

1Q2012

GEO world

A GEO Publication for Employees and their Families.



THE GEO GROUP OPENS **RIVERBEND** CORRECTIONAL FACILITY IN MILLEDGEVILLE, GEORGIA





George Zoley

Chairman's Letter

George C. Zoley
Chairman, CEO and Founder

the second 650-bed facility, the Adelanto ICE Processing Center West, which we are currently developing with an estimated investment of \$70 million. The Adelanto ICE Processing Centers East & West are expected to generate approximately \$42 million in annualized revenues.

Additionally, we are in the process of completing two other projects under development. In Texas, we have invested \$32.0 million in the development of a new 600-bed Civil Detention Center in Karnes County, which will be the first facility designed and operated for low risk immigration detainees in the United States. When activated in February of this year, this new center is expected to generate approximately \$15 million in annual revenues for our company.

In Indiana, we are completing construction of a \$23.0 million, 512-bed expansion to our New Castle Correctional Facility. The expansion, which has been financed by GEO, will add approximately \$8.0 million in annualized revenues under our current management contract with the Indiana Department of Correction.

Also during the fourth quarter, we announced the signing of a contract with US Immigration and Customs Enforcement for the continued management of our 1,904-bed South Texas Detention Center in Pearsall, Texas. The new contract is expected to generate approximately \$45.0 million in annualized revenues. This important contract announcement follows the recent contract we signed for the continued management of the 525-bed Aurora ICE Processing Center with annual revenues of approximately \$23 million.

Our recent project activations and contract awards are indicative of the continued growth of our company and the stability of our core business. With 115 facilities and a growing workforce of 20,000 employees, GEO continues to achieve new milestones as the world leader in corrections, detention, and treatment services.

To the GEO Family,

During the fourth quarter of 2011, our company activated a groundbreaking partnership with the State of Georgia with the opening of the Riverbend Correctional Facility and continued to make progress with the development of three new or expanded projects, which are scheduled for activation in 2012.

On December 6th, we hosted a ribbon cutting ceremony for the new, state-of-the-art Riverbend Correctional Facility, which was developed by GEO under a new partnership with the State of Georgia. Under the terms of our agreement with the Georgia Department of Corrections, we financed, developed, and will manage the \$80.0 million, 1,500-bed prison on state-owned land pursuant to a 40-year ground lease. This important project marks GEO's entry into the State of Georgia and is expected to generate approximately \$28.0 million in annualized revenues for our company.

During the fourth quarter, our Western Region Operations team continued the intake of immigration detainees at the Adelanto ICE Processing Center East, the first of two 650-bed detention centers to be located in Adelanto, California. The second phase of this important project will be completed in August 2012 with the intake of detainees at



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EQUAL OPPORTUNITY EMPLOYER

The GEO Group Activates New 1,500-Bed Riverbend Correctional Facility in Georgia

Facility Opening Marks New Groundbreaking Partnership Between GEO, the State of Georgia, and the Milledgeville and Baldwin County Communities



GDC Commissioner, Brian Owens; Warden of Riverbend Correctional Facility, Fredrick J. Head; CEO and Founder The GEO Group, Inc. Dr. George Zoley; Lt. Governor, Casey Cagle; Vice President GEO Eastern Region, David Donahue.

On Tuesday, December 6, 2011, The GEO Group, Inc. and Milledgeville/Baldwin County Development Authority hosted a dedication and ribbon cutting for the new Riverbend Correctional Facility in Milledgeville, Georgia.

Through a groundbreaking partnership, which began on July 20, 2010 with the signing of a contract between GEO and the State of Georgia, this state-of-the-art facility will house up to 1,500 offenders for the Georgia Department of Corrections bringing much needed correctional bed space to the State of Georgia and significant employment opportunities to Milledgeville and Baldwin County.

Lt. Governor Casey Cagle, GEO's Chairman and CEO George Zoley, and Georgia DOC Commissioner Brian Owens celebrated the completion of a project that was three years in the making. During this three-year process, many visits were made to Georgia DOC offices by State Senator Johnny Grant; State Representative

Rusty Kidd; Baldwin County Commissioner Bubba Williams; Baldwin County Commission Chair Linda Fussell; and Milledgeville Mayor Richard Bentley.

Georgia DOC Commissioner Brian Owens commented, "We are excited to have our new partner, GEO, open their new Riverbend Correctional Facility in Milledgeville. The facility is state-of-the-art and they have a solid leadership team and staff. We believe GEO will be a solid partner as together we continue to achieve our mission of protecting the citizens of Georgia."

The ribbon cutting ceremony was complemented with refreshments, tours and music from the Baldwin High School Band, as well as musical renditions from John Milledge Academy students and Baldwin High student and aspiring singer Patrick Kelsey.

The ceremony capped off a long, arduous, and in the end, very rewarding process for everyone: GEO, the community, and the



Warden Fredrick Head; GDC Commissioner, Brian Owens; CEO and Founder of the GEO Group, Dr. George Zoley; Lt. Governor, Casey Cagle; Mayor, Richard Bentley; Senator, Johnny Grant; New South Contractor, Doug Davidson; GA Labor Commissioner, Mark Butler.

State. Partnerships are the prevailing theme found throughout this success story. GEO, the City and County governments, and the State of Georgia worked collaboratively to bring this important project to fruition, and their combined efforts resulted in the facility opening several months ahead of schedule. The Milledgeville and Baldwin County communities have expressed their excitement about this important project and the significant economic development and employment opportunities for residents of the area.

Milledgeville has long been home to thousands of state jobs in the correctional and mental health field. Tough budget decisions led to the area closing of four state prisons, one juvenile facility and the downsizing of what was once the largest mental health institution in the world. The opening of the new Riverbend Correctional Facility will create 300 permanent job positions, including 176 correctional officer positions. The

facility has already received 11,000 applicants, which equals 36.6 applicants for each position. GEO has already hired 156 employees locally within a 50 mile radius of the facility.

Under the terms of its contract with the State of Georgia, GEO financed, developed, and will manage the new \$80.0 million on state-owned land pursuant to a 40-year ground lease. The annual value of the management contract is estimated at approximately \$28.0 million, of which approximately \$11.0 million will be allocated to salaries and wages and approximately \$5.0 million will be spent on local purchases. GEO has also invested in the Baldwin County and Milledgeville Community through fifteen, \$1,000 college scholarships paid through The GEO Group Foundation to local high school seniors and the delivery of computer work stations to all Baldwin County Elementary Schools.



GTI Officers with corporate employees.

2011 Transportation Managers Conference

GTI Staff, Corporate

The 2011 Transportation Managers Conference was held November 14th - 17th at the Robert A. Deyton Facility. The purpose of the conference was to offer invaluable training to the transportation managers and highlight the successes of GEO Transport (GTI) this past year. While keeping the highest standards in mind, GTI staff came together to develop an agenda that would not only challenge the attendees, but also develop them professionally. GEO's Vice President of Transportation, Edward Stubbs stated his goal for the conference was to provide effective management training to those that are responsible for maintaining the highest standards of transportation operations with service second to none. There is no higher risk for our wardens and facility administrators than the movement of inmates on our public highways and off site appointments.

Throughout the week, the transportation managers were joined by corporate senior and regional managers who made presentations to the class from internal auditing and compliance to human resources and risk management. Senior Vice President of Human Resources, Steve Fuller, gave a presentation that related well to the attendees, as he spoke about how the retention rate correlated directly with a manager's leadership style. Mr. Fuller emphasized that as each employee moves up in position, the level of performance and expectation rises and each of us are held to that higher standard.

Vice President of Risk Management, Tom Boyer, highlighted how being *self-aware* may not only allow for better focus while driving, but ultimately could prevent accidents while

transporting inmates. He emphasized the importance of adhering to policy and procedures to ensure catastrophic accidents do not occur. Mr. Boyer stated the performance heretofore of the GTI Operation is a model for the entire company. High praise indeed.

GTI Fleet Managers, Luis Cuellar and Peter Provencher, gave training on Department of Transportation (DOT) requirements, while additional presentations were given on Thursday including: vehicle maintenance, GEOtrack software, and vehicle tracking. The future of transportation and client requirements played a part of the technical discussions where Mike Yankowski discussed how dispatching logistics are becoming more complicated and will require GTI to become more efficient and streamlined. He cited how the Blackberry solution developed for the UK project will play a part in the future of transportation for the GEOtrack mission here in the United States.

A team building exercise was arranged with the US Marshals Southeast Regional Fugitive Task Force Facility located near the facility. Deputy US Marshal, Van Grady, lectured on the importance of proper application of restraints and search procedures. The managers were able to use a virtual firearms simulator, which teaches an officer important survival techniques in potentially deadly scenarios. Each manager was given an opportunity to test their skills in a hypothetical and varied interactive armed confrontation scenario. The proctor was able to alter the subject response based on the verbal commands of the manager.

GEO Transport is proud of how the conference was received by the transport managers. Transport Manager, Gregory Haley, of Northwest Detention Center stated, "With me being a new manager, it was an exceptional and invaluable experience."

Transport Lieutenant, Jamie Flores, of Western Region Detention Facility said, "Overall, it was a very productive week and I came back with a strong sense of knowing my full job responsibilities and the importance of doing my job correctly."

GEO's President of Corrections & Detention John Hurley stated, "I am very proud of the GTI team of managers and drivers, and the job they do day in and day out. The feedback I hear from our clients has been extremely complimentary. There is no higher trust that can be bestowed to each of us than to safeguard the public; our staff and the inmates in our day to day operations. I would like to extend a special thanks to our host Warden Ralph Cherry and Transportation Manager Alex Satcher for providing an excellent learning atmosphere for all the attendees."

