

GEO World[®]

1ST QUARTER 2017

A GEO Publication for Employees and their Families.



THE GEO GROUP BREAKS GROUND ON NEW GLOBAL HEADQUARTERS

*On January 30, 2017, Chairman of the Board, Chief Executive Officer, and Founder, George C. Zoley, joined by GEO's Senior Vice Presidents, held a groundbreaking ceremony for The GEO Group's new global headquarters located in Boca Raton, Florida. **Read more on page 2***



Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

We finished a strong year in 2016 having taken significant steps to strengthen our position as the world's largest provider of correctional, detention and community reentry services as well as evidence-based rehabilitation programs both in-custody and post-release through our 'GEO Continuum of Care.'

To the GEO Family,

We finished a strong year in 2016 having taken significant steps to strengthen our position as the world's largest provider of correctional, detention and community reentry services as well as evidence-based rehabilitation programs both in-custody and post-release through our 'GEO Continuum of Care.'

During 2016, our GEO Corrections & Detention business unit processed over 276,000 admissions and 267,000 releases, while managing an average daily population of more than 60,000 inmates and detainees without any significant incidents at our facilities throughout the United States. GEO Corrections & Detention facilities also achieved several operational excellence milestones with the successful completion of more than 50 audits by entities such as the American Correctional Association, the Prison Rape Elimination Act certification process, and other review processes. Furthermore, our GEO Transport, Inc. division transported more than 735,000 offenders while driving more than 16 million miles in the U.S. and internationally without any significant incidents.

Our 'GEO Continuum of Care' division completed approximately 5.9 million

hours of offender programming through a diverse number of programs during 2016. Our academic programs averaged close to 12,000 daily participants and awarded 1,849 high school equivalency degrees. The average daily attendance for our vocational courses totaled more than 24,000 participants leading to 7,674 vocational training completions, and almost 4,000 offenders attended our substance abuse treatment on a daily basis with over 8,200 participants completing their substance abuse programs during the year.

These significant accomplishments have paved the way for our continued positive momentum in the early part of 2017. In late January, we began the intake process at our company-owned, 780-bed Folkston ICE Processing Center, which is located adjacent to our company-owned D. Ray James Facility in Georgia. The Center will house immigration detainees under a five-year intergovernmental service agreement between Charlton County and U.S. Immigration and Customs Enforcement (ICE). The Center is expected to generate approximately \$21 million in annualized revenues.

We are proud of our extensive record of helping meet ICE's needs with facilities that are highly rated and provide high-quality, cost-effective services in safe, secure, and humane residential environments, and we look forward to continuing to strengthen our partnership with ICE and the local community of Charlton County.

In another important milestone, at the end of January, we broke ground on GEO's new global headquarters in Boca Raton, Florida. The new building will house all of GEO's corporate functions and provide state-of-the-art facilities and amenities for more than 300 employees with 106,000 square feet of office space and 114,000 square feet of parking space.

The development of our new global headquarters will position GEO to strengthen its standing as the world's largest provider of diversified correctional, detention, reentry, and electronic monitoring services, while supporting our company's continued expansion of industry-leading, evidence-based rehabilitation services through our 'GEO Continuum of Care.'

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GEO BREAKS GROUND ON NEW GLOBAL HEADQUARTERS

On January 30, 2017, GEO held a groundbreaking ceremony for its new seven-story, 220,000-square-foot global headquarters in Boca Raton, Florida.

On Monday, January 30, 2017, GEO's Chairman of the Board, Chief Executive Officer, and Founder, George C. Zoley, was joined by Chief Financial Officer, Brian Evans; President of GEO Corrections & Detention, David Donahue; President of GEO Care, Ann Schlarb; General Counsel, John Bulfin; Senior Vice President of Project Development, Tom Wierdsma; and Senior Vice President of Business Development, David Venturella, in a groundbreaking ceremony for The GEO Group's new global headquarters which will be located at 4955 Technology Way, in Boca Raton, Florida.



Milestone Allows GEO to Strengthen Leadership Position

The development of its new global headquarters will position GEO to strengthen its standing as the world's largest provider of diversified correctional, detention, reentry, and electronic monitoring services.

The new headquarters will house all of GEO's corporate functions and provide extensive office and conference room space as well as state-of-the-art facilities and amenities for more than 300 employees, while supporting GEO's continued expansion of industry-leading, evidence-based rehabilitation services through the 'GEO Continuum of Care.'

The new seven-story building will feature four stories of office space totaling 106,000 square feet, a private employee outdoor plaza atop the parking garage, and three stories of parking garage space totaling approximately 114,000 square feet.



A commitment to sustainable, energy-saving standards

GEO's new global headquarters will feature state-of-the-art energy-saving construction, heating and cooling systems, and lighting. The building will be designed and developed to meet LEED Silver Standards.

LEED, or Leadership in Energy & Environmental Design, is a globally recognized symbol of excellence in green building. LEED certification ensures electricity cost savings, lower carbon emissions, and healthier

environments. GEO is committed to fostering sustainable environments; the development of a LEED-certified office building for its new global headquarters is representative of that commitment.

Pictured top from left to right: Senior Vice President of Project Development, Tom Wierdsma; General Counsel, John Bulfin; Chief Financial Officer, Brian Evans; Chairman of the Board, Chief Executive Officer, and Founder, George C. Zoley; President of GEO Care, Ann Schlarb; President of GEO Corrections & Detention, David Donahue; and Senior Vice President of Business Development, David Venturella.



Graceville Correctional Facility Becomes First 'GEO Continuum Of Care' Certified Institution

Written By **Jeffery Thomas, Graceville Correctional Facility**

On October 3, 2016, Graceville Correctional Facility in Florida was recognized as the first 'GEO Continuum of Care' certified facility. Graceville Correctional Facility scored 100% in all required enhanced programs and implemented assessment standards.

During the initial process, eleven additional staff members were added including Transition Case Managers, Assessment Case Managers, Substance Abuse Counselors, a Thinking for a Change Facilitator, and a Data Entry Clerk.

The 'GEO Continuum of Care' program is specifically designed

to reduce recidivism and to aid offenders in a successful transition through the reentry process into our communities across the country.

Graceville Correctional Facility staff received training in evidence-based programming and Core Correctional Practices. The facility quickly accepted the challenge for change and fully implemented all required programs in preparation for the certification process. Qualified staff conducted enhanced individual training by using cognitive behavioral methods and interventions tailored to specific offender needs

during individual sessions. The 'GEO Continuum of Care' program focuses on evidence-based treatment through prison offender case management and evidence-based treatment, integrated with post-release services and transitional support in the community.

Divisional Vice President of the 'GEO Continuum of Care' David Burch visited Graceville Correctional Facility and met with the executive and program staff who are committed to upholding the core values of the program and the principle that those who have paid their debt to

society deserve a meaningful second chance at a better life.

The certificate was presented by David Burch to Graceville Correctional Facility representatives including Warden Jeff Thomas, Assistant Warden of the 'GEO Continuum of Care' Ricky Cloud, Assistant Warden of Operations Terry Dudley, Assistant Warden of Finance and Administration Jenna Piotrowski, 'GEO Continuum of Care' Programs Director Janet Baxley, and Classification Manager Marcey Watson.

GEO Activates Folkston ICE Processing Center

On December 19, 2016, The GEO Group announced the signing of a contract for 780 beds at the company-owned Folkston ICE Processing Center in Georgia.

The Center will house immigration detainees under a five-year intergovernmental service agreement between Charlton County and U.S. Immigration Customs and Enforcement (ICE).

The Center is located adjacent to GEO's company-owned D. Ray James Facility. The Center began the intake

process during January 2017 marking an important milestone which is representative of GEO's long-standing partnership with ICE. GEO has had a three-decade long public-private partnership with the Federal government. GEO's facilities are highly rated and provide high-quality, cost-effective services in safe, secure, and humane residential environments.

The Folkston ICE Processing Center will help meet the increasing need for detention beds that are

in compliance with the Federal government's national performance based standards. The Center will employ approximately 205 full-time positions and is expected to generate approximately \$21 million in annualized revenues.

GEO looks forward to strengthening its partnership with U.S. Immigration and Customs Enforcement and the Charlton County community.

Pictured below: The Folkston ICE Processing Center is located in Charlton County, Georgia.





GEO's New Mexico Facilities Honored by State of New Mexico for Receiving 100% PREA Compliance

Written By **Phebia Moreland & Esther Patton, Corporate**

In September 2016, New Mexico Governor Susana Martinez and former New Mexico Corrections Secretary Gregg Marcantel held a celebration in recognition of their eleven State Prisons which all successfully passed their initial PREA certification audits during the first three-year audit cycle since the release of the National Prison Rape Elimination Act (PREA) Standards. Included in the eleven facilities were three GEO facilities that met all and exceeded some PREA Standards during their audit.

The GEO Group and the State of New Mexico are both committed to maintaining

safe and secure facilities while maintaining a zero-tolerance policy for sexual abuse and sexual harassment in all forms within their facilities. Compliance with the Department of Justice's National PREA Standards not only enhances the protection of inmates but also the security of our institutions and staff as well.

The following staff from all three GEO facilities attended the awards ceremony and took photos with the Governor and Corrections Secretary: Lea County Correctional Facility's (LCCF) Warden Raymond Smith and Mental Health Director Cynthia Lose;

Northeast New Mexico Detention Facility's (NENMDF) Warden Tim Hatch and Compliance Administrator/ PREA Compliance Manager Rebecca Hatch; and Guadalupe County Correctional Facility's (GCCF) Warden Vince Horton. New Mexico Corrections Department PREA Coordinator Jillian Shane was also recognized for her efforts and commitment in overseeing this process.

Congratulations GCCF, LCCF, and NENMDF on an outstanding job and on achieving operational excellence!

Pictured from left to right:
Picture 1: Former New Mexico Corrections Secretary Gregg Marcantel, LCCF Mental Health Director Cynthia Lose, LCCF Warden Raymond Smith, and New Mexico Governor Susana Martinez. **Picture 2:** Former New Mexico Corrections Secretary Gregg Marcantel, NENMDF Warden Tim Hatch, Compliance Administrator/ PREA Compliance Manager Rebecca Hatch, and New Mexico Governor Susana Martinez. **Picture 3:** Former New Mexico Corrections Secretary Gregg Marcantel, GCCF Warden Vince Horton, and New Mexico Governor Susana Martinez.

Men of Excellence

'GEO Continuum of Care' Paving the Pathway for Rehabilitation

Written By **Dan Meyer, Golden State MCCF**



Artwork completed by Williams.

