



# Chairman's Letter

George C. Zoley  
Chairman, CEO and Founder

**T**o the GEO Family,

As the first half of 2012 has come to an end, our company can reflect on the successful completion of several important milestones. During the first two quarters of the year, we completed the development and activation of over \$130.0 million in new capital projects adding to our position as the world's leading provider of correctional, detention, and residential treatment services.

In Georgia, we completed the intake of inmates at the 1,500-bed Riverbend Correctional Facility, which was developed by GEO for approximately \$80.0 million and was activated in late 2011 under a groundbreaking partnership with the Georgia Department of Corrections. With this project, GEO now has an important presence in the State of Georgia. The facility is expected to generate approximately \$28.0 million in annual revenues.

In Texas, we developed a state-of-the-art 600-bed Civil Detention Center in Karnes City at an approximate investment of \$32.0 million. This innovative and leading Center was the first facility designed and operated for low risk immigration detainees under new federal detention standards in the United States. With the opening of the Center following less than a year of construction, we completed a remarkable public private partnership venture between The GEO Group, Karnes County and U.S. Immigration and Customs Enforcement (ICE). The management contract for the Center is expected



*George Zoley*

to generate approximately \$15 million in annualized revenues for our company.

In Indiana, we invested \$23.0 million in a maximum-security expansion of 512 beds to the state-owned New Castle Correctional Facility, making it the largest state prison facility operated by our company with more than 3,000 beds. This important expansion project also marked the first significant private investment in a state-owned correctional facility in the country. The expansion is expected to generate approximately \$8.0 million in annual revenues for our company under an extended management contract with the Indiana Department of Correction.

In addition to these completed projects, we have substantially completed the construction of the new \$70.0 million, 650-bed Adelanto ICE Processing Center West adjacent to the 650-bed Adelanto ICE Processing Center

East which we activated in August 2011. The 1,300-bed Complex is expected to play an important role as a regional detention hub in Southern California and will generate approximately \$42.0 million in annual revenues for our company.

These important milestones are indicative of the continued growth in our industry and further validate our company's diversified growth and investment strategy. This strategy has made The GEO Group the leading worldwide provider of diversified government services in corrections, detention and residential treatment.

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**EQUAL OPPORTUNITY EMPLOYER**

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# Warden of the Year David Cole

## Lasalle Detention Facility



**D**avid Cole has led the LaSalle Detention Facility for just over a year. The facility was in need of a leader with extraordinary managerial skills, someone who could provide direction, understand the issues and challenges at the facility both internally and externally and implement solutions. Under his leadership the facility has made significant strides. Warden Cole played a critical role in the facility's ACA audit resulting in a score of 99.6%. During the late summer months of 2011, the LaSalle facility faced staffing turnover issues among correctional line staff, correctional supervisors and various support staff due to contractual changes implemented by the client. However, thanks in large part to Warden Cole's guidance, the facility was able to successfully traverse through this difficult time despite significant staffing challenges without any serious performance issues.

David Cole is constantly promoting the company's Core Values and Mission to his staff and within the community. He is an excellent mentor to his staff and is always willing to share his vast knowledge and experience with them. His approach allows individual staff members to realize their own potential and their importance to the team. He works diligently to create unity amongst staff by promoting a team concept for his employees. In short, Warden Cole is committed to the success of his staff, the LaSalle Detention Facility and The GEO Group.

In order to maintain a balanced life when not at work, David and his wife Regina, can be found at the local gym attempting to regain their youth.

When David received the news about being selected as the 2011 GEO Warden of the Year David was actually speechless (I know this is hard to believe). This was definitely an unexpected surprise. David said "I am both honored and humbled to receive this award. Last year, The GEO Group changed the name of the Warden of the Year award to the Martin Kent McDaniel award. Martin or "Big Mac" as we called him had been a personal friend of mine for many years. We lost him last year and to receive this award named in his memory is a great honor both professionally and personally."

David wanted to thank every staff member at LDF for doing the jobs that they do every day. David stated "I am very fortunate to work with a dedicated group of Corrections Professionals." This past year, we were able to succeed where some might have failed. David stated "Our family pulled together and made sacrifices, worked long hours and figured out how to build a better mouse trap." David said "Again my friends, My name might be on the award but every employee of the LaSalle Detention Facility deserves the recognition for all they do."

On a more personal note, David wanted to thank his wife Regina, David stated, "Regina has stood by my side for the past twelve years and has endured being re-located many times, having vacations cancelled and countless nights alone, all due to the requirements and nature of our business, without her support and influence I'm not sure where I would be."

# Officer of the Year Rosa Richardson

## Lea County Correctional Facility

There are two words that best describe Officer Richardson, loyalty and dedication. Officer Richardson is one of the most dependable Officers we have at LCCF. She can be counted on to never miss a day of work and comes in regularly for overtime to assist the opposite shift, particularly in times of need. Over the years, Officer Richardson has experienced and seen a lot at LCCF. As we all know, when LCCF first opened its doors in 1998, it was one of the most violent facilities in New Mexico. Officer Richardson witnessed a lot of turmoil in the early years, and was often the first to respond to the scene and to take control of the situation. She remains the only correctional Officer from Class #3, a true testament of her loyalty to LCCF.

Officer Richardson is a veteran correctional officer starting her career in 1998, graduating in the 3rd academy class for LCCF. After almost 14 years at LCCF, there are very few inmates that Officer Richardson doesn't know. Due to her ability to communicate with the inmate population, they display great respect towards her. With that said, it is noted that her experience and knowledge of the inmate population is beneficial to the facility and to her supervisors.

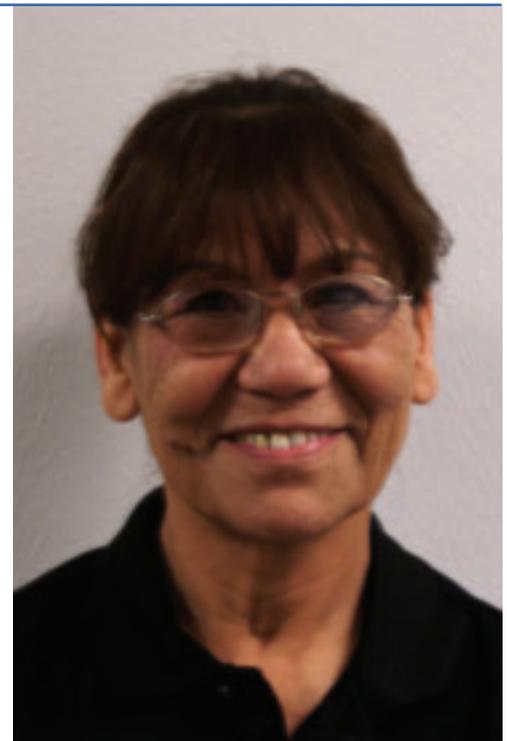
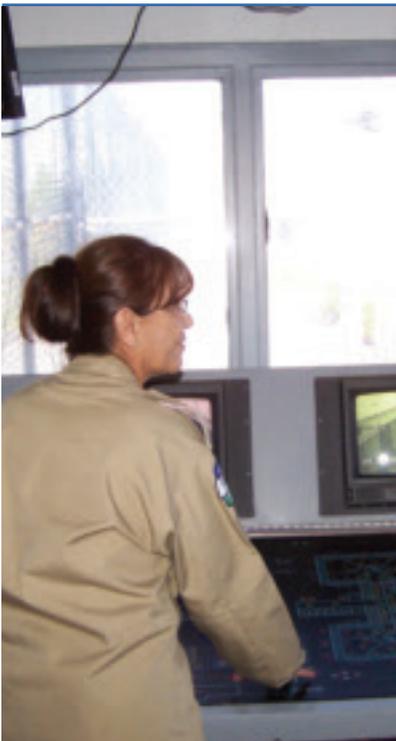
Officer Richardson has worked in every post at LCCF on numerous occasions. However, she mainly works in Central Control, which is considered one of the most hectic assignments on shift.

Officer Richardson takes pride in everything she does and never hesitates to take the initiative. Officer Richardson sets the standard for dependability from the moment she steps into the facility.

Officer Richardson also has the ability to identify unusual situations when dealing with the inmate population. She has been known to alert her supervisors if she sees something that "just isn't right". This skill comes from years of experience. Officer Richardson has shown dedication to her fellow officers and supervisors and promptly handles any task assigned to her.

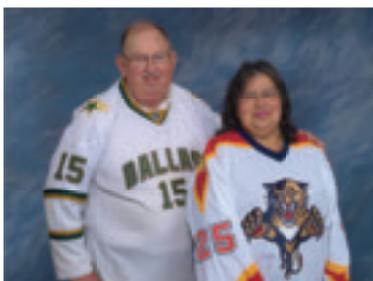
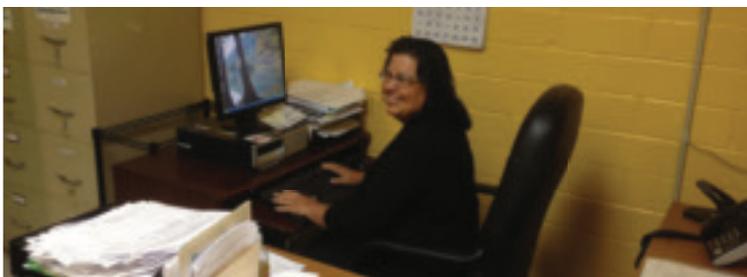
Officer Richardson can be called on by any staff for assistance, whether it is classification, education, training or any other department. Officer Richardson is very respected by everyone she deals with, be it staff, inmates or supervisors.

Officer Richardson is direct and honest when it comes to communicating with her fellow staff members in regards to her daily duties. If there is something that needs to be addressed she does not hesitate to let you know. This is one of the reasons she is well respected. This is not to say Officer Richardson is not without a friendly side. Ask anyone who has worked with Officer Richardson and they will tell you, she likes to talk about cooking, her travels to see her family and let's not forget she loves to talk about her luck at the casino.



# Employee of the Year Teresa Mata

Central Texas Detention Facility



The Central Texas Detention Facility proudly announces Ms. Guadalupe (Teresa) Mata as the Employee of the Year. Ms. Mata has dedicated 20 years of exemplary service to the Central Texas Detention Facility. Ms. Mata's unflinching dedication, strong work ethic and professionalism, consistently ensure the Central Texas Detention's Facility's Classification Department operates smoothly, efficiently and effectively.

Teresa Mata was born in Natalia, Texas and was raised in San Antonio, Texas. In 1978, Teresa graduated from Trinity University where she earned her Bachelors of Arts in Sociology. She continued to pursue her education and continued onto Gerry Williams College in Chicago, Illinois where she successfully earned her Masters Degree in Psychology in 1983. Upon completion, Ms. Mata obtained employment with Big Brothers and Big Sisters where she remained for approximately 10 years.

Ms. Mata came to the Central Texas Detention Facility on June 3rd, 1991 as a Life Skills Teacher. She says that during her 20 years of dedicated service, she has seen many different types of inmates. As a result of ever changing contractual requirements, her title has changed a number of times; however she has always adjusted to meet the needs of the facility.

Ms. Mata's current title is Senior Case Manager, and she has oversight of the Classification Department to include coordination of the Special Management (high profile) caseload. The facility administrators recognize her strong ability to maintain 100% compliance in all her duties.

Ms. Mata is very active in the community and contributes quite a bit of her to time giving to the community where she has lived all her life. She is a very active member of the Botanical Gardens.

The San Antonio Botanical Gardens (SABG) is a 33 acre Botanical Garden known to be the perfect escape from the hustle and bustle of daily living. According to Ms. Mata, the SABG strives to connect people to the plant world through experience, education.

In addition, Ms. Mata says that she enjoys spending quality time with her friend, Garland Graves. Both of whom enjoy going to estate sales, taking long road trips, and cooking, to include new dishes. They both enjoy visiting the antique shops and refurbishing antique furniture.

Currently, Ms. Mata says she is involved in a major project in the neighborhood where she resides (King William). She and others from her community are working on renovating a 200-year old home.

Ms. Mata's hard work and dedication is greatly appreciated by the Central Texas Detention Facility as is her community involvement.

# GTI Officer of the Year, James Williams

## Northwest Detention Center

Officer James Williams of the Northwest Detention Center (NWDC), Tacoma, Washington, is the winner of the very first Rosanna Avila Award, a special title reserved for the GTI Transportation Officer of the Year recipient. This is a first for a Western Region GTI Officer.