2011 has been a remarkable year for all of us in the prisoner transportation business. GTI teams have transported nearly 300,000 detainees and inmates and driven nearly four million miles without an escape or significant incident. These results directly reflect on our management team and the dedication of our drivers to do the right thing. GEO is indeed a world leader in detention and residential treatment services and we in GTI are proud to be a part of these high standards expected by our CEO and Founder Dr. George Zoley. The future is bright for GTI in 2012 as our challenges change and the demands grow stronger. We must stay committed to excellence and work hard each day to live up to our motto: *Safety and Security First with Service Second to None.*



Classroom training (above), exercise training (below).



Ed Stubbs, President of GTI, gives presentation.

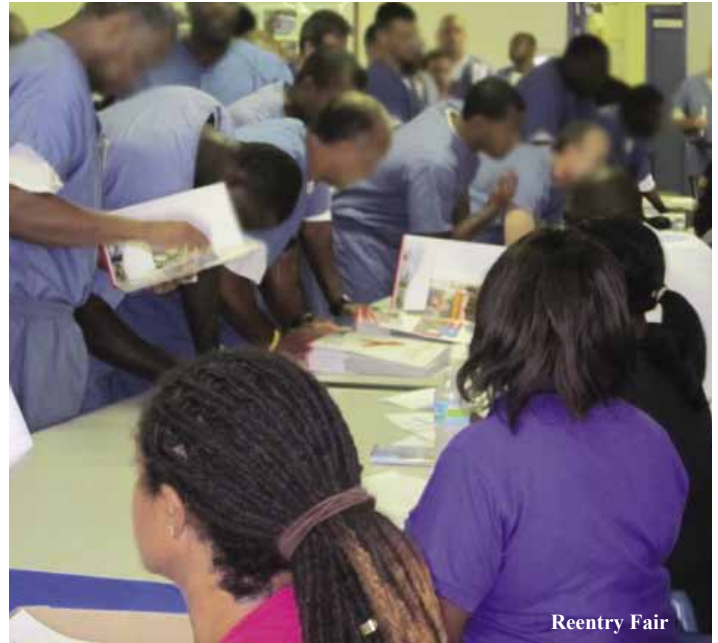
Conquering Recidivism

Lilian Nzurike, South Bay Correctional Facility

The purpose of punishment should be to change the values of criminals and modify defiant behavior patterns. The need for reformation was felt long before by Pope Clement XI, who was of the opinion that it is insufficient to restrain the wicked by punishment, unless you render them virtuous by corrective discipline.” Dr. Anil Dhar

South Bay Correctional Facility (SBCF) is one of the many GEO facilities that adopted a reformatory approach to the incarcerated through the establishment of various programs: education, religion, substance abuse, classification, access to courts through law libraries, recreation, mental health evaluations and medical exams by licensed mental health professionals, and reentry fairs. The purpose of these programs is to rehabilitate the offender and prepare him for entrance into society as a law abiding citizen who will not recidivate.

“Recidivism rates are certainly affected by factors outside the influence of the Department of Corrections, such as unemployment, crime rates, and local criminal justice issues such as jail bed availability and judicial behavior. Statewide initiatives such as truth-in-sentencing, increased use of mandatory prison terms and inconsistent funding for inmate rehabilitative programs may also influence recidivism rates. For this reason, recidivism rates cannot be used as the only measure of operational performance for the prison system.



It is a measure of a multitude of societal issues working for and against a released inmate, before he ever gets sentenced to prison and after he is released.” 2009 Florida Prison Recidivism Study

Behind the razor wired confines of a close custody prison, SBCF staff initiate and implement programs and coordinate reentry fairs with the hope that the inmates will not recidivate after their release.

Forward Thinking

Dan Meyer,
Golden State/
Central Valley MCCF

Anyone working in corrections encounters a change at some point in their career. Change comes in many forms and different ways. The most welcomed changes, for the security conscious, are improvements to operation and safety. Warden Johnny Choate and his management team decided to implement some of their own changes to improve the security and safety of staff and inmates in the Golden State and Central Valley Modified Community Correctional Facilities (MCCF).

Plastic chairs from the Central Valley day rooms were replaced with stainless steel tables and stools; inmates were able to manipulate the plastic chairs for weapons. A small slot was created in the front reception Plexiglas window, and the staff is required to slide their ID card through the slot. This ensures the badges are viewed and physically touched upon entering and exiting the facility. Both facilities implemented



an accountability chit board located in the central control sally port. All staff who pass through central control can quickly be identified in case of an emergency. Portable window blinds were magnetically installed on all Central Valley day room windows; in the event of a disturbance, the blinds are lowered to prevent external communications as well as escalations.

Warden Choate’s ideas have worked astonishingly well with little cost. These forward thinking changes have really made a difference in our safety.

Western Region Hosts Company-Wide ACA Automation Training

Pam Jones, Western Region Office

The GEO Group, Inc. is one step closer to automating its ACA Accreditation process. Less than one year after first being introduced to ACA automation, GEO is ready to launch pilot programs nationwide.

Jenny Noe, Kentucky State Reformatory, Lexington, Kentucky, had a vision. Like every other accreditation manager, Jenny managed 500+ ACA accreditation files. The multiple copies of the source documents, the reducing, highlighting, the shredding, the archiving, not to mention the WASTE! Surely, there had to be a better, more efficient way to manage the accreditation process. Instead of waiting for someone else to take the initiative, Jenny went to work utilizing the software that was already installed on her computer: PowerPoint and Adobe Acrobat, which later was upgraded to Adobe 9 Pro. The result has forever changed the manner in which we will develop and audit our ACA files.

The word of ACA automation traveled quickly to Michael Bradley, GEO's Corporate Director of Accreditations. With Mr. Bradley's connections, he secured a private meeting for himself and a representative from each of the three regions for a first-hand demonstration. At the conclusion of the demonstration, Jenny was generous enough to share an electronic copy of her work with GEO. Mr. Bradley encouraged each region to select a facility to pilot this automation project.

By May 2011, recognizing the overall value of automating the ACA process, the Correctional Accreditation Managers' Association (CAMA) endorsed the program and introduced a seminar entitled, "Electronic Files and the Auditing Process" at the CAMA Conference.

The selection of a pilot facility in the Western Region was tough, as there are so many strong Compliance Managers from which to choose. Another consideration was to ensure the facility was allotted plenty of time to implement the program and provide training to staff responsible for collecting ACA data. Therefore, it was necessary to choose from those facilities recently accredited. The choice was eventually narrowed down to either the Northwest Detention Facility (Heather West) or the Aurora Detention Center (Kevin Martin). The decision was made to give them both the project to review and provide their feedback.



With their vast knowledge and level of experience in the ACA environment, both Kevin and Heather had their own ideas on how to further refine the original product and increase its facility-wide usability. In collaboration, they developed a GEO specific model, and Kevin went to work to add the framework. Literally, hundreds of hours later, the product he produced was a beautiful example of what results when you involve the right people on a project: an ACA Audit Presentation program in which a manager can use to electronically collect and share data among all departments without making one copy, reducing one page, electronically highlighting pertinent information is much more aesthetically pleasing; data storage is on a single CD, versus 20 storage boxes, and best of all, there is no WASTE!

On November 29, 2011, Kevin Martin presented the fruits of his labor, training manuals, and electronic copies of the program to the corporation's Compliance/Accreditation Managers. This cutting-edge product will impress the most critical ACA auditor, and has forever changed the way we will manage all future ACA programs.

L-R: Cheryl Nelson, Contract Compliance Director, Western Region; Kevin Martin, Compliance Manager, Aurora Detention Center; and Michael Bradley, Director of Accreditations.

Blackout Puzzles

Each of the puzzles below is actually 3 puzzles in 1. First black out 2 of the squares so that the remaining equation is true. Then black out 3 different squares to make a correct equation. Then do it with 4 squares. The standard order of operations is used: multiplication and division are done before addition and subtraction. Only whole numbers are used, though the results might be negative.

All puzzles copyright Erich Friedman, 2010.

1	8	+	3	5	x	5	=	7	x	5	2	+	8	9
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Dedication & Vigilance

Mona Krezdorn, Maverick County Detention Center

On October 24, 2011, Correctional Officer Maria Reyna informed Mrs. Debra Barrera-Collin, H.S.A. about the medical needs of an inmate. Ms. Reyna audaciously presented the facts to Mrs. Barrera-Collin and felt the inmate needed immediate medical attention. Mrs. Barrera-Collin immediately evaluated the inmate and recognized how severe and dangerous the situation was for this inmate and sent her to the emergency room.

This inmate was maybe hours away from gas gangrene (different than gangrene) which results in amputation almost 89% of the time. Prior to amputation, patients spend days, up to weeks in the hospital where all efforts are made to save the affected area. If the situation wouldn't have been assessed on time, it would have cost thousands of dollars in work hours to have two CO's posted around the clock. All this was avoided because of CO Reyna's persistence. The inmate was scheduled to be seen at a later date which could have been too late.

On November 1, 2011 Correctional Officer Maria Reyna was awarded an *On the Spot Award* and with this came a monetary compensation of \$150. Warden Trevino and our staff are



especially proud to have CO Maria Reyna as a part of our GEO family. Her efforts and vigilance are greatly appreciated.

L-R: Warden R. Trevino and Correctional Officer Maria Reyna.



GEOwow!

Jennifer Sandrell, South Bay Correctional Facility

GEOwow! November recipients.

Our administration was tasked to develop and implement a formal program for the GEOwow cards which would maximize recognition and effectively boost morale at South Bay Correctional Facility. This program was designed to recognize a staff member for a job well done.

Each month, Warden Levins provided our supervisors and managers with a supply of wow cards and are encouraged to catch employees *Doing the Right Thing*. Once an employee receives a GEOwow card, the employee takes it directly to Warden Levins who provides the employee with a GEO emblem keep sake.

