

Congratulations to our GEO Employees *of* the Year



Letter From The Executive Chairman

To the GEO Family,

During the third quarter of 2024, our diversified business units reached several important milestones.

At the federal level, GEO Secure Services successfully renewed four contracts with U.S. Immigration and Customs Enforcement for one-year terms at our company-owned facilities: the 700-bed Broward Transitional Center, the 1,314-bed Montgomery Processing Center, the 1,904-bed South Texas ICE Processing Center, and the 1,532-bed Aurora ICE Processing Center.

Furthermore, our 1,328-bed Karnes County ICE Processing Center received a five-year contract renewal, and our 1,940-bed Adelanto ICE Processing Center received a five-year renewal extending the contract through December of 2029.

In addition, six of our GEO Secure Services facilities achieved accreditation from the American Correctional Association (ACA), boasting an average score of 99 percent. Our secure transportation division successfully completed approximately four million miles of travel both domestically and internationally.

In the third quarter, GEO Care renewed five residential reentry contracts, including three contracts with the Federal Bureau of Prisons. Additionally, five of our GEO Reentry centers received ACA accreditation with an impressive average score of 100 percent. Our GEO Continuum of Care division delivered approximately 700,000 hours of enhanced rehabilitation programming.

In October, we published our sixth annual Human Rights and Environmental, Social, and Governance (ESG) Report. This important publication underscores our commitment to respecting the human rights and enhancing

the well-being of all individuals under our care. Our latest report features improved disclosures regarding our Board's oversight of human rights and ESG issues, employee diversity and training initiatives, corporate governance, and environmental sustainability.

In addition to celebrating GEO's operational successes, we take this opportunity to honor our GEO Employees of the Year. The individuals receiving these prestigious awards exemplify the dedication and professionalism that drive our company towards operational excellence.

On behalf of GEO's Board of Directors and our Management Team, I invite you to join me in congratulating them and expressing our appreciation to the nearly 18,000 GEO employees around the globe.



George C. Zoley

Executive Chairman
of The Board

GEO EMPLOYEES OF THE YEAR



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FEATURED ARTICLES



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GEO South Texas Saviors Render Aid

Matthew May, the Business Manager at the Brooks County Detention Center (BCDC), and Captain Brian Petersen, the Community Emergency Response Team (CERT) Commander at the Karnes County Detention Facility, demonstrated their commitment to service as first responders by aiding two motorists involved in a rollover accident.



22

Intensive Dairy Industry Training a First for Men Leaving Prison

Rearing calves and learning about biosecurity, technology, and farm safety are integral parts of a new intensive dairy industry program being trialed at Fulham Correctional Centre.



24

Empowering Leadership, Building Bridges, and Inspiring Growth at the 2024 Reentry Services New Managers Training

GEO's corporate headquarters recently hosted the 2024 Reentry Services New Managers Training in August of 2024, accommodating 23 newly appointed managers.

Edward Coday

Facility Administrator of the Year

Central Arizona Correctional and Rehabilitation Facility



Facility Administrator (FA) Edward Coday has been awarded the John M. Hurley Facility Administrator of the Year award. Edward Coday is the Facility Administrator at Central Arizona Correctional and Rehabilitation Facility.

FA Coday embarked on his career with GEO in 2012, starting as a Shift Commander at the Phoenix West Correctional and Rehabilitation Facility. He steadily rose through the ranks, from Chief of Security to Assistant Facility Administrator, and eventually to Deputy Facility Administrator. In 2020, he was appointed Facility Administrator at the Central Arizona Correctional and Rehabilitation Facility (CACF).

As a hands-on Facility Administrator, FA Coday excels in motivating the workforce and incentivizing those who consistently work hard to achieve results. His leadership and performance have earned him the Company's top award.

FA Coday began implementing incentives to boost morale at CACF. He introduced Safety Bingo with prizes for winners, regularly volunteered in

the yard, and hosted barbecues for employees. FA Coday also created a music program for the community, which has been used for graduations, concerts in the recreation yard, and more. It's not unusual to see FA Coday organizing tournaments in the recreation yard or preparing special meals for the staff. He is unique and deeply appreciated by both the workforce and the inmates.

FA Coday also stands out in terms of community involvement. He initiated a fundraising program at the facility, allowing inmates to donate to their preferred charities. This program has received widespread acclaim from the community for its support of local charities in need of funding.

FA Coday is truly unique. He takes his work seriously and deeply cares for both his employees and the community. He is an exceptional motivator, and his evening visits demonstrate his genuine concern for the work his team is doing. His approach has significantly influenced the culture of the facility. Congratulations on being selected as Facility Administrator of the Year!

Bailey Cook

Employee of the Year

Florence West Correctional and Rehabilitation Facility

Ms. Bailey Cook has been an integral part of Florence West Correctional and Rehabilitation Facility (FWCRF) since beginning her role as a Receptionist in 2017. She has steadily advanced through the ranks, becoming an Officer in December 2018, a Case Manager in February 2021, and a Compliance Administrator in November 2022. Ms. Cook is dedicated to ensuring the facility adheres to GEO and Arizona Department of Corrections, Rehabilitation, and Reentry policies and procedures.

Her transition into the Compliance Administrator position was seamless, and she excels in keeping the facility current with annual training, contracts, and policies. She introduced an innovative system for other Arizona Compliance Administrators to manage paperwork and reports that are essential for annual audits.

Ms. Cook is well-versed in her role within the team at FWCRF and is always open to discussing various ideas and opinions. She maintains a respectful demeanor, even when faced with differing viewpoints. Her positive attitude is unwavering, even during challenging times, and she remains committed to the organization's goals.

Her commitment to FWCRF's success is evident in her daily work. The tangible results of her efforts speak volumes. Ms. Cook is not only dedicated to making the administration staff's jobs easier but also to enhancing the work of line staff. She took on the responsibility of training a new Compliance Administrator for the Central Arizona Correctional and Rehabilitation Facility while still ensuring follow-up with staff at Florence West through face-to-face meetings.



Ms. Cook is professional in all her interactions, showing respect and admiration within her work environment. She is consistent, always on task, and arrives at work each day with a positive attitude. Her willingness to assist others is widely recognized.

Outside of work, Ms. Cook enjoys spending quality time with her two beloved dogs, Milo and Murphy. She also has a passion for crafting and creative DIY projects. Congratulations on being selected as the Employee of the Year!



Charles Johnson

Correctional Officer of the year

Kingman Correctional and Rehabilitation Facility



Charles Johnson served in the U.S. Navy from 1984 to 1997. He began his correctional career as a Correctional Officer in 2007 at MTC Arizona State Prison. His career has since expanded to GEO where he is currently a Correctional officer at the Kingman Correctional and Rehabilitation Facility (KCRF). He also serves as the unofficial Chaplain for the Facility's Tactical Unit.

Mr. Johnson is a Complex Officer for KCRF and oversees the highly active Arizona Corrections Industries program, which employs 30 inmates who fabricate vehicle trailers. His responsibilities include managing tools, chemical, and a bustling factory operation, and he has been recognized by the client, the Arizona Department of Corrections Rehabilitation, and Reentry (ADCRR) for setting an exemplary standard for all security staff across the state.

Mr. Johnson also provides oversight for inmates working on special projects in the Facility's wastewater treatment plant, which is a crucial role, as it ensures the Facility meets the expectations and standards of the Arizona Department of Environmental Quality. He also plays an important role in coordinating transportation for inmate medical appointments.

Before becoming a Complex Officer, Mr. Johnson was a Traffic Control Officer, responsible for screening all staff, vendors, and visitors

entering the Facility. His positive and energetic personality, along with his signature greeting of "you are awesome!" were widely appreciated.

Mr. Johnson is always ready to take on any assignment. His strong work ethic and genuine desire to exceed expectations have been instrumental in helping KCRF meet or surpass the highest standards of service for GEO and the ADCRR.

In 2023, Mr. Johnson volunteered to serve on temporary duty at GEO's Lea County Correctional Facility in New Mexico. During a routine security check, Mr. Johnson was involved in an inmate on staff altercation. He sustained minor injuries from the incident and was treated at the local hospital per GEO protocol. Mr. Johnson gives credit to the self-defense training he received at KCRF for giving him the skills and knowledge to mitigate and manage the incident and come away from it only lightly scathed. His degree of professionalism and effectiveness is demonstrative of the operational excellence that GEO strives for.

