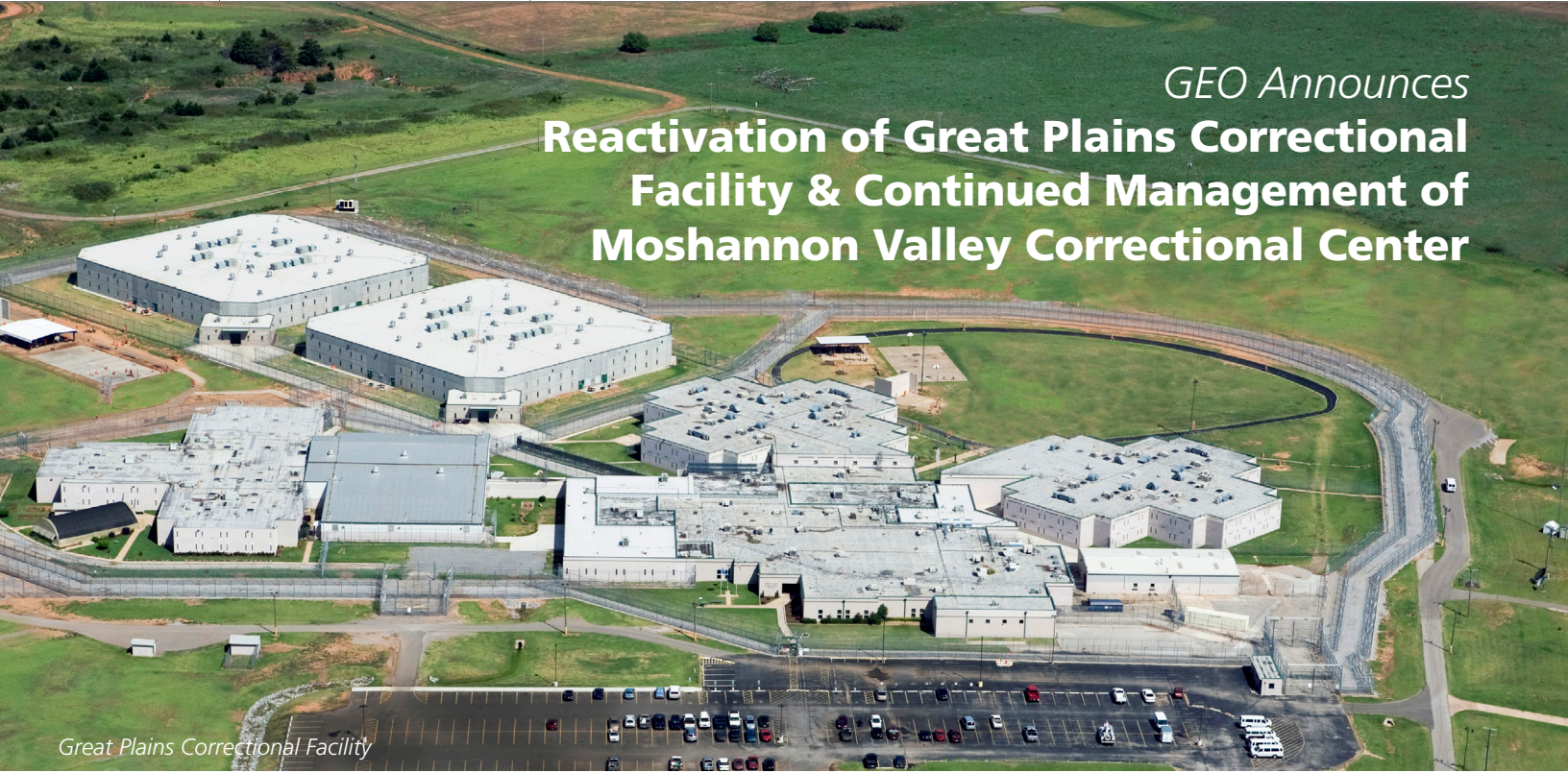


*GEO Announces*  
**Reactivation of Great Plains Correctional Facility & Continued Management of Moshannon Valley Correctional Center**



*Great Plains Correctional Facility*



*Moshannon Valley Correctional Center*

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CONTINUUM OF CARE MERGE



# Chairman's Letter

**George C. Zoley**

Chairman, CEO and Founder



*George Zoley*

## To the GEO Family,

During 2014, our company achieved several important milestones which are representative of our continued growth. Throughout the year, our GEO Corrections & Detention division activated new contracts or announced contract awards totaling more than 9,000 correctional and detention beds. The GEO Community Services division continued to expand with the opening of approximately a dozen new day reporting centers and the provision of community reentry services in several new markets.

Most recently, in December 2014, we announced the development of a 626-bed expansion to our company-owned, 532-bed Karnes County Residential Center in Texas under an amendment to our existing contract with Karnes County, Texas and the existing intergovernmental service

**Our GEO Care division is central to the implementation of the “GEO Continuum of Care,” which is a philosophy and commitment to provide the highest quality, evidence-based programming from in-custody settings to community-based programs throughout our company as we continue to pursue quality growth opportunities in each of our diversified market segments.**

agreement between the County and U.S. Immigration and Customs Enforcement.

We will finance, develop, and manage the \$36 million expansion, which will increase the Center's total capacity to 1,158 beds. The expansion, which is expected to be completed by the end of 2015, will generate approximately \$20 million in additional annualized revenues.

Also in late December 2014, we announced the signing of new ten-year contracts with the Federal Bureau of Prisons for the continuation of management at our company-owned, 1,878-bed Moshannon Valley Correctional Center in Pennsylvania and for the reactivation of our company-owned, 1,940-bed Great Plains Correctional Facility in Oklahoma.

Under the new contracts, the facilities will house up to a combined 3,818 federal inmates and are expected to generate approximately \$76 million in combined annualized revenues. The Great Plains Correctional Facility is expected to begin the intake process in the second quarter of 2015, while the contract for the continued

management of the Moshannon Valley Correctional Center will commence in the second quarter of 2016, following the expiration of our current contract.

The important milestones we experienced during 2014 continue to validate our company's diversified growth and investment strategies and underscore GEO's position as the world's leading provider of offender rehabilitation and reentry services. In order to further advance this leadership position, we have recently rebranded our community services division as GEO Care, a name which has been a source of great inspiration in our mission to become the recognized leader in the provision of rehabilitative programs and services.

Our GEO Care division is central to the implementation of the “GEO Continuum of Care,” which is a philosophy and commitment to provide the highest quality, evidence-based programming from in-custody settings to community-based programs throughout our company as we continue to pursue quality growth opportunities in each of our diversified market segments.

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*Great Plains Correctional Facility*

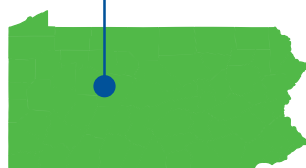
## **GEO Announces Reactivation of Great Plains Correctional Facility & Continued Management of Moshannon Valley Correctional Center**

Under the new ten-year contracts, inclusive of renewal options, the facilities will house up to a combined 3,818 federal inmates and are expected to generate approximately \$76 million in combined annualized revenues.

Great Plains  
Correctional Facility  
Hinton, OK



Moshannon Valley  
Correctional Center  
Philipsburg, PA



**O**n December 30, 2014, GEO announced the signing of two important contracts with the Federal Bureau of Prisons. The first contract was for the continuation of management at the company-owned Moshannon Valley Correctional Center in Pennsylvania, and the second contract entailed the reactivation of the company-owned Great Plains Correctional Facility in Oklahoma.



Under the new ten-year contracts, inclusive of renewal options, the facilities will house up to a combined 3,818 federal inmates and are expected to generate approximately \$76 million in combined annualized revenues.

The Great Plains Correctional Facility is expected to begin the intake process in the second quarter of 2015. The contract for the continued management of the Moshannon Valley Correctional Center will commence in the second quarter of 2016, following the expiration of the current contract.

## Continuation of a Long-Standing Partnership

In 2006, the Federal Bureau of Prisons selected the Moshannon Valley Correctional Center as the preferred facility for the housing of federal offenders in the Northeast of the United States. The Moshannon Valley Correctional Center encompasses 243,111 square feet and was originally built in 2006. The facility was later expanded in two phases completed in 2010. Built in a campus-style arrangement, the facility's housing and support buildings form a secure compound comprising 1,878 beds.

The Moshannon Valley Correctional Center has been providing secure care and custody for federal offenders on behalf of the Federal Bureau of Prisons for close to a decade. Offenders are provided with educational programming that includes GED classes, Adult Basic Education, English as a Second Language, substance abuse counseling, life skills, employment assistance, and vocational opportunities.

The facility received accreditation from the American Correctional Association in 2008 and was reaccredited in 2011. The facility was also accredited by the Joint Commission in 2008 and was reaccredited in 2011. Over the past decade, the Moshannon Valley Correctional Center has set the standard of quality correctional care at the federal level consistently achieving high marks in audits



Moshannon Valley Correctional Center

and reviews conducted by the Federal Bureau of Prisons and leading independent accreditation entities.

The Moshannon Valley Correctional Center provides full-time employment for approximately 300 correctional professionals. The facility is involved in the community with various charitable and civic organizations such as the American Cancer Society's Relay for Life, the American Association of State Troopers, Clearfield Hospice, the Rowland Theater, Toys for Tots, and multiple higher education scholarships.

## Reactivation of Important Company-Owned Facility

The Great Plains Correctional Facility is a 374,384 square foot medium security facility located on 68 acres, which was originally built in the 1990s and is owned and operated by GEO. The facility was renovated and expanded in 2008, and the expansion incorporated additional beds in two new buildings and additional space for dining, classrooms and other inmate services, laundry, and warehousing.

Prior to its deactivation in 2010, the Great Plains Correctional facility had previously housed offenders and provided services for the Arizona

Department of Corrections, the Oklahoma Department of Corrections, and the U.S. Marshals Service. The facility provided secure care and custody services for low and medium security offenders including medical care, food, laundry, video visitation, transportation, and rehabilitation programs.

The Great Plains Correctional Facility currently meets accreditation standards set by the American Correctional Association for Adult Correctional Institutions. The facility previously received accreditation from the American Correctional Association in 2010, achieving a score in excess of 98%.

Under its new ten-year contract with the Federal Bureau of Prisons, the Great Plains Correctional Facility will house 1,940 federal offenders and will employ approximately 300 full-time correctional professionals.

The signing of these important, ten-year contracts with the Federal Bureau of Prisons for the continued management of the Moshannon Valley Correctional Center and the reactivation of the Great Plains Correctional Facility will strengthen GEO's already long-standing partnership with the Federal government, which dates back to the 1980s.





## One Of A Kind

# Alexandria Staging Facility

Published In: The Town Talk

Date Published: October 16, 2014

**I**CE facility at England Airpark to employ 150. Officials lauded the opening of a new, "one of a kind" facility at England Airpark Thursday. A 400-bed staging facility will be used to house immigration detainees who are being deported or in the process of potentially being deported. It is expected to employ about 150 people.

"We're positioning Louisiana to be at the forefront of keeping our borders secure, and we're growing jobs," said U.S. Sen. Mary Landrieu, who played a key role in advancing the project.

The idea for the staging facility came from Philip Miller, an Immigration and Customs Enforcement official based in New Orleans, who was casting about for a more effective and efficient way of moving the growing number of foreign detainees.

"It started on a cocktail napkin at Ruth's Chris," said Miller, assistant director-enforcement and removal operations with ICE. It took about five years, and at times "it seemed like the project was on life support," said David Venturella, Senior Vice President with The GEO Group, the private company that will operate the facility.

The \$20 million facility was completed, though, and was viewed by an impressed group of stakeholders Thursday.

This is a one of a kind facility," said Bart Jones, chair of the England Authority board. "Hopefully, it's one that can be emulated throughout GEO."

The facility is expected to play an innovative role in immigration detention operations that could serve as a model for the future.

Previously, ICE housed its detainees that moved through Alexandria Airport at various prisons. Having a detention facility at the airport is expected to save time and transportation costs, as well as providing what Miller calls "a flexible platform."

The facility will be used for short-term holding of people who are being deported and people who are in the court system for breaking immigration laws. GEO, which has a five-year agreement to operate the facility, is expected to employ 99 people at the facility, including 67 detention officers. ICE and Immigration Health Services Corp. are expected to employ at least 50 people there.

