



1ST QUARTER 2016

A GEO Publication for Employees and their Families.



**GEO Assumes Management of 3,400-Bed
Arizona State Prison in Kingman**



Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

To the GEO Family,

During the fourth quarter of 2015, we completed the respective transition and activation of two important projects totaling more than 4,000 beds.

First on December 1st, we assumed management of the 3,400-bed Arizona State Prison in Kingman, Arizona under a managed-only contract with the Arizona Department of Corrections effective through February 2023. At the time of the transition, the facility housed approximately 1,700 inmates and is expected to ramp up through end of the first quarter of 2016.

Prior to assuming operation of the Facility on December 1st, we had a mobilization team onsite to ensure a smooth transition from the previous operator. This important contract award is a testament to our decade-long partnership with the Arizona Department of Corrections and is also indicative of the high quality of services offered by GEO.

The Facility, which plays an important role in helping meet the need for cost-efficient correctional bed space in Arizona,

is expected to generate approximately \$73 million in gross annualized revenues. The total gross revenues include approximately \$24 million for debt service payments, resulting in net annualized revenues to GEO of approximately \$49 million.

Also in early December, we completed the development of a \$32 million expansion to our company-owned Karnes County Residential Center, increasing the Center's capacity to 1,158 beds. The Karnes County Residential Center was designed as the first residential, civil center under new and enhanced detention standards, which were issued by the federal government in 2009. The Center was then reprogrammed in 2014 to house families consistent with the federal government's family residential standards and under direct oversight from U.S. Immigration and Customs Enforcement.

In addition to these project activations, GEO Care was awarded a new five-year contract to provide community-based case management services under a new pilot program by Department of Homeland Security for families going through the immigration review process. This significant contract award, which is expected to generate approximately \$11 million in annualized revenues, is representative of GEO Care's leadership in the provision of community based and case management programs through our comprehensive 'GEO Continuum of Care.'

These important projects and new contracts allowed us to cap a very successful year, which was marked by the activation of six projects totaling close to 9,000 beds, including more than 5,300 owned beds as well as the integration of 6,500 owned beds at eight correctional and detention facilities acquired from LCS Corrections during the first quarter of 2015.

These important projects and new contracts allowed us to cap a very successful year, which was marked by the activation of six projects totaling close to 9,000 beds, including more than 5,300 owned beds as well as the integration of 6,500 owned beds at eight correctional and detention facilities acquired from LCS Corrections during the first quarter of 2015.

All of these milestones are indicative of the continued need for cost effective, quality services across the entire corrections spectrum and validate our company's diversification strategy which has enabled our company to provide tailored real estate, management, and programmatic solutions to our customers around the world.

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GEO Assumes Management of 3,400-Bed Arizona State Prison in Kingman



On December 1, 2015, GEO took over the operation of ASP-Kingman under a managed-only contract with the Arizona Department of Corrections effective through February 2023.



Building on its decade-long partnership with the State of Arizona, GEO assumed management of the 3,400-bed Arizona State Prison in Kingman, Arizona (“ASP-Kingman”) on December 1, 2015. GEO took over the operation of ASP-Kingman from the facility’s previous operator under a managed-only contract with the Arizona Department of Corrections effective through February 2023.

At the time of the transition, the facility housed approximately 1,700 inmates and is expected to ramp up through end of the first quarter of 2016. ASP-Kingman, which opened in 2002, contains two separate units - the Cerbat Facility, a minimum security level facility and the Hualapai Facility, a medium security level facility. Prior to assuming operations on December 1, 2015, GEO had a mobilization team onsite to ensure a smooth transition from the previous operator.

ASP-Kingman offers academic courses such as ABE and GED as well as vocational courses including Carpentry, HVAC, Electrical, Plumbing, Culinary Arts, and industry programs; the facility plays an important role in helping meet the need for cost-efficient correctional bed space in Arizona.

The award of this important contract is a testament to GEO’s successful, decade-long partnership with the State of Arizona. In addition to ASP-Kingman, GEO manages three other facilities totaling more than 2,500 beds in Arizona.

In Florence, GEO manages the 1,280-bed Central Arizona Correctional Facility which provides comprehensive

treatment programs for sex offenders, focused on assessment, psycho-education, and relapse prevention as well as life skills, substance abuse education, individual/group counseling, anger/stress management, and work skills programs.

GEO also manages the 750-bed Arizona State Prison-Florence West and the 500-bed Arizona State Prison-Phoenix which primarily provide treatment programs for Return to Custody and Driving Under the Influence (DUI) offenders. Both facilities offer programs focused on employability skills, parenting, substance abuse education and counseling, nutrition/diet education, GED classes, Adult Basic Education (ABE) classes, case management, individual/group counseling, anger/stress management, work skills programs and job placement.

The award of the management contract at ASP-Kingman is indicative of GEO’s ability to provide tailored real estate, management, and programmatic solutions to its customers through long-standing public-private partnerships. These important partnerships with the State of Arizona and other states around the country entail not only the delivery of high quality services in correctional and detention management, but also the provision of industry-leading, evidence-based rehabilitation programs aimed at reducing recidivism and helping offenders successfully reintegrate into society through a comprehensive ‘GEO Continuum of Care’.



Arizona State Prison - Florence West

The award of the management contract at ASP-Kingman is indicative of GEO’s ability to provide tailored real estate, management, and programmatic solutions to its customers through long-standing public-private partnerships.



Central Arizona Correctional Facility



Arizona State Prison - Phoenix West



RIBBON CUTTING CEREMONY FOR THE GEO Group Eye Gaze and Speech Center

Written By **Michelle Brown, Arc of Palm Beach County Press Release**

Assistive technology that allows a disabled person to communicate by just using his or her eyes, will soon be available to the clients of The Arc of Palm Beach County, thanks to a local executive and his family, who understand the need all too well.

On November 24, 2015, The Arc staff unveiled The GEO Group Eye Gaze and Speech Center during a formal dedication ceremony at The Courim Center, 1201 North Australian Avenue, Rivera Beach, Florida. The Eye Gaze and Speech Center features the Tobii T15, a state-of-the-art communication device that uses only an individual's eye gaze to allow people with motor impairments to communicate their wants and needs. The device, which is similar to the technology used by world-renowned physicist Stephen Hawking, and Center are made possible thanks to a \$10,000 Lattner Foundation grant, as well as a \$50,000 naming gift from The GEO Group Foundation.

"This amazing technology is calibrated to the specific user, and can be programmed according to his or her level of functional communication," said The Arc President and CEO Kimberly McCarten. "The availability of this device will enable the students at our Potentials Charter School to communicate in ways never before possible. It is the agency's hope that these essential services can be expanded in the coming years to assist other members of the community with communication challenges."

The GEO Group has long been a major philanthropic partner of The Arc of Palm Beach County, supporting events that have allowed The Arc to significantly enhance its fundraising.

"We're proud to support the Arc of Palm Beach County and its steadfast commitment to improve the lives of children and adults with developmental disabilities, and their

families, through services, education and advocacy," said George C. Zoley, Chairman of the Board, Chief Executive Officer and Founder of The GEO Group, Inc. "Through our foundation, The GEO Group similarly is committed to making a difference in the lives of people in the communities in which we serve. We're honored to have this recognition bestowed upon our company and look forward to growing our partnership with The Arc of Palm Beach County."

The relationship was initiated through The GEO Group's CFO Brian Evans and his wife, Tara, whose daughter, Brenna, was born missing 80 percent of her cerebellum and has cerebral palsy. Brenna began at The Arc's Potentials Charter School at the age of three in 2006. Now, the family members are The Arc supporters; Tara Evans serves as Secretary on The Arc's Board of Trustees, and their

other children speak publicly on behalf of the needs of the developmentally disabled.

The Arc of Palm Beach County offers an array of programs and services for children and adults with developmental disabilities. Through Potentials Charter School, The Arc serves children from Pre-K through fifth grade who are unable to walk or communicate independently when they enroll.

Pictured Clockwise: Left To Right: CEO of The Arc of Palm Beach County Kimberly McCarten, Vice President, Corporate Relations for The GEO Group Pablo E. Paez, Damien, Gloriana, trustee of The Arc Tara Evans, CFO for The GEO Group and trustee of The Arc Brian Evans, and Jason.

Trustee of The Arc Tara Evans and CFO for The GEO Group and trustee of The Arc Brian Evans in front of the Eye Gaze Center.

Brian Evans learns how to use the Tobii T15, which tracks the user's eye gaze on the screen in order for him or her to communicate.



Christmas Wishes on the Rio Grande

The Rio Grande Detention Center (RGDC) celebrated another successful year of the "Christmas Wishes on the Rio Grande." This year the staff at RGDC, Laredo USMS office, and very special sponsors provided shoes, toys, goodie bags and individual photos with Santa for 300 children at three Laredo Head Start schools.

The RDGC team purchases hundreds of toys, shoes, and goody bags to donate to the kids at three Head Start schools located in Webb County, Texas. The Head Start program is a comprehensive child development and early education program for low-income children, ages one to five-years old. For many of the kids enrolled in the Head Start program, the Christmas gifts they receive from this event may be the only Christmas gifts they receive that year.

All of the donors, guests, and GEO's own Santa Claus hand delivered the toys to the children of the Head Start schools. The kids always have bright smiles and are full of joy when they see Santa. In appreciation of the gifts, all of the different classrooms put on dance performances for Santa, thanking him for the Christmas gifts. "Christmas Wishes on the Rio Grande" is true reflection of RGDC's great work and commitment to the community.

Provost Marshal Major General Mark Inch Visits Veterans at New Castle

Written By **Myra Strobel,**
New Castle Correctional Facility

On August 18, 2015, the New Castle Correctional Facility was honored to receive a visit from the Provost Marshal General of the Army, Commanding General United States Army Criminal Investigation Command and Army Corrections Command, Major General Mark Inch. Major General Inch was also accompanied by his wife, Mrs. Bette Inch. Escorting the General and Mrs. Inch to the facility was Brigadier General Michael Osburn, Executive Director of Indiana Department of Correction (IDOC) Adult Facilities and his wife, Mrs. Fran Osburn, Superintendent of Edinburgh Correctional Facility in Edinburgh, Indiana.

Warden Keith Butts began the day with a presentation to provide background information regarding facility programming and housing designations. The visitors were then escorted by the Warden and facility executive staff to several areas within the facility. The main focus and highlight of the visit was the facility's veterans unit, HUM-V. HUM-V, American Legion Post 830 and AMVETS Post 7476, is a housing unit with two pods specifically designated for those who have served in the Armed Forces. While in each pod, Major General Inch addressed the members, asked questions about the program, and was shown several handmade craft items.