Originally from West Point, Mississippi, Officer Williams began playing football in high school and received a scholarship to play for Murray State University (MSU), Kentucky, at age 18. He received an Ohio Valley Conference (OVC) Championship ring in 1979. For those of you who are familiar with college football, the current Head Coach of Virginia Tech, Mr. Frank Beamer, was the Defensive Coordinator when Officer Williams was with MSU.

Officer Williams then joined the Army and began a successful career in the military. Starting out as a truck driver, he advanced through the ranks and became an instructor at the Army Logistical Center in Fort Lee, Virginia.

Officer Williams eventually became the Noncommissioned Officer in charge of unit supply at Fort Lee. Additional highlights in his military career include receiving five Meritorious Service Medals and serving in Operation Iraqi Freedom.

In 2006, Officer Williams retired from the Army following 22 years of service. He began working for The GEO Group as a Detention Officer in February of 2007. In just a few months, he quickly distinguished himself.

The management and staff alike admired his dedication to the job as well as his professional demeanor around the detained population. When GTI was brought about in late 2007, Officer Williams was among the first group of the NWDC staff selected by the Warden to be a part of this highly-esteemed operation.

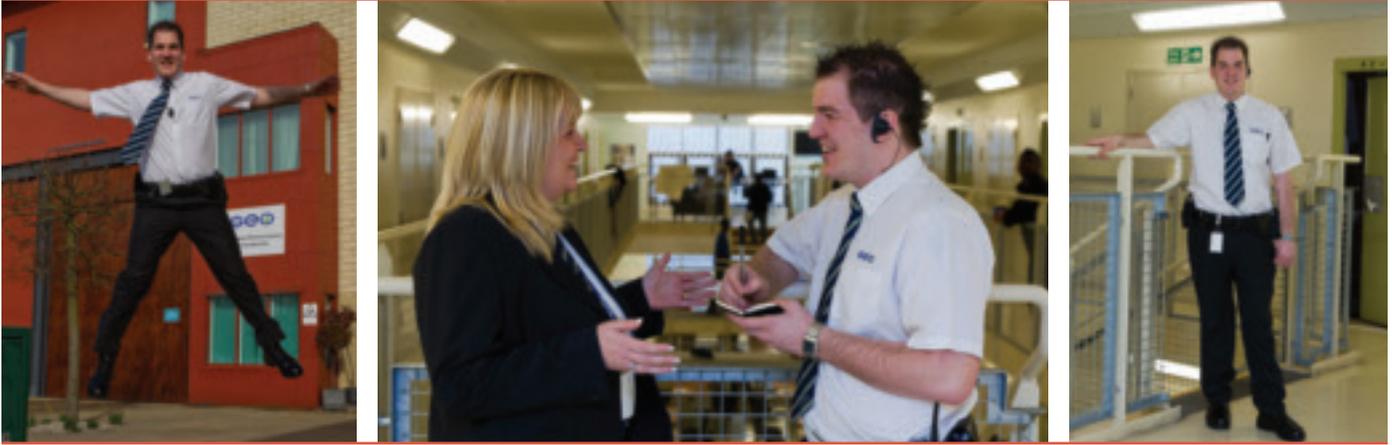
Over the years, Officer Williams faithfully maintained an excellent performance record. He is also licensed as a Certified Driving Instructor by GTI. In addition to measurable performance, he is well-liked by his peers and commands respect from the detainees. He is indeed an asset to the GTI operation and an indispensable part of the NWDC family.

Officer Williams and his lovely wife, Thu, have two children: Thomas, 23, and Lamar, 18. Thomas works at Fort Lewis, Washington, in range control, and Lamar will follow his father's footsteps playing football at Pacific University in Oregon this fall while pursuing a degree in Business Law. The Williams family enjoys traveling together as a family while Officer Williams is particularly fond of fishing and restoring old cars.



# GEO UK Employee of the Year Kieran Alexander

Harmondsworth Immigration Removal Centre



**T**he Employee of the Year for GEO UK 2012 is Detention Custody Officer Kieran Alexander at Harmondsworth IRC near to Heathrow Airport.

Kieran joined GEO in July 2010 as a Detention Custody Officer. He started work on the Residential Units before transferring into the Activities department which offers educational and sporting activities to the Detainees on a daily basis. In recognition of his continuous dedication and hard work within the Activities Team, Keiran was awarded Employee of the Month in March 2011. Earlier this year Keiran moved back to the Residential Units to continue providing his efforts and enthusiasm to this area.

In all this time, Keiran has consistently gone above and beyond what is expected in whatever task he has been set over the past twelve months. This includes assisting with numerous projects, such as, leading the project on the new fitness suite to a successful conclusion; the upgrade of the Cedar & Dove association rooms; the improvements to the central and mini spines; preparation for the HMIP inspection; and even the construction of a counter for the new shop in Domestic Visits. If there is ever any task that needs a volunteer, one can always be sure that Keiran will be one of the first on the phone.

In his spare time Keiran enjoys socialising with friends and watching movies. He is also a keen sportsman playing both football and rugby for local teams as well as watching the bigger games on the TV.

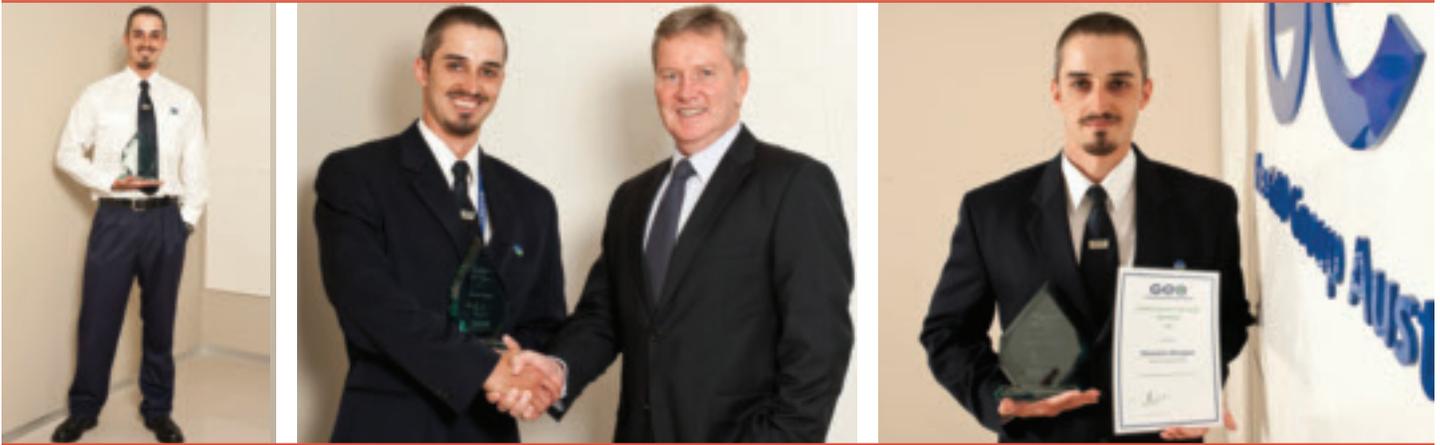
During the Summer time, he spends a lot of time with his Dad displaying steam traction engines at different shows around the country which he helped to build.

It is Keiran's constant enthusiasm and reliability that has earned Keiran the award of Employee of the Year for 2012.



# GEO Australia Employee of the Year Damien Morgan

## Junee Correctional Centre



As The GEO Group Australia continues to spell out its ‘Building Better Lives’ ambition, there could be no better advocate than Junee Correctional Centre’s Damien Morgan — the 2011 GEO Australia Employee of the Year.

Beginning his career as a Correctional Officer he has followed his passion for effective rehabilitation into offender services and has developed a range of family orientated programs designed to help offenders successfully integrate back into their families and the community.

Since being appointed Junee’s Family Liaison Officer in 2009, Damien’s innovations have included The Running Journal, which is an art pack that bounces back between the father and his children in foster care.

Under the watchful gaze of the Department of Family and Community Services, offenders have the chance to generate regular paintings and drawings — and therefore a relationship — with their children.

Damien has also introduced The Next Chapter with Dad, which was originally developed in the UK. It offers the father the opportunity to read, record and edit a book to compact disc for the child to replay at bedtime. Another initiative, the Family Case Management Strategy, is a program that has the capacity to have a major impact on recidivism. It incorporates the offender’s family in his case management process.

“It is also a way of rebuilding bridges with the family,” Damien said. Damien says he has other “ideas and initiatives floating around” but is happy to spend the next 12 months making sure his current projects are successful.

“Importantly, each can be easily adopted by other correctional institutions,” said the 35-year-old father of two boys aged two and 10 months.

Damien was originally an apprentice baker and moved to Wagga Wagga with his elder sister, a few years after his mother died. Intent on a career change he undertook the Diploma of Community Services at TAFE NSW Riverina Institute before joining GEO.

Then, seeking something more challenging and personally rewarding, he moved into resettlement and then family liaison. “Damien presents as an innovative, passionate and committed individual,” said Junee General Manager, Andy Walker.

“Since his appointment as Family Liaison Officer, Damien has displayed his leadership abilities as well as demonstrated how to successfully develop and foster meaningful relationships with government, community groups, offenders, and their families.” As Employee of the Year, Damien receives a \$4000 travel gift card, \$1000 spending money and two weeks special leave.



# South Africa Custodial Management Employee of the Year Ntovholeni Sylvia Thomu

## Kutama Sinthumule Correctional Centre

**M**rs. Sylvia Ntovholeni Thomu joined SACM's employ on 22 July 2002 as a Professional Nurse at the Health Care Department. She holds a Bachelor's degree in Nursing, an Advanced Diploma in Community Health and is currently completing her Master's Degree in Public Health at the University of Venda.

Sylvia was been selected as Employee of the Month on two previous occasions as a result of her diligence, strong work ethic and passion for her profession. She says that she was initially wary of working with offenders but has grown accustomed to the correctional environment and the need to be careful and alert.

During her ten years' service, she has learnt to offer the highest quality of Nursing services to offenders by kindly listening to their needs and remaining calm and objective whilst on duty.

Sylvia has always derived a great sense of job satisfaction from watching her patients recover from their ailments and is highly motivated to continue with her rewarding career in Nursing at SACM.

Sylvia originates from a family of eight children, (four boys and four girls) who grew up in Domboni Village in Venda. She learnt to make sacrifices as part of a large family and believes that this encouraged her to be an achiever in life.

She feels blessed to be married to Mr. Calvin Thomu and the couple has two children, a girl, Apfesaho Vanessa Thomu, aged seven and a boy, Zwivhuya Junior Thomu, aged two. The couple is also the guardians of the eight-year old, Phathutshedzo Ramaano, who is Sylvia's nephew. The family resides at Makhado Park, a suburb adjacent to the facility.

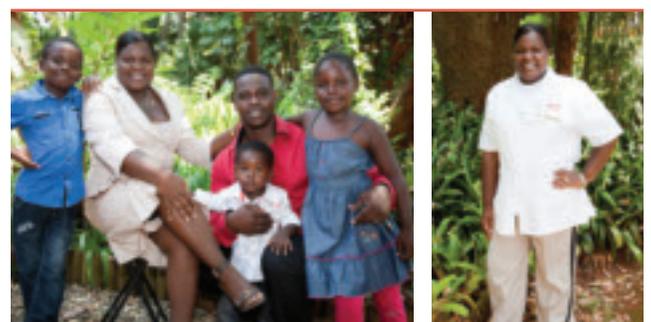
Sylvia is a devout Christian and choir member at the Church of Nazareth in Makhado. She is inspired by the Biblical verse 36 of the First Book of Luke that says: "There is nothing impossible with God" and she thanks God for having led a very blessed life. Sylvia relaxes by listening to radio talk shows, swimming and reading Christian books and novels.

Sylvia is thankful to management and her colleagues for their unwavering support which has encouraged her to keep achieving during her career with SACM.

She feels honoured and privileged to have been selected as the Employee of the Year 2011 and is grateful that SACM has recognized her for her efforts to work hard beyond the call of duty.

Mr. Lazarus Ncongwane, Correctional Centre Director at Kutama Sinthumule said that he is delighted for Sylvia particularly since this is the first time that a Nurse has won this prestigious award and because she has been a leader in ensuring that offenders receive top class HIV and antiretroviral treatment.

