U.S., and International Corrections and Detention Kyle Schiller, and Chief Operating Officer of The GEO Group UK Joanne Henney. The executives toured the

establishment looking at all the facilities and residential areas, speaking to staff and inmates. A high tea was also taken with cakes made by staff and inmates. Although the sun changed to rain, the visit was a success and Dungavel staff and inmates were honored to host Dr. Zoley and guests.

## Robert A. Deyton's 3rd Annual Family Fun Day

Written By **Garry Ross, Robert A. Deyton Detention Facility**



On May 2, 2015, Robert A. Deyton Detention Facility held their 3rd annual family fun day, and it was a huge success. The family day allows the staff to relax and enjoy each other's company, allowing the

families and employees to build relationships outside of the job.

Leading as always, Warden Cherry led the children to the face painting station. A combination of balloon art,

magic tricks from a magician, photo booth, scavenger hunt, fishing, basketball goals, bounce house, food trucks, and an ice cream truck made for a wonderful day spent with co-workers and their families.

# GEO Awarded 2015 Best New Business Award

Written By **Marlene Womble-Williams,**  
**Alexandria Staging Facility**



On June 12, 2015, Alexandria Staging Facility was awarded the 2015 Best New Business Award at the CENLA Chamber of Commerce Business "BIZZY" Annual Awards event. The best new business award is one of twelve categories, each having no less than five business nominees from throughout the central Louisiana area. The event was modeled after the Academy Awards presentation and is one of the area's largest events. The annual awards ceremony highlighted outstanding businesses and business people in the central Louisiana region.

GEO's staff in attendance were HR Manager Melinda Parker, LaSalle Detention Facility Warden David Cole, Alexandria Staging Facility Warden Indalecio Ramos, the reigning Pecan Festival Queen, Records Clerk Erin Ledet, served as the awards presenter, Major, Chief of Security Lisa Bowen, and Food Service Manager Joseph Augustine.



## Emerging Leaders at New Castle Correctional Facility

Written By **Justin Upchurch,**  
**New Castle Correctional Facility**

On August 5, 2015, the New Castle Correctional Facility hosted a portion of the 2015 Emerging Leaders Conference. The conference consisted of many future leaders within GEO's eastern region, and was led by Colin K. Dunn, who was accompanied by Eastern Region Director Ernie Dixon.

Since April, more than twenty staff employees from facilities throughout the region have gathered for seminars related to ethics, situational leadership, emotional intelligence, and leadership coaching, with the most recent seminar, touching on critical thinking and improving decision making skills. Attendees were graciously welcomed and were treated to a tour of the facility afterwards. The conference concluded the last week of August in Charlotte, North Carolina. Conference attendees discussed moving from being an operational manager to strategic thinking.



## Adelanto Correctional Employee Appreciation Week

Written By **Liz Lopez, Adelanto Detention Facility**

May 4-8, 2015, proved to be an eventful correctional employee appreciation week at Adelanto Detention Facility. The week long festivities consisted of a BBQ, a taco stand, GEO tumblers, desserts, and pizza. In addition, employees were automatically entered into a raffle. Winning prizes included \$25 gift cards to various restaurants, movie bags, and a grand prize of a 42" LED flat screen television. Grand prize winner, Detention Officer Emanuel Santiago, was very pleased with his prize.

Amid the festivities, Lieutenant Ashor Valibaba took a moment to reflect, "correctional employee appreciation week is very special to me. During my 14-year career in corrections, I've realized it's not for everyone. It takes a special breed of men and women to be in this line of work. It's an honor and privilege for me to share this week with the strong men and women from all over the world who have made it in this unique field." The Employee Event Committee worked hard to bring this week together and were extremely grateful to everyone who volunteered.





## Quality Programs at Blackwater

Written By **Sheila Mock, Blackwater River Correctional Facility**

Blackwater River Correctional Facility (BRCF) is booming with excitement among staff and inmates. The facility is striving to transform into a mecca of programming with a strong emphasis being placed on preparing inmates to reenter society as productive, skilled individuals.

One of Blackwater's most anticipated programs is bringing inmates and puppies together for the betterment of veterans. BRCF has recently collaborated with America's VetDogs Prison Puppy Program. Blackwater has implemented a program for inmates to train dogs who will one day work as service dogs for wounded veterans suffering from Post-Traumatic Stress Disorder (PTSD). In May 2015, the facility received the first three pups. The inmate handlers are veterans themselves and are beaming with pride to give back to those who have also served. Inmates applied for limited spaces to be dog handlers and of those applications, six inmates were

chosen. The puppy training at Blackwater is approximately twelve to fifteen months. In that time, it gives the inmates an opportunity to learn the technical skills of dog training which can lead to job opportunities. BRCF is the only prison in the nation that works with America's VetDogs in training puppies exclusively for PTSD.

BRCF has also teamed up with 90 Works, a local 501(c)3 organization that takes an individual from indigence to total independence in 90 days. Working closely with 90 Works, the institution has seen numerous offenders reenter the community, confident, independent and on a positive path to establishing themselves within the community. 90 Works and BRCF's collaboration begins during incarceration and continues through the release process and reintegration into the community. 90 Works volunteers assist in offering transition and life skills classes

by educating inmates on topics such as employment readiness, general parenting, family support group, budgeting and successful housing.

Finally, BRCF has recently implemented a Reentry Council to assist inmates in this transition upon release. The Reentry Council's main objective is to engage inmates twelve months prior to release and begin their journey toward a smooth transition back into the community. The council provides programs and activities that are designed to engage inmates and provide them with positive support, knowledge and guidance.

It is the ultimate goal of BRCF's dedicated staff to provide quality programs to inmates, equipping them with the competencies necessary to become productive, crime-free members of society.



## 2015 Correctional / Nurses Week

Written By **Kayla Courville, Allen Correctional Center**

On May 2, 2015, Allen Correctional Center (ALC) kicked off the week with a Crawfish Boil at the Elton City Park for all staff and their families to enjoy. Everyday at ALC consisted of either a light breakfast, BBQ burgers, sausage meals, snow cones, candy cart, and/or soft serve ice cream. A total of 62 prizes were donated from GEO and local businesses. Overall, it was a huge success with contributions from all department heads and positive feedback from all.

*Pictured: Fred Ryder enjoying crawfish. Assistant Warden Mark Estes barbecuing. Assistant Warden Anthony Allemand and Warden Keith Cooley handing out drinks. Department heads serving food.*



## GEO Foundation Supports Education Through Student Scholarships

Written By **Cami Tryon & Jennifer Glispie, Arizona State Prison-Florence West**

Arizona State Prison – Florence West and Central Arizona Correctional Facility, through The GEO Group Foundation, awarded a total of \$21,000 in student scholarships to the Florence Unified School District. High school graduates received a scholarship certificate with a letter of congratulations.

To support the scholarship recipients, Warden Rollins and HR Generalist Leah Kempton, were proud to attend the Poston Butte High School Award and Scholarship Ceremony on May 5, 2015.

The two GEO Group facilities were honored and excited to help the Poston Butte High

School seniors to fulfill their dream for higher education.

**Pictured:** Assistant Superintendent Mr. Knutsen, Superintendent Dr. Amy Fuller, Warden Mauldin, Brenda Duran, and Leah Kempton hold The GEO Group Foundation Scholarship checks.

## PACE Supports Harmony House

Written By **Millie Vargas & Viola Antia, Corporate**



Each year, PACE (Planning and Coordinating Events) holds fundraisers for as many as eight charities. When PACE decided to fundraise for Harmony House, we were apprehensive to see how our co-workers would accept yet another charity. We are happy to say PACE received a tremendous amount of donations two years in a row. PACE received double the contributions towards Harmony House this year! It was with positive engagement and gratitude that our GEO Corporate employees donated over \$1,500 towards Harmony House.

Wondering why PACE took the challenge to raise funds for Harmony House? Because love shouldn't hurt. The Mary Rubloff YWCA of Palm Beach County provides outreach services and shelter for women who are victims of domestic violence. It is a secure, supervised 63-bed facility consisting of fully furnished apartments for women and children who are victims of domestic violence.

For the past two years, PACE raffled summer picnic baskets, and tickets sold incredibly fast. Because of the wonderful basket arrangements and the generosity of our co-workers, GEO is proud to have donated over \$2,000 to Harmony House. Thank you to everyone who donated to this worthy cause.

## timeline

**The GEO Group, Inc.**  
August 25, 2015

Congratulations to Rose Thompson who was awarded Central Region Warden of the Year!

32 People Like this.

**The GEO Group, Inc.**  
August 28, 2014

D. Ray James CF is seeking an Information Systems Analyst. To apply, visit [www.jobs.geogroup.com](http://www.jobs.geogroup.com).

7 People Like this.

**Be a part of our story.** [facebook.com/GEOGroup](https://facebook.com/GEOGroup)

# INVEST THE RIGHT WAY IN THE GEO SAVE 401(K) PLAN

Written By **Corporate HR**

***Congratulations!*** You have made the smart decision to invest in your future, and invest in the GEO Save 401(k) Plan. The next step is to select your investments.