"We're having to deport more people," Landrieu said. "It's a very tough and complicated process sometimes. Louisiana is doing our part to keep our borders secure and enforce our immigration laws, which are important."



**Pictured Top From Left to Right:** Mayor of Alexandria Jacques Roy, Chairman of the England Authority Board Bart Jones, Louisiana State Representative Vance McAllister, Senator Mary Landrieu, Assistant Director of Field Operations for ICE Phillip Miller, Senior Vice President of GEO Business Development David Venturella, Vice President of GEO Eastern Region David Donahue, Warden of LaSalle Detention Facility D.C. Cole, and Project Administrator of Alexandria Staging Facility Indelacio Ramos (promoted from Assistant Warden of Security at LaSalle).





## Change in Name, Change in Mission

Written By **Jake Pruis & Tilmer Paulson,**  
Heritage Trail Correctional Facility

On October 2, 2014, Indiana Governor Mike Pence visited the newly renamed Heritage Trail Correctional Facility (HTCF) to announce he had chosen The GEO Group operated facility to develop and implement a first of its kind, First Time Offender Program. The Governor stated his goal for HTCF is to provide specialized programming for first time offenders, thus easing re-entry into society and helping reduce recidivism.

**It is Superintendent David Burch, and The GEO Group's vision that HTCF will come to be defined by two key items: the Continuum of Care and Core Correctional Practices.**

The Governor wants to make reform for first time offenders a priority in Indiana and has given HTCF a new mission and responsibility by personally selecting the facility for his innovative plan. Indiana Department of Correction (IDOC) Commissioner Bruce Lemmon was also on site, stating that this is the only

program for first time offenders in the United States to use "character and faith based programming."

GEO Vice Presidents David Donahue and John Thurston were also on site for this auspicious occasion. It is Superintendent David Burch and The GEO Group's vision that HTCF will come to be defined by two key items: the Continuum of Care and Core Correctional Practices.

In a macro-context at the company-wide level, the Continuum of Care is a mission for GEO to provide service solutions across all facets of the criminal justice system including: detention, corrections, in-prison rehabilitation, re-entry facilities, day reporting centers, and electronic monitoring.

In a micro-context at the facility level, the Continuum of Care is an operational philosophy focused on provision of evidence based in-prison rehabilitation programs integrated with post release support and transition activities.

Core Correctional Practices (CCP) is the key component of

the individual efforts of staff in promoting the Continuum of Care and redefining the facility. A significant number of the facility's staff have already succeeded in completing initial CCP training. Through the course, they learned the necessity of enhanced communication with the offender population and the power of verbal conflict resolution and de-escalation; in many ways, the course echoes the same messages found in the National Institute of Corrections' Thinking for a Change and the IDOC's courses Calming the Storm and Motivational Interviewing.

Superintendent Burch firmly believes that "each and every conversation with a Heritage Trail Correctional Facility offender is an opportunity to affect positive change in their life."

Centered around a core curriculum originally established as part of the client's Purposeful Living Units Serve (PLUS) program, the First Time Offender Program participants are required to complete an extensive battery of faith and character based programming. Included are such classes as Seven Habits of Highly Effective People, Commitment to Change, and Spiritual Literacy. Through continued partnership with the IDOC, HTCF has also implemented new educational programming opportunities facilitated by Oakland City University including: Adult Basic Education (ABE), Test Assessing Secondary Completion (TASC), and peer mentoring.

HTCF staff recognized and are excited by the tremendous opportunity that has been granted to them by Governor Pence, the IDOC, and The GEO Group in implementing this innovative, first of its kind program.

## Taco Day at Adelanto

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



**On September 26, 2014, the Adelanto Detention Facility held their first Taco Day Fundraiser. The event provided lunch to all on-duty personnel as a thank you for their hard work and dedication. A mobile taco stand was set up behind the facility and provided lunch for all three shifts. Staff were able to enjoy tacos, rice, beans, and all the fixings, along with various beverages to quench their thirst.**

**According to Lieutenant Porschea Bowdre, "It was great; the taco stand was here to provide lunch to all shifts." Lieutenant Regina Duran added, "This is a good way to show thanks to all our staff and is an excellent way to let employees know they are important."**

**The Adelanto Detention Facility is planning to continue holding events such as this one, in ongoing efforts to demonstrate appreciation for our staff.**

**Pictured Top to Bottom:** Lieutenant Regina Duran, Sergeant Elliott Brown, Sergeant David Long, and Lieutenant Tonya Andrews enjoy the food. Lieutenant Porschea Bowdre and Officer Alexis Boresoff are ready to eat.



# Welcome David Travis

Written By **Patrick Donnelly, GTI Corporate**



Recently, GEO/GTI was awarded a new contract modification for the U.S. Marshals Rio Grande contract. The modification calls for GTI to perform district wide inmate transportation services for the Southern District of Texas U.S. Marshals and the transportation of sentenced inmate to designated facilities located in Texas, Oklahoma, and Mississippi. This new scope of transportation services extends from Houston to Laredo to the Gulf of Mexico covering over 200,000 square miles. The District currently manages an inmate population of nearly 5,500 inmates but has seen their population higher than 7,000

inmates in recent years. In order to manage the contract, David Travis, a retired Chief Deputy U.S. Marshal, was hired as GTI's Corporate Transportation Manager to oversee the operation. David's team consists of 20 Transportation Officers positioned in Laredo, Karnes County and the Joe Corley facility located nearby the Houston U.S. Marshals Office. In addition, the team consists of a dispatcher and five USMS support clerks, and one each at Joe Corley, USMS offices in Laredo, McAllen, Corpus Christi and Houston. The contract was awarded August 1, 2014 and after hiring and training, it went live on October 6, 2014.

David brings an extensive management background retiring from the U.S. Marshals Service after 25 years of service. During his career with the Marshals Service, he spent 22 years in the Dallas, TX, area and over three years

in the Houston area. For a period of 18 years, David held positions supervising court and inmate operations, judicial security, fugitive investigations, execution of civil and criminal process and threat assessments and investigations.

During David's last two years in Houston, he held the positions of Assistant Chief and Chief over the Southern District of Texas Detention Management and inmate Transportation Programs. His responsibilities included the oversight of over 30 detention facilities with daily populations of approximately 7,000 in custody and more than 1,000 inmate movements monthly throughout seven divisions.

David brings with him a wealth of knowledge and experience in the area of inmate/detainee transportation which will be a benefit to GEO/GTI operations in the Southern Texas area. Please join us in welcoming David Travis to the GEO/GTI family.



## Fall Festival For Residents

Written By **Rose Thompson, Karnes County Residential Center**

On October 22, 2014, Karnes County Residential Center staff hosted a "Fall Festival" for the residents. Over 300 children ranging in ages from 3 months to 17 attended. The festival consisted of 10 booths set up with various games to include a train ride. Fun was had by all. The children made "Thank-You" cards for the staff that helped in the festival.

# Continuum of Care Roll Out at RCI

Written By **Amy Gillus, Rivers Correctional Institution**



**Pictured Left to Right:** Warden Brick Tripp and General Consultant of Mexico, Javier Diaz de Leon.

On November 18, 2014, Corporate Vice President of the Continuum of Care John Thurston and Eastern Region Vice President Dave Donahue visited Rivers Correctional Institution (RCI) to initiate the roll out of the Continuum of Care Program.

This evidence based system will enhance the facility's existing re-entry programs and provide more resources for offenders returning to the Washington D.C. and surrounding Maryland areas. Rivers has also been engaged

in the effort to enhance the Hispanic deportable criminal alien population's opportunity for successful re-entry into their native countries. In June, 2014, RCI signed an agreement with the Mexican Consulate to provide education to the Hispanic population through the Community Plazas program and the National Institute for Adult Education (INEA). Rivers is currently beginning its first INEA course with the assistance of a "Plazas" Director operating the program in Raleigh, NC.



# LIFE SAVING EFFORTS

Written By **Briggett Bowers**, Rio Grande Detention Center



On the morning of July 6, 2014 at approximately 3:25 a.m., Housing Control Officer Rogelio Sanchez noticed an ICE detainee lying on the floor of the dorm. Officer Sanchez immediately alerted Housing rovers Manuel Martinez, Ignacio Cantu and Jose Guerra in the area.

RGDC is extremely proud of the cohesive team work of all involved. This emergency demonstrated the effectiveness of quality training and practice through emergency drills.

The officers immediately entered the dorm and assessed the situation. Officer Martinez, a facility CPR instructor, identified the detainee was in medical distress and not breathing. Officer Martinez initiated CPR as Medical staff arrived to the area. After two

cycles of CPR, the detainee began breathing and was transferred to the medical infirmary to await an ambulance.

Once in the infirmary, the detainee stopped breathing again. Officers Martinez and Cantu continued assisting Medical staff in CPR. Lt. Leonardo Gutierrez proceeded to apply the AED pads, following the device's instructions, which shocked and resuscitated the detainee. Thankfully, the detainee began to breath again and was transferred to a local hospital by ambulance.

An after action review of the incident determined the detainee had received CPR within 3 minutes of falling from his bed due to the astute observation of Officer Sanchez. Lt. Gutierrez, Officers Martinez and Cantu maintained their composure during the medical crisis and performed

lifesaving CPR and AED application just as they were taught in class. The lapse in time from when the detainee fell to the floor, until he was on the ambulance, was 9 minutes. Rio Grande Detention Center (RGDC) is extremely proud of the cohesive team work of all involved. This emergency demonstrated the effectiveness of quality training and practice through emergency drills.

ICE was also impressed with the quick action of responding staff and visited RGDC to congratulate Lt. Gutierrez, Officers Martinez, Sanchez and Cantu on their spot awards.

.....  
**Pictured Left to Right:**

ICE SDDO Rick Cortez, Correctional Officer Rogelio Sanchez, Correctional Officer Manuel Martinez, Lt. Leonardo Gutierrez, and Warden George Head.





# AURORA ICE PROCESSING CENTER

3130



## GTI'S ANNUAL LEADERSHIP CONFERENCE

Written By **Randy Henderson, Corporate GTI**

**G**TI held its annual Leadership Conference at the Aurora-ICE Processing Center in Aurora, Colorado from September 15th through September 19th, 2014. The theme of the conference was Promoting Excellence through Teamwork.

The conference this year brought 19 of the 21 GTI Transportation Managers/Supervisors from across the country. There were 5 new managers/supervisors in attendance this year. They were joined by GTI Vice President Ed Stubbs, Director Bobby Sanchez and various corporate staff.

Throughout the week, Corporate Operations Compliance Managers Patrick Donnelly and Peter Provencher delivered presentations on Accident Reporting, DOT Reasonable Suspicion drug testing, the New Audit Tool, Hours of Service, Logbooks, and Officer tactical and situational Awareness.

GTI Finance Director Andrew Grossman presented a very informative overview of the financial aspects of GTI. Mike Yankowski, GTI Information Technology Manager, provided training on GEOTrack statistics capturing, Fleet Management Solutions (FMS) GPS system and Digital

Video Recorders (DVRs). He went over the importance of maintaining the equipment and how these tools are used. Corporate Fleet Manager Paul Gossard provided an overview of fleet management to the team.

Jeff Simon, Transportation Consultant from DOT Safety Plus, provided instruction from DOT Training and Audit Findings. As a DOT registered entity, GTI must continue to strive to maintain the highest standards in the industry and be audit ready. Jeff explained the most frequently audited areas by DOT and the importance of having drivers' files, records of duty, maintenance records and accident registers accurate and up-to-date.

The highlight of the conference was the Team Building event held at the Unser Karting and Events Center. Everyone participated in the simulated formula one kart racing event that consisted of a 45 minute relay race. The group was split into 6 teams. Each team member had to drive, pit, and switch out after several laps and each member had to drive at least twice during the race.

So discussing and implementing a plan which would account for meeting the rules, while using the members driving skills and

taking in consideration of time lost pitting, was the key to successfully completing the most laps in the 45 allotted minutes. By the time the dust settled and the checkered flag dropped, the "A-Team" (self-proclaimed) came out on top. The winning team consisted of Director Sanchez, Patrick Marion, Melody Mooter and Frank Thomas. Overall, the event helped build camaraderie by working in teams for a common goal making each team a winner.