Lazarus concluded that he hoped that Sylvia's achievement would encourage all colleagues in the facility to maintain the highest standards of service to all key stakeholders involved with Kutama Sinthumule.



# BI Employee of the Year, Gary Fannin

BI Incorporated in Boulder, CO.

**G**ary Fannin has served as the Database Administrator for the last four years at BI Incorporated in Boulder, CO. He is responsible for installing, upgrading and maintaining all primary Company databases to ensure optimal performance, including BI's primary offender monitoring application, TotalAccess. BI electronically monitors more than 35,000 individuals in U.S. communities every day using TotalAccess.

Gary stays abreast of new database technologies, implements modifications and responds to operational data and reporting requests. He ensures that all mission critical applications are equipped for growth and prepared for any issues that may arise. The collective efforts of the entire BI Development and Systems team have resulted in a 12 month average TotalAccess system uptime of 99.93% in 2011.

Gary graduated from the University of Colorado with a degree in Economics in 1992. He started at BI as a Monitoring Specialist in December 1992 and was promoted to Assistant Supervisor after 9 months, and then to Supervisor.

Gary joined the Systems Administration team in 1995 and has worked with databases in some capacity for approximately 16 of his 19 years with BI. "I feel good about identifying and solving problems for our customers – figuring out system issues and fixing them as quickly as I can," he said.

Nominated by Andrea Young, CIO and Vice President of Development at BI, "Gary has been described as the silent stalwart (defined as a faithful, dependable, and hard-working supporter of somebody or something). Because of his knowledge and expertise of BI products and systems, the outstanding support he provides to everyone across the organization on a daily basis, and the strong relationships and partnerships he has built in his tenure with BI, Gary is a clear choice for this employee of the year award."

Also recognized in 2011 by his peers in the IT department, Gary also awarded the Overall Excellence Award, given to individuals that exemplify all of the elements that make up BI's principles and fundamentals: Develop solutions, Secure contracts, Provide quality services, Bill & collect, Operate efficiently & safely, Monitor measure and report, Good enough isn't, Teamwork, and Check your ego at the door.

Outside of work, living in beautiful Colorado, Gary is an avid hiker and golfer, and he enjoys spending time with his wife, Lisa, and his two young daughters, Kylie (9) and Emery (2).



# Correctional Healthcare Employee of the Year Evelyn Byars

## D. Ray James Correctional Facility



Five years ago, Ms. Evelyn Byars was hired as the Health Service Administrator at the Robert A. Deyton correctional facility in Lovejoy, GA. Prior to that, she had never worked in a correctional setting but was referred to GEO by another GEO employee she had worked with in private industry as a claims manager in the health care industry. She is a Registered Nurse by training and a retired Colonel in the Air Force.

Ms. Byars had honed her administrative skills in corporate America and the military and was able to step into the job as the Health Services Administrator at one facility while also assisting the Eastern Region staff with the startup of the D. Ray James Correctional Facility.

These jobs were easy compared to others she had in the past. One of her past responsibilities had been in charge of setting up and managing field hospitals in military venues around the world. She also helped out at several other GEO facilities in the region helping medical staff reorganize those areas in medical that were non compliant, manage medication administration issues as well as scheduling and direct supervision.

Wherever she was asked to go she took her “can do” attitude and determination to complete the task she had undertaken. Her willingness to help out with any assignment in the Eastern Region was remarkable during this time.

After helping out at the D. Ray James Correctional Facility, Ms. Byars decided to accept the position of Health Services Administrator at the facility in September 2011. At the time, it was one of the most challenging facilities in the Eastern Region. She was aware of the demands of this facility, but did not hesitate to take on the challenges to help make this facility succeed.

Ms. Byars worked diligently and used very creative ideas to bring the medical department into compliance with our Federal customer’s guidelines. There have been a great deal of challenges Ms. Byars has overcome during the short time she has been with this facility. She has patiently worked day in and day out using all of her outstanding supervisory skills to bring this facility up to a remarkable operating standard.

Personally, she credits her mother with guiding her to where she is today. Her love of flying since an early age naturally led her to a career in the US Air Force where she met her husband who shares her love of flying. She loves to pilot her yellow bi-plane whenever she gets a chance and enjoys “hanging out” and serving as a mentor to younger enlisted women in the Air Force. Ms. Byars exemplifies the true spirit of excellence in her own work and inspires her staff to achieve the same.



# Youth Services Employee of the Year Ryan Gaither

**Abraxas Academy**

Quality resident care in safe, structured environments is a focus for programs throughout the Youth Services Division. For Morgantown Senior Treatment Supervisor Ryan Gaither, it is more than a focus it is a daily goal.

Ryan, a native of Harrisburg, Pennsylvania, graduated from Shippensburg University with a bachelor's degree in History in 2008. Although he knew his passion was to work with youth, he decided quickly it was not as a teacher. "I was always interested in working with troubled youth. I picked this over teaching because this allowed me to talk to kids about life and not just one particular subject," said Ryan.

Ryan started as a Life Skills Worker II at the South Mountain Youth Center. He went on to say what kept him working with youth since beginning with the Youth Services Division in January of 2007 was seeing the changes in the residents' attitude and behavior over their time in the treatment programs. Seeing the troubled youth make the correct choices and turning around their negative behavior made Ryan want to continue his chosen career field.

Because of his personal drive and interest in helping those around him, Ryan has received four promotions in less than five years with the Company. He is now a Senior Treatment Supervisor at Morgantown where he is responsible for the Detention Program.

His drive to help is not just towards the residents in the program's care but to all the residents, staff, and customers he interacts with every day. "Since the Detention Program is so new at Morgantown, I am constantly working with the staff on how to deal with all the daily issues that come up," said Ryan.

He was one of the main people instrumental for the implementation of the Detention Program at Morgantown and responsible for the continued success of the program for both residents and customers.

Ryan's passion for what he does is not only evident in the quality of care he and his staff provide to the residents in his program but the time he invests in his staff. "His ability to teach helped the supervisors as well as line staff raise their level of performance in how they ran the unit," said Robert Monzon, Facility Director at Morgantown. "Ryan also leads by example, which allowed him to gain the respect of his staff."

Being able to develop staff that is new to this line of work and be able to make the residents feel safe and respected is Ryan's proudest achievement. "We had an audit on our unit and they asked the residents if they felt safe and 100% of the residents said they felt safe and that the staff was able to take care of their needs." Ryan went on to say, "I feel that this is very important because kids have to feel safe and that staff is able to address their concerns for them to do well in placement."

Not everyone is cut out for the daily challenges this line of work offers. Ryan says the best advice he can give to anyone interested in working with youth is always be willing to talk to the people that have done it before you, be open to feedback, and always be consistent with residents.

To meet the Youth Services expectation of quality resident care in safe, structured environments, Ryan is committed to his daily goals to develop staff, make sure customers are satisfied with the services provided, and residents receive the respect and treatment they deserve.



# Residential Treatment Services Employee of the Year Deborah Heilman

Montgomery County Mental Health Treatment Facility



To say that Deborah Heilman exceeds the expectations of employees at the Montgomery County Mental Health Treatment Facility (MCMHTF) would be an understatement. Deborah has served as the supervisor of medical records since the facility initially opened in January of 2011.

Within this time period, the facility has undergone an initial accreditation survey, a state licensing survey and several other unannounced regulatory visits. Not once in all of the surveys and visits was the process of medical records' integrity cited as an issue. MCMHTF has maintained a zero medical records delinquency rate and continue to strive for excellence under the management of Deborah Heilman.

Deborah has assisted the facility in clearing survey deficiencies by conducting several comprehensive audits concurrently. This procedure enabled leadership to prioritize improvement efforts and to readily move toward overall compliance in areas related to patient safety. The audits often exceeded her regular job duties and responsibilities. They were often done timely and efficiently without complaints from Deborah about added job duties.

Deborah serves as an inspiration to fellow employees with her positive attitude that is everyone pulling together to make the hospital a better place for our patients, employees and the community. She exemplifies excellent interpersonal skills by assessing and responding to departmental and operational needs. This is evidenced by her ongoing efforts to ensure documentation compliance by monitoring and issuing daily reports and reminders of admission documentation deficiencies. Deborah has taken ownership of this potential problem for the facility and designed a process that shaped a solution that will identify our facility as one that renders excellent service.

If attitude makes the difference between getting tasks done and making a difference for the patient population that we serve, Deborah is the epitome of a great attitude. She inspires everyone around her with her dedication and caring. She encourages others by being an example for not just other leaders, but to the line staff of the facility as well. Her perseverance and determination to drive towards success by continuous improvement has inspired others throughout the facility. On behalf of everyone who has benefited from her phenomenal work ethic and service, we congratulate Deborah Heilman as Employee of the year. Congratulations Deborah, this is well deserved!

# Community Based Services Employee of the Year Albert Tamez

## Reality House

Albert Tamez has worked at the Reality House, Community Based Services Residential Re-Entry Center for 30 years. He started as a part-time Security Monitor working weekends then moved up to a full time position. In 1980, Albert was promoted to Security Monitor Supervisor, and then in 1996 he was promoted to Sr. Security Monitor.

As a Sr. Senior Monitor, Albert oversees the continuous monitoring and protection of the facility, employees and residents. Albert also supervises eleven security monitors. Due to his hardwork and dedication Albert has earned outstanding evaluations year after year.

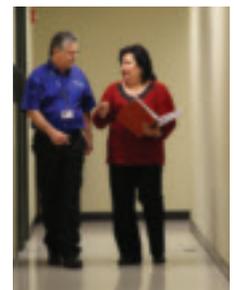
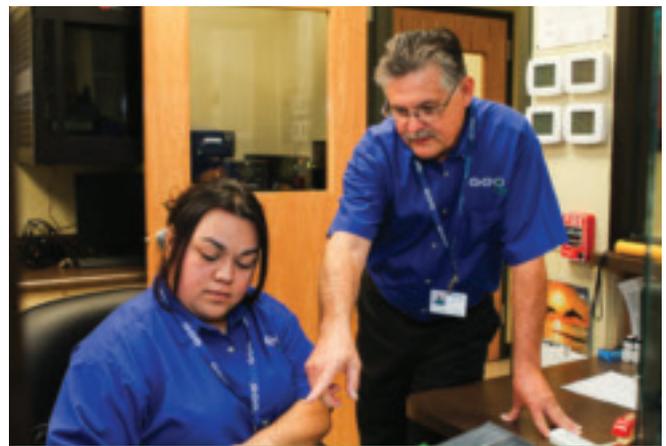
Reality House was previously located in an old Victorian Mansion built in 1912. Due to the age of the building, safety and security problems were of concern. Albert's dedication to his work was instrumental in helping us function at the old location long after the building had exceeded its useful life. Albert could see a possible problem before it actually became one. After 37 years at that location, Reality House was awarded a five-year contract by Federal Bureau of Prisons and on Sept. 1, 2011, we moved into a brand new 94-bed facility built by GEO.

Albert played an instrumental part during the construction of our new facility. He would spend many hours at the construction site observing the safety and security equipment being installed. By the time we moved in, Albert knew the new building as well as he did the old one. This is an example of what makes Albert Tamez an exemplary employee.

Albert has been married to Eulalia "Lally" Tamez for 38 years; they have two sons, Christopher and Joel. Lally has been employed at a local law firm for 40 years as a legal tech. Christopher is a Licensed Physical Therapist in Austin, Texas and Joel is a student at The Art Institute in Austin, Texas, where he is studying filmmaking.

Albert and Lally are members of Church of the Good Shepard where he is a deacon and she is a deaconess. They are both very involved in their church where they minister to couples and the youth members of their church. They are both admired and respected by their peers, friends, and family.

Albert is an excellent example of a GEO Care employee who stands for excellence, integrity, honor, and loyalty. We value his knowledge and his wisdom and appreciate all the work he's put in over the years.



# WRDF/ San Diego Employee Recognitions

Nicole Allen, Western Region Detention Facility

Pictures From L to R: Jeffery Wolf, Sgt. Nollie

Jeffery Wolfe started with GEO Corrections at ASP-Central Arizona Correctional Facility in Florence Arizona March 2008 as an officer. In 2009, he was promoted to Training Director and eventually transferred to the Western Region Detention Facility-San Diego on June 14, 2010. Reminiscing to when he began, Mr. Wolfe cites the biggest obstacle faced at the facility as building experience. “Western Region Detention Facility- San Diego has a very high percentage of long term employees and very little turn over. With having long term employees, it was important to change and update the training material yearly; keeping it fresh and exciting. My goal was to make training fun so that employees looked forward to annual in-service. I accomplished this by getting the staff involved, letting them have a say with training. I have a saying that I tell each class, ‘Training is all about you, not me’.”