## Divide and Conquer

One of the most powerful decisions you can make about your investment strategy is how to diversify your investments. Diversification and asset allocation can help you reduce your overall risk and increase your potential for returns. In fact, studies show that these choices are responsible for more than 90% of investment performance. Historically, the best performing asset class one year, can easily become one of the worst performing the next. Diversifying your account across different types of investments helps offset the under performance of some investments with the higher performance of others.

## The Role of Diversification and Asset Allocation

Commonly confused, yet considerably different, asset allocation is the process of assigning a percentage of your money among the three main asset classes: stocks, bonds, and short-term investments (cash) to help spread out your investment risk. For example, you may allocate 60% of your retirement savings to stocks and 40% to bonds. Diversification takes Asset Allocation a step further by then deciding what funds to choose within each asset class.

## How it Works

Diversification is an essential part of a solid investment

strategy. Why? Because by not “putting all your eggs in one basket,” you’re spreading risk across multiple types of investments; some may under perform, while others may perform well. Diversification may offer some protection in the event of market downturns, or present opportunity when market conditions favor certain investments over others.

## Diversifying Within Asset Classes

To diversify your investments, you can invest in sub-asset classes, which are underlying investments in each class. For instance, in the case of stocks, sub-asset classes include large companies (large cap), mid-size companies (mid cap) or small companies (small cap), and by growth (price appreciation or growing earnings) and value (underpriced in the market based on company fundamentals). You might even choose between United States and global investments. Bonds vary according to their maturity (short-term, intermediate-term, long-term), credit quality (investment grade bonds, high yield bonds), or issuer (government or corporate). There are additional short-term investment sub-asset classes including CDs, Treasury bills, or cash equivalents, and are often offered in the form of a stable value option. There



## Action Plan: Get diversified

- Visit [www.retiresmart.com](http://www.retiresmart.com) to learn more about diversification and change your investment selection if needed
- Call 1-800-743-5274 with questions

is a mutual fund option available for each asset class and sub-asset class described above. For those who prefer to place their account balance in one fund that provides proper diversification based on your age, the plan offers a series of target date funds specifically designed for this purpose.

## What are Target Date Funds

Are you concerned about your ability to diversify properly, or believe you don’t have time or the confidence to manage your investments? Target date funds offer diversification in a single selection. Target date funds correspond to the period in which you expect to retire and automatically invest your funds more conservatively over time.

## Many Ways to Diversify

While diversification doesn’t always ensure a profit during an economic upturn or prevent a loss in a declining market, this basic investing principle may help the relationship of risk to reward in your account. Take advantage of the range of investment options offered by the GEO Save 401(k) Plan. You don’t need to invest in many, just enough to ensure you have a good mix of different investment types.



## GEO Has Gone Mobile!

Written By **Tom Arntz, Corporate HR**

That’s right, as of July 14, 2015, GEO has gone mobile. Job seekers will no longer have to pinch or stretch the screens of their mobile devices to try to complete an application for employment. They can now use the new mobile application which reduces the amount of time and frustration mobile device users faced trying to apply at GEO.

Over 95% of the mobile applicants that have completed an application with the new mobile process have rated it easy or very easy to use. The mobile application has also helped to reduce the average time to complete the application to around 12 minutes. So the next time you have a friend or family member looking for a job, but they just can’t seem to put their phone or tablet down, no problem. Have them apply to [jobs.geogroup.com](http://jobs.geogroup.com) and complete the new mobile application with ease.

# GEO CELEBRATES OUR NEW ARRIVALS!

Written By  
Corporate HR



“Celebrate Life” is a new GEO initiative which provides a gift package filled with baby items for all new parents, along with reminders and instructions on how to enroll a new dependent in GEO’s medical plan. We’ve also included information from Florida Blue on their free “Healthy Addition” prenatal program, which will support moms-to-be during their pregnancy.

We’ve shipped out to 60 of our locations, over 140 gift packages containing a canvas tote filled with a baby blanket, bib, beanie cap, baby bottles, diapers, a rattle and pacifiers. Any location can request and receive a gift package as needed using the newly created form “We’re Expecting a Baby” and emailing it to Corporate HR. Forms can be found on GEOnet, on the HR InTouch benefit portal, or in your local HR office. In congratulating the new parents with these small gifts, GEO also wants to remind new moms and dads to add their new dependent within 30 days of birth to their medical plan. In the past, we’ve found a common problem to be new parents being preoccupied with their new arrivals and missing the deadline to cover their babies or mistakenly believing they are automatically covered. To enroll your child easily by phone, call The GEO Group Benefits Service Center at **855-312-7363**.

We look forward to welcoming these most precious and new members of the GEO family. We expect to post a scrapbook of photos of these new arrivals in an upcoming GEO World edition!

## LaSalle ACA Correctional Certification Awards

Written By **Betty Beckham, LaSalle Detention Facility**

The LaSalle Detention Facility (LDF) is very proud to announce the caliber of talent within our executive and managerial staff, thirteen to be exact, who have all passed their ACA Correctional Certification test and received their official Correctional Certification Certificates, also known as a CCE or CCM award. LDF has 16 staff members who qualified to attain this accomplishment. Currently, we have eleven CCM’s and two CCE’s within the staff on a daily basis.

Warden Cole could not be any prouder, being the recipient of his own CCE. Our Warden is a huge supporter of his staff and always pushes each of us to do our very best each and every day. Congratulations to you all!



## Our Employees Care

Written By **Sandye Martinez, Desert View MCCF**

Marvin Willey started with GEO as a Corrections Officer, and then later was promoted to Warehouse Coordinator at Desert View MCCF. Marvin’s big heart is evident not only in the way he attends to his daily duties, and how he interacts with his fellow coworkers, but in his humanitarian acts as well.

Marvin’s generous acts include participating in donating blood that is used in a process called Apheresis. Apheresis is used for infants born with Autoimmune Disorder. Marvin has been donating blood since 1992, and continues to do so every two weeks. Marvin is involved in volunteering at Victor Valley Rescue Mission and the 8th Annual Care for Kids 5K Run/Walk to raise awareness of child abuse. Marvin is a very integral part of Desert View MCCF and is also an important member of the community.



## Annual Volunteer Appreciation Banquet

Written By  
**Chaplain Rabbi Chaim Lieberman, South Bay Correctional Facility**

On April 30, 2015, The annual volunteer appreciation banquet was held for the volunteers at South Bay Correctional Facility (SBCF). The evening began with Assistant Chaplain Levay opening the event with a prayer, followed by Warden Stine welcoming everyone by relating how over his 25 years in corrections, he has learned to appreciate the invaluable contribution made by our dedicated volunteers. SBCF is privileged to have an experienced professional like Warden Stine, setting the attitude for all staff and security by supporting the work of the facility's volunteers.

Richard Glau, Manager for Faith Based Services for The GEO Group, was the keynote speaker and relayed the vision of the Florida Department of Corrections, "transforming lives to ensure a safer Florida," can only be accomplished by an active and motivated volunteer base, partnering with the local administration. By engaging the most successful evidence

based practices in the classrooms, strengthening our faith-based initiatives nationally, and building strong relationships with our local community resources, the goal of reducing recidivism in our neighborhoods will be met. He concluded by saying how much we value the sacrifice of time, effort and expense our volunteers are making to be able to make a significant impact in the lives of the men at SBCF.

The Warden presented a certificate of appreciation to each volunteer, and gave a special thanks for their service. Chaplain Rabbi Lieberman presented the Volunteer of the Year award to Alex Bess, for the countless hours of ministry he has invested in teaching, preaching, counselling, and conducting other pastoral services for the inmates of SBCF. He has proven to be a man of character with whom the men can connect, and is a shining example of what a positive role model should look like.

## Embracing A New Direction

Written By **Carol Gray & Amy Gillus, Rivers Correctional Institution**



"It doesn't matter to me how you got here, but it does matter to me how you leave! You don't want to be here, I get that. But this is where we are. So let's do something positive with this time. Let's make sure that the man who walks out the front door, is different from the man who came in the back!" That is how I start my speech when I stand before a group of inmates at admission and orientation.

When George Zoley rolled out his plans for the new Continuum of Care (CoC) program, I became even more proud to call myself a GEO employee! Working in the education department at Rivers Correctional Institution for the last eight and a half years, the focus has always been on rehabilitating, skill building, and changing lives. When an inmate enters my office for a consultation, I want them to get excited about the possibilities. I want them to envision better futures for themselves and their families, to understand that their past does not define them, and I want them to know we are there to help them achieve their goals! So, I designed this bulletin board to get the conversation started.

I believe that CoC is not going to just impact the environment within the walls of this facility, but that it will alter the entire landscape of corrections, moving us in a more positive direction, and will have a real impact on the communities to which our residents return.



## Spotlight on Nathaniel Rogers

Written By Dayle Nelson, Northwest Detention Center



The phrase, “still waters run deep,” aptly describes Nathaniel Rogers, eight-year GEO Detention Officer at Northwest Detention Center (NDC). His quiet, modest exterior belies the fact he is a full time seminary student. He makes it all look so effortless, attending classes by day, working swing shift at night.