You can always count on Charles to say "God bless you and have a blessed day!" He is a cherished member of the KCRF family. Congratulations on being selected as the Correctional Officer of the Year!



Sid Lafleur

GTI Officer of the year

Pine Prairie ICE Processing Center

Sid Lafleur excels in planning, organizing, and executing transportation operations for GTI, both on the ground and in the air. As a transportation officer stationed at the Pine Prairie ICE Processing Center, Mr. Lafleur quickly established himself as a leader and an exemplary employee, trusted by the Transportation Manager to go above and beyond. His leadership journey began when he volunteered for a train the trainer course for GTI Driver Trainers. In this role, Mr. Lafleur not only trained new drivers to meet GTI standards but also prepared them for DOT commercial driver's license examinations. The training Mr. Lafleur provided is a mandatory qualification regulated by the Federal Motor Carrier Safety Administration before drivers can take the commercial driver's license test.

As a driving instructor, Mr. Lafleur tested and certified Transportation Officers yearly. He worked with the Transportation Manager to ensure all missions were safe and followed DOT rules. His strong leadership was essential, especially when moving people between Alexandria and ICE Air Operations.

In July 2023, Mr. Lafleur showed even more dedication by volunteering for a new Air Operations role. He helped set up the GTI Air Operation in Alexandria, Louisiana, where he became a team and flight leader. He used his experience in ground transportation and his training from Folkston, Georgia, to lead missions and teach new team members about Air Operations.

Mr. Lafleur was responsible for assigning duties and overseeing the performance of his team of Flight Security Guards, who transported between 120 to 130

individuals per flight domestically and internationally. He managed to accomplish this while navigating the ever-changing demands of routing, scheduling, and mission changes at all hours of the night, day, and weekend. Mr. Lafleur ensured that his team covered every mission, regardless of the notification timeline, demonstrating his can-do attitude.

Since then, Mr. Lafleur has been promoted to Flight Supervisor in GTI Air Operations at the Alexandria Hub, where he continues to excel and thrive.

Mr. Lafleur is committed to upholding the highest standards of safety, compliance, and professionalism in all aspects of his work. He works tirelessly to ensure all Client requests are met and he maintains a rapport with clients that represents GEO's commitment to excellence.

Without doubt, the most important role Mr. Lafleur has is that of a caring husband. Mr. Lafleur's wife has endured a myriad of serious illnesses throughout life and last year suffered a stroke causing paralysis below the waist. Mr. Lafleur has been her caretaker and encourager throughout the therapeutic battle to walk again, which displays his commitment and recognition of life priorities.

Sid Lafleur's leadership is exemplified by his active listening, clear communication, and willingness to help others. Congratulations on being selected as the GTI Officer of the Year!



Lee-Anne Falkingham

Australia Employee of the Year

Fulham Correctional Centre



Fulham Correctional Centre Correctional Officer Lee-Anne Falkingham is highly valued in her “front of house” role where she greets and manages the flow of staff and visitors as they move through the Centre’s Reception and Gatehouse and into the facility. She is often the first person visitors meet on their arrival to the Centre, and often the last when they leave.

Lee-Anne began her career in corrections as a casual Correctional Officer at Fulham in 2013, before transitioning

to full-time in 2021. She is renowned for her professionalism, positivity and diligence, and for never shying away from a challenge. Staff and visitors consider her welcoming, inclusive, supportive and patient with everyone who crosses her path.

She has served as a Correctional Officer on the floor in various roles for more than eight years and understands the immense responsibility and challenges that come with the job.

Fulham General Manager Natalie Greenfield said: “Lee-Anne’s impact is felt daily. Her warm reception not only creates a positive atmosphere, but also reflects the highest standards of safety and security.

“Her caring attitude extends to all visitors. From nervous families to contractors and staff members, Lee-Anne handles each interaction with a high level of respect, care and compassion,” Ms. Greenfield said. “Lee-Anne is dedicated to ensuring positive outcomes in all her interactions, consistently striving for the best results. Her demeanour is marked by respect, making her an excellent role model for all staff members.”

In addition, Lee-Anne delights in celebrating special events such as R U OK? Day, International Women’s Day, and National Corrections Day and enthusiastically ensures “her” Reception area reflects the occasion for the enjoyment of everyone attending the Centre.

Asked about what winning the Employee of the Year award meant to her, Lee-Anne said: “This is an incredible honour, especially knowing the calibre of the other candidates. For me, this recognition goes beyond the award itself - it’s a reflection of the values I strive to live by every day.

“What I love most about my role at the front Reception and Gatehouse, is the unique opportunity it gives me to connect with all our staff daily and warmly welcome a diverse range of visitors. I try to provide a safe and secure environment for my colleagues and the men in our care by adhering to the strict barrier control procedures to minimise the risk of dangers that could potentially jeopardise the good order and safety of the Centre.

“I’m grateful to be part of a team that supports and encourages each other, even in the most challenging environments. My goal has always been to make a positive impact, whether it’s by creating a welcoming atmosphere for our visitors or simply putting a smile on a colleague’s face. This award affirms that my efforts are making a difference, and for that, I am deeply thankful.”



Tim Hughley

BI Employee of the year

Boulder, CO - BI

Tim Hughley, Manager of Monitoring Customer Service (MCS), began his career with BI Incorporated at the Boulder, CO facility in 1991. Tim was hired as a third shift Monitoring Specialist, at that time called a System Monitor. He was promoted to Monitoring Supervisor after just six months and held various roles in the BI Monitoring organization including inventory and technical roles, due to his aptitude working within the BI GuardWare software platform and BI field equipment.

The MCS department was first formed in 1994, primarily as an informational resource for the Sales team and to help standardize the Monitoring Operation's services and instructions. The team has thrived and still provides critical support to the Monitoring Operation, Partnership Development, and customers nationwide. Promoted to his current MCS management role in 2002, one of Tim's strongest skills is helping officers optimize their use of the company's monitoring products and services, as well as finding ways to increase officer efficiency and satisfaction.

When asked what his favorite part of the job is, Tim said, "It's gratifying to work with an unhappy customer and turn their negative experience into a positive one. I enjoy analyzing what customers are doing and finding the best solution for their specific needs. Officers get excited when we show them everything our software can do." When asked about his management role, he said, "It's easy to look good when your staff is as good as mine. They're fantastic and I trust them. I'm a hands off manager."

The average tenure for the MCS team is more than 25 years, so BI customers know that they'll get the assistance they need, when they need it.

One of Tim's proudest moments was when the company first acquired and implemented a large state contract. He said, "The agency didn't want anything to do with us at first. Then officers wanted very personalized services and wanted us to coddle them. It took a lot of work, patience and time, about two years, to turn that agency around, but they have been, and are still, one of our most satisfied customers."

Tim has built relationships with an extensive network of BI customers and employees throughout the organization. He has a no-nonsense, professional demeanor, and has helped earn the trust and loyalty of many "challenging" BI customers throughout the years. Tim is also the primary resource for mass monitoring customer communications, so officers look to him for technical expertise as well as direct and timely updates.

Tim has resided in a small town in Wisconsin for the last 25 years. When not working, Tim, his wife Amy, and their dog, Olive, enjoy hiking and snowshoeing in the nearby Chequamegon National Forest. In his spare time, he also brews his own beer! Congratulations, Tim on this well deserved award!



Mechelle Siles

Reentry Employee of the Year

Pomona Day Reporting Center



Mechelle Siles, the Supervising Case Manager at the Pomona Day Reporting Center (DRC), has been an integral part of GEO for nearly a decade. The Pomona DRC operates under a contract with the California Department of Corrections and Rehabilitation (CDCR), providing parolees with critical resources and support to reduce recidivism rates and thereby promote a seamless transition into their respective communities.



Mechelle Siles has proven to be an invaluable asset to the Pomona DRC, leveraging her extensive knowledge and experience gained over 26 years in the social services field. Her contributions have significantly influenced various initiatives while creating a positive work environment. Under her leadership, the DRC has successfully implemented gender-responsive programs, including the establishment of women's groups and gender-specific Moral Reconciliation Therapy (MRT) sessions.