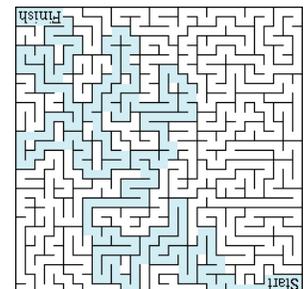
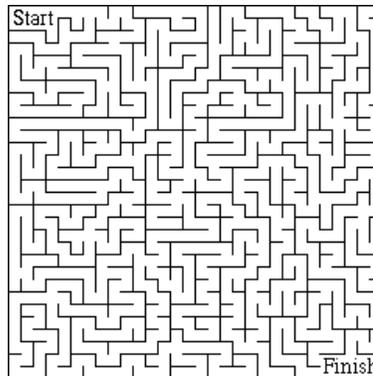
You cannot meet Mr. Wolfe and not sense that his passion is serving in every shape and form. Just after he got to the facility, this brand new employee jumped right in and at the facility picnic in the same year was on the grill with sleeves literally rolled up serving others. He served for 15 years on three different volunteer Fire Departments retiring as a Captain in 2006. He also served as a First Responder EMT on three different volunteer Departments. Lastly, he is the proud member of the Patriot Guard Riders, a group of motorcyclists who serve as escorts and honor guards and family support for fallen soldiers and vets. We are very proud to have Mr. Wolfe as our Facility Employee of the Year.

Sergeant Nollie is known for being an extremely hard working and diligent Sergeant. His calm demeanor and ability to be rational in the toughest of situations are some of the reasons he is the Facility Officer of the Year. As stated by his peers, “Sgt. Nollie reports to work every day ready to take on his job duties and responsibilities. He is an outstanding Sergeant who is dependable and hard working. He leads by example and works well with officers, fellow sergeants and shift lieutenants.” Sgt. Nollie began working with the company in 2000 as a Correctional Officer. In 2003, he was promoted to his current position. Though he is always willing to lend a hand as an Acting Lieutenant, he stated that he loved working in the “trenches” and helping out the troops. He retired from the United States Navy after 20 years of service. During his military career, he served and fought in the Desert Storm/Desert Shield War and has been stationed in Japan, Hawaii, and San Diego.

When the uniform is off and he has time to himself, most of his time and energy go to his children. His oldest son was recently accepted at Cal State San Marcos University of which he is very proud. For his little girl, he takes her shopping and does the girly things with her; all for the sake of bonding. His love and fondness for Jazz he credits to his grandfather who was a Jazz musician. Sergeant Nollie always knew he was going into corrections. He loves working for the company and as he said it best, “I will be here until there is no more GEO.” That’s a long time.

## Maze

Find your way out of the maze!  
All puzzles copyright Erich Friedman, 2006.



Answer

# Rosanna Avila Transportation Officer of the Year Award



South Texas Detention Center (STDC) GTI Transportation Supervisor Rosanna Avila supervised one of the largest and most productive transportation departments for GEO. She managed the largest fleet of DOT regulated vehicles in the company which traveled an estimated 1.8 million miles without a serious accident. She also managed an elite group of GTI officers and support staff which transported nearly 82,000 inmates without an escape or serious incident.

Rosanna could often be observed at her desk in the transportation office with her desk phone in one hand and cell phone in the other while flipping through the pages of her green DOT regulations manual. She was a great multi-tasker and always found a way to assist anyone who was seeking assistance or guidance.

Tragically on December 17, 2011, Rosanna Avila lost her life as a result of an off-duty traffic accident. Her funeral was attended by hundreds of GEO & GTI officers, supervisors, and corporate executives that came to pay their respects to a very talented and well liked employee/supervisor. The GTI Transportation Officer of the Year Award will be named in Transportation Supervisor Rosanna Avila's honor. There is no higher compliment that can be bestowed upon a Transport Officer than to be the recipient of the Rosanna Avila Transportation Officer of the Year Award.

The recipient of this award must not only represent superior driving skills, but must meet the highest standards of personal conduct and commitment to their team, Facility and GEO.

## 2012 Law Enforcement Torch Run in Del Rio, Texas

Chrissy J. Cortinaz, Val Verde Correctional Facility



In 1981, Wichita Kansas Police Chief Richard LaMunyon wanted to increase awareness about Special Olympics. He thought it would be ideal to have local law enforcement join with the Special Olympics community. Law enforcement personnel join together for a running event carrying the Flame of Hope to the Opening Ceremony. The Law Enforcement Torch Run (LETR) includes fundraisers such as T-Shirts, donations or pledges for Torch Run runners, and other local events.

On May 23, 2012, several employees of the Val Verde Correctional Facility in Del Rio, Texas participated in the Law Enforcement Torch Run. Captain Manuel Pena took the

initiative to start recruiting runners, selling t-shirts, and asking for pledges. The following employees participated as runners: Liliana Bernal, Ana Garcia, Viola Martinez, Manuel Pena, Liliana Reyes, and Kevin Smith. Captain Manuel Pena asked for pledges of \$11.00 a piece if he finished the 11 mile run, which he did complete. He also sold T-shirts throughout the facility for those wanting to join in the efforts to raise money for the Special Olympics.

We would like to congratulate the Law Enforcement Torch runners and supporters for their dedication to the Law Enforcement Torch Run in support of Special Olympics.

# ALC's K-9 assists in DARE Graduation

Syble Ryder, Allen Correctional Center

On January 10, 2012, ALC's K-9 Team assisted in the Kinder Middle School's Drug Abuse Resistance Education (D.A.R.E.) graduation.

There were approximately 60 students that graduated. During the graduation ceremony, ALC's K-9 team, Sgt. Brandon Fontenot and K-9 Jakke, along with K-9 Supervisor Chris Lavoie and Shakedown Officer Eric Maricle conducted a Drug Search demonstration using volunteer students.

The students were impressed and enjoyed the demonstration very much. The D.A.R.E. program is more than just drug prevention education; it teaches students good decision making skills to help them avoid high-risk behavior to ensure they grow up healthy, safe and secure. ALC was happy to assist Sgt. Angela South (Dare Teacher from Allen Parish Sheriff's Office) in her Graduation program.



Pictured: (L-R) Brandon Fontenot, Joley Fontenot (Daughter of ALC IT's Grady Fontenot), Angela South, Bryson Moore (Son of ALC's Business Manager Kim Lavoie/K-9 Supervisor Chris Lavoie's stepson) and Chris Lavoie

## ALC participates in the Law Enforcement Torch Run!

Syble Ryder, Allen Correctional Center



ALC crew after the run!  
Pictured are Chris Lavoie, Capt. Bobby Young, Lt. Leroy Meaux, Sgt. Tyler Adams, Sgt. Freddy Haymon (not pictured Asst. Warden Anthony Allemmand)

On May 16, 2012, a team of officers from ALC participated in the Law Enforcement Torch Run in Allen Parish. Officers from the Parish and local police departments, along with our officers ran to benefit the Special Olympics.

The Torch Run in Louisiana has grown from a handful of officers participating in 1985 to more than 2,000 law enforcement individuals from over 100 agencies in the state. The goals of the Torch run are to raise awareness of the capabilities of people with intellectual disabilities and to generate funds ensuring that the year-round sports training programs of the Special Olympics are available to children and Adults with mental disabilities at no cost to the athlete or their family. ALC is proud to participate in this community event every year. Besides those participating in the run, other employees bought T-Shirts to help raise money for this worthy cause.

# Community Involvement

## John Gay and Sheryl Augstums, Central Arizona Correctional Facility

Central Arizona Correctional Facility (CACF) was proud to participate in the annual American Cancer Society Relay for Life on April 27, 2012, held at Coolidge High School. Several staff members took part in the relay including our very own cancer survivor Correctional Officer Graciela Nicoletti. Warden Massingill was on hand with his grilling expertise.

Prior to the actual event, staff members Lt. Robert Santos & C/O Victor Cooper hosted a horseshoe tournament, Indian Taco sales, and organized the “Pie in the Face” event. C/O Monika Caissie & Sgt Susan Walker held baked goods and other sales in support of the RLF.

In total, through the end of April 2012, CACF has raised in excess of \$3,000 and will continue to pursue fundraising opportunities through the end of July.

On March 2, Warden John Gay captivated 1st & 2nd graders at Florence K-8 with his interpretive reading of “There’s No Such Thing as Monsters” in observance of Read Across America.

On May 8, 2012, Warden Gay presented (10) Florence High School students with \$1,000 scholarships from the GEO Group, Inc. on behalf of the Central Arizona and Florence West facilities.

Clockwise: CACF is so proud of our team! (American Cancer Society Relay for Life), Warden John Gay playing in the horseshoe tournament, Warden John Gay visiting Florence K-8, GEO, Inc. Scholarship awards to Florence High School seniors, Billy Massingill introducing the newest member of Team GEO/CACF.



CACF was able to contribute nearly \$1200 this quarter in inmate raised funds to The Florence Food Bank. This food bank supports several organizations in Pinal County, AZ, and is the first one to volunteer to help out when another community’s food bank closes.

As a whole, Central Arizona Correctional Facility has donated a total of over \$20,000 through Community Betterment Restorative Justice inmate fundraisers over the past 12 months.

The following organizations have also received these donations: Florence Unified School District, Against Abuse Shelter, Copper Basin YMCA and Special Olympics.

In 1984, President Ronald Reagan signed Proclamation 5187 designating the first full week of May as “National Correctional Officers Week”. CACF annually recognizes our entire correctional staff with a week long celebration.

## Special Olympics Fire Engine Pull

### Brigett Bowers, Rio Grande Detention Center

The Rio Grande Detention Center participated in the Annual Law Enforcement Torch Run Fire Engine Pull for Special Olympics. The annual fire engine pull is held in conjunction with National Police week. At the event, law enforcement agencies displayed various law enforcement tools such as helicopters, horses, canines, airboats, ATV’s and Non Intrusive Imaging System.

Local school children were on hand to get a first look at the equipment and support the pulling teams. The children were excited to see the teams pull the engine and cheered them on from the sidelines. The pulling teams consisted of ten members with at least one female. The RGDC team was led by Major Robert Garza and included Sgt. Gabriel Gomez, Ivonne Rios, Gerardo Manzo, Raul Castillo, Jesus Deleon, Neftali Ortiz, Lt. Elihu Harper, Lt. Manual Ramos, and Sgt. Alfonso Sanchez. Each team pulled the engine the required distance twice, and was judged on their best time.



The RGDC team pulled the engine in 17 seconds winning 2nd place. A local Special Olympian awarded each team their trophy. This is the second year RGDC has participated in the event, and we look forward to hopefully bringing home another trophy next year.

# The Silent Neighbor

**Kevin Martin, Aurora Detention Center**

After 25 years of business, the Aurora Detention Center continues to give back to the community that provided an up and coming private correctional company an opportunity few would. A recent annual scholarship to the Community College of Aurora Foundation was established. This scholarship will assist low income students whom may not have had the opportunity at a secondary education to receive the skills they need to succeed.

Community involvement does not stop at the citizen level. Over the past few months the facility has hosted training forums inviting local, state and federal law enforcement agencies. These officers are conducting hands on hostage negotiation training as well as C.E.R.T response in a controlled real world environment.

The design of the facility as well as scenarios utilized allow first responders the ability to recreate school and business settings they may encounter during emergency situations.

As jails are commonly referred to as a city, within a city, the Aurora Detention Center is proud of our ability to provide the tools needed to succeed in the city and local community to all citizens through our scholarship program, fundraising as well as a strong working relationship with law enforcement.

On April 20, 2012, the continued efforts put forth by the staff of the Aurora Detention Center were recognized with the Business of the Year Award in honor of the past, present and future contributions provided.

## Central Region Donates \$100K to Special Olympics Texas

**Donna Blanton, Central Region**

The Central Regional Office hosted the 13th Annual Charity Golf Tournament benefitting Special Olympics Texas (SOTX) on Saturday, March 24, 2012 at the Republic Golf Course in San Antonio, TX. Reed Smith, Central Region VP, proudly presented \$100K to SOTX as a result of the year round fund raising activities and commitment to this worthy charity from our dedicated Central Region Facilities.