Officer Rogers began attending classes at Faith Evangelical Seminary in 2012. What prompted him to pursue a Masters degree in Theological Studies? Several years ago, while serving in the military at Ft. Lewis in Tacoma, WA, he was posted in the hospice unit. He could not help but notice there were a lot of people going through extremely difficult life experiences, many of whom had no one to turn to for comfort. Additionally, it was his close relationship with his teenage son and his mentorship of teens at church which provided the final push to pursue the ministry.

As he approaches his final year of Theological Studies, he can see his hard work will soon begin bearing fruit. Ideally, he hopes to become a Chaplain for a local school or hospital. When asked how he plans to celebrate that milestone, he quietly suggests he might like to have a cake at church with his family and friends. Then he pauses, and exclaims, “Oh! And call my mom! She always hoped I would grow up to do something good.”

## 2015 Second Annual Commencement Ceremonies

Written By Donna Coapstick, Desert View MCCF

On June 5, 2015, Desert View MCCF held its second annual commencement ceremony for the inmate students who have accomplished edifying milestones during this year.

There were seven students who earned their General Education Diploma, and three students who earned their Associates degrees. The invocation and benediction were presented by Cesar Arango of Prison Fellowship. The guest speaker was Vocational Instructor, Voyer Penn. Mr. Penn encouraged

the graduates to make this accomplishment the beginning of a new start to a successful life.

The Master of Ceremonies was our Vocational Instructor, Janice Fowler who facilitated the handing out of diplomas. Our Graphics Design Instructor, Inez Valencia created all of the graphic decorations for the graduation, as well as assisted in the Pledge of Allegiance. The graduation banner was created and painted by one of the inmates.

Family, friends, and staff attended the ceremony and enjoyed cake and punch, provided by our culinary department. The staff here at Desert View MCCF, instructors, counselors, security, administration, and culinary, worked hard to make this event a happy event for the graduates.

**Pictured Clockwise Left to Right:** Voyer Penn, Donna Coapstick, Janice Fowler, Inez Valencia, and Cesar Arango. Janice Fowler, Donna Coapstick, Cesar Arango, Janice Fowler, Voyer Penn, and Inez Valencia.



## The Strategy for Success: Staff Recruitment and Retention at Central Arizona

Written By **Sheryl Augstums, Central Arizona Correctional Facility**

Central Arizona Correctional Facility (CACF) experiences staff recruitment and retention issues just like any employer. However, working in corrections brings its own set of challenges. Staff retention plays a large part in building teamwork and better morale. CACF is proud to say that over 25% of our staff have been here at least five years, some since the opening of the facility in late 2006. This includes several Correctional Officers, as well as administration and management.

These staff members have been the backbone and continue to be a huge asset to our success. Enhancing the team are the new staff members who bring enthusiasm and a new prospective to the work environment. We hold approximately five Correctional Officer Training Academy (COTA) sessions per year, resulting in an average of 60 graduates each year. The graduation ceremony includes the presentation of a plaques to the trainees from the instructor, a former CACF officer Jonathan Hopkins, and a cookout.

It's always exciting to promote from within the facility, and it's a great opportunity to show other staff members the avenues for advancement. Matt Barr was a Correctional Officer at CACF for nearly 3 years and was a Count Movement Officer when the fire safety/risk management position became available. This position oversees the fire safety program, work place violence and workman's compensation investigations at both CACF and The GEO Group's Arizona State Prison - Florence West facility next door. Even though he had limited experience in this field, he has met and exceeded everyone's expectation, and has provided quick turnaround times for documentation whenever requested. A great deal of his success is due to his exceptional communication skills. Always in the forefront of his responsibilities is keeping staff informed and making sure policy is understood, as this is vital to the safe operation of the facility.

In July 2015, CACF was thrilled to receive a 100% compliance rating during their very first work place violence audit. Much of the credit for this outstanding score is due to the efforts of Mr. Barr.

Recently, we were able to promote Cammie Burke from Correctional Programs Officer (CPO) to Compliance Administrator. With all the numerous upcoming audits and ACA reaccreditation coming up in November, this is a very crucial and busy position. Ms. Burke has brought the same work ethic and charisma to this challenge as she has at every other position she held.

Due to promotions, most of our Security Supervisors were former Correctional Officers (CO) at this facility. There have also been many opportunities for other CO's to move on to positions in programs, such as CPO or Educational Instructor.

Tiffany Appel a former CO was promoted to CPO, and upon completion of her col-

lege courses she was promoted to Substance Abuse Counselor. Tiffany Appel now serves as our PREA Coordinator/Liaison, in addition to providing correctional programs supervision to inmates housed in our detention area.

We were fortunate to have Bryan Dennis join the CACF Team in June 2015. Capt. Dennis came to us with 3 years of experience at our neighboring GEO facility, and over 20 years from the Arizona Department of Corrections (ADOC).

Even our Warden, Bennie Rollins, served as an Arizona Department of Corrections Warden, and spent a total of 27 years with ADOC.

Central Arizona Correctional Facility consistently strives to be the very best facility in the state of Arizona and continues to be a good neighbor to the town of Florence. We are proud of the diverse and experienced talent on our team to better our facility everyday.

**Pictured Clockwise:** *Cammie Burke, Matt Barr, and Capt. Dennis.*



## 2015 Ride with the Governor

Written By **Trina Randall & Myra Strobel,**  
New Castle Correctional Facility

On July 31, 2015, Trina Randall, Unit Manager at the New Castle Correctional Facility (NCCF), had the distinct honor of representing The GEO Group at the 2015 Ride with the Governor. The 184-mile ride was sponsored by ABATE Indiana (American Bikers Aimed Toward Education).

While the ride was free to participants, donations were made in which 100% of funds raised went to the Indiana National Guard Relief Fund, an organization that assists members of the National Guard and their families.

The day started at the Indiana Government Center, where Governor Mike Pence was mingling with the crowd and Ms. Randall was able to meet him and have their picture taken together. The group of approxi-

mately 600 participants on 450 motorcycles then rode to Anderson for a brief stop where the Governor addressed the crowd and everyone enjoyed some ice cold water and slushys. From Anderson, the group rode to the Gas City Walmart distribution center and enjoyed a wonderful lunch provided by Walmart. After lunch, it was off to Ft. Wayne for an end-of-the-ride block party at Do It Best Corp.

Unfortunately, mother nature took over, and all the bikers and riders got a rain shower. All in all, it was a great day to ride, even in the afternoon rain.

**Pictured:** Indiana Governor Mike Pence and NCCF Unit Manager Trina Randall at the 2015 Ride with the Governor on July 31, 2015.

## Did you "STEP UP" to the Summer Challenge?

Written By **Susan Napolitano,**  
Corporate HR

This summer, we hosted a new Step it Up Challenge. The Step Up Challenge started on June 15th and ran through July 26th.

Virginia Cannon from the Adelanto Detention Facility came in 1st Place with 821,491 steps, winning a \$250 gift card. Michael Foote from the Western Region Detention Facility came in 2nd Place with 753,734 steps and won \$150. Joseph Bunch from the Rivers Correctional Institution came in 3rd Place with 661,567 steps and won \$100.

Another 79 participants each received a \$25 gift card. All those who made it to 125,000 steps were automatically awarded 200 Healthyroads incentive points. Congratulations to all those who crossed the finish line and reached their goal of 125,000 steps.



# Safety Fair at Lawrenceville Correctional Center

Written By **Laura Torgeson, Lawrenceville Correctional Center**

On May 19, 2015, Lawrenceville Correctional Center's (LVCC) staff took part in the first annual safety fair. The workplace can become a second home to many employees, due to the amount of time people spend at work, ensuring their safety is an important responsibility and should be taken seriously.

The purpose of the fair was to provide LVCC's staff with critical information about several key areas of personal safety including, grilling safety, heat stress, fire prevention, hearing safety, workplace violence prevention, slips, trips and fall prevention, and job-related safety. Seven informational stations were set up with a large display board depicting the various aspects of safety.

Just in time for the summer heat, the "beat the heat"

station included information on how to prevent and treat heat injuries, how to choose the proper sunscreen, and other important facts.

The fire prevention station provided effective methods and strategies for preventing and dealing with fires at work, as well as at home. Topics such as domestic violence, bullying, hazing, and road rage were covered in great detail as part of the workplace violence prevention station. Helpful ways to prevent hearing deficiencies or even hearing loss through the use of personal protective equipment (PPE), were incorporated into the hearing safety station.

Ms. Torgeson, the safety Manager, was on-site to answer questions that staff had about any safety issues and or concerns. A

booth was set up by the Mecklenburg Electrical Co-Op and two employees were available to answer any electrical or power generation questions. They also had many electrical safety devices for the home on display.

For the safety fair, Lawrenceville Correctional Center's visitation room was decorated in safety colors such as red, yellow, and orange. The room was also decorated with replicas of safety signs such as stop, yield, poisonous and high voltage.

Those staff members who registered at the fair were entered in a drawing to win smoke detectors, fire extinguishers and a charcoal grill with a bag of charcoal. All who participated were also offered complimentary ear

plugs, bottles of ice cold water, and ice cream.

Over 175 staff members participated in the first annual safety fair and had a great time learning important information to improve overall safety. The safety fair would not have been possible without the help from Ms. A. Boyce, Mrs. G. Bright, Mrs. C. Clark, Ms. D. Hightower, Ms. G. Johnson, Ms. Y. Patillo, Mrs. S. Wall, and Mrs. A. Wilmoth. Our employees are the most important asset of our organization, and we strive to keep them safe each and every day.