In July 2015, Golden State MCCF (GSMCCF) began its journey towards evidence-based programming with the addition of the 'GEO Continuum of Care' (CoC) reentry programs added to the existing contract. Since the implementation of the programs, a different approach to addressing the criminogenic needs of each participant has developed a unique group of men at GSMCCF. Warden Wilson bestowed a title of recognition to the men enrolled in the CoC programs to strive to become "Men of Excellence."

Soon it began to become clear the CoC programs were making a huge impact on the participants. During graduation ceremonies, participant speeches were inspirational to say the least, as more and more inmates began to plug into the CoC current and energize themselves with knowledge they had just experienced on their path towards rehabilitation. It was during this period of growth when the term "Men of Excellence" was coined. Participants began to work towards newly developed goals from their experiences in each of the CoC classes. In line with participants newly developed goals, came the idea to place incentives for completion of each of the CoC classes with an award called the "Men of Excellence" award.

The award was given to participants who had completed each of the five classes offered in the CoC curriculum. To date, GSMCCF has celebrated graduations in each of the following programs: two Substance Abuse graduations, four Anger Management graduations, four Criminal Thinking (Thinking for Change) graduations, two Family Relations graduations, and ten Transitions graduations.

In early November 2016, two participants received the award for completion of four or more classes earning them the notoriety to be acknowledged as "Men of Excellence." In addition to the special award, the concept of developing mentors was added. The selection of several mentors to the CoC programs developed another dimension to the programming, where the mentors help instill a positive programming environment and assist the facilitators with achieving the goal of guiding the new participants to soon become "Men of Excellence."

Mentors are actively engaged, attending, and assisting with graduating classes. Their presence creates a positive, energized, and conducive culture, fostering a complete experience by preparing participants for their journey to transition back into the community as rehabilitated citizens.

Guest lecturers also play a role in the rehabilitation process by providing information to the participants from nontraditional outside sources. GSMCCF recently had Scott Evans from the Pass It On organization speak to the participants about goal setting and preparing them now for their transition to the community upon release. Scott has been providing lectures and expanded programs to the corrections industry for nine years.



Art, Talent, and Scrabble

Written By **Kathy William, New Castle Correctional Facility**

One of the ways New Castle Correctional Facility (NCCF) religious services department supports moral development for the men in their care is to invite them to share their gifts and talents with others. Twice a year, the Chapel hosts an art show. The recent show featured a replica of the United States Ship (USS) Indianapolis that not only earned "Best in Show" but was presented to a local AMVets in a Veteran's Day program. The ship took 360 hours to construct. It is made of popsicle sticks that have been trimmed and shaped with fingernail clippers.

The Chapel hosts a Creative Arts program that averages 500 participants who take classes in 12-week cycles. The department plans activities that help the men to develop reentry skills, such as personal discipline, planning, and business acumen. The Chapel also provides an annual Talent Show. The show included 42 acts and totaled nearly 1,000 people in the audiences. The Chapel also offers a Scrabble tournament and hosts a Spelling Bee contest.

Workshop Program

Written By **Danny Coronado,**
Karnes County Residential Center



As part of the plan for an integrated structured daily routine, Karnes County Residential Center (KCRC) implements evidence-based programs such as the John H. Wood certified school, to provide educational services to all school age residents. The courses covered include English as a Second Language (ESL), math, reading, science, physical education, and history. The adult program allows the residents to sign up and complete workshops that they are interested in. Certificates are issued upon completion of these workshops to promote self-esteem and a sense of accomplishment by the resident. These workshops are offered to the adult population with a 90-day turnaround on the subject calendar. If a family stay exceeds the 90-day mark, the Case Manager assigned to that family will introduce an additional workshop calendar that will be monitored week-to-week until release. These workshops include general study, crafts, health and fitness, and art workshops. In addition to the Workshop program, KCRC has three Program Facilitators who work with the adult resident population to enhance the 'GEO Continuum of Care' concept upon release. This program offers release packets that benefit the family when released to sponsor individuals throughout the United States. These packets are explained and given to the residents as additional resources to help them get comfortable with their new environment.



Murals Brighten Walls and Spirits

Written By **Dayle Nelson,** Northwest Detention Center

It all started two years ago when a detainee at the Northwest Detention Center (NWDC) in Tacoma, Washington, asked if he could paint a mural in the secure main hallway, commonly referred to as the "Grey Mile." Before coming to NWDC, he had been a professional artist. The design proposal he submitted was impressive. No one had ever suggested painting a mural inside the facility before. The request was brought before Warden Lowell Clark, as well as the Acting Field Office Director for U.S. Immigration and Customs Enforcement (ICE). Both thought the idea had merit and approved the project to go forward. The result was a stunning color graphic of the Pacific Northwest. The finished mural garnered rave reviews from detainees, GEO staff, and ICE. The artist soon followed up with two more designs.

It wasn't long before other people with artistic talent were submitting their ideas for murals. Today, NWDC features fifteen full-size murals along its secure hallways. Designs include scenes from the Arctic, the African savanna, and the Panama Canal. Another popular design is a large pinwheel featuring the flags of many nations. An artist who painted an American bald eagle on a wall directly across from the mural of Mt. Rainier, rendered the reflection of the mountain in the gleam of the raptor's eye.

Detainees comment on the contrast between NWDC and other facilities where they have been held, noting the positive feelings the murals generate and the openness of the facility to creative expression. For staff, it has launched dialog between themselves and detainees, opening lines of communication and fostering mutual understanding which would not have existed otherwise. Major Leonardo Jaramillo, who oversees the mural program, is always on the lookout for new artists with the ability and desire to contribute artwork to the facility's walls. Major Jaramillo expects the mural program to continue and thrive for many years to come. After all, there are still a lot of bare walls waiting to be filled.

What You May Not Know About GEO's 401(k) Plan

Written By **Shayn March, Vice President Finance & Treasurer and 401(k) Committee Chairman, Corporate**

One of the benefits of working for The GEO Group is the ability to participate in the GEO Save 401(k) Retirement Plan. GEO is committed to providing our employees with resources to assist and support your future retirement.

The GEO 401(k) Plan is an often overlooked, yet extremely worthwhile Company benefit that allows you to set aside a portion of your bi-weekly income in a tax-deferred (or after-tax through the Roth deferral option) account that is complemented by a level of employer matching contribution by GEO. The GEO 401(k) Plan is administered by MassMutual Financial Group.

The Company has a 401(k) Investment Committee to oversee the Company Plan. The duties of the Committee are:

- To act solely in the interest of Plan participants and their beneficiaries, with the exclusive purpose of providing benefits to them.
- To carry out their duties prudently.
- To follow the 401(k) Plan documents.
- To provide a diversified Plan of investments for participants to choose from.
- To ensure the Plan expenses are reasonable.

The Committee meets quarterly and is comprised of employees from many areas of the organization. This is intentional because it not only provides the Committee with a diverse group of perspectives and experience, but also helps bring the voices of different employees throughout the organization to the Committee. Each employee's expertise and opinions help shape the Plan and the decisions the Committee make.

At each meeting, the Committee closely reviews the performance of each of the investments within the plan and implements a



prudent process of adding a fund to a "Watch List" if it continuously underperforms. Experts in investment advisement assist the Committee by providing recommendations and closely monitoring and reporting on the funds.

In addition, the Committee regularly reviews the design of the plan and the fees associated with the administration of the plan. It is the goal of the Committee to provide benefits to its employees that are reasonable and competitive within the market. In 2016, we added the after-tax Roth option to the GEO Save Plan as an alternative financial planning option for employees.

Each year, a thorough education and communication strategy is developed to keep employees informed about participating in the Plan and its benefits. Recently, you may have received a postcard from MassMutual on the topic of auto deferral increase. This is an example of one of the many communications sent to keep you informed and educated and assist you in achieving your retirement goals.

Start the new year right by taking a look at the Plan and the matching contribution GEO provides to see if it might be the right time to begin investing in your future. It could be one of the best decisions you make this year.



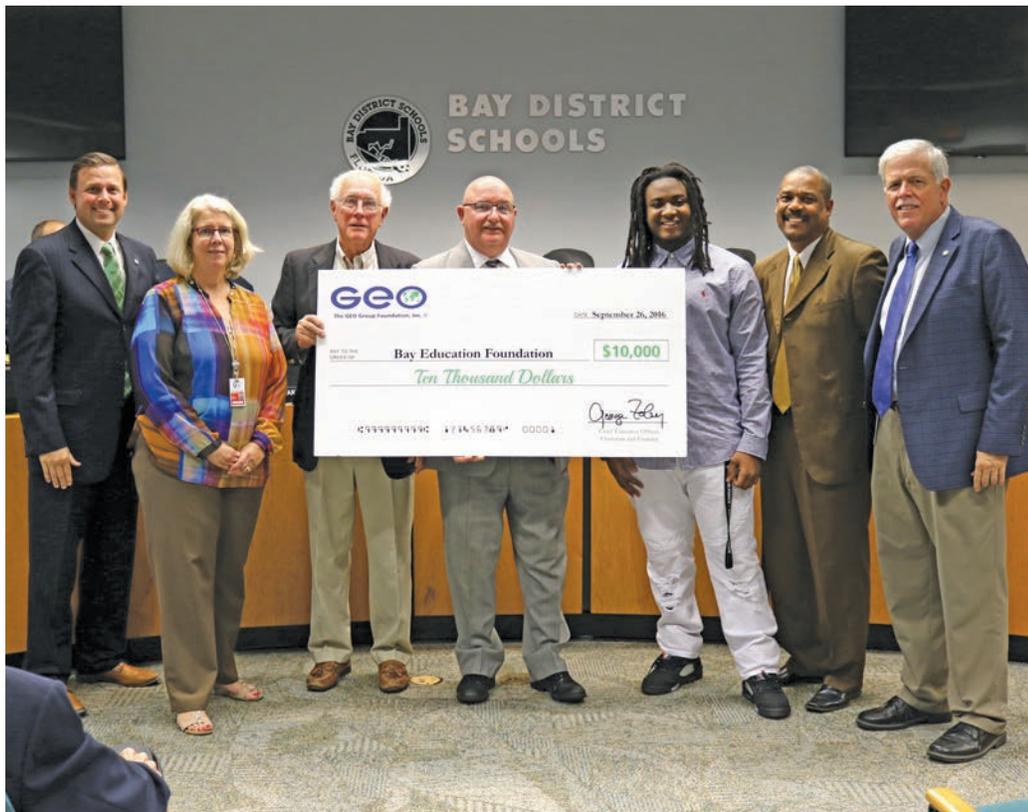
Welcome Warden Joseph Young!