Drawing upon more than 23 years of management experience, Mechelle has developed robust quality assurance tools to ensure case managers are held accountable for their workload and professional development. Her commitment extends beyond internal operations to building robust community connections. She played a critical role in establishing the Pomona Valley Reentry Coalition and enabling the seamless reintegration of participants. Furthermore, Mechelle fostered strategic partnerships with organizations like Tri-City Mental Health and The Reintegration Academy, providing participants with comprehensive mental health services and life skills training.



Mechelle actively fosters collaboration among staff members, particularly case managers, within the DRC. She introduced innovative approaches, such as monthly forums and one-on-one discussions, to identify areas for improvement and promote positive outcomes. Mechelle's coaching extends to equipping assistant case managers with practical strategies for handling challenging interactions and conflict resolution.

Mechelle's positive attitude and teamwork skills have significantly contributed to fostering a highly positive morale within the office. She established the "Cheers for Peers" recognition program, encouraging staff members to appreciate and support one another. Mechelle consistently coaches and supports employees, helping them enhance their performance and time management skills. She actively seeks feedback from staff to improve program operations and has undergone training to handle specific program manager tasks.

Mechelle's exceptional communication skills are evident in her interactions with staff, parole officers, and participants. She excels at conveying clear expectations and fostering constructive conversations.

Mechelle's multifaceted contributions have been instrumental in driving the success of the Pomona DRC. Her leadership, innovation, and commitment to excellence have not only enhanced internal operations but also fostered strong community partnerships. Mechelle's positive influence extends to staff development, morale, and effective communication, creating a collaborative and supportive environment that benefits employees and participants. Her dedication and professionalism make her a truly invaluable asset to the organization.

One Big Heart for Carolina



Written By **Jolie Daugherty**,
Blackwater River Correctional and Rehabilitation Facility

During a virtual training session soon after Hurricane Helene swept through North Carolina, Kimberly Phelps, a Transitional Case Manager involved in the Continuum of Care program at Blackwater River Correctional and Rehabilitation Facility mentioned her intention to collaborate with Samaritan's Purse on cleanup efforts in North Carolina.

It became evident that her commitment to helping others runs deep. She is not participating in this initiative as part of a group effort or a friendly fundraising challenge. Rather, she has chosen to forgo her Christmas holiday week, which she had deliberately saved up for by not taking other days off, to assist in removing mud, debris, and fallen trees from the areas affected by Hurricane Helene. When asked about her decision to work during Christmas instead of spending time with

her elderly mother, she responded, "If this were to happen to us, wouldn't we want people to come to our aid now? How can I focus on just joy at a time like this?"

Some may perceive this as a minor act that anyone could undertake, while others might think, "At least she has the holidays off." It is true that during every holiday, dedicated staff work diligently despite adverse weather conditions and the challenges posed by others to ensure operations continue smoothly. It is heartening to recognize that the compassion exhibited by our GEO staff surpasses that of many. Ms. Phelps' decision to utilize her hard-earned holiday time to serve others exemplifies the profound commitment of the GEO community!



The 2024 Art Showdown

Written By **Kay Brooks**, **Riverbend Correctional and Rehabilitation Facility**

The winner of the Riverbend Correctional and Rehabilitation Facility 2024 Art Showdown, Jae Jin Joo, created exceptional artwork using the materials provided. The judges were impressed by his diligence and commitment. Among the many gifted artists, Jae Jin Joo's creations were particularly noteworthy because they demonstrated that even in the face of adversity, one can still produce something extraordinary. Joo's life is characterized by strength and purpose,

and his bravery in conquering unthinkable obstacles serves as inspiration for his artwork. He serves as a ray of hope for many, demonstrating that greatness and beauty can emerge from the most difficult circumstances.

THE GEO GROUP FOUNDATION

Written By **Christopher Ferreira, Corporate Relations**



The GEO Group Foundation Supports Making Every Day Count

Making Every Day Count, Inc. is a Palm Beach County charity committed to raising funds for the Palm Beach County Drug Courts to help their participants achieve the goals of recovery and healthy lives. In the 20 years since the first Drug Court was founded, there has been more research published on the effects of Drug Courts than on virtually all other criminal justice programs combined. Drug Courts significantly reduce drug use and crime and are more cost-effective than any other proven criminal justice strategy.

The GEO Group Foundation supported Making Every Day Count with a \$5,000 donation to sponsor their annual luncheon, which was held in Palm Beach Gardens at the Country Club at Mirasol. The luncheon was attended by Executive Vice President, GEO Reentry and Continuum of Care, Derrick Schofield; Executive Vice President, Office of Professional Responsibility, Alex Londono; Vice President, Community Solutions, Latoya Lane; and Vice President, Office of Professional Responsibility, Keith Klutz.



GEO Corporate Employees Volunteer in Back to School

In July 2024, more than two dozen of GEO's Corporate employees volunteered in Spirit of Giving's Back to School Palm Beach County (PBC) event. GEO Volunteers took shifts being "school supply shoppers," escorting elementary, middle, and high school students through a gym-turned-shopping-center and helping them pick out various school supplies and other items to be successful going into the school year.

Spirit of Giving's Back to School PBC assists 5,000+ local children to receive backpacks, grade-appropriate school supplies, school physicals, new shoes, socks, uniform shirts, as well as haircuts, school physicals, nutritious lunches and snacks, and important community resources.



The GEO Group Makes Strides Against Breast Cancer



In October of 2024, The GEO Group came together to support the American Cancer Society's Making Strides Against Breast Cancer Walk at South County Regional Park in Boca Raton, FL. Between a donation from The GEO Group Foundation, Broward Transitional Center, and personal donations, GEO was able to raise almost \$12,000 to support the mission of the American Cancer Society.

A group of nearly 50 GEO employees participated in the walk, including employees from GEO's Corporate Headquarters, Broward Transitional Center, and South Bay Correctional and Rehabilitation Facility.



South Louisiana ICE Processing Center ACA 100% Compliant



Written By **Deborah Lucas-Stevens,**
South Louisiana ICE Processing Center

In July 2024, the South Louisiana ICE Processing Center (SLIPC) completed its American Correctional Association (ACA) reaccreditation audit. ACA accreditation is intended to improve facility operations by adhering to clear standards relevant to all areas/operations of the facility, including security, order, residential care, programs, and administration. Accreditation is a process administered by an independent, elected commission that certifies whether an agency, institution, or program meets and complies with the ACA standards in order to be accredited.

The on-site inspection included interviews with both staff and detainees, as well as observation of the facility's daily operations and review of individual department files. According to all interviews and observations, the facility met all mandatory and non-mandatory standards. Facility Administrator, Helen Grimes and the leadership team are extremely proud of all employees at the South Louisiana ICE Processing Center. During the week of September 9, 2014 to September 12, 2024, SLIPC employees enjoyed a thank you lunch and ice cream party for their great achievement!



The GEO Group Attends American Correctional Association Summer Conference

Written By **Manny Alvarez,** Contract Compliance

In August of 2024, The GEO Group participated in the American Correctional Association's (ACA) 154th Congress of Correction, in Nashville, Tennessee. The event brought together professionals from across the corrections industry to discuss innovations, challenges, and trends in the field.

The ACA's Summer Conference is one of the largest gatherings of corrections professionals in the United States, providing a platform for networking, professional development, and the exchange of ideas. This year's conference focused on critical issues such as mental health services, technology integration, and workforce development within correctional facilities. The event was attended by corrections professionals from all 50 states and over 30 different countries.

GEO was represented by employees from its various regions and business segments, including Senior Vice President and President, Secure Services, James Black; Executive Vice President, Client Relations, Jennifer Houston; Executive Vice President of Contract Compliance, Dan Ragsdale; Executive Vice President, GEO Reentry and Continuum of Care, Derrick Schofield; Regional Vice President, Western Region, James Janecka; Regional Vice President,

We Keep Winning!



Written By **Vanessa Butts-Hawkins,**
Riverbend Correctional and Rehabilitation Facility

The Georgia Department of Corrections recently acknowledged Riverbend Correctional and Rehabilitation Facility (RCRF) for the third year in a row for their excellence in counseling services. The RCRF team has come together to demonstrate their dedication to the inmates and the day to day challenges of being behind the walls. To RCRF Programs staff, thank you all for what you do!

Eastern Region, Paul Laird; and Vice President, Contract Compliance, Ryan Seuradge.