By coming together as a group, each manager got to know one another better, share ideas and discuss operational best practices. This dedicated group of managers and supervisors ensure that GTI "Delivers safe and secure detainee and inmate transportation, with service second to none."





# Wellness Programs Successful in Reducing Biometric and Lifestyle Risks

Written By **Stephen Fuller, Corporate HR**

The following graphs from Healthroads show the improvements of 6,348 GEO employees who took the Personal Health Assessment (PHA) in 2013 and 2014. Having a consistent group of the same individuals over two years helped us validate our wellness programs.

There were improvements in all eight areas of Health Risks including Sedentary, Lifestyle, Poor Diet, High Stress, Tobacco Use, Blood Pressure, Obesity, Cholesterol and Fasting Glucose. Based on statistical modeling, the estimated reduction in overall medical costs due to the reduction of these Health Risks, equals approximately \$1,596,884. The most significant improvement relates to the number of people who use tobacco. In one year, the 20.5% of these employees who used tobacco was cut to 9.5%, a 53.8% reduction.

The next greatest improvement is a 45.9% decrease in the number of these employees with High Blood Pressure, from 9.6% in 2013 to 5.2% in 2014.

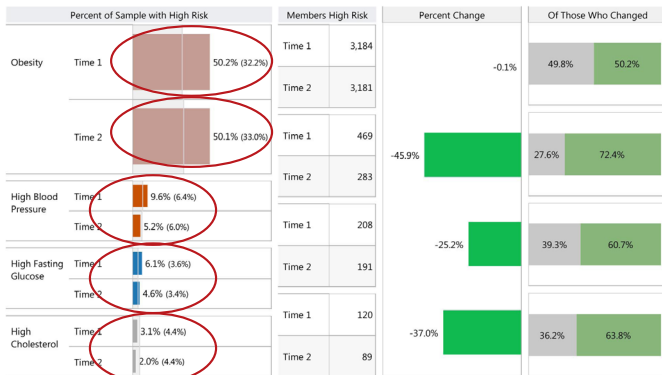
The reduction in High Cholesterol by 37% was the third most significant, with 3.1% of these employees in 2013 being cut to 2.0% in 2014.

Given the significant percent of the population meeting the recommended levels of physical activity growing from 31% to 71.2% during the year, it's no surprise that those at high risk for Sedentary Lifestyle, reduced by 33.7%, from 31.8% in 2013 to 21.1% in 2014.

Congratulations to everyone who completed their PHA and made great strides in 2014 to improve their health and wellness!

## Self-Reported Biometric Risks

The figure summarizes the prevalence of high self-report biometric risks and the proportion is compared against the book of business experience. It is important to note that these are biometric measurements and not a clinical diagnosis. Lifestyle programs and medical management are important preventive steps to keep these risk factors from increasing in the future.



**Those Who Changed**

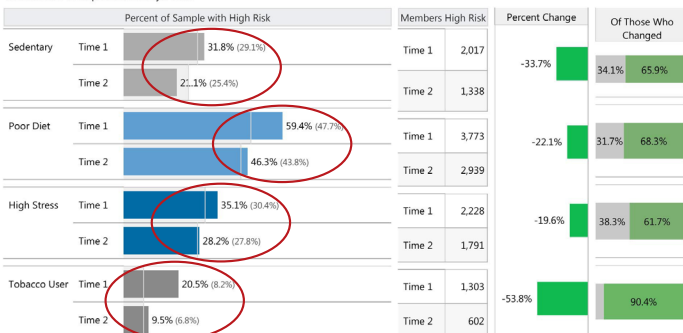
- Improve
- Worse

### High Biometric Risk Definitions:

- Obesity:** BMI greater than or equal to 30.
- High Blood Pressure:** Measure of at least 140/90 mm Hg
- Fasting Glucose:** Measure of at least 126 mg/dL
- Total Cholesterol:** Measure of at least 240 mg/dL

## Lifestyle Risks

The figure summarizes the prevalence of high lifestyle risks and the proportion is compared against the book of business experience. Typically diet and stress are the most prevalent lifestyle risks.

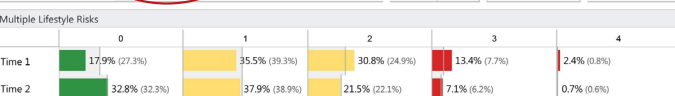


**Those Who Changed**

- Improve
- Worse

### High Lifestyle Risk Definitions:

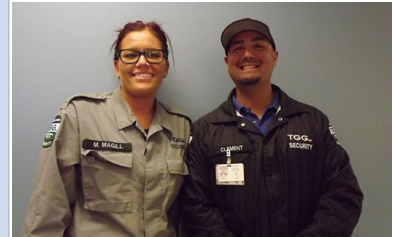
- Sedentary:** Less than 10 minutes of moderate exercise per week, and no vigorous activity.
- Poor Diet:** Daily servings of fruits and vegetables are less than or equal to 1 serving and grain servings are less than or equal to 1 serving.
- High Stress:** Score 8 or higher on stress related to home, health, or work.
- Tobacco User:** Currently use tobacco products



## timeline

**The GEO Group, Inc.**  
December 8, 2014

Thank you for being heros, Central Arizona Correctional Facility Correctional Officers Chad Clement and Mindee Magill!



35 People Like this.

**The GEO Group, Inc.**  
November 25, 2014

Happy Thanksgiving! Thank you to all the hard working and dedicated GEO Employees. We appreciate the work you do everyday! What are you thankful for?



19 People Like this.

**The GEO Group, Inc.**  
November 12, 2014

Way to go New Castle! New Castle Correctional Facility staff and offenders raised \$1,133 towards the ALS Association. Three Assistant Wardens, Jennifer French, Scott Fitch, and Dane Powell accepted the Ice Bucket Challenge 5 TIMES!



33 People Like this.

15 Shares

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





## Christmas at Karnes

Written By **Rose Thompson**,  
Karnes County Residential  
Center

Over 200 children at The Karnes County Residential Center performed in a Christmas Pageant for staff and other residents at the facility. The teachers worked with the children in preparation for the big day. The presentation consisted of children ranging in ages from 4-17.

Performances included 4-year olds dressed in reindeer outfits singing Rudolph the Red Nose Reindeer to teenagers singing What a Wonderful World by Louis Armstrong. The teachers used this preparation as a way to incorporate English as a Second Language and a majority of the production was done in English.

Representatives from all agencies were present for the production including Immigration and Customs Enforcement and Juvenile Family Residential Unit Management team. The Facility Warden, Rose Thompson stated, "What a blessing it is to have such dedicated teachers and staff who go the extra mile to make these children happy!" At the conclusion of the performance, Santa Clause arrived and passed out candy to all the children.



## NEW CASTLE CORRECTIONAL FACILITY'S ICE BUCKET CHALLENGE

Written By **Mike Smith**, New Castle Correctional Facility

Staff at the New Castle Correctional Facility recently became inspired by all the Ice Bucket challenges that were being uploaded to social media and decided they needed a cause to participate. Staff decided that raising money for the ALS Association to support those with Lou Gehrig's Disease was a worthy cause and challenged the three Assistant Wardens to "Do it or Pay Up."

By August 28, 2014, Staff Recall Day, staff and offenders from the facility's PLUS Unit had raised \$1,133. This left the three Assistant Wardens no choice but to "Do It or Pay Up," and they chose to do it!

Since staff and offenders exceeded in raising over \$1,000, the three Assistant Wardens were treated to a second bucket. Money raised was donated to The ALS Association Indiana Chapter.

In Indiana, there are over 500 individuals with Lou Gehrig's disease that need medical and communication equipment. In this past year, the Indiana chapter has provided 3,800 hours of support to patients and their families.

For those that don't know ALS stands for: Amyotrophic lateral sclerosis is more commonly known as "Lou Gehrig's Disease."

Staff and offenders alike were glad we could contribute to a worthy cause. The facility received a letter of thanks and appreciation for the donation of \$697 raised by the offenders, the balance of the \$1,133 donation was made up from personal contributions by staff.

**Pictured Left to Right:** Assistant Wardens Jennifer French, Scott Fitch, and Dane Powell volunteer for the Ice Bucket Challenge. The staff pouring the water are Hank Cecil and Robing Blair.





## Western Region Detention Facility **LIGHT THE NIGHT**

Written By **Nicole Allen**, Western Region Detention Facility



This year, the Western Region Detention Facility/San Diego continued to show their support and commitment to San Diego County Crime Stoppers by participating in the "Light the Night" 5k walk/run event for the 13th consecutive year. Held at the scenic Balboa Park in downtown San Diego, staff members brought families and friends to participate in the event. Seeing



how the event usually takes place close to Halloween, the kids take advantage of the opportunity by getting an early chance to wear their costumes. The event was organized by our Executive Secretary, Rosalie Smith.

San Diego County Crime Stoppers is a nonprofit, charitable organization dedicated to helping San Diego County

Law Enforcement solve crimes. This organization was established in 1984 by a small group of concerned citizens seeking a safer community.

Today, Crime Stoppers continues to be supported by the community who share and uphold the same vision: safer communities for our families and neighbors.

"Light the Night" helps bring the spotlight to unsolved crimes and illicit activities happening in the county. Crime Stoppers works with the local media to publicize unsolved crimes with the hopes of generating leads from the public. An anonymous tip hotline is provided so citizens can call with information on any felony crime or suspected criminal activity. Hundreds of tips have been shared over the past years resulting in hundreds of solved cases. This partnership between the police and the public helps in fostering trust and giving citizens the power to effect change. The GEO Group and Western Region Detention Facility is proud to be a part of this partnership.

**Picture Left to Right:** Female Officers Del Rio and Monterrey with their kids. Lt. Smith and Transportation Officer Topete with his triplet's Esteban, Ethan and Emily.

### FRESH MARKET HITS THE SPOT

Written By Shihpei Stevenson, Northwest Detention Center



In November 2014, a grand opening was held for the brand new Fresh Market in our Break Room. It features a wide range of healthy products such as fresh fruit, deli sandwiches, Greek yogurt, salads, oat meals, frozen dinners, nuts, and other healthy snacks are also available. Transactions can be done with a credit/debit, or a pre-loaded market card via the kiosk in the Break Room, which means staff doesn't have to carry cash for their purchases.

The sale immediately went up 150% within the first two weeks of grand opening. Our staff loves the Fresh Market!

### SPANISH IMMERSION PROGRAM

Written By Larry Whitman, Moshannon Valley Correctional Center



On July 15, 2014, Moshannon Valley Correctional Center held a graduation ceremony for twelve staff in recognition of their completion of the Spanish Immersion Program.

The staff completed the six month program after work hours at the Staff Training Center. The program consisted of three separate phases of instruction spanning 160 contact hours. During the last phase, Spanish only was the classroom rule. The graduate's achievement will translate into their ability to more effectively communicate with the Hispanic inmate population.

### LOUISIANA PECAN FESTIVAL QUEEN

Written By Betty Beckham, LaSalle Detention Facility



The new Alexandria Staging Facility, is proud to announce that we have a celebrity among our GEO Group family!

Ms. Erin Ledet, Records Clerk, was named the 2014 Festival Queen for the 46th annual Pecan Festival in Colfax, Louisiana. She resides in Alexandria and is the daughter of Darrell Ledet and Zandra Brown. Her hobbies include Zydeco dancing, travel, watching football, and shopping. Erin's plan for the future is to graduate from Louisiana State University at Alexandria to earn her Bachelor's Degree in Criminal Justice to pursue her dreams of becoming a Criminologist.



## DESERT VIEW EMPLOYEES & THE GEO GROUP FOUNDATION **Support Victor Valley Rescue Mission**

Written By **Rayshel Haidinyak, Desert View MCCF**

**D**esert View MCCF employees have generously volunteered to the Victor Valley Rescue Mission by serving meals and distributing food boxes to those in need throughout the Victor Valley. Desert View MCCF employees have proven to be committed supporters of the Victor Valley Rescue Mission.