Rio Grande Detention Center received the Director's Cup Award (top fund raiser) raising \$15,000 and the Cleveland Correctional Center received the award for "Highest % (funds raised) per employee." Two Special Olympics Athletes Adam Leitko and James Turnbull, joined us at the "Tiger Hole" to meet and greet tournament players. In addition, Tim Taggart and Kyle Butts joined 2 teams to compete in the tournament. Tim went home with a 1st place trophy!

The Central Region Office would like to thank our dedicated facility staff members who conduct year round fund raising events to make this event possible. Without their hard work and commitment, the final total would not be possible.

We would also thank our new friends, Adam, Kyle, James, and Tim who inspire us all. Special Olympic Athlete Oath: "Let me win. But if I cannot win, let me be brave in the attempt."

Top: Tim Taggart with his team: L to R: Jim Puricille, Keefe, James, Reed Smith, VP, Tim, Jim Holtgrieve, Captain US Walker's Cup, Adam Leitko Bottom: Kyle Butts, James, Reed Smith, VP, Victoria Salazar, Development Director/Torch Run



# GEO P-Card Rebate Program is Making Millions

Chequita Stephens and Lori Johnson, Corporate



**Rebate Reward over the Past 3 Years:**  
**P-Card Rebate 2009- \$257,100.00,**  
**P-Card Rebate 2010- \$372,426.98,**  
**P-Card Rebate 2011- \$516,731.07**

**G**EO's Purchasing Card Program has resulted in 1,146,261.05 dollars in rebate money since the start of the program in December 2007. This tremendous increase in spending can be attributed to the growth of the company with the acquisition of Cornell Companies in 2010. There were approximately 126 cards in GEO's first two years, but as the program progresses so have the number of cards and its users. Currently, we have over 500 cards plastic and ghost card combined; being used for our various business needs.

Pava payments are GEO's web based payment system powered by Solvit Software and is still an important factor in the success of the program. These invoices accounted for 59% of the total spend for 2011.

GEO has continued its partnership with Regions Bank who provides us with all of our corporate credit card needs. Their level of professionalism and service is part of the reason we can continue to improve and succeed with this rebate program.

Lori Johnson, Credit Card Coordinator and Chequita Stephens are the administrators for the p-cards and are also a part of the Accounts Payable Team, managed by Sandra Puleio. Together, we monitor the system and strive to provide the best level of service to each of our users.

## Relay for Life

Jen Robins, Moshannon Valley Correctional Center

**T**he Moshannon Valley Correctional Center's Relay for Life team is currently in their third consecutive year in their relay efforts and is making astonishing feats.

Fund raising events such as raffles, in house luncheons, bake sales and other fundraising events have raised a remarkable amount of money from MVCC staff along with their supportive families and friends. In the relay year of 2011, the team raised a total of \$5,988 which surpassed a \$2,000 goal. In 2012, a \$6,000 goal has been set and the team has already reached \$6,140 and counting. The MVCC team, lead by Team Captain Jennifer Robins, is comprised of approximately thirteen staff

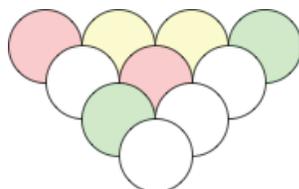
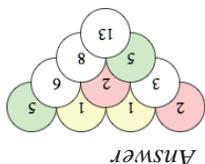


members and is proud to be recognized as the top fund raising team in the Moshannon Valley. The Relay for Life event of the Moshannon Valley area, held in Philipsburg, Pennsylvania, is hosting a reading theme titled "Turning the Page on Cancer". The MVCC team will feature an ever so imaginative Dr. Seuss themed booth that is guaranteed to be the talk of the entire event. The Moshannon Valley Correctional Center is passionate about the battle against cancer and has adopted a Dr.

Seuss quote for this year's encouragement, "Unless someone like you cares a whole awful lot, nothing is going to get better, it's not." Dr. Seuss The Lorax

## Grape Puzzles

Put a positive number in each grape. Each number in the top row of grapes is a single digit. Each number not the top row is the sum of the numbers in the two grapes just above it. If two grapes contain the same number, they are colored the same color. All puzzles copyright Erich Friedman 2010.



# GEO Employees Embracing Wellness!

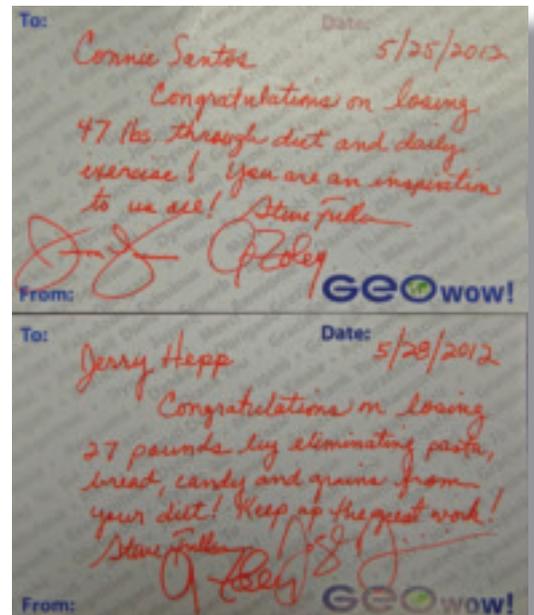
## Stephen Fuller and Susan Napolitano, Corporate

- Over 7,000 employees have completed their Personal Health Assessment.
- Over 900 Actipeds have been purchased and are being worn through May 31, 2012.
- Over 600 employees have walked 164 million steps, equal to 82,000 miles!
- The monthly “Where’s Your Actiped” competition is going strong! The winner receives an I-Pad and top 10 runner-ups receiving a \$25 gift card.
- We have over 1,000 employees participating in “The Biggest Loser” competition.
- 24 prizes were awarded in the Incentive Point Prize competition which ended May 31, 2012 \$2,825 in prizes for being actively engaged in healthy activities.
- More than 50 employees received GEOwow! Weight Loss Recognition cards for weight loss prior to the start of our “Biggest Loser” Competition. (These individuals will be entered into a raffle to win an I-Pad or one of twenty \$100 VISA gift cards.)
- Over 800 online courses have been taken.
- Over 200 coaching sessions have been completed.
- 300 employees have joined Healthyroads who are not medical plan participants.
- Over 6,400 online trackers have been utilized and over 500 planners.
- 64 on-site Health Fairs were conducted.

**So many choices for healthy living— there’s something for everyone.**

GEOfit-for-life has brought about positive, healthy lifestyle changes for many employees and we’re thankful that so many of you have shared your personal accomplishments with us.

If you lost weight before the GEO Biggest Loser contest, and would like to be recognized with a GEOwow! card personally signed by your Senior Executives and the Chairman, please complete the “GEOwow! Weight Loss Form” located on the GEONet, and submit it to Michele Halmo at [mhalmo@geogroup.com](mailto:mhalmo@geogroup.com)



## GEO wins 3rd Healthiest Employer in South Florida Award

### Susan Napolitano and Gina Larsen, Corporate

At the awards luncheon and health fair on May 24, 2012, The South Florida Business Journal and Blue Cross Blue Shield of Florida awarded GEO third place out of eight finalists in the large company category of the Healthiest Employer in South Florida Award.

The award honored companies with policies and initiatives that promote the health and well-being of their employees. GEO was recognized and highlighted for implementing innovative strategies for keeping the workforce healthy. GEO’s robust wellness initiatives are gaining the company recognition and fostering team spirit across the country.

We are pleased to receive third place behind Royal Caribbean International and Quest Diagnostics, but next year we plan to win first place.



Picture: Joe Torracco accepting Award

# I'm Only Half Me Now!

Lillyan J. Curiel, Corporate

Life has many challenges. One of the biggest challenges in my life has been my weight problem. About eight years ago, I weighed 280lbs. at only 5'1"; I was classified as "Morbid Obese". My health was rapidly deteriorating as well as my quality of life.

I recognized that I was addicted to food and needed professional help. I went through gastric by-pass surgery which gave me the first push. I also accepted that the success of the operation depended on me.

It was not easy. I forgave myself every time I failed, got up, and kept on going only looking back to see that I was in a better situation that day than the day before. For eight years, I have lived counting calories, watching what I eat, walking as much as I can, and constantly monitoring my weight and health.

Today at half of what my weight from eight years ago, I can say that the fight is not over yet, it is a continuous struggle that has gotten easier but nevertheless it is still a struggle. I am now only half me! GEO has helped me in many ways; I will be forever grateful.

Before:



After:



## LaSalle Detention Facility's Helping Hands

Tina Gold, LaSalle Detention Facility

Back in December of 2010, LaSalle Detention Facility partnered with the LaSalle Head Start Program. The program provides an excellent quality of early childhood education and care. The staff at LDF knew that this was a relationship that was meant to take place after meeting the school principal and staff working at Head Start. Since then, the employees at LDF have assisted the Head Start program with some repairs and revitalization of their 100-year old school.

The Head Start program provides comprehensive child development services to economically disadvantaged children and families, with a special focus on helping preschoolers develop the early reading and math skills they need to be



successful in school. They engage parents in their children's learning and help them in making progress toward their educational, literacy and employment goals.

This May, on behalf of LaSalle Detention Facility, The GEO Foundation donated \$2,000 to the LaSalle Head Start Program. Half of this donation will help the programs annual training and the other half will go to help the classrooms.

Picture: To present the check was Warden D. C. Cole (right) and Business Manager Brenda Sullivan (left). Accepting the check was Center Supervisor Shawn Parker (middle).

# Relay for Life – Keeping the Battle Going Against Cancer

## Tina Gold, LaSalle Detention Facility

2012 was LaSalle Detention Facility's first year of participation in the Annual Relay for Life, an event that helps communities celebrate the lives of people that have battled cancer, and remember those loved ones that have lost or fight the disease every day.

LaSalle Detention Facility raised \$2,219.16 for Relay for Life by having a Jail N Bail, where the employees paid \$5.00 to have another member of the staff put in jail for an hour. The ones that were placed in jail then had to raise \$25.00 bail to get out. Some were placed in there more than once. We also held a car wash and a bake sale. Each department put together a basket to be raffled off for a dollar a ticket.

Our Maintenance Department put together a wonderful tool kit basket, which included a canvas tool bag. The Food Service Department had a big cook pot and ladle with all the ingredients to cook a big pot of red beans and rice or jambalaya.

A huge movie basket with all the goodies to eat while watching movies and two \$50.00 gift certificates from a local movie theater was made up by the Business Department. The Transportation Department had a vehicle basket that included things to wash your vehicle with, a plastic container to store items in, and a coupon for a free oil change at a nearby business, an air pump and numerous other items for your car. Two of the shifts put together baskets that were filled with so many different things.



We placed a tree in the lobby to place cards In Memory and In Honor of those friends and family of the staff that has either fought and won, is fighting or has fought and lost their battle with cancer. Each card cost \$1.00 and way before it was time to hold the Relay for life, the tree was completely covered.

At the Relay for Life, we sold brisket sandwiches and drinks. It turned out to be a beautiful day to hold such a special event. Everyone enjoyed the time spent with love ones and remembering those they have lost.

Along with the money LDF raised, The GEO Foundation donated \$750.00 to the American Cancer Society. Next year, we plan on raising a lot more money because we will be starting our fundraiser early.

## Dr. Gregory Bowels, DDS Participates In Virginia Academy of General Dentistry Community Service Project

### Gregory Bowels, DDS, Lawrenceville Correctional Center



NBC-12 and Dr. Gregory Bowels, DDS and Colleagues of Virginia Academy of General Dentistry, Richmond, Va.

Dr. Gregory Bowels, DDS of the Lawrenceville Correctional Center's Dental Department participated with several of his colleagues of the Virginia Academy of General Dentistry in a community service project. The project called, "Call-12" was in (VAGD) conjunction with NBC Channel 12 in Richmond, Virginia on Monday, February 6, 2012 during the evening newscast. February was "Dental Health" month. As such, members of the community could call into the television station and ask the experts any dental question

Community response was excellent as telephones rang continuously from announcement until the end of the newscast. This is the second year that the VAGD and NBC Channel 12 have collaborated on this event. It was determined to be a "win-win-win" for all involved and they are looking to hold the event again next year.

