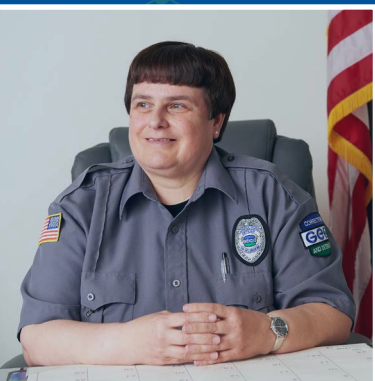
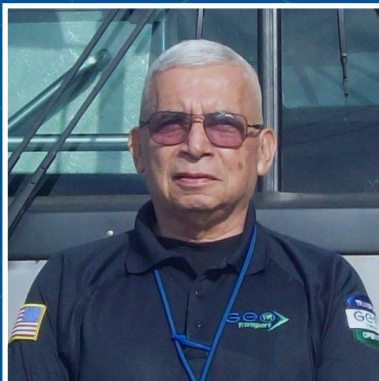


GEO World

3RD QUARTER 2019

A GEO Publication for Employees and their Families.

Congratulations **GEO EMPLOYEES OF THE YEAR**





Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

All of these important milestones underscore our leadership position within our industry and are underpinned by the hard work, dedication, and professionalism of our growing workforce.

To the GEO Family,

As is tradition during the third quarter of every year, we celebrate the accomplishments of our employees around the world with our GEO Employees of the Year awards.

Through the years, our company has grown to be the world's premier provider of enhanced offender rehabilitation and post-release support programming. We have also established our company as a world leader in the delivery of secure management services for correctional facilities and ICE processing centers, as well as, electronic monitoring and community-based programs.

Every year, approximately one million individuals are entrusted to us and receive safe, compassionate, and humane care at our hundreds of facilities and program locations worldwide. Our collective achievements are the direct result of the daily contributions of our employees.

Every day, our employees commit themselves to having a positive impact

in the lives of the men and women in our care. Our workforce is diverse, and our employees represent their communities proudly as security professionals, teachers, social workers, nurses, doctors, and more. We are proud of the work they do, and the commitment they show to our company's mission of providing high-quality services in the safest, most humane environment possible.

Over the last few months, our company announced several important milestones. In Texas, we signed a contract modification with U.S. Immigration and Customs Enforcement (ICE) to increase the capacity of our company-owned Montgomery Processing Center by 314 beds, bringing the center's total capacity to 1,314 beds.

In Louisiana, we announced the signing of a contract modification with ICE for the reactivation of our company-owned 1,000-bed South Louisiana Processing Center. In Australia, we announced a 300-bed expansion of our Ravenhall

Correctional Centre, bringing the facility's total capacity to 1,600 beds.

Additionally, we were recently awarded new ten-year contracts by the Federal Bureau of Prisons for our company-owned 1,800-bed North Lake Correctional Facility, and for the county-owned 1,800-bed Reeves County Detention Center I & II and 1,376-bed Reeves County Detention Center III, where GEO provides management consulting and support services to Reeves County.

All of these important milestones underscore our leadership position within our industry and are underpinned by the hard work, dedication, and professionalism of our growing workforce. Please join me as we congratulate the GEO Employees of the Year and as we extend our gratitude to the approximately 23,000 GEO employees worldwide.

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Facility Administrator of the Year

JAMES JANECKA

Adelanto ICE Processing Center

Facility Administrator James Janecka began his career in corrections in 1985 with the Texas Department of Criminal Justice (TDCJ). After serving in various positions at TDCJ with increased responsibility, he joined GEO as an Assistant Facility Administrator in 1997 where he was part of the activation team selected to open GEO's first contract with the Federal Bureau of Prisons (FBOP) in Taft, CA.

Following his assignment at Taft, he was promoted to Facility Administrator at the George W. Hill Correctional Facility and then Facility Administrator at the Lea County Correctional Facility. In 2014, he was appointed Facility Administrator of the Adelanto ICE Processing Center.

"His commitment to operate and make this facility a model of partnership between all stakeholders is exemplary."

- Quote from ICE Contracting Officer

Facility Administrator Janecka has provided exceptional leadership since assuming operations in late 2014.

His attention to detail and reputation for follow-up led the center to year-over-year performance improvements which are reflected in the reduction of annual audit findings. He immediately identified sustainable solutions and his attention to detail showed an improvement of 78% on the GEO Annual Corporate Audit.

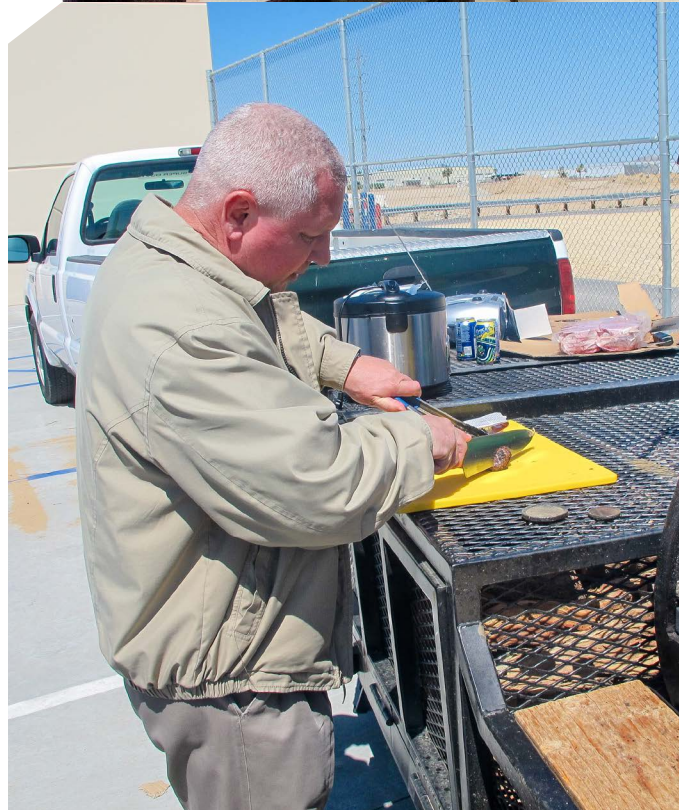
Facility Administrator Janecka manages the contract with fifty-five ICE staff and onsite-monitors who conduct daily oversight. During 2018, the center processed 16,883 individuals. Issues are few and client relations are outstanding. In 2018, the facility only experienced ten work-related injuries and employee discipline cases have declined year-to-year.

Facility Administrator Janecka oversaw the implementation of a collective bargaining agreement during his tenure and maintains an outstanding relationship with members of the local union by investing time to listen to each employee and addressing any of their concerns.

Facility Administrator Janecka routinely provides ICE-approved tours for advocacy groups, Federal and State political representatives and a variety of auditing entities. There's no doubt the center has experienced many successes under Mr. Janecka's leadership.

The most impressive testament to his strength and character is his ability to maintain client confidence and trust while

operating a safe, secure, and humane center for staff, residents and the public.



Employee of the Year

MARK ERRICSON

Lawton Correctional Facility



Mark Erricson is an Academic Instructor and GED/HSE Coordinator from Lawton Correctional Facility in Lawton, Oklahoma. He also worked for the Oklahoma Department Corrections as a GED/HSE Instructor before he joined The GEO Group in 2016 and immediately made an impact on the education department. Mark saw a need to develop a program to raise the GED/HSE graduation level at the Facility. He, along with the administrative staff, instructors, and students worked in collaboration to develop an educational environment that is productive.

The Educational Living Concept took shape out of the need for students to have more study time to master the material for the GED/HSE test. Mark employed different teaching techniques to help his students learn, including the use of the computer program "Essentials of Education" GED/HSE Academy as a framework for preparing and monitoring student success. One of the key components discovered during the development of this program was an internal human instinct to help and celebrate in the success of others. For an individual to achieve the

High School Equivalency diploma is truly life changing and will hopefully open new opportunities in the future