**Pictured Left to Right:** Officer B. Elam, Officer O. Clary and Officer S. Kelly. Warden Wright with the Mecklenburg Co-Op representative discussing electrical safety.



## Eastern Region Hosts Golf Tournament to Benefit St. Jude Children's Hospital

Written By **Celeste Nickel**, Eastern Region Office

On June 18, 2015, The GEO Group's eastern region office gathered with Wardens, vendors, and other supporters at Olde Sycamore Golf Plantation near Charlotte, North Carolina, to host a charity golf event. For the second consecutive year, the eastern region office organized the Charity Golf Classic to benefit St. Jude Children's Research Hospital. A total of \$126,000 was raised and donated to help St. Jude change the way the world understands, treats and defeats childhood cancer and other life-threatening diseases. Eastern region has donated more than \$225,000 for this organization over the past two years.

St. Jude families never receive a bill from the hospital for treatment, travel, housing or food because they believe the only thing a family should worry about is helping their child live. One of these children is Mason, a five-year-old little boy who was diagnosed with acute lymphoblastic leukemia. After five weeks of chemotherapy, Mason went into remission. It is because of children like Mason, that the eastern region strives each year to raise donations for St. Jude. The regional team is working on next year's event, and we look forward to continuing the support.

*Pictured From Left to Right: Vice President eastern region Dave Donahue, St. Jude representative Megan Hannon, Office Support Specialist and Event Coordinator Celeste Nickel, and eastern region Director, Event Manager Kevin Sidebottom.*



## Central Region 16th Annual Charity Golf Tournament

Written By **Mary Mayberry**, Central Region Office

In April, the central region hosted their 16th annual Charity Golf Tournament benefiting the Lone Survivor Foundation. The successful event was made possible through the combined efforts of the facilities working year round, coming up with innovative fundraising ideas.

The Lawton Facility raised an extraordinary \$18,000, followed closely behind by the Rio Grande Facility with \$13,500. A special thank you to Correct RX and The GEO Group Foundation for their generous donations. Central region Vice President Mr. Reed Smith, presented Terry Jung, Executive Director of the Lone Survivor Foundation a check in the amount of \$115,000.

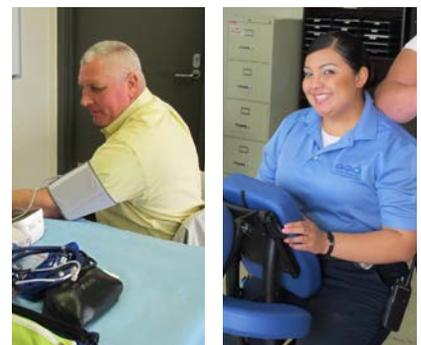
## Adelanto Detention Facility Health Fair

Written By **Liz Lopez**, Adelanto Detention Facility

In March, the Adelanto Detention Facility held its third annual health fair. Employees were able to meet with medical experts to go over their health screen results. Employees received a free health screening, a goody bag, snacks, a free massage, and were also entered into a raffle. Raffle winners include Detention Officer Alexis Boresoff, who won a pair of Calvin Klein sunglasses, and Detention Officer Frank Peterson, who won a \$50 visa gift card.

Medical Records Clerk, Andrea Hernandez stated, "It's important to maintain your health and take care of your body. I didn't even know I was almost at risk for high cholesterol until I had my health screen today." This not only proves to be a favorite event among the employees, but as Andrea pointed out, it is also an important one.

*Pictured: Facility Administrator James Janecka participates in the Health Fair. Detention Officer Vanessa Lujan excited to get a massage.*





## RESEARCH UNIT

# Building Lasting Relationships

Written By **Erica Amorim & Kasia Kijanczuk, Continuum of Care Division, Corporate**

Research is heavily reliant on data gathering and analysis, but as important to the research unit is building lasting relationships with passionate staff members who change the lives of their participants. As a way of introducing ourselves, and to expand our practical knowledge on Day Reporting Centers (DRC) and correctional facilities, we took a trip and visited some of the operations teams that work diligently on delivering evidence-based practices.

In early June, we traveled to three GEO facilities including the Richmond DRC, Lawrenceville Correctional Center, and the Randolph County Treatment for Effective Community Supervision Service Center (RCTECSC). This trip is aligned with key strategic goals of the research unit including, to collaborate with DRCs to refresh outcome studies, to identify measurable key performance indicators, and to engage and disseminate research activities and outcome studies.

Our trip began in Richmond, Virginia where we were given a tour of the DRC by Mr. Jackson, the Client Service Specialist. This center offers moral reconnection

therapy, educational programs, life skills, parenting skills, anger management, and employment readiness. The Job Development Coordinator, Ms. Navedo-Briggs along with Program Manager, Ms. Saucier, are deeply engaged with the community in connecting the DRC's clients with employment opportunities.

On day two, we drove into Lawrenceville, Virginia to visit Lawrenceville Correctional Center. For a small town, we received a big welcome from the Lawrenceville staff, who accompanied us on the tour of the facility. The Lawrenceville team, led by Warden Wright, has been working together for over a decade. We visited the therapeutic community pod where 90 offenders who are within 12 to 18 months from release are housed. This pod offers the thinking for a change curriculum, anger management, and substance abuse programming. Under the caring direction of Assistant Warden Shaw, this pod offers practical programming for offenders with sentences of five years or less. Educational and vocational programs are plentiful at Lawrenceville, with all seven

vocational programs offering a certification upon completion. From a research perspective, knowing how correctional facilities assess offenders and use this information to assist in their progression, helps in designing measurable key performance indicators and in identifying attainable intermediate outcomes for research studies.

For our last stop, we drove from Virginia to Randolph County, North Carolina. The RCTECSC led by Ms. White, provides services to over 50 clients who, depending on their needs, have the opportunity to attend moral reconnection therapy and regular or intensive outpatient substance abuse programs. Aftercare is mandatory and clients are required to attend a total of four sessions that are provided every other week for an hour and a half. Ms. Becki Quarles, the center's Therapist, goes above and beyond her formal tasks to make sure that her clients have all the tools needed to succeed. We spent some time with Ms. Quarles exploring how the client information is entered into the database, what type

of information is collected, and how the center maintains a close working relationship with the state to provide the best treatment and care.

The research team would like to thank everyone at Richmond DRC, Lawrenceville Correctional Center, and the RCTECSC for making our visits successful. We have great admiration for your committed dedication and delivery of therapeutic services to those who are seeking positive change in their lives.

**Pictured Left to Right:** Lawrenceville Correctional Center Team. **Front Row:** Assistant Warden Marilyn Shaw, Research Manager Erica Amorim, Unit Manager and Addiction Treatment Unit Coordinator Elba Fant, Counselor Catina Macklin, Research Analyst Kasia Kijanczuk, and Warden Ed Wright. **Back Row:** Counselor Anthony Judkins, Education Principle Phyllis Smith, Data Entry Clerk Carla Martindale, Counselor Sakisha Macklin, Unit Manager Edward Powell, Lieutenant Michelle Brewer, and Training Administrator William Delbridge. Therapist Becki Quarles and Research Manager Erica Amorim in front of the Moral Reconnection Therapy Ladder at RCTECSC. Tree of Change at the Richmond DRC.

# BACK TO SCHOOL WITH CASA

Written By **Marlene Womble-Williams, Alexandria Staging Facility**



The staff at Alexandria Staging Facility challenged each other to fill backpacks for back to school time, to donate to the CASA's (Court Appointed Special Associates) Rapides Children's Advocacy Center. This organization serves 200 to 300 children in foster care each year with over 100 active volunteer advocates. Using the supply list, Alexandria Staging Facility staff was able to donate 49 filled backpacks for elementary school kids, totaling roughly \$1,700. **Pictured Left to Right:** Alea Duell, Javonda Lewis, Florece Coutee, Sangria Fitch, Executive Director, CASA, Wade Bond, Warden Ramos, LT Wilton Tyler, Erin Ledet, Anthony Foster, Wayne Dawson, and Marlene Womble-Williams.

## What's new at Central Arizona Correctional Facility

Written By **Sheryl Augstums, Central Arizona Correctional Facility**

Warden Rollins and HR Generalist Leah Kempton attended Poston Butte High School and another local high school ceremony awarding over \$20,000 in scholarships from The GEO Group Foundation. Florence, AZ is very honored to have Poston Butte High School achieve the A+ school of excellence rating. Central Arizona Correctional Facility (CACF) looks forward to Correctional Officer's and National Nurses week to recognize not only our Correctional Officers and Nurses, but all staff working in correctional facilities. Festivities included Cinco de Mayo nacho day, ice cream float day, popcorn day, and giveaways.

The safety awareness program is in full swing, and we have already had four safety award winners including, Maintenance Supervisor Jay Lownsberry, Correctional Officer Victor Cooper, Correctional Officer Dale Heath and SOETP Counselor Rick Stenner. Facility beautification projects are under way including, sandblasting and repainting doors and handrails, improvements to inmate housing units, installing new exercise areas and ramadas, and curbing the recreation yard. CACF is looking forward to upcoming audits and ACA reaccreditation in the summer. As busy as we may be, the day-to-day security needs are always a priority. CACF is very fortunate to have a great security team and a very supportive staff.