During the conference's panel hearing meetings, GEO had a total of 11 facilities obtain their ACA reaccreditation with a companywide average

score of 99.3% and seven of the 11 facilities obtaining perfect compliance scores. These scores highlight GEO's commitment to enhancing correctional practices and improving rehabilitation outcomes while working alongside the ACA and other stakeholders to continue promoting positive changes within the corrections industry.

Secure Services



Central Louisiana ICE Processing Center – 100%



Heritage Trail Correctional Facility – 98.7%



Karnes County ICE Processing Center – 100%



Phoenix West Correctional and Rehabilitation Facility – 99%



South Bay Correctional and Rehabilitation Facility – 97.4%



Western Region Detention Facility – 97%

GEO Reentry



Community Alternatives of El Paso – 100%



Grossman Center – 100%



Long Beach Community Correctional Reentry Center – 100%



Philadelphia Reentry Center – 100%



Salt Lake City Center – 100%

Community Outreach



East Hidalgo Detention Center Scholarships and Community Partnerships

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

The East Hidalgo Detention Center (EHDC) is dedicated to fostering community values and supporting local initiatives, such as providing scholarships for the local Independent School District to benefit students in the upcoming school year. Additionally, we are committed to promoting community spirit through our sponsorship of the local July 4th celebration in collaboration with the Edcouch Fire Department. These efforts not only highlight the importance of education but also strengthen community ties and celebrate national pride through festive events. Engaging in such activities reflects EHDC's commitment to enhancing the lives of residents and investing in the future of the community.

Folkston ICE Processing Center Makes Donation to Charlton County Sheriff's Department

Written By **Michelle Bair, Folkston ICE Processing Center**



In October 2024, Facility Administrator, Michael Breckon and Business Manager, Richard Gowen presented a check to Charlton County Sheriff, Robert Phillips and

Charlton County Chief Deputy, Bill Lee. The donation is to help support community initiatives by the sheriff's office. Charlton County Sheriff's Office has been supportive of GEO and involved with our community relation meetings, training exercises, and drills.



Golden State Annex Donates Back-To-School Supplies

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

In August 2024, Golden State Annex (GSA) employees donated school supplies to students at Horizon Elementary School in McFarland, California. School supplies are a crucial factor in student success in the classroom. GSA recognizes this need from the community and donates supplies annually to help children, so they can become successful.



Giving Back to Our Community

Written By **C. Sepulveda, Florence West Correctional and Rehabilitation Facility**

Florence West Correctional and Rehabilitation Facility and Central Arizona Correctional and Rehabilitation Facility are honored to give scholarships to the Florence Unified School District High Schools. This year, between the two facilities, \$21,000 in scholarships was handed out. Florence Union High, Post Butte High School, and SanTan Foothills High School were the schools who received the scholarships.



Eagle Pass Detention Facility Participates in National Night Out and Candles for Life

Written By **Monica Reynaga, Eagle Pass Detention Facility**

The month of October 2024 has proven to be quite eventful for the Eagle Pass Detention Facility (EPDF). Our initial community engagement was with the National Night Out event, an annual initiative aimed at fostering community ties and enhancing partnerships between law enforcement and residents to create safer neighborhoods. This event brings together law enforcement agencies from Maverick County for an enjoyable family-oriented evening. The EPDF set up a tent featuring giveaways, information about our facility, and CERT members who showcased their equipment and engaged with the youth for photographs.

The second event in October that our facility took part in was the annual Candles for Life Walk-a-thon. The mission of Candles for Life is to offer financial support to individuals

currently battling cancer. This local non-profit organization, composed of volunteers, collaborates with community members to raise funds aimed at assisting cancer patients in Maverick County. The organization relies on monetary contributions and fundraising activities to sustain its efforts. This year's Walk-a-thon was themed "Rock Around the Clock Fighting Cancer" and included participation from various local organizations. The EPDF was honored to be recognized as a Platinum Sponsor for the event. Throughout the occasion, each organization walked laps around the track to demonstrate their support for the Candles for Life initiative and to pay tribute to those affected by cancer.

Our facility eagerly anticipates October each year, as both events have become integral to our Fall celebrations.

East Hidalgo Back to School Drive

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

The East Hidalgo Morale Committee took great pride in participating in the community's Back-to-School drive, delivering much-needed school supplies to both students and teachers. Their efforts helped ensure that every student had the tools they needed to succeed in the new academic year. By providing supplies such as notebooks, pencils, backpacks, and educational materials, the committee aimed to alleviate some of the financial burdens families face during this time. The initiative not only strengthened community bonds but also fostered a supportive environment for learning, demonstrating the committee's commitment to education. Through this collaboration, they showcased the positive impact that community involvement can have on the lives of students and educators alike.



Kingman Huachuca Unit Muralist Program

Written By Michelle Young, Kingman Correctional and Rehabilitation Facility



At the Kingman Correctional and Rehabilitation Facility in the Huachuca unit, a diverse array of programs has been designed to enrich the lives of inmates. These programs encompass education, peer-led classes, recreational activities like sports tournaments, exercise equipment, the latest board and video games, multiple religious services, bingo, and band equipment for musicians to hone their skills. Over the past year, we have expanded our offerings to include mural painting. Currently, two inmates are actively involved in this initiative, and we are in the process of establishing a muralist program. This program aims to instruct and educate inmates, who show an interest or potential for artistic expression, in the art of painting large-scale murals. Since its inception, our inmate muralists have completed murals that span entire walls in hallways, visitation areas, and various administrative offices.

The concept for the muralist program originated from a request to create a mural honoring our staff members who are Veterans. Looking ahead, we plan to expand our mural projects to include walls dedicated to Veteran inmates, murals in our Medical and Braille areas, and even murals at the entrances of each dormitory. Deputy Facility Administrators (DFAs) Morrish and Gary have been particularly enthusiastic about the completion of these murals, supporting the continued growth and development of the muralist program.

Muralist Program Participant Messages:

C. Vasquez – “I am deeply grateful for the opportunity I've been given to participate in the muralist program. Since joining, we've transformed some of these bare walls into something beautiful, providing staff and inmates alike with a pleasant visual experience. This program has allowed me to express myself through art and has challenged



me to improve my skills. I am still learning, but I have gained a wealth of experience that will help me grow as an artist. My goal is to use my art to make a positive impact when I am released, but for now, this program is invaluable practice. It's wonderful to have the support of DFA Morrish and DFA Gary, GEO staff, and my fellow inmates as we continue to paint murals throughout the facility. Thank you for believing in our art and for giving us the chance to showcase our skills."

R. Piedra – "For the past six months, I have been part of the muralist program, but my journey as an artist spans my entire life. During my time in prison, I have used art as a means to escape the negativity around me. I am immensely thankful to DFA Morrish and DFA Gary, as well as the GEO staff, for allowing me to share my art with everyone. Since becoming a unit muralist, I have shared my work throughout the unit, receiving countless compliments and positive feedback.

This creativity and positivity help me make my time here more bearable. I am grateful that, despite my circumstances, I can pursue my passion and share that joy with fellow inmates, staff, and visitors."



Bridging the Gap and Forging Community Relationships

Written By **April Long, Aurora ICE Processing Center**

The Aurora ICE Processing Center manages numerous intakes and releases on a daily basis. Over the past few months, approximately 2,000 residents have entered and exited the facility, with many transitioning into the community. Upon their release, these individuals receive a resource booklet that outlines local services to assist them in their efforts to reintegrate or seek further support. In addition to the resource guide, a local non-governmental organization, Casa de Paz, provides assistance to those who are released. Recently, local leaders from U.S. Immigration and Customs Enforcement, GEO, and Casa de Paz have collaborated to ensure that individuals are greeted outside the facility upon their release. Casa de Paz then transports them to a nearby home and offers support for their next steps. Through meetings among all involved parties and tours of both the facility and the home, we have successfully coordinated efforts to ensure that those reintegrating into the community receive the necessary resources to help them navigate their future paths.

The event featured a seven-piece hip-hop band, six rappers, inmate speeches, and special guest speaker Jack Brewer. The original music performed at the event, along with the songs chosen, encouraged recovery, resuming fatherhood, change, and suicide prevention. The inmates on stage and Jim Morrish, the Deputy Facility Administrator, made it a point to remind everyone that they were significant and that their lives mattered. This event also included eight speakers and performances by Native Americans, Mexican Americans, Caucasians, and African Americans. The Cumbia band participated in a segment that informed the audience about the relationship between Cesar Chavez and Martin Luther King Jr. (both fought for civil rights, but at different times), and the event featured prominent civil rights leaders and Nobel Peace Prize winners of African descent. Community, education, and understanding are brought to corrections through this event and many others held at the KCRF Huachuca Unit.