We are happy to announce that The GEO Group Foundation has donated \$1,000 to the Victor Valley Rescue Mission. These funds were used to provide 487 hot traditional Thanksgiving meals to poor and homeless men, women, and children, who are out of a job, or struggling with addictions. Veronica Trujillo, Community Relations Specialist representing the Victor Valley Rescue Mission, received The GEO Group Foundation donation check which was presented by Desert View MCCF employees: Michael Grebenok, AWFA, Kristine Baker, CDCR Clerk, Sandye Martinez, Bookkeeper, Andrea Alzate, Business Clerk, Tracy Rodriguez, Inmate Accounts Clerk, Cory Powers, MIS, and Donna Coapstick, Programs Manager.



**Pictured Left to Right Back Row:** Cory Powers, Sandye Martinez, Kristine Baker. **Front Row:** Tracy Rodriguez, Andrea Alzate, Veronica Trujillo, Michael Grebenok, and Donna Coapstick.



## **Adelanto Welcomes Warden James Janecka**

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

In September 2014, the Adelanto Detention Facility welcomed James Janecka as their new Facility Administrator. Warden Janecka came to this facility from Lea County Correctional Facility in Hobbs, New Mexico. He comes from an extensive corrections background and has been a part of the GEO family since 1997.

During his time with The GEO Group, Warden Janecka served as Warden for 15 years and as Assistant Warden for two years prior to that.

The staff of Adelanto Detention Facility extends a warm welcome to Warden Janecka!

## **Rivers Correctional Institution Helps Community Voter Registration Drive**

Written By **Amy Gillus & Horatio Douglas, Rivers Correctional Institution**

A voter registration drive to register new North Carolina voters, in the run-up to this year's mid-term elections, was completed on Tuesday, October 7th with the assistance of Rivers Correctional Institution (RCI) staff along with community leaders, and volunteers from surrounding towns and counties. "Our work is to support our community in having a stronger voice in the political process," said Lillie Owens-White, organizer of the drive.

RCI staff hit the pavement and canvassed neighborhoods by knocking on doors, passing out flyers, registering people on the spot, and stressing the importance of being a registered voter.



**Pictured Left to Right:** Roger Eason, Major Steve Stephenson, Stanley Parker, Robert Hinton, Horatio Douglas and Organizer of the drive- Lillie O. White.





## Rapid Response Team Competition

Written By **Robert Velez**, South Bay Correctional Facility

The Florida Department of Corrections Region III hosted a Rapid Response Team (RRT) competition at Desoto Correctional Institution on November 14, 2014. Rapid Response Teams (RRT) are 14-person teams comprised of correctional officers who receive and practice special training in lethal munitions, chemical munitions, crowd control, and riot suppression.

The competition promotes the level training and expertise of those men and women who keep our communities safe on a daily basis. It also allows the various leadership teams to evaluate the proficiency and the quality of training that is being provided to the RRT's. All correctional facilities south of Lake County to Miami-Dade County were invited to participate, and it was the first time in history, that any privately run facilities were invited to the Florida Department of Corrections event, which made it a very special day for The GEO Group's South Bay Correctional Facility (SBCF) and Moore Haven Correctional Facility.

SBCF, led by team captain Brian Perry, performed exceptionally well in all of the events, including the rigorous and

formidable obstacle course. The obstacle course exemplifies teamwork, efficiency and perseverance, and may be the most intensive event in the competition.

SBCF took eighth place out of 18 teams in the individualized squad competition, and first place in the Platoon competition. Moore Haven Correctional Facility placed third in the Platoon competition. Accompanying the squads were Ernie Dixon, Eastern Regional Director of Operations, Warden D.L. Stine, Colonel R. Velez, Major William Hamilton, as well as Ernie Stepp and Joe Williams from the Corporate Office.

**Pictured Top to Bottom: L to R: South Bay: Back Row:** Capt. Curtis Henderson, Lt. Leandre McKinnon, CO Nathaniel Jefferson, CO Kavoski Baldwin, CO Barthaemew Jefferson, Capt. Brian Perry and Director Ernie Dixon. **Second Row:** Warden Don Stine, Sgt. Tavarious Mims, Lt. Manuel Matias, CO Patrick Oliver, Sgt. Eugene Oliver, Sgt. Moises Fernandez, and Colonel Robert Velez. **Front Row:** CO Wreynard Heath, CO Dennis Hobbs and Sgt. David Hobbs. **Moore Haven:** Major William Hamilton, Officer Joshua Norby, Sergeant Michael Kelly, Officer Ruben Hernandez, Officer Ben Cochran, Officer Willie Coleman, Officer Miguel Olivencia, Officer Nathaniel Stinson, Officer Dorailys Sanchez, Officer Steven Busic, Officer Michael Muller, Lieutenant Mustafa Ali, Officer Marcos Saucedo, Officer Arthur Swint, Officer Tomas Pacheco, and GEO Director of Eastern Operations Mr. Ernie Dixon.

## MILESTONES IN EDUCATION

Written By **by Ginny Rath Chacon, Joan Cavin-Belilos, Marcia Sherwood & Joshua Mehr**, Central Arizona Correctional Facility



During 2014, the Arizona Department of Education mandated that all future GED testing would be computer based. This applied to all facilities offering GED Education, including correctional facilities. Central Arizona Correctional Facility (CACF) purchased the necessary computers and software to achieve this goal, and as of October 2014, GED classes were being presented utilizing both computer online courses and offline course work, text books, and Smart Boards. The Smart Boards have already proven to be a great tool in areas of course work other than GED related. Interactive technology makes the lessons spring to life, bringing education to even the most disinterested student.

CACF offers WBE 301 Contemporary Business Courses to those who have earned their high school diploma or GED. Currently, 40 inmates are enrolled in the course that teaches Basic Business Principles, Microsoft Office Word, Power Point & Excel, Business & Trade terms, Resume Building & Interview Skills. Water Treatment & Collection classes are also available to those who wish to prepare for certification through the Department of Environmental Quality (ADEQ). Job opportunities are growing steadily in this market and former incarceration is not an employment deterrent. All of the Education Programs at CACF nicely fit the GEO Continuum of Care Initiative, and are designed to better prepare released inmates for obtaining a job, reduce recidivism, and become productive members of society again.



# GEO's Commitment to Safety

Written By **Philip Dugger, Corporate**

From November 17th-21st, 2014, 13 Fire and Safety Managers, a Regional Risk Manager and the Director of Workplace Violence attended the Eastern Kentucky University's (EKU) Correctional Officer Safety Course in Richmond, KY.

Several organizations, including The GEO Group, collaborated on the curriculum for this course which is tailored to Corrections and Detention facilities. This course provides Fire and Safety Managers 40 hours of education on OSHA, ACA and NFPA

Standards including several hands on labs. The attendees had an opportunity to study and observe various fire suppression systems, fire pump systems, and fire alarm systems.

Upon completion of the week-long course, attendees will receive the coveted OSHA 501 Certificate, an important achievement for a Fire and Safety Manager. The course is taught by faculty of EKU and a past National Director of Safety for the Federal Bureau of Prisons.

"This course goes a long way to demonstrate our unending drive and unwavering commitment towards Safety Excellence," says John Hurley, President, GEO Corrections and Detention.

**Pictured from Left to Right:**

**Back Row:** Phillip Dugger, Joel Mickelson, Lucas Spray, Scott Delony, Raymond Alcantar, Elijah Kimble, Harvey Church, and Justin Rodil. **Front Row:** Quincy Mack, Chris Lawless, Christopher Brock, Donna Stroup, Armando Santiago, Shaquette Thomas, and Drexel Garland.



## GEO Group Eastern Region Inaugural Charity Golf Tournament

Written By **Peter Provencher, Eastern Region Office**

On September 10th, 2014, The GEO Group's Eastern Region held their Inaugural Charity Golf Tournament to benefit St. Jude Children's Research Hospital at Rocky River Golf Club in Concord, North Carolina. Seventy-two players participated in the event, enabling The GEO Group Eastern Region to deliver an impressive \$100,000 check to St. Jude Children's Research Hospital.

Participants included Senior Vice President John Hurley, along with many GEO vendors, all donating to the foundation through the silent auction and sponsorships. The generous contributions of several Executive

Level sponsors including The GEO Group Foundation, Keefe Group and GTL, helped make the tournament a success.

Several specialty holes on the tournament course provided opportunities for players to win big ticket items such as a brand new BMW convertible or a Harley Davidson Motorcycle. Several golfers successfully "Beat the Pro" on the course's 10th hole. Eastern Region staff worked hard to make the event a great success and plans are in progress for next year's tournament at the famous Quail Hollow Golf Course in Charlotte, North Carolina.





# NAMI Award Winner Trina Randall

Written By : Mike Smith, New Castle Correctional



**T**rina Randall, Unit Team Manager from The GEO Group's New Castle Correctional Facility (NCCF), was selected as the 2014 "Outstanding Professional" by the National Alliance on Mental Illness (NAMI) Indiana at their State Conference in October 2014. The Outstanding Professional Award is presented to a professional who influences the mental health community or directly improves the life and well-being of those living with mental illnesses.

*Trina's work at New Castle has been stellar: she's provided truly life-saving and life-changing links between offenders, their family members, and advocates."*

Josh Sprunger, Executive Director, with NAMI Indiana, stated, "NAMI Indiana has been working with the Indiana Department of Correction for many years. One aspect of that relationship are consistent, reliable champions inside the walls of its facilities who respond to urgent needs of family members and their loved ones who are incarcerated. Trina is often that person. No matter the issue, Trina is a strong bridge between advocates, family members, peers, and the DOC treatment team. Her interaction with the mentally ill offenders serves as one of the most powerful pieces of the daily puzzle of providing the right support at the right time, for some of the most vulnerable among us. Executive Director Sprunger said "It is our honor to present this Award to Trina. Her work

at New Castle has been stellar. She's provided truly life-saving and life-changing links between offenders, their family members, and advocates."

Warden Butts at New Castle Correctional Facility stated, "Trina Randall, Unit Team Manager for NCCF's Mental Health Unit is the consummate team player." Whatever it takes to get something done, she energetically takes ownership of, in organizing and pulling things together. Trina compassionately tends to the needs of the mentally challenged inmate population under her management while ensuring the security and control that must be in place on such a specialized unit.

Thanks largely to her innovative thinking and planning, the inmates within the Mental Health Unit are now provided the opportunity to go to the gym, the library, the chapel, and even go to mainline for chow under well controlled scheduling and supervision. Even though Trina is very much into re-entry and treatment, she is also highly attentive to preventing security breaches. She has been instrumental in developing safety protocol throughout the Mental Health Unit. Having come up through the ranks from her genesis with working in the medical department, she serves effectively as a most pleasant liaison between The GEO Group Management and Corizon Health Services officials.

**Pictured from Left to Right:** Mike Kemp, NAMI Representative, Trina Randall, Unit Manager and NCCF Warden Butts

## COMMUNITY RELATIONS BOARD

Written By  
**Bradley Stelter, Aurora Detention Center**



Here in Aurora, Warden Johnny Choate, Chairman of Aurora Community Relations Board, has been on the campaign trail. Hitting the pavement and burning up the phone lines to get our community involved, providing a physical connection between members of the community and the Aurora Detention Center. The mission is to make our community better by promoting face-to-face meetings for discussions of problems and issues that we all face today.

The Community Relations Board consists of various members of the community. Including the Aurora Chamber of Commerce, the Colorado Department of Public Health and Environment, Boys Hope Girls Hope LLC, Care and Community LLC, Colorado Medic Waste LLC, Police & Fire Departments, Colorado Department of Corrections, Immigration and Customs Enforcement, and our own staff members.

The first meeting was held on October 7th, 2014 with 22 participants. The Aurora Detention Center sponsored the luncheon/meeting in the training center and then provided a tour of our facility. The plan is to hold meetings at least once per quarter. The plan is to rotate the hosting location through the various members' organizational locations to give the members a firsthand look at each other's operations. The Community Relations Board continues to seek out new members to participate. We look forward to a bright and promising future in our community.