**Pictured Left to Right:** Warden Rollins presenting scholarships at Poston Butte High School. Sandi Lopez, Erin Keenen, Sheryl Augstums, Leah Kempton, and Shannon Sherlock. Curbing project.



## 2014 Annual Employee Awards

Written By **Kayla Courville, Allen Correctional Center**

On June 11, 2015, Allen Correctional Center held its 2nd Quarter Community Relations Board in conjunction with the 2014 Annual Employee Awards.

Employee of the Year was Quarshonna Chretien in Human Resources. Non-Security Supervisor was Coach Brian King, Security Supervisor was Shift Captain, Valiree Delome, and Officer of the Year was Sgt. Wynonna Gilley. These talented staff members were very deserving of this special honor.

**Pictured Left to Right:** Warden Keith Cooley, Quarshonna Chretien, Brian King, Valiree Delome, and Wynonna Gilley.

## GTI Air Operation 48 and 49

*GTI's successful air operation for the movement of the Vermont inmates to Baldwin, Michigan.*

Written By **Ed Stubbs, Corporate**

Earlier this year, GEO was awarded the contract to house Vermont inmates at the North Lake Correctional Facility in Baldwin, Michigan. The first of the Vermont inmates to be transferred were already serving their sentences in out-of-state facilities located in Kentucky and Arizona. GEO was advised that there were 252 inmates located in Beattyville, KY and 28 high risk inmates housed in Florence, AZ. It was quickly determined that the safest and most secure way to transfer these inmates would be by air.

Once approved, GTI began planning air operation missions for the movement of the Vermont inmates. Thank you to Eastern Region Vice President Dave Donahue and Director Kevin Sidebottom, who had maintained a close working relationship with the Kentucky Department of Corrections (KYDOC) Commissioner LaDonna Thompson and other Senior Managers for assistance and quickly lending their departments support and resources for these movements.

To coordinate this large movement, GTI Director Bobby Sanchez was assigned as the lead point of contact for the Kentucky operation. To meet the contract timeline and ensure safe and secure transport, the inmates would be flown from Lexington, KY and Mesa, AZ airports via a chartered 737 aircraft.

On June 29, 2015, the first of two back-to-back air operations were conducted from Kentucky to Michigan. To successfully transfer the 252 inmates, Director Sanchez and the GTI air transport team arrived at the detention facility located in Beattyville, KY around 11 p.m. the evening before. GTI's air transport flight team met at the facility with no less than 100 KYDOC officers. After loading the first group of 126 inmates, GTI and KYDOC staff departed in a 20 vehicle motorcade to the Lexington



Airport. This motorcade was escorted by approximately 10 Kentucky State Troopers and a Blackhawk Helicopter that provided additional security from above. Upon arrival to the Lexington Airport, the inmates were safely loaded onto the aircraft at approximately 6:30 a.m. which then departed for the Gerald Ford Airport in Grand Rapids, Michigan.

Upon arrival into Grand Rapids, GTI Operations Manager Peter Provencher planned and led the ground transportation staff comprised of Transport Officers from the Robert A. Deyton Facility and Correctional Officers from the North Lake facility. The ground transport teams took custody of the Vermont inmates and safely transported them to the North Lake facility. The aircraft then returned to Lexington and this same transport scenario of the remaining 126 inmates was repeated without incident.

Once the second leg was completed, the aircraft along with several GTI air transport team members departed for Florence, AZ, where the aircraft and team would be staged overnight for the following morning mission. On the morning of June 30, 2015, a total of 28 high risk Vermont inmates were taken one by one out of disciplinary segregation and similarly searched, restrained and loaded into several transport vehicles. A special thank you to Wardens Rick Mauldin of our Arizona State Prison and Bennie Rollins of our Central Arizona Correctional Facility

for coordinating the property transfers, staff and vehicles for this high risk movement. The inmates then were transported to the airport in Mesa, AZ, where the inmates were loaded onto the aircraft by the GTI air transport team and were safely transported to the Grand Rapids Airport. The inmates were successfully transported to the North Lake Facility without incident.

In summary, three air missions were conducted, moving 280 Vermont inmates in less than 30 hours by GTI's air transport team. GTI's air certified transport team has now successfully conducted 49 Air Missions without incident. Special recognition goes to Scott Fitch, Assistant Warden at New Castle Correctional Facility who has in numerous other air movements been the in-flight officer-in-charge for each of the three air movements. Flight team and ground support members whose participation was critical to the success of the operation are: Sammy Joseph, Dustin Allee, Ronnie Whitehead, Derrick Adkins, Juval Molina, Nicole Driscoll, Vadim Filippov, Elihu Harper, Marchello Jones, David Robles, Jatinder Singh, David Young, Charles Wood, Sam King, Carnell Carr, James Mitchell and corporate's Registered Nurse Lucie Taylor.

GTI recently held and graduated its third air operation security course certifying an additional 17 new air operation team members. A special thank you to Warden Butts for coordinating the arrangements and use of Indiana DOC's facilities.



## 2015 Leadership Award Winners

Written By **A. Louise Williams & Susan Napolitano, Corporate HR**

GEO is pleased to honor two new outstanding leaders who represent the talented and diverse workforce that makes up the GEO family.

**The 3rd annual Minority in Leadership Award Winner** is Santina Anderson, Program Fidelity Specialist at the Southeast Texas Transitional Center (STTC) in Houston, Texas. Santina was selected from among 20 nominees for this honorable award.

Ted Blanchard, Facility Director who submitted her nomination, mentioned several of the remarkable achievements that Santina made throughout her eight-year career with GEO. Ms. Anderson was promoted three times since moving to Houston in 2007. She attended and completed the first Emerging Leaders Academy in 2013, and was selected as a mentor for the opening of the Newark Residential Reentry Center in October 2014.

As a member of the Corporate Division audit team, she completed several facility audits which resulted in her selection as Employee of the Year at STTC in 2014. Santina's regular duties

include internal compliance audits, PREA coordinator and investigations, OPR investigations, grievance coordinator, serious incident report coordinator, and staff trainer.

**The 4th annual Woman in Leadership Award Winner** is Rebecca Hatch, Compliance Manager from Northeast New Mexico Detention Facility, in Clayton, New Mexico. Rebecca was selected from among 33 nominees for this prestigious award.

Susan Hutchison from Northeast New Mexico Detention Facility, submitted the winning nomination that boasted of the significant achievements Rebecca has contributed in her 17-year career with the GEO Group. Ms. Hutchison commended Ms. Hatch's standard for excellence throughout her career with GEO.

Throughout her tenure, Rebecca has successfully worked her way through various positions, including Correctional Officer, to her current position of Compliance Manager. There were times where she wore several hats because of her diverse work experience. Ms.

Hutchison said, "Because Rebecca is able to identify deficits quickly, correct them and train in those areas, she has completed several successful audits with 100% compliance, including PREA compliance, moving the facilities in the right direction."

The judges for the Minority in Leadership Award were Loren Grayer, Pablo Paez, Louise Williams, Patricia Bowen and past winner Evangeline Dye. The judges for the Woman in Leadership Award were Dr. Ada Rivera, Patricia Persante, Susan Napolitano, Patricia Bowen and past winner Chanthal Harris. Both new recipients will join the judging panels to assist with the 2016 selection process.

Congratulations to both Santina and Rebecca along with all the nominees in this great recognition program that clearly highlights the extraordinarily talented individuals we employ throughout the company. Each of our winners will receive a check for \$5,000. This award is sponsored by GEO's consultants, USI, Inc.

## Workplace Violence Prevention Program

Written By  
**Harvey G. Church, Corporate**

In January 2014, The GEO Group launched its world-class Workplace Violence Prevention Program (WVPP) in our U.S. Corrections and Detention Division. Since then, we have begun a roll out of the program throughout our GEO divisions across the country. This program is intended to address workplace violence against our staff, to improve employee safety and create a safe work environment. As a testament of our success, we have scored an average of 97% on our third party audits, which began in July 2014.

The credit and accolades for the success of the WVPP and impressive audit results belongs to the employees and management at our facilities, who have taken the program seriously and made significant changes to practices and operations. "With employees and Managers working hand in hand on issues we face every day, we have proven yet again that we can accomplish great success with focus, determination, teamwork and persistence." says John Hurley, Senior Vice President and President, GEO Corrections and Detention.

**Pictured:** Director, Safety And Work Place Violence Harvey G. Church.





# Knowing our Programs Work:

## How DRC's Use the Correctional Program Checklist

Written By **Dr. Natalie Pearl, Erica Pereira Amorim, & Kasia Kijanczuk, Corporate**

**Table 1: CPC Domains**

Capacity	<b>Program Leadership And Development</b> 14 indicators	Examines Program Director's qualifications, experience, and current involvement with staff and program clients. Evaluates consultation of literature, piloting of program, support from communities, and stability of program.
	<b>Staff Characteristics</b> 11 indicators	Examines staff's qualifications, experience, training, supervision, and involvement. Evaluates staff's input and support of program treatment goals.
	<b>Quality Assurance</b> 8 indicators	Examines internal and external quality assurance; type of feedback, assessments, and evaluations used to monitor the program.
Content	<b>Offender Assessment</b> 13 indicators	Examines appropriate offender / exclusion criteria, offender assessment on risk, need, and responsivity, and manner in which characteristics are assessed.
	<b>Treatment</b> 31 indicators	Examines targeting criminogenic behavior, treatment and procedures, use of reinforcers and punishers, matching offender to program and staff, use of relapse prevention, and aftercare quality.