# Did You Know?

## Amy Gillus, Rivers Correctional Institution

Warden Jonathan Miner joined the Rivers Correctional Institution team, better known as the “Jewel of the East” in July 2009. Before joining GEO, Warden Miner served 25 distinguished years with the Federal Bureau of Prisons working a myriad of positions from Correctional Officer up through the ranks to Senior Executive Service Warden. His last BOP assignment was the Warden of the Allenwood, Pa. United States Penitentiary and Low security facilities. In addition, he served seven years in the United States Marine Corps for a combined 32 years of federal government service.

As a result of his years of Federal Government experience, Warden Miner brought to GEO a unique understanding of Federal Client needs and requirements. This enabled him to easily transfer and apply his knowledge and expertise to the world of privatized corrections.

Warden Miner took an active role and “hands on” approach to the overall operation of the Rivers facility from his first days at the facility. Through his leadership, he has made many changes to upgrade the facilities infrastructure and improve operational excellence. Specifically, he assisted in the awarding of the current 10 year contract; implemented a revised staffing plan; converted the institution to nonsmoking; achieved ACA re-accreditation with a 100% compliance of the standards; achieved JCAHO reaccreditation; achieved high success during contract facility monitor (CFM) audits; enhanced emergency preparedness; improved staff safety; started a number of new inmate programming opportunities; and recently achieved the highest client performance award fee in Rivers history. Additionally, Warden Miner has been very active in the local community by initiating volunteerism



Warden Brick Tripp, Dave Donahue and Warden Jonathan Miner

within the Hertford County School District, creating college scholarships for local high school seniors, serving on the Hertford County Public Schools Foundation Board and as an active member of the Industrial Advisory Committee for Elizabeth City State University.

Warden Miner credits his success to the many wonderful contributions made by the entire Rivers staff for their hard work, desire, and commitment to become the very best Correctional Professional in all of GEO.

Warden Miner has been married to his wife Marta for 35 years and has three sons, two grandchildren with another one to be born in August. Warden Miner has proven himself to be an excellent administrator and leader. He will truly be missed, especially his “to do list”.

# Relay for Life: A Worthy Investment

## Briggett Bowers, Rivers Correctional Institution

No matter where you live, you can find a nearby Relay for Life fundraiser. In fact, there are more than 5,200 Relays across the country, and the events have raised more than \$4.5 billion since they began in 1986.

Back in April 2012, Rivers’ employees, caregivers, loved ones, survivors, friends and neighbors gathered at Chowan University’s Squirrel Park for the 12th annual Hertford-Gates Relay for Life. It’s amazing how two small counties such as Hertford and Gates can come together and raise over \$205,000 in less than 12 months.

Those are impressive numbers and Rivers Relay for Life Committee decided to join in on the life-changing event that gives everyone in the community a chance to celebrate the lives of people who have battled cancer. We sold sandwiches, chicken/barbecue plates and waited on tables at the local Pizza Inn to name a few. With team effort and support from The GEO Foundation, we were able to generate over \$6,000. “It gets better and better every year,” said Amy Gillus team captain. Gillus said she was happy with the turnout for the event and especially pleased with the fundraising effort.



# International Academy Instructors Visit NENMDF

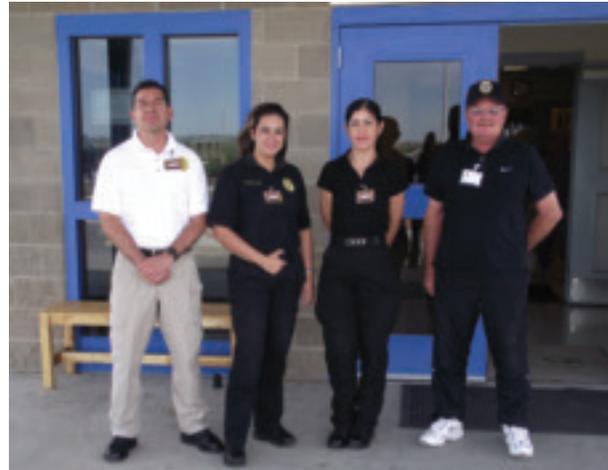
## Linda Quintana, Northeast New Mexico Detention Facility

Three International Training Academy instructors visited Northeast New Mexico Detention Facility on May 23, 2012 to tour the facility and observe at the New Mexico Corrections Department satellite academy in Clayton.

Miriam Leticia Amador Lopez, Maria del Carmen Camarena Bravo, and Rafael Zamarron Gallegos work in federal prisons in Mexico and received their training at the NMCD's academy in Santa Fe. The Mexican Federal Prison system is implementing a completely new concept of inmate management known as "El Nuevo Modelo" (the New Model). All new staff is trained at the Federal Corrections Training Academy in Xalapa, Veracruz Mexico.

At the Clayton satellite academy, the visitors had the opportunity to talk to the NENMDF cadets and observe some of the classes they receive from facility and NMCD instructors. The eight-week academy was held at the Army National Guard Armory; the cadets graduated on June 14, 2012 at the historic Luna Theatre. They were accompanied on their tour of NENMDF by Training Sgt. Ronnie Steen and Disciplinary Sgt. Ursula Brown.

"They were very impressed with both the academy and the facility," Sgt. Steen said. "They remarked on the cleanliness of the building and the professionalism of the officers. They also liked the operation of the Key Watcher system and the control centers, especially the practice of opening only one door at a time." Sgt. Brown reported that the visitors said they would recommend an operation and layout identical to NENMDF for the next new prison to be built in Mexico.



NENMDF Training Sgt. Ronnie Steen (right) with Rafael Zamarron Gallegos, Miriam Leticia Amador Lopez, and Maria del Carmen Camarena Bravo, three international training academy instructors from Mexico who visited the local correctional facility and its satellite training academy last month.

They said that without that, you can't run a facility. She added that the visitors were particularly impressed with the number of female officers at NENMDF. The NMCD's International Training Academy has been training cadets from Latin American countries since 2009, said Antonio S. Maestas, an advisor for the program with the U.S. Department of State, who was the Primary Instructor of five of the first six international academies.

## St. Jude Warrior Dash

### Linda Quintana, Northeast New Mexico Detention Facility



Personnel from the Northeast New Mexico Detention Facility in Clayton, New Mexico, and Adelanto Processing Center East in Adelanto, California, raised money for St. Jude Children's Research Hospital by competing in the North Texas Warrior Dash on April 21, 2012

NENMDF's Major Billy Rye and Lt. Matt Montoya, and Dean Macur, Business Manager at Adelanto and former Business Manager at NENMDF, conquered obstacles, leapt through fire, and crawled through mud—and had a great time doing it! St. Jude Children's Research Hospital, founded by entertainer Danny

Pictures from L to R: Montoya runs through fire for a good cause., The three (muddy) Musketeers: Dean Macur, Billy Rye and Matt Montoya., Major Billy Rye (left) and Lt. Matt Montoya (right) from NENMDF and Dean Macur (center), former NENMDF Business Manager, now Business Manager at Adelanto, competed in the North Texas Warrior Dash April 21st in Roanoke, Texas.

Thomas, is one of the world's premier centers for the research and treatment of pediatric cancer and other deadly childhood diseases.

It costs \$1.7 million a day to operate St. Jude, where families never pay for the care they receive. Major Rye personally raised \$675 for the cause, and each of the three paid a \$75 entry fee to compete. Rye said his favorite part of the Dash was the water obstacle, where he "helped short people over the wall" and it was cool on a hot Texas day.

"But the coolest part of the whole thing was the environment," he said. "Everybody was having fun. It was a sort of passive-aggressive Woodstock, mud and all." This was Macur's second Warrior Dash, and he says he looks forward to running more in the future. "The obstacles are a lot of fun and I enjoy the challenge of the race," he said. "This was a lot of fun to participate in because I was able to go with friends, and that really makes the whole event a great experience."

# Two NENMDF Employees Named Chamber of Commerce Volunteers of the Year

**Linda Quintana, Northeast New Mexico Detention Facility**

Whenever anybody needs a helping hand—for just about anything—who you gonna call? The best bet is to call Ronnie Steen or Jim Mize. They're always the first to offer help whenever or wherever it's needed. Both of them have worked at NENMDF since before it opened: Jim Mize as the physical plant manager and Ronnie Steen attending the first training academy, then as training sergeant.

Both of them tied as the facility's first Supervisors of the Quarter. Both are members of the NENMDF Cook Team for the Chamber of Commerce July 4th BBQ and the CHS Yellowjackets annual BBQ Dinner fundraiser. Steen and Mize also tied for this year's Volunteer of the Year award presented at the annual Clayton/Union County Chamber of Commerce membership banquet on April 17, 2012. The awards were presented by the Chamber's Vice-President, Carlota Ulibarri.

Other projects spearheaded by the pair over the years include Steen's organization of the annual NENMDF Golf Tournament supporting the facility's scholarship fund and Mize's overseeing of projects such as building new shelving and furniture for the Kiser Elementary School library, restoration of Clayton's dinosaurs Spike and Anne, a new sign for the Army National Guard Armory, 76 Texline Tornados lawn ornaments—one for each student in Texline—and new Clayton High School benches.

Pictures going clockwise: NENMDF Training Sergeant Ronnie Steen with Chamber of Commerce Vice President Carlota Ulibarri, NENMDF Physical Plant Manager Jim Mize with Chamber of Commerce Vice President Carlota Ulibarri.



## College Essentials Provided – The GEO Foundation

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



Scholarship Check Presentation: Warden Cherry with Commissioner Bell

On April 5, 2012, Warden Ralph Cherry presented Clayton County Commissioner Chairman Eldrin Bell with a \$10,000 scholarship check to enhance the educational opportunities for high school graduates in Clayton County, Georgia. GEO has been supporting these efforts yearly since the facility opened in 2007.

As a result of GEO's generosity, each County Commissioner receives \$2,000 in scholarships which they can award to deserving students who have been accepted into accredited institutions of higher learning. These scholarships have helped The GEO Group build strong relationships with the local communities and the leadership of the county. Chairman Bell, on behalf of the county, gave his sincere thanks to GEO and commended the facility for all its many contributions to the county.

# Australia's First Prison Build Home Delivered

**Maria Buckley, GEO Australia**

June Correctional Centre (JCC) has delivered Australia's first 'Prison Build' home. Delivery of the home is the culmination of more than 18 months of hard work by JCC staff and inmates as well as key partners in the project, Habitat for Humanity (HFH) and TAFE NSW Riverina Institute. There has also been significant support from local community members and HFH family partners.

This unique collaboration has allowed inmates to prefabricate a house of about 100m<sup>2</sup> (10 squares) at the correctional centre and complete construction at the new home site. The Prison Build initiative follows JCC introduction of a building and construction certificate course through TAFE NSW Riverina Institute in 2009.

"Combining the TAFE course with construction projects such as Prison Build allows inmates to develop practical skills that help them gain employment following release," said JCC general manager Andy Walker. Inmates are currently completing a second home at the centre and it is hoped that the Prison Build project will remain a strong element of June Correctional Centre's training and employment programs for many years to come.

JCC's offender services manager Trevor Coles said there was an impressive response from inmates to the project. "Even those, who would otherwise have been reluctant, have been lining up to make this happen," he said. "This is an outcome that is a real win-win for the community, the family and the inmates. We are committed to preparing offenders to reintegrate into the community."

"We can teach inmates a skill that will get them a job, but what is more difficult is to instil the generic qualities that keep them employed — qualities such as work ethic and a sense of community. These are the things that make them long-term valuable members of the community. This is what a prison-built Habitat for Humanity house offers." Funds to purchase the land and



materials for the houses have been raised locally and by Habitat for Humanity NSW. The finished houses comprise three bedrooms, a living area, bathroom and toilet. They include white goods (fridge, oven, hot plates, exhaust fan, washing machine), cladding, floor coverings, carport and garden shed, basic landscaping and concrete driveway.

"What we couldn't get from sponsors we bought after generating cash from a range of charity events including barbecues and auctioning donated goods and inmate artworks," said Susan Cann, chief educational officer for TAFE NSW Riverina Institute and the chairperson of the Riverina chapter of Habitat for Humanity NSW.

The houses are allocated to a low-income family or one experiencing a housing crisis. Following the completion of site works, proud owner Wendy McLaren and her two sons have taken up residence in Australia's first Prison Build home. Habitat for Humanity is an international charity that mobilises families, volunteers and sponsor partners to provide appropriate housing solutions in sustainable communities to those in need.