## Adelanto Christmas Parade

Written By Joanne Crowder,  
Adelanto Detention Facility



**On December 13, 2014, the City of Adelanto was scheduled to host its Annual Christmas Parade, which will continue an on-going tradition of bringing together family and friends in the community, during the holiday season. In addition, the City of Adelanto lends support to local schools who participate in the parade by offering cash prizes, supporting can drives to stock local food pantries, sponsoring a location where Santa can meet with all children who come to the parade, providing goody bags and a picture with Santa for each child.**

**The GEO Group, has continued their generous commitment and dedication to the Adelanto community by making a significant contribution in the amount of \$15,000 to the City of Adelanto to assist in defraying parade costs. The check was presented to D. James Hart, Adelanto City Manager by James Janecka, Facility Administrator, Adelanto Detention Facility, on October 27, 2014. The GEO Group is proud to help promote community spirit to help keep tradition alive and well.**

**Pictured:** D. James Hart, Adelanto City Manager and James Janecka, Adelanto Detention Facility Administrator.



## Michael Bradley Wins Position as Commissioner on ACA Commission on Accreditation for Corrections

Written By Esther Patton & Michael Bradley, Corporate

The GEO Group's Director of Accreditations, Michael Bradley, recently won a national ACA election, which will allow him to serve as a Commissioner on the Commission on Accreditation for Corrections (CAC). The CAC makes the ultimate decision regarding the award of ACA accreditation. Agencies seeking accreditation appear at Commission panel hearings which are held three times each year.

The CAC is made up of 35 Commissioners each representing a different facet of the corrections and criminal justice field. Michael will represent Adult Correctional Institutions. He also serves as the current president of the Correctional Accreditation Managers Association (CAMA).

Michael has been instrumental in assisting 51 of GEO's Corrections, Detention, and Reentry facilities in obtaining ACA accreditation to include positive audit reports and an impressive overall average compliance score in excess of 99%. With over 40 years of experience in Corrections, including 35 years dedicated to working within the ACA accreditation process, ACA felt he would make an excellent candidate for the position of Commissioner.

Michael began his corrections career with the Kentucky Department of Corrections (DOC) serving as the spokesperson and Public Information Officer for the department. Twenty seven years and several promotions later, he finished his career with the Kentucky DOC as the Western Regional

Director with the responsibility for overseeing the operation of six adult correctional institutions.

Michael's career at The GEO Group started 15 years ago when he returned from a Retirement Board to find a missed call memo on his desk saying "Please call Cloyd Shuler." Today, Cloyd is one of The GEO Group's respected and wise consultants; however, at that time Cloyd served as Eastern Regional Vice President. Michael and Cloyd had conducted several ACA audits together, and Cloyd felt Michael would be an asset to his office as the Director of Contract Compliance.

Michael worked for seven years at the Eastern Regional Office before his current position of Director of Accreditations was created at the corporate office, in Boca Raton, Florida. His responsibilities include working with facility and regional staff to oversee the successful ACA accreditation of all eligible GEO facilities, serving as a liaison with the ACA Division of Standards and Accreditation, and representing GEO facilities when they appear for their accreditation hearings before the CAC.

The ACA election is held every two years, and Michael will hold his position as Commissioner for a four year term. "I am excited for the new challenge although it will be a lot of work," he explained. In preparation for the commission panel hearings, each Commissioner is required to review around 100 ACA audit reports to be aware of any issues that may have occurred during the audit process. Based on their

review of the audit reports and the hearing, Michael and the other Commissioners will make the final determination if an agency receives ACA Accreditation.

The hearings take place at the summer and winter ACA Conferences, as well as the CAMA Conference which is held in the spring each year.

"Until now, I have always been on the facility side of the table helping to represent GEO facilities that are appearing in front of the Commission. I have always had an interest in being on the other side of the table as a Commissioner," he stated.

"I believe this position will help promote GEO, as it's unusual to have a representative from the private sector to serve on the CAC." He added, "Personally, this position will give me further insight as to the issues and the portions of the audit report that the CAC considers most important. It will help me to better prepare our facilities for their appearance in front of the Commission."

Outside of work, Michael enjoys gardening and landscaping. When he has time he also enjoys golfing. Michael has two children who both live in Kentucky. One is an Episcopalian priest in Murray, Kentucky and the other works for Enterprise in Louisville, Kentucky. He and his wife love traveling, and enjoy eating at good restaurants. Congratulations to Michael on this accomplishment.



# PACE & The American Heart Walk

Written By **Millie Vargas & Eileen Roth, Corporate**

On Saturday, September 27, 2014, the Corporate's PACE Team arrived to walk for the American Heart Association. We walked for the awareness and to commemorate those who have survived. PACE had a fundraiser for the cause and raised over \$700.

Here are two heartwarming stories of two survivors - Joey Bulfin, John Bulfin's wife (Mr. Bulfin is GEO's Senior VP, General Counsel and Secretary) and Dayna Rivera, one of Corporate's receptionist.

One day earlier this year, John Bulfin's wife Joey, Chief Operating Officer of St. Mary's Hospital was at the gym when she started to experience blurred vision, and a heavy sensation on the left side of her body; she real-

ized she was having a stroke. John immediately took her to St. Mary's Hospital and they caught it on time. Joey is alive and well today.

Walkers with GEO blue shirts on, met up and joined Joey Bulfin of St. Mary's team, with red shirts to make a statement of strength in the fight against heart disease.

Dayna Rivera shares why the American Heart Association is important to her. At the age of 6, Dayna had open heart surgery at Miami Jackson Memorial Hospital for heart problems that were found at birth. As a survivor, she walks not only to tribute 33 years of living, but for the many family, friends, other survivors, as well as in honor of the unfortunate who have lost their lives to this deadly disease.

On our way to the walk, the clouds were out and it was hazy and drizzling; however, as we approached our destination, the sky opened and the sun was shining bright. There were many vendors giving away healthy food items. It was a great day to share with coworkers as we walked 3.1 miles to support this creditable cause.

PACE and The GEO Foundation have contributed close to \$5,000 for the American Heart Association. Not only does PACE and the employees at the GEO Corporate Office engage in the Palm Beach Heart Walk each year for the American Heart Association, we also walk in strides during National Walking Day, which is right around the corner in April 2015.



**Pictured Left to Right:** Joey and John and Bulfin. Dayna Rivera.



## Fire Prevention Day At Karnes

Written By **Laura Guerrero, Karnes County Residential Center**

It is always a joy to see children of all ages having fun while learning. The Karnes City Volunteer Fire Department had the pleasure of hosting a Fire Prevention Day on November 15, 2014, at Karnes County Residential Center for all residents, in which over 400 residents attended.

The residents were taught how to Stop, Drop and Roll, how to crawl out of a smoking building, and the Do's and Don'ts of how to put out a fire. The Karnes City Volunteer Fire Department showed all residents what every tool on the fire truck did and even let the children put on the fire fighter suit.

The children were so appreciative for the special day that they made thank you cards and an extra special tri-fold board with a message of "Gracias Por Su Visita" (Thank You for Your Visit) for the Fire department.

**Pictured from Left to Right:** Karnes County Residential Center presenting the Fire Department with the residents' token of appreciation. Fire Chief Charli Malik, Facility Administrator, Rose Thompson Program Administrator Danny Coronado, and Volunteer Fire Fighter Jimmy Loya.





## Santa Ana Day Reporting Center Graduation Celebration

Written By **Esther Patton, Corporate**

**T**he GEO Group is pleased to announce that 21 participants at the Santa Ana Day Reporting Center (DRC) have graduated and earned a certificate of completion. The California Department of Corrections and Rehabilitation's (CDCR) Division of Adult Parole Operations (DAPO) and GEO Reentry Services hosted the graduation ceremony on Thursday, November 13, 2014 for the 21 graduates.

As each graduate received their certificates, they all took a minute to share their personal experiences in the program. Graduate Stephanie Douglas, stated, "The program has helped me grow as an individual. It has allowed me to accept my past and keep going forward for what I want to do in the future." Graduate Dwayne Elliott said, "I appreciate BI because I see the difference in my life. Communicating with my counselor helped me get through things and helped me view things in a different perspective. So for that, I'd like to say thank you."

Currently, 92 parolees receive evidence-based treatment at Santa Ana DRC, including techniques and classes proven through research to reduce recidivism. Participants referred to a Day Reporting Center go through a multi-phase program. Depending on performance, individuals may participate in a DRC program from 120 to 180 days or until their goals have been achieved. Individuals are placed at

different levels of treatment and training based on assessed risks and needs. Using evidence based principles, participants receive industry-leading rehabilitation treatment to help break the cycles of criminal behavior through individual counseling and group classes, including:

- Substance Abuse Treatment & Education
- Anger Management
- Parenting & Life Skills
- Academic Programing
- Moral Reconciliation Therapy® (MRT) Cognitive Skills Rehabilitation
- Community Connections, where participants are linked to local resources as needed.
- Employment Readiness and Job Search

The GEO Group (GEO) is the world's leading provider of offender rehabilitation services. GEO programs are rooted in consistent delivery of programming, immediate response for rewards or sanctions, and other evidence-based principles proven to change criminal behavior. GEO's approach has been proven to reduce recidivism, target employment or full-time school enrollment upon program completion, alter criminal behavior, and generate savings for taxpayers.

Congratulations to the graduates of the Santa Ana Day Reporting Center!

## Biggest Loser Challenge #5

Written By **Dania McKinson & Louise Williams, Corporate HR**



When we announced our newest contest in October, you might have noticed we changed the rules and added a new twist. In previous years, winners were chosen based on either the percentage of weight lost or number of pounds lost. We switched things up this time around, choosing to reward "Pennies for Pounds." Instead of providing prizes by ranking winners, all participants are eligible to win \$10 for every pound lost (minimum 10 lbs.).

Essentially, each of the 630 employees participating is now competing against her or himself. The Challenge runs October 27, 2014 through January 23, 2015. With an incentive to win \$10 for every pound lost, it is up to each individual to push themselves to do their best. The more weight lost, the more money you earn.

In order to break the cycle of "Yo-Yo" dieting, we added something new. The Pennies for Pounds Challenge requires the contestants to weigh in a 3rd time on February 23, 2015 to ensure they had maintained the weight 4 weeks after the Challenge ended. If participants gain back any of the weight they lost, their total winnings will be reduced by \$10 for every pound gained. Any additional weight lost after January 23, 2015 will not count toward additional winnings.

GEO's ultimate goal in our Biggest Loser contest is to steer people on a weight-loss journey for the long-haul, not just for the Challenge. We thank everyone for participating in this Challenge. Be on the look out for a list of winners in the next edition of the GEO World.



# A Help Wanted Ad Is Not Enough

Written By Thomas Arntz, Corporate HR



The GEO Group prides itself in being a veteran-friendly organization that recognizes the sacrifices not only veterans have made for our country, but also their spouses. Veterans and their spouses exemplify dedication and know the true definition of the word “teamwork” which they live when they join the GEO ranks.

To attract these quality candidates, The GEO Group has taken a comprehensive recruiting approach through national advertising and outreach programs. Victory Media, publisher of G.I. Jobs® and Military Spouse, recently recognized GEO’s dedication by **awarding The GEO Group with both the Military Friendly® Employers and the Military Spouse Friendly Employers® designations for 2015.**



Companies compete for the Military Friendly® titles via a data-driven survey based on key programs and policies such as the strength of the company’s military recruiting efforts, the percentage of new hires with prior military service, retention programs, and

company policies on National Guard and Reserve service.

“The 2015 Military Friendly® Employers represent the pre-eminent tier of companies with strong military recruitment programs and meaningful job opportunities for transitioning service members and spouses,” said Sean Collins, Vice President for Victory Media and a nine-year Navy veteran.

This is the third year in a row The GEO Group has earned the Military Friendly® Employer designation and its first year to earn the Military Spouse Friendly Employers® designation. The GEO Group’s workforce is comprised of 10.8% of military veterans with almost 200 additional veterans joining The GEO Group’s workforce in the 3rd Quarter 2014.

The GEO Group uses national advertisements through military specific publications and job boards, as well as local outreach programs to veteran organizations. In the 3rd Quarter 2014, The GEO Group sent out job notices 4,450 times to different veteran associations, informing veterans of job opportunities available at different facilities nationwide. Other outreach efforts include working with local Veteran’s Representatives at local Work Force Centers, conducting job

airs at local military installations and National Guard and Reserve Centers, and providing information at military Transition Assistance Program classes for service members transitioning out of the military.