Juneteenth Celebration for Freedom

Written By **James Rutherford, Kingman Correctional and Rehabilitation Facility**

The Kingman Correctional and Rehabilitation Facility (KCRF) Huachuca Unit, hosted a Juneteenth celebration in 2024 with the theme of change, which is central to our work in corrections. Traditionally, Juneteenth commemorates the Emancipation Proclamation and our event maintained that tradition while emphasizing change. This production was the result of about eight months of collaboration between the inmate population and the staff. Arizona Department of Corrections and Rehabilitation and Reentry (ADCRR), the State Senate, and The GEO Group were among the attendees of the Huachuca Unit's fourth annual Juneteenth celebration, which included GEO Board Member, Jack Brewer and Vice President of Community Relations, Emanuel Barr. Inmates from all walks of life joined together for the biggest celebration. An AM show and a PM show are now required since the show has expanded over time to accommodate the increased interest in the event.

The Huachuca unit offers a variety of programs, such as our Band Program and Peer Education, which are used in this and other performances. The band program, under the direction of Case Manager James Rutherford and his band porters, put together the show's main production. Case Manager, John Ryals oversees Peer Education, which helps with the Audio Engineering course. The flyer was created with help from the Braille Program instructors, Lisa Medley and Alejandra Zuniga, and an educational slide show was shown during the event. This event was a perfect example of how our programs and the inmate population work together.

Brick Tripp

Celebrating 35-Year Career Milestone

Facility Administrator for Robert A. Deyton Detention Facility

Written By **Margie West, Human Resources**

Brick Tripp, Facility Administrator at Robert A. Deyton Detention Facility celebrated over three decades with GEO. This remarkable milestone speaks volumes about his dedication and loyalty to the company.

FA Tripp began his journey in 1993, where he was provided the unique privilege of being part of the activation team for the first private corrections contract, "Blakenhurst" for "Her Majesty's Prisons" in Redditch England. It has been a wonderful journey that has involved ten relocations to eight different states.

"I have been blessed with the opportunity to have very diverse and vibrant experiences during my 35-year career in corrections. These experiences include managing municipal, county, state, The U.S. Marshals Service, Federal Bureau of Prisons, and U.S. Immigration and Customs Enforcement facility contracts" said Mr. Tripp.

Unlike many of his peers, FA Tripp did not retire from a state or federal agency. He essentially grew up in the private sector. This provided him with a unique perspective of always understanding the importance of being responsive to both company and client needs and expectations. His exposure to the different agency standards and requirements has helped broaden his perspective. Working for The GEO Group has certainly enhanced and enriched this understanding.

FA Tripp's experience with GEO began during the GEO Group/Cornell merger. When he was serving as the Facility Administrator at the Walnut Grove Youth Correctional Facility in Mississippi. He has since managed Rivers Correctional Facility, George W. Hill Correctional Facility, and Pine

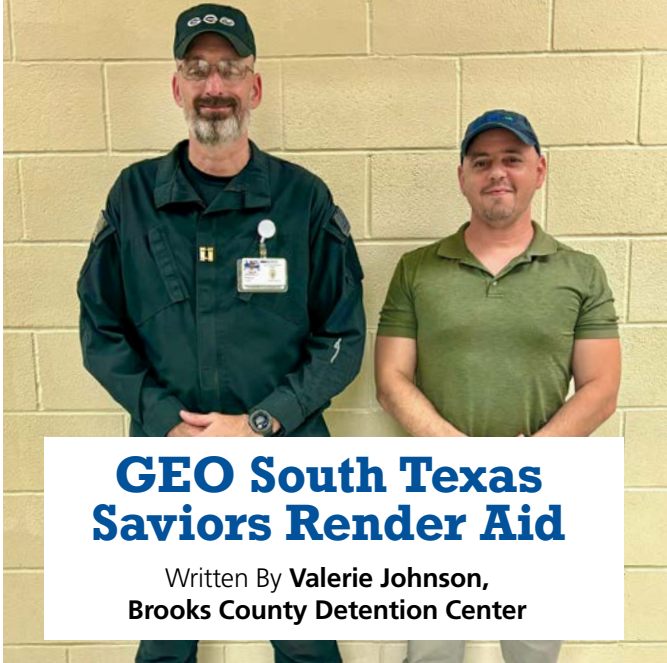


Prairie ICE Processing Center; and he is currently at the Robert A. Deyton Detention Facility. FA Tripp has learned so much from the relationships he developed with his peers, and regional and corporate executives over the years.

FA Tripp stated that "the biggest influence that GEO has had on my career is being part of the Continuum of Care program at the Rivers Correctional Facility. The ability to interact with various agencies in Washington D.C. to provide a network of support for returning citizens made a huge impact on the lives of inmates released back to this area."

"The advice I would give anyone starting their career is fairly simple. Always perform with a sense of excellence and a sense of urgency. Always strive to learn something new every day. When we stagnate, we stop being productive. Finally, I suggest that it is important to balance your personal and professional lives to promote health and longevity."

Congratulations, Brick, on reaching this incredible milestone!



GEO South Texas Savivors Render Aid

Written By **Valerie Johnson,**
Brooks County Detention Center

Matthew May, the Business Manager at the Brooks County Detention Center, and Captain Brian Petersen, the Community Emergency Response Team (CERT) Commander at the Karnes County Detention Facility, demonstrated their commitment to serve as first responders by aiding two motorists involved in a rollover accident.

Captain Petersen, en route to Brooks County for a week-long CERT training, encountered the accident and immediately halted to provide first aid. Meanwhile, Matthew May, on his way to work, witnessed the incident and, recognizing the absence of emergency services, stopped to assist the passenger who had been ejected from the vehicle.

Without a moment's hesitation, both employees played a crucial role in the care of the injured men until EMS arrived. Captain Petersen, well-prepared, equipped himself with gloves and aided in bandaging one of the victims.

After their heroic actions, Captain Petersen and Matthew May resumed their duties at work, unaware of the outcome of the accident. Later, Matthew May learned that the two men were stable in the Intensive Care Unit and were expected to recover.

This incident serves as a powerful testament to the dedication and versatility of GEO employees, showcasing how their skills and resources can be utilized both on and off the job to support those in their care and the broader community.



The Kingman Project

Written By **Carol Bailey,**
Kingman Correctional and Rehabilitation Facility

Kingman Correctional and Rehabilitation Facility was honored to participate in the 13th Annual African American Conference on Disabilities (AACD), held in Phoenix, in collaboration with Collaborative Technology Solutions and Vocational Rehabilitation, collectively referred to as The Kingman Project. This event, organized by Disability Rights Arizona, featured keynote addresses and a variety of workshops focused on disability issues.

For over two years, Kingman Correctional and Rehabilitation Facility has partnered with Collaborative Technology Solutions to equip individuals with disabilities with essential tools and training, enabling them to overcome the challenges associated with their conditions. Collaborative Technology Solutions specializes in providing assistive technology for reading and writing, along with comprehensive training and demonstrations. They also offer a reentry class tailored for individuals with disabilities, aimed at preparing them for their imminent release. This class, facilitated by Kardell Sims, a former inmate, draws on his personal experiences of reintegration into society and covers a range of topics, from Values and Beliefs to Transition. Kardell also acts as a mentor for those preparing to reenter the community, offering continuous support throughout their transition.

Vocational Rehabilitation through the Department of Economic Security (DES) assists individuals with disabilities who aspire to enter the workforce. Participants in the Vocational Rehabilitation program undergo an initial one-on-one intake session with a DES case manager while still incarcerated, ensuring a seamless transition



Staff Recognized for NAIDOC Week Efforts

Written By **Lyndell Coutts,**
Ravenhall Correctional Centre

The staff and stakeholders at Ravenhall Correctional Centre have been recognized for their exceptional efforts in ensuring that Aboriginal and Torres Strait Islander staff, prisoners, and their families and communities could fully participate in and celebrate NAIDOC Week.