## Long Serving Ground Workers

**Given Mukwevho, Kutama Sinthumule Correctional Centre**

SACM appreciates the work done by long serving ground workers at Kutama Sinthumule Correctional Centre. The first thing a visitor sees when visiting the Kutama Sinthumule Correctional Centre is the amazing cleanliness around the premises.

The external grounds around the facility are maintained by three gentlemen and a lady. Messrs. David Mbodi, Andries Senugu, Noel Ngobeni and Ms. Martha Maswanganyi started working in the facility's grounds in October 2002. Their duties include cutting wild grass during rainy seasons, minding the lawn and making sure that no litter is found around the premises.

The four ground workers maintain that they have been enjoying working at the Kutama Sinthumule Correctional Centre's external grounds for the past ten years. "I enjoy working here, and the knowledge that I am putting bread on the table for my six children is



the satisfaction I get from my work," says Mr David Mbodi. "Even though we don't actually enter the prison, but work only on the outside, the environment from which we work still demands that we remain faithful to the prison and ourselves."

The only lady amongst the four workers, Ms. Maswanganyi, says that she has never felt bored even for a single day since she started working in the company of men as colleagues. "They seem to understand that they are working with a female colleague," she said with a smile. "They never discuss topics which exclude me from the conversation. We also discuss social issues and community current affairs at length. They always accommodate me."

The Prison Director describes the four ground workers as a responsible, committed and dedicated team whose loyalty cannot be questioned. "Even though there are times you feel you need to give them directions, you hardly need to remind them about their duties," Prison Director Ncongwane explains. "They know what has to be done. As a facility, we are proud of the work they do."

# GEO Care Australia to Provide Healthcare Across Victorian Prisons

**Maria Buckley, GEO Australia**

The GEO Group Australia is proud to announce that its subsidiary GEO Care Australia has been selected after a competitive tender process to deliver primary healthcare services to over 3,400 prisoners in all of the publicly-managed prisons in Victoria from 1 July 2012. The contract has a maximum duration of nine years.

In a first for Australia, the Victorian Government through Justice Health (Department of Justice) embarked on a major procurement project to outsource the primary health services for all the state's public prisons to a single provider. A key aspect of GEO Care's delivery model is a regional delivery strategy that helps sustain local community healthcare resources in rural towns.

GEO Care Australia also drew on the innovation and expertise of its US-based parent company, The GEO Group, which delivers residential treatment services to 2,000 patients in six facilities and correctional services including healthcare to over 70,000 prisoners.

"Justice Health is looking to the future through this procurement and want to see community healthcare standards and outcomes for the prisoners in their care — a group characterised by extensive health care needs," said GEO Care Australia's general manager John Hoogeveen. Significantly, the period of incarceration offers a substantial opportunity to improve a prisoner's health before he or she is released back into the community.

"The services provided by GEO Care Australia will be delivered to the highest standards of reporting and accountability set by Justice Health and I'm immensely proud to be leading a healthcare team that is qualified, experienced and absolutely committed to delivering against these expectations."

The GEO Group Australia's managing director Pieter Bezuidenhout added: "As a leading correctional service provider, GEO has been well established in Victoria since 1995 with a solid track record of close partnership with the Department of Justice and Justice Health. We now look forward to extending this partnership to deliver quality health outcomes for the prisoners entrusted to our care."

## Youth in Focus Scholarships Awarded

**Maria Buckley, GEO Australia**

The GEO Group Australia and Junee Correctional Centre are helping several talented young Junee residents to fulfill their dreams by awarding \$7,500 in scholarships through the GEO Youth in Focus Scholarships program.

Three Junee High School students — Ebony Becquet, Billie-Rose Deacon and Jade Belling — are the inaugural recipients of the scholarships and each receive \$2,500.

The scholarships program has been established in four categories — academic excellence, sporting distinction, creative arts and youth in business. In each category, nominees must demonstrate high achievement as well as an ability to have a positive impact in the broader community. Junee Correctional Centre general manager Andy Walker said the scholarships are an important part of the GEO Builds Better Lives program.

"A key element of the GEO Builds Better Lives program is community engagement and these scholarships play a role in helping talented young people pursue their dreams," he said.

GEO received 14 nominations for the 2012 Youth in Focus Scholarships, and Andy said the selection panel had a difficult task choosing the recipients. Many of the nominees were Junee High School students and our selection panel was very impressed with the calibre of these young people and the overall quality of the nominations," he said.

Jade Belling received the scholarship for academic excellence. Jade completed her HSC during 2011 and has commenced a

bachelor degree at Charles Sturt University in medical radiation science. She plans to embark on a career as a radiographer specialising in medical imaging.

The scholarship for sporting distinction was presented to Billie-Rose Deacon who has represented Junee High School in athletics at state level for the last four years. Billie-Rose will travel to Canada this year to participate in a track and field competition against some of the world's best young athletes. She will also have access to professional coaching.

Ebony Becquet received the creative arts scholarship for her commitment to dance. Her efforts as both a dancer and a teacher of young students highlight her dedication to her art. Ebony was chosen to attend a special dance camp in 2011 and spends much of her free-time rehearsing or teaching.



# Wellness Day

Thabo Makamane, Kutama Sinthumule Correctional Centre



**K**utama Sinthumule Correctional Centre celebrated a successful Employee Wellness Day on 26 April 2012. The event was organized by the Employee Wellness Committee and supported by Sizwe Medical Scheme as project sponsors. One hundred and fifty four (154) staff members underwent Health Risk Assessment screening and completed lifestyle questionnaires while ninety three staff members underwent Hypertension and Cholesterol Testing. The wellness screening tested the following: Hypertension (Blood Pressure), Cholesterol, Blood glucose, Body Mass Index, HIV Screening and Eye Testing

## Hypertension (Blood Pressure):

A total of one hundred and fifty four (154) staff members underwent blood pressure tests of which eighty four (84) were recorded to be within normal range while seventy (70) members required blood pressure management.

## Blood Glucose:

Twelve (12) out of one hundred and fifty four (154) staff members, who were tested, were above normal range and management of the condition was recommended.

## Cholesterol:

Twenty six (26) staff members tested above the normal range. Advice on healthy living and a healthy diet was given to all members screened to ensure that those who are affected can manage and improve their condition.

## Body Mass Index (BMI):

The BMI of staff tested in the facility is a concern as seventy seven percent of the staff screened proved to be above normal range.

## HIV Counseling and Testing:

HIV is the virus that causes AIDS. It is passed from one person to another through contact with body fluids of an infected person (saliva, blood, breast milk and/or sexual fluids). A pregnant woman can pass the virus to her baby during child birth and when breast feeding. HIV is a status that can develop to AIDS. It is measured through a blood test.

Out of eighty two (82) staff members who participated in the test, six percent tested positive. Employees who tested positive were post counseled and referred to the Health Care professional for follow through.

## Lifestyle Questionnaire

### Smoking habits:

According to the information gathered smoking does not seem to be a major concern as only thirteen (13) members out of one hundred and fifty four (154) are smokers.

### Alcohol intake:

Out of the one hundred and fifty four (154) staff members screened, forty nine (49) members admitted to be taking alcohol on a social level.

### Chronic conditions:

Chronic conditions are usually hereditary. Twelve (12) members reported to be taking chronic medications for hypertension and diabetes.

### Physical activity:

It is noticeably encouraging to realize that fifty percent of the members screened exercised on a regular basis. The relationship the company has with GYM FOR U, a local gym, was confirmed to be part of Wellness Day.

### Stress levels:

Thirty nine (39) members screened reported moderate to high stress levels, predominantly related to financial status, family and job functions. Twenty five (25) members were found to be stressed and one hundred and twenty nine (129) were not stressed.

## Advise to staff members

- Staff members were encouraged to attend the health risk assessment as they offer benefits to both members and the employer.
- Staff was advised to lead healthy lifestyles.
- Employees were encouraged to take part in any form of exercise.
- Information sessions will be conducted on Diabetes, Cardiovascular Complications, etc.

Forty five (45) staff members, in support of the Rivoni Society for the Blind, were blindfolded while walking with guiding sticks from the facility to the N1.

The staff members proceeded to Gym for U where they further engaged themselves in Aerobic activity for forty five (45) minutes. The CEO of Gym For U, Mr. Junior Makhado, presented the management of KSCC, represented by the Deputy Director Support Services, Mr. Clement Raphalalani with a Recognition of Contribution Certificate, which symbolizes the continuous appreciated support they received from the employees of KSCC.

# Harmondsworth triumph at inaugural UKBA Supplier Awards

**Kevin Williams, Harmondsworth Immigration Removal Centre**

On Tuesday 29th May 2012 the inaugural UKBA Outstanding Service Contribution Awards were held at Marsham Street, London. The awards recognise contributions made by all members of staff working within immigration removal centres.

In total, there were 63 nominations for the six categories: bravery, delivery, diversity, innovation, manager of the year, and team of the year. Harmondsworth IRC had representatives for the following categories: Diversity – Tony Galletly (Barber and LGBT Liaison Officer), Bravery – Sam Dengate (DCO), and Team of the Year – Security Department

Sam Dengate was awarded the Bravery Award for physically intervening when a male protester threw himself under a coach in an attempt to stop the removal of detainees on a Sri Lankan charter flight. Sam managed to remove the protester from under the moving coach and his heroic actions saved the protester from serious injury, if not death and the coach driver from a traumatic experience.

The Security Department finished a very respectable second place from the 18 originally nominated, in a highly contested category. They received their nomination for displaying commitment on a daily basis to various stakeholders, ensuring that the highest level of confidentiality and support is delivered in a timely fashion.

Their committed support for DSIT, DFT, Police, SCD10 prison intelligence, SO15 Counter Terrorism, SOCA, UKBA and Depmu is second to none. Tony Galletly was awarded the Diversity Award for his outstanding determination within the salon, as well as taking on and training detainee workers. He is the LGBT (lesbian gay bisexual transgender) liaison officer at Harmondsworth IRC.

Tony has introduced a 24 hr telephone helpline for concerned detainees within the LGBT community and arranges one to one



sessions for those needing extra support. He has also made a computer terminal available for discrete research.

All of this, he has done in his own time. He has formed invaluable links with outside agencies such as Stonewall which has resulted in volunteer visits to the centre. Through his proactive role, he has promoted a far more tolerant atmosphere at the centre something recently recognised in the Independent Monitoring Board report.

The final award of the day was the Directors Award. This award was chosen from the winners of all the categories. The result of this saw Tony Galletly pick up this coveted award and complete a hat trick of awards for GEO and Harmondsworth IRC.

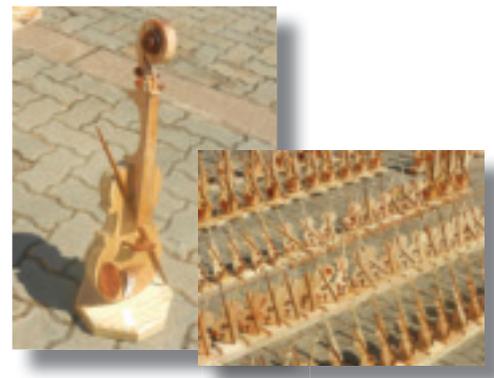
Mick Harrop, GEO UK's Managing Director said "Over 4,000 people work for UKBA's detention and escorting services so I am absolutely delighted that the work of our talented staff has been recognised in this way. I personally congratulate them for their significant contribution to the work of GEO and UKBA."

## The Minister's Budget Speech 2012 Project

### The Department of Correctional Services

The Department of Correctional Services (DCS) under the leadership of Honourable Ms. N.N. Mapisa Nqakula requested Kutama Sinthumule Correctional Centre to manufacture 150 wooden violins for the Minister's budget speech, scheduled for 16 May 2012.

The violins were handed over to the Minister's guests. A total of 150 wooden violins were manufactured in a record time of four days. The violins were collected by DCS officials on 10 May 2012 and handed out in Cape Town on 16 May 2012.



# Kutama Sinthumule Correctional Centre Charity Golf Day

Given Mukwevho, Kutama Sinthumule Correctional Centre



that the Golf Club would continue hosting the facility’s event in the forthcoming years. He pointed out that organising people to come together for charity fund-raising was a difficult task and that anyone who ventured in this direction needed to clearly explain the true motive behind the project to players and sponsors.