Different locations arrange different outreach programs and events to increase awareness with current and transitioning military personnel and veterans. Big Spring Correctional Center (BSCC) sponsors an annual Veterans Day run with proceeds going to different veteran charities. “In the correctional officer line of work, the skills discipline, moral character, ability to follow orders, and lead by example learned in the military are invaluable,” said Chris Monks, Human Resources Manager for BSCC. This year, the Veterans Day run had 69 participants and raised over \$5,000 for the Lone Survivor Organization to help wounded service members and their families.

The GEO Group’s military recruitment efforts will be recognized by being showcased along with other 2015 Military Friendly® Employers in the December issue of G.I. Jobs® magazine and the January 2015 issue of the Military Spouse magazine, as well as on www.MilitaryFriendly.com.

## Veteran of the Quarter Dennis Hobbs

Written By Jennifer Sandrell, SBCF



Dennis Hobbs, Correctional Officer at South Bay Correctional Facility (SBCF) located in South Bay, FL served his country with great honor and pride in the U.S. Navy for 10 years. Upon graduating High School in 1987, Dennis immediately joined the service and attended boot camp and “A” school in Great Lakes, IL.

Dennis’ first tour was on board the Commanding Ship of the Middle East, The USS LaSalle AGF-3. During his time on board, Dennis served several missions including the Persian Gulf War, where he was awarded the Persian Gulf War Ribbon.

Dennis next assignment was on the USS Nimitz CVN68 Aircraft Carrier, which flew countless missions during the Desert Storm War. During this mission, he received the Desert Storm Ribbon. Dennis began his career with GEO in 2003 as a Correctional Officer at South Bay Correctional Facility. Even though South Bay is his home, he has assisted other GEO facilities. Dennis is also a proud member of the South Bay K-9 unit.

We would like to thank Dennis for his admirable service in the military as well as his faithful dedication to the SBCF team in assisting public safety by providing care custody and control of persons served in our care.





## Lawton's Memorial Dedication Service

Written By **Landas Spencer, Lawton Correctional Facility**

A memorial dedication service was held at the Lawton Correctional Facility on October 23rd, 2014 for GEO employees who are no longer with us. Mr. Donald Pflueger, Services Support Specialist, 1956-2013, and Ms. Sherry Smith, Licensed Practical Nurse, 1953-2013. This dedication service was well planned by the Lawton Correctional Facility Employee Enhancement Committee (EEC) that started June 27th, 2013, with the planting of a redbud tree, a symbol of Oklahoma.

We then started discussing the dedication service process and design of the memorial. Through numerous discussions, ideas, and research, we had a final product, the only thing left for us to do was get the approval from Warden Hector Rios.

We gathered the materials and made contact with the family members with the date and time of the ceremony. The focus of this service was to give the family member a glimpse of how important

their loved ones were, and how they are connected with the GEO employees of the Lawton Correctional Facility then and forever.

On the day of the dedication service, the memorial was checked to insure everything was in place including, the ribbons attached at the entrance, and the chairs positioned for the family members in the correct place.

The service started with an opening invitation and thanks from Mr. Dean Caldwell, Assistant Warden of Security, followed by prayer and remembrance from Mr. John Carlisle, one of our Facility Chaplains.

After prayer, Mr. Landas Spencer, Manager of Information Systems, told how Mr. Pflueger affected the facility with his kindness and patience, followed by a former Health Services Administrator, Mr. Paul Deweese, and the Brother of Ms. Smith who were on site to express how loved Ms. Smith was.

The service concluded with the ribbon cutting and closing thanks by Warden Hector Rios, for the dedication and service, after which both families expressed how special and important this event was for them. They also let everyone know how they appreciated everything that the Lawton Correctional Facility had done for their loved ones in time of need, and stated they will come back and visit this memorial in the future.



**Pictured Top:** Morgan Bishop and Clifford Barnard planting a Redbud tree.



## The GEO Group Foundation Supports Education In Arizona

Written By **Esther Patton, Corporate**

On October 29, 2014, The GEO Group Foundation proudly donated \$40,000 to the AAA Scholarship Foundation.

The donation will provide scholarships to economically-disadvantaged families in Arizona, so that they may select the best educational opportunities for their children.

The GEO Group Western Region Vice President, James Black and Phoenix Mayor Greg Stanton attended the AAA Scholarship Foundation check presentation.

Scholarship Recipient Patrick Vega spoke about how this scholarship will allow him to graduate this year and pursue his dream of studying forensic science in college.



# Central Arizona Correctional Facility Mud Run

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

All across the nation, mud runs are being held to raise awareness and money for Special Olympics. One such event was hosted by Arizona State Prison/Eyman Complex, in Florence AZ, and Central Arizona Correctional Facility was invited to participate.

The run consisted of 3.5 miles of obstacle courses such as mud slides, pits, logs, finger

walls, rubber tire obstacles and tightrope bridges, held on the Arizona Department of Corrections Training Course.

Everyone who participated agreed it was a great opportunity to get dirty for a good cause. The smiling faces of the Special Olympics athletes in attendance more than compensated for the aches and pains they may have acquired.

CACF hopes to have an even bigger turnout for next year's event and is planning to participate in the upcoming LETR (Law Enforcement Torch Run) which also benefits Special Olympics.

**Pictured Left to Right:** The GEO/CACF Team was comprised of Correctional Officers, Security Supervisors & Correction Program Managers as listed: **Back Row:** Omar Leyva, Anthony Watkins, Victor Cooper, John Gonnella, and Mindee Magill. **Front row:** Tyler Gurr, Susan Ashworth, Sunni Rabago, Cammie Burke, and Andrea Velazquez.



## Keeping Cancer on Lockdown

Written By **Deondria Hill, Robert A. Deyton Detention Facility**

Everyone knows someone who has battled cancer and won or has lost someone to that tragic battle. Whether it has affected you personally or not, most of us have felt the hurt and pain that this disease causes.

Here at Robert A. Deyton Detention Facility (RADDf) we wanted to take a stand to "keep cancer on lockdown." We are so excited to have hosted our 1st Annual Deyton Dash 3k Run/Walk that was held on Saturday, October 18, 2014. The employees at RADDf participated in our 3k Run/Walk here on the premises to raise donations for Stand Up to Cancer Foundation.

Through generous donations, we raised a grand total of \$1,130 that was donated to the Stand Up to Cancer Foundation. RADDf also honored one of our own, Nurse Verna



Grant, who is now a one year survivor of breast cancer. Nurse Grants willingness to be present, participate, and finish the race serves as an inspiration to us all. Thanks to all who donated and took a stand to help "keep cancer on lockdown."

Robert A. Deyton will continue to support and fight to "Keep Cancer on Lock Down." Congratulations to the winners of our Deyton Dash 3K Run/Walk. 1st Place went to Sean Love, 2nd Place, James Peavey and 3rd Place, Michael Lovett.



# Adelanto Prepares for Disaster

Written By Liz Lopez, Adelanto Detention Facility



On October 30, 2014, employees at the Adelanto Detention Facility volunteered to participate in the biannual facility emergency response drill.

This particular drill involved a group of "protesters" arriving at the facility, and evolved into a disturbance when one of the group used a "Molotov cocktail" against a vehicle. When the vehicle burst into flames, the local fire and sheriff's department responded. The Adelanto facility had coordinated the date for the drill with external responders, as both groups had required

training to complete; therefore the event was planned as a small scale joint exercise.

Volunteer Pam Nemake stated, "I think it is exciting to be a part of an emergency drill. We all had a lot of fun, got to meet people from the San Bernardino County Fire Department, and were able to prepare ourselves in case of a similar disaster."

The volunteer staff were able to be a part in a learning experience, and for that, we are very grateful. "It is always good to be prepared for situ-



ations such as these." stated volunteer Maricela Lopez.

The Adelanto Detention Facility is using these type of drills to foster relationships with local responders, and has begun discussion with both groups regarding plans for the next mutual exercise.

**Pictured Top Left Going Clockwise:** Records Clerk and volunteer Maricela Lopez receives help from paramedics. The "rowdy protesters": Maricela Lopez, Jocelyn Siguenza, Donna Popejoy, and Pam Nemake. Recreation Specialist and volunteer Pam Nemake receives help from a San Bernardino County fire fighter.



## PTO Donation Program

Written By Joseph Torrace, Corporate HR

It has been another successful year for the GEO PTO Donation program. A total of 118 generous employees donated time to their co-workers in need, resulting in 2,920 hours donated! With such an overwhelming response, 41 employees were able to take much needed time off due to an illness or to care for a family member.

We are delighted to be able to offer this benefit to employees and are proud of all those who generously donated their time. Once again we have proven that the GEO Family is comprised of caring individuals who are concerned with the well-being of their co-workers. We look forward to 2015 with continued success.

## First Responder Training Put to Real Life Test

Written By Delena Carrillo, Central Arizona Correctional Facility



Central Arizona Correctional Facility Correctional Officers Chad Clement and Mindee Magill recently had the opportunity to put their first responder training to the test. While conducting a security check, Officer Clement observed an inmate gasping and struggling to breathe. A call for help was transmitted over the radio and Officer Magill was first to arrive on scene and witnessed the inmate take his last breath.

Both Clement and Magill had to lift the inmate off the top bunk and lower him to a gurney in order to initiate emergency medical aid and CPR. After several minutes of CPR, the assistance of Medical Staff and the utilization of the AED machine, the inmate was resuscitated.

After suffering from cardiac arrest and spending several days in the hospital, the 28 year old inmate was returned

to the Unit and was thankful for all the help he received from staff, especially Officers Clement and Magill, as they were the last two people he saw when his heart stopped beating.

As well as performing their normal security duties on a daily basis, these two officers are being commended for their outstanding composure and response during what could have been a very serious event.



## Lea County Quilts Cover the Globe

Written By **Lily Higdon, Lea County Correctional Facility**

On October 17, 2014, Mr. David Stewart, his wife and their ministry went to Bangladesh, taking 80 handmade quilts and 81 hand crocheted itty-bitty critters. Both of these items are complements of the Lea County Correctional Facility (LCCF) Inmate Programs.

Programs Warden Sandra McFadin started the quilting program in late 2001, under the direction of then Senior Warden Joe Williams. At first there was much opposition as to the possibility of men actually wanting to take part in a female related job. However, Warden McFadin's persistence, and the fact that the job would pay more than most, won over all opposition.

The program started with only 8 applicants and within a month was employing 60 inmates. In the past, the program has grown into the largest quilting program for male inmates in the nation. To date, the number of quilters averages 160. The program produces and donates approximately 1,000 quilts per year to numerous non-profit organizations. Recently, the new Program Director, Ms. Lily Higdon, implemented a crocheting program that produces itty-bitty critters. When LCCF donates quilts, the program always tries to work with the crocheting program to send an itty-bitty critter with each quilt to be given out together.

From the inmate point of view, the opportunity to give back to society is heart-



warming. The inmates take great pride in knowing their work and dedication is going to a good cause.

These quilts have been sent around the world through the Good Samaritan Society and numerous ministries, including places such as Mexico, Romania, and Zimbabwe. Most recently the heart-warming came from a trip taken to the country of Bangladesh. The trip started in the capital city of Dhaka, where the native people make their homes under tarps in the streets. About ten quilts and itty-bittys were given away here. From there, the journey went to a town in the northwest corner of Bangladesh. There the missionaries discovered a 150 bed hospital that sees approximately 10 births per day. About 30 to 35 quilts and itty-bittys went to new born babies in the hospital.

LCCF's Inmate Programs are a blessing to all who receive these hand crafted works of art. But the benefits are equally appreciated by the inmates who have made an effort to give back to society.

## AMERICAN HEART MONTH

Written By **Traci Wright, Corporate HR**



February is American Heart Month. Put a little love in your heart this month by learning how to keep your heart healthy.

Your heart is a four-chamber muscle about the size of a fist. Its life-supporting purpose is pumping blood carrying oxygen and nutrients throughout your body, and eliminating waste. Amazingly, in just a few minutes this little powerhouse recycles five quarts of blood through almost 60,000 miles of vessels – which is more than twice the distance around the globe! Keep your heart operating at peak performance by monitoring its work and following a healthy lifestyle.