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

Introducing Mr. Joseph Young, the new Facility Administrator for the Alexandria Staging Facility (ASF). Warden Joseph Young joined us September 19, 2016 and comes with an extensive background in the corrections field. After service in the U.S. Marines, both as an enlisted and commissioned Officer, Joseph Young joined the Federal Bureau of Prisons (BOP) in 1985. Throughout his 31-year career with the BOP, Joseph Young held positions as Lieutenant, Captain, Associate Warden, Camp Superintendent, Warden FCI Memphis, Senior Deputy Regional Director at Med-Atlantic Regional Office and Complex Warden at FCC Oakdale. In 2012, Joseph Young retired as a member of the Senior Executive Service (SES) of the U.S. Department of Justice. Warden Joseph Young is a graduate of Palomar College, San Diego State University, Harvard's Kennedy School of Government, The Aspen Institute, and Salve Regina University Senior Executive Leadership Programs.

Bay Correctional Scholarship

Written By **Mike Winters, Bay Correctional Facility**



Right to left: Bay County Schools Superintendent Bill Husfelt, Rutheford High School Principal L. Coy Pilson, Recipient Jamarie Lee, Assistant Warden Mike Winters, Bay Education Foundation's Employee Leon Walters, Bay Education Foundation's Executive Director Janet Kessler, and Bay County School Board Commissioner Steve Moss.

Jamarie Lee's memory of his mother was one of his prime motivators, along with his dream to be the first in his family to attend college. Lee came to the Take Stock in Children Program during his eighth-grade year. The program, part of the Bay Education Foundation, provides two-year scholarships to students from vulnerable socioeconomic backgrounds. After coming back to Bay County from Tallahassee, Lee reconnected with the program and worked diligently by maintaining his grades and coming to school. In November, Lee learned he would be able to attend college based mostly on the \$10,000 donation made by The GEO Group Foundation. Considering Rutheford High School's student demographics, situations like Lee's aren't entirely uncommon. What is unique is Lee's continued perseverance which makes him a role model for other students. Jamarie plans to study Engineering.

GEO's KCCC and KCRC Help Schools Promote Positive Behavior

Written By **Brittany Machado, Karnes County Correctional Center & Karnes County Residential Center**



GEO's Karnes County Correctional Center (KCCC) and Karnes County Residential Center (KRC) teamed up with the Karnes City Positive Behavioral Interventions and Support (PBIS) executive team. This new PBIS program helps reduce negative behaviors while increasing positive behaviors, and promotes a healthy learning environment. Both KCCC and KRC teamed up to show Karnes City Junior High School (KCJHS) students' team work by donating basketballs as a reward that will be given to two students in each grade level.

Pictured left to right: KCCC Fire and Safety Dale Villanueva, PBIS Chairperson Megan Thompson, KCRC Executive Secretary Kourtney Standlee, KCCC Executive Secretary Brittany Machado, KCJHS ELA Teacher/PBIS Co-chairperson Erica Ebrom, KCJHS Principal Theresa Molina, and KCJHS Social Studies Teacher/PBIS Secretary Molly Puckett.



Producing Outcome Data

Written By **Jason Boggs & Kasia Kijanczuk**, GEO Continuum of Care Research Department, Corporate

As the corrections field continues to expand its demand for outcome data that shows effective interventions, it is important for all GEO facilities to ensure that we are keeping track of data that helps us measure our impact on recidivism. We ought to be utilizing the company tools for entering and storing our programming data, ensuring that all programming staff is up to date on all technology training, and holding our staff accountable for timely data entry. But once we have mastered all these goals, how can we show the effectiveness of our programming?

Producing outcome data is a multi-step process that involves planning, organization, and time. This process can be complicated especially if the objectives are not clear. For instance, the figure above is an example of some of the factors that have been shown to influence the probability that people recidivate. To properly evaluate the effectiveness of any type of in-prison, residential, or post-release program, it is imperative to gather data on the program itself (e.g., type of program, duration, participation, participant effort, completion status),



but also collect as much data on other influencing factors as possible. In many cases, collecting and aggregating data takes weeks or longer to do.

For this reason, among others, the one resource that is available to all GEO facilities interested in producing outcome data is the research team. In addition to providing guidance on developing an outcome data plan, the research team can assist in evaluating collected data, collaborate on a sound method approach to analyzing data, and help summarize the outcome results.

Partnering with a local college or university can enhance the dissemination of outcome data, as graduate students and their professors are eager to collaborate on data related projects. As universities are generally seen as independent (e.g., they will expect to publish results whether or not they favor the outside agency), collaboration with them can often open doors.

One thing to keep in mind when considering a partnership with an academic entity is the potential exposure of proprietary data to a third party. It is best to consult with your regional management and the research team regarding such partnerships

prior to engagement. Another useful resource in organizing outcome data is working with your local officials. In some instances, GEO facilities had produced county-wide results based on participant data in comparison to non-participants with the help of county statistics obtained via such entities as county agencies.

With the increased demand for data-supported outcomes, we look forward to working with more facilities this year so that we can empirically support our goal of being the world leader in the private corrections industry.

GTI OPERATIONS

More With Less

Written By **Jamie Flores & Henry House,**
Adelanto Detention Facility



Left to right: J. Lugo, J. Hutchinson, M. Brown, G. Knight, H. House, and J. Rocha.

The Adelanto Detention Facility (Adelanto) is located in the High Desert of California. Adelanto is a 1,940-bed facility serving one of GEO's largest contracts for U.S. Immigration and Customs Enforcement (ICE). The Adelanto GEO Transport, Inc. (GTI) transportation team has five drivers who all work under the supervision of Transportation Manager Henry House. The Adelanto GTI transportation team may be one of the smallest units within GTI, but the unit remains one of the busiest.

The Adelanto GTI transportation team is responsible for the transportation of detainees to and from San Bernardino County/Los Angeles ICE office, Orange County Sheriff's Jail, Santa Ana City Jail and Santa Ana ICE/ERO at the Santa Ana Federal Building, and the Otay Mesa Detention Center. Most recently, Adelanto has been providing transportation services to and from the Adelanto airlift, picking up or dropping off one-hundred plus detainees on a weekly basis.

GTI staff and security at Adelanto work closely and assist each other in sharing vehicles and qualified staff/drivers in order to meet the high demands of medical care for all ICE detainees. GTI and GEO Corrections & Detention conduct all offsite detainee medical appointments, medical emergencies, and assist each other in exchanging vehicles and staff to complete off-site hospital staffing, while detainees are receiving care at an outside hospital.

The entire Adelanto fleet consists of twenty vehicles, nine vans, one ADA van, three freightliners, seven sedans, and two pickup trucks. The Adelanto GTI transportation team travels approximately 10,000 miles and moves about 500 detainees a month and approximately 6,000 detainees a year, making the smallest transportation unit a busy transportation unit.

Each year, Adelanto must successfully pass the intense vehicle safety and driver qualification inspection by the California Highway patrol. The inspections entail California Inspectors picking a percentage of vehicles, maintenance files to those vehicles, driver qualification files, and inspecting them to ensure the Adelanto GTI transportation team is operating in accordance with all state and federal guidelines. These inspections are very detail oriented leaving no room for errors or discrepancies. The Adelanto GTI transportation team strives to receive the highest rating of "Satisfactory" each year. To say Adelanto is a very busy facility would be an understatement; the Adelanto GTI transportation team goes the extra mile on a daily basis and represents GTI to the highest degree by providing safe and secure detainee transportation second to none.



Central Arizona Supports Against Abuse

Written By **Beth Fagenbush
& Darlene Wuertz, Central Arizona
Correctional Facility**

Established in 1981, Against Abuse is a non-profit organization that provides social services to residents in Pinal County, AZ. The organization provides assistance to those in the community who have been affected by the trauma of domestic violence; whether through ongoing training and education, to individuals and family members, or through local shelters. Domestic violence is the number one violent crime in Arizona affecting many lives both directly and indirectly.

Since the inception of Central Arizona Correctional Facility in Florence, AZ in December 2006, the inmate fundraisers have provided donations to Against Abuse totaling \$35,834. Fundraisers provide a way for the inmates to give back to the community.

In addition to the services above, Against Abuse also has a thrift store that is open to the public.

Musculoskeletal Disorders: *More than a Pain in the Neck*

Written By **Susan Napolitano**, Corporate Human Resources

Do you wake up in the morning with a kink in your neck? Do your knees hurt when you climb stairs? Is a sore muscle, an achy joint, or bone damage causing mild discomfort or pain that interferes with everyday life? These areas are all part of your **musculoskeletal system**, which refers to the muscles, bones, joints and other connective tissue that allows our bodies to move and function. Without muscles, the skeleton is just a pile of bones and without the skeleton, contracting muscles would have nothing to pull into place for walking, running, or sitting.

Injuries and disorders of the **musculoskeletal system** are painful, sometimes debilitating, and can be costly. Some common disorders are carpal tunnel syndrome, rotator cuff tendonitis, ruptured or herniated disc, low-back syndrome, tension neck syndrome and muscle, tendon, and ligament strains. Injuries or disorders that affect the musculoskeletal system are extremely common. One in two adults in the U.S. are diagnosed with musculoskeletal disorders (MSDs) annually. This is twice as many as any other medical condition. If you are afflicted, you know this condition causes costly medical procedures and interventions as well. Among GEO employees, MSDs ranked #1 for most frequent claim activity and #3 for highest claim costs. So are you at risk?

Lower back pain is one of the most common MSD problems in those who are under 50 years of age. Common lower back conditions are usually from lifting something too heavy, twisting suddenly, falling on the buttocks, playing sports, work activities and auto accidents. These accounted for almost **\$1 Million** in claims for GEO in the past 12 months! MSDs are also prevalent among young adults. In that same 12-month period, there were 286 emergency room visits by GEO members and family related to broken bones, fractures, and sprains. The average age of the member treated was 30 years old.

Keep in mind, not all injuries are emergencies. The number of visits to the emergency room in the past year by GEO members for treatment for MSDs that were **not emergencies** was 144. These visits are not cheap; the average cost per visit is \$810!

Musculoskeletal Disorders Are Preventable— here are a few tips:

- **Good posture really is a tool for a healthy body!** As you stand, walk, carry packages, sit, or kneel, pay attention to your posture.
- **Take stretch breaks and assess your work space.** If you



sit all day, get up and walk around for five minutes every hour. Staring at the screen too long can cause eyestrain and an increase in the buildup of muscle tension in your neck and back. And don't forget to take breaks when you're at home working or playing on your computer, just like you would do at work. When watching TV, walk around the room during the commercials and stretch your arms, legs, and shoulders.

- **Practice proper lifting.** Bend your knees so that you are not putting as much pressure on your back.
- **Keep joints, muscles, and bones strong.** Perform strength building exercises, especially focused on core strength.
- **Make sure to get enough Vitamin D and calcium for healthy bones.**
- **Quit smoking.** Smokers have less oxygen available for their muscle tissue and tendons. Smoking can cause a loss of bone mineral content and an increase in fractures.