In his speech, Prison Director Mr. Lazarus Ncongwane said they wanted to sustain the charity golf

On 25 May 2012 Kutama Sinthumule Correctional Centre presented their annual Golf Day event at the Soutpansberg Golf Club in Makhado. The purpose of the event was to raise funds which will then be distributed to charitable organisations in and around the town. The event was attended by amongst others MD Pieter Jordaan (South African Custodial Management), Ms. Rantete (Controller, Department of Correctional Services), Prison Director Mr. Lazarus Ncongwane and golf players.

This year’s event was able to raise R74,662.80, which is a huge improvement from the R51,300.00 in 2010 and R62,400.00 in 2011 respectively. The funds raised prove that the players and sponsors share KSCC’s belief in helping needy communities. Kutama Sinthumule Correctional Centre has been organising the annual golf day with success for the past nine years. However, the 2012 event appeared different from the previous years, with 72 players participating and 76 bodies on board as sponsors.

During the evening’s prize-giving ceremony it was obvious that a move for charity fund-raising project like Golf Days was supported by many. The prizes included trophies for the winning team, cooler boxes, golf balls and micro-ovens were amongst the other prizes awarded to participating teams.

The captain for the Soutpansberg Golf Club, Mr. Pieter Senekal, described the South African Custodial Management’s move to raise charity funds as exceptional, noble and inspirational. “The Kutama Sinthumule Correctional Centre’s Golf Day has become one of the bench mark events on our calendar,” he said. Senekal added

day through the years in order for the facility to reach their goal of ploughing back to the needy communities in and around the town. “We view giving to charities as a social responsibility for the company,” said Mr. Ncongwane. “We therefore thank all players and sponsors for the continued support.”

In the modern world, where money seems to be a life for many, it has never been easy to secure sponsors and players who are wholeheartedly willing to contribute into a project of this nature, where they know they are never going to earn any money. But these people have proven that unity in action helps people move towards achieving this goal. The Golf Day funds have so far gone a long way in helping the needy organisations. In 2010, the proceeds were used to improve the quality of lives at the Vhuthlari Old Age and Disability Centre outside Elim. Two rooms were built adding to the existing three rooms which were shared by about 20 adults and children.

Mr. Ncongwane indicated that they will be going out to assess the charitable organizations to determine the needy and legible ones. He said funds cannot just be given to people whose organisation’s status is unexplainable. Kutama Sinthumule Correctional Centre is sure that the proceeds of the 2012 Golf Day will be utilized to touch as many lives as possible of the needy and less fortunate in and around the town.

## Sudoku

A sudoku puzzle consists of a  $9 \times 9$ -square grid subdivided into nine  $3 \times 3$  boxes. Some of the squares contain numbers. The object is to fill in the remaining squares so that every row, every column, and every  $3 \times 3$  box contains each of the numbers from 1 to 9 exactly once.

5	3			7				
6			1	9	5			
	9	8					6	
8				6				3
4			8		3			1
7				2				6
	6					2	8	
			4	1	9			5
				8			7	9

6	7	1	9	8	2	4	5	3
2	8	7	4	1	9	6	3	5
4	5	9	2	7	8	3	6	1
7	1	3	9	4	8	5	6	2
4	2	8	5	3	7	9	1	6
8	5	9	6	1	4	2	3	7
1	9	8	3	4	2	5	6	7
6	7	2	1	9	5	3	4	8
5	3	4	6	7	8	9	1	2

Answer

# Have You Seen This Man?

Alisa Jeffery, BI Incorporated

For the past several years, a BI Incorporated employee has participated in the annual Muscular Dystrophy Association (MDA) Boulder “Lock-up” fundraising event. This year, BI Divisional Assistant Controller, Mike Pharris, participated and set a goal of raising \$1,800 for the MDA.

Armed with a letter from a local 7th grader, who wrote to tell him how much the MDA camp means to her, Mike spent two months gathering pledges and, with the help of many contributions from BI and GEO colleagues, he exceeded his goal by collecting over \$1,900 dollars. The 2012 fundraiser raised more than \$27,000 for support of families in the Boulder County area. The money raised from this event will help provide program services, support group sessions and MDA summer camp for local children with neuromuscular disorders.

In appreciation of Mike’s efforts, the Boulder Police Department sent two officers to BI to “serve a warrant and arrest him.” They then transported Mike to a celebration luncheon where he and the other participants were acknowledged for their efforts. Mike was also invited to spend a day at camp this summer in Empire, CO and plans to take advantage of the opportunity. He has already agreed to participate in the fundraiser again next year.



Mike Pharris - Mug Shot

# St. Baldrick’s Foundation Shave-Off

Alisa Jeffery, BI Incorporated



BI Incorporated held its second annual St. Baldrick’s Foundation fundraising event on March 15, 2012 in honor of Stephanie Ann Melton, daughter of BI Hardware Engineer, Don Melton. Thirty volunteers consisting of BI employees from the corporate and satellite offices, and some enthusiastic community members, solicited contributions to shave their heads for the St. Baldrick’s Foundation. Their efforts raised a total of \$24,651.

St. Baldrick’s is a volunteer-driven charity that funds more childhood cancer research grants than any organization except the federal government. BI employees were encouraged to attend the event and witness colleagues like Don Melton, Jock Waldo, Andrew Krzysiak, Jim Niska and 26 others have their heads shaved or hair donated. While at the event, employees were also able to join the national bone marrow registry and get their picture

taken with University of Colorado mascot “Chip” and members of the CU Cheer Squad.

One of the highlights of the event was Market Research Assistant, Jessa Kumar, who shaved her head and donated 20 inches of hair to the Pantene Beautiful Lengths program which creates real-hair wigs for cancer patients. Ken Berthiaume, Tim Hughley, Larry Melton and Anna Kuehn were among BI employees at satellite offices nationwide who also shaved their heads the day of the event and sent video footage to be viewed during the day. Thanks to all the volunteers, participants and family members that made this a successful and rewarding event and experience for all.

Pictures From L to R: Jessa Kumar “Before”, Jessa Kumar “During”, CU Mascot Chip watches as Jock Waldo shows son Bowman his newly shaved head

# FCCC Custody Tech's Personal Weight Loss Journey

## Faye Jordan, Florida Civil Commitment Center

Let me start by saying my weight loss journey was one of the hardest things I have ever done! In June 2011, my Primary Care Physician would not clear me for a needed surgery. My blood pressure was extremely high and I had too much weight on me. At 238 pounds and 5'5" tall—it was just too much.

My doctor asked if I wanted to live to see the age of 45. I said, "Of course, I do! Why would you ask that?" He then said that if I didn't get my weight down and my blood pressure right, I wouldn't make it. Now, that scared the heck out of me! So right there, in his office, I had no time to think. It was not a thinking matter. I had to lose 10 pounds before my next appointment in July. I was able to lose the ten pounds and I had the surgery.

At about the same time, my colleagues at FCCC began to enroll in the GEO Mission SlimPossible program. I needed to start a regular diet and exercise plan. With the motivation of Mission SlimPossible, I began to use the treadmill, ride the stationary bike and jump rope.

My life began to change for the better. I started to shed more pounds. I enrolled in HealthyRoads and purchased my Actiped. I get good exercise tips and a whole lot more. I have been able to lose a total of 80 pounds! HealthyRoads is great because it is now helping me to maintain my weight.



I was the winner of the \$500 Mission SlimPossible contest at FCCC in October 2011. I also won \$25 for the photo with my Actiped in Jamaica. My life depended on my weight loss. It took a lot of hard work and dedication. The support that I received at FCCC from Mission SlimPossible and HealthyRoads played a major part. Thank you GEO for the motivation you have given me. Watch out, GEO worldwide, because I am going to be the BIGGEST LOSER!!

# Southern Peaks Receives Praise from The Joint Commission and the Colorado Division of Youth Corrections

## Laurie Billington, Southern Peaks Regional Treatment Center

It's audit season in Colorado and we have done well. Southern Peaks Regional Treatment Center had a full Joint Commission Re-accreditation Survey April 17-20, 2012 and a major contract audit from the Colorado Division of Youth Corrections May 9-11, 2012. During both audits, we were recognized for many of our processes.

The Joint Commission surveyor was most impressed with our DMAIC (Design, Measure, Analyze, Improve, Control) project on client restraint reduction, as she is trained in the Six Sigma model. The DMAIC process improvement approach assists with problem identification, effective data collection, data analysis to determine the "root cause", implementation of quality solutions to improve the problem, and effective control plans to monitor results and sustain the gains. Our leadership team did an excellent job of presenting our project storyboard and answering questions related to the overall process. At the end of the presentation, the surveyor requested we write an article for publication about our project and also submit the article to the Joint Commission as an example of best practice in our field.

### Additionally, the surveyor recognized us for the following:

- Suicide Intervention and Prevention Process
- Medicine Bear (Native American) Programming
- Leadership Team; longevity of team members, excellent communication through all levels of supervision

- Collaboration between departments evidenced by Unit Team Meetings and Multi-Disciplinary Team Meetings with the psychiatrist

The Division of Youth Corrections audit team was with us for three days. There were a total of eight auditors that looked into every aspect of the program. Their role is to ensure we are in compliance with 583 contractual standards centered on juvenile rights, treatment, milieu safety and programming, and physical plant.

We received an award for Statewide Outstanding Practice. This is a very difficult award to receive and the first one we have gotten in the 7.5 years we have contracted with them. We received the award for training & staff development systems and documentation. Congratulations to the Training Department to include: Mike Miller, training manager and Tom Smith, trainer as well as the rest of the leadership team.

### Additionally, we received Program Strengths in the following two areas:

- Juvenile personal funds systems- tracking and documentation
- Accountability and storage of juvenile property

We are proud of our accomplishments and the recognition by external agencies reviewing our facility.

# Namiwalks-Columbia

**Barbara Kurts, Columbia Regional Care Center**

What a FUN way to raise money and show our support for NAMIWalks. The GEO Group Foundation and Columbia Regional Care Center (CRCC) participated in NAMIWalks on May 19, 2012 to help promote mental health awareness in our community. Mandy Medlock, Director of Operations and NAMI Mid-Carolina 2012 Walk Manager said, "NAMIWalks is about awareness and celebration and a place and time where people can have fun and celebrate recovery as part of a team and a family."

Steve Adwell, CRCC Facility Administrator, said, "Partnering with South Carolina NAMI is a natural match. In many ways their mission is reflective of both CRCC and The GEO Group Foundation. This is a fantastic day." Before the walk, Mr. Adwell presented Jack Balling, President, NAMI Mid-Carolina with checks for \$3,077.35. This money was from sponsorship by The GEO Group Foundation as well as CRCC fundraising efforts from a bake sale, raffle, employee donations, and donations from our suppliers.

According to Jack Balling, "The proceeds of NAMIWalks are used to support NAMI Mid-Carolina programs of education, support, and advocacy." NAMI Mid-Carolina offers support groups for individuals with mental illness and their families every weekday in various locations in and around the Columbia, SC area. Members participate in programs such as In Our Own Voice and Breaking the Silence, a mental health awareness curriculum development for children in elementary and middle schools.

Jack Balling said, "NAMI appreciates the involvement of The GEO Group Foundation and GEO Care, Columbia Regional Care Center and the enthusiasm that its employees brought to our Walk Day. We are glad everyone enjoyed the day and look forward to our continued relationship."



Pictures From top to bottom: . Steve Adwell, CRCC Facility Administrator, presents checks to Jack Balling, President NAMI Mid-Carolina. Cheering the process along is the University of South Carolina Mascot, Cocky., CRCC employees at the Finish Line

## FCCC Donates Used Washing Machines to Habitat

**Florida Civil Commitment Center**

The Arcadia-DeSoto County Habitat for Humanity recently moved its resale store to a much larger location in Arcadia, Florida. Habitat Executive Director Jane Breylinger invited FCCC Facility Administrator Tim Budz to tour the new facility prior to its opening.



"The new Habitat store is incredible," said Budz. "It is bright, easy to shop and in an ideal location near downtown Arcadia." The only problem was that the larger space didn't have enough merchandise to fill the new showroom. Budz quickly strategized with Breylinger to come up with a plan for FCCC to make a donation.

FCCC recently replaced 24 washing machines with a new, more water efficient model. The old machines were still in working condition. They were exactly what Habitat needed for its new retail space.

After receiving permission from his client, the Florida Department of Children and Families, Budz arranged to have all 24 washing machines donated to Habitat. "We are thrilled to receive this large donation. It will generate much needed funds for Habitat that will support our mission to provide low cost housing to Arcadia families," beamed Breylinger.