The staff at Day Reporting Centers (DRC) are rightfully proud of the work they do helping participants improve the way they contribute to their communities. They see participants getting jobs, staying away from drugs and alcohol, and improving relationships with friends, family members and coworkers. But in addition to the testimonies of success, or anecdotal evidence, wouldn't it be nice if staff had a way to gather information and utilize a more empirical method for gauging the success of their program?

Well the good news is that they do! DRC's can be evaluated for how well they are providing services to participants using the Correctional Program Checklist (CPC). The University of Cincinnati's CPC is an evidence-based tool designed to evaluate correctional intervention programs and to determine how closely programs converge with empirical principles of effective intervention (Latessa, 2008).

The CPC is divided into two domains: capacity and content. The capacity domain looks at three areas: leadership, staff and quality assurance. The content domain explores the extent to which the program targets appropriate clients and provides assessments that dictate the most suitable, individualized treatment. Lastly, the assessment provides insight into how the program delivers intervention services to clients and if interventions are able to change criminogenic behavior and promote successful program completion. Table 1 shows the domains used to evaluate the program and the number of indicators included in each.

The information needed to complete the checklist is gathered by a University of Cincinnati trained

evaluator via structured interviews with the Program Director, staff, and program clients. The capacity and content areas are measured using seventy-seven indicators. The program rating provides a capacity score that measures if the program has the capability to deliver evidence-based practices for offenders, a content score that focuses on offender assessment and treatment, and an overall score as shown in table 2. CPC results are used to inform program training and service delivery. Areas that score ineffective or needing improvement are addressed with recommendations provided by the evaluator and follow-up training provided by the Continuum of Care Training Institute.

In summary, researchers at the University of Cincinnati have assessed over 500 programs nationwide and have developed a large database on correctional intervention programs. Approximately 7% of the programs assessed have been classified as highly effective, 17% as effective, 31% as needs improvement and 45% as ineffective (Latessa, 2012). Although the programs listed in table 2 received overall score ratings in the highly effective or effective range, not all GEO programs scored highly effective or effective, and not all evaluation domains received these scores. Viewed in the context of these national averages, GEO programs are doing things right and are committed to continuous improvement for the benefit of public safety.

*Latessa, E. J. (2008). Evidence Based Correctional Program Checklist Information. University of Cincinnati.*

*Latessa, E. J. (2012). Designing More Effective Correctional Programs Using Evidence-Based Practices. Resource Material Series, 88, (37), 64-76.*

**Table 2: Recently Evaluated GEO Programs**

Program	Overall Score	Completion Date
Franklin County DRC, PA	55% Effective	August 2014
Luzerne County DRC, PA	57% Effective	August 2014
Gaston County Treatment for Effective Community Supervision Service Center (TECSSC), NC	89% Highly Effective	April 2014
Rowan County Treatment for Effective Community Supervision Service Center, NC	67% Highly Effective	February 2014
Guilford County TECSSC, NC	65% Highly Effective	January 2014
Randolph County TECSSC, NC	67% Highly Effective	January 2014
Mecklenburg County TECSSC, NC	86% Highly Effective	July 2013



On April 1, 2015, GEO Corporate employees walked on National Walking Day.



## “APPLES” Program

Written By **Betty Beckham,**  
**LaSalle Detention Facility**

Each school year, the LaSalle Detention Facility (LDF) partners with the local Assistance Program People LaSalle Education System (APPLES) program to participate in a back to school supply drive to help underprivileged and homeless children.

For the 2015-2016 school year, the program requested three particular items which were crayons, index cards and boxes of tissues. Melinda Parker, our Human Resource Manager, who heads up this program every year, posted signs and started the drive. LDF came through as they always do, and supplied 100 items of each that were requested.

Participation included individual items that were purchased and brought in, money donations or staff collecting money and purchasing the supplies as a group. The items were delivered to the LaSalle Parish Media Center with much appreciation.

*Pictured Left to Right: Back Row: Court Officer Megan Franklin, Records Clerk Ashley Aric, and Records Clerk Brittney Franklin. Front Row: HR Manager Melinda Parker, Compliance Administrator Lindsey Vercher, and Assistant Warden Security Alfonso Castillo.*



## GEO Wellness Milestones

Written By **Susan Napolitano, Corporate HR**



It is hard to believe that four years have passed since we started on the path to healthier living with our wellness partner, Healthyroads. During those years, we have made tremendous progress in our quest to help GEO employees change their lifestyle, improve their health and meet their fitness goals. We have published a series of diabetes awareness and monthly wellness newsletters, put on annual health fairs across the country, participated in national health observances such as National Walking Day, and hosted an array of wellness challenges.

GEO's Biggest Loser Competition is one of the most popular competitions to date. It has almost 4,000 participants since the competition started in 2012, and we've dropped over 16,000 pounds cumulatively! In 2013, one of our participants signed up for Season 3 of the challenge after her blood pressure and cholesterol soared out of control. By the end of the competition, she had not only lost 21 pounds, but had gotten her high blood pressure and high cholesterol within the normal range.

In the summer of 2013, we hosted the “Where’s Actiped” challenge to encourage employees to get creative about their workout routine and wear their Actiped (pedometer) wherever they went. With over 2,000 Actipeds and Pebbles (a later model) having been purchased, the “Step It UP” challenges became another favorite among GEO employees. Some employees have been so determined in their quest for first place that they’ve rightfully earned a place in the “Million Stepper Club,” reaching over a million steps! Since the very first competition, employees have logged a whopping 2,070,353,824 steps. Yes, that’s more than 2 billion steps. With that many steps, you could walk around the world 31.5 times!

In addition to the competitions and challenges, our wellness initiatives have included an ongoing focus on Tobacco Cessation and healthy success stories from GEO employees. We’ve featured 10 employees who shared their heart-warming stories of what prompted them to quit tobacco and another half-dozen testimonials in our “Road to Wellness” fea-

ture. We’ve received recognition from Healthyroads as a Gold Fit Company Award recipient, have been honored by the South Florida Business Journal and Florida Blue as one of their top “Healthiest Employers” for the past three years, and received the American Heart Association’s Platinum Award for the last three years. None of this would have been possible without the tremendous commitment our employees have shown towards achieving good health.

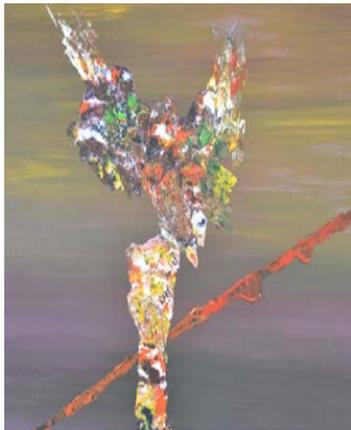
In the near future you will be hearing some exciting news as we embark on a new journey to enhance GEO’s wellness initiatives through a new wellness partner. We’ve listened to your feedback and we’re excited to announce that you will soon be able to include your families in many of our initiatives. By popular demand you’ll be able to use a wider variety of wearable devices and smart phones to track steps and many other types of activities. Stay tuned for more information to come as we continue to celebrate GEO-fit-for-life!



# Telling My Story 'Art from Inside' Exhibition

Written By  

**Simone James, Parklea Correctional Centre**



Artworks by inmates from around Australia were on display in the annual 'Art from Inside' exhibition at Parklea Correctional Centre. The exhibition ran from August 8-23, 2015.

The theme for 'Art from Inside' 2015 is "Telling My Story" which is based on a Bible verse, Psalm 107:1-2 "Give thanks to the Lord, for He is good; His love endures forever. Let the redeemed of the Lord tell their story, those he redeemed from the hand of the foe..."

The exhibition is a provocative and relevant collection of works from inmates in correctional centres across New South Wales (NSW). The annual event has been running since 2000, beginning with 20 exhibits to almost 100 exhibits today.

Artists are asked to paint around a theme, giving them the opportunity to express deeper thoughts and emotions in a positive way. The art is a way for them to both reflect on and share their story. The

purpose of the exhibition is to highlight and bring community awareness and understanding to the issues faced by inmates.

This year's 'Art from Inside' exhibition was opened by the NSW Minister for Corrections, the Hon David Elliott MP. Other dignitaries who attended the event included Louise Markus MP and Kevin Connolly MP.

**Pictured From Top to Bottom, Left to Right:**  
*Pieter Bezuidenhout, Managing Director GEO Australia, The Hon David Elliott MP, Minister for Corrections, and Peter Maá, General Manager Parklea Correctional Centre.*

*Time and Tide by Geoff H. (Tasmania).*

*A Digger's Courage by Trinh (Victoria).*

*A New Beginning by P. David (Queensland).*

*Fullness of His Grace by C. Edmunds (New South Wales).*

*My Story by Vance Reaburn (New South Wales).*

## Parklea Goes Smoke Free

Written By **Simone James,**  
Parklea Correctional Centre



All New South Wales (NSW) correctional centres will become smoke-free starting August 10, 2015, forcing the 80% of inmates who smoke to butt out.