If your facility is hosting a health fair this Spring, be sure to attend so you can find out what your numbers are; specifically your blood pressure, cholesterol (both LDL and HDL) and triglycerides. Once armed with this updated information, you can establish heart-healthy habits to reduce your risk for heart disease and also use these numbers for your PHA. For more information on living heart-healthy, visit The American Heart Association's website at [www.heart.org](http://www.heart.org) or visit the Healthyroads website at [www.healthyroads.com](http://www.healthyroads.com).

Each year the American Heart Association hosts walks across the nation to raise funds. If a walk is not taking place in your area you can sign up to host your own. You can earn points toward your annual incentive by participating in a company sponsored event, plus think of all the steps you'll accumulate with your Pebble while participating! What a great way to start your heart-healthy living!



# Knitting for the Community

Written By Haley Robertson, Junee Correctional Centre

In 2013, the small rural township of Holbrook in New South Wales, Australia, became the last town on the busy Melbourne to Sydney highway to have a bypass skirt the town, putting an end to the rumbling of trucks traveling down the main street. But without the highway traffic how would Holbrook stay on the tourist map?

One of the main attractions in Holbrook is the 90-metre long Oberon class submarine HMAS Otway that sits in a beautiful parkland near the centre of town. Murray Arts and the shire council formulated an idea to draw attention to the town by 'yarn bombing' the local attraction in yellow.

In a tribute to The Beatles and the 50th anniversary of their tour of Australia, Holbrook's submarine became the biggest yarn bombing project ever undertaken in Australia, and Junee Correctional Centre inmates played a major role.

Representatives of Murray Arts, a regional arts development organisation, contacted the centre to see if inmates would like to take part in the project as they had seen photos of inmate artwork displayed in the centre's cultural centre and at the Holbrook Art Show.

Murray Arts members visited the centre to teach the inmates how to knit so they could start working on squares of yellow for the submarine. The Wagga Ladies Knitting Group regularly comes to the centre to coach and support the inmates.

The submarine yarn bombing was a huge success and created international media interest. On its website Murray Arts says: "What really underpins the 'Holbrook Yellow Submarine' is bringing people together. It provided an opportunity for people to take part in a community project with a wonderful creative outcome. We received hundreds of contributions from people aged four to 96 from all around the world."

It is estimated that about 2,500 square metres of knitting was needed to cover the submarine. The project was launched in June and the submarine stayed yellow for two weeks before the knitting was taken down and donated to charities.

Junee Correctional Centre inmates are not putting down their knitting needles after one community project. They are now working on a far bigger assignment for a group called 'War & Peace – The Men's Knitting Project.' This consists of men around the world knitting samples that will be joined together to form a large wall hanging to be displayed at The Goulburn Regional Art Gallery's exhibition commemorating the ANZAC Centenary in April 2015.

Once the inmates have completed their knitting for 'War & Peace – The Men's Knitting Project' they plan to use their skills to knit scarves and beanies that can be donated to homeless people.



One inmate, John, said he and fellow inmates enjoy contributing to these projects as it makes them feel like part of the community. "It gives us a sense of belonging to the community, that even though we have made mistakes we can still contribute to society," he said. "It's a good feeling to help."

Junee Correctional Centre is well known for the community involvement of both its staff and inmates.

**Pictured Top to Bottom:** Inmates with the Ladies from the Wagga Knitting Group. Ladies pictured: Stephanie Vineburg, Lois Cabot and Judy Davis. Inmate trying his hand at knitting. The Yellow Submarine at Holbrook.







## Junee Fires Ahead

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

**I**nmates at Junee Correctional Centre are supporting regional fire brigades across New South Wales, through the design and construction of specially designed trailers.

Industries Manager Todd Gleeson was initially contacted by Junee Fire Brigade to make a specific fire-fighting trailer for the local brigade, as the centre had previously built them a barbecue trailer.

Following further discussion, Andrew Ticehurst the deputy commander of Fire & Rescue NSW Regional West Zone 3, contacted other stations in the state and a total of nine trailers were ordered to transport fire-fighting training equipment.

**Pictured Top to Bottom:** One of the trailers loaded up ready to leave the Centre. Inspectors from all over NSW picking up their trailers. Pictured from front to back are Inspector Andrew Ticehurst, Inspector Rick Jones, Captain Rob Duncan and Inspector John Paull.

Inmates participating in TAFE courses helped design and build the trailers. Eight inmates were involved in the metal fabrication process with three responsible for spray-painting and a further three completing the trailer fit-out.

Fabrication began in June with the first completed trailer being collected in September.

The fire-engine red trailers have now been supplied to units in Griffith, Albury, Goulburn, Port Macquarie, Batemans Bay, Tamworth, Bathurst, Ballina and Dubbo.

## EDUCATIONAL FIRST FOR FULHAM CORRECTIONAL CENTRE

Written By **Chris Paynter, Fulham Correctional Centre**



Recently one of Fulham Correctional Centre's Aboriginal or Torres Strait Islander (ATSI) Cultural Arts students became the first inmate at the Centre to successfully complete the Certificate I in the ATSI Cultural Arts course.

Inmate Garry Ried completed the required six units in October 2014 since commencing in March 2013.

The achievement is significant for Garry's personal and cultural knowledge understanding, as well as his skill development.

The course comprises of units that develop understanding of aboriginal cultural identity, painting skills, drawing techniques and use of ideas and techniques for creative works.

**Pictured:** Garry Ried Artworks



## Restored Hearse For Dream World

Written By **Sidd Mehta**,  
Arthur Gorrie Correctional  
centre



**Inmates at Arthur Gorrie Correctional Centre in Australia have restored a 19th century horse-drawn hearse that is now part of the attractions at the popular Movie World theme park on the Gold Coast.**

**Four inmates worked on the historic carriage for three months under the watchful eye of trade instructor Andy Rocks.**

**The team spent countless hours on the fine details of the restoration project and all components were meticulously handcrafted and painted.**

**Pictured:** Troy Ittensohn General Manager and Sidd Mehta Finance and Administration manager at AGCC with the restored Hearse.



## Tablet Technology

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

As part of the Nalu Challenge Program's Health & Fitness, a group of young offenders undertaking the Certificate of General Education for Adults (English) and Information Technology have been given the opportunity to trial the use of new technology in the classroom as an additional learning tool.

To date, two groups of youths ranging from 20 to 23 years of age have utilised electronic tablets, and from feedback received, all students were highly motivated in the use of the new style of learning and thoroughly enjoyed the experience.

It is no wonder then that those staff facilitating the course are enthusiastic about the level of student engagement with the touch screen technology. Kangan Institute teacher Michael Clark stated that a large number of participants

are demonstrating significant improvement in memory retention and attention span since the introduction of the devices.

**"Of all the young men who have completed the four month program and then been released to freedom, none have re-offended and returned to custody."**

The tablet PC's have been loaded with useful and appropriate applications including WP Thinkfree, Brain Train, Wordfinder puzzles and hangman, tools such as GPS, Skymap, First aid, Paint and AutoCad and the games Solitaire and Angry Birds. The tablets also permit offline web 'searching' in Google simulation, spelling rules and Wikipedia.

The benefits of this project have also extended to other components of the Nalu

Challenge Program's Health and Fitness. Activities officer Hannah Lonnee has noticed an improvement in the students' achievements and performance since the introduction of the tablets. Ms. Lonnee said "It's wonderful to see the positive change in their attitude towards many aspects of the course and their interaction with each other and life in general. Of all the young men who have completed the four month program and then been released to freedom, none have re-offended and returned to custody."

The trial of tablet PC's within the certificate course has proven to be a great success, providing an exciting and satisfying experience for both teachers and students alike.

**Pictured Left to Right:** Activities Officer Hannah Lonnee, Kangan Institute teacher Michael Clark and Nalu inmate.



# Staff Entertain At Polyfest

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

GEO Group Australia employees at Junee Correctional Centre take great pride in their work, in the centre itself and in the events staged at the centre.

For the past three years, staff have had the opportunity to join inmates and actively participate in the annual Polyfest event.

Many have seized that opportunity under the encouragement and leadership of cultural advisor Gerome Brodin and have taken to their roles with a great deal of passion.

The Polyfest event was established in 2008 for

inmates from a Polynesian background to celebrate their cultural heritage.

In 2014, staff and inmates practiced traditional Polynesian songs and dances for months leading up to the event, with the inmates very pleased to be working alongside staff as they perfected their repertoires during rehearsals. The inmates take great pride in being able to connect with their culture and especially at being able to perform for their family during Polyfest.

Following the performances at Polyfest, offender services manager Trevor Coles

spoke to the audience and commended the inmates for their dedication, commitment and effort in the months leading up to the event. "These men are going home eventually ... what this does show is they still have a connection to their culture and communities and a support network waiting for them," he said.

After the performances visitors, staff and inmates enjoyed a traditional lunch of Polynesian dishes.

**Pictured Top to Bottom and Left to Right:** Staff performing at Polyfest. Sione Fekeila, Georgina Nathan, Olio Hiliate, Harley Nathan, Jermaine Tuua and Tolu Tulaga. Jermaine Tuua, Harley Nathan, Sione Fekeila and Tolu Tulaga.



## A Strong Partnership

Written By **Peter Maá**, Parklea Correctional Centre

As part of Parklea Correctional Centre's support to the PCYC Blacktown, assistance was provided for the coordination and facilitation of the end of year presentation for the PCYC Junior Rugby League program.

Parklea provided support through the sponsorship of trophies and the attendance of staff on Sunday October 26th, 2014. Parklea assisted in the preparation and cooking of the BBQ and food for the day.

This was well appreciated by the many children and parents who attended this event.

**Pictured:** PCYC Members with their trophies.



# Biometrics used at Arthur Gorrie

Written By **Sidd Mehta**, Arthur Gorrie Correctional Centre

Arthur Gorrie Correctional Centre is the first prison in the state of Queensland to introduce biometrics identification technology.

An Inmate Recognition and Identification System (IRIS) scanner has been installed in the centre reception area. The device positively identifies inmates using the

most mathematically unique biometric there is – the iris.

Prisoners are required to undergo the iris scan at reception and their details are recorded in a database that is cross-referenced with their Integrated Offender Management System (IOMS) profile number.

Biometrics identification technology provides an additional identification safeguard and lessens the potential risk of human error in the movement of inmates in and out of the centre.

**Pictured:** AGCC's Contract compliance coordinator James Wedmaier and Finance and Administration Manager Sidd Mehta.



## Scarecrows Make The Day!

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

Inmates of the Nalu Challenge Unit continue to assist community groups in providing the labour component to manufacture decorations and props to add to the atmosphere of the events being celebrated.

Taking a week to complete, two inmates made three scarecrows under the watchful eye of the unit's Transitional Assistance Program coordinator Helen Dolan.

The scarecrows took pride on the main street for the Warragul Farmers' Market, which was celebrating its first birthday.

Orange and white bunting made by the inmates also adorned shop fronts and added to the party atmosphere.

The event proved to be a major success, with the whole town getting on board and looking forward to next year's festivities.





# Pacific Island Day

Written By **Peter Maá**, Parklea Correctional Centre

As part of the annual calendar of cultural events at Parklea Correctional Centre, November 18, 2014 saw a celebration of Pacific Islands and Maori cultures by inmates, staff and community representatives.

This event was attended by a number of Parklea's volunteer organisations and community services representatives, including the NSW Council for Pacific Communities as well as community church leaders from various denominations such as Hillsong Church, Uniting Christian Church and Always Kingdom Church. Representatives from NSW Police Local Area Command and the team from Blacktown Police Citizens Youth Club (PCYC) also attended.

The event commenced with a devotion and prayer service delivered by Pastor Gilbert Clark. It was followed by a traditional Samoan welcome called the 'AVA Feiloa'i ceremony'; a solemn ritual in which ceremonial beverage is shared to mark important occasions. The traditional owners of the land were then acknowledged and welcome addresses were made by Parklea

General Manager Peter Maá and special guests Ariel and Malaemie Fruean from the Campbelltown Pacific community.