This week-long celebration, held nationwide from July 7 to 14, honors and acknowledges the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples. This year's theme, "Keep the Fire Burning! Blak, Loud and Proud," further emphasizes the importance of celebrating and preserving Aboriginal culture.

GEO Australia National Director of Rehabilitation and Reintegration, Dr. Fiona Murphy commended

and preparation for their release. This proactive approach facilitates quicker access to necessary services, minimizing delays. Participants receive a variety of resources to aid in securing and sustaining employment, including assistance with transportation, resume development, interview preparation, and more.

The panel engaged with the audience regarding the initial involvement of individuals during their incarceration, the management of their cases throughout the transition process, and the ongoing support until they secure employment. The collaboration with Collaborative Technology and Vocational Rehabilitation has expanded to additional facilities, thereby reaching a greater number of incarcerated individuals and aiding them in securing meaningful employment. Kingman's partnership with Collaborative Technology and Vocational Rehabilitation represents one of the initiatives designed to provide returning citizens with the necessary tools and resources to enhance their success following release.

the work of Ravenhall's Aboriginal Programs Team, led by Manager Tiana Koehrer, Coordinator Destiny Douglas, Aboriginal Wellbeing Officer Aunty Darleen Christensen, and Aboriginal Key Workers Bryce Taylor and Ethan Aldridge. Their coordination of a remarkable NAIDOC Week at Ravenhall was highlighted, which included celebrations of Aboriginal culture through food, traditional dance, music performances, and guest speakers.

"It was an honor to be a part of the celebrations held for our Aboriginal and Torres Strait Islander staff and the individuals in our care throughout the week," Dr. Murphy expressed. "We all understand the significance of maintaining connections to culture, community, and country for Aboriginal people, and the impact that colonization and subsequent policies and practices have had on these connections. Therefore, a crucial aspect of our Continuum of Care® model is supporting Aboriginal individuals in our care to nurture these connections, which is essential for establishing a positive identity and facilitating behavioral change and desistance from offending behavior."

Aunty Darleen Christensen, the Aboriginal Wellbeing Officer, addressed the men, emphasizing her role as a safe Aunt who encourages them to share their traumas, abuse, and losses of family; and to reclaim their dignity as Aboriginal men. She said, "From my heart, to all of you, you will succeed in turning your lives around and having a future filled with promise and prosperity."

A local role model also shared his journey of behavioral change from addiction, which had been normalized in his life and community. This was a common experience among the men at the center, and he offered an inspirational and motivational message about the potential for positive change.

Intensive Dairy Industry Training a First for Men Leaving Prison

Written By **Lyndell Coutts**, Fulham Correctional Centre



Rearing calves and learning about biosecurity, technology, and farm safety are integral parts of a new intensive dairy industry program being trialed at Fulham Correctional Centre. This initiative offers participants the chance to secure live-in employment opportunities upon their release.

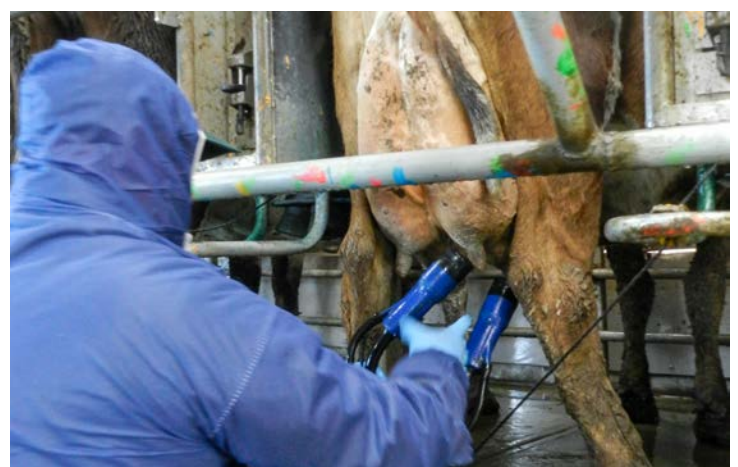
This groundbreaking program, the first of its kind in Australia, has seen 18 men from the Nalu minimum-security unit graduate from the Cows Create Careers program since its inception in April of 2024. Traditionally held in schools, the majority of the three-week program is conducted on-site at the Centre, with modules also completed at local dairy farms.

The program is being facilitated through a new partnership between GEO, the Gardiner Foundation, GippsDairy, and Jaydee Events. It is generously funded by the Gardiner Foundation and GippsDairy, with additional support from local dairy farmers and course facilitators.

At Nalu, the participants learn to care for three-week-old calves brought on-site, acquiring skills in feeding, cleaning, weighing, and walking them, as well as completing health checklists and general pen and equipment maintenance. Through visits to external farms, the men gain hands-on experience in milking and observe operations on dairy farms.

The program has garnered attention from Victoria's Minister for Corrections, Enver Erdogan, who presented the second round of graduates with their certificates in August.

"This program provides men in custody with a practical opportunity to develop new skills and knowledge in the dairy industry," Minister Erdogan stated. "It's remarkable that these men will leave prison with this enriching experience that can enhance their employment prospects and reduce their likelihood of returning to prison."



Dr. Frank Thorn, Acting Managing Director of GEO Australia, emphasized the importance of equipping the men in their care with tangible skills that will support their employment post-release. "The more we can do to assist these men towards meaningful employment and accommodation upon their release, and foster a sense of purpose, the less likely they are to reoffend," he said.

"The tremendous effort of our staff at Fulham Correctional Centre, GippsDairy, and all those involved in bringing this program to life within a prison setting deserves commendation," added Natalie Greenfield, General Manager of Fulham Correctional Centre.

"We are thrilled to have been the first correctional center in Australia to integrate the Cows Create Careers program into our vocational education and services curriculum," Ms. Greenfield said. "With three men already living and working on farms and three more preparing for their release with job interviews underway, this program is already proving its value."

Karen McLennan, Regional Manager of GippsDairy, highlighted the program's benefits in supporting the participants to secure meaningful, long-term employment while also aiding local farmers by offering a fresh approach to attracting workers to the industry.



Empowering Leadership, Building Bridges, and Inspiring Growth at the 2024 Reentry Services New Managers Training

Written By **Kamila Timaul**, Reentry Services



Left to right: Steve Farugie, Yolanda Ahfua, Fidelis Ogwu, Joe Williams, Will Gomez, Michael Fletcher, Angela Ruiz, Kenneth Moss, Lyla Bear, Morgan Marshall, Frank Aiello, Caroline Riojas, Angel Duarte, David Gonzalez, Tammy Bush-Hamilton, John Thurston, John Hogan, Krystle De Alba, Desirae Ramos, Devon Carpenter, Danielle Lias, Briana Mangone, Trina Maso de Moya, Nicole English, Cynthia Miranda, Joshua Levy, Myisha Tavelez, Vanessa Gonzalez, Sara Gaytan, Kamila Timaul, and Jerry Hughes

GEO's corporate headquarters recently hosted the 2024 Reentry Services New Manager Training in August of 2024, accommodating 23 newly appointed managers. Notably, nearly half of the participants hailed from California, where Reentry Services has experienced substantial growth in recent years. The training also featured new Program Directors and Managers from various states, including Alabama, Alaska, Colorado, Illinois, Louisiana, New Jersey, Pennsylvania, Tennessee, Texas, and Wyoming, representing a total of 14 Day Reporting Centers and nine Reentry Centers.

The event began with a cordial welcome from President and Chief Operating Officer, Wayne Calabrese and Executive Vice President of Reentry Services and Continuum of Care, Derrick Schofield. During the week, participants took part in workshops and presentations that focused on essential topics such as leadership, communication, delegation, staff feedback, team coaching, recruitment and retention, data integrity, and the organization's core mission.

Attendees appreciated the chance to network with one another and found the corporate presentations beneficial in helping them become acquainted with their peers.

I would like to recognize the significant efforts of Operations Area Managers Steve Farugie, John Hogan, and Sara Gaytan for their insightful leadership presentations, and I am grateful to our GEO Reentry Vice Presidents, John Thurston, Joe Williams, David Burch, and Trina Maso de Moya for their invaluable assistance. Furthermore, I extend special thanks to my co-hosts Cynthia Miranda and Vanessa Gonzalez for their exceptional coordination of the event's schedule and activities.