The NSW Tobacco Strategy 2012-2017 has set specific targets on reducing smoking in order to decrease chronic disease and combat rising health costs. The plan includes the assessment of inmates' nicotine dependence, provision of nicotine replacement therapies and quit support to help them adapt to a tobacco-free environment. A range of strategies have been developed and implemented at Parklea Correctional Centre to ensure a smooth transition. Extensive communication engaging staff and inmates, establishing local smoke-free workplace committees and providing a range of assistance, have all been a vital part of the Centre's readiness program.

"This is a significant change, but we are confident everything will go smoothly as we have been working with the inmates over several months," General Manager Peter Ma'a stated. Several of the inmates and many staff members have already committed to the program to quit smoking.

**Pictured:** Peter Ma'a, General Manager, Parklea Correctional Centre with the Immediate Action Team. **Left to Right:** Jeremy O'Brien, Luke Buckley, Francis Apikotoa, Peter Ma'a, Sharon Killen, and William Tuitupou.



## In the Business of Art

Written By **Haley Robertson,**  
Junee Correctional Centre



With the help of inmates, celebrated local Wagga artist Anthony Boerboom helped turn the unattractive stark bare walls of the Cultural Centre at Junee Correctional Centre into the remarkable works of art they are today.

Following a visit from the local paper, they commented, "The centre is adorned with portraits, landscapes, paintings of milestone moments in history and drawings of cultural significance, along with incredible floor to ceiling murals.

The remarkable space provides a welcoming haven for inmates to pursue a variety of creative art forms and celebrate the cultural diversity and multicultural community within the centre.

Inmates believe the centre is providing life-changing

avenues for men to pursue activities that they have never experienced before."

For Anthony, who has been teaching art to inmates at Junee Correctional Centre for eight years, it's like stepping into an art gallery.

"It doesn't feel like you are in still in the centre," he told the paper. "This is a great place for inmates," he said.

"Some of them have found talents they never knew they had, which is a big thing for them. They now have something that means a lot to them that they can do when they get out."

He visits the centre each fortnight to provide art tuition, guidance and support to inmates. He

has been inspired by the raw talent and determination of the men utilising the centre. "This space gives these men a chance to create something good that brings them appreciation and recognition – something many of them have never had before," he said.

Anthony mentors the inmates on a one to one basis and answers the numerous questions they have about painting. Anthony comes to all other cultural events held at the centre and is planning to mount an exhibition of inmates' art at a local gallery.

In his spare time, he works in his workshop studio at home, busy with the business of art, artistic wood turning and sculpting.



## Celebrating Indigenous History and Culture

Written By **Regina Regulska,**  
**Fulham Correctional Centre**

National Aborigines and Islanders Day Observance Committee (NAIDOC) week celebrates the history, culture and achievements of Aboriginal and Torres Strait Islanders. It is celebrated not only in indigenous communities, but by Australians from all walks of life. Fulham Correctional Centre celebrated NAIDOC during the week of July 13-17, 2015.

The flag raising ceremony which recognises the official commencement of NAIDOC week was held in front of many special guests, inmates and staff. The day's celebrations continued in the visits area, commencing with a Welcome to Country by an indigenous inmate. This was followed by a number of dances performed by five inmates dressed in cultural attire and painted faces and bodies. The General Manager

Trevor Craig welcomed all who had gathered to take part in this special occasion. Local respected Elder Aunty Bess Yarram was invited to cut the commemorative cake which featured the winning design of this year's NAIDOC week t-shirt.

A colourful banner depicting this year's NAIDOC week theme, "We all stand on sacred ground." Learn, respect and celebrate, formed part of the display of photographs and detailed historical information on the Gunai-Kurnai people and various local cultural sites. A tasty luncheon which included traditional foods such as emu, crocodile and kangaroo sausages was enjoyed by all.

The second day of celebrations included a visit by Steve

Parker, a competitor in the Indigenous Surf Competition held at Torquay beach. Inspired by Steve's creations and with his guidance, participants of the Yeerung Unit artwork group have commenced a project utilising a surfboard which was given to the centre. The group's artistic talents will transform the board into a prized perpetual trophy to be donated to East Gippsland Surf competition for their junior competition.

More than 80 visitors attended the centre for the special event. The traditional Indigenous smoking ceremony which symbolizes peace, healing and justice was carried out prior to the commencement of activities. Children received show bags containing items

made by the inmates and 25 Elders received the NAIDOC week t-shirt and a framed boomerang.

The annual football match marked the final day of NAIDOC week activities. The 'All Stars' indigenous side, easily won the match against their challengers, the 'Fulham Tigers.' At the conclusion of the match, a barbecue was held, during which medallions were handed out to all players, and the 'Best on Ground Award' and 2015 NAIDOC week trophy were presented to the winners.

From the favourable comments and positive feedback received from both visitors and inmates, the week's celebrations at Fulham Correctional Centre were considered to be a great success.



## Dr. Adieu

Written By **Haley Robertson, Junee Correctional Centre**

Dr. Richard Baguley was a local General Practitioner in Wagga, in southwest New South Wales, when he responded to an advertisement for a doctor to assist at the soon to be opened Junee Correctional Centre.

He thought it would be an interesting challenge for a couple of years. That was 22 years ago!

"It's one of those jobs. You either like it or you don't," he said.

"I think it's telling of how interesting and medically fulfilling I found it. I still remember my first day very vividly," he said. "I looked at them and they looked at me and I don't know who was more frightened. But soon

you come to realise that they are people too; many of them from troubling backgrounds," the 66-year-old said.

After treating thousands of patients, up to 80 a day, Dr. Baguley is wending his way to retirement by working part time as a General Practitioner in Wagga.

But his retirement from the Junee centre did not go unnoticed. The local paper ran a feature on him and then the following week a letter appeared:

*"I have just read the article on Dr. Baguley's retirement from the Junee Correctional Centre.*

*As the first governor of the gaol I have many fond memories of him. He*

*represented the best of competency, compassion and decency in a stressful and complex environment.*

*I always enjoyed stopping in on the clinic on my daily tour and discussing the issues of the centre and solving the problems of the world.*

*I wish him and his lovely wife all the best. I am sure he will be missed."*  
-George A. Grigas, Florida, USA

**Pictured:** Long serving staff members Russell McAuliffe and Owen Wright help Dr. Baguley cut his cake at the farewell lunch. Dr. Baguley in his office on the final day.



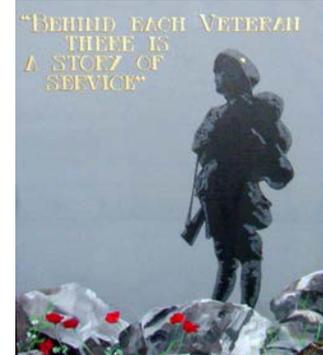
## Behind Each Veteran There is a Story of Service

Written By **Regina Regulska, Fulham Correctional Centre**

The local branch of one of Australia's oldest and most respected national organisations, the Returned and Service League (RSL) is home to a poignant painting created by an inmate at Fulham Correctional Centre.

The significance of this year's 100th anniversary of the ANZAC landing at Gallipoli compelled the inmate to create a lasting memory on canvas. Supported by staff, the painter spent more than six weeks working on the project during art classes at the centre.

Fulham Correctional Centre's Operations Manager, Col Caskie presented the painting on behalf of the artist and The GEO Group to Mrs. Sue Artso, President of the Heyfield RSL who was thrilled and honoured to accept it.





## GEO Group Foundation Helps Resupply Monarch Middle School's Outdoor Education Club

Written By **Joe Newell, BI Incorporated**

Since the school's opening 18 years ago, the Outdoor Education Club (ODE) has been a one-of-a-kind opportunity for 7th and 8th graders, teaching them to become good stewards of the outdoors.

Throughout the school year, students attend after school meetings, participate in fundraising and complete various activities in order to accumulate points. In the spring, the 30 top point

earners qualify for a backpacking trip to Moab, Utah where they spend three nights in the back country of the Canyonlands National Park, Needles District.

The students trek four miles to their campsites with full packs, spending the days hiking, collecting water, cooking, learning about the landscape and exploring the wonders of the park.

It is an experience that lasts them a lifetime.

After 18 years, the equipment has had a lot of wear and tear and The GEO Group Foundation fulfilled a request for \$1,500 to purchase much needed new equipment for the club.

With the donation from The GEO Group Foundation, they were able to procure six tents, six cooking pots,

twelve fuel bottles, fuel, three backpacking stoves and two first-aid kits.

The equipment purchased with this generous donation will benefit hundreds of students in the years to come.

**Pictured:** *Students and teachers posing with the new equipment purchased with The GEO Group Foundation donation.*



## GEO York Reentry Service Center Participates in National Night Out

Written By **Kalen Macon, GEO York Reentry Service Center**

On Tuesday, August 4th, 2015, the GEO York Reentry Service Center (RSC) participated in National Night Out, an event that brings together police, community agencies and members of the community.