At the conclusion of the tour, the PLUS programming area was visited, where participants eagerly awaited the Major General's visit and presented a handmade quilt to the Major General and Mrs. Inch. The Major General reported that he would hang the quilt at the Army Corrections Command Headquarters, an absolute honor for the New Castle Correctional Facility.



Chairman & CEO George C. Zoley Visit Protocol



On November 9, 2015, Protocol Government Solutions in Aurora, IL were honored to host a visit from The GEO Group Chairman, CEO and Founder George C. Zoley and Senior Vice President and President, GEO Care Ann M. Schlarb. The executives toured the establishment and were very impressed by the operation. Protocol's Director Of Operations Janet Marshall, posed for a picture with Dr. Zoley and Ann M. Schlarb.

In 2014, The GEO Group acquired Protocol Government Solutions, a firm that provides call center and case management services for community corrections agencies that use electronic monitoring as a part of community supervision.

Penny Wars at Central Arizona Correctional Facility

Written By **Sheryl Augstums, Central Arizona Correctional Facility**

Central Arizona Correctional Facility plans ahead and starts their fundraising in 2015 for the May 2016 American Cancer Society Relay for Life. We have already had a successful bake sale and are looking forward to a nacho sale in January 2016.

October is typically recognized as the month to fight breast cancer, and this year Lt. Susan Ashworth organized a real war, a penny war. The staff were divided up into four teams who competed against each other to see who could fill their jars with the most pennies. Central Arizona Correctional Facility was able to raise \$379.48. A huge thank you goes out to Lt. Ashworth and her team for hand rolling all of that loose change; \$259.23 of which were actually pennies. Congratulations to the graveyard shift for raising the most pennies!

Pictured: Capt. Bryan Dennis, Debra Peterson, Lt. Susan Ashworth, Sheryl Augstums, and Sgt. Joshua Reza.



2015 Inmate Relay For Life

Written By **Kayla Courville, Allen Correctional Center**

On April 24, 2015, Allen Correctional Center held the annual inmate Relay for Life for the American Cancer Society. This year, it was held in the gym due to the weather. Inmate clubs sold various sandwich meals, cotton candy, and nachos for staff and inmates to purchase. Staff and inmates enjoyed the karaoke and sumo wrestling. Overall, a total of \$8,683 was raised for this worthy cause.

Celebrating the Mission of Reentry Services at McFarland

Written By **Claudia Villalobos, McFarland Female Community Reentry Facility**

As we enter 2016, McFarland reflects on a year and half of providing quality custody for women sentenced to the Department of Corrections (DOC), focusing on rehabilitation. The McFarland Female Community Reentry Facility (MFCRF) is a program intensive facility focused on providing females the tools and resources needed to successfully reenter the community. GEO worked with leading researchers including Dr. Barbara Bloom, Dr. Stephanie Covington, and Dr. Nena Messina to develop gender responsive programming specifically for the McFarland target population. The MFCRF continues to work closely with researchers to ensure fidelity of service delivery; a representative from the University of California at Los Angeles is assigned to continually review the program and group quality. MFCRF scored the highest in all four domains of gender response policies and procedures assessment tools.

Program Modalities

Criminal Thinking: (*Change Company Curriculum*) Criminal thinking addresses criminal thinking behaviors and associations by focusing on moral development, narcissism, low ego, resistance to changes, defensive attitudes, reasoning and behavioral traits that lead to criminal activity. **Dosage: 3 months, 2 days per week. Completion to date: 159**

Substance Abuse Treatment: (*Covington Curriculum*) Intensive gender-responsive substance abuse treatment includes didactic (educational), experiential and interactive learning opportunities based on females' lives and patterns of addiction. **Dosage: 5 months, 5 days per week. Completion to date: 114**

Anger Management: (*Beyond Violence- Covington Curriculum*) Anger management curriculum addresses aggression, impulse control, hostility, anger and violence. The goal is to help displace out-of-control, destructive behaviors with constructive pro-social behavior. **Dosage: 3 months, 2 days per week. Completion to date: 154**

Family and Relationships: (*Covington & Community Connections Curriculum*) Family and relationship curriculum addresses family, marital and relationships. The goal is to promote healthy family values and parenting skills. **Dosage: 6 months, 1 day per week. Completion to date: 28**

Pre-Release/Transitions: (*California New Start Curriculum*) This modality focuses on the development of communication skills, anger and victim awareness, character inventory, health and wellness, substance abuse, parenting and family dynamics, money management, job seeking and job placement skills, probation and parole expectations, identification, and housing resources. **Dosage: 5 weeks, 5 days per week. Completion to date: 251**



Focusing on a Better Transition

Providing warm handoffs for participants to organizations in the community is an essential component of the MFCRF program. Our four Transition Coordinators (TC) start working with participants 90 days prior to release. They continue to ensure that the plan created is viable, checking regularly prior to their release. During meetings with participants, TCs assess participants' community needs, develop a comprehensive Reentry Plan based on need, and establish community handoffs. TC and participant jointly contact providers to establish a connection. Then meetings (location, date and time) with providers are arranged to create a warm hand-off. For those on state parole, TCs leverage resources from the Specialized Treatment for Optimized Programming (STOP) for program needs. For those on county probation, TCs have developed strong relationships with local County Probation Departments. Where applicable, participants have the capability to continue programming in a GEO Reentry Day Reporting Center.

2015 Facility Events

Three major events in 2015 included, Get on the Bus, an opportunity for inmates to have social visits, games and activities sponsored by an organization, having the Global Leadership Summit Conference, proctored by Prison Fellowship, and 100% compliance on program accountability review audit.

We are currently pursuing a vocational culinary program provided by Bakersfield City College. Knowing quality is the cornerstone of GEO, we continue to be dedicated to investing in changing offenders lives. We are looking forward to the coming years. Warden Wanda Wilson, Assistant Warden of Gender Response Steven Farugie, and the staff at McFarland have successfully delivered GEO's vision and mission of the Continuum of Care.

GTI OPERATIONS WESTERN REGION DETENTION FACILITY

Written By **Patrick Donnelly, GTI**

Pictured: WRDF GTI Supervisor and Officers.



The Western Region Detention Facility (WRDF) is located in the heart of San Diego, California, the eighth largest city in the United States located on the border with Mexico. WRDF is a 770-bed American Correctional Association (ACA) accredited facility serving one of our largest customers, the United States Marshals Service for the Southern District of California. The facility's transportation unit, GEO Transport Inc. (GTI), provides constant around the clock transportation services with a current staff of twenty-five officers working under the supervision of Lt. Jamie Flores.

While most transportation is conducted within the traffic congested city limits of San Diego, GTI Officers are responsible for a 300-mile radius from the facility and provide transportation services for approximately 2,000 to 3,000 inmates and average up to 9,000 miles monthly. In addition to the daily offsite missions to federal court, facility transfers, and scheduled medical and emergency hospital transports, the GTI Officers must also be proficient in other phases of the facility operations assisting as needed with security post assignments. The inmates held in WRDF custody pending trial or for other court matters are

all considered some of the most dangerous and high security risks detained by the U.S. Marshals Service. Three poignant examples are highlighted for this article which demonstrates the competence of the GTI Officers at WRDF. GTI Officers averted an escape attempt by an inmate who feigned a medical condition requiring an alternative restraint protocol, who after arriving at the federal courthouse defeated the restraint and attempted to flee as the van doors opened. GTI Officers Lt. Flores and Henry House gave pursuit tackling and subduing the inmate and bringing the inmate, to the Marshals cellblock. Later that same year, a suspected serial arsonist was captured by GTI Officers Louis Vizcarra and Stephen McIntyre. The officers not only captured the arsonist but also extinguished the fire set by him.

Officers Cheryl Quesada and Alfred Ramirez while en route to pick up inmates at an El Centro, California Facility, came upon a burning vehicle. They contacted the fire department, attempted to extinguish the fully engulfed vehicle and located the occupants who had escaped from the burn-

ing vehicle unhurt. For the GTI Officers at WRDF, they epitomize the responsibilities, challenges and risk transport officers potentially encounter each day during each movement.

While the incidents mentioned aren't everyday occurrences, GTI Officers nationwide are challenged on a daily basis with providing safe and secure transportation. On any given work day, GTI Officers operating in 28 facilities nationwide are transporting 1,500 inmates and driving 15,000 miles to meet our customers' expectations and contract obligations.

Each year, WRDF must successfully pass the intense vehicle safety and driver qualification inspections by the California Highway Patrol. Each year, GTI at the Western Region Detention Facility receives the highest rating that can be achieved.

The GTI Officers at WRDF continually plays their part in fulfilling the GTI Mission Statement, "To provide safe and secure transportation of detainees and inmates with quality service second to none."



GEO Foundation Supports The Arc

The GEO Group Foundation is proud and honored to support worthy organizations throughout the year. The GEO Foundation was recently recognized at The Arc of Palm Beach County for their continued and dedicated support, by creating a paver with The GEO Foundation logo. These pavers will go into the walkway, leading up to The Arc of Palm Beach County Chapter in Rivera Beach, Florida.

For more than 60 years, The Arc has been on the front lines in making change happen for people diagnosed with Autism, Down syndrome, Fetal Alcohol Spectrum Disorder, and a range of diagnoses across the spectrum of intellectual and developmental disabilities. The Arc is the nation's leading advocate for all people with intellectual and developmental disabilities and the premier provider of the supports and services people want and need.



Making Strides Against Breast Cancer

GEO Foundation Supports The American Cancer Society

Written By **Sarah Spiro, Broward Transitional Center**

Early Saturday morning on October 24, 2015, thirty Broward Transitional Center staff members and their families gathered for the Palm Beach American Cancer Society Walk for breast cancer. In total, Broward Transitional Center donated \$1,500, while helping to raise awareness within our community. We look forward to this event each year, and can't wait until 2017's American Cancer Society Walk for breast cancer.

Back To School Drive

Written By
Nicole Ballard & Jennifer Glispie,
 Arizona State Prison-
 Florence West



Here at Arizona State Prison-Florence West (ASP-FW), we believe in giving back to our community and providing for our future leaders. With back to school in full swing, we held two fundraisers in the month of July. One being a school supply donation drive, and the other being a nacho and eegee luncheon. The staff here at ASP-FW were able to raise \$180 to go towards the children who would be aging out of our staff elected organization, CASA of Pinal County. In addition, we raised an abundant amount of school supplies that our staff donated.

CASA of Pinal County is a non-profit organization of advocates who watch over abused and neglected children. Their goal is to make sure these children don't get lost in the overburdened legal and social service system. The staff here at ASP-FW pride ourselves on being active members of our community and will continue to thrive on giving back.

timeline



The GEO Group, Inc.
 December 8, 2015

Congratulations to the 11 recent GEO Reentry Alexandria Day Reporting Center graduates!



12 People Like this.



The GEO Group, Inc.
 November 26, 2015

Happy Thanksgiving! We are grateful to have dedicated employees and thank you for the hard work you do every day.



THANK YOU
 for your leadership and loyalty to the company.

19 People Like this.

Be a part of our story. [facebook.com/GEOGroup](https://www.facebook.com/GEOGroup)

Hollywood Comes to GEO's Central Valley Facility

Written By **Tara Baraceros**, Central Valley MCCF

In October 2013, Walt Disney Pictures shined the spotlight on the farming town of McFarland, California. Walt Disney Pictures was producing a movie based on an inspiring true story of the McFarland High School's cross country team winning their first State Championship nearly 30 years ago.

During the production of the movie, Walt Disney Pictures requested to film some of the scenes at GEO's Central Valley MCCF. Disney wanted to film the runners running by the facility to symbolize they are running to a promising

future, despite the hardships that they are going through.

As they were filming, Central Valley's Warden Mark Bowen had the pleasure to meet and converse with the star of the movie, Kevin Costner. It was during the meeting, Warden Bowen had discussed with Mr. Costner the type of inmates that were housed at Central Valley MCCF and Golden State MCCF, and the mission of The GEO Group.

Pictured: *Central Valley MCCF's Warden Mark Bowen talking with the star of the movie, Kevin Costner.*



Veterans Day Program at Lawrenceville

Written By **Tiffany Moody**, Lawrenceville Correctional Center

Our annual Veterans Day program was held on November 12, 2015, at Lawrenceville Correctional Center (LVCC). In attendance were veterans from various community organizations, LVCC staff, and offenders. All branches of the military were represented at the program. We had two distinguished guests, Mr. Harold Clarke, Director for the Virginia Department of Corrections (DOC) and Mr. David Donahue, Senior Vice President, GEO Corrections and Detention. Our guest speaker was Sgt. Terry Wiggins, statewide veterans reentry advocate for the Virginia DOC. Sgt. Wiggins stated he was proud of the offenders that have served their country. Warden Ed Wright gave closing remarks and thanked all guests who attended the Veterans Day program. All attendees enjoyed a meal prepared by the LVCC food service department.



RESEARCH CORNER

What Do We Mean by Risk?

Written By **Natalie Pearl, Erica Amorim & Kasia Kijanczuk, Continuum of Care Division, Corporate**

Criminal justice professionals often refer to a risk/need assessment as if it is one. In fact, assessing risk and identifying criminogenic needs are done for very different reasons, and are based on a different science. Criminogenic needs are those needs that if reduced, are most likely to impact the chances of an individual continuing to commit crime.

On the other hand, assessing the level of risk allows justice involved individuals to be placed in a category that most closely mirrors the risk that she or he poses to the community. It is important to note, risk assessment is not the same as predicting that an individual person will commit another crime. The risk principle as outlined by *Andrews, Bonta and Hoge (1990)*, states program intensity should match risk level.

In other words, high-risk offenders should receive intensive levels of treatment while those who are assessed as low-risk should get a lower dosage of services. It is also important to separate participants by risk level,

as research has shown that mixing risk levels increases the risk for lower level individuals.

In addition to more treatment, high-risk persons should be subjected to more accountability measures such as breathalizing, drug testing and a higher frequency of check-ins. Evidence from studies in the last two decades suggest interventions that target high-risk offenders are more effective in reducing recidivism compared to programs that do not provide services commensurate with the offender's level of risk (*Andrews et al., 1990; Andrews & Dowden, 1999; Dowden & Andrews, 2000; Lowenkamp and Latessa, 2005; Lowenkamp, Latessa and Holsinger, 2006*).

Risk assessment uses a process similar to calculations made when you buy auto insurance. A person's insurance rate is determined by a few key pieces of information that allows the insurance company to place the driver into a group that has similar

characteristics. Actuarial tables can then be used to determine the likelihood that the person will file a claim. For example, in buying car insurance, age, gender, zip code and miles driven to work are often all that is needed to put you into a group and determine your rates.

The same is true in criminal risk assessment, that relatively little information is needed. Often just age, age at first offense, number of prior crimes, and gender. With this information, it can be determined if a person is high, moderate, or low risk to offend in the future. Mathematical models based on data collected on hundreds of thousands of offenders, both in-custody and those under community corrections supervision, across the country make the calculation of risk scores a highly valid and reliable way to place an offender into the proper group. The recidivism rate of each of the groups is determined by using the actual rates of recidivism in the reference groups.

Remember: Risk Assessments

1) Should be done as early on in the process as possible. Pre-trial risk assessments provide the most usefulness to all parts of the system.

1a. Risk assessment can be a factor in recommending/making the decision whether or not a person is in need of a term of custody.

1b. Risk assessment information should be used to place offenders in the correct type of custody setting and/or on the correct level of supervision.

2) Can be used to assess risk of violence, sex offending, domestic violence, failure to appear, community non-compliance as well as general risk to reoffend.

3) Should be done using a validated, actuarial tool.

4) Works best if information is taken from official records and not offender self-reported information.

4a. Most information used to determine risk is 'static' information – this means that the information has happened in the past and does not change (with the exception of age).



Finding Leadership In Unexpected Places

Written By **Richard Glau, Corporate**

This year for the first time, The GEO Group participated in The Global Leadership Summit, presented by Bill Hybels and the Willow Creek Association. For 20 years, they have assembled the most dynamic leaders and speakers of our time to share ideas over two days on the means and methods of good leadership and how to lead others. Broadcasted to over 300 venues by satellite, reaching an estimated 250,000 people around the world on August 6-7, 2015, it may seem strange to some, that such a conference should be broadcast into a prison, commonly thought of as the least likely place to find leadership potential. But this year Graceville Correctional Facility in Florida, and McFarland Female CCF in California were two of the eleven correctional institutions that were privileged to receive the broadcast.

This year's conference focused on the five intangibles of leadership. These include grit, self-awareness, resourcefulness, self-sacrificing love, and a sense of meaning and purpose. Speakers included Pixar Animation Studios founder Ed Catmull, and best selling author Jim Collins to name a few of the business, academia, and church leaders who contributed their time and talent.

Considering 97% of those currently incarcerated will be returning to their communities, helping them to succeed by exposing them to the principles of good leadership from outstanding giants of their respective industries, only made sense from the perspective of our Continuum of Care division. At the end of a five-month planning process, and the generous donations of several who saw the value in this as a reentry tool, twenty-two female inmates at McFarland Female CCF, and one hundred and twenty inmates at Graceville Correctional Facility were held spell-bound throughout the two day live broadcast.

Some are born leaders; some can be mentored into being a good leader. Whatever the case, The GEO Group is committed to doing our part to encourage, discover and develop the potential of those in our custody as part of the mission of recidivism reduction.

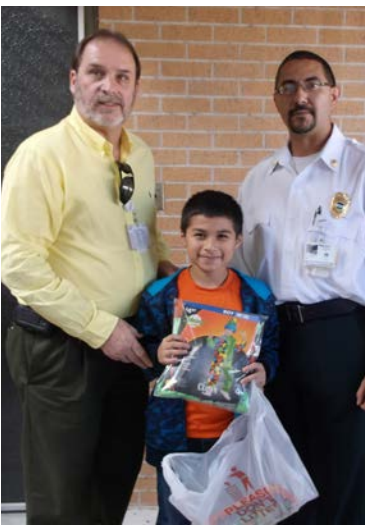


Guadalupe Not Deterred By Friday The 13th!

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

Friday, November 13, 2015, was not a day of bad luck, it was a day to come fill up your plates in Santa Rosa. Guadalupe County Correctional Facility (GCCF) in conjunction with the City of Santa Rosa, Sunrise Medical Clinic and Guadalupe County, gave back to the community of Santa Rosa by inviting them to a free thanksgiving lunch.

GCCF staff members, Sherrie Garcia, Amy Campos, Liz Tapia, Tessa Gauna and inmates Shermane Jones, Joseph Lucero, in conjunction with GCCF's Securus Phone Administrator Marcy Baca, and Sunrise Medical Group Nurse Practitioner Antje Postl jumped in to work the serving line. Over 500 meals were served. GCCF Staff Members Liz Tapia, Diana Archuleta, Tessa Gauna, Amy Campos and Marcy Baca delivered meals to homebound elderly. GCCF had a giveaway table and several raffle drawings for door prizes. The experience of providing the meals was such a rewarding experience, the happiness we witnessed just made the effort that much more important.



GEO KCC and KCRC Gives Kids a Halloween to Remember

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

On October 28, 2015, Karnes Correctional Center (KCC) teamed up with Karnes County Residential Center (KCRC) for their first annual costume drive. Students from Roger East Sides Elementary were presented with Halloween costumes. The smiles on the student faces were priceless, and both facilities look forward to making the costume drive an even bigger success for years to come.

Pictured Top To Bottom: Left To Right First Row: Warden Waymon Barry, KCCC Major Adam Martinez, KCCC Executive Secretary Brittany Machado, KCRC Officer Martha Rios, KCRC Officer Debra Kotzor, KCRC Linda Ramos, KCRC Major Jackie Edwards, KCCC Lt. Estella Garza, KCCC Officer Jacob Estrada, KCCC HR Jennifer Young, ACE Coordinator Michelle Kinney, and REISD Students. Warden Waymon Barry, KCCC Major Adam Martinez and REISD student. KCRC Major Jackie Edwards, Officer Jacob Estrada and REISD student.



South Bay Canal Clean-up near Rosenwald Elementary School

Written By **Jennifer Sandrell**,
South Bay Correctional Facility

Palm Beach County Sheriff Department Sgt. Jeff Garten, City of South Bay employees led by Mr. Edgar Kerr, and volunteers from The GEO Group's South Bay Correctional Facility worked together to help clean up around Rosenwald Elementary School in South Bay, Florida.

Volunteers worked vigorously to clean up the canal banks before children would be walking to school. Volunteer crews worked on both sides of the canal bank to clean up all the trash along the banks and floating in the water. Clean up tools were supplied by the City of South Bay and South Florida Water Conservation.

Recyclable material was separated and placed into recycle bins while the rest of the refuse was tossed into a truck for proper disposal. A special thank you to the staff from South Bay Correctional Facility for volunteering their time to work within the South Bay community.



Lowering Recidivism By Example

Written By
Marilyn Dodge,
Guadalupe County
Correctional Facility



Pictured Top To Bottom: Left To Right: Father Sotero Sena, Inmate Armando Alonzo, Deacon Marvin Marquez, and Chaplain Zenaida Bridges. Mr. Chavez's weaving classroom, displaying completed rugs and the looms used in class. Father Sotero Sena, Sylviano "Silver" Chavez, Inmate Walter Finnell, Deacon Marvin Marquez, and Chaplain Zenaida Bridges. Deacon Marquez signing the certificate of confirmation.

On November 3, 2015, with 20 inmates and several staff members in attendance, inmate Walter Scott Finnell III was confirmed by Father Sotero Sena during regular mass in the chapel at Guadalupe County Correctional Facility (GCCF). His sponsor or "Padrino" is Mr. Sylviano "Silver" Chavez, GCCF's weaving class instructor.

Mr. Finnell's spiritual journey began five years ago, when he began to contemplate his life and his spirituality. He was, and still is, a student in Mr. Chavez's weaving class. Knowing Mr. Chavez is a devout Catholic, he began daily discussions about religion and how it applies to life. The discussions with Mr. Chavez led him to the chapel where Ms. Bridges, GCCF's Chaplain, encouraged Mr. Finnell to enroll in religious classes to further his spiritual journey. With the encouragement from Ms. Bridges and Mr. Chavez along with the religious classes, Mr. Finnell started implementing what he was learning into his daily life. Mr. Chavez said, "One day, Mr. Finnell asked if the weaving class could say grace before they ate their noon meal, and to this day the class still says grace before they eat."

Mr. Finnell's spiritual goal is to become a Clergyman.

Inmate Armando Alonzo completed his religious classes at another facility, and was just recently transferred to GCCF where he made his first holy communion.

Ms. Bridges takes great pride and joy in her religious program and works very hard in her efforts of reducing recidivism. Recently she said, "Religion, any religion, plays an important part in lowering recidivism." Along with religious services she organizes volunteers to come in and recite mass, give a sermon or teach a bible class.

Mr. Chavez is also instrumental in GCCF's goal of reducing recidivism. In 2011, Mr. Chavez started the weaving class. He feels that teaching a craft is vital to recidivism. GCCF is the only facility in New Mexico that has a weaving class and many of the rugs made here have been shown in craft shows.

Through these examples, the entire staff at GCCF takes interest in supporting the goal of lowering recidivism and helping them transition back into society when released.

Where Rivers Employees Gather, Safety Matters

Written By **Amy Gillus & Glenn Brown,**
Rivers Correctional Institution



Recently, the North Carolina Department of Labor honored area employers and employees at the agency's annual Safety Awards banquet. Rivers Correctional Institution (RCI) received the highest safety award given by the North Carolina Commissioner of Labor, Ms. Cherie Barry. The North Carolina Department of Labor's Safety Awards program recognizes private and public firms throughout the state that achieve and maintain good safety records. Currently, RCI is at 475 days without a lost time injury. This is compared to Rivers most recent record of 269 days. It is through training, providing personal protective equipment and following policies and procedures that have contributed to reaching this milestone, of one and a half year without a lost time injury.

RCI recognized September 9, 2015, as Safety Day. Staff was presented with safety handouts, prizes and a picnic as a way of saying thank you. **Pictured Left To Right:** Brick Tripp, Cherie Berry and Justin Rodil.



First Graduation For T4C

Written By **Amy Gillus & Timothy Williams,**
Rivers Correctional Institution

Rivers Correctional Institution in Winton, North Carolina, held its first Thinking for a Change (T4C) graduation ceremony in July. There were twelve inmates that graduated from the 13-week class. The T4C program consists of one facilitator, Mr. Timothy Williams and co-facilitators, Mr. Roger Eason and Ms. Komeka Richardson.

The inmates completed all three components of the T4C program. These components are cognitive self-change, social skills and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection. Social skills instruction prepares group members to engage in pro-social interactions, and problem solving skills provide group members with a process for addressing real life situations. The T4C class is proving to be very popular and one of the most requested classes. T4C is one of the platforms provided by the Continuum of Care programs.



Volunteer Training & Appreciation

Written By **Betty Beckham,**
LaSalle Detention Facility

As the Religious Coordinator for LaSalle Detention Facility, I would like to brag a moment, if I may. This facility has been blessed with the most dedicated group of volunteers. The commitment that all 25 volunteers give to this facility on a daily, weekly, and monthly basis is amazing. At the first 2015 annual training class, I took the opportunity to express the facility's gratitude for their service to the facility. We shared stories, accomplishments, and passed around ideas for improvement in the program. Refreshments were offered and door prizes were given, as well as presenting them with a certificate of appreciation signed by Warden Cole and myself.

Pictured from Left To Right:

Ellen Preston
Norman Preston
Jimmie Webb
Beatrice Moore
Barbara Richardson
Charlene Becnel
Charles Becnel
Larry Herrington

Terry Head
Ronnie Tarver
Dorothy Chappell
Oscar Montalvo
Willie Hart
Jeannie Huang
David McGuffee

Second Training Class:

Linda Butler

James Goodman
David Hoffpauir
Mineola Minger
Hermeregilda Suarez
Antonio Velez Lopez
Aaron Willis
Sue Willis
Ruben Couch
Keith Ryan

New Castle Donates Over 2,000 Pounds of Produce to Local Food Bank

Written By **Blake Huber, New Castle Correctional Facility**

This was the third year the Reformative Residential Reentry Program (RRRP) has grown a garden at the level one facility at the New Castle Correctional Facility. The garden plot was expanded from the previous year to 60 ft x 90 ft.

This year's crop consisted of kale, green beans, cucumbers, zucchini, summer squash, spaghetti squash, melons and cabbage. This past year, Indiana's weather provided plenty of rain which produced a bountiful harvest of 2,047 pounds. This doubled the donation amount from the year prior.

All produce from the RRRP garden is donated to God's Grain Bin, a local food pantry located in downtown New Castle.

Staff at God's Grain Bin are always grateful for the contributions, and greet staff and offenders with a smile and a handshake. One of the program's goals this year, in order to increase community service opportunities, was for the offenders to assist in the delivery of the goods. This allowed offenders to see their hard work go full circle in an effort for them to take more pride in the work they were doing.



GEO Foundation Supports Toys For Tots

Written By **Mark Bowen, Central Valley MCCF**

On November 16, 2015, the McFarland complex (Central Valley MCCF, Golden State MCCF, and McFarland Female CCF) presented a \$5,000 donation on behalf of The GEO Group Foundation to the City of McFarland and the McFarland Lions Club for Toys for Tots. The donation will be used to purchase toys for the kids of the City of McFarland. Toys will be distributed to boys and girls, ages 8 through 10, after the annual city Christmas parade. Mr. Rafael Melendez, McFarland City Councilman, stated that he and the City were truly grateful for The GEO Group's donation, and they would be able to buy many toys with the donation.

Pictured Left To Right: Golden State MCCF Warden Eldridge Pressley, City Councilman Rafael Melendez, McFarland Female CCF Warden Wanda Wilson, City Manager John Wooner and Central Valley MCCF Warden Mark Bowen.



GEO Celebrates Life!

Written By **Jennifer Rozean,**
Western Region Office

GEO Employees who are expecting to be new parents receive a "Welcome Baby Gift Bag" from Human Resources.



GEO Foundation Brings Together Probation Researchers

Written By
Natalie Pearl, Corporate

On October 14, 2015, The GEO Group Foundation sponsored the California Probation Research Network Training. Approximately thirty-eight probation staff, representing sixteen California counties, attended a six-hour discussion about "Successful Program Evaluation using a Contracted Evaluator." The purpose of the training was to help probation staff understand the key elements of a program evaluation in order to allow improved contracting for research services. The trainers were Rob Halverson from Sonoma County and Natalie Pearl, Ph.D., the National Director of Research for GEO Care. A research evaluation template, that has been developed in house by the research unit, was disseminated to the group and was very well received. Training evaluations revealed that staff found the topic helpful and relevant to their jobs.

The sponsorship allows the Research Network to host two training days per year, one in southern California in October, and one in northern California in March.

In April 2015, the Western Region launched the "Celebrate Life" initiative. The initiative recognizes employees who have welcomed a new addition to their family. James Black, Western Region Vice President said, "As GEO's family has grown, we may have become slightly more detached from our workforce. We routinely send flowers and our condolences when someone close to an employee passes. But we, at least from a regional level, have never done anything to celebrate the birth of our employees' newborns."

And so it began...

Employees are asked to inform HR of the impending birth of their child. Upon receiving the announcement of the birth of a baby, a bag with fun gifts is sent to the new parents. More importantly, included in each bag is a note that details the steps the employee needs to take

to register their newborn into our health insurance, which must occur within 30 days of their birth. Even if an employee already has Employee and Child(ren) or Employee and Family coverage, each individual child must be registered for coverage to extend to them. Unfortunately, in the past this has been overlooked by new parents. We didn't want this to ever happen again.

We couldn't have been more pleased when we heard the program was going company wide in July 2015. Since the start of the program, over 130 baby bags have been sent out. With every bag I send out, it warms my heart and it is a part of my job that I love doing. Welcome to the world GEO babies!

The welcome baby gift bags for Expectant Families are available to every

employee, even if you are not enrolled in a GEO Medical Plan. To receive your gift bag contact your Facility HR Representative.

Pictured Top: Derek Michael Augustine: Born in September 2015. Son of Officer Cullie Augustine of Central Arizona Correctional Facility.

Pictured Bottom Left To Right: Baby Palomares: Born in August 2015. Daughter of Laundry Technician Manuel Palomares from Rio Grande Detention Center.

Jack Kamen: Born in January 2015. Son of Laura Kamen, Administrative Assistant at corporate.

Brittany Machado, Executive Secretary/ Grievance Coordinator at Karnes County Correctional Center.

2015 Food Service Manager's Conference

Written By **Corporate Food Service Team**

The 2015 Food Service Manager's Conference was held at the GEO Headquarters in Boca Raton, Florida. Food Service Managers from the eastern, central and western regions were in attendance. The purpose of the week long Food Service Manager's Conference was to provide the team with additional knowledge and skills to promote continued success. They were also able to learn how differing customer contracts affect day-to-day food service operations.

Additional instruction on GEO's computerized purchasing system was provided by the software company's representative, as well as, corporate staff. Managers were taught various processes to make their work more efficient. ServSafe Manager and Instructor/Proctor certifications were obtained by successful Food Service Managers. This particular ServSafe certification group was the largest in ServSafe history. Kyle Schiller, Vice President of U.S. Operations Administration, presented achievement awards to Food Service Managers who successfully completed their ServSafe Manager Certifications.

A Manager In Training (MIT) program has been developed by corporate to provide tools which strengthen managerial skills. Each section of the MIT program was reviewed during the conference. It is currently in the initial testing phase. Guest speakers included Senior Vice President U.S. Corrections and International Services John Hurley, Executive Vice President of Contract Compliance Patricia Persante, Vice President of Operations Security Tony Stepp, Vice President of Operations Administration Kyle Schiller, Vice President, Office of Professional Responsibility Joe Woodring, Director of Operations Joe Williams, Director of Food Service Operations Nancy Fennell, Corporate Director of Healthcare Services Danny Boyd, Director, Risk Management Charles Leeper, Manager of Accounts Payable Sandra Puleio, Manager of Faith Based Services Richard Glau and Training Developer Steffanie Bodnar. All speakers provided open dialogue to allow for questions and concerns to be voiced. Food Service Managers also had one-on-one meetings with Kyle Schiller and Tony Stepp to privately discuss questions and/or concerns.

"This was the most informative conference I have had the pleasure to attend in my time as a Food Service Manager with GEO." -Charles Krueger, Food Service Manager, Central Arizona Correctional Facility

"GEO is definitely raising the bar with the new training standards and emphasis on elevating Managers to new levels of competency. Our train-the-trainer session was groundbreaking with the successful registration of 46 new ServSafe Manager Instructors. Based on the reports, it looks like you have achieved an almost 100% compliance rate for the ServSafe training program. My congratulations to your team!" -Catherine Vandermer, Strategic Sales Manager, National Restaurant Association/ServSafe



WRDF Participates In Light the Night

Written By **Nathan Allen, Western Region Detention Facility**

On October 24, 2015, the Western Region Detention Facility (WRDF) supported the San Diego Crime Stoppers 27th annual Light the Night Against Crime 5K run/walk. There were a total of 25 participants from WRDF including a few local BI staff.

The facility also sponsored a GEO booth and had a wheel of fun. WRDF had a few noteworthy race participants. Correctional Officer Juan Melendrez came in 6th in his division, while Executive Secretary Rosalie Smith and Lieutenant Michael Smith came in 2nd and 3rd place respectively in their categories. WRDF was proud to participate in and sponsor such a worthwhile and respectable event.



2015 Quality Conference in Boca Raton, Florida

Written By **Patricia Persante, Contract Compliance**

The fourth annual Quality Conference was held June 22-26 at corporate headquarters and the Embassy Suites, Boca Raton, Florida, to discuss, encourage, train, and brainstorm on divisional, client and compliance issues. Compliance Administrators from forty-five U.S. Corrections and Detention facilities, Quality and Compliance Specialists from six Youth Services facilities, Facility Directors who conduct compliance at the twenty Residential Reentry Centers, and the corporate Contract Compliance staff gathered from across the country for a week of workshops, breakouts and presentations designed

to advance compliance practices and understanding for GEO. For one afternoon, the Contract Compliance department came together from Los Angeles, San Antonio, Denver, Charlotte, Pittsburgh and Illinois for a once a year meeting of our spread out group.

Breakout sessions by regions/divisions and customers were offered and provided an opportunity for attendees to focus on specific customers or sectional issues and resolutions, share best practices from their own institutions, and discuss

corporate and facility changes. One of the great values of this time is for each divisional group to get together and discuss problems and solutions as a team; it is the only time for many to meet with their peers and the Compliance staff to gain contacts and develop synergy as a support and research network.

Conference comments included:

"Only time of year I get to see many of my colleagues."

"Opportunity to meet face to face on divisional initiatives and emerging trends."

"Very informative and inspirational to me to be better and to raise my standards."

"It has allowed me to connect with so many resources I never get a chance to get."

In conclusion, the conference provided great networking and training opportunities, and attendees expressed appreciation for the relevance and interrelatedness of the topics. Thank you to all organizers, presenters, Facility Administrators and attendees for your support in making it possible. We hope to see you next June!



Karnes Correctional & Karnes County Residential Trick or Treat

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

On October 30, 2015, the Karnes Correctional Center and Karnes County Residential Center stopped by the local elementary to surprise students with Halloween treat bags and a reminder to stay safe while trick or treating. **Pictured Left To Right:** Warden Waymon Barry, Warden Rose Tompson, RESID Elementary ACE Students, KCRC Recreation Specialist Tamiya Twine, KCRC Major Jackie Edwards and ACE Coordinator Michelle Kinney.



Deyton Dash For Breast Cancer

Written By **Myra Richardson,**
Robert A. Deyton Detention Facility

In October 2015, Robert A. Deyton Detention Facility (RADDF) held its second annual fundraising initiative in support of breast cancer awareness. We sponsored a Deyton Dash 5K on October 16th and provided t-shirts to all staff who gave a minimum \$10 donation. We rented a dunking tank and gave staff the opportunity to dunk the Warden. Hotdogs and beverages were sold near the dunk tank to generate even more funds. We were able to raise a total of \$1,784 through our breast cancer awareness initiative.

It's The Journey, Inc., a local organization and producer of the Atlanta 2-Day Walk for breast cancer, was selected to receive this year's donation. Kim Goff, pictured to the left holding the donation check, is the Executive Director with It's The Journey, Inc. She visited RADDF on November 5th and spoke with staff about the organization, answered questions, and explained how funds are raised and used in the community. Our donation check was presented during the visit.

Myra Richardson, Warden's Executive Secretary, pictured in the front row second from the right, has been a supporter and volunteer with the Atlanta 2-Day Walk for breast cancer for the past three years.

When it comes to breast cancer, the staff at RADDF believes in keeping cancer on lock down!

Workers' Compensation Fraud Really Does Hurt!

Written By **Kathy Chiarello, Corporate**

On October 21, 2015, The GEO Group launched its anti-fraud campaign aimed at workers' compensation (WC) fraud. According to the National Insurance Crime Bureau, across the U.S., fraud amounts to \$7.2 billion annually.

Workers' Compensation is a program for employees who are injured during the course and scope of employment. All employees should report work place accidents to their supervisor and Human Resource personnel immediately. To continue to provide the best services to our injured workers, GEO needs to ensure that injuries and associated costs are legitimate and not exaggerated; as such, GEO has rolled out a WC Anti-Fraud program.

As part of the program, every division and each facility was equipped with a poster to notify employees of an option for reporting suspected fraud to the hotline.

This program allows co-workers, family members and friends to contact the GEO hotline, at **866-568-5425**, to report any suspected fraud. These calls can remain anonymous; however, reporters may claim a **\$2,500 reward** for information of WC fraud that leads to a sustained investigative finding. The hotline is managed through the Office of Professional Responsibility and the Anti-fraud campaign is monitored by the Risk Management department. "With such significant costs attributed toward fraud, it is important that we protect our employees and the WC program by providing an opportunity for

staff to report unwanted and illegal behavior," said John Hurley, Senior Vice President and President, GEO Corrections and Detention. "If you see something, say something."

If you have any information regarding Workers Compensation or other fraud, please report it to the **GEO Hotline at 866-568-5425**



When someone does the wrong thing,

do the right thing.

Workers' Compensation Fraud is a crime.
Report Workers' Compensation Fraud to the
GEO Hotline.

GEO Hotline:
866-568-5425



REWARD:
\$2,500

For information of Workers'
Compensation Fraud that leads to a
Sustained Investigative Finding.



Attention to Orders at Aurora

Written By **Bradley Stelter, Aurora Detention Center**

Attention to orders! Aurora Detention Center was proud to help honor our United States Marine Corps veterans as they celebrated the 240th birthday of the United States Marine Corps on November 10, 2015. Our facility employs many veterans of the United States of America Armed Forces, including fourteen Marines. The facility hosted the ceremonial cutting of the cake, which included the oldest marine cutting the birthday cake and presenting a piece of cake to the youngest marine, which symbolically represents the passing of knowledge, honor, integrity and courage from one generation of Marines to the next. The Marines Corps has carried on this tradition since 1921.

In these times of uncertainty, violence, intimidation and fear from terrorist attacks all over the world, it is comforting to know that the values the United States Marine Corps imparts in its Marines last a life time, and in turn has a tremendous influence and positive effect on every person who meets a Marine. Congratulations on your 240th Birthday!

Pictured Left To Right: Front Row: Courtney Comardelle, Luis Page Sr., David Rash, and David Reed. **Back Row:** Mark Cordova, Andy Lam, Scott Blatnik, Dennis McCoy and Mark Kinsey.



Blackwater River Honors Veterans

Written By **Leslie Leggett, Blackwater River Correctional Facility**



On Veterans Day, a reception was held to honor the more than 90 veterans who are employed at Blackwater River Correctional Facility. The entrance to the facility, as well as the parking lot, was lined with American flags. Each branch of the military had a table decorated with the staff's pictures that served in that particular branch. After the pledge of allegiance, Rolando Bethea, Grievance Coordinator and an Army veteran, started the program by singing the national anthem. The guest speaker was Edsel Bonds, USMC-Retired and wounded Vietnam veteran. A commemorative coin was given to all veterans in appreciation for their service.

Emerging Leaders

Written By **Bruce Spence, LaSalle Detention Facility**



It is difficult to put into words all that I gained from the Emerging Leaders Seminars. Being a retired United States Air Force, I have been through many leadership academies and learned leadership from a military viewpoint. I was not exactly sure what else I could be taught or what to expect, but let me tell you, I was impressed.

We discussed many topics but my favorite was the critical and strategic thinking sessions. We learned how to identify a problem and turn it into an opportunity instead of a loss. I learned to meld my military experience with my civilian experience, and I am so much better for it. But most importantly, I gained friends, understanding, teamwork and family.

What you gain from the Emerging Leaders Seminars is defined by what you put into it. It is tough work. If you are wondering what is next for you with GEO, make sure this program is on your list of considerations. You will become a better person and you will become an incredible asset to The GEO Group.

Complete and take advantage of this wonderful program. I promise you, the adventure will be well worth the journey you take. Thank you GEO for the opportunity you have given me.



Second Chance Prison Pups

Written By **Tiffany Sexton, Lea County Correctional Facility**



Lea County Correctional Facility (LCCF), in Hobbs, New Mexico, partnered with the City of Hobbs and the Hobbs Animal Adoption Center (HAAC) in April

2015. The Animal Adoption Center provides adoptable dogs to LCCF for training in basic obedience and manners for a period of approximately eight to twelve weeks. LCCF received the first six dogs on April 21, 2015, and an additional four dogs on May 18, 2015. LCCF Second Chance Prison Pups (SCPP) program provides education and life skills for both inmates and dogs, resulting in permanent, loving homes for the dogs, and teaching inmates to become productive citizens with patience and compassion. HAAC provides adoptable shelter dogs to the facility where they live with inmates full-time. Upon successful completion of training, dogs are adopted to families by an application process. This program is a true commitment to recidivism reduction and will help the extremely high euthanasia rates for dogs in New Mexico.

LCCF and the City of Hobbs have expanded the partnership to now include the fostering of litters of puppies. LCCF got the first litter of foster puppies on August 26, 2015, and the second litter on September 3, 2015. The first litter of four puppies were all adopted by staff. Dogs and inmates attend supervised training sessions four to five times a week and are required to work with their dogs independently every day. Dogs are taught basic obedience and manners such as walking on a leash, sit, stay, and come. They also learn how to live indoors and become potty and crate trained. We use a series of three obstacles to increase the dogs confidence, which in turn makes them easier to train, and helps them overcome fear, shyness, and other confidence issues.

High Intensity Training (HIT): If the new owners would like the puppies to return back to LCCF to receive training, then the puppy can return as a HIT dog. High Intensity Training lasts for a period of thirty days. If anyone is interested in getting their dog into this training, please contact **Lt. T. Sexton at tsexton@geogroup.com**, and ask for the application and requirements.

Since the program started on April 2015, we have had thirty-five adult dogs, thirty-one of those have been adopted, and we currently have four available. We have had ten litters of puppies, totaling forty-five. Since July 2015, we have had eight dogs from the public in the HIT program.

To learn more, please visit: www.secondchanceprisonpups.com



Spotlight on Randy McNair

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

Not every GEO facility can claim they have a sports announcer on staff, but in Seattle Mariners country, Northwest Detention Center is proud to count Tacoma Rainiers baseball announcer, Randy McNair, as one of its Officers.

McNair's announcing chops were honed on video baseball as a kid. In high school, he hosted the morning announcements and went on to announce college baseball. He loved everything about announcing games and started looking at potential career paths that would allow him to pursue his passion. But without any local job openings in the sports broadcast field, McNair's dream stalled. He joined The GEO Group in 2009 at Northwest Detention Center and settled into his adult life, which soon included a wife and two children. Then in 2015, his mom told him about a job opening for an announcer with the Tacoma Rainiers. The cover letter he submitted caught their eye, and ultimately landed the job. Announcing home games is not fulltime work, so Warden Clark approved McNair to work part-time as a Detention Officer.

McNair's horizons are expanding, as he takes on the additional job of announcing home games for professional indoor soccer team, the Tacoma Stars. McNair hopes it eventually leads to a fulltime career announcing baseball.

Central Valley MCCF Reaches 600 Days Without a Loss Time Accident

Written By **Lucas Spray, Central Valley MCCF**

On January 30, 2015, Central Valley MCCF (CVMCCF) in McFarland, CA, reached 365 days without a loss time accident. This is a milestone that had not been reached in the Western Region.

On April 17, 2015, and on behalf of the Western Region Vice President James Black, Western Region Risk Manager Elijah Kimble presented Warden Mark Bowen and the staff of CVMCCF with

the 2014 Western Region Safety Award. The facility was also provided with additional funds, which could be used to celebrate the special milestone in any way the facility chose. CVMCCF chose to provide all staff with a \$25 gift card and a catered meal. The celebration also included drawings for prizes which included laptops, iPods, TV's, game systems, and a video camera.

CVMCCF Fire and Safety Lieutenant Lucas Spray, who was promoted to the position on June 9, 2014, and Warden Mark Bowen, has made safety a number one priority for facility staff. Staff are trained and retrained on safe practices on a weekly basis with messages sent out to department heads and discussed in meetings and briefings. Lieutenant Spray and other supervisors walk the facility on a daily basis to



identify safety hazards and to ensure that staff and inmates are focused on safety.

On September 22, 2015, CVMCCF reached 600 days without a loss time accident. The facility goal is to be the first facility in the Western Region to go two years without a loss time accident!



Christmas Angels at D. Ray James

Written By **Mike Castagnola, D. Ray James Correctional Facility**

D. Ray James Correctional Facility partnered with the Charlton County Department of Family and Children Services this holiday season to provide Christmas to children that have been placed in the agency's care. The children age groups range from six months to eighteen years old. Staff from every department at D. Ray James Correctional Facility provided gifts and cash donations to one hundred and one children. Some gifts included tablets, bicycles, iPods, baby dolls, and much more. This is the third consecutive year the staff have become involved.

Wastewater and Collections Class

Written By **Sheryl Augstums, Central Arizona Correctional Facility**



Recently, part-time Instructor Joan Cavin-Belilos took on a new educational mission to help released inmates overcome employment obstacles. The wastewater and collections course, a peer taught class, was a way to achieve this goal. The first wastewater class started in 2013, as a small group of eight inmates. The program is composed of three different classes including wastewater treatment, collections systems, and water distribution. In October 2015, the thirty tests administered had an overall passing rate of 97%, with an impressive average score of 85%. These inmates now hold an Arizona State Certification from The Department of Environmental Quality (TADEQ), which is a highly sought after career. It can also be noted that the general passing rate in Arizona for this year was 56%. So far fifty-four inmates are enrolled for the 2016 class. In addition, this program would not be such a success without the support of Warden Bennie Rollins. We would also like to thank TADEQ and Gate Way Community College for their kind support.



GEO's Kutama Centre Donates Water Borehole for Local Pre-School

Written By **Tshifhiwa Given Mukwevho,**
Kutama Sinthumule Correctional Centre

Kutama Sinthumule Correctional Centre (KSCC) donated a water borehole to the Waterval Pre-School which caters for over one hundred children.

“We had suffered for many years without water. When we decided to ask KSCC for help, they were there for us,” the chairperson of the school governing body, Mr. Siphso Khoza said.

The Pre-School had been without water since it was established 21 years ago. The lack of water from the public taps also meant that they had to either ask for water or buy from their neighbor who had

a borehole. At times it was difficult for the neighbor to provide water for them, since the Pre-School needs a great deal of water each day. The Pre-School, which is more of a nursery, currently has children from three months up to five years old.

The Director of the Kutama Sinthumule Correctional Centre, Mr. Lazarus Ncongwane, said the situation about the lack of water at the Pre-School had deeply touched them. They drove to the Pre-School and assessed the situation.

“We have agreed with them

that they would make a vegetable garden, where they would plant and cultivate veggies for themselves. We want to believe the Pre-School could do more on their own, now that they have water readily available.”

KSCC had spent around R30,000 for the water project at the Pre-School. Ncongwane expressed his appreciation and pleasure during his visit to the Pre-School.

“In the future, we will extend the garden and plant more vegetables and spinach,” said Khoza. “The garden will

help us minimize the cost of buying vegetables.” The Pre-School still faces a number of challenges, including a need for a television set, ground filling in front of the classrooms, and children's books.

Pictured: Mr. Siphso Khoza opens the tap during the handover of the borehole. Standing on Khoza's right hand is KSCC's Mr. Lazarus Ncongwane. Mr. Lazarus Ncongwane and Mr. Siphso Khoza look at the small garden at the Waterval Pre-school. The children were very happy during the handover of the borehole.

Kath's Lifetime of Achievement

Widely recognised for her long-standing work with Indigenous inmates at Junee, Aunty Kath Withers recently received a NAIDOC Lifetime Achievement award.

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



Widely recognised for her long-standing work with Indigenous inmates at Junee Correctional Centre, Aunty Kath Withers recently received a NAIDOC Lifetime Achievement award.

Aunty Kath grew up in the Wiradjuri Reserve, also known as the 'Tin Tip'. She is now a highly respected elder of the Wiradjuri community as well as a stalwart for the wider community.

The Lifetime Achievement award was granted around NAIDOC Week earlier this year. NAIDOC originally stood for National Aborigines and Islanders Day Observance Committee. The committee was responsible for activities during NAIDOC Week and its acronym has since become the name of the week itself.

Aunty Kath has been a foster carer since her early twenties and has fostered more than one hundred children as well as raising her own grandchildren since they were babies. "It is for this reason that she was selected," said Wagga Wagga NAIDOC Committee chairman Des Smith.

She has also been praised for establishing the SHINE For Kids Colourful Dreaming program at Junee Correctional Centre. Now in its fifth year, the program ensures Indigenous inmates build and maintain meaningful relationships with their children.

Aunty Kath comes to the centre once a week and works with fifteen inmates. The inmates have great respect for her and the program leads to a marked improvement in their self-confidence and the welfare of the children and their families.

The program engages the inmates through art and culture with activities such as basket weaving, bead making, vinyl printing, painting and telling of traditional stories. The inmates get a chance to share these activities with their children during NAIDOC celebrations and through family days that are held a couple of times a year.

The artwork is also showcased through local galleries and money raised from sales is invested back into the Colourful Dreaming program.

Pictured: *Aunty Kath Withers with her NAIDOC Lifetime Achievement Award.*



Vutlhari Disabled Kids Now Have Water

Written By **Tshifhiwa Given Mukwevho,**
Kutama Sinthumule Correctional Centre

The scarcity of water continues to affect many areas in the province. But this becomes a tragedy if some centres, which cater to vulnerable children and elders, go without water. When Kutama Sinthumule Correctional Centre (KSCC) in Louis Trichardt, heard the plea of the Vutlhari Stimulation and Disability Centre in Mamaila village, they drilled a water borehole, equipped it and set up a tank for them.

In 2011, the Vutlhari Stimulation and Disability Centre had benefited from KSCC when the centre built them a two-bedroom house to add to an existing structure. The value of the house in 2011 reached to R89,000 including the house, a four-plate stove, sponge mattresses, duvets, toys, a TV set and groceries. At the moment, Vutlhari Stimulation and Disability Centre has twenty-three children living with disability and four adults.

During the handover of the water borehole, Old Mutual's Marketing Development Consultant Ms. Khosi Manana pledged a donation of R20,000 to the centre.



Medal Glory for Arthur Gorrie

Written By **Selena Landman, Arthur Gorrie Correctional Centre**

Arthur Gorrie Correctional Centre was an outstanding performer in this year's Queensland Police and Emergency Services Games.

The centre was represented in the Equestrian for the first time, and CSO Renae Waldron and her horse Bordervale Lento 'Tommy' captured the eye and the medals.

The pair achieved silver and bronze in the show, horse, and dressage events and was overall reserve champion.

In mixed basketball, our team won gold with an outstanding exhibition

of breathtaking ball handling, speed up and down the court, and accurate shooting. The games, held biennially, attracted more than one thousand competitors over forty different events.

Representatives from the following twelve services were invited to compete: Queensland Police Service, Queensland Fire and Rescue Service, Queensland Ambulance Service, Department of Corrective Services, Australian Customs Service (Qld), Australian Federal Police (Qld), Department of

Emergency Services, Crime and Misconduct Commission, Australian Protective Services, Australian Crime Commission (Qld), Australian Defence Force Firefighters and the Australian Defence Force Military Police.

Pictured Left To Right: *The mixed basketball team: CSO Mauga, CSO Carroll, CSO Young, Recreation Specialist Luaipou, and CSO Smith, all pictured with Manager Sidd Mehta who attended the event as team support. Renae Waldron and Tommy competing. Photo credit: Oz Shotz Photography.*

A Worthwhile Challenge

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



Three Fulham staff members, Kaye Stephens, Lisa Lynch and Margie Collins, took part in the 2015 Melbourne Kokoda Challenge team endurance event, a 30km course in the Dandenong Ranges National Park which raises funds for an early intervention program for Melbourne teenagers.

The event, which has a nine-hour time limit, starts at Ferntree Gully Picnic Ground and winds in an upwards loop to the summit at Kalorama Park at the top of Mount Dandenong. The route covers some challenging territory and notably encompasses the one thousand steps of the beautiful Kokoda Track Memorial Walk. The Kokoda Challenge youth program is a 12-month early intervention program that helps young people from a variety of backgrounds to gain confidence, direction, new friends and the skills to overcome any obstacles that life throws at them.

Having raised over \$2,000, the team was recognised for having amassed the highest amount for the event. The girls organised a raffle for a trailer load of firewood, the ever popular lamington cake drive and also received donations from individual sponsors. They were very grateful to have the compulsory team fundraising contribution of \$400 covered by The GEO Group, together with the cost of their uniforms.

Easing the Trauma

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

Children involved in accidents and situations that emergency services are called to attend, may be comforted by soft toys made by inmates participating in a program at Fulham Correctional Centre's new intensive resettlement community.

Trauma teddies have long been considered to be a therapeutic tool that provides comfort to children in times of stress and trauma. Being given a trauma teddy at the scene of a distressing incident can help soothe

and distract a child from their immediate surroundings.

The concept of inmates at Fulham being involved in producing trauma teddies for emergency services originated from General Manager Trevor Craig, who had been involved in this type of project at a previous location. Following the initial assessment of numerous inmates for participation in the program, only a small group of individuals were selected as being suitable, possessing the necessary skill



level, attention to detail and degree of patience required to produce a quality product. It takes a competent worker eight hours to complete one teddy, and a less experienced one considerably longer.

After constructing a number of prototype teddies during the early stages of the program, the design of the final hand-sewn trauma teddy was developed and fabricated, producing a cute, furry friend to cuddle. The program has now been expanded to



include dolphins and polar bears, and to date over eighty soft toys have been produced. Although the local emergency service groups would rather there was no need to make such toys available, they are very grateful to the inmates for their interest and efforts in creating them.



Smoke-free Junee

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

When Junee Correctional Centre went smoke-free on August 10, 2015, approximately 82% of the centre's population were smokers. Around 460 of the 853 inmates at Junee registered for the first lot of nicotine replacement patches that were on offer to help them kick the habit. The remaining inmates either tried to quit without nicotine replacement therapy, or used patches or lozenges at a later time.

All correctional facilities in New South Wales went smoke-free on the same date. The initiative is designed to benefit the health of everyone in correctional centres including staff, inmates and contractors as well as families and friends visiting inmates. Trying to quit smoking doesn't happen overnight, and employees at Junee were committed to helping inmates as much as possible while potentially trying to quit themselves.

Inmates were given plenty of activities to keep them occupied, such as quizzes and activities organised by Health Promotions Officers and Sport and Recreation Officers. The medical department also visited each unit to give inmates meaningful information on the quitting process and to assist them in overcoming their nicotine cravings.

New gym equipment was installed on the oval allowing inmates greater access to a wider range of fitness equipment and further promoting the benefits of a healthy lifestyle. The oval was divided into two secure areas allowing different classification inmates to utilise the gym equipment at the same time.

The equipment is specifically designed for outdoor use, and as it is low impact/low intensity, all inmates, including the elderly, can use it. Each of the four correctional facilities operated by The GEO Group Australia is now smoke-free.



Ex-offender Embraces a New Life After Rehabilitation At Kutama

Written By **Tshifhiwa Given Mukwevho, Kutama Sinthumule Correctional Centre**

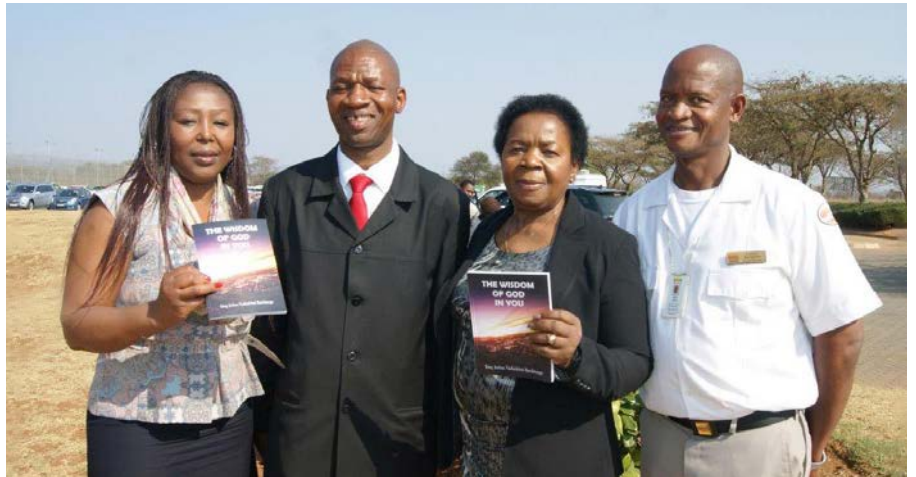
It brings smiles to the community members to welcome back a truly rehabilitated offender into society. This was noted and observed during the book launch of an ex-offender, Joshua Nndindeleni Ratshitanga, at Kutama Sinthumule Correctional Centre (KSCC).

The title of his book, *The Wisdom of God in You*, is truly an indication of a positive step towards a new life after spending at least 13 years in the centre.

Ratshitanga, a political activist, motivational speaker and poet, had completed his manuscript while doing time in the centre. He was lucky enough for his book to win the hearts of Muanza Zwivhuya Publishing House, who eventually published it.

The MEC for Transport, Safety Security and Liason, Ms. Mapula Mokaba-Phukwana, indicated that all Correctional Officers who were involved in rehabilitating Ratshitanga deserve praise for making sure the conditions at their facilities were conducive to allow a writer to excel in his work.

Ratshitanga's proud publisher, Dr. Annikie Ravhudzulo, said that she had noticed his undeniable talent and decided to develop



his manuscript for publishing. "As a publisher, I do not judge people by their outlook, I receive whomever has written a book and put their manuscript under evaluation process." she said.

The Chief Deputy Commissioner for the National Department of Correctional Services, Mr. Nick Ligege, congratulated the author, and said South Africa was still expecting more books to be written by him. "A widespread culture of reading and writing will assist us as a nation to meet the demands of developing a

knowledgeable society," he said. Mokaba-Phokwana bought five hundred copies of Ratshitanga's book. The KSCC also bought one hundred copies. The group COO for Khensani Corrections, which is responsible for education at KSCC, Mr. Gregory Starke, said the author's talent needed to be celebrated. Ratshitanga was very precise in response to the rehabilitation and support given to him by all the stakeholders involved in his rehabilitation. "I am speechless, my publisher has said a mouthful already." he said.



2015 Remembrance Day Ceremony

Written By **Elizabeth Wilcox, Parklea Correctional Centre**

Parklea Correctional Centre commemorated Remembrance Day at the centre's memorial, which is dedicated to the men and women who lost their lives in conflict and in the line of duty.

A catafalque party of Parklea Correctional Centre staff stood as wreaths were laid by Human Resources Manager Janice Krieger, Classification Officer Roberta Reedy, and Correctional Officer Mark Ward. Staff were then invited to lay a flower on the memorial.

A light breakfast was provided for attendees by Parklea's team of Intelligence Officers and K9 handlers.

International Criminal Justice Conference

Written By
Regina Regulska,
Fulham
Correctional Centre

The 2015 International Criminal Justice Conference, held at the Melbourne Cricket Ground, featured Aboriginal paintings from Fulham Correctional Centre (FCC).

The GEO Group and Australian Community Support Organisation, Inc. teamed up to organise the exhibition and sale of artwork at this year's conference. The exhibition was restricted to artwork from FCC and the unique pieces of art on display were created by thirteen artists who each donated one painting. Although not all pieces sold, over \$2,000 was raised towards programs for Indigenous youth at risk in the local area.

The centre provides the Koori Art Program to Indigenous inmates to help each of them reconnect or continue with their culture while at the centre. Currently, fifteen inmates attend the program and feedback is positive. Program participants have produced art, not only on canvas but also on emu eggs.

FCC's education provider, Kangan Institute also delivers a nationally recognised

qualification in Aboriginal and Torres Strait Islander Cultural Arts to Indigenous inmates. The course covers a range of drawing techniques, developing painting and printing skills. Currently thirty-nine Indigenous men are enrolled in the course.

FCC's Aboriginal Liaison Officer Amy McLardy and Correctional Supervisor Jim Sanders accompanied one of the featured artists to the art exhibition. This provided the opportunity for conference participants to speak with him about his artwork and to also gain an understanding of Aboriginal culture.

The Ramahyuck District Aboriginal Corporation (RDAC) has received the proceeds from the sale of Indigenous inmates' artwork in previous years. The RDAC provides a range of health and community development services to the Indigenous and wider community. Business Manager, Mr. Frank Grubb thanked FCC, "As a result of this year's sales, the inmates have raised over \$2,000. This is a fantastic result and one that I am sure Fulham and the artists are very proud of."



New Mural At Newark

Written By **Keith McIninch,**
Newark Residential
Reentry Service Center



For the last year, countless residents and staff of the Newark Residential Reentry Service Center walked past a plain grey roll up down in the intake section of the facility, until one resident walked in the door. After completing the intake process on day one of his stay, resident Scott Bennett asked if he could transform the space into a work of art.

After consulting with his Parole Officer and looking at the sketch and art books, the resident was asked to develop a sketch of his idea. Immediately upon seeing the sketch, Facility Director Paul Lagana knew this had the potential to be something special. Working during the times he was not assigned to a group and during his recreation times, Mr. Bennett spent the next sixty days transforming the old closed door into an open door to the future. Now with one creation complete, Mr. Bennett has found another grey door he has asked to transform.



The Spirit of MI

Written By **Jesselyn Heaps,** Lehigh
County Reentry Services Center

"It's kind of fun to do the impossible"- *Walt Disney*. This is a quote I have used since starting my career as a Case Manager at Lehigh County Reentry Service Center. This quote came to my mind on November 6, 2015, when I was informed I was officially certified in Motivational Interviewing. I was told not only was I certified, but I was one of five staff in the entire division who were certified, and the first on the East coast.

For months I had been working on my motivational interviewing skills. I continued to practice and once I sat down with Mr. Stamatson, a participant on my caseload, and began the conversation, everything seemed to flow. When our session ended I thought this is it, "This is the tape!" I cannot express how happy I am about this achievement not only for myself, but for my participants. Motivational interviewing gives you all the tools you need to have a successful and meaningful conversation with participants about change.



Southwood Interventions Introduces the Daisy Award!

Written By **Nury Criollo,** Southwood Interventions



Southwood Interventions was very proud to be able to honor one of their nurses, Renee Fields, with the very prestigious Daisy Award. The Daisy Award was founded in 1999 by the Barnes family as a way of saying thank you to nurses everywhere, for going above and beyond while caring for patients and families.

There are nearly two thousand healthcare facilities in the United States and fourteen other countries committed to honoring excellence in nursing, through the Daisy Award. Abraxas Youth and Family Services in the Midwest is now thrilled to be a part of this. Congratulations Mrs. Renee Fields!

Pictured:
Director of Nursing Nury Criollo, and LPN Renee Fields.



Special Delivery

Written By **Jeanne Godlesky,**
Abraxas Marienville

Throughout the summer of 2015, thirty-six of the female clients at Abraxas Marienville diligently worked with Community Services Supervisor Jeanne Godlesky and their counselors, Angela Asti, Rachel Bendal, Brian Dubovsky, Darcy Fisher, Mike Schmader, and Carol Sprague, to make handmade blankets in the hope of bringing happiness into the lives of sick children. In September, they saw their mission become reality.

On September 9, 2015, Jeanne Godlesky and Facility Driver Dave Dunn accompanied three clients, Kiara B., Adeijah J., and Ashley S., to Erie Shriners' Hospital. Although this hospital no longer serves as an inpatient facility, they complete surgical procedures on children with health issues and deformities on a daily basis. They were very excited to receive a dozen homemade blankets to provide warmth and security

to their patients and send them home at the end of the day with a special keepsake. Kiara was especially touched by this effort as she lives in Erie. She had been discharged the week before this trip and chose to meet us there to be a part of giving back to her home community.

On September 15th, we traveled to UPMC Children's Hospital in Pittsburgh, PA. Kira O., a Pittsburgh native, and Lexi G. went with us on this venture. We delivered two dozen blankets for these children. Special effort was put into this trip by Facility Driver Kevin Smail. As all donations must be made of new material and washed in a fragrance-free, dye-free detergent prior to being donated, Kevin spent time laundering all of these blankets so we could complete our mission.

Sarah, our UPMC contact person and Child Life Coordinator for the hospital, was overwhelmed when we presented her with the blankets. She noted donations are often not so nicely done, packaged and ready for delivery to the children. She said, believe it or not, children who were awaiting surgery that same day, would be given these blankets before surgery.

Kira was very touched by this presentation in her home city and stated she never knew there were such special ways for her to give back to her community. Recently, Abraxas Marienville male clients built wreathes to present to local nursing homes for the holidays. It has been a great team effort at Abraxas Marienville and a wonderful opportunity for our clients to give back.

ACA Reentry Workshop

Written By **Matthew Lange,**
Oakland Center



In the third quarter of 2015, the 145th ACA Conference was held in Indianapolis, Indiana. Matthew Lange and Maria Richard conducted a workshop at the conference titled, **Managing Crisis Situations in a Residential Reentry Center.** The workshop discussed preparing, managing and closure in a crisis situation in a residential reentry center. Matthew and Maria discussed crisis situations involving fire and homicide, and steps taken through these crises and how preparation helped in managing the crises and the de-escalation techniques following each crisis. Participants engaged in an interactive exercise on the strategies and techniques used in managing operational staff, clients, news media and law enforcement.

The workshop was attended by several GEO employees including Michael Bradley, along with correctional professionals from across the country. This was the first time GEO Reentry has presented at an ACA conference and received great feedback from ACA and attendees.

Pictured: Facility Administrator, Oakland Center Matthew Lange.

Chicago Heights Gives Thanksgiving a Whole New Meaning

Written By Pam Bennett, BI Incorporated

What started as a canned food drive to help provide Thanksgiving meals for the program participants of the Chicago Heights Reentry Center, ended up being so much more thanks in large part to the vision of Don Davis, the Education and Employment Coordinator for the center. Don has been with GEO for close to ten months and previously worked for Warner Brothers. In his role as Education Employment Coordinator for the Chicago Heights center for GEO, and drawing upon his education from Morehouse College and Harvard University, he is teaching clients how to create business plans to help manage their lives including repairing and building their credit scores, learning how to save and invest money, as well as connecting them to resources towards record expungement.

For the Thanksgiving project, Don originally wanted to provide dinners to 75 local GEO program participants. After discovering the food pantries and shelters were running low on resources, he knew he would have to find other ways to provide meals for so many people. Since part of his role at the center is to develop community-based partnerships, Don decided to make the event something that could be open to other nearby GEO offices. After several iterations of the plan, coordinating with local GEO management and local



strategic partners, an exciting new goal came to life to provide a Thanksgiving meal, employment and education resources to over 300 families! In addition to the community canned food drives, Don approached businesses for sponsorships and was interviewed on local radio stations to promote the event. Davis built relationships through the Youth and Adult Center (YAC) with companies like Walgreens, UPS, Walmart, Target, Home Depot, and U-Haul, who all donated time, resources, and offered employment opportunities.

The event was held on Sunday, November 22, at the Chicago Heights Recreation Center. With over 40 volunteers, some creative resourcing, partnering with the



YAC, receiving numerous donations including a \$300 donation from GEO, 340 meals were served with full-sized turkeys and grocery bags filled with Thanksgiving food. In addition, the gym was full of resources for the attendees. Community Barbers provided free haircuts all day. Prairie State College offered free courses to achieve CDL licenses to drive 18-wheel trucks and offered \$1,000 stipends to help with basic needs while completing the course. Walgreens provided free flu shots to the first 100 people. Local providers were also there to speak with attendees about housing, health care, and legal services available to the attendees and their families. The event was an enormous success for all involved.



East St. Louis Center Doubles Up on Celebrations

Written By Pam Bennett, BI Incorporated

The East St. Louis Reentry Service Center achieved the Chairman's Best in Class Award and their grand reopening. After being in the same suite for nearly eleven years, the center was completely refurbished with new paint, carpeting and furniture. They decided to celebrate both events on November 13, 2015, with an award ceremony and a ribbon cutting event at the center. Ken Johnson, Program Manager of the East St. Louis center, was able to obtain quite an impressive guest list for the event. Among those in attendance were the customer, Illinois Department of Corrections District 4 Commander Angelia Chaney and several Parole Agents, the Mayor of East St. Louis, Emeka Jackson-Hicks, and Illinois State Representative, Jay Hoffman.



Players and Coaches from Sheffield-Abraxas Co-op Gives Unique Insight to Sportsillustrated.com

Written By **Cody Elms,**
Times Observer

In 1995, then Sheffield head football coach Corey Copley, who is now the school's Athletic Director, was facing the unfortunate reality of declining student athletes. However, one football coaching magazine, five head coaches and 20 years of an unbelievable amount of time and sacrifice later, the Sheffield-Abraxas co-op has become not only an inspiration for the football program, but one for the community as well.

So much so, that when word reached Sports Illustrated Producer Alex Hampl, while doing a shoot on the Kittanning and Ford City High School merger, he started following the program through newspapers and online. This led to Hampl inquiring with Copley about making the co-op a part of Sports Illustrated's award winning online series "Underdogs." After several weeks of researching and conversations with both Copley and Wolverines' head coach Dave Fitch, Hampl and his Supervising Producer, Collin Orcutt, realized that this really was a great story and one they wanted to tell.

"It's a fun opportunity," Copley said of the coverage. "I can't

imagine anybody that's been a part of it that isn't excited about the opportunity. Obviously being from the beginning, through it all, there's some gratitude that I feel that it's (the co-op) where it's at now. What I like best about this thing is that we did not self-promote this. It's coming to us. The program caught somebody's eye along the way. We haven't really been out there pushing it, on how great this is."

Dave Fitch understands more than anyone the difficulties of the unique situation. Having once been a defensive coordinator under former head coach Scott Park, and now in the midst of his fourth season (0-7) with the top job, while also working at Abraxas, Fitch is eager to credit former players, coaches, and administrators for their hard work at making the co-op a success story.

"This is not just about this year, or just the football team," Fitch said, "but for every player who has ever been a part of our sports." Underdogs, which, like Fitch, in its fourth season, was first launched with the idea of sharing inspiring high school football stories. So what would

bring a Sports Illustrated series that once traveled to the northern most point in the United States, Barrow Alaska, some 300 miles, by two air planes into the Arctic Circle, all the way back to the heart of the Allegheny National Forest?

Inspiration.

"The goal behind the series itself is kind of what we're tackling," Orcutt explained. "Trying to find inspiring stories about the sport. I think that's when the series is at it's best. People can relate to the human stories. It doesn't necessarily matter that people are playing football. That's a hook for some, but it's that you can relate to them."

"The thing that really drew us to it, was just that a situation where this is unique," Orcutt said. "This isn't like every school. People are using this to expand their horizons and learn more about other people, to maybe better themselves at new opportunities."

Once the program caught the eye of the duo, and they agreed to cover the Wolverines, it became a matter of understanding who

the people involved are and what their motivation and hopes and dreams are.

So how does the head coach of a unique small town football co-op of only 23 players, react to the opportunity to go beyond the sports pages of this very newspaper and into the connected world of SportsIllustrated.com?

He's hopeful.

Hopeful the national exposure will allow other schools to open their minds and take chances on non-traditional co-ops that will teach both sides valuable life lessons on and beyond the playing field.

"For Sheffield, the community, I hope the story comes through of how the town's people support the team as one, and does not look at the co-op anymore as a wedge, but a necessity to keeping the sports programs alive," Fitch said. "For the Abraxas community, I hope the story comes through of a facility that truly supports opportunities for their clients to become successful well after they discharge."