The training week was both excellent and productive, offering new managers the chance to engage directly with corporate leadership. Managers conveyed that they felt included and valued, gaining a deeper understanding of the connection between corporate support and field operations.

Serenity Hall Turns Community Service into Transformational Art at Chester

Written By **Annette Sophie Reese**, Chester Residential Reentry Center



GEO's Chester Residential Reentry Center's (RRC) Serenity Hall Mental Health Specialized Transitional Housing Program Participants have been very busy.

Serenity Hall Program Director, Annette Sophie Reese launched a community service program to clean up litter in Deshong Park, which is down the street from Chester RRC, and to supply volunteers for the North Chester Baptist Church Agape Food Pantry, which serves needy families in lower Delaware County Pennsylvania.

By the time of our facility's Fall Community Day event, the residents of Serenity Hall had dedicated over 600 hours of community service. This impressive contribution was recognized symbolically with a "check" presented to the Mayor of Chester City.

The Community Day event showcased two art installations crafted by the residents of Serenity Hall. These installations were made from materials collected during the months of clean-up efforts in Deshong Park and the surrounding community. Previously discarded items, such as aluminum cans and colored plastic, were transformed into beautiful works of art. This initiative not only

reduced litter in the area but also highlighted the residents' creativity and resilience.

Facility staff contributed materials from their own clean-up efforts and daily use. The plastic items were repurposed into a mosaic titled "Together We Shine," featuring a heart and a landscape of flowers. This mosaic symbolized the unity and strength of the residents, demonstrating that their past struggles and challenges do not define them. It showcased the transformative power of their therapeutic community at Serenity Hall.

The residents were particularly passionate about one of the installations, which they worked on until the early hours of the morning, perfecting the details before its unveiling at the Community Day event. The installations were a great success, receiving praise from the Mayor of Chester City and other community leaders, as well as from the families of the program participants who attended.

Serenity Hall residents have voted to continue doing volunteer community service each week and are looking forward to creating more art installations at Chester RRC.

Las Vegas Youth & Justice Forum

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



On December 6, 2023, a tragic mass shooting took place on the campus of The University of Nevada at Las Vegas (UNLV), resulting in the deaths of three individuals and injuries to three others. The incident left an indelible mark on the Las Vegas community. In response, in September of 2024, the men of the Kappa Xi Chapter of The Omega Psi Phi Fraternity Incorporated organized a "Youth & Justice Forum" as a tribute to those affected. This event brought together students from across the Las Vegas Valley, aiming to equip them with essential life skills, including perseverance, self-responsibility, and mental health wellness.

The forum was facilitated by law enforcement officers, attorneys, and community leaders, who collaborated to teach attendees how to interact effectively with police and understand their rights as citizens. Charles J. Clark Jr., Assistant Director

of GEO's Las Vegas Community Correctional Center and a member of the Kappa Xi Chapter of The Omega Psi Phi Fraternity, Inc., led sessions on preventing such incidents and educating students on proper communication with law enforcement.

The event featured practical exercises to simulate real-life scenarios, demonstrating how such situations can significantly impact a student's life and offering them a positive outlook on handling serious situations, potentially even saving their lives. This annual event provided invaluable life-evolving education to the Las Vegas community. Local TVNews3 was present to cover the event, ensuring that the message reached the wider community. This initiative was a testament to the community's commitment to fostering a safer and more informed environment.

Community Alternatives in El Paso Volunteer Initiatives

Written By **David Gonzales, Community Alternatives in El Paso**

Recently, residents at Community Alternatives in El Paso, Colorado Springs, Colorado, participated in a community service cleanup project at one of Colorado's most used trails, the Sand Creek Trail, which stretches four miles long.

All residents had to be extremely cautious due to the type of trash that was being collected and the amount. As they continued along the trail, all four residents' bags were already filling, and they weren't even halfway through the trail. As they reached the archway underneath the train overpass, they were forced to conclude the clean up when it began to rain.

With the changing of the season and temperature, residents have returned to complete various community clean up projects. More recently, Case Manager Castillo and five residents - Zachary Schober, Darius Seaneric Marion Jr, Tristan Landers, Shawn Escamilla-Watson, and Matthew R. Wright – performed a clean up along the Foundation Creek Regional Trail, another highly used trail that some residents also use to get to their places of employment and classes.

During their cleanup they found that much of the garbage came from vehicle parts such as hub caps and lug nuts. Residents were astonished that so much trash is simply left behind leaving a negative impact on the environment and nature.

These types of community projects not only benefit the community but also give residents a sense of pride and ownership that aids in their successful reintegration into the community. Thanks to those who helped make these projects possible!



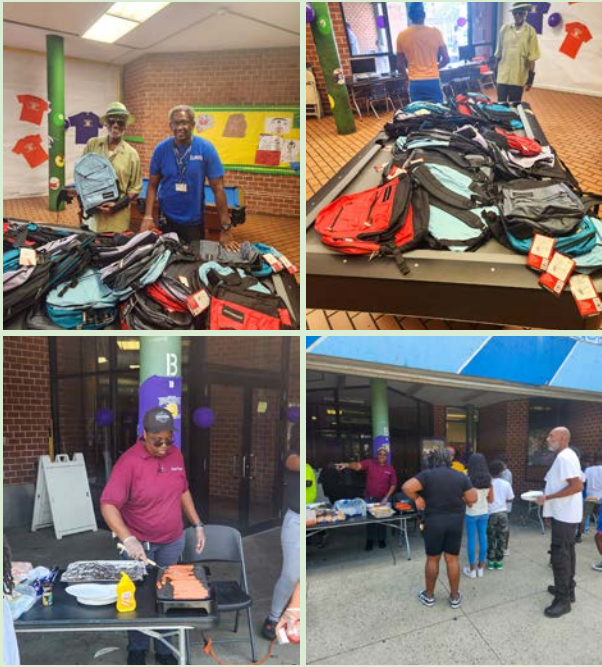
Merced Day Reporting Center Ice Cream Social

Written By **Krystle Dealba, Merced Day Reporting Center**



Recently, in celebration of Pretrial, Probation, and Parole Supervision (PPPS) Week, the Merced Day Reporting Center (DRC) hosted an ice cream social for staff. Given the triple digit temperatures in California, this event was a great way for DRC staff to 'beat the heat' while celebrating PPPS week. Staff enjoyed a variety of treats, from ice cream sandwiches to popsicles.





Boylan Recreation Center Enrichment Program Back to School Bon Voyage

Written By **Arthur Townes, Alumni Services**

In August 2024, GEO alumni from New Jersey, along with the staff of Harbor House, played a pivotal role in launching the new school year for approximately 70 camp participants. As part of the concluding activities of the local summer enrichment program, alumni contributed to the Bon Voyage BBQ and provided each participant with a backpack filled with essential school supplies.

Venard Barnes, an alumni member, expressed his commitment to supporting the community, stating, "I find fulfillment in assisting in the community where I once caused disruption." The Boylan Recreation Center, located in the West Ward of Newark, serves as a challenging environment for many families and alumni. Arthur Townes remarked, "I am certain that any assistance will be greatly appreciated." The day was filled with enjoyment for the children, featuring activities such as swimming, sports, music, and a barbecue to celebrate the end of summer.

Reentry Employee Saved From a Heart Attack Through Care, Compassion, and Training

Written By **Earl Scott,
Elizabeth Community Reentry Center**

There are no words strong enough to express the gratitude I feel for the care and compassion my colleagues at GEO's Elizabeth Community Reentry Center demonstrated when it mattered most. During one of the most frightening moments of my life—when I suffered a heart attack—it was their swift actions, training, and genuine concern that saved my life in September of 2024.



In the midst of the crisis, their professionalism and calmness made all the difference. The training we receive in our work is invaluable, but it's the human element, the compassion, and care that truly defines GEO and the people who make up this company. They acted selflessly, and because of them, I am here today, forever grateful for the team I'm fortunate enough to work alongside.

This experience reinforced the profound importance of my loyalty and appreciation for GEO. The company not only equips us with the technical skills necessary for our jobs but also cultivates a supportive environment where we look out for one another, akin to family. GEO has given me a second chance at life, and for that, my gratitude is boundless.

In addition, my family is forever grateful for the incredible people working alongside me who helped save me from the heart attack I was enduring. Their actions not only changed my life but also the lives of my loved ones, who will cherish the care and compassion extended to me that day.