This nationwide event is held the first Tuesday of August each year. The York RSC was invited to participate by the Pennsylvania Board of Probation and Parole due to their ongoing collaboration in providing treatment to offenders under parole supervision.

Representing the GEO York office was Program Manager Kalen Macon, Case Manager James Burkins, and Job Developer Joseph Spencer.

As a way of giving back to the community, Mr. Spencer provided cupcakes, decorated with the GEO logo, to the children that stopped by their table. Participants in the day reporting and workforce development programs were encouraged to participate in this event by checking in with Case

Manager Burkins in an effort to engage ongoing support in their natural community.

The event lasted from 5 p.m. to 9 p.m. and featured a 3-on-3 basketball tournament, live DJ entertainment, games, free food and prizes.

**Pictured:** Job Developer Joseph Spencer, Program Manager Kalen Macon, and Case Manager James Burkins.

## A Win/W.I.N Situation

Written By **Missy Kennedy, Abraxas Youth Center**



For the second year in a row, young men from the Abraxas Youth Center participated in the local Walk a Mile in Her Shoes international men's march to stop rape, sexual assault, and gender violence.

Partnering with Franklin/Fulton County Women In Need (WIN), the Abraxas Youth Center provides young men the opportunity to enhance empathy development, build a sense of community, and participate in community service. This year's Heels 2 Heal team, with support of Abraxas staff, raised over \$500 to donate to WIN.

The Heels 2 Heal team also provided assistance to walk organizers. Prior to the walk, the young men worked with WIN staff to organize the high heels, label the shoe boxes for participants, and then set up registration area the day of the walk.

In the days following the walk, the young men discussed their walk experience with their treatment team and their peers. The young men again worked with WIN walk organizers to clean the entire collection of high heel shoes used in the walk, boxed them back up, and placed them in storage for next year. Walk organizers continually express how excited they are about the developing relationship with Abraxas and our young men.



## Randy Schwartz of Neptune City CRC Presented with Veteran's Award

Written By **Randy Schwartz,**  
Neptune City CRC

On April, 22, 2015, Program Manager Randy Schwartz from The GEO Group Neptune City CRC, was presented with a certificate of appreciation from the New Jersey Employer Support for the Guard and Reserve.

The Employer Support for the Guard and Reserve is a national organization that enlists employers to preserve employment for citizen soldiers while they are on active duty. New Jersey has its own chapter which has entered into a partnership with the New Jersey State Parole Board's Veteran's Initiative and the various County Sheriff's Departments throughout New Jersey.

The award ceremony took place at the Monmouth County

Sheriff's Department Operation Center in Freehold New Jersey. Also present and receiving awards were the Monmouth County Acting Prosecutor, Christopher Gramiccioni, Monmouth County Freeholder Lillian Burry, Monmouth County Sheriff Shaun Golden and Michael Ruane, Executive Director of the office on Aging, Disabilities and Veteran Affairs. James Plousis, Chairman of the New Jersey State Parole Board was a Keynote Speaker.

Mr. Schwartz was nominated by the New Jersey State Parole Board recognizing the Neptune City CRC's special attention and work with clients who are veterans. The Neptune City program immediately discerns which new clients are veterans during the intake

process. Information regarding veteran services such as medical care, transportation and employment opportunities is routinely passed along to them.

**"Mr. Schwartz was nominated by the New Jersey State Parole Board recognizing the Neptune City CRC's special attention and work with clients who are veterans."**

One client who had severe medical issues was helped with transportation to and from the VA hospital in East Orange New Jersey.

The award was presented to Mr. Schwartz by Carmen Venticinque (Ret. Colonel), Chair Emeritus, NJ Employer Support for the Guard and Reserve. Lt. Paul McIntyre (Ret.) from the New Jersey State Parole Board's Veterans Initiative Program introduced Mr. Schwartz to those that were attending the ceremony.

A video of this presentation has been posted on YouTube under Randy Schwartz, GEO Group.

**Pictured:** Chairman of the New Jersey State Parole Board James Plousis and Program Manager Randy Schwartz. Program Manager Randy Schwartz with Colonel Carmen Venticinque and Paul McIntyre.

# BRINGING THE TEAM TOGETHER

Written By **Stephanie Saucier, Richmond DRC**



Since Richmond, VA Day Reporting Center (DRC) opening in March 2014, our successful cases have improved, with the last quarter being 44% of successful discharges. Our second graduation was held in June 2015, with a total of 32 graduates! The staff beamed with pride and was recognized by the City's Deputy of Criminal Justice Division.

The DRC staff held family night with much excitement from the participants. Our carnival theme celebration brought in children of all ages and included prizes, face painting, games, and dinner. The DRC employees have been closely involved with community outreach. Recently, HIV testing in the facility has begun. Additionally, representatives from the employment commission, federal bonding program, and Goodwill have made their services available to the participants and presented during our community connections group. As time passes, the staff at the Richmond, VA DRC continue to grow as a team!



**Pictured:** Staff getting ready for family night: Ebony Bryant, Preston Simms, Phillip Jackson, Jennifer Fox, and Evette Navedo Briggs.



## Perfect Group Attendance

Written By **Kimberly White, Randolph & Rowan TECS**

Substance Abuse Therapist Travis Walker (pictured left), at the Guilford TECS facility in Greensboro, NC, is pictured with three out of thirteen program participants who achieved perfect group attendance and assignments for thirty consecutive days.

The participants were honored with a cookout on July 30, 2015. The cookout was the second of three planned as an added bonus to recognize and encourage participants to achieve behavioral milestones. In June, eighteen participants were honored at the first cookout. The participants also received scratch-off tickets for prizes and may be recognized as honor graduates at the 2015 Fall transition ceremony.

## Client of the Month: Lamont Jones

Written By **Maria Camacho, Mendocino DRC**



Lamont Jones started at the Mendocino DRC in October 2014, after a recommendation from his Probation Officer. He has found the program more helpful than others because of its consistency and focus on positive change.

He participates in the OSAE Group, which focuses on relapse prevention and tools to help deal with life's challenges. Since starting, he has remained drug and alcohol free and continues to demonstrate significant behavioral growth. He has maintained perfect attendance, models pro-social behavior, helps his fellow clients strive for positive life changes, and often volunteers at the DRC.

Because of his progress and strength, Lamont was recently named Client of the Month, an honor reserved for our best clients. Currently, Lamont is in Phase III of the program and expects to graduate at the next transition celebration this fall.

# Cambria DRC Spring Graduation

Written By  
**Julie Ivory-Boring,**  
Cambria DRC



On May 10, 2015, the Cambria Day Reporting Center (DRC) was pleased to celebrate the successes of 40 graduates from the day reporting program. Many of the participants who enter the program are initially resistant and do not believe the program or staff can help them change in any manner. It is through dedication and hard work that the participants have that "aha" moment and the program clicks for them. Their attitudes, behaviors, and choices all begin to change for the better.

At the transition ceremony, guests and graduates were greeted by Julie Ivory-Boring, the Program Manager, who introduced the guest speaker, Warden John Prebish. Following Warden Prebish were graduates who gave their testimonies regarding their experience in the program. Miss Pecze stated, "They are very dedicated to helping you achieve success. My future plans are to become a drug and alcohol counselor." Mr. Lysic was quoted saying, "I am very proud of my accomplishments of remaining clean for myself and my family."

Mr. Knight thanked Client Service Specialist, Shawn Ray, for helping him "to open up and talk to others." Mr. Knight explained that he is not a social person, but Mr. Ray helped give him the push he needed to come out of his shell.

The graduates were then presented with certificates of achievement and a lucky bamboo arrangement from Ms. Snowberger and Mr. Ray. Stacy Miller, Program Director, provided the closing remarks expressing her pride in the accomplishments of each graduate.

The Cambria County Day Reporting Center opened May 21, 2012, to help eliminate recidivism through evidence-based programming and cognitive behavioral interventions through individual sessions and groups. Participants also receive services to assist with employment readiness, anger management, GED prep, communication and problem solving skills, decision making, and conflict resolution skills.

# ACA Accredited GEO Group Facilities

At the American Correctional Association (ACA) conference held on August 14-19, 2015, in Indianapolis, Indiana, seven GEO facilities received recognition for being either first time accredited or reaccredited. Here are all the pictures of the facilities and their scores.

Congratulations to the following facilities!



**99.80%**  
**Bay Correctional Facility**



**99.50%**  
**Grossman Center**



**99.72%**  
**Heritage Trails  
Correctional Facility**



**99.80%**  
**Graceville  
Correctional Facility**



**100%**  
**Moore Haven  
Correctional Facility**



**99.28%**  
**Big Spring  
Correctional Center**



**100%**  
**Lea County  
Correctional Facility**

**GEO Quality,  
GEO Standards,  
GEO Best Practice**

For more information and to view all our accreditations log on to [www.geogroup.com/standards](http://www.geogroup.com/standards)

In May 2015, at the Correctional Accreditation Managers' Association (CAMA) conference, three GEO facilities received ACA Accreditation. Congratulations to the following GEO facilities!



**98.40%**  
**Golden State MCCF**



**99.50%**  
**Salt Lake City Residential  
Reentry Center**



**97.58%**  
**Western Region Detention  
Facility at San Diego**