The wow card is then placed on the newly designed wow board located in hallway viewable by their peers. At the end of the month, the cards are retrieved from the wow board and copies are placed in the employee's personnel file. Original wow cards



Rhonda Casarez won a gas gift card.

are read and placed into a drawing at our staff recall for various prizes (such as gift cards, cash, paid days off, movie tickets, etc).



Striving for Excellence

James Galloway, Walnut Grove Youth Correctional Facility

In August 2010, Walnut Grove Youth Correctional Facility (WGYCF) became a part of the GEO family. One of the main goals after becoming a part of GEO was not to just *survive*, but to *thrive*. To reach this goal, WGYCF made a commitment to *Strive for Excellence*. In October of 2011, WGYCF was given the opportunity to make a major step toward this goal.

On October 29, 2011, WGYCF achieved re-accreditation from the American Correctional Association (ACA) with a score of 100%. This was an extensive audit conducted over the course of three days. During this time, three members of the ACA team toured the facility, interviewed inmates, observed our staff, and reviewed our policies and procedures. The score of 100% is a rare distinction, and one that staff members are very proud of.

The ACA team was complimentary of our staff's hospitality, knowledge, and professional demeanor as well as the overall sanitation of the facility. WGYCF was given high praise in the areas of maintenance, medical, and the armory. The committee was impressed with the telephonic sick call procedure that was implemented during the past year.

Under the direction of the management team, WGYCF was well prepared for this audit and the perfect score was the proof. A special thanks is given to all those in the region and from other facilities who not only helped us transition into the GEO family, but showed commitment to *Strive for Excellence*.

Pictured: Staff who Strive for Excellence.

Red Ribbon Week

Linda Quintana, Northeast New Mexico Detention Facility



Dorothy Rose and Darlene Alvord.



Nona Collins, Cecilia Baker and Dorothy Rose.

Northeast New Mexico Detention Facility's Mental Health department pitched in to help out two communities with their Red Ribbon Week observances. Substance Abuse Counselor Darlene Alvord, assisted by Mental Health Director Dorothy Rose, spoke to the students of the Texline, Texas, schools about the dangers of drugs. They set up a display and handed out booklets and posters illustrating the speech. Ms. Rose, Records Manager Cecilia Baker, and Case Manager Nona Collins served as judges for the Clayton, New Mexico, Elks Lodge community-wide poster and essay contests.



Toys & Gifts from Santa

Garry Ross., Robert A. Deyton Detention Facility

The staff of the Robert A. Deyton Detention Facility challenged themselves to collect toys and gifts for the Lovejoy Community Center and the Lovejoy Kiwanis Club for their yearly children's Christmas party. This year, they anticipate to reach 300 children in need of toys and Santa, AKA: Lovejoy City Mayor, made a surprise visit to the Community Center for this special occasion and gave each child a present.

Staff members who were willing to participate, brought one new unwrapped gift. Our goal was to provide at least 50 gifts for this event. The facility also provided snacks, bottled water, and soft drinks for the center. Several staff members were involved assisting in various ways during this party for the children.

The Kiwanis Club and the Community Center are grateful to have The GEO Group as a partner in this and other community events.

Young Scholars, Scholarships, and The GEO Group Foundation, Inc.

Garry Ross, Robert A. Deyton Detention Facility

Since Robert A. Deyton Detention Facility first opened its doors in 2007, The GEO Group Foundation, Inc. has provided Clayton County Board of Commissioners in Jonesboro, Georgia, with a \$10,000 annual scholarship. The board, in turn, awarded five \$2,000 scholarships to college bound students in need of financial assistance.

In addition, the foundation also awarded a \$1,000 annual scholarship to the Shiloh Baptist Church in Jonesboro, Georgia.

By providing targeted help to deserving young individuals, the foundation not only built good will in the community, it helped lay the foundation for the success of the young men and women it assisted. These are the same young men and women to whom we look to secure the future of this great nation – and The GEO Group Foundation, Inc. can rightfully be proud knowing it has played an integral part in their success.





Tigers team!

Football, Hard Work, Self-Discipline

Garry Ross, Robert A. Deaton Detention Facility

On August 11, 2011, Warden Cherry, of Robert A. Deaton Detention Facility, was proud to present a check for \$1,000 on behalf of The GEO Group Foundation, Inc., to the Central DeKalb Youth Football Association located in Stone Mountain, Georgia. (Pictured below on right) The donation helped with registration fees and needed equipment. This organization receives community support from both businesses and individuals. They make each dollar do yeoman's work, as they will never turn away a child because of finances. In many instances, individuals who cannot afford to contribute money contribute something as valuable – their time. Tiger's Coach Richard Renix (also pictured below on left) accepted the donation on behalf of the association.

Understandably proud of his team, the Tigers currently have 30 boys on the roster. In addition to Coach Renix, who has been a lynchpin for the team, he has several assistant coaches and a group of concerned parents who are more than happy to donate whatever they can to the team's success.

With a hefty 10 game schedule for the regular season, Coach Renix has his work cut out for him. Although most of the games the Tigers play are at Wade Walker Park in Stone Mountain, they do participate in away games played at different parks throughout the metropolitan Atlanta Area. As part of a league, the coach hopes to do well enough this year to advance to the championship round.

Coach Renix is dedicated to what he and the Football Association do for the children. As a concerned adult, he believes the most important thing the boys can take away from the experience is realizing the rewards of hard work and self-discipline, character traits which can lead them to a successful future.

When presented with the check, Coach Renix expressed his personal gratitude, as well as that of the Association, to The GEO Group Foundation, Inc., for enabling them to continue their work in helping boys become valuable young men.





United Way 2011

David G. Justice, Big Spring Correctional Center

Big Spring Correctional Center (BSCC) proudly presented a check to the United Way of Howard County in Big Spring, Texas to help them accomplish their annual goal of \$260,000. BSCC staff set a personal goal to raise \$10,000 for the 2011 United Way Campaign. The GEO Group Foundation, Inc., started them off with a \$500 donation. Staff organized local fundraisers such as facility bake sales, chili cook-off, dessert competition, and a spooktacular Halloween haunted house that was open to the public. BSCC surpassed its goal and contributed over \$15,500. All monies collected have been allocated by the United Way to provide financial support to 15 local non-profit

agencies: Girl Scouts, Boy Scouts, YMCA, CASA, Victim Services, Dora Roberts Rehabilitation Center, Spring of Siloam (rehabilitation), Emergency Service Chaplains Corp, Salvation Army, Red Cross, Meals on Wheels for Elderly/Homebound, Northside Community Center, Westside Community Center, Westside Day Care, and Humane Society,

(L-R) Lori Metcalfe (United Way Board Member), Sandy Stewart (United Way Executive Director), Reed Smith (Regional VP of Operations – GEO), David Justice (Senior Warden, BSCC – GEO Corrections), and Debbie Wegman (United Way Campaign Chairman)



Stocking filled with only a small portion of the coats from LCCF staff. L-R: Carolyn Heavington, Mary Garcia, Bobbie Mettenet

Warming Up Lea County

Pia Zamora & Carolyn Heavington, Lea County Correctional Facility

Every Christmas season, the United Way of Lea County collects donated coats for children whose families cannot provide one. United Way set up barrels all over town for people to place their new or used coats in. The *Coats for Kids* program is dedicated to making sure every child stays warm. Once again, Lea County Correctional Facility (LCCF) rallied together to help our community in this endeavor.

With Warden Janecka's permission, two boxes were set up in LCCF. Flyers were posted and e-mails were sent explaining the great need within our community. We needed to have the coats ready to be turned over to the United Way with enough time for them to be dry cleaned and prepared for handing out on December 10th.

The collecting lasted two weeks and the participation was overwhelming. We collected a total of four large boxes of children's coats, sweaters and hoodies. This tremendously surpassed our goal of collecting over 200 coats. There is such a wonderful feeling in helping someone meet their basic needs. Our employees have always been willing to help our community and those in need. And it will be our honor to do the same next Christmas season.

Allen gets ready for a Toys for Tots Christmas

Syble Ryder, Allen Correctional Center



Every year, the employees at Allen Correctional Center (ALC) get together to collect toys and raise money to buy new toys for *Toys for Tots*. This year, several fundraisers were held including bake sales and a pizza kit sale. ALC's offender organizations helped out too. The VETS, BBOA, Jaycees and SEA Club donated \$150 each. The grand total raised this year was \$1,631.50 which was spent in Allen Parish for toys.

Our primary goal was to provide a new toy for every needy child in the parish for Christmas. We wanted to send a message of hope. Hope, will not only make each child feel important and loved, but it can motivate them to grow into productive and responsible adults who will be our future leaders. Instead of

drawing names or buying each other gifts, employees at ALC were urged to buy a toy to donate to *Toys for Tots*.

As soon as we finished the toy drive, our "Relay for Life" team started meeting to find ways to raise money for that worthy cause. We also participated in Special Olympic events during the year. The ALC team feels very fortunate to be able to participate in so many events that touch the lives of so many people.

Toys for Tots – Staff members organizing the toys, Sitting: Lisa Prudhomme, Mary Peterson, Krystle Simon, Samantha Jefferson and Joycelyn Artis. **Standing:** Angie Grundy, Kayla Courville, Aundery Williams, Brian Soileau and Tanzy Rhines.

Symmetry Puzzles

In each of the puzzles below, put shapes in some of the empty squares. Ignoring the blank spaces, the shapes in each row and column should be palindromes.

All puzzles copyright Erich Friedman, 2010.

▲		■		
▲	▲	▲	▲	
			■	●
		●		●



Cub Scouts

Linda Quintana, Northeast New Mexico Detention Facility

The GEO Group Foundation, Inc. made a contribution of \$500 to Clayton’s Cub Scout Pack #264. From this generous donation, the scouts were able to purchase uniforms.

Pack Leaders, Northeast New Mexico Detention Facility Warden Tim Hatch and Compliance Administrator Rebecca Hatch, and Scouts Damian McCord, Jordan Podzemny, Reagan Hatch and Chance Hatch. Not pictured are Scouts Joseph Montoya, Jonathan Montoya, and Santiago Mendoza.

BBQ

Linda Quintana, Northeast New Mexico Detention Facility

The GEO Group Foundation’s \$1,000 gift was matched by the elbow grease for the Northeast New Mexico Detention Facility (NENMDF) staff. The generous donation went to buy meat for the Clayton High School Yellowjackets football team’s annual fundraiser dinner and NENMDF cook it.

On July 4th, The GEO Group Foundation contributed \$500 for the Chamber of Commerce’s free BBQ for the town. Of course, NENMDF staff was on the grill again.



Cooks L-R: Warden Tim Hatch, Training Sgt. Ronnie Steen, Physical Plant Manager Jim Mize, Armory Sgt. John Herrera, and Correctional Officer Dean Torres.



On the Streets of Bakersfield

Dan Meyer, Golden State MCCF, McFarland, CA

On a bright sunny day in December, a large yellow moving truck made its way from Golden State MCCF to the Bakersfield Rescue Mission, carrying a host of items that helped house 21 more homeless men within the community of Bakersfield, California.

It has often been said *home is where you rest your head*. For these 21 homeless men, home will have a deeper sense of the meaning this holiday season. Thanks in part to Warden Johnny Choate and his staff for donating 21 bunk beds, tables, chairs, television stands, clothes, and various other items.

The Bakersfield Rescue Mission is a non-profit organization that serves men and women of all ages. A Homeless Intervention Services center (H.I.S.) is where the journey begins for those needing food, clothing, and housing. The H.I.S. center turns no one away. References are also given for medical assistance, housing, financial aid, veteran affairs, and referral assistance for children, families, and the mentally ill.

Guests of the H.I.S. center are provided with three meals a day along with 24 hours, 7 days a week shelter from all the environmental elements. Those choosing to stay are provided with showers, clothing, laundry, beds, sheets, and pillows. Bakersfield Rescue Mission staff is currently feeding 200 people daily while providing an astounding 90,000 bed nights a year, over 165,000 meals per year, and over 36,000 articles of clothing per year.

The mission also has Christian Life Training Programs dedicated to 20-30 men and women of whom receive daily counseling, Bible study, education, job therapy, and vocational training. These men and women receive all physical necessities while being held accountable to maintain routine housekeeping chores.

The on-site education center has nine computer work stations, two audio/video learning stations, and a library. The learning center offers preparatory classes for those who wish to obtain their GED, as well as specialized reading classes with trained volunteers, for those who struggle with writing skills. The center also offers a variety of classes on computer literacy and computer skills for the workplace.

The Bakersfield Rescue Mission has been serving the homeless for almost 60 years, as it grew from its humble beginnings in the early 1950's through decades of steady expansion to become the vast campus that it is today. Two parks were also developed to provide a safe environment for outdoor events and concerts. The campus is also gated which provides a high level of safety and security for everyone on the mission grounds.

A sign at the Bakersfield Rescue Mission reads, *Where Love Is In Action*. This sentiment is even more evident when people and organizations come together by partnering and donating to help change lives.



Our Unsung Heroes

Nicole Allen, Western Region Detention Facility,
San Diego

As much as we don't want to admit it, most of us lead lives outside the job that may qualify us to be heroes in some form or another. For some they may be single parents who tirelessly raise their kids without the assistance of others. For others, they are widows that carry on despite the loss in their lives while others may simply be grandparents called to fulfill a role that was not exactly planned. Life is challenging in and of itself without taking on what may seem as additional responsibilities, however to some this is exactly what they do and this is why they are being hailed as "Our Unsung Heroes."

Both Reuben Contreras and C.B. Davis have been leading a silent crusade to make our communities a better place; one child at a time. Both men have been in fostering our nation's children who find themselves in the system for whatever reason. Combined, they have been involved in fostering for over 20 years. Reuben Contreras is the Fire and Safety Manager here at the Western Region Detention Facility. Both he and his wife Maricela hold one of the highest levels of Foster Parenting certifications in the state of California specializing in children with extreme behaviors. Since they began opening their home in 2003, they have had a total of eleven kids with the longest remaining for a full year. C.B. Davis along with his wife has been involved with children for ten years and has fostered a total of seventeen kids all together. As I spoke with both men to get an understanding as to why they do what they do, the same message rang clear: "It's about the children; nothing more, nothing less. It's simply about meeting the needs of the children."



What is the greatest joy that Foster Parenting provides?

Contreras: "I love giving kids going through a scary and traumatic time, some comfort. Most of the children don't trust very much. It is good to give them a reason to trust again."

C.B. Davis: "Seeing the happiness of the children. A stable home is a lot different from where they came. When they are in my home, they become part of the family; everyone is family. They become part of the Davis Family."

What is your fondest memory since being in the program?

Contreras: "That would definitely be the year I spent with our foster daughter Kali. The time we spent with her as a family was priceless."

C.B. Davis: "Seeing my youngest daughter (foster) Mary pray. She is a prayer warrior and prays for everyone. If she sees someone in need she always wants to help; she has a heart for everyone. She would not let me leave the driveway to come to work unless she prays for me."

What advice would you give to someone wanting to go into Foster Parenting?

Contreras: "If it is your calling, then it is your calling. If you love kids and want them to be part of your life, you should do it. Don't wait until you have everything right. If you wait around until things are perfect, you will never do it. In fact, the kids are the ones that perfect us."

C.B. Davis: "Have a lot of patience and have a heart that wants to do it. Be sure and go into it for the right reasons and be a blessing to others. Be the best parent you can be and let the kids see the love in you."

Both of these men are in the stages of adoption. To them it seemed like the natural progression. We all need family, regardless of how old we get or how far we stray. It is great that at the darkest hour, there are homes that are open and people that let their caring extend to meet the needs of others.

"Call it a clan, call it a network, call it a tribe, call it a family: Whatever you call it, whoever you are, you need one."

-- Jane Howard





GCCF donates Halloween Bags to local Schools

Berna Velasquez,
Guadalupe County Correctional Facility

On October 27, 2011 several staff members from Guadalupe County Correctional Facility (GCCF) delivered Halloween bags to local schools throughout Guadalupe County. This included Santa Rosa Elementary, Head Start, Pre-Kindergarten, Vaughn, and Anton Chico Schools. The Halloween bags consisted of pencils, glow sticks, wrist bands, and an apple. GCCF staff assembled and delivered 480 bags.

Santa Rosa first grade class with their Halloween bags.

Pumpkin Contest

Berna Velasquez, Guadalupe
County Correctional Facility



On October 26, 2011, Guadalupe County Correctional Facility held its 1st Annual Pumpkin Contest. The contest consisted of 11 pumpkins judged by Warden Erasmo Bravo, Associate Warden Chris Strickland and NMCD Contract Monitor Gloria Chavez. The pumpkins were judged based on creativity, props and carving. Food Service Supervisor William Warren carved GEO upside down on the back of the pumpkin which reflected right side up when it was lit. First place winner was the Food Service Department who won dinner at a local restaurant. Second place winners were STIU, and Mental Health & Therapeutic Community who won a pizza party. Third place winners were classification, maintenance, medical and education who won ice cream floats.

Jewel of the East says *Thank You*

Amy Gillus, Rivers Correctional Institution

The Annual Christmas Parade featured over 80 entrants. The parade, sponsored by the Ahoskie Chamber of Commerce, rolled through downtown on December 10, 2011, as a crowd of Hertford County Citizens and nearby towns shared in the holiday spirit. Onlookers thronged the route along main street to catch a glimpse of the floats, bands, marchers, dancers and an appearance from jolly old St. Nick. As a tradition, Santa Claus has always brought up the rear of the parade.

A competition starts with the rivalries of the best float. Because of the hard work and dedication from the Rivers Correctional Institution float committee and maintenance department, Rivers' regained first place in the overall competition with this year's theme "Merry Winter Wish" featuring Thomas The Train. The first place prize money was donated to the Hertford County Sheriff's Toys for Children program.



"Merry Winter Wish" with Glenn Smith (conductor)

Donating to Children's Hospital

Rachel Lonero, Aurora ICE Detention Center



The female detainees at Aurora ICE Detention Center have worked very hard to make wonderful blankets, sweaters, hats and booties for the Children's Hospital Colorado. The women crocheted, knitted and sewed beautiful and detailed items on their own time and in class for the donation.

We offer classes for women to learn and improve their skills. We are very fortunate to have a wonderful and dedicated volunteer, Mrs. Adrienne Johnson, come in once a week to assist with teaching these classes.

The women are very proud with the work they are completing and truly enjoy making items to donate to children in need at the hospital. In October, we donated eight boxes of blankets, sweaters, dresses, hats, and booties. We also made sets of items for children of varying ages for the Christmas season and took the donations to the hospital in December.

Mrs. Johnson and Rachel Lonero with handmade donations for Children's Hospital.

Paying It Forward

Allison James-Casanova, Queens Private Detention Facility

In November, Queens Private Detention Facility (QPDF) gave Thanksgiving turkeys to all of its staff members to kick off the holiday season. Several employees decided to join Warden Zerillo and his administrative staff by donating their turkeys to a local charity. After an extensive search to find the best use of our donations, a soup kitchen was found within a mile of the facility. When the Bethel Gospel Soup Kitchen received the message that the facility wanted to donate turkeys for the holiday meal, they expressed surprise and gratitude. Soup Kitchen Coordinator, Currin Wilson, called to arrange delivery stating that, "This year, our donations have really gone down and we didn't have any turkey to serve for Thanksgiving dinner, you have saved our Thanksgiving." She went on to explain, "The soup kitchen serves approximately 350 people on each of the two days they are open each week. Recently, this has become a real challenge because donations are on a steady decline, while the need still continues to rise. Thank God you found us! We thought we fell off the radar." Luckily, they were still on a food bank listing.

On November 22, the QPDF donated numerous turkeys to the Bethel Gospel Soup Kitchen. Hearing Ms. Wilson talk about their struggle to feed hungry families in the community, has led the QPDF staff to *adopt* the Bethel Gospel charity as an ongoing, year round effort.

QPDF has organized their first, of what will be a monthly, canned food drive to assist the soup kitchen in filling in the gaps and filling up those empty plates.





L-R: Angela Santiago, Maria Barsalo, Millie Vargas, Yavon Hudgins, and Lisa Clark.

The Leukemia & Lymphoma Society's Light The Night Walk

Abraham Cohen, Corporate

Each year in communities all across the United States and Canada, teams of families, friends, co-workers and local and national corporations come together to raise funds for The Leukemia & Lymphoma Society's (LLS's) Light The Night Walk events and bring help and hope to people battling blood cancers.

With a collaborative effort between PACE, The GEO Group Foundation, and Corporate and Regional office employees, GEO raised more than \$16,000 for The Leukemia and Lymphoma Society's "Light the Night Walk". Over thirty GEO employees across the United States invited their families and friends to walk for the cause, and hundreds of others contributed financially.

John J. Bulfin, Senior Vice President, General Counsel and Corporate Secretary of the GEO Group also serves as a Board of Trustee member of the Palm Beach Area Chapter of the Leukemia & Lymphoma Society. Mr. Bulfin said, "It is satisfying to know that we are a part of a company that believes in supporting the greater good and donates time, effort and money to charities such as the Leukemia and Lymphoma Society's Light the Night Walk."

PACE organized two successful fundraising events along with selling candy bars to raise money prior to the walk. They hosted a breakfast at GEO's Corporate office which was an all you-can-eat breakfast for five dollars. PACE also organized a bowling night which was a huge success in raising money for the cause. On January 31, 2012, The GEO Group was recognized by Leukemia & Lymphoma Society with an award for its charitable and fundraising efforts.

Pictured right: GEO Employees family and friends participating.





A Traumatic Revenge

Sandra Harding, Kutama Sinthumule Correctional Centre

There is life beyond imprisonment. Five simple words. Words that have proven to be true by more than one offender who had spent time in Kutama Sinthumule Correctional Centre (KSCC) and who had made it in civilian life due to the opportunities given to him in the facility.

Although the day belonged to the achievement of one specific offender, Tshifhiwa Given Mukwevho, and the launching of his book *A Traumatic Revenge*, which took place at the facility on

17 November 2011, a number of other ex-offenders need to be mentioned.

What makes their achievements more noteworthy is the fact that some of them are now involved in youth development, crime prevention and others are being utilized by non-governmental organizations as motivational speakers. Some have been accepted as partners in business ventures and others have become teachers and successful freelance journalists.

In his welcoming speech the Prison Director, Mr. Lazarus Ncongwane, said that regardless of the length of a sentence, almost every offender will go home one day and when the time for parole came, as it did for Given Mukwevho, he could have done one of two things – he could have gone back to crime or do something positive with his life. He chose the latter.

Mr. Ncongwane said, “Staff at the correctional facility believe people can change and the facility wanted to change the negative impression among South Africans that ‘once an offender, always an offender.’ It’s vital to replace this impression with a message that says a correctional centre is a place of new beginnings, a place that changes a person from being an offender to becoming a law abiding citizen.”

According to Mr. Ncongwane, Given’s story will serve as an inspiration to the entire correctional center’s population not only in KSCC but will inspire other offenders in other facilities. This is a story which will give hope to everyone.

In his address, the Managing Director of Kensani Correctional Management (KCM), Mr. Indiran Pillay, said it was indeed commendable that in an environment such as a correctional centre, where hope, perseverance and dedication are values not commonly encountered, attendees found themselves celebrating the debut literary work of Mr. Tshifhiwa Given Mukwevho. The book is a collection of short stories that relate to life in prison, social issues and the very topical relationships with foreign nationals.

He too indicated that he believed that the book would serve as an inspiration to many as to what can be achieved by hard work and dedication and will also serve as an indication of how one can express himself via the written word. He said in an age where education and literacy is increasingly being seen as the backbone for growth and development, Mr. Mukwevho’s achievement showcases the Rehabilitation, Education and Guidance programs at Kutama Sinthumule Correctional Centre. Mr. Mukwevho arrived at the facility having reached Standard 5 only, and with dedication and hard work he excelled to such an extent that he published a book.

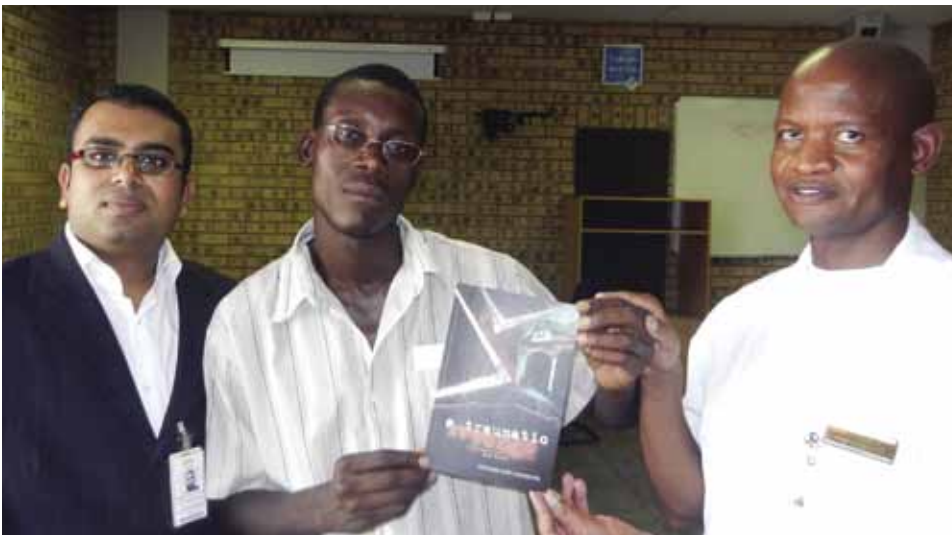
The function was attended by amongst others the publisher of the book, a contingent from the Department of Correctional Services, Program staff members, Pod representatives in the facility, members from the Reading Club in the facility and representatives from the Pan South African Language Board.

Given aims to target youthful people with his educational stories. Both companies involved in the rehabilitation of this ex-offender, KCM and South African Custodial Management, committed to buy sixty books in total to donate to surrounding schools and to the offender population at KSCC.

Contrary to a frequent bitter experience in prison, this ex-offender demonstrated his respect and thankfulness to the authorities and people influencing him during his term of incarceration. He specifically acknowledged the management and staff at KSCC and also thanked the various prisons he was incarcerated in.

Since his release, Given Mukwevho has been utilizing his writing skills to the maximum and he is also a freelance reporter for a local newspaper.

L-R: Mr. Indiran Pillay, MD of KCM, Given Mukwevho, the author of the book and Mr. Lazarus Ncongwane, Prison Director of KSCC





2011 Golf Day Funds Go A Long Way

Sandra Harding, Kutama Sinthumule Correctional Centre

Having experienced water interruptions not only in town but also at the Kutama Sinthumule Correctional Centre for the past three years, the facility could identify with the plight of residents of the Laat Lente and Hersakker homes for senior citizens in Louis Trichardt where residents go without water for days.

An amount of R20,000 from the proceeds of the annual sponsored Golf Day was donated towards a fund established by the local Rotary Club with the support of charity organizations Round Table Zoutpansberg 66 and Ladies Circle 4 to install a complete water supply system for the elderly at Laat Lente and Hersakker. It is envisaged that the system will be up and running towards the end of 2011.

On 9 November 2011 two schools that provide education to disabled learners became recipients of much needed electrical appliances, school uniforms and toiletries.

The first of the schools, Carmel at Madombidzha received a stove, fridge, plasma TV and a DVD player while the learners at the Tshilwavirusiku Razwimisani Special School received school uniforms, shoes and toiletries.

Special schools by their nature are schools specifically established to educate those with special needs. The schools provide special learning needs and assistance for learners experiencing learning and communication challenges, emotional and behavioral disorders, physical disabilities, developmental disorders and intellectual impairment.

The unfortunate part is that most of the special schools experience various challenges which negatively affect learning

and teaching. These challenges include amongst others lack of qualified educators, professionals, and support staff as well as inappropriate facilities. As a result, greater coordination and collaboration with other departments, business people and Non-Governmental Organizations is necessary in order to create favourable and suitable conditions for learning and teaching at special schools.

At the Tshilwavirusiku Razwimisani Special School, Grade 1 to 3 learners attend classes in a make shift car port, with only a roof as a shelter. In addition to that, the school has two classrooms and a hall which has to serve 176 learners who are intellectually impaired mainly due to brain disorders and autism.

As is the case with the residents of Laat Lente and Hersakker, water is a scarce commodity at both the schools. The schools do not have the vital equipment such as wheel chairs, sufficient ablution facilities, tools and classrooms. The Carmel School is also in dire need of a vehicle as the learners are currently depending on not too reliable or safe taxi services.

Unfortunately though, the Golf Day fund is not unrestricted and was stretched to the limit with the contributions towards the project for the elderly and the two schools. Both the schools will however be assisted as far as possible as part of the facility's outreach program.

On departing the schools, the words of Khalil Gibran, *'It is well to give when asked, but it is better to give unasked, through understanding,'* involuntarily entered my thoughts.



Santa leading the way.

Santa Comes On A Bike

Sidd Mehta, Junee Correctional Centre

Junee Correctional Centre showed its support again this year by helping out at the Wagga Wagga Toy Run. The Toy Run is a joint initiative undertaken by a Committee of representatives from Wagga Wagga Branches of The Ulysses Club, Harley Owners Group and Redback Riders. Toll and GEO are the major sponsors involved in this annual event that has been running for some twenty years. The Committee's aim is to collect and purchase toys for distribution at Christmas for the underprivileged children of all ages in Wagga Wagga and District. The event is open to all licensed motorcyclists riding registered and insured motorcycles. This year saw 201 bike enthusiasts participating in the 81km ride through the district of Wagga Wagga. Toys to the value of some \$20,000 were donated this year to The Salvation Army and St. Vincent de Paul. Fundraising on the day raised by raffles and auction of timber toys made by centre inmates totaled \$2,500. Junee Correctional Centre staff contributed to the days success and also donated towards this worthy cause.



Junee's Finance and Administration Manager Sidd Mehta and Maintenance Manager Stuart Finch present a cheque.

Journey to Reduce Recidivism

Josh White & Tammi Levine,
Arthur Gorrie Correctional Centre

The week-long Kairos course held from 31 October to 4 November at Arthur Gorrie Correctional Centre (AGCC) has been labeled the best ever by centre staff and Kairos team members. Kairos is a local community-based Christian ministry that serves and supports incarcerated offenders, their families, and friends.

Through hands-on activities, group singing, prayer, and workshops, the Kairos program at AGCC encourages offenders to recognize and choose to live new lives. This forms an integral part of the centre's rehabilitation initiatives. Participants in the program are supported by Kairos mentors during their incarceration and throughout their transition into the community upon their release from custody.

Right from the start of the course, participants were made to feel welcomed and respected by the Kairos team, no matter the nature of their crimes or their backgrounds.

"This caring environment allowed the offenders to open up, engage in positive character-building activities and strengthen their faith, whilst also finding new mentors in the Kairos team and with other participants," AGCC General Manager Greg Howden said. "Rehabilitating offenders is often more a task of facilitating self-initiated change than 'repairing' an individual through direct action. This approach is used in many of GEO's programs as a way to bring about lasting and meaningful change in the behaviour and attitude of offenders."

After an exciting and energising week, the Kairos program finished with a community celebration on Friday 4 November. State Member for Ipswich West Wayne Wendt was among the guests who joined offenders' families and Kairos team members for the final day of the program.

Mr. Wendt said, "I was pleasantly surprised to see the very obvious positive impact that the program had on its participants. I'm looking forward to seeing the results of this and other rehabilitation programs at the centre, especially recidivism data. This work is not only benefitting the offenders, but also the wider community and the Queensland economy."

With the week-long course concluded, the Kairos journey program has begun at AGCC. Kairos team leader Bob Joyce said, "The participating offenders would be supported through their journey of change by fortnightly visits from Kairos mentors. This process ensures the support and acceptance during the main week of celebrations remains in the hearts of the men, giving them the strength to change for the better. We look forward to hearing more success stories from this group and hopefully they will leave our care, never to return."



Members of the community show their support

Junee Takes Part in Mentors 4 Youth Program

Haley Robertson, Junee Correctional Centre



TAFE NSW Riverina Institute Junee Campus Teacher Ricky Whybro in discussions with one of the students.

Staff at the Junee Correctional Centre have taken on a role of a different kind. In partnership with the Junee High School and the Australian Youth Mentoring Network, Junee Correctional Staff have been working with students who are at risk of becoming disengaged with education and in need of career based guidance by taking part in the Mentors 4 Youth Program.

Supported by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR), the program aims to achieve significant outcomes for mentoring in Australia. The Australian Government sees mentoring as a vital tool to help young people stay engaged in education. Formed in 2005, the partnership recognized what a substantial contribution mentoring makes in assisting young and vulnerable students reach their full potential. It is an individual program where mentors are aligned with students and meet on a regular basis to assist them in activities such as resume writing, organizing work experience, looking at subject selection for senior years, and researching post school options.

Centre Staff met with the students over a ten week period. The program was deemed a great success and gave the students someone other than a parent or teacher to talk to. Many of the students gained self confidence and developed vital communication skills. The highschool careers advisor, Elaine Bunyan, gave her sincere thanks to GEO staff involved in the program. She also spoke of one particular student who since completing the program can now initiate and hold a conversation with peers and teachers alike. He is now proactively seeking

work experience and considering gaining part time employment. Other students have developed telephone skills and problem solving strategies. All have had the opportunity to think about and plan their future.

On completion of the program, a BBQ lunch was provided by GEO and was enjoyed by all. Thanks to the Junee staff, involved as mentors in the program, for their efforts and commitment in achieving this successful initiative. Centre management recognised this initiative as extremely worthwhile due to its close alignment with GEO's philosophy of building better lives and as an opportunity to make a difference in the community.

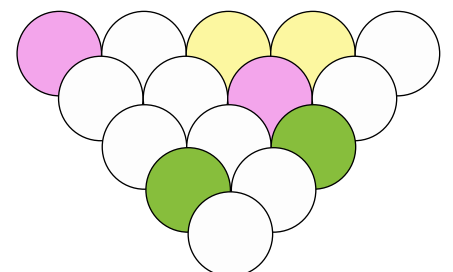


Centre Rosters Officer Sharni Carberry, CSNSW Alan Butler, Junee's Contract Compliance Manager Craig Footman and TAFE NSW Riverina Institute Junee Campus Teacher Ricky Whybro cooking lunch for the students.

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.



SFSH is Striving to Become the Best Psychiatric Hospital in the Country

Sarah Spiro, South Florida State Hospital

At South Florida State Hospital (SFSH) our vision statement is *To be the best psychiatric hospital in the country as demonstrated by performance results that represent the best in class.* In order to demonstrate our performance as best in class, staff worked hard and strived to do all they could to help person's served in all ways possible. Donna Linette, MSN, NE-BC our Chief Nursing Officer, and Susan Francis, RN, PhD, LHRM our Risk Manager, have surpassed expectations in their role at SFSH and have demonstrated best in class performance to the next level. In November 2011, they jointly published an article in the Journal of Psychosocial Nursing and Ms. Linette has had an article published in the International Journal for Human Caring.

Part of their article, *Climate Control: Creating a Multifaceted Approach to Decreasing Aggressive and Assaultive Behaviors in an Inpatient Setting* (Linette & Francis, 2011), addresses reducing aggressive and assaultive behaviors at SFSH. The article follows the process SFSH took to investigate the problem, implement a program, and evaluate the results of their rising aggressive and assaultive behaviors. Over the course of three years, SFSH has been able to reduce aggressive and assaultive behaviors. Thanks to the success of their program, we will be applying the same theories to target and decrease self injurious behaviors and property damage caused by persons served throughout the hospital in the upcoming year.

Choosing a single particular model of nursing care is a daunting task on its own, but when compounded with implementing it to a large hospital setting, it can quickly turn into a whole new beast. After much research and consideration SFSH's Chief Nursing Officer, Donna Linette, felt that the Nursing as Caring Model was the most appropriate. Choosing to Make Caring Explicit in a Mental Health Facility (Linette, 2011), follows the implantation and success of this particular model at SFSH.



Susan Francis and Donna Linette

While tracking the execution of the new model, Ms. Linette recognized the need for an institutional review board at GEO Care and became instrumental in the creation of one for the organization. Once the Nursing as Caring model was put into practice and was successful, the creators of the model invited Ms. Linette to speak at a conference about the model being used in a psychiatric setting.

It is an achievement and an honor to be published in an academic journal. SFSH is proud to have Ms. Linette and Dr. Francis working with us to help us become the best psychiatric hospital in the country as demonstrated by performance results that represent the best in class.

Linette, D. (2011). Choosing to Make Caring Explicit in a Mental Health Facility. International Journal for Human Caring, 15 (2), 8-13.

Linette, D., & Francis, S. (2011). Climate Control: Creating a Multifaceted Approach to Decreasing Aggressive and Assaultive Behaviors in an Inpatient Setting. Journal of Psychosocial Nursing, 49, 1-6.

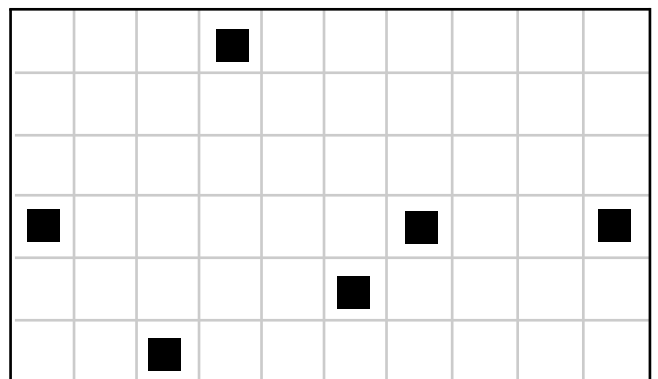
Multi-Balance Puzzles

Put the digits 1-n, each used exactly once, into the grid so that:

- 1) no row or column contains exactly one digit,
- 2) every row or column that contains 2 or more digits contains exactly one fulcrum,
- 3) each fulcrum is used horizontally or vertically, but not both, and
- 4) each fulcrum is located where those weights would balance, with equal torques on both sides.

Digits 1-8

All puzzles copyright Erich Friedman, 2010.



SFETC Dog Squad: Mission Of Mercy

Clint Rogers, South Florida Evaluation And Treatment Center



Rango



Gloria Brownstein, Nurse Educator, adopted a dog that was found outside our facility door. She named her Destiny. Now Destiny spends her afternoons at a dog park in Fort Lauderdale and travels to Chicago in the main cabin of the airplane, of course!

Unfortunately, stray dogs are always running around the streets of Florida City after being dumped and discarded by those who were once trusted to love and care for them. Here at the South Florida Evaluation and Treatment Center (SFETC), staff are always willing to assist all dogs that venture our way.

One day on my way to work, I saw two stray dogs running together near the grounds of the facility, but they were too far away to engage. The next day, the same two dogs were again together and appeared out of the bushes of the Everglades. I decided to call these two lost souls, *Batman and Robin*. As I was leaving work that day, in the steaming Florida heat, I attempted to rescue the dogs. I was only able to rescue a little Sheppard puppy mix. When I tried to grab the little white



Mary Doyle found two dogs walking in the middle of main street in Florida City. Dr. Potash named them, Marsha and Lilly. Dr. Potash and her family immediately found a home together. A few days later, a dog was abandoned outside a convenience store and the Potash family adopted him and named him Benny.

terrier, she ran away, obviously, she had lost all trust in humans. This was a heartbreaking moment; this little creature had lost its only companion and disappeared into the reeds of the Everglades. Alone and in total despair, the nights would be lonely and full of fear for her safety. That night I could not think of anything but the image of this dog sleeping out in the heavy summer rains, hungry, thirsty and with little hope of survival. I thought, did I do wrong in taking her only source of comfort? But the rescue mission was not over. I was determined to get this dog a safe home.

Four days later, early in the morning, before our corporate contract review, Judy Dowdie, Performance Improvement Program Administrator arrived at our facility; she saw that Mary Doyle, Facility Attorney, Margaret Denson,

Executive Administrative Assistant, and I were walking around the parking lot. We were making our best effort to retrieve the little white dog. She was thirsty, hot, and weakened by her experience in the wild.

Every effort was initially unsuccessful, but when we began to put out food and water, she slowly and cautiously moved towards the tasteful treats. She still would not come close to any one of us. She was showing signs of increasing weakness and exhaustion. One day early in the morning, she was standing close to the front entrance, even though I was expecting the same response I had become accustomed to, in that she would run. However, on this day, I knelt down, and she slowly moved towards me and came to rest on my lap. I immediately beckoned someone to get a box to put her in, and she was in safe hands.



Bella

It was a team effort, driven by compassion for the love of animals that were left stranded in a very hostile and dangerous environment. When we were finally able to get her safe, we noticed that her front teeth had been kicked out of her mouth most likely as a result of abuse. Luckily, she is now living in the Florida Keys. The day after her rescue, she was professionally groomed (donated by a local dog lover); and she was examined by a vet. She found a permanent loving home and the new owners named her Bella; I adopted Bella's companion, and named him Rango. Now Rango lives in the Keys as well, he loves to sit and snuggle on the furniture with my wife. Two lost souls were saved! If not for the love and compassion of the staff at SFETC, they would surely be dead by now.

People who work for GEO Care are not only dedicated to improving the lives of the mentally ill, but want to improve the lives of these sweet souls that just give their unconditional love.

Christmas Tree Donation Program

Adam Connolly, Harrisburg Programs, NRD/NRT Programs



Christmas was fast approaching and I had noticed many of our needier families had not decorated for the holidays. When I spoke with a few of the families, they informed me they had little or nothing to decorate with. Unfortunately, a \$40 tree was out of the question. The more I thought about this, the more it bothered me. What could we do to give these families a better Christmas? Then, I had an epiphany! We could donate Christmas trees along with decorations. The next morning, I went to my supervisor with the *pitch*. He loved the idea. We began planning the birth of The Christmas Tree Donation Program. Five families are selected from our program and we provide them a full size tree as well as a multitude of decorations for the tree and their home. Some donations come from the local community, but most of the donations come from staff members' families and friends.

The day before the delivery date, five piles are given to each volunteer and we divide all of the donations. Each selected family received the following: one to three boxes of Christmas tree decorations, a tree stand, one to two boxes of Christmas trim for the house, a tree skirt, a tree topper, three sets of lights, and of course the Christmas tree. We recently found a tree farm that donates three to five trees a year for the cause.

When the delivery day comes, all of the staff head out into the cold with their hand saws, gloves, and two vans full of trees. The recipients were thrilled when we pulled up with their boxes of decorations, trim, and lights. But they were even more amazed when we gave them their tree. One of the best parts of the program is going back a couple days later to see the decorated trees and all of the donated items around the houses. From the kindness of people's hearts the donations are given, and it's great to see people receive them who are truly appreciative.

We have had three successful years with this program, and I can't wait until next year to do it all over again.

Letter Order Puzzles

Find an English word that contains these letters in this order. It more than likely will have more than one solution, but there is at least one common solution.

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1. O S O E G

Southwood Receives an Honorable Mention

Kim Pinkston, Southwood Interventions



The Shrine – Located on the northwest corner of the building; this flowered shrine welcomes visitors to the building.

After years of hard work, sweat, dirt, and water, the Southwood Facility has earned an Honorable Mention in the 2011 Mayor's Landscape Awards Program. This program focuses on community commitment in helping to keep Chicago beautiful. For the past five years, the Special Therapies Department and Environmental Services at Southwood have worked with GreenCorps Chicago on beautifying the grounds with weed control, trimming trees and bushes, and planting flowers. Each year, a group of clients are selected to assist with grounds clean-up and planting. Every year, the grounds look better than the last. This year the Department of Environment for the City of Chicago has recognized all the hard work to keep this south side of Chicago community alive and green. Congratulations Southwood!



Welcome - This flower bed accents the walkway to the main entrance.



L-R: Chaplain Bob Hiniker, Deacon Walter Brady, Maureen and Bill Camastro - Catholic faith, Native American Medicine Man Tony (Stonehawk) Wright, FCCC Facility Chaplain Rick Sloan, Christian Services Volunteer Bob Furman, Christ the Church Pastor Alecia Thomas with Elder John Lee

Community Volunteer Chaplains Enhance Diversity at FCCC

Reverend Rick Sloan, Florida Civil Commitment Center

Sunday October 9th, 2011 was a special day at the Florida Civil Commitment Center (FCCC). Facility Chaplain, Reverend Rick Sloan, and the administration of FCCC set aside this day to honor the 30 volunteers that gave their time and talent throughout the year to minister to the diversity of religions amongst residents. The religions include: Protestant, Catholic, Native American, Jehovah Witness, Jewish, Muslim, Wiccan, Druid, Odinist, Yoga Meditation and Zen Buddhist.

The dedication level of the volunteers at FCCC is very strong as they are scattered all over South Florida from Miami to Ft. Myers and up to St. Petersburg. On this special Sunday, the various residents that have been positively impacted by the volunteer service were given the opportunity to share what the volunteer ministry has meant to them.

Each volunteer in attendance was presented with a beautiful certificate of appreciation from FCCC and invited to speak during the service. "The dedicated volunteers in our Spiritual Care Department allow residents to practice their religion

from their own faith perspective. These volunteer chaplains strengthen the Good Lives Model at FCCC for men who have sexually offended," commented Facility Administrator Tim Budz.

"The appreciation function allowed the volunteers to meet some of the other volunteers and get to know them and establish an initial relationship with them. It also provided an opportunity for individual residents to express what the volunteers mean to them. In addition, it allowed the volunteers to mingle with the residents both before and after the formal program which I believe was very meaningful to both the volunteers and the residents. It was much more than I expected and I give praise to God, you and the residents of FCCC. Thank you [Reverend Sloan] for making this such a pleasant experience." Catholic Chaplain, Bob Hiniker

Chaplain Sloan would like to thank the administration of FCCC and the "spirit of teamwork" it took by all to make this event a great success.



Donations

Florida Civil Commitment Center

The staff of Florida Civil Commitment Center have donated food and toys to Faith Mission of DeSoto County over the Holiday Season. GEO Staff are grateful for the jobs they hold in DeSoto County and have personally donated these items to make Christmas more enjoyable for needy DeSoto County families.

L-R: FCCC Facility Administrator Tim Budz, FCCC Secretary Debbie Bennett, Faith Mission Volunteer Marty Dow and FCCC Secretary Kelly Bean deliver the donated gifts from FCCC Staff to Faith Mission.

Reaching out to Homeless Veterans

Marsha Clayman (NAMI-SC)
& Barbara Kurts,
Columbia Regional Care Center

GEO Care of Columbia, SC and National Alliance on Mental Illness-SC (NAMI) recently joined with the Veterans Administration to purchase and distribute hand/body and foot warmers to over 340 homeless during an event, *Reaching out to Homeless Veterans*. Of the 340 homeless served during the four hour event, 160 were confirmed veterans.



Steve Adwell, Marsha Clayman & James Chance.

The objective for this event was to pool together resources available for the homeless to access their information and services at a convenient location with the utmost goal to create a plan and desire for them to re-enter mainstream society. The 2011 Columbia Stand-Down was held on Friday, November 4th at the newly opened Transitions (Housing & Day Center for homeless) in downtown Columbia, SC and included 56 vendors who provided a variety of information, services, and necessary personal items such as sleeping bags, clothes, toiletry kits, etc.

Far too many veterans are homeless in America – between 130,000 and 200,000 on any given night – representing one fourth and one-fifth of all homeless people. Three times that

many veterans are struggling with excessive rent burdens and thus are at increased risk of homelessness. (*VAMedicalCenter.org*)

Staggering Facts: 23% of homeless population are veterans - 3% of this group are females. (*National Coalition for the Homeless -factsheet*)

Conservatively, one out of every three homeless men who is sleeping in a doorway, alley or box in our country has put on a uniform and served this country. GEO Care staff were privileged to be part of the group serving these homeless veterans.

Be Brave, Donate Blood Give Back To Your Community

Juan Cruz, Mid Valley House

In early September 2011, our facility job developer Armando Garcia approached the staff about having a blood drive for our community/county. He contacted United Blood Services, and a representative from that organization came to the facility; it was decided that we needed to have the minimum of fifteen staff members willing to donate a pint of blood. Within three days we had volunteers signed up which included the following: Armando Garcia, Claudia Hernandez, Ciro Hernandez, Juan Cruz, Marko Trevino, Alfredo Arce, Reymundo Campos, Carmen Arias, Rosa Vasquez, Santos Medrano, Julissa Cantu, Dionicio Alvarado, Janie Tamez, Arrazel Rodriguez, and Maria Longoria.



Mid Valley House employee volunteers!

We learned from the blood services that for every pint of blood that was donated, two lives would be saved. Everyone here at Mid Valley/GEO is a great team! Together we made a difference in our community/county. We will continue moving forward together and united!

Community Service Projects at Abraxas Academy Spread Holiday Merriment

Bill Powers, Abraxas Academy



Residents proud to give back to their community.

Throughout the holiday season, residents at the Abraxas Academy in Morgantown, PA demonstrated social responsibility by finding ways to give back to their local communities. Residents and employees participated in the wrapping and donation of hundreds of children's books throughout Pennsylvania. Organizations receiving donations included the Eliza Shirley Shelter for Women & Children, Family House N.O.W., Canton Village and the Berks County Intermediate Unit. Almost 1,000 books were wrapped!

At the conclusion of wrapping the holiday gifts, residents recognized the amount of loss in their local communities and decided they were not done yet! They then dedicated an entire weekend to writing an array of letters containing hope and cheer to a local nursing home as well as to soldiers in the U.S. Military who are overseas during this holiday season. Writing words of encouragement to troops overseas has become our holiday tradition. 2011 marks the third year in a row our residents have elected to express their gratitude to troops overseas.

FCCC Sponsors Arcadia Christmas Parade!

Cathee G. Ford, Florida Civil Commitment Center

The children of Arcadia were filled with excitement and anticipation on the night of December 3rd as the Annual Arcadia Christmas Parade was about to begin.

Newly elected DeSoto County Chamber of Commerce President and FCCC Administrator Tim Budz led the parade in a Blue Mustang Convertible followed by emergency vehicles, over 40 lighted floats and marching units. More than 2,000 local residents lined the mile long parade route that wound through the streets of Arcadia past Christmas Card Lane.

The parade ended at the Chamber of Commerce where Santa Claus distributed presents to all children. "It is a great honor to lead the Arcadia Christmas Parade," commented Tim Budz. "The Gold Sponsorship donation by GEO to the Chamber of Commerce makes this parade possible. It is the highlight of the entire year for our kids (and Adults)!"

This year was extra special as FCCC's new Psychiatrist, Marita Coetzee, MD, was the GEO staff member selected by the Chamber to judge the parade floats. Dr. Coetzee recently relocated to Arcadia. "I love being part of the GEO staff and living in such a nice small community. It was great fun to participate in the parade up close and be part of the excitement."



Parade Judges- L-R: DeSoto County Chamber of Commerce Vice President Jan Schmitz, Executive Director Debby Snyder, Volunteer Karla Sergeant and FCCC Psychiatrist Marita Coetzee, MD prepare to begin judging floats in the Arcadia Christmas Parade.



Girls Give Handmade Hugs to Kids in Need

Jeanne Godlesky & Dave Fitch, Abraxas I

In keeping with the goals of Balanced and Restorative Justice, Abraxas I (AI) in Marienville, PA offers residents a wide variety of local community service opportunities. However, finding ways for youth to give back to their home communities while residing at AI has always been quite challenging. But that changed when they learned about *Project Linus*.

Project Linus is a nationwide, non-profit organization which collects and distributes blankets to children who are ill, traumatized or otherwise in need. The charity is named after the Charlie Brown character Linus, who was created by Charles Schultz. Linus knew the secret of a security blanket and so does this project. The local Project Linus representative, Tonia Getch, visited Abraxas I, met with our girls, discussed the project and shared some very touching stories via video of children who have been recipients of the blankets.

Only handmade blankets are accepted. Their 20 chapters across Pennsylvania, and close to 400 nationwide, give blankets to neonatal units, hospital nurseries, children who have experienced trauma such as a home burning, women

and children's shelters and even to state police who carry the blankets in their cruisers.

Project Linus is a perfect match for our girls in the Intensive Drug and Alcohol Treatment Program as many of them can relate their past experiences and develop empathy for others through this project. The girls select the materials, hand make the blankets and send them when possible, to a chapter of Project Linus in their county of origin. Project Linus then distributes these blankets, so children in need can receive a handmade hug and remain *covered in love*.

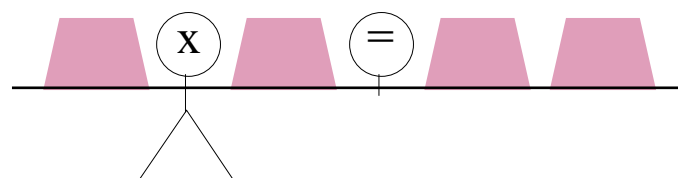
The girls Intensive Drug & Alcohol Program is new to Abraxas I this year. A program goal was to develop a drug and alcohol program for adolescent females that would mirror the existing male program with the exception of gender specific curricula and opportunities. This initial milestone was accomplished in August when the facility opened Redwood Dorm, an eight bed female unit. With exceptional programming and continued support, the need for additional beds soon became apparent. In October, the female program transferred to Mohican Dorm, and the capacity increased to 32.

As a whole, Abraxas I youth has completed 6,500 hours of community service this year. Partnerships include: the Pennsylvania Fish Commission, local churches, the Venango County Training and Development Center and various college/high school speaking engagements.

Weight Equation Puzzles

Put a digit in each box so that the equation is true. The boxes should also balance, where each digit represents the weight of that box. Each puzzle has a unique solution.

All puzzles copyright Erich Friedman, 2009.



Lending a Hand

Tara Connolly, York County Juvenile Drug Court Programs

This year, the clients in Fast Track and the Juvenile Drug Court Programs have been busy helping others. On several occasions, the clients (accompanied by Dennis McCommons) volunteered at the York County Food Bank. They assisted with assembling *senior boxes*. This is a program designed to ensure the elderly population in York County receive food on a weekly basis. Our clients were happy to assist with basic maintenance and clean up at the food bank as well.

Fast Track clients participated in different events with Habitat for Humanity this year. After attending a mandatory construction orientation, they were ready to assist with a build or demolition. On one occasion, they assisted with organizing the Habitat warehouse. In October, the clients assisted with a build in York City. This was an opportunity for them to learn construction skills that they never knew they had!

Not only are our clients interested in helping people, they enjoy helping animals as well. Several clients recently volunteered at the Helen O. Krause Animal Foundation. This facility is a non-profit, no-kill shelter that provides housing and medical care for stray, abandoned, or abused dogs and cats.

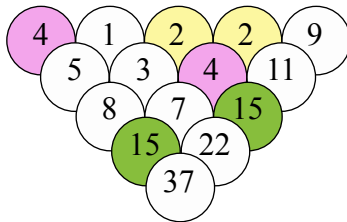
Last season, the Fast Track clients spread holiday cheer throughout York City. Clients, therapists, and Juvenile Probation Officers took time out of their weekend to *Hang the Greens* along the main streets of York City. When the job was complete, many lampposts were decorated with ribbons and fresh greens.

Our clients continue to be in the spirit of giving. Several times throughout the year, they volunteer at York Rescue Mission. They assist with cleaning dishes; serving dessert, dinner, and post dinner clean up. The Fast Track clients volunteered again right before Christmas. They look forward to interacting with York residents and making someone who is less fortunate feel valuable. The staff at our programs continue to be proud of our clients and their decision to be selfless and give back to their community.



Client helps with Habitat for Humanity.

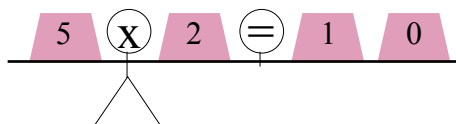
Puzzle Solutions:



6	■	5	-	5	+	6	7	=	1	2	1	+	■	6
■	9	5	-	5	+	■	7	=	1	■	1	+	8	6
6	9	5	-	5	■	6	7	=	1	2	■	■	■	8

7		■		3		2
■				■		■
5			■	1		6
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snowshoeing



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NAMI bike participants waiting for the ribbon to be cut.

NAMI Bikes Florida Tour

Gwen Henry, South Florida State Hospital

The NAMI Bikes Florida Tour is a joint effort of NAMI and NAMI Florida. NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. Founded in 1979, NAMI provides support, education and empowerment for more than 500,000 members and supporter. NAMI advocates for access to services, treatment, support and research. It is steadfast in its commitment to raising awareness and building a community of hope for all of those in need.

South Florida State Hospital, GEO Care Corporate staff members and local community cyclist clubs participated in

the first NAMI Bikes Tour in Florida, October 2011. NAMI Bikes is a multiple distance bicycle ride for people who want to make a difference in the lives of those living with mental illness. The event was held at the Vista View Park in Davie, Florida. This event hosted individuals and teams from all over the state, integrating the passion and support of the mental health community.

GEO Care and The GEO Group Foundation were identified as the top sponsors of the NAMI Bikes Tour. South Florida State Hospital looks forward to next year's NAMI Bikes Tour in hopes of exceeding this year's participation in order to help individuals and families affected by mental illness.



RIVERBEND CORRECTIONAL FACILITY

MILLEDGEVILLE, GEORGIA