Once more, I am overwhelmed with gratitude and appreciation for the care, compassion, and training we have all received. GEO's unwavering loyalty and dedication to its employees, coupled with its commitment to training, are evident in my survival from the heart attack.



Chicago Chatham Team Celebrates the Community

Written By **Janet Szydelko, Chatham Reentry Center**

At the end of August 2024, the GEO Chatham Reentry Services Center (RSC) held an inaugural event to honor the collaborative efforts that equip participants with the necessary, continuous support from the community. More than 100 guests attended the opening, including staff from the Illinois Department of Corrections and Parole, participants, and representatives from various community partners. The GEO team made it a point to make all attendees feel appreciated and included, especially those who had just completed the reentry program and received their certificates of completion. The attendees showered the graduates with cheers and well-wishes. The participants were immensely proud of their achievements and captured the moment by posing under the GEO "Achievement Wall."

To facilitate their successful reintegration into society participants are linked to a wide array of resources from the moment they begin reentry services, throughout their stay at GEO, and after their release. Without the assistance from other community-based agencies and organizations, many participants would struggle to meet their basic needs, including housing, employment, and mental health care.

Robert K., a participant at GEO Chatham RSC, expressed his profound appreciation for the program, stating, "I can't think of a program that's more effective. You've given me renewed hope for the future, whatever that may look like at 68. I want to extend my heartfelt thanks for your innovative approach in providing incentives for us."

North Brunswick Community Resource Center Graduation Event

Written By **Peter Conerly, North Brunswick Community Resource Center**

The North Brunswick Community Resource Center's (CRC) Fall Graduation Celebration took place in October 2024. This event honors program graduates for their achievements in finishing the program successfully. Staff, invited guests, and participants attended the celebration. The event's guest speaker was Assemblywoman Tennille R. McCoy of the 14th Legislative District in New Jersey. Assemblywoman McCoy gave words of encouragement for the graduates' future success in life while also acknowledging their remarkable efforts. A number of graduates discussed their experiences and the assistance they received from staff in fulfilling their program requirements and finding work. Each of the five graduates received a laptop computer as a gift from the CRC Program, and staff members presented them with certificates of program completion. A catered luncheon marked the end of the event.





Local Leaders Celebrate Wichita Day Reporting Center Graduates

Written By **Kali Mills, Wichita Day Reporting Center**

In July of 2024, the Wichita Day Reporting Center (DRC) celebrated 18 new program graduates. The event featured guest speakers, graduates sharing their experiences, and expressions of congratulations. The graduates' hard work and dedication were acknowledged by everyone present, including staff from GEO and the City of Wichita. Emotions ranged from tears to smiles as graduates talked about their journey, including challenges and personal growth. They emphasized their perseverance, motivation, and humility. The graduates were thankful for the DRC experience, and attendees were proud of their achievements. Program Manager Terri Snyder praised their commitment to improving their lives, expressing hope for future success. The Wichita DRC, a program that helps individuals stay in the community by teaching life skills and coping strategies, aims to provide a safe and supportive environment. Participants engage in daily activities and Cognitive Behavioral Treatment to reduce their chances of returning to the criminal justice system.



Merced Job Fair

Written By **Crystal Cazares, Merced Day Reporting Center**

In August 2024, GEO Reentry Programs in Merced hosted a Community Job Fair at the Mondo Building in downtown Merced, California. We had 100 participants attend the event. Our main goal was to provide employment opportunities to our Merced Day Reporting Center and Pre-Trial Employment program participants. Many citizens took the opportunity to network and make contacts with the 26 employers

present. Undoubtedly, many connections were made between job seekers and potential employers, and more importantly, several GEO Merced participants received confirmed job offers, with two more awaiting a second round of interviews. A follow-up survey found that all of the employers present are likely to attend a GEO Reentry job fair in the future, with the friendliness and professionalism of GEO Reentry staff being rated highest. The event was a complete success and preparations for the next event are already underway!



Chester Residential Reentry Center's Mental Health Specialized Transitional Housing Program Cooks Up a Storm!

Written By **Annette Sophie Reese, Chester Residential Reentry center**

The residents of Chester Residential Reentry Center's (RRC) Serenity Hall Program are discovering that practicing life skills can be a very tasty proposition!

Many of the program residents have had little to no experience living independently, entering Serenity Hall with poor to non-existent skills in money management, including economizing on food bills or being able to prepare hearty, nutritional meals to feed themselves and their families. For most, microwaveable meals or take out food were their only known options.

Thus began the Men's Cooking Group at Serenity Hall, where once a month a Fellowship Feast event is held!

Residents, with the assistance of staff, collaborate to design a menu, select recipes, conduct price comparison shopping, and designate a peer leader for each unit. The main sous-chef, who operates under the guidance of the staff, oversees food preparation, including operational hygiene and food safety measures, plating, and cleanup. Tasks are then assigned to each remaining peer, taking into account their levels of experience and ability.

So far, Serenity Hall residents have learned to make scrambled eggs, french toast, turkey bacon, ravioli and meatballs, pulled chicken sandwiches, beef and vegetarian tacos and burritos, spanish rice, mediterranean salad, vegetarian stir fry, and potato tuna casserole.

The Cooking Group develops their life skills proficiency, leadership abilities and self-confidence, along with fostering comradery amongst program participants. It also brings great happiness to the residents of our Restoration of Competency Program, who are always served the fruits of the Cooking Group's labors.

As a final teaching opportunity, the group then calculates the cost of purchasing the meal, including portion sizes, as if they had bought it from an area restaurant menu. Many of the residents have become even more determined to continue honing their food preparation skills after this exercise.

Feedback from program residents has been overwhelmingly positive and they eagerly anticipate making next month's specialty: Cincinnati Style Chili!

Family Day at Tully House

Written By **Melissa Craten, Tully House**

In August 2024, Tully House celebrated its annual Family Day. This event marked the first Family Day since the COVID-19 pandemic, which had a significant impact on the community. The day was brimming with activities for residents, their families, and the staff. Children enjoyed face painting, courtesy of the facility's interns, Ms. Kendall Jeter and Ms. Christina Folan. The day was also filled with fun-filled activities, including a bouncy house, hula hoop competition, and cornhole. These social activities provided an opportunity for children to spend quality time with their fathers.

The DJ, Mr. Andre Dasher, who played music throughout the day and even joined in on a few rounds of musical chairs with both residents and their families, also organized dance competitions. The DJ's efforts were complemented by the facility's staff, who ensured everyone had a great time.

Alumni Services, represented by Mr. Arthur Townes, was also present, distributing backpacks filled with school supplies for the children.



The day concluded with a BBQ prepared by the residents and staff, followed by ice pops. The dedication of the Tully House staff, led by Ms. Paula Lord, was evident throughout the day, with smiles and appreciation from all attendees.

End of Summer Events at Erie Outpatient

Written By **Annette Garcia, Erie Outpatient**



In August 2024, the staff at GEO Erie Outpatient hosted a family day at the facility. The event was designed for participants and their families. During the family day, a bookbag giveaway took place, ensuring that every child present received a bookbag filled with essential items to kick off the school year successfully. Attendees enjoyed a variety of refreshments, including hot dogs, chips, soda, juice boxes, and numerous other treats. Various games were played, such as Jenga and Uno, among others. The day was filled with delicious food, enjoyable activities, and quality family time.

A week later, Erie Outpatient organized another bookbag giveaway for the community. A table was set up outside the facility, where we distributed more than 50 bookbags to children. The staff of GEO Erie Outpatient provided all the bookbags and materials. The event proved to be highly successful, with all bookbags being claimed within just one hour.



That evening, we conducted a graduation ceremony for the participants. The venue was filled with family, friends, and alumni who gathered to honor this remarkable achievement. Edward Adkins, one of the alumni, served as the keynote speaker. He presented a compelling analogy, emphasizing the necessity of regular car maintenance as a parallel to the importance of nurturing the skills acquired at the center. Mr. Adkins inspired and uplifted the graduates, extending his support to anyone in need. The graduation event was a resounding success.

The end of summer festivities provided an excellent opportunity for both staff and participants to enjoy themselves and strengthen their bonds while exemplifying prosocial behaviors without the influence of alcohol or other substances. This occasion allowed participants to spend meaningful time with their children and family members, fostering a spirit of community engagement and giving back.



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