Prevention and Early Diagnosis

There are many treatments for MSDs depending on the affected area and the severity. Medications, acupuncture, chiropractic care, injections of anti-inflammatory medication, physical therapy, surgery, exercise, and even massage can be utilized. In some cases, treatment can be successful without medication, invasive treatments or surgery. And now, Florida Blue participants can receive a free expert medical review by a leading physician trained in musculoskeletal disease through **Best Doctors**. No visit required—all contact is done via phone and internet. If you are looking for different options to treat an injury or disorder, why not call **Best Doctors** today at **866-904-0910** to determine if there are alternative treatments available for you or your loved one? You have nothing to lose except some pain or discomfort, and that would be a good thing!

Big Spring Correctional Center Hosts Its 4th Annual 5K to Benefit The Lone Survivor Foundation

Written By **Tyler Baxter, Big Spring Correctional Center**

On November 19, 2016, Big Spring Correctional Center's (BSCC) staff hosted the 4th annual BSCC GEO Veteran's Day 5K Run/Walk at the Big Spring State Park, raising over \$2,000 to benefit The Lone Survivor Foundation.

The run started off at 9:00 a.m. with a clear blue sky and a temperature of 35 degrees. Approximately sixty people came out to help BSCC staff set up and participate including the Big Spring Young Marines and other local community members.

BSCC has been a very proud supporter of The Lone Survivor Foundation which restores, empowers, and renews hope for our wounded service members and their families through health, wellness, and therapeutic support.



Central Arizona Correctional Facility's Holiday Donations

Written By **Anne Rubbert, Central Arizona Correctional Facility**

Central Arizona Correctional Facility has been very active in giving back to their community. Central Arizona Correctional Facility donated \$500 to Against Abuse, Inc., a private non-profit organization dedicated to helping individuals and the community understand the nature and effects of family violence and the resources available to meet the needs of those abused. In addition, the agency has taken a proactive role in providing a family focused, culturally sensitive continuum of prevention and intervention services to individuals and families in need.

A \$500 donation was also made to the Florence Baptist Church Food Bank which provides food and assistance to those in need in the Florence area. A \$500 donation was also given to the Pinal Council for Court Appointed Special Advocate (CASA), an organization that provides services for foster children, such as prom clothing, tutoring, parties at the local swim park, backpacks, school supplies, and a Christmas party and gifts for the foster kids.

Additionally, Central Arizona Correctional Facility made a \$500 donation to the 3rd annual Michelle Gallagher Softball Tournament which takes place on January 14, 2017, in Florence, AZ. This tournament raises money for youth sports scholarships in the name of Michelle Gallagher, an 18-year employee of the Pinal County Sheriff's Office, who passed away in 2014. She was dedicated to encouraging young people without the financial means to participate in organized sports in school or in the community.

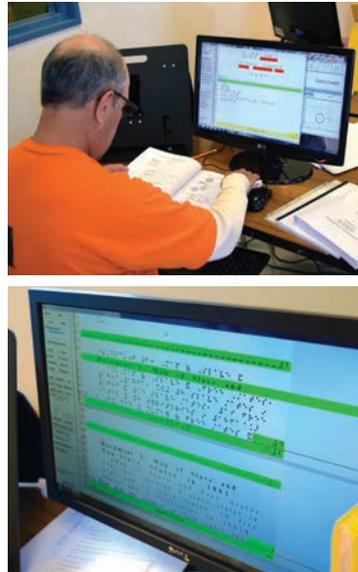
Kingman Offers Unique Braille Program

Written By **Steve Seney, Arizona State Prison Complex–Kingman**

When the Huachuca facility, a part of the Arizona State Prison Complex–Kingman (Kingman) in Northwest Arizona, opened in January 2016, the inmates came with a unique challenge. Most of them came in with long-term sentences, and the challenge was to come up with a program that required proficiency in a specialized field that could be used during their stay and extend into their reentry into communities as a viable job opportunity.

Warden Jeff Wrigley almost immediately focused on a solution, one that he had experience with in other facilities – Braille translation. From prior experience with the American Printing House for the Blind, headquartered in Louisville, Kentucky, the Warden recognized that this could be a long-term solution for these men.

Kingman staff contacted the Foundation for Blind Children (FBC) in Phoenix, Arizona, to explore a possible partnership of translating scholastic material in Braille. The partnership was established, and with dramatic results. According to Jared Leslie of the FBC, “The immediate impact that the Kingman Braille program had on the FBC students has been the translation of 277 assignments in just a month and a half of operation and



over 3,000 Braille pages that would not have been accessible in the past.”

Starting with five previously certified participants, the Kingman Braille program has grown in mere weeks to twelve translators in various stages of certification or actual production. Braille Coordinator Lisa Medley explained that the program has already outgrown their work space as more translators are accepted into the program. “We operate in a very collaborative method, with new students working with certified mentors, as they work their way through the various certifications,” Lisa Medley explained. She clarified the multiple certifications by stating that most textbooks today are a combination of text and visuals including graphs,

charts, and pictures. “So how does one translate a picture of George Washington into Braille? That’s what we do.”

At the National Prison Braille Foundation conference, the Kingman Braille Program was recognized for the work being done in an innovative program called “Braille on Demand.” Lisa Medley explained that many teachers use handouts, slide presentations, and pop quizzes that are not part of the textbook translation. These instructional aides are typically used on an as needed basis and cannot wait for the normal translation turnaround time. The FBC sends in “Braille on Demand” jobs and the Kingman Braille program can turn these around in as little as twenty-four hours! According to the FBC, the Kingman inmates are the only inmates in Arizona providing

this service. Jared Leslie stated of the work at Kingman that this, “community partnership has transformed our students’ lives and this is just the start.”

Nancy Raspiller, of the FBC, said, “The Kingman Braille program is providing the FBC with much needed transcribers to meet the ever growing needs of Arizona’s visually impaired students. My hope for this program is not just to give the participants an opportunity to do meaningful work, but to enable them to learn new skills which will provide hope, the potential for employment, and a new outlook upon their release.”

Pictured left to right: *Four of the original Braille translators in Kingman’s Braille program: John Bohmeyer, Timothy Smith, Thomas Bogard, and David Chauncey.*

WRDF Participates in Light the Night 5K

Written By **Rosalie Smith,**
Western Region Detention Facility



The Western Region Detention Facility participated in the 30th annual Crime Stoppers Light the Night Against Crime 5K. This family-friendly event offered lots of fun booths, exhibits, and a post-race party with entertainment. The new location for the race course was a flat, fun 5K run/walk in San Diego's Liberty Station at NTC Park. Every participant received a glow in the dark t-shirt and a medal.

Employees from Security, Transport, Administration, Correctional Emergency Response Team (CERT), and Medical departments participated. Among the first-time participants were Lieutenant (Lt.) Jamie Flores, who was the lucky winner of SeaWorld tickets. Other participants included Saul Avila, Trinida Beckom, Tiffany Carney, Crispin Castro, Sergeant (Sgt.) Jose Carrillo, William Cline, Courtney Cummings, Jovan del Rio, Gregory Dotson, Sgt. Joseph Eikamp, Ben Gutierrez, Veronica Mijares, Elsa Monterrey, Isabel Ortiz, Maria Partridge, Christopher Partridge, Cheryl Quesada, Luis Ramirez, Patricia Randolph, Lt. Michael Smith, Rosalie Smith, Eduardo Topete, Jesus Vidales, and Sgt. Michael Weller.



Pine Prairie Correctional Center Veteran's Day Observance

Written By **Alice Nash,** Pine Prairie Correctional Center

As we all know, Veteran's Day is an official United States holiday observed annually on November 11, which is the anniversary of World War I, honoring military veterans.

The GEO Group's Pine Prairie Correctional Center (PPCC) showed appreciation to those staff who served by hosting a meal in observance of Veteran's Day. PPCC's staff also prepared some of their favorite dishes and desserts for the Veteran's Day meal. All staff who served in the military, as well as staff who have family members and friends who have served were asked to bring photos to display in front of the administration area.

Warden Indalecio Ramos and Assistant Warden Alfonso Castillo wanted to take the time to say thank you with respect, honor, and gratitude to those veterans. The staff who served were presented with a small token, as a special thank you from The GEO Group.

Pictured left to right: Top row: Training Administrator Ruby Trahan and Locksmith Sergeant James Fontenot start meal preparation for staff. Case Manager Shelia Dominick and Mailroom Clerk Claudia Jordan holding the Veteran's Day cake. PPCC Veteran's Day Service Photos/Awards Display; **Back row:** Preston Alexander, Alfonso Castillo, Justin Frechette, Michelle Gahn, Thomas Cavel, Ryan Gauthier, and Elwood Terry. **Front row:** Stephanie Guillory, Kenneth Vaughn, Nacoma Friesen, and Ryan Manuel. Locksmith Sergeant James Fontenot and Warden Indalecio Ramos.



NCCF Honors Veterans in a Big Way

Written By **Thelma Nornes & Ruth Easley,**
New Castle Correctional Facility

New Castle Correctional Facility honored veterans in a big way this year. Unit Team Manager Thelma Nornes, Human Resources Specialist Joe Shank, Case Manager Skyler Miller, and Officer Amanda Miller worked together to develop the program, which was presented to all staff on November 10, 2016. Currently, the facility employs sixty-eight military veterans; they are:

Army: Michael Barger, Steve Batchfield, Wesley Branham, Ruth Easley, Michael Hall, Carl Robbins, Brian Stone, Ralph Wade, Angela West, Donald Williams, William Gensler, Darrell Alfrey, Donald Burris, Timothy Collins, Ronald Cook, Thor McElfresh, Ryan Prince, Debra Scudder, Timothy Buis, Nathan Byrd, Dustin Elam, David Franklin, Jaylon Haywood, Billy Terhaar, James Isaac, Rodney Pentecost, Aaron Johnson, Greg Nolan, Raymond Podlewski, Dallas Racine, and Cyle Sparks. **Marine Corps:** Jamie Hobbs, Jason Sizemore, Kevin Wigal, Josh Crady, David Denney, Shelley Jacobs, Ricardo Manzo, Cliff Bailey, Mike Turley, Larry Cross, Patrick Curtis, Emily Gibson, Ryan Thompson, Michael Fleenor, Patrick Gallant, and Trentin Temple. **Navy:** Barry Privett, Neal Fetz, John Hudson, Doug Beitler, Michael Goad, Dean Lightfield, Randy Mack, and Scott Spaulding. **Air Force:** Joe Lee and Chelsie Boyce. **National Guard:** Chester Baker, Jesse Hernandez, Jessica Wigal, Stephen Becker, Jerry Rader, Daniel May, Michael Riley, Todd Thiebault, Josh Cutschall, David Young, and Timothy Ginn.

A board of honor, pictured above, was constructed by the facility building trades class led by Mr. Hank Cecil. The board features each veteran, rank, and branch of service which was completed by Amanda Miller. A world map is at the center of the board where stars indicate where our veterans served. Sergeant Karl Tharp, Specialist 4th Class (SPC) Ellen Makris, SPC Daniel Jordan, Airman 1st Class (A1C) Utter, A1C Adam McCurdy, A1C Jacob L. Carpenter, Petty Officer 1st Class (PO1) Travis Smith, and PO1 David Talavera from the area recruiting stations attended the program to present the board and honor each veteran attending the recall. A wonderful PowerPoint presentation was developed by Skyler Miller which featured pictures of the staff from their military years. Thelma Nornes and Joe Shank attended each roll call to honor these veterans by presenting each of them with a coin commemorating their service.

On November 14, 2016, Unit Manager David Byrum, Case Manager Ruth Easley, and the facility military veteran unit, HUMV, presented American Legion Post #64 with a beautiful model of the United States Ship (USS) Indianapolis which was constructed by offenders Steven Wilson and John Collier. The model was constructed using 1,100 craft sticks and over 300 hours were dedicated to the project. In attendance for the ceremony were Post Commander Kenneth Hoffman and 2nd Vice Commander/Regional Commander Yvette Fancher to accept the donation.



Clothes Assisting Reentry Success Program

Written By **Tim Hatch,** Northeast New Mexico Detention Facility

Two years ago, Northeast New Mexico Detention Facility began a program called Cuffs to Cuff Links which recently had its name changed to Clothes Assisting Reentry Success (CARES) program. The program allows a returning citizen to request a suit to walk out in instead of a grey sweat suit or some other garments his family may send to him.

The returning citizen sends a request to our Education Director Amberly Ward who makes arrangements for them to be sized by Executive Secretary Karen Vieites. Once sized, several suits are presented and he is allowed to choose the one he thinks best fits and represents him. When the day arrives that they return to the community, they proudly walk out the front door in a suit. The suit gives the returning citizen a professional option for employment interviews and other areas in which professional attire would benefit his return to the community.

Star Party at Central Valley MCCF

A Visual Field Trip to the Moon and Beyond!

Written By **David Davenport, Central Valley MCCF**



Weather conditions were favorable the evening of November 9, 2016, for the first star party at Central Valley Modified Community Correctional Facility (MCCF), in McFarland, CA. A star party is an opportunity to study the night sky using various astronomy devices. This three-hour event was held after dark on the recreation yard, for the benefit of the participants assigned to the Academic dorm. Approximately one-hundred participants took part (students in English as a Second Language (ESL), Adult Basic Education (ABE), General Education Development (GED) and college classes, and their tutors). The event supported the Space Science/Astronomy parts of all the education programs.

During the event, students had the opportunity to study the heavens at five different activity stations. While lying on their backs pointed north, the first station involved them comparing a star chart with what they saw in the heavens above. Other stations provided telescope viewing of planets and the Moon, as well as binocular viewing of the Moon. A marine sextant was used to measure angles between the Moon and the ground horizon, and apply these angles to celestial navigation. A final station involved a table spread with models, books, and charts of astronomy resources, placed under a security light. The United States National Institute of Standards and Technology's radio station WWV played throughout the event, announcing the exact world time every minute to the amateur astronomers.

What celestial things could we see from the recreation yard with night-time security lights? We saw plenty for a successful event: crater and valley details of the Moon; the planets Venus, Saturn, and Mars; four of the twenty-one first-magnitude stars; and several second-magnitude stars of the constellations Cassiopeia, the Swan, and the Eagle.

This event was made possible by Warden Mark Bowen, Assistant Warden Gerard Brochu, and Programs/Education Manager Sabrina Aguilar. Astronomy supervision and expertise was provided by two academic instructors, Maria Gastelum and David Davenport. Tutors with astronomy expertise supervised a small refractor telescope and large astronomy binoculars. Students from the Academic dorm commented that this event "opened a whole new world" to them, in terms of thinking about the night sky and universe in a different way.



Safety Begins With Teamwork

Written By **John Rosier, Desert View MCCF**

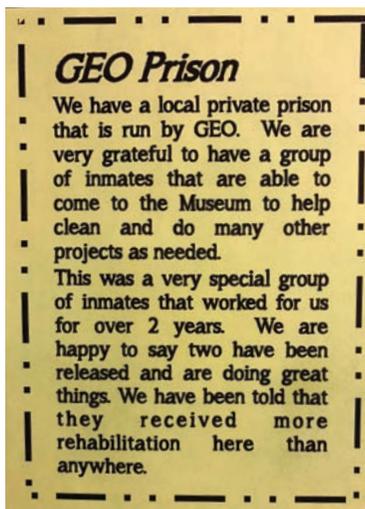
On September 28, 2016, Desert View Modified Community Correctional Facility (MCCF) celebrated over 700 days of "No Time Loss" accidents. A surprise party was put together by the safety committee to recognize this major accomplishment. The theme of the celebration was "Safety Begins with Teamwork." Each staff member received a gift card along with a special luncheon that was provided by the facility. A prize drawing was held for all three shifts. A special thank you goes to committee organizers C. Morgan, P. Spagnuolo, and R. Vazquez who played a key role in the success of this event. It takes all staff to achieve such a mark and we are proud to work in a facility that makes safety the top priority. Desert View MCCF is striving for the next attainable goal of 1,000 days with "No Time Loss" accidents.

GEO Gives Back to the Herzstein Memorial Museum

Written By **Karen Vieites,**
Northeast New Mexico Detention Facility

Northeast New Mexico Detention Facility (NENMDF) is located in the rural community of Clayton, NM, with an abundant amount of history of the wild west. At the heart of this community is the Herzstein Memorial Museum. The Herzstein Memorial Museum like many of its kind, is often overlooked and sometimes underutilized. NENMDF reached out to the museum and volunteered themselves to provide assistance to the museum in anyway. Over the course of the last five years, NENMDF has maintained the museum's elevator, reconstructed areas that were aged, and rearranged the exhibits. NENMDF has brought the Herzstein Memorial Museum to a level it has never been before.

The hard work and dedication of the participants, and some recently released participants, have made all the difference in a museum that has become a must see in the town of Clayton. Below is a thank you plaque to GEO featured in the Herzstein Memorial Museum for everyone to see.



Thank you to Corporate Office Services!

Written By **Rosa Suarez, Corporate**

This is a special recognition of GEO's Corporate Office Services Department. Led by their Supervisor Charmaine Wade, this talented and hardworking group is responsible for managing many moving parts at the corporate office. Linda Warren and Damali George handle all of the daily mail services and several other tasks while Peter Stathes and Mark Bishop handle office supplies and office moves among many other responsibilities. Our newest member, Martha Guevarra assists with cleaning and stocking, and Bernard Atwaters Junior, who has been assisting us since December, stocks our kitchens and assists the department as needed. Always close by, you will find Charmaine guiding and supporting her group as they all come together to assist with special events such as monthly birthday and service awards, office training events, executive meetings, PACE related events, and other special holiday events throughout the year. No matter the task at hand, this group works tirelessly to do the best job possible and to keep things moving along each day. They support each other and everyone in this organization. From all of us at the corporate office, we want to express how grateful we are to have you and thank you for all that you do!

GEO "Writes" Another Donation to Karnes City Junior High School

Written By **Brittany Machado, Karnes County Correctional Center & Karnes County Residential Center**

GEO's Karnes County Correctional Center and Karnes County Residential Center teamed up with Karnes City Junior High School (KCJHS) in an effort to promote Rachel's Challenge. Rachel's Challenge mission is to awaken individual transformation and promote safer, more connected schools. Today, Rachel's Challenge exists to inspire and equip every person to create a permanent positive change not only in themselves, but in their schools, their businesses, and communities. Both facilities came together to donate journals so that every student in KCJHS can be a part of this powerful movement.





Guadalupe Supports Little League

Written By **Marilyn Dodge,**
Guadalupe County Correctional Facility

On April 24, 2016, the Little League season kicked off for the community of Santa Rosa with opening ceremonies at the Santa Rosa's Softball Complex. But before all this was possible, there was a lot of work behind the scenes in order to get schedules organized, team rosters completed, and getting the fields ready for play. This is where Guadalupe County Correctional Facility (GCCF) comes in.

On April 22, 2016, inmates Jay Ulibarri and Gabriel Tovar along with Officer Tommy Archuleta, Food Service Manager Julian Velasquez, Food Service Production Manager Devin Phillips, and Maintenance Technician Nate Romero took the day sprucing up all four baseball fields, parking areas, dugouts, fencing, bleachers, and the concession stand, hanging freshly painted business ad signs on the outfield fence lines, pulling weeds, and clearing rocks.

In 2016, the Santa Rosa Little League Board were comprised entirely of GCCF staff. In the form of a donation, GCCF was able to help purchase new netting for the batting cages. Maintenance Technician Nate Romero, Associate Warden of Programs Gloria Chavez, Food Service Clerk Amanda Anaya, Records Clerk Roberta Lucero, Lieutenant Moises Gallegos, Case Manager Larry Roybal, and Mental Health Director Kristen Esquibel all volunteer to coach teams and Maintenance Technician Joey Campos is an umpire. All these staff members devote an average of twelve to twenty hours a week coaching and making sure the softball complex is ready for a day of baseball. Not only do they make sure their team is ready to play, but they operate the concession stand and stay at the fields for the duration of game day. Little League President Devin Phillips said there are 186 kids playing baseball this year. This is the most children the City Leagues have ever seen. City Officials have expressed their appreciation for the way GCCF has taken interest in taking care of the City's Softball Complex and managing the Little League.

Malachi Dads Initiation at Central Valley MCCF

Written By **Sabrina Aguilar, Central Valley MCCF**

On October 18, 2016, Central Valley Modified Community Correctional Facility (MCCF) partnered with Awana Lifeline Prison Ministry to bring a new religious program to our facility.

Malachi Dads is a voluntary, Christian faith-based parenting program that aims to improve participants' understanding of their biblical responsibility as a father. Millions of children nationwide are growing up without fathers for a variety of circumstances—imprisonment, abandonment, vacancy, etc.

Malachi Dads is tackling this epidemic by challenging and teaching men how to grow into Godly parents, equipping them to spiritually train their children regardless of their circumstances and intentionally build a legacy of faith in Christ.

The program is open to all denominations and is not limited strictly to Christians. Although the program focuses on parenting, participants are not required to be parents as the program will also improve overall character traits aside from parenting.

The participant requirements are as follows: To attend weekly meetings for twelve weeks; meetings are scheduled for one day per week (after regular programming hours) for approximately two hours per session; actively participate; complete individual/group assignments; and bring assignments and a Bible to each meeting.



Life's Second Chances

Written By **Beth McDonald, Riverbend Correctional Facility**

The 'GEO Continuum of Care' (CoC) platform is designed not only to decrease recidivism, but to give participants a second chance at life. The Health Services Department at Riverbend Correctional Facility (RBCF) in Milledgeville, Georgia, decided to get on board with an innovative Wellness Education Program that takes a holistic approach to inmate health care. Currently, there are two ongoing groups that address the emotional and physical needs of offenders: art therapy and diabetes education.

Beth McDonald, MA, LAPC, received a Bachelor of Fine Arts from the Minneapolis College of Art and Design and a Master's Degree in Clinical Counseling from the Adler Graduate School. In 2014, she became a Mental Health Counselor at RBCF and formed the first art therapy group in July 2015. Each class is about an hour and a half long and starts out with thirty minutes of coloring mandalas. Mandalas are designs that are circular and are commonly used therapeutically to help patients relax. During the next half-hour, the participants do an art therapy exercise designed to increase self-awareness, express feelings, and help identify unconscious thoughts and behaviors. The last half-hour is devoted to discussion time where participants are encouraged to share their drawings and talk about the process. The art therapy group at RBCF has had a positive ripple effect that wasn't planned. Some participants have been given extra mandalas which they've brought back to their dorms to form coloring groups as well as creating art galleries and contests. The Faith and Character dorm is now offering an art class based on the art therapy curriculum.

Charles Coleman, RN, graduated from Georgia College with a degree in Management Information Systems and Communications and received his nursing degree from Gordon State College. Coleman has been working at RBCF since 2013 and started a diabetes education group this past spring. "My hemoglobin A1C was getting high and I was on the verge of being a type 2 diabetic," says Charles



Coleman. "I wanted to educate myself and thought a diabetic group would help me and many of the inmates I was seeing who really didn't know much about their disease."

The group meets for one hour each week for four weeks with five participants in each rotation. Charles Coleman has developed a curriculum for the class that includes making healthy choices at store and snack time, exercise and fitness, mental health contributors, and teaching the long-term effects of diabetes on the body. Each class also has a discussion component where the participants can share their challenges, successes, and encourage one another. Charles Coleman says he has had 100% participation each week and the participants are very involved in learning more about how to manage their disease.

With a solid commitment to wellness, the Health Services Department at RBCF, in conjunction with GEO's CoC program, is already developing future classes and groups concerning asthma, high cholesterol, a sleep class, yoga, and meditation.



Cultural Diversity Training Development

Written By **Bailey Wong, Karnes County Residential Center**

Karnes County Residential Center (KCRC) is truly a unique facility. Not only is it a unique facility because of the diverse population, but also because of the diverse staff. As the staff has grown, it became a necessity to incorporate more of a cultural component to the diversity training. In response to this need, a cultural diversity training specific to KCRC was developed by the Lead Mental Health Case Worker, Bailey Wong. This training encompasses the challenges faced by the specific countries served, information on trauma-specific approaches, and information on how staff can work together to improve communication, while conveying empathy and respect. This training will be incorporated for all new hire employees and all existing staff. KCRC is a facility which takes pride in the fact that staff work together and strive to continuously improve the services offered in order to better serve our population and customer.



Big Spring Partners With Customer in CERT/DCT Demonstration and Exercise

Written By **John Oliver, Big Spring Correctional Center**

On October 26, 2016, The GEO Group's Big Spring Correctional Center (BSCC) conducted tactical team demonstrations, culminating in a major mock exercise at the Airpark Unit, involving the Big Spring Fire Department, the Disturbance Control Team (DCT) from the Federal Bureau of Prisons (BOP), Federal Correctional Institution, Big Spring, and the Correctional Emergency Response Teams (CERT) from Reeves I & II Detention Complex, Reeves III Detention Complex, and BSCC. The full day consisted of a four-hour block of physical fitness, tactical planning, and tactical team demonstrations to ensure the teams were properly equipped, physically fit, and tactically prepared for the day the call comes in to activate them for an institutional emergency.

Upon completion of the physical fitness drills, the teams were assigned specific tactical team demonstrations conducted in a "round robin" format to eliminate all down time. In the afternoon, the teams were assembled, briefed, and deployed to the Airpark Unit recreation yard where a simulated disturbance had occurred. The teams worked on large area clearing techniques, team integration, and hand-and-arm communications. After several evolutions of scenarios of increasingly greater difficulty, the final exercise was executed. The two teams from different GEO facilities and the team from the BOP integrated seamlessly to successfully clear the recreation area, demonstrating the tactical processes they enhanced from the morning training evolutions. The exercise reinforced training concepts, the need to work together as a team, and the ability to think under pressure. Although three different teams were present at the beginning of the day, they marched out of the facility with their heads held high as a massive team of one at the conclusion of the day.

Pictured clockwise: GEO CERT Operators helping each other during the Suit Up drill. Executing clearing techniques while the Big Spring Fire Department pumps water onto the Vo-Tech building. After 25 pushups, CERT Operator carries a 100lb bag for 50 yards, and then turns around to run ½ mile.

Provider Fair at Central Valley

Written By **Regina Milton, Central Valley MCCF**

When Central Valley Modified Community Correctional Facility (MCCF) conducted its first Provider Fair, Central Valley MCCF was able to network with agencies that assisted by providing information and opportunities to motivate the participants to be positive role models.

Central Valley MCCF was able to give them resources as far as child support, job placement, Department of Motor Vehicles (DMV) information, parole planning, and other 'GEO Continuum of Care' information.

The second Provider Fair was successful and informative. The providers' personal testimonies were inspiring and gave hope to the participants as well as the volunteers.

The feedback from the reentry community was positive and they stated how beneficial the program is to their recovery. The department's goal is to lower recidivism rates and increase the success for participants by helping them be more productive citizens.

The Provider Fair included the following providers: Parole; Probation; DMV; Kern County's Male Community Reentry Program; Legacy Village Sober Living Homes; West Care; New Life; Garden Pathways; Kern County Child Support; Alcoholics Anonymous; Roots and Rebound; Tattoo Removal; and Health Right 360.



Rivers Correctional Institution Helps Stuff the Bus

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

Stuff the Bus is a school readiness program which supplies backpacks, school supplies, and other items to help students prepare for school and to make school a positive experience for them.

With all the recent layoffs in the county, they needed more help than ever. The recession had left schools and their families with diminished funding and no reserves to fall back on. Hertford County Public Schools reached out to local partners to sponsor a Stuff the Bus drive.

On September 20, 2016, Rivers Correctional Institution met with community partners such as Vidant Roanoke Chowan Hospital, the Murfreesboro and Ahoskie Chamber of Commerce, and members of the Rivers Community Relations Board at the local Walmart and collected supplies from 12 p.m. until 6 p.m. The bus drove to the businesses that wished to participate but could not meet at the Walmart location. A courtesy photo was taken in front of the business as a token of the Stuff the Bus program appreciation. Overall, the Stuff the Bus program was a big success.

Pictured left to right: Front row: Lillie O. White, Josephine Green, Carolyn Bazemore, Judy Hatchery, Brick Tripp, and Mike Basnight. **Back row:** Amy Gillus, James Brown, Glenn Smith, Wallace Branch, McCoy Pierce, and Larry Whitman.



Great Plains Conducts CERT/DCT Demonstration and Exercise

Written By **Kory Kusick**, Great Plains Correctional Facility



Congratulations to the GPCF CERT members for earning their first place trophy!

Great Plains Correctional Facility (GPCF) hosted a major mock Correctional Emergency Response Team (CERT)/Disturbance Control Team (DCT) exercise in tandem with the Federal Correctional Institution El Reno and the Federal Transfer Center Oklahoma City on November 16, 2016. Drills were conducted to simulate a large-scale fire, a hostage situation, and a disturbance on the recreation yard. It was an incredible sight to see the Command Center Operators and Emergency Response Teams from three separate institutions work so cohesively with one another. The first part of the exercise included a CERT challenge between the three agencies with a trophy and year-long bragging rights at stake. The challenge consisted of facility staff responding to an incident and successfully demonstrating their knowledge of safety, evacuation, and triage procedures. We are proud to announce that the GPCF CERT members earned first place!

A Winning Podium

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



Sale Little Athletics President, Bronwyn Jones pictured with daughter Isabelle, atop the new podium.

When the Sale Little Athletics Centre was preparing for the commencement of the upcoming season, they realized the poor condition of the winners podium. Believing it only needed a touch of paint, the group approached the Fulham Correctional Centre for assistance with the work.

Following the delivery of the podium, it soon became obvious that it required more than just a paint job to ensure the ongoing stability and sturdiness of the structure for its use. Utilising off-cuts from a previous decking project, participants of the woodwork course manufactured an impressive new winners podium.

Expecting that the old piece of equipment would just be repainted, the President of the Sale Little Athletics Centre Bronwyn Jones was surprised to receive such a well-made and structurally strong podium. "The Sale Little Athletics Centre is delighted with the quality of the new podium which will be used by the Centre for many years to come," she said. "We are very grateful to The GEO Group for the support they provide to community groups such as ours."



Bake a Difference for Pancreatic Cancer

Written By **Gill Duffy, Dungavel House Immigration Removal Centre**

On November 15, 2016, Kayleigh Flynn held a "Bake a Difference" event within the board room at Dungavel House Immigration Removal Centre to help raise funds and awareness for Pancreatic Cancer UK. This charity is very close to Kayleigh's heart since the loss of her mum to the disease at a young age. She is dedicated to helping raise awareness of this cancer in the hope that someday there will be a cure or even the means to prolong a patient's life.

With great thanks to the staff, the "Bake a Difference" fundraiser managed to raise almost £300 due to their kind donations, homemade baked goods to sell, and purchased raffle tickets for some great prizes. Family, friends, small local businesses, and staff members all kindly donated the gifts.

Freight Wagon Restoration

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

Thanks to the efforts of the Fulham Correctional Centre's Nalu community work crew, the Gippsland Plains Rail Trail, which traverses a 67km route through spectacular countryside, now features a restored Victorian Railways 'G' class freight wagon at the entrance to the small township of Cowwarr.

The Rail Trail came into existence following the closure of the Traralgon-Stratford railway line after more than 104 years as the vital artery in regional Victoria's transportation system. The open wagons were once a common sight transporting freight across Victoria, but of the thousands built, only a few examples remain preserved on tourist railways. This popular recreational resource, which is managed by a State Government appointed, volunteer-based committee, is now an important and popular local community and tourism asset for walkers and cyclists. In recognition of preserving some of the railway heritage, the committee sought assistance to acquire some examples of original rail vehicles for restoration and display. In 2014, a surplus 'G' wagon was located some 149km away and transported to the Cowwarr site, almost half way along the 67km Rail Trail route. Following the removal of the majority of rail tracks some ten years earlier, work finally began on the first section of the Gippsland Plains Rail Trail.

Gippsland Plains Rail Trail Committee of Management Chairperson Helen Hoppner approached Fulham Correctional Centre's Industry Manager Ian Riley seeking help in getting the wagon up to standard, and thus the Nalu community work crew's involvement in the project began. Over the next eighteen months, and after decades of neglect, the derelict wagon which had been built in 1945, was given seventy-six hours of much needed attention by the seven-man crew from Fulham Correctional Centre. Huge amounts of rust and layers of flaking paint were painstakingly removed before numerous coats of paint were applied to complete the transformation of the wagon.

"It now stands in pride at the Cowwarr Station close to a busy main road and we often see trail users and motorists stopping to take a photo with the wagon," said Ms. Hoppner. "We thank GEO and the team for assisting with this community project." The members of the work crew are proud to have been involved in the restoration of the 'G' freight wagon and are looking forward to the committee's next project – painting of a crane trolley used in the laying of sleepers on railway tracks in years gone by.



Cycle Trek Raises Funds to Beat Cancer

Written By **Kevin Williams,
Dungavel House Immigration
Removal Centre**

In August 2015, Duty Operations Manager Joe Mearns from Dungavel House Immigration Removal Centre was diagnosed with cancer. Joe Mearns underwent a period of chemotherapy treatment in order to fight the disease. During recovery, Joe Mearns decided he wanted to do something to raise much needed money for a charity which helps people with life limiting conditions such as cancer.

He made the decision to support a small local charity called Haven Centre as these types of charities need more funding than some of the larger organisations.

Joe Mearns made the decision to take on a cycle route called the 3 Lochs Way which is a thirty-four mile cross country route. Starting at Loch Lomond, he travelled to Gare Loch and then onto Loch Long, finishing back at Loch Lomond. Joe Mearns completed the route in one day and amazingly managed to raise £1,108 for the Haven Centre.

Jubilee for Prisoners

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



On November 11, 2016, Fulham Correctional Centre took part in world-wide celebrations for the Jubilee for Prisoners. In ancient years, the practice of a jubilee year was called every fifty years and was a time for forgiveness. The Catholic Church later adopted the practice, calling for a holy year every twenty-five years. During the week of celebrations, November 6-13, 2016, Catholic Masses were held in all fifteen centres throughout Victoria. Catholic Diocese of Sale Bishop Patrick O'Regan conducted the Jubilee for Prisoners Mass at Fulham Correctional Centre. Catholic Prison Ministry's Victorian Director Sister Mary O'Shannassy, prison Chaplains Jennifer Fitzgerald, Veronica Barnes, Bill Smolenaars, and Frank Fidge together with a number of staff joined the forty-two men who took part in this special celebration.

During the service, Bishop O'Regan blessed small wooden crosses which were offered, as a memento of the occasion, to the men who took part in the Mass. The celebration concluded with a morning tea where a selection of tasty treats were shared – some of which were baked by one of the inmates.

Practical Shooting Event at Police Games

Written By **Darryl Audie & Martin Hutchinson,** Arthur Gorrie Correctional Centre



Pictured left to right: Darryl Audie and Martin Hutchinson

Martin Hutchinson and Darryl Audie had represented The GEO Group Australia with distinction at the 2016 Australasian Police and Emergency Services Games held on the Sunshine Coast. The Arthur Gorrie Correctional Centre (AGCC) employees both secured gold medals in their respective practical shooting events.

AGCC's Maintenance Manager Darryl Audie has been involved in the sport for six years. At the games, he shot in the open division using a STI 2011 .38 super pistol fitted with a compensator and optic sites and took home the gold medal. He collected a second medal for being over fifty years old in the open category.

Custodial Officer Martin Hutchinson has been sport shooting for fifteen years and started competing in practical shooting eight years ago. He is the current Queensland classic gun champion and has been a member of the state team for seven years. His team has won the Australian IPSC (International Practical Shooting Confederation) Shooting Championships six years in a row. Martin shot a 'standard' gun at the games — a slightly modified 1911 style pistol shooting .357 SIG calibre bullets — and won the standard division.

Practical shooting is also known as dynamic shooting, action shooting, or IPSC shooting. It features aspects not found in traditional shooting disciplines such as multiple moving targets and the need for competitors to move through the course to solve challenges. The time taken to complete the course is part of the final score along with shooting accuracy.

At the games, there were eight different courses featuring doors, windows, and passageways with moving targets as well as targets that disappeared and reappeared. About sixty competitors contested the practical shooting in four disciplines — revolver, production gun, standard gun, and open gun. They represented the New Zealand, Victorian, New South Wales, Queensland, and Australian federal police forces as well as Australian Protection Services, Australian Border Force, fire services, and corrections. The 16th Australasian Police and Emergency Services Games were held over eight days and featured fifty-two sports.

Dreaming Inside Changes Lives

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

Junee Correctional Centre in collaboration with the South Coast Writers Centre has released the fourth *Dreaming Inside* book in a unique initiative for Aboriginal and Torres Strait Islander inmates.

Dreaming Inside: Voices from Junee Correctional Centre Volume 4 is a collection of heartfelt poems and stories from inmates on a range of thought-provoking topics including their families, life in prison, and disassociation from culture and community.

The book is a product of the *Dreaming Inside* writing program that originated from a 2009 visit to the Junee Correctional Centre by Aunty Barbara Nicholson and two colleagues from the South Coast Writers Centre for a day of reading with Indigenous inmates.

A subsequent trip resulted in the development of a writing workshop and now two three-day workshops are held annually in the centre's cultural centre — a cultural hub where inmates are encouraged to express themselves through art, writing and music.

The first volume of the book was released in 2012, and this year's edition, the largest to-date, was launched at the Sydney Writers' Festival.

Junee Correctional Centre Offender Services Manager Trevor Coles said the *Dreaming Inside* program had made a positive change to the lives of many inmates.

"It encourages Indigenous inmates to tell their stories and through their writing they reflect on their lives and culture," Trevor Coles said.

"Many write about their childhood, how it influenced where they are today, how they see themselves in the future, and their connection with family and culture. The writing process gives them a voice; there is acknowledgement of what they have to say and overall it is very therapeutic. Becoming a published author is also great for their self-esteem and the program often leads to further study."

Following the completion of this year's program one inmate said, "I learnt heaps about expressing our values, culture, and ideas about every day living, as well as how to express your feelings in writing." Another summed up the experience by simply saying, "Thank you for appreciating our hearts."



Pictured top: John Muk Muk Burke with one of the inmates who worked on Volume 4. **Pictured bottom:** Volumes of *Dreaming Inside*.

The South Coast Writers Centre offers professional development, networks, and resources for writers and readers. Its team of Indigenous writers, who deliver the *Dreaming Inside* program, are known as the Black Wallaby Writers Group.

Junee Correctional Centre runs a number of programs that aim to reduce recidivism. These include classes in language, literacy and numeracy, TAFE training courses, and programs that develop skills for work or further study.



Slow and Steady Does it!

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

Over the last two years, train travellers utilising the Sale railway station will have seen a gradual improvement in the look of the station and its surroundings.

The enhancements are the result of a small but dedicated band of volunteers, the Sale Stationeers Group, who want to make the gateway into the City of Sale a more pleasant experience for train travellers.

Community members have also benefitted from the many changes at the station – picnic tables under shady trees, murals on the station's external walls and wire fences, and garden beds planted with a variety of attractive hardy plants and mulched with tan bark.

Work crews from Fulham Correctional Centre's Nalu Community assisted in the

transformation, having worked at the site over a twelve-month period.

Spokesperson Gillian Gregory thanked Industry Manager, Ian Riley, asking him to pass on the Sale Stationeers Group's sincere thanks to the participants and their supervisor for the great job. "It really is looking tremendous now and they should be proud of their work," she said.

The State's railway operator, V/Line, was also appreciative of the work carried out by Fulham Correctional Centre's community work crew, and arranged for plaques commending their efforts to be located in two of the garden beds.

Pictured left to right:
Sale Stationeers Group (SSG) volunteer Margaret Treverton, SSG volunteer Elaine McLeod, Industry Manager Ian Riley, SSG volunteer Gillian Gregory, and SSG volunteer Valerie Ellis.



2nd Annual Sober Fest in Honor of National Recovery Month

Written By **Pam Bennett, GEO Care Strategic Marketing**

As part of National Recovery Month, Sober Fest is a drug and alcohol awareness, prevention, and recovery event organized by the Merced County Probation Department and Merced County Sheriff's Office in partnership with GEO Reentry Services. The event was held on September 10, 2016, from 11 a.m. to 3 p.m. at the Merced County Courthouse Park. This fun-filled family event was offered free of charge, and was open to the public. The organizers wanted to show that people can have a good time without having to use drugs and alcohol.

This event was originally modeled after Fresno's Sober Stock. Sober Fest 2015, the first year of the event in Merced, attracted about 300 people and grew to nearly 700 people, and went from the participation of ten community service providers to forty community agencies in its second year.

Central California District Manager Chris Castañeda, said, "Anyone dealing with substance abuse issues could benefit greatly from the community-based service providers who were on site to offer support and valuable resources. We got the word out through social media and flyers – many county and community resources came out to support the event." As part of the community outreach initiative, numerous local service providers attended including The Valley Crisis Center, All Dads Matter, AEGIS Treatment Centers, Women, Infants and Children, Merced County Food Bank, and many medical and faith-based organizations as well.

The event's theme, "Celebrate Life," featured testimonials from sober community members including Merced County Day Reporting Center participants. Food vendors were on-hand, and the Merced County Food Bank gave away up to two food boxes per family as part of their Drought Food Assistance program. Free prizes and giveaways were provided by local businesses. Family activities included a bounce house, face painting, a motorcycle show, a free raffle and prizes, live music, and a dance contest. The Sheriff's office showcased their Water Rescue Team and Tactical Unit. Merced County Sheriff Vern Warnke personally addressed the event attendees.

Community outreach initiatives like this provide hope for individuals who might not otherwise get connected to resources that are available to them. These resources help them successfully reintegrate back into their communities in addition to those who simply struggle with addiction.

When asked how he would summarize this year's Sober Fest, Chris Castañeda said, "The event was a huge success both for GEO and for our community service providers. The community was able to witness first-hand how a partnership of law enforcement, community services, and private businesses can work together to create a safer community."

Pictured left to right: Juan Castaneda, Alvaro Perez, Annette Manzo, Maria Camacho, Ivan Lupian, Krystle Skipworth, and Armando Pimentel.



Keeping a Chin Up!

Written By **Kevin Shiflett, Phoenix ISAP**

Each GEO employee has been blessed with talents and abilities that help achieve company goals. Furthermore, it is important for GEO employees to develop their talents to help the community around them. In addition to helping promote GEO's goals, Phoenix ISAP Case Specialist Kevin Shiflett, has a unique talent that he shows at various events including NBA halftime shows. Kevin is a chin balancer, and he can balance many items, including ladders, wheelbarrows, and chairs on his chin. At the age of ten, he began his chin balancing talent with a broom and has since traveled throughout the U.S. showing off his talent. Most recently, he performed for the Golden State Warriors in Oakland, CA. When asked what he loves most about sharing his talent, he states, "I love hearing the joy of the crowd." Smiles definitely abound during Kevin's performances. Check out Kevin Shiflett on social media, [@ChinBalancer](#), for any upcoming performances near you.



Community Pride

Southern Peaks Regional Treatment Center proudly volunteered in the National Night Out community event.

Written By **Laurie Billington,**
Southern Peaks Regional
Treatment Center

.....
*Southern Peaks Regional Treatment
Center participant 13-year-old
Manny proudly holds his fishing pole
he won at the community event.*

Southern Peaks Regional Treatment Center (SPRTC) in Canon City, Colorado had the opportunity to collaborate with the Canon City Police department and several other community organizations to facilitate National Night Out. In essence, National Night Out is a national movement across the country to raise awareness for anti-crime initiatives, community partnerships, and to foster relationships between the police department and the community in order to let people know communities are organized and take pride in their neighborhoods.

SPRTC donated items for the BBQ including hotdogs, hamburgers, buns, chips, drinks, and snow cones. Additionally, we were able to have eighteen youth participate in the festivities. Several of the youth assisted with setting up and taking down displays as well as making snow cones for those participating in the event. We are proud to say that National Night Out has grown in participation over the past three years from less than one-hundred participants in 2014 to over four-hundred participants this year.

The following story is told from the perspective of one of our youth who participated in the activity, 13-year-old Manny. "I was excited when I first found out I had the opportunity help out and experience the activities. When we first got there, we

helped set up the snacks and food items. While we were waiting for people to arrive, we were able to play football and whiffle ball in the park. We also got to walk around and see the different booths. Several of them were giving things away. I also had the chance to get into the Oscar Meyer Weiner mobile and got a whistle from them.

When I was helping out with the snow cones, I got to help with loading ice into the snow cone machine and then pushing the button to shave the ice. Lots of people enjoyed the snow cones and many of them came back for seconds. I got to eat four of them!

My favorite part of National Night Out was the raffle. Originally, I gave my ticket to another youth because I didn't know what they were for. When they got ready to start the raffle, I asked for another ticket from the lady and she gave me one. Lucky enough for me, I received my raffle ticket just in time for them to start calling out numbers. And then they called my number! And I was lucky enough to win a fishing pole. My hope is for when my dad comes to visit we can go fishing!

Overall, it was a great experience to be able to help out the community and get to participate. I especially liked looking around at the other booths and learning about services and organizations in the community."

Southeast Texas Transitional Center's Commitment to Excellence

Written By **Ted Blanchard,**
Southeast Texas Transitional Center



Southeast Texas Transitional Center is strongly committed to operational excellence hinged upon employee engagement and reducing turnover. There is no substitute for consistently finding ways to show appreciation for the hard work of our employees.

During the month of October 2016, the focus was on the Maintenance and Food Service departments. Both groups have demonstrated a commitment to excellence during this year that included zero findings during the October internal Quality Compliance Process (QCP) audit!

An appreciation luncheon was held for each of these departments. The Maintenance department received gift bags as a token of appreciation. The Food Service staff received bright red personalized aprons along with tokens of appreciation for the day-to-day hard work that is required to make the facility succeed.

Season of Change - Creating a More Welcoming Center

Written By **Peter Conerly,** Perth Amboy CRC

"Environment matters. As human beings, we naturally react to the physical impact of our surroundings. We adapt our clothing to move comfortably through hot or cold air. We spend considerable sums on furniture that makes us feel relaxed and secure. We respond to pleasing décor, and we react just as readily to our emotional atmosphere. Study after study indicates that a positive school environment is essential for optimal teaching and learning." - Best Practices: Building Blocks for Enhancing School Environment.

After the "Tools For Success" contest announcement, The GEO Group's Perth Amboy CRC coincidentally entered a competition held by our client, the New Jersey State Parole Board, for creating information boards for participants. This information board competition, announced at the monthly New Jersey Program Directors meeting on September 22, 2016 was voluntary and open to all residential and community resource centers in New Jersey. All entrants were asked to create an information board for their respective facilities using "professional judgment, skills, and creativity to determine the content." The judging criteria was based on four categories: Informative - 30%, Interesting/Engaging - 30%, Creative - 30%, and Unique - 10%.

Perth Amboy CRC wanted to create a board which would meet these criteria and also convey a message of positive change to the participants. A seasonal theme offered an opportunity to communicate that message; and the autumn season was an ideal vehicle to illustrate and suggest to participants to "turn over a new leaf."

All staff and several participants helped in the board project. One participant with



an artistic ability drew and painted the landscape scenery. Others volunteered to depict various activities at Perth Amboy CRC. The photos included staff, the Parole Liaison Officer, and participants engaged in individual and group settings. The bottom of the board contained informational brochures and participant orientation handbooks, which describe the services offered at the resource centers.

Although Perth Amboy CRC did not win the contest, the staff and participants enjoyed working on the information board and were extremely proud of the end product. Their efforts were recognized and Perth Amboy CRC was awarded an Honorable Mention Certificate of Achievement.

The challenge of this endeavor not only helped raise the morale in the office, but more importantly, it enabled them to better communicate Perth Amboy CRC's message of change and about what they do and hope to achieve for the benefit of those they serve.

Perth Amboy CRC Supports New Jersey Food Bank

Written By **Peter Conerly, Perth Amboy CRC**



The Perth Amboy CRC recently arranged a community service initiative for program participants at the New Jersey Food Bank in Hillside, NJ. This is a worthwhile endeavor as it is a major food distribution center in northern New Jersey. GEO Reentry Education and Employment Coordinator Jorr Mbye met with the New Jersey Food Bank to begin placing participants. Program staff transported participants from the Perth Amboy CRC to the New Jersey Food Bank where they worked along staff and other volunteers sorting food items. This is a valued and appreciated service which is recognized by our customer, the New Jersey State Parole Board. Participants are presented with certificates of appreciation and gift cards at the Center's monthly house meetings.

Pictured left to right:

Participant Lawrence Parker, participant Charles McCleoud, New Jersey Food Bank volunteer Coordinator Tracey Edmonds, Gregory Cannell, GEO Reentry Education and Employment Coordinator Jorr Mbye, participant John Pellegrino, and participant Precious Taylor.



STTC Provides BBQ Lunch to Houston Fire Department

Written By **Ted Blanchard, Southeast Texas Transitional Center**

Southeast Texas Transitional Center (STTC) relies heavily on the quick response of the local fire and emergency personnel during medical emergencies experienced by the residents. It can be daunting due to the size of the facility, and we realize how lucky we are to be served by such a professional and elite group of first responders. As a token of appreciation for their service, STTC provided a BBQ luncheon at the McCarty station, which appeared to be well received!

STTC staff pictured left to right: Back row: Food Service Manager Jerald Bass, Facility Director Ted Blanchard, and Maintenance Supervisor Donte Mondaine. **Front row:** Security Manager Jasmine Hudson.

Community Connections

Building Relationships in the Community

Mid Valley House Donates to Local Women's Shelter

Mid Valley House recently donated school supplies to its local women's shelter. The center donated more than 400 items to help the children of women who are victims of domestic violence and currently staying at the shelter. The donations can help give the children a leg up for the school year and ease the financial burden on their mothers.

Louisville DRC Partners with Parenting Arts Groups

In Louisville, Case Manager Arrica Spearman was key in coordinating a partnership between two local organizations who developed a pilot project designed for families affected by imprisonment. These organizations, the Special Project and the Family Health Center's Arts in Play Family Playgroup, incorporate educational and art making activities to foster family strengths, enhance child development, and reduce the likelihood of child abuse and neglect. Nice work Arrica and Program Manager Chris West for thinking outside the box!

Bossier City DRC Helps Feed the Community

Bossier City DRC participated in a community meal event that had the goal of feeding 5,000 people across several locations. The DRC partnered with a local church and the Northwest Louisiana Community Development Corporation to host the event, which was a huge success. Providing warm meals, particularly during the winter-time, is a great way to help and create partnerships with area organizations.

Madera Helps to Raise Awareness for Local Hunger and Homelessness

Madera DRC participated in the 7th annual Hunger and Homelessness Awareness Day event at a local park. The event offered outreach, education, and information to the community on resources available to homeless people and those at risk of becoming homeless. Several booths were set up, including Madera DRC's. The event was a good way to get GEO's name in the public while showing that the Madera DRC values the fight against homelessness.

Taylor Street Residents Appeal to High Schoolers

Residents of Taylor Street Center spoke at a local high school to discourage young people from getting caught up in crime. The program was not about scaring students straight, but honestly discussing their bad decisions, what it was like to be arrested, spending time in prison, and how their thought processes have changed over time. The talks were a great success and residents connected with local young people in a positive way.

Reality House in Brownsville, TX Supports Competitions

Reality House recently sponsored a fitness championship and an annual 5k run in the community by providing participants with water, Gatorade, fruit, and granola bars. The fun events are a great way for staff to get out into the community. Reality House has participated in both events for years!

Chatham RSC Provides Free Dental Exams

Taking care of your teeth is so important, but the costs can be high, which is why the Chatham RSC recently partnered with Mobile Care Chicago to provide free dental exams and cleanings to participants and community members. Chatham RSC invited the Department of Human Services, TASC Inc., and IDOC Parole to take part in the event, which featured a dental van from Mobile Care Chicago. The van serviced more than fifty people from the community.

Wichita DRC Partners with Local Prison's Bike-recycling Program

The Wichita DRC received a dozen like-new bikes for their participants after partnering with the Ellsworth Correctional Facility (ECF) and its Wheels for the World program, which exchanges dilapidated bikes for newly refurbished ones. Participants brought their old bikes to the DRC and the center donated them to ECF and received twelve newly refurbished bikes in return.



Red, White, and You Job Fair

Written By **Claudia Herrera,**
Mid Valley House

Mid Valley House participated in the 5th annual Hiring Red, White, and You Job Fair. The job fair focused on giving veterans an opportunity to look for employment and to meet employers on a one-to-one basis. Overall, we had the opportunity to speak to over sixty-seven veterans and 289 job seekers.

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