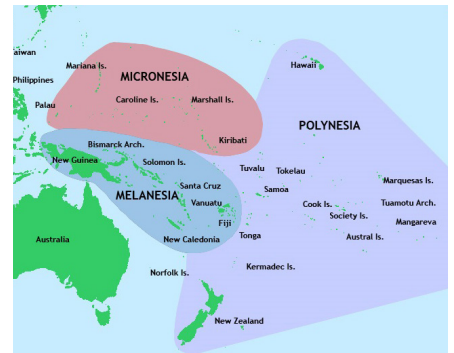
A special presentation was delivered by members from a flotilla of traditional voyaging canoes that arrived in Sydney on November 12th, 2014.

The flotilla traveled from New Zealand, Samoa, Cook Islands and Fiji on a 6000 nautical mile journey to highlight the need to address climate change ahead of the International Union for the Conservation of Nature World Parks Congress in Sydney.

Peter Maá presented a gift to Ariel and Mal Fruean to acknowledge their work and commitment to the Pacific community and as appreciation for their donation of two pou (totem poles) for the Parklea cultural centre.

Inmates provided the entertainment for the event, presenting several traditional cultural performances including a Cook Island drums routine, a Fijian hymn and Tongan, Samoan and Maori hakas (war dances).

Pastor Alosio Waninai from Hillsong Church concluded the program with a closing prayer after which inmates, visitors and staff enjoyed a lunch of traditional Pacific Island food.



**Pictured From Top to Bottom:** Staff and Guest enjoying the festivities. Pacific Islander is a term generally used to refer to the various peoples of Polynesia, Melanesia and Micronesia. Maori can refer to Maori people of New Zealand.





## North Carolina's Justice Reinvestment Act and GEO's Continuum of Care Merge

Written By **Steve Merrefield, Eastern Region**

The North Carolina Department of Public Safety, Adult Corrections agency held open houses on December 8 and 9, 2014 at the two new Confinement in Response to Violation (CRV) facilities. These facilities were born out of the 2011 Justice Reinvestment Act (JRA) passed by the 2011 North Carolina General Assembly.

**"The key to the community based strategy has been the implementation of evidence-based practices that aimed resources to the higher risk cases and provided effective treatment programs for those who most need it."**

The state has implemented a number of initiatives intended to reduce recidivism and control corrections costs that were rapidly escalating in 2011. Since that time, the agency has closed 10 institutions and revamped the statewide probation system. The key to the community based strategy has been the implementation of evidence-based decision making and practices that aimed resources to the higher risk cases and provided effective treatment programs for those who most need it.

With 58% of the prison intakes being probation violators, many of the new efforts address community supervision. GEO Reentry Services became involved in this programming in six North Carolina communities in 2012 through the Treatment for Effective Supervision (TECS) JRA initiative. TECS provides cognitive behavior programs and interventions for higher risk probationers residing in the community.

The agency now has contracted with The GEO Group to provide behavior change programming for the new CRV facilities. With a combined population of 440 beds, the CRV facilities will exclusively treat probation violators. All programming will be based on effective strategies that are proven to reduce repeat incarcerations.

W. David Guice, the Commissioner for Adult Corrections and Juvenile Justice stated that "we are looking to change behavior" and that the new CRV program "is the missing piece of the JRA puzzle."

The Open Houses held at the Burke and Robeson CRV centers were well attended. The agency executive team, GEO Group staff, and the attendees were excited and supportive of this new approach.



**Pictured Top to Bottom:** GEO Group representatives stand beside the 'U Change U' sign outside of the Robeson CRV Center. Pictured from Left to Right: Kimberly White, Ashley Oxedine, John Watkins, Loren Grayer, Ann Schlarb, Rodney Quinn, David Cooper, and Steve Merrefield. Staff of the Burke and Robeson CRV Centers: Front Row: Danita Burnette, Shekeema Schultz, Phyllis Harris, Luisa Raveica, Deidra Parker, Christopher Moore. Back Row: Ashley Oxedine, Solange Avent, Dawn Neatherly, Stephen Brown, John Watkins, Rebecca Townley. Offenders at both CRV centers will complete computer-based cognitive behavioral programming in the centers' computer labs.



# NJ Parole Board Opens Newark Residential Program

GEO Reentry Services to operate program for offenders transitioning to community

Written By **David Cooper, Eastern Region & Keith McIninch, GEO Reentry Services**

GEO Reentry Services opened a 214-resident center for medium and high-risk offenders transitioning to community life for the New Jersey State Parole Board. The program is being well received by the local community and community corrections officials alike. The center, called the Newark Residential Reentry Service Center, opened on Oct. 2 at 224 Sussex Ave. in Newark in a renovated building that had formerly housed a homeless shelter. When at capacity, its 49 staff members will deliver evidence-based reentry programming, including cognitive behavioral therapy designed to change criminal thinking.

Within its first month, the program surpassed 100 residents.

"While we currently operate four day reporting programs in New Jersey, this is our first residential reentry program in the state," said Keith McIninch, state director for GEO Reentry Services. "We've had excellent support from the community and corrections officials as we prepared for this opening. There is a need for residential

programs that help offenders successfully transition to the community."

Offenders who reside in the Newark Residential Reentry Service Center are subject to a highly structured environment, which includes closed-circuit security cameras, electronic sign in/out system for client accountability, 24-hour custodial care, and ongoing drug and alcohol testing to monitor sobriety and a drug-free lifestyle. A key element of the center is blending supervision services with skilled case management. The center staff focuses on delivering a high level of resident accountability while maintaining a safe and positive environment.

Residents go through a process that includes teaching transitional skills and intensive job readiness training. As treatment and behavioral goals are achieved, residents earn the privilege of increased community involvement while maintaining a higher level of responsibility. Offenders can reside in the center for 30 to 180 days; individuals are referred from Parole as well as the judiciary as

part of an Intensive Supervision Program. "We're offering 185 hours of programming each week for individuals at the center, and each person has a specific plan based on risks and needs," McIninch explained. Classes range from life skills and cognitive behavioral therapy and substance abuse training, to individual, group and family interventions for topics such as gang intervention, parenting, and support groups.

"Our goal is to support the state to return responsible, productive men and women to their families and communities through a structured approach that minimizes recidivism."

**Pictured Clockwise: Left to Right:** GEO Reentry Services Eastern Regional Director Steve Merrefield, New Jersey State Parole Director Leonard Ward, Newark City Councilman Edward Osborne, Newark Residential Assistant Facility Director Sheldon Vickers, Newark Residential Assistant Facility Director Michael Dunleavy, GEO New Jersey State Director Keith McIninch, and Newark Facility Director Paul Lagana. The Newark Residential Reentry Service Center. The facility is equipped with a state of the art computer lab.



# Tundra Center Recognized

Written By **Mike Reed, Tundra Center**



Buck Bukowski, a member of the local chapter of the Veteran's of Foreign Wars (VFW) informed Mike Reed that the VFW wanted to present the Tundra Center with a plaque for all the community service it has completed. He asked if the Tundra Center would attend the local high school's Veteran's Day Ceremony on November 11th, 2014 to receive the award.

On the day of the event, Mike Reed and Cultural Relevance Coordinator Julius Pleasant escorted three female residents and three male residents to the ceremony. Its an honor to have the program recognized by the local community for all the hard work that it's responsible for.

Mr. Pleasant was called up along with three of our female residents to present their handmade quilt to the Navy Veteran. When the ladies handed the quilt to him, the old vet's face lit up with happiness! I was later told that when he got back to the retirement center where he lives, he broke down in tears because he was so overwhelmed with the show of respect towards him and all the other vets that day.

This event was a good reminder for the Tundra Center that we are partners with the communities that we serve. On some days, working with difficult offenders can be a thankless job. This was not one of those days.

**Pictured Left to Right:** Buck Bukowski from the VFW, Tundra Center Director Mike Reed, and Tundra Center Cultural Relevance Coordinator Julius Pleasant.



# Napa County Staff Give Back

Probationers and staff give to food bank and Salvation Army

Written By **Monica Hook, BI Incorporated**

Staff and probationers from BI Incorporated's Napa County Community Corrections Service Center gave back to the community in the form of two donations and volunteer efforts. Volunteers spent time at the Salvation Army and Napa Store House food bank on October 14 and 15. In addition, BI contributed \$5,000 to the Salvation Army and \$2,500 to Community Action of Napa Valley to support the local community.

A handful of BI staff and probationers who are currently attending the day reporting program visited the Salvation Army, 560 Franklin St., on Tuesday to serve food to staff and visitors. Staff and participants also visited the Napa Store House food bank, 1746 Yajome St., on October 15 to help stock the pantry's shelves. The Napa Store House is part of the Community Action of Napa Valley, a network of seven Napa Valley food banks that serve more than 1,000 households monthly.

"Learning to give back to our community is one of the important points we stress with probationers who attend the day reporting program and part of promoting positive attitudes and behavior," said Patrese Scott, Program Manager. "It's only natural that we as an organization and our participants give back to those in need."

The Napa County Community Corrections Service Center was opened by Napa County in 2009 to help alleviate jail crowding problems and tackle chronic recidivism with certain offender groups. Currently, 51 probationers attend the day reporting center program and another 80 check in twice weekly for a personal recognition program.

The goals of the Napa County Day Community Corrections Service Center include reducing the jail population by diverting individuals to community supervision and helping clients stay crime-free once released to the community. Participants are monitored closely for alcohol and drug use, meet with case managers and participate in intensive treatment and training classes.

Recently, Napa County received the 2014 American Probation and Parole Association's President's Award for its integrated approach to probation and inmate supervision, treatment and training that has helped reduce recidivism and jail crowding. Emphasis on staff and participants giving back and forging strong local connections has helped make the Napa CCSC and day reporting program a strong and successful presence in the community.



**Pictured Top to Bottom: Left to Right:** Patrese Scott, presents Shirley King, Director of the Napa Valley Food Bank, with a donation for \$2,500. Napa CCSC staff members and day reporting program participants, Johnny Pena, Douglas Daniels, Aysha Bhumbala, Charles Novak, Amber Redman and Patrese Scott, volunteered time at the Napa Store House food bank. BI Incorporated staff members Tiffany Sebring, Kristi Price, District Manager Amanda Owens and Sahira Salina prepare to serve meals at Salvation Army.

**"Learning to give back to our community is one of the important points we stress with probationers who attend the day reporting program and part of promoting positive attitudes and behavior."**







## Walk a Mile in Her Shoes

### Learning Beyond The Classroom

Written By Missy Kennedy, South Mountain Youth Center

**F**ranklin and Fulton Counties Women In Need (WIN) organization recently sponsored their second annual “Walk a Mile in Her Shoes” event. This event is a men’s march to stop rape, sexual assault, and gender violence. Participants are encouraged to raise funds and then complete a designated walk in red high heels outwardly showing their support for victims.

This year, six students were identified to participate in the event. Their participation included not only the walk itself, but also learning about the WIN organization as well as raising funds.

In one week, students raised \$250 by collecting monetary donations from staff within the facility. At the walk, students proudly wore their “Heels to Heal” team shirts and walked with our staff and our community. Participation in this event helped students to understand the power of community and the positive impact they can have on others.

In the weeks following the walk, this same team of students returned to the WIN organization to assist with clean up and repackaging of shoes for next year’s event. The organizers also shared this year’s “Walk a Mile in Her Shoes” event raised \$21,000, all of which will stay in Franklin and Fulton counties to support victims of violence.

This group of six students opened their minds to learning beyond the classroom and made a difference in the lives of others. The education department is extremely proud of the students and is excited to continue to foster the relationship they created with the WIN organization for years to come.

If you or someone you know is a victim of domestic violence, you can reach out to your local WIN organization. You can also find support and resources through the National Coalition Against Domestic Violence at [www.ncadv.org](http://www.ncadv.org) or 1-800-799- SAFE (7233).

## FEEDING THE HOMELESS

Written By Gloria Alcantara,  
Stockton Day Reporting Center



Every third Saturday of the month BI staff and participants from the Stockton Day Reporting Center volunteer in feeding the homeless under the freeways of Downtown Stockton, CA.

The Stockton Day Reporting Center created a partnership with Charlie Glass – Lighthouse of Hope, a local church. The participant’s assist with setting up, serving food, and cleaning.

**Pictured Top to Bottom:** Alan Hernandez assisting a homeless individual in a wheelchair. Raymesha Bilbo handing out food to the homeless. Ren San preparing and setting up food for the homeless.





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