

# GEO World

1st QUARTER 2024

A GEO Publication for Employees and their Families.



THE GEO GROUP  
CELEBRATES *40 YEARS*  
OF LEADERSHIP AND  
OPERATIONAL EXCELLENCE

# Letter From The Chairman

## To the GEO Family,

Four decades ago, our company began a remarkable journey when we were founded as a corporate subsidiary. Through the years, we have expanded our presence in the United States and abroad and have become a leading provider of diversified correctional, detention, and community reentry services. Today, more than 18,000 GEO employees report to work around the world. Our growing workforce strives daily to make a difference in the lives of individuals in our care and in the communities in which we serve.

Over the past 40 years, our company has continually expanded its operational footprint into new geographic locations and market segments both through organic development of new and expanded facilities as well as the acquisition of high-quality companies. In the last four decades, we have completed \$2.6 billion in company acquisitions, adding to our diversified portfolio.

During the first quarter of 2024, our company achieved several important operational milestones, which are underpinned by the dedication of our frontline employees and our continued organizational commitment to operational excellence.

Our secure services facilities underwent 60 audits, including internal audits, government reviews, third-party accreditations, and Prison Rape Elimination Act, or PREA, certifications. Five of our secure services facilities received accreditation from the American Correctional Association with an average score of 99.8 percent, and one facility received PREA certification. Our GTI transportation division and our GEOAmey UK joint venture completed approximately five million miles driven in the United States and the UK.

During the first quarter of 2024, we also renewed three residential reentry center contracts with the Federal Bureau of Prisons, retained three non-residential day reporting center contracts, and were awarded one new day reporting center contract.

Our residential reentry centers, non-residential day reporting centers, and ISAP offices underwent a combined total of 77 audits, including internal audits, government reviews, third-party accreditations, and Prison Rape Elimination Act, or PREA, certifications. Three of our residential reentry centers received accreditation from the American Correctional Association with an average accreditation score of 100 percent, and one of our residential reentry centers received PREA certification.

Our GEO Continuum of Care division delivered over 700,000 hours of enhanced in-custody rehabilitation and post-release support to an average daily population of approximately 2,600 individuals at 31 In-Prison Program sites and approximately 21,000 individuals at 13 Continuum of Care sites.

All these important milestones are representative of the organizational success we have enjoyed over the last four decades. We recently marked this success with the celebration of our company's 40th Anniversary. We are proud to have developed high-quality partnerships with government agencies around the world, becoming a leading provider of diversified support services for secure facilities, processing centers, community reentry centers, enhanced rehabilitation programs, and electronic monitoring services.



**George C. Zoley**

Executive Chairman  
of The Board





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### The GEO Group Celebrates 40 Years of Leadership and Operational Excellence

Celebrating four decades of operational excellence as a leading provider of enhanced in-custody rehabilitation, post-release support, electronic monitoring, and community-based programs.

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## EDITORIAL STAFF

Audra E. Birt  
 Editor-in-Chief  
 abirt@geogroup.com



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# THE GEO GROUP CELEBRATES *40 YEARS* OF LEADERSHIP AND OPERATIONAL EXCELLENCE



## Early Beginnings

In 1984, four decades ago, the company began as a new division in a security company formerly known as The Wackenhut Corporation. Our first contract was an award to manage a 600-bed youth facility in Oklahoma for the U.S. Department of Labor. This first award provided the necessary experience in providing contracted residential care. That experience qualified us to compete and win our first federal contract to design, finance, build, and manage a 150-bed Immigration Processing Center in Aurora, Colorado for the agency that is now known as ICE.

Starting in the late 1980s, new opportunities emerged in the sun-belt states that were experiencing rapid population growth. Through several wins in public competitive procurements, we began designing, building, financing, and managing projects in Texas, California, Mississippi, Florida, and New Mexico. In 1994, we went public and became listed on the NASDAQ

Stock Exchange in order to sell shares to provide the capital to finance our rapid growth. This was quickly followed in 1996, with a jump to the New York Stock Exchange.

We were also called upon to expand our services internationally to the countries of Australia, South Africa, and the United Kingdom. Over the years we have designed, financed, and constructed dozens of correctional facilities and Immigration Processing Centers. We also acquired several smaller companies at a cost of \$2.6 billion.

Today, we have 18,000 GEO employees who report to work around the world. Our 2023 revenues were approximately \$2.4 billion as the result of approximately 81,000 beds under management, as well as U.S. electronic monitoring services and transportation services in the U.S. and the United Kingdom. We continue our place on the New York Stock Exchange, despite more than half its listed companies having left since our emergence in 1996.



## Going Public

In the late 1980s and early 1990s, GEO began to expand throughout the country with contracts in Texas, California, Florida, and other states. By 1993, GEO had grown its revenues to \$59 million and its workforce stood at more than 1,800 employees.

The next step would be to transition from a corporate subsidiary to a publicly-traded company. In 1994, the company went public as Wackenhut Corrections Corporation through an Initial Public Offering of \$17 million. Originally listed on NASDAQ and with Dr. Zoley as its Chief Executive Officer, the company moved its listing to the New York Stock Exchange in 1996. Though the company was publicly-traded, it remained a majority-owned subsidiary of The Wackenhut Corporation until July 2003.

## International Expansion

By 1992, GEO had already begun to expand its business internationally, first exploring new business opportunities in Australia. In 1994, through a joint-venture partnership, the company was awarded its first contract in the United Kingdom. By 2002, GEO had established itself as a leading service provider in the United Kingdom, Australia, and New Zealand, and the company had also opened the 3,024-bed Kutama Sinthumule Maximum Security Prison in the Republic of South Africa.

## Becoming an Independent Company

In May of 2002, The Wackenhut Corporation was acquired by Group 4 Falck, a Danish security conglomerate which became GEO's majority shareholder.

On July 9, 2003, one moment reset the course of The GEO Group's history and paved the way for what has been two decades of successes and remarkable growth. On that day, GEO culminated what had been a year-long process of negotiations with the purchase of 12 million shares, or 57% of its common stock, from Group 4 Falck for \$132 million. In so doing, GEO became an independent company.

## Quality Growth

After gaining its independence, GEO set out to pursue quality growth opportunities, which included both new organic development and expansion projects as well as the acquisition of high quality companies.

Since 2003, GEO has completed approximately \$2 billion in new development and expansion projects. GEO has also added to its diversified services portfolio through more than \$2.6 billion in company acquisitions, including Correctional Services Corporation in 2005; CentraCore Properties Trust in 2007; Cornell Companies in 2010; BI Incorporated in 2011; LCS Corrections in 2015; and Community Education Centers in 2017.

## New Industry Leader

Since July of 2003, GEO has increased annual revenues from approximately \$500 million to more than \$2.4 billion. GEO's strong growth has been the result of a multi-year diversification strategy, which has allowed our 18,000 employees to secure the leadership position in our industry, providing;

- Federal Facilities
- State Facilities
- Electronic Monitoring
- Transportation

Our success has been underpinned by our diversified services platform and the daily dedication of our employees. Over the last 40 years, our commitment to operational excellence has supported stable and steady growth. This commitment, from the field to the boardroom, has enabled us to establish long-standing, quality partnerships with government agencies around the world, becoming the industry leader of diversified support services for secure facilities, processing centers, community reentry centers, enhanced rehabilitation programs, and electronic monitoring services.

# The GEO Group Foundation Supports Boca West Children’s Foundation

In late March of 2024, The GEO Group participated in the Boca West Children’s Foundation’s Annual Golf Challenge. The event was supported by a \$5,000 donation from The GEO Group Foundation, and several members from the GEO Corporate Office made up the foursome. The mission of the Boca West Children’s Foundation is to identify and fund projects in the Boca Raton and Palm Beach County areas to aid at-risk children and their families in need.

Since its inception, the Foundation has raised more than \$18 million to fund specific programs of 36 local charitable organizations. All of these funds have gone towards projects and not into general funds. The Foundation has fed, clothed, provided medical and dental services, kept abuse shelters open, sent at-risk children to summer camp, and much more.

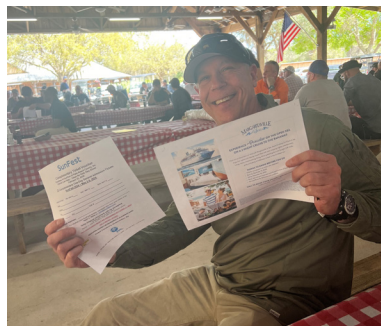
Each year, Boca West Children’s Foundation serves more than 9,000 children, and its volunteers give 45,000 hours of their time each year to the 36 charities with which the organization works.



## The GEO Group Foundation Supports Clinics Can Help

In February of 2024, The GEO Group Foundation provided a \$5,000 donation to support Clinics Can Help (CCH). CCH is a non-profit organization that accepts the donation of durable medical equipment and supplies and redistributes those items to people who need them but may not be able to afford them. Through an in-depth network of partners and supporters, they receive referrals for medical equipment from free clinics, local hospitals, and more than 20 medical agencies in Palm Beach County alone. Over the last 12 years, they have assisted more than 12,500 clients obtain needed medical equipment.

As part of GEO’s engagement with Clinics Can Help, several GEO executives and a GEO consultant attended CCH’s annual Clay for Kids shooting event. In attendance were Matthew Albence, SVP, Client Relations; Jack Sheehan, EVP, Secure Services; Chuck Leeper, Director, Risk Management; and Stacie Rumenap, DCI Group. The GEO Team enjoyed the event and even won a few prizes in the silent auction.





# GEO Corporate Employees Participate in Community Spirit Race

In early March of 2024, a team of employees from GEO's Corporate Office ran in the Spirit of Giving Network's Community Spirit Race. The race took place on the Florida Atlantic University Campus, and The GEO Group Foundation was the title sponsor for the event with a \$5,000 donation. Spirit of Giving Network is a collaborative, nonprofit organization with a focus on children and families in Palm Beach County. It is a forum where nonprofits and community supporters share information, resources, and best practices. Currently, there are more than 75 nonprofit member organizations meeting on a monthly basis. The group's objective is to streamline the delivery of services to the community by working collaboratively to solve issues and improve operations through internal and external partnerships.



**Featured Staff:**  
Laura Kraft, Alfred Roman, Yusmelin Rossell, Chris Ferreira, Margie West, Farieza Juman, and Meire Santos



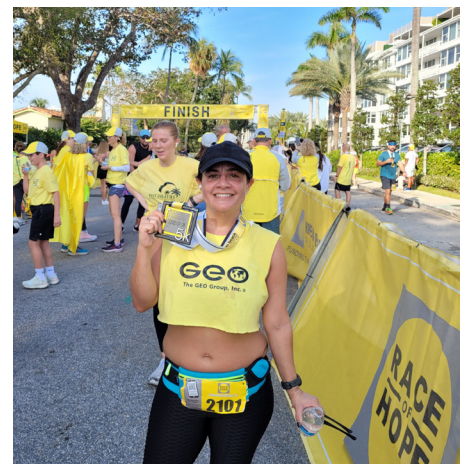




## GEO EPIC Races for Hope

In February of 2024, GEO EPIC participated in the Hope for Depression Research Foundation's Race of Hope. The event took place in Palm Beach, and The GEO Group Foundation made a \$5,000 donation to support the organization.

The Hope for Depression Research Foundation (HDRF) was founded by NYC philanthropist, Audrey Gruss, in 2006 to spur cutting-edge neuroscience research into the origins, diagnosis, treatment, and prevention of depression, a national public health crisis in the United States and the world's number one cause of disability. In addition to research, HDRF aims to raise awareness of depression as a medical illness and to educate the public about the facts of depression.





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# Be Well: Our Wellness Plan is Here to Help You Thrive!

Written By **Johanny Handel, Corporate Human Resources**

What if your career here at The GEO Group offered a way to improve your health, reduce stress, and even have a little fun with your coworkers at no cost to you? Participating in the wellness plan offers many advantages and promotes both physical and mental well-being. The GEO Group wellness program is designed to create a healthier workforce, fostering a positive impact on productivity, morale, and overall workplace culture. Here are some of the many advantages of participating in the wellness program.

## Preventive Health Screening

Your wellness plan incorporates preventive healthcare measures, such as the onsite health screenings conducted at most GEO locations. The onsite health screenings were offered from April 10 to June 15, 2024. If you missed the onsite event, you can also get your health screening done at your physician's office or at a Quest Patient Service Center. All screenings will check your total cholesterol, cholesterol ratio, blood glucose, blood pressure, and body measurements. Participating in health screenings ensures early detection of health issues, helps you to maintain optimal health, and prevents more serious and costly medical conditions down the line.

## Discounts

If you participate in the Blue Cross Blue Shield or Kaiser Permanente medical plans, you have discounts to fitness facilities or classes, encouraging regular exercise. Physical activity has numerous health benefits, including weight management, improved cardiovascular health, and reduced stress levels. Employees who engage in regular exercise are likely to experience increased energy levels, better concentration, and enhanced overall job performance.

The full menu of discounts is available for BCBS participants on: [www.myhealthtoolkitfl.com](http://www.myhealthtoolkitfl.com).

Select the Resources tab, then Blue365® Discounts. On a mobile device, select Menu, then Blue365® Discounts. If you're on a Kaiser Permanente plan, visit [www.kp.org](http://www.kp.org) for your options.

## Mental Health

Beyond physical health, The GEO Group offers mental health support, such as our Employee Assistance Program (EAP) with our new vendor, Magellan Healthcare, where you have access to therapists either in person or virtually. As work-related stress becomes increasingly prevalent, we offer these tools and resources to help you be more resilient and focused. Mental well-being is closely tied to productivity, making these initiatives a valuable asset for everyone.

To access the Magellan EAP, please contact 1-833-548-1430 (TTY 711) or visit [Member.MagellanHealthcare.com](http://Member.MagellanHealthcare.com).

## Community

When people say they love their job, it's often because of the people they work with. Participation in our wellness program can also foster a sense of community and camaraderie among your colleagues. Group fitness activities, challenges, or wellness-related events provide opportunities for team-building and social interactions outside of the office. This sense of community can positively impact workplace relationships, collaboration, and employee morale.

In conclusion, participating in The GEO Group's annual wellness program is a wise investment in both your personal well-being and your professional success. The program offers you a hands-on approach to health, addressing physical and mental aspects while fostering a supportive workplace culture. From improved fitness and stress management to preventive healthcare measures and community building, the benefits extend beyond the individual to positively impact the entire organization.

# BLACK HISTORY MONTH



## Black History Month Celebration at South Bay Correctional and Rehabilitation Facility

South Bay Correctional and Rehabilitation Facility (SBCRF) honored African American pioneers who shaped our nation with a variety of events during Black History Month. African Americans and the Arts was the Black History Month theme that guided all of the events. The departments of Recreational Programs and Education hosted the first event on February 9, 2024. It was a talent show where program participants could display their artistic skills in music, poetry, mime dance, paintings, drawings, and theatrical performances.

The Education department hosted an event titled "History of African American Icons and Legends" on February 13, 2024. The purpose of the program was to raise awareness, educate the public, and highlight the body of work and history of remarkable African American Icons and Legends who were not well-known. It also aimed to demonstrate how these individuals' extraordinary contributions influenced the growth and advancement of society. The participants did an amazing job of presenting historical moments and excerpts featuring iconic figures such as the first African American woman pilot, Bessie Coleman; Claudette Colvin, who was arrested at the age of 14 for refusing to give up her bus seat before

Rosa Parks; Bayard Rustin, the real mastermind behind the Civil Rights Movement; and numerous other well-known African Americans.

The following week, there was a South Bay Art Expression event where attendees showcased their artwork featuring notable African American figures and delivered spoken word poetry of their own. First, second, and third place winners were voted on by the audience and judges and received prizes.

The annual Black History Luncheon held by SBCRF on February 23, 2024 marked the conclusion of the organization's Black History Month celebration. Participants had the opportunity to showcase all of their original artwork to visitors from the GEO Corporate Office, South Bay City officials, resource and transitional housing partners, and employment partners during the luncheon. Mrs. Bolden-Morris, the principal of Glades High School, was the guest speaker at the luncheon. The guests enjoyed a program of spoken dialogue, musical performances, and artistic displays in addition to a delicious lunch made by the Culinary Arts students.



## Black History Month at New Castle Correctional Facility

Written By **Andrew Beguhn, New Castle Correctional Facility**

New Castle Correctional Facility hosted three presentations in February of 2024 in honor of Black History Month. The events were very well received by the 221 inmates and 15 staff who attended. Thirty-three inmates, two staff members, and one community volunteer spent several months preparing for the event and enjoyed themselves during the process. The staff and community volunteer who were part of the presentations received many thanks and applause for their engagement. All of those who engaged, either performing or attending, enjoyed the music, arts, and cultural presentations.

## Moore Haven Correctional and Rehabilitation Facility Celebrates Black History Month

Written By **Angela Geisinger, Moore Haven Correctional and Rehabilitation Facility**

The residents at the Moore Haven Correctional and Rehabilitation Facility (MHCRF) did not disappoint in their celebration of Black History Month this year. Under the leadership of Recreation Specialist, Doria Harvey, the residents put together an unbelievably entertaining production for the facility. The Moore Haven Band surprised and delighted the audience with an amazing performance of Jimi Hendrix's "Purple Haze." Following that, everyone was moved by the singing of "Lift Every Voice and Sing." The Moore Haven step team, The Steppas, showcased their talent with a performance that garnered a standing ovation. The crowd was then honored by a performance from the Drama Club of a play titled "Corner of Harvey Street."

Residents performed spoken word performances, which included poetry, speeches, and journal entries. Some residents also submitted art projects for the celebration. Our festival was concluded with Natoshi Jones, Shelmadine Haynes, and Jasmine Johnson singing a beautiful song titled "Gracefully Broken."



Black History Month serves as a time to reflect on, celebrate, and study the crucial contributions of Black Americans. Staff and residents agreed that whether examining the importance that Dr. Martin Luther King Jr. played in the Civil Rights Movement or the impact of Jimi

Hendrix on music, the history of Black Americans is essential to understanding our nation and our world.



# 25 years and Counting..

Written By **Matadlen Jackson,**  
**Lawton Correctional and Rehabilitation Facility**



On January 4, 2024, Michael Berg, Business Manager, marked his 25<sup>th</sup> year with the Lawton Correctional and Rehabilitation Facility (LCRF).

In May of 1998, Michael attended a job fair and applied to GEO for any position that was available. He felt that the company offered a good opportunity and after being hired as a Payroll Clerk, he started what he thought of as his “forever job.”

Michael was quickly promoted to Bookkeeper in July of 1999 and then to Accountant/ Assistant Business Manager in September of 2002. He took his next big step to Business Manager in September of 2012.

When you ask Michael how he has managed to stay in his forever job, he will tell you two things have kept him here. The first is the people. The staff here at LCRF take care of each other, and although he won't admit it, he often leads others to help.

The second thing that he enjoys is that there is never a dull moment here, and he enjoys jumping from one project to another. This is definitely the case when you look at the changes that have taken place in the past 25 years.

Michael has worked with seven different Facility Administrators and seen multiple Facility expansions going from 1,800 beds to 2,600 beds. The knowledge and caring nature he has is an asset to his colleagues. We look forward to another 25 years.

# Karnes County Immigration Processing Employee Honored by ICE

Written By **Kourtney Johnston,**  
**Karnes County Immigration Processing Center**



Recently, during the weekly ICE stakeholder meeting, Laura Guerrero, Compliance Administrator at Karnes County Immigration Processing Center (KCIPC), received recognition from U.S. Immigration and Customs Enforcement (ICE) for her exceptional knowledge of the facility and Performance-Based National Detention Standards, as well as her outstanding relationship with stakeholders. Daniel Subia, the Assistant Field Office Director (AFOD), gave Laura a certificate and an ICE coin as a token of appreciation. Laura has proven to be invaluable due to her dedication to her daily responsibilities and her willingness to accommodate client requests with deep gratitude and admiration.

AFOD Subia expressed his sincere appreciation and admiration for Laura's remarkable contributions to KCIPC. Her dedication, hard work, and positive attitude have not gone unnoticed, and the organization is delighted to acknowledge her outstanding performance. Throughout her tenure, Laura has continuously shown a high degree of excellence and initiative. Her capacity for managing several projects at once has been crucial to KCIPC's success, and her steadfast dedication to the goal is absolutely admirable.

Laura has constantly gone above and beyond to support her coworkers and the general operation of KCIPC. Whether it involves responding to taskings, audits, or Uniform Corrective Action Plans, Laura's willingness to lend a helping hand has not only inspired others but has also fostered a positive and collaborative work environment. Her dedication to continuous improvement and her eagerness to take on new challenges are exemplary. Her hard work on the American Correctional Association accreditation has showcased her innovative thinking and problem-solving abilities, making it evident that she is a valuable asset to the KCIPC team.



# The Story of a Brazilian American Working for The GEO Group

Written By **Sandra Hammons, Blackwater River Correctional and Rehabilitation Facility**

My name is Sandra Hammons, and I would like to tell my story of working for The GEO Group at the Blackwater River Correctional and Rehabilitation Facility (BRCRF). I am a Brazilian American with two bachelor's and two master's degrees from Brazil, where I was a psychologist.

I've lived in the United States for more than two decades and last year, after a divorce, I found myself looking for a job. I applied to several positions and was ultimately hired as a Correctional Officer at BRCRF. Little did I know that I would be amazed by the world of Corrections. "It's not for everyone," my trainer said, but I was impressed by my Sergeants and Captains.

I can be a mild-mannered person and there was a time during my training that I felt as though I was not the right fit for the job and wanted to give up, but my sergeant sat me down and gave me encouragement to keep at it. "Don't let other people try to change you, Ms. Hammons," he said. This phrase became my mantra, and I decided that I would continue being a sweet, kind-hearted Correctional Officer. This made it easier for me to be myself and perform well at work. I have learned to admire my supervisors and peers, including Captain Spears and Sergeants Allen and Murphy. We make a good team, and I feel that I belonged at Blackwater River CRF.

Around 10 months in the job, I was sent to the Police Academy to become a Certified Correctional Officer. This new experience was novel to me, coming from a Brazilian family who loved the comedic movie "Police Academy." My family was both proud of and intrigued by this

new profession I had decided to pursue. In Police Academy training, I learned things such as self-defense tactics and the ins and outs of the justice system. In the middle of my training, I suddenly received a call for an interview from the Substance Abuse Manager at BRCRF.

I was excited about this new opportunity, and a few weeks later I was officially hired as a Substance Abuse Counselor. This position has given me a new perspective on the organization, and I love my new manager, who is extremely professional and always provides positive reinforcement. I also have two of the best co-workers in my fellow counselors, who constantly share their knowledge with me. I always find myself thinking: "What a great team we are building here! I love my job!"

As Substance Abuse Counselors, we provide critical programming and behavioral sessions to program participants to help them change their behavior and become less likely to recidivate and more likely to be successful in their lives. We also teach classes like anger management and Thinking4aChange.

I am so grateful that the team at BRCRF has accepted me, even with my foreign accent and mild manners. They provide a sense of community that leaves me fulfilled in the workplace and full of self-esteem.

In March of 2024, I completed my one-year anniversary with GEO, and I am happy to say that I am in the process of buying a house thanks to the stability and financial means that GEO has afforded me. I cannot wait to see what the future brings, and I am excited about my career at BRCRF!

## Adopt-a-Block

Written By **Taquishia Parker, Mesa Verde ICE Processing Center**

The Mesa Verde ICE Processing Center (MVIPC) recently provided free resources and services that address both short-term and long-term needs in the areas of poverty, addiction, abuse, as well as kids and youth mentorship, helping the local Dream Center in its mission to connect broken people to a community of support. Through outreach initiatives, The Dream Center functions as a resource center dedicated to finding answers to issues of hunger, homelessness, and low levels of education. Several kids from the Dream Center's "Adopt-a-Block" program were sponsored by MVIPC employees. More than 30 kids on the block received goodies and gifts, leaving children and staff with smiles on their faces.

# Central Arizona Correctional and Rehabilitation Facility GED Graduation Gala

Written By **Lynanne Lasota, Central Arizona Correctional and Rehabilitation Facility**



From left to right: Instructor Neera Dooling, Bronson Maize, Instructor Kimberly Scott, Jacob Jones, Alexander Kaser, Alfredo Hernandez, Cody Castro, Brandon Ruff, Salko Adili, Matthew Manning, Jorge Espinoza, Rhone Beals, Jesus Delcampo, Instructor Lynanne Lasota, Douglas Feekes, Charles Flanagan. Front Row: Ronald Palacios, Andrew Phillips, and Israel Nunez.

A fantastic inmate pianist playing Pomp and Circumstance provided a musical accompaniment as fifteen student inmates at the Central Arizona Correctional and Rehabilitation Facility (CACRF) dressed in black gowns and graduation caps walked with dignity. The successful students, who had studied hard to pass the four GED exams—math, science, social studies, and language arts—were applauded by their parents, spouses, and siblings. Inmates, teachers, assistants, staff, Program Supervisor Christina Mariscal, and Assistant Facility Administrator Dennis also attended the ceremony. As the playing of the National Anthem started, everyone gathered in front of the American flag. The class Valedictorian, who received a perfect score on his arithmetic test, was the next to speak after Instructor Scalmato gave an inspirational speech.

The keynote speaker, Charles Flanagan, former Chief U.S. Probation Officer for the federal courts in the Arizona District gave an incredible speech encouraging the graduates to increase their knowledge and learning, accept treatment, refrain from blaming others, surround themselves with socially acceptable people, and make a difference. His words were well-received.

Classification Programs Supervisor Mariscal and Assistant Facility Administrator Dennis congratulated each graduate as Instructor Scott proudly announced their names. A raspberry-filled cake was then enjoyed by everyone in attendance.

## Adelanto ICE Processing Center Provides Adelanto High School Scholarships

Written By **Enanato Allen Arugu, Adelanto ICE Processing Center**

Adelanto ICE Processing Center (AIPC) recently presented its annual scholarship award check in the amount of \$30,000 to Mrs. Ebony Purcell, the Principal of Adelanto High School in Adelanto, California.

The award ceremony was not colorful but the reason behind the presentation was encouraging and heartwarming. And nobody else could better express that than Mrs. Ebony Purcell in her letter of appreciation stating, "on behalf of Adelanto High School, I would like to again thank you all for your generous donation to the students of Adelanto High School. These funds go towards providing students with scholarships to pursue higher education. These funds also aid in removing barriers for students who would not otherwise be able to afford college applications or housing. Thank you in advance for the many lives you are positively impacting with your generosity as we strive to graduate students who are prepared for the world of college."

AIPC is committed to helping The GEO Group in its commitment to community outreach, as in this case helping positive community members.





# GEO Donation to City of McFarland

Written By **Timothy Johnson, Central Valley Annex**

During a City Council meeting, the City of McFarland, California recognized The GEO Group for 17 acres of land GEO donated to the City. A new police station in McFarland will be built on the 17 acres of land between Taylor and Mast Avenues. The police force will now be located in the center of the city thanks to a \$5 million state grant that Assemblywoman Jasmeet Bains and State Senator Melissa Hurtado secured for the City. The central location will strengthen ties with the community and speed up response times, according to Chief of Police, Brian Knox. The state grant was "just a start," according to Mayor Saul Ayon, who also stated that the residents' quality of life is very important to him and that the next step is to secure more funding to continue building the police station.



# Tragedy Averted at East Hidalgo

Written By **Arold Sylvain, East Hidalgo Detention Center**



On a typical day at the East Hidalgo Detention Center, a sudden and life-threatening event unfolded that could have ended in tragedy. While conducting daily regular duties, a fellow staff member collapsed. Without hesitation, Officers N. Torres and I. Jimenez sprang into action and began conducting life-saving steps to stabilize the officer. LVN B. Coronado immediately jumped in to assist, providing crucial support and ensuring that the necessary measures were taken to keep their colleague alive.

L. Rodriguez and LVN R. Soliz also played a vital role in the emergency response, helping to stabilize the staff member for transportation to receive further medical treatment.

# East Hidalgo Detention Center Mass Cass Drill

In April of 2024, the East Hidalgo Detention Center conducted its first mass casualty drill of the year, under the guidance and support of the Edcouch Fire Department. The event was organized by Fire and Safety Manager, Victor Herrera, with the primary aim of fostering collaboration and teamwork with the local agency. Additionally, this exercise served to acquaint the staff with proper protocols and procedures to be followed in the event of an emergency situation. Such proactive measures not only enhance preparedness, but also ensure the safety and security of all individuals within our organization and the broader community. We extend our gratitude to the Edcouch Fire Department for their invaluable partnership in this crucial initiative.

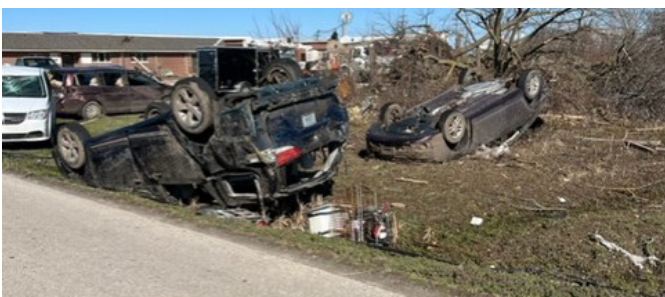


Written By **Arold Sylvain, East Hidalgo Detention Center**

## Tornado Clean-up at New Castle

Written By **Christopher Long,**  
**New Castle Correctional Facility**

In early March of 2024, the town of Winchester, Indiana, approximately 30 miles northeast of New Castle Correctional Facility (NCCF), was shaken by the destruction of an EF3 tornado, which can produce winds between 136 and 165 mph. The results of this storm left the town in shambles, including several restaurants, stores, and homes being destroyed. NCCF responded to this crisis by offering immediate assistance to those in need. We deployed a crew of 11 volunteer justice-impacted Individuals, who were excited about the chance to help those in need. These 11 individuals, supervised by three staff members, volunteered their time to help the Winchester community begin the clean-up process. NCCF was honored to help a neighboring community in its time of need and will be ready to lend a helping hand in any future natural tragedies to our neighbors.



## CACRF Hosts World-Record Holder and Victorious Living Guests

Written By **Chaplain David Urquides,**  
**Central Arizona Correctional and Rehabilitation Facility**

In February of 2024, the Central Arizona Correctional and Rehabilitation Facility (CACRF) hosted World-Record Water Ski Champion and publisher and executive producer of Victorious Living magazine, Kristi Overton Johnson, along with Victorious Living Director of Partner Care, Pastor Pat Avery. They brought a message of hope and encouragement to nearly 270 incarcerated men, as well as multiple staff members. Kristi's accomplishments include being a world-record holder in women's slalom for 28 years, many television appearances, and multiple other accolades. Despite all her success, she still often fell in the water. Using that illustration, she was able to talk about how set backs in life don't prevent a later victory. Her message empowered the men and staff to move from defeat on to victory through her life experiences as a wife, mother, and athlete, as well as her relationship with Jesus Christ. The event also featured songs from the Chaplain's praise band.



*From left to right - Director of Partner Care Pastor Pat Avery, World-Record Water Ski Champion and publisher and executive producer of Victorious Living magazine, Kristi Overton Johnson and CACRF Chaplain David Urquides.*





## Florence West Correctional Facility Helping our Youth

Written By **Cruzetta Sepulveda**,  
**Florence West Correctional and Rehabilitation Facility**

Michelle Gallagher was an 18-year employee of the Pinal County Sheriff's Office before passing away in January of 2014. Michelle attended Florence schools where she participated in all sports, receiving numerous awards for her accomplishments. Michelle vested countless hours in local youth by serving as a coach for over a decade. At the Florence West Correctional Facility, we are carrying on Michelle's tradition of encouraging young people who do not have the financial means to participate in organized sports in school or in the community, by supporting the Michelle Gallagher Foundation. All money raised will continue to carry on Michelle's legacy.



## Karnes County Immigration Processing Center and ICE Volunteer at the Monthly Karnes County Food Bank Distribution

Written By **Kourtney Johnston**,  
**Karnes County Immigration Processing Center**

The Karnes County Immigration Processing Center (KCIPC) and U.S. Immigration and Customs Enforcement (ICE) joined forces to make a positive impact on the Karnes County community by dedicating their time and efforts to the Karnes County Food Bank. Working together as a team, they demonstrated their commitment to giving back and supporting those in need.

By actively engaging in acts of service, they not only demonstrate their dedication to their roles but also showcase their genuine care for the well-being of the community they serve.

Recognizing the importance of community support, KCIPC and ICE took the initiative to volunteer at the monthly Karnes County Food Bank Distribution, exemplifying their commitment to giving back. By actively participating in acts of service, they demonstrated their solidarity and willingness to contribute to the betterment of the Karnes County community, fostering a sense of unity and compassion.

## Supporting our Schools in Central Arizona



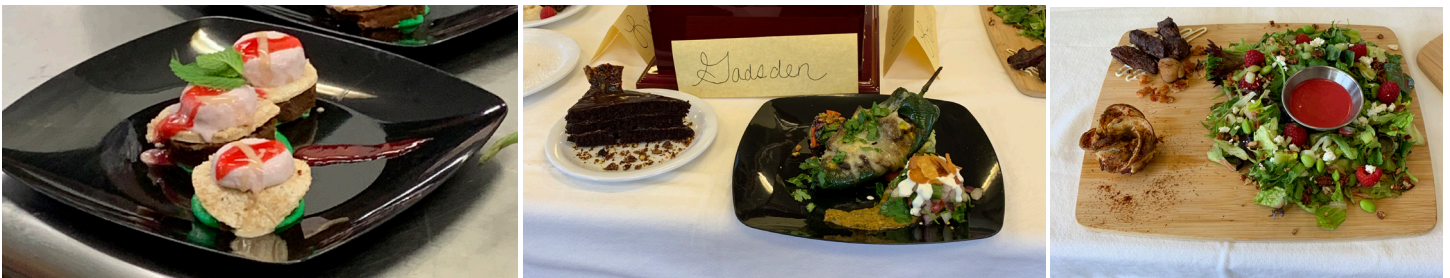
Written By **Cruzetta Sepulveda**,  
**Florence West Correctional and Rehabilitation Facility**

Florence West Correctional and Rehabilitation Facility and Central Arizona Correctional and Rehabilitation Facility are honored to donate \$1,000 to the Seventh Annual Backpack Event held by the Florence Unified School District, Community Education, along with Pappas Kids Schoolhouse Foundation. Each year, this event provides more than 2,500 backpacks filled with supplies to students in our communities.



## South Bay Participants in the Florida Department of Corrections Culinary Arts Competition

Written By **Dr. Audrey Ives, South Bay Correctional and Rehabilitation Facility**



Exciting, thrilling, exhilarating, and nerve wrecking were just some of the adjectives I heard as participants eagerly awaited the moment they had to display their masterful culinary skills. On Friday, March 28, 2024, the second annual Culinary Arts Competition, organized by the Florida Department of Corrections, held at Lowell Correctional Institution in Ocala, Florida, went into a full display of personal hygiene, various cooking methods, taste, texture, mouthfeel, plating, and sanitation. Additionally, the opportunity for the Department of Corrections to show how an event like this helps in preparing inmates to return to society and not recidivate was foremost on the Department's agenda. So began a day filled with zesty mouthfuls bursting with flavors of succulent steaks, savory salads, mouth-watering potatoes, velvety cakes, and many other delicacies.

As the competition began, participants and guests lined the beautifully decorated meeting room. Each facility had its stations loaded with delectable items, and the inmates, (culinary students and graduates) smiled invitingly at the judges and guests, willing them over to taste what they had prepared. Teams of this welcoming feast, representing several correctional institutions, then entered the kitchen to begin preparing their tasty,

colorful, and delicious meals that left the judges asking for individual plates.

At the end of the cooking process, all the participants received commendation for mastering their craft. We, the culinary arts teachers, would like to say to the students that we are thankful for your hard work, we acknowledge your skills, and applaud you for your participation. The world awaits you.

When it came time to reveal the winner, the final presentation was undoubtedly bittersweet. The culinary community is aware of the critical role the "Back of the House" plays in producing a delicious meal. I would like to take this opportunity to recognize the two dishwashers from Lowell CI, who patiently worked with all the participating teams and ensured each team had clean utensils and cookware throughout the competition.

"And Madison CI is the winner," declared Mr. Dot Mahoney emphatically, causing the room to erupt in cheers. As they shook hands and congratulated the winners and one another, the other teams demonstrated excellent sportsmanship. With the competition over, everyone in the room departed in anticipation of the next one!



# Fruitful Work for Former Inmates

Written By **Rose Ljubicic, Fulham Correctional Centre**

Men at Fulham Correctional Centre are embracing post-release employment opportunities with social enterprise and charity Fruit2work, via a long-standing partnership with the Centre's Vocational Services team.

In February of 2024, senior representatives of Fruit2work delivered two information sessions at the Centre, which were attended by 115 inmates supported by 21 staff. Of those, 46 men expressed interest in engaging in post-release employment preparation.

Fruit2work, now managed by a former inmate of Fulham Correctional Centre, provides opportunities for people who have been involved in the justice system, delivering fruit, milk, and pantry items to businesses.

Since the partnership began in December of 2022, Fruit2work has presented to men interested in securing work with the organisation. Vocational Services staff have assisted 194 men in preparing for post-release employment with Fruit2work.

Furthermore, 121 referrals have been made for men to benefit from education services that help with skills required for post-release employment, digital literacy support, resume and cover letter writing, and basic literacy and numeracy.

To date, 40 men have undertaken virtual interviews prior to their release, and they have been successful in obtaining employment. ***Not one has reoffended and returned to prison.***







# Skilling for Employability to Reduce Recidivism

Written By **Donna Moulds,**  
**Junee Correctional Centre**

As part of The GEO Group Australia's Continuum of Care® effort, Junee Correctional Centre has developed a new course that is enabling men to build skills in industries most likely to employ people with a criminal record.

Statistics show that when men are able to earn an income and support themselves and their families, this contributes to a reduction of recidivism and can change the trajectory of future generations.

Development for a Cert II in Resource and Infrastructure course began in March of 2024, with the first 21 men awarded their new qualification, which includes a Safe Work License for Forklift and White Card, credentials for working in confined spaces and at heights; all of which add value to the men's resumes and ability to find work post release. Another 24 men are currently enrolled, with 61 men on the waitlist.

Specific units within the qualification were selected to maximise the skills that are more desirable in industries more likely to employ those with a record. Industries that may not request a background check are traffic control, construction, maintenance and repairs, and engineering. The courses were then adapted for delivery within a correctional setting. Men with short-term sentences and those on remand are prioritised for inclusion.

Working closely with internal and external stakeholders, including Safe Work NSW and our Registered Training Organization, has been the key to the successful roll-out of this new initiative.



# Healthcare Staff Support Successful Evacuation During Bushfires

Written By **David Grace, Langi Kal Kal Prison, GEO Healthcare Australia**



GEO Healthcare staff have been praised for their part in the successful evacuation and relocation of men from Langi Kal Kal Prison during a recent bushfire emergency.

In February of 2024, Victorian firefighters and dozens of aircraft worked to contain uncontrolled fires around the Pyrenees Ranges, west of Ballarat. Authorities issued fire danger alerts for nearby areas, including Langi Kal Kal Prison.

Ten patients, who were frail or at risk from poor air quality, were transferred to the Metropolitan Remand Centre (MRC), near Melbourne. Having arrived at the MRC outside normal reception and transfer times, GEO Healthcare's Health Service Manager, Kyle Gusman, and other healthcare staff returned to work to receive the patients. GEO Healthcare staff on the evening shift also stayed back to assist with the inter-prison transfers.

The following day, it was expected that uncontrolled bushfires near Beaufort would again pose a significant threat to the prison, after authorities predicted catastrophic fire conditions.

Due to the fire risk and poor air quality, Corrections Victoria took the precautionary action of evacuating all prisoners from Langi Kal Kal Prison. More than 300 people relocated to Western Plains Correctional Centre that day.

Within two hours of the evacuation being announced, GEO Healthcare staff at Langi Kal Kal Prison completed plans to work at Western

Plains Correctional Centre until it was safe to return. This meant leaving behind family, pets, and their homes. The dedication and flexibility displayed by these staff during this evacuation was commendable and reflected the commitment they have to patient care and their profession.

Another 28 vulnerable patients were transferred to Hopkins Correctional Centre on this day and housed in a unit that was quickly recommissioned for the evacuation.

Hopkins Correctional Centre's Health Services Manager, Kath Whitehead, and her team ensured inter-prison transfer assessments were conducted in the required time frames - in addition to their already busy workload of caring for a large number of patients within the facility.

Langi Kal Kal's Acting Health Services Manager, Andree Goodman, Associate Health Services Manager, Jess Farnham, and Area Manager, Clinical Services, Alana Guy, played a significant role in coordinating the evacuation. Due to their efforts, staff were deployed, medications were relocated to the relevant locations, consumables were available at Western Plains Correctional Centre, and essential healthcare services continued to be provided without any significant issues.

Fortunately, Langi Kal Kal Prison did not experience any injuries to staff or property loss from the nearby bushfires, with inmates returning the next day.

GEO Healthcare General Manager David Grace PSM said, "I would like to acknowledge the wonderful efforts of all GEO Healthcare staff involved in the evacuation, which went very smoothly. All patients were safely relocated, and all essential healthcare services continued to be provided. Thank you to all the GEO Healthcare staff for being so flexible, responsive, caring, and having such a 'can do' attitude!"

# Self Defense Training at Alabama Therapeutic Education Facility

Written By **Sarah Bowman,**  
**Alabama Therapeutic Education Facility**



In January of 2024, Self Defense Instructors Nathan Rutter and Jeff Jordan, both Managers of Security Operations, came to the Alabama Therapeutic Education Facility (ATEF) and conducted our first Self-Defense class. This was an eight-hour class that was given for a total of 17 staff members. The staff who trained consisted of Monitor 1's, Monitor 2's, Shift Supervisors, Case Managers, Unit Managers, and the Training Coordinator. This class is intended to provide staff with the means and confidence to control an individual without injury to themselves or the individual. All staff successfully completed this class, and in March of 2024, a second class was conducted for 14 additional staff members. ATEF feels this will be very beneficial for all our staff.



# Shasta Day Reporting Center Graduation

Written By **Tara Levin, Shasta Day Reporting Center**

The Winter graduation celebration at the Shasta Day Reporting Center (DRC) on February 15, 2024 marked the successful program completion for seven graduates. The event took place at the Shasta County Office of Education (SCOE) venue, which boasts a fantastic kitchen facility. Attendees were treated to a delicious catered meal following the graduation ceremony.

The distinguished speakers at the event included Program Manager, Danielle Gehrung, and our newly appointed Probation Liaison, James Goodwine, Division Director of the Community Corrections Center at the Shasta County Probation Department. The program was highlighted by a moving testimony given by Alumni speaker Charles Sanders. This testimony set the stage for an impactful event.

Each of the graduates had a brief personal video interview play before they were presented. Graduates received certificates of completion and appreciation from Shasta County Probation, the DRC, and a number of Community Partners including: The California State Assembly, The California State Senate, The Shasta County Board of Supervisors, and the City of Redding.





# Bronx ISAP Day of Service

The Bronx ISAP team recently completed a Day of Service at the New York Common Pantry. The New York Common Pantry is an organization that works toward reducing hunger and food insecurity through programs that establish long-term independence. The staff spent their time unloading trucks filled with donations, preparing sandwiches, and distributing bags filled with groceries to those in need. The staff was moved by the experience and decided to organize a canned food drive to support the food pantry.



**Featured Staff:**  
Alex Flores, Caroline Castro, Nancy Ortega, Jose Fermin, Aldair Hernandez, and Gabriela Garcia





# GEO Reentry Services Leadership Award

Written By **Karen Graff, Non-Residential Area Manager (CA)**



Operational Excellence is definitely the phrase that exemplifies the winner of the GEO Reentry Services Leadership Award. Danielle Gehrung, Program Manager of the Shasta County Day Reporting Center (DRC) is the recipient of this prestigious honor.

Since the day Danielle began, she has carried a professional standard with her team, participants and the customer;

and is often asked to speak at County events, including presenting on evidence-based practices (EBP) to Shasta County Probation. She was also voted in as a member of the Shasta County Community Corrections Partnership (CCP), and sits as an active member representing a community provider that works with the criminal justice population. She not only looks for ways to invest in her customer and be a supportive presence to them,

but she also looks for ways to invest in herself. Out of many candidates, she was chosen to be a student in Leadership Redding, a group that affords students the opportunity to develop as a community leader.

Danielle received an award for Innovation and Creativity in finding diverse ways to grow the skills of her team to solidify fidelity of services and develop subject matter experts (SMEs).



Some of her innovations that benefit GEO as a whole include the “My Why” initiative as well as the use of a QR code for the quarterly participant surveys. More recently, we have all benefited from her creativity through her contribution to several of the primary elements that now make up the Youth Individual Success Plan (ISP). Danielle never stops thinking outside of the box to explore ways to be more efficient, enhance systems and processes, and highlight, in unique ways, the wonderful work that is being done by GEO.

A comment often heard about Danielle is “that she is such a great communicator.” She is able to step into any situation and communicate with clarity and purpose, which, in turn, aids in the development of strong relationships with others. In addition, her active listening skills are one of the foundational reasons why her relationship with the customer has grown and become so strong. She listens to their needs and is able to read between the lines. She has also established relationships with multiple community providers, some of which were not in support of the program, until they attended the outstanding events that Danielle hosts. By connecting with them and showing interest in who they are and what’s important to them they are now some of the biggest voices of support for the Shasta DRC.

Another one of the many outstanding qualities and abilities that Danielle possesses is her eye for outcomes. She is able to look at a project and put it into a framework for development that not only helps keep her own team on track, but also aids the Northern California Non-Residential team. She assists with developing new ideas and brings them to the Area’s Key Performance Indicator (KPI) calls. She has trained her peers on excel basics to enhance their skills and understanding, and is always ready to help with deep data dives to aid her peers in developing action items for their programs. The customer also benefits from Danielle’s data-driven mind, due to the fact that, she listens to their feedback when presenting her annual data, and accommodates what they would like to see in the next report. She is trusted by the customer to develop the extensive, annual program report, and through collaboration, ensures the layout and design is exactly what the customer would like to see.

Danielle can also be counted on for her follow up and attention to detail. Because of this, she has been able to remain exceptionally organized, while she juggles multiple projects. One of the largest projects she has been foundationally involved in is the set up and implementation of Medi-Cal at the Shasta DRC. Danielle

has been the backbone of the development of this element, and bringing the DRC to a “Medi-Cal Certified” status. This was a huge undertaking, and without her investing in this heavy lift, this certification would not have been achieved. In addition, while she was working on the Medi-Cal certification, she was also running multiple programs including, two youth programs, and an in-custody program. Despite any challenges she faces, delivering operational excellence is non-negotiable for her.

There are so many things I could continue to share about Danielle. These few things just scratch the surface of the investment of time, dedication, and perseverance that Danielle puts into the work she does every day. Her resilience is a testament to her character, and having her be the recipient of the GEO Reentry Services Leadership Award, makes her peers and colleagues proud. Danielle, you are an inspiration to everyone you come in contact with, and I am sure I speak for us all when I say, this award went to one of the most well-deserving people. Thank you for being such a bright light in GEO and to all of us on the Northern California Non-Residential team!

# Southwestern Illinois Correctional Center Individuals in Custody are Certified Associate Addictions Professions

Written By **Lori Moore, Southwestern Illinois Correctional Center, In-Prison Treatment Programs**

In 2023, GEO Reentry Services, with participation from the Illinois Department of Corrections as a whole, presented a proposal to the Statewide Programs Committee. This proposal was made in order to give Certified Associate Addictions Professions (CAAP) Program participants the opportunity to receive Earned Program Sentence Credits (EPSC) on a daily basis while taking classes. Furthermore, after passing the state exam, which is proctored at Southwestern Illinois Correctional Center (SWICC) by the Illinois Certification Board, the individuals in custody are qualified for an extra six-month EPSC. The 31st CAAP Program graduation for the nine students was conducted on November 9, 2023 by CAAP Program Trainer, Kashena McDonald. Six were released before they could take the state exam. In January of 2024, the Illinois Certification Board made a trip to the SWICC facility to administer the state exam to the final three students. The three students who passed the exam and became Certified Associate Addictions Professionals were notified by GEO on February 2, 2024. As a result, one CAAP student was qualified for prompt release. After receiving their EPSC, the other two students are still involved in the program and act as community mentors.

## WHAT IS THE (CAAP) PROGRAM?

The CAAP Program offered by GEO at SWICC allows students the opportunity to obtain the knowledge and skills required to secure and successfully maintain a position within the addiction or social services field. While at SWICC, participants can take a first step towards working in the social services field by completing the GEO CAAP Course. At the conclusion of their four-month course, which includes completing approximately 400 hours of academic and practicum learning, CAAP Program participants take an examination administered on-site by staff from the Illinois Certification Board. Students who attain their CAAP Program Certificates are essentially opening a new door to a diverse array of career paths that generally focus on helping people and providing personal and professional growth.

## BENEFITS OF THE CAAP PROGRAM

Program participants participating in the class are less like to recidivate based on increased capabilities to maintain sobriety and find employment within the recovery field. Participants are held to a high standard of effort and work in order to better prepare them for managing a pro-social lifestyle upon release and reintegration. The theory of change/impact for the program is that through didactic and on the job learning, students will be prepared to pursue jobs or careers in the substance use treatment field upon release and will serve as role models within the substance use treatment program at SWICC. This education is in service to the overall mission of IDOC by providing corrections and rehabilitation to all those incarcerated.

## PROGRAM CRITERIA

1. Must have a GED/HS Diploma
2. Must have minimum seven months and maximum of 18 months remaining before release
3. Must pass a screening interview conducted by CAAP Trainer
4. Must not have a major ticket in the 60 days prior to screening interview
5. Must be recommended by staff for placement in this program
6. Must not request to transfer to another institution until program completion







Certified Associate Additions Professionals: Loyet and Boedke

## CAAP PROGRAM STATISTICS

Southwestern Illinois Correctional Center was the state's first facility to implement the CAAP Program in 2007. Since inception, the CAAP Program has successfully graduated 74% of its

students. The CAAP program has experienced remarkable completion and passing test rates. The program's success rate thus far indicates hope for future employment by CAAP alumni in roles that help others and in making a difference in their community. CAAP is a highly specialized course that is included within the GEO Correctional Therapeutic Community Recovery Program at SWICC. As of February of 2024, for those participants who have completed the course and taken the exam, a notable 78% have successfully passed.

## CAAP Census

- Number of Graduating Classes: 30
- Number of Students: 457
- Number of Completions: 340
- Number of students CAAP certified: 265

## HiSET Success in Louisiana

Written By **Curtis W. King, Monroe Day Reporting Center**

Following her incarceration, Amber McEacharn was referred to the Monroe Day Reporting Center on December 18, 2023. She was scared of failing but driven to learn, and with the guidance of her Case Manager, Samantha Toney, she finished the Locator and TABE tests. She was able to pass the HiSET exam by scoring incredibly well on both tests, thanks to her dedication and Mrs. Toney's help. Regretfully, she had multiple delays in her testing because of illness and bad weather, but she persevered and didn't let these challenges stop her from being successful.



On January 29, 2024, Mrs. Robbie Quick, Probation and Parole Coordinator for the Louisiana Department of Public Safety and Corrections, administered the HiSET Testing and upon completion, Amber scored extremely high

on all components of her testing. Mrs. Quick stated, "Amber had the highest HiSET scores out of all the DRCs in the State of Louisiana since the Louisiana Education program began. Amber is the Valedictorian for the state-wide Education program for all the DRCs in the state and will receive recognition from the Louisiana Education Program."

When informed of her accomplishment, Amber said, "The support and encouragement that Mrs. Toney and the staff at Monroe DRC provided helped me achieve my goal of obtaining my HiSET and continuing my education." Amber scored "College Ready" in all subjects of the HiSET and is working in Teknimeri, provided by the LDPS&C Education program, to obtain her IC3 Certification in Business Office Technology.



## Southeast Texas Transitional Center Celebrates Black History Month

Written By **David Johnson**, Southeast Texas Transitional Center

Each February, employees at the Southeast Texas Transitional Center (STTC) celebrate Black History Month through educational, cultural, and social activities. This year, a committee of volunteers began meeting in January and planned all related activities. Led by Chairperson Melonye Singleton, the committee ordered pins, wristbands, and key chains for distribution at the luncheon. The potluck meal featured African American and cultural dishes, which were either catered or prepared by employees. Decorations included dozens of posters throughout the administration building that shared information on black individuals who made positive and notable historical and cultural contributions to society in the fields of politics and education. Additionally, doors were decorated with scenes which depicted important events and achievements regarding Black History. The event was highlighted by several African-American employees (Monique Davis, BraShanna Hafford, Shyria Joseph, Nedra Miller) who displayed personal artwork or information related to their personal non-profit organizations which all benefit the black community.

BLACK HISTORY MONTH



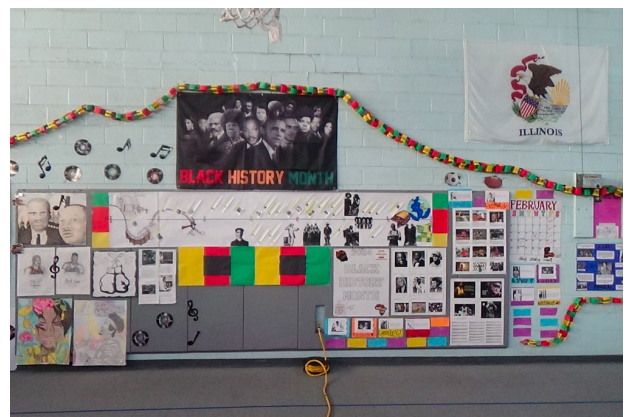


## Black History Month "Museum" at SWICC

Written By **Lori Moore,**  
**Southwestern Illinois Correctional Center,**  
**In-Prison Treatment Programs**

In February of 2024, the Southwestern Illinois Correctional Center (SWICC) and GEO Reentry Services presented a "museum" in honor of Black History Month. Every housing unit was given a topic and required to give a presentation on it. Subjects covered included inventors, sports, music, and inspirational leaders. The talks and exercises were educational, motivational, and occasionally lighthearted. A number of noteworthy and inventive performances and skits were presented. The rap song "We're Structured Up!" covered the GEO Program and treatment terminology. The song was a source of inspiration, and the entire audience was clapping and chanting the chorus. One participant delivered an innovative and moving poem about how various genres of music evolved over time in response to the struggles of the era. Last but not least, a housing unit performed dances and showcased music from various eras, including Michael Jackson and James Brown.

Upon completion of the event, all participants were provided an opportunity to review the Black History Wall. The backdrop consisted of the posters and decorations from each on the housing units. The participants were commended for their effort, hard work, and dedication.







## Women's History Month

Written By **Portsha Jones**,  
**Alabama Therapeutic Education Facility**

March is designated as Women's History Month, a month-long celebration honoring the achievements of women. It also recognizes the roles that they have always played in society and personally, inspiring others throughout history. Alabama Therapeutic Education Facility's female participants held a special service honoring Women's History Month. The celebration included prayer, poems, praise dances, musical selections from the choir, and words of encouragement. Their favorite inspirational quote was from former Associate Justice of the Supreme Court, Ruth Bader Ginsburg, "Fight for the things that you care about, but do it in a way that will lead others to join you."



## ATEF's Morale Committee Black History Celebration Luncheon

Written By **Portsha Jones**, **Alabama Therapeutic and Education Facility**

The Alabama Therapeutic and Education Facility's (ATEF) Morale Committee carries out a range of initiatives to foster a sense of appreciation and value among our employees. The Black History Celebration Luncheon was arranged by the Morale Committee on Friday, February 16, 2024, in honor of Black History Month. It was an opportunity for every employee to sport their favorite Black History shirt. On a wall that was displayed in the main conference room, each person was also able to share what black history meant to them. Love, harmony, camaraderie, and laughter characterized the day.





## Staff Success at the Monterey DRC!

Written By **Lyla Bear, Monterey DRC**

Over the past year, the Monterey Day Reporting Center (DRC) has undergone a lot of change, but as GEO is aware, change is often beneficial. A sobriety wall, which allows participants to visualize their days of sobriety and move their name across as they reach milestones in that sobriety, is a recent addition to the Monterey DRC walls. This sobriety wall was designed by Janette Amezcua, a Behavior Change Manager. Ms. Amezcua requested to take the lead on the sobriety wall; one of many projects she has finished at the DRC over the last few months, after a recent Evidence-Based Practices (EBP) Fidelity Review brought attention to the lack of participant recognition at the DRC. Ms. Amezcua surprised her Program Manager by demonstrating a high level of creativity and completing the project quickly due to her interest in it. Her sobriety wall turned out fantastic. Every 30 days of sobriety gained is rewarded along the way. Using her imagination, Ms. Amezcua produced a sobriety wall that is both entertaining and adheres to the EBP principle of increasing positive reinforcement. Ms. Amezcua shared her talents further by updating the rewards system to include an artistic rewards binder that showcases possible reward options with a QR code that participants can scan to see the rewards any time and any where. This success highlights the importance of investing in staff strengths because they are our greatest asset!



## Las Vegas Community Correctional Center Employee Gives Back to the Community Through Service and Mentorship

Written By **Charles J. Clark Jr,**  
**Las Vegas Community Correctional Center**

As the assistant director of GEO's Las Vegas Community Correctional Center (CCC) and Vice President of the Kappa Xi Chapter of Omega Psi Phi Fraternity, I, Charles J. Clark Jr., have performed tireless hours of community service in our Vegas community. As a community leader, I work to mentor our young people in Vegas and to set an example of integrity, respect for others, positive role modeling, and accountability. I instill the aforementioned core values in young football players in the community of the Vegas Valley.

I dedicate my volunteer work to upholding the four tenets of my fraternity, Omega Psi Phi: Manhood, Scholarship, Perseverance, and Uplift. I was rescued from the bad influences of Cleveland's streets by youth football. I was so focused on youth sports, especially football, I overcame adversity by receiving encouragement from my coaches and mentors, and I was able to secure a football scholarship to a private high school in the Cleveland area. I was awarded a football scholarship to The Ohio University by that private school for my accomplishments. I was selected to the 1990 New England Patriots practice squad thanks to my collegiate accomplishments. I've grown and expanded my career options as a result of this success, and that's what makes me who I am today.



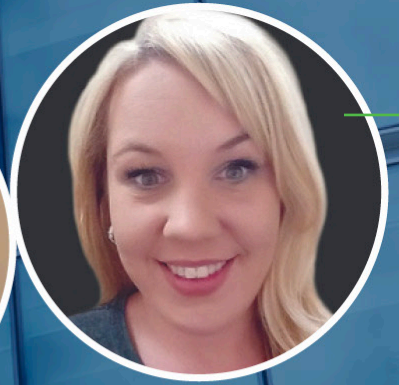
FLORIDA ATLANTIC UNIVERSITY

School of Criminology  
and Criminal Justice  
College of Social Work  
and Criminal Justice

*in partnership with the*  
**FAU Career Center**



**Chekevia Cox**  
*FL Dept of Corrections*



**Angela Geisinger**  
*The GEO Group, Inc.*



**Nichole Landrum**  
*FL Dept of Corrections*



**Major Darlyn Morris**  
*PBC Sheriff's Office*

# WOMEN IN CORRECTIONS



# Angela Geisinger Participates in FAU Women in Corrections Panel for Women’s History Month

Written By **Angela Geisinger, GEO Continuum of Care**

In March of 2024, as part of Florida Atlantic University’s (FAU) Women’s History Month Programming, Angela Geisinger, Sr. Director of Programs for the GEO Continuum of Care, participated in a Women in Corrections panel hosted by the School of Criminology and Criminal Justice in partnership with the FAU Career Center.

The panel also included Chekevia Cox, a Probation Officer with the Florida Department of Corrections, Nicole Landrum, Assistant Bureau Chief with the Florida Department of Corrections, and Major DarylN Morris, a commanding officer with the Palm Beach County Sheriff’s Office. Cassandra Atkin-Plunk, PhD, Associate Director and Associate Professor in the School of Criminology and Criminal Justice and Ryan Meldrum, PhD, Associate Dean of Academic Affairs moderated the panel.

Each corrections professional had the opportunity to share their personal story and experience. The panelists provided insight into challenges that they’ve faced as women in a male dominated

profession and gave advice to individuals looking to start a career in corrections. Each panelist provided meaningful responses to the following questions:

1. What inspired you to choose to work in the field of corrections?
2. When most people hear about working in corrections, their assumption is that the person likely is an officer or guard, but what other career opportunities exist within corrections?
3. What advice do you have for women in particular who might be considering a career in corrections?
4. What are some of the unanticipated challenges, whether they be personal or professional, that you have had to face working in corrections?
5. What is the most rewarding part of your job?

The evening concluded with Q&A with the audience. We are all looking forward to the next segment of Women in Corrections.



## ISAP Philadelphia’s Day of Service

Written By **Melissa Borda, ISAP Philadelphia**

Recently, the Philadelphia ISAP office volunteered at the Feast of Justice Center in Philadelphia, Pennsylvania. The Feast of Justice Center provides food distribution to the community. Philadelphia ISAP helped the organization with stocking perishable and nonperishable foods, assisted in bringing in food deliveries, and also assisted people in the community with their free shopping experience. More than 2,000 pounds of food were distributed to the Philadelphia community in need during the four-hour volunteer shift.

# ISAP Community CONNECTIONS

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Much of ISAP's success can be attributed to the support of its many community and non-governmental partners. These organizations provide essential services such as medical, housing, education, and food to ISAP participants and play an important role in achieving positive program outcomes. The following stories from March 2024 demonstrate ISAP's success in connecting program participants with community resources.

## **MARCH 2024 CONNECTIONS:**

**Medical Services - 1,131 Connections**

**Community Support - 465 Connections**

**Educational Services - 158 Connections**

**Housing - 151 Connections**

**Legal Services - 691 Connections**

**Wraparound Services - 4,217 Connections**

**MEDICAL SERVICES** **Bronx:** During an office visit, a participant asked for assistance obtaining medical insurance for his child. The Case Specialist connected him with the United HealthCare program in New York. During a follow-up call, he said he completed the application with a representative and was immediately approved. He received insurance cards and has since taken his child to a dentist for general cleaning.

**COMMUNITY SUPPORT** **Framingham:** During an office visit, a participant said he has been unemployed for several months and unable to pay rent. The Case Specialist connected him with RAFT (Residential Assistance for Families in Transition) of Massachusetts. During follow-up with ISAP staff, he reported he obtained rent assistance, to start the following month.

**NUTRITION** **Memphis:** A participant sent a message via BI SmartLINK® asking for help with food. The Program Manager connected her with the Mid-South Food Bank's Mobile Pantry through the app, and provided instructions on how to access the pantry. The participant notified the Program Manager that she visited the pantry and was provided with chicken, vegetables, milk, and other items.

**HOUSING** **Richmond:** A participant said she was living out of her car with her two small daughters after her partner abandoned them. The Case Specialist matched her with the Waymakers Foundation and the Healing Place. Together, these organizations provided her with temporary shelter, clothing, and food. She thanked ISAP for ensuring she and her children were safe and cared for.

**MEDICAL SERVICES** **Bakersfield:** During enrollment, a participant reported his autistic son had the flu, and he was concerned about Doctor visit costs. ISAP staff connected him with Clinica Sierra Vista, which provides medical assistance to low-income Kern County residents. During follow-up, he said his son received medical treatment, he successfully applied for medical insurance, and reported his son is recovering. He added that his son was connected with a specialized Doctor to assist in treatment for children on the autism spectrum.

**COMMUNITY SUPPORT** **Seattle:** During a first-time office visit in a previous reporting period, a participant said she was pregnant and near her due date but did not have clothing for her baby nor funds to purchase them. The Case Specialist connected her to Familias Unidas Latino Community Resource Center, the first Latin resource center in Snohomish County that provides bilingual immigrant and refugee services. At her next office visit, she was happy to inform the Case Specialist she received baby clothes and food, and delivered a healthy baby.



# Illinois Day Reporting Centers Host Open Houses

## Peoria Juvenile Day Reporting Center

Written By **Shelby Wilhelm, Peoria Juvenile Day Reporting Center**



In March of 2024, GEO Reentry Services held a community open house at the new Juvenile Day Reporting Center (JDRC) in Peoria, Illinois. The event was attended by program participants, local government officials, community partners, and social service providers. The turnout was strong, with many attendees expressing interest in collaborating to support the youth in the community.

Staff from the Illinois Department of Juvenile Justice (DOJJ), GEO, Peoria Police Department, Peoria County Juvenile Detention Center, and Peoria County Juvenile Probation Department were all present, offering resources in crisis intervention, outreach, treatment, support, education, and employment. The Peoria GEO team has formed

partnerships with various local agencies to help remove barriers for youth seeking success and stability. Each agency at the open house gave a summary of their services and opportunities for youth, families, and the community. Representatives from Illinois Central College and other organizations were also in attendance.

In order to evaluate the individual needs and objectives of every participant as well as the services provided, GEO Case Managers, DOJJ employees, and youth will also meet with agency representatives. In addition to showing the young people that there is support from the community as a whole for their success, working with these organizations fills in the gaps in the services and care that GEO is unable to offer on-site.

## Decatur Juvenile Day Reporting Center

Written By **Shelby Wilhelm, Decatur Juvenile Day Reporting Center**

The recently established Decatur Juvenile Day Reporting Center (JDRC) in Decatur, Illinois, was the site of an Open House conducted by GEO Reentry Services in March of 2024. The event was attended by a number of local social service and support organizations, several city officials from Decatur, and a few former Macon County Juvenile Justice Council members. Information regarding the services and mentoring opportunities that agency leaders and organizations are willing to share with youth participants was provided.

Jamarion, a recent Springfield DRC graduate, also spoke about his experience using GEO Reentry Services. He said that he "wasn't into it at first, but they kept on me, and I gave them a chance

to help me," complimenting his Springfield DRC Case Manager and Local Supervisor. He gives the Reentry team and his involvement at Springfield credit for helping him accomplish his objectives. Additionally, Jamarion says he intends to continue his education by enrolling in a trade school or college.

The Decatur area is flourishing with many excellent service providers that want to develop a safer community and provide opportunities to enrich the lives of our youth. GEO Reentry Services is ecstatic about the event turnout and is grateful for the new partnerships that have been developed with various community agencies and organizations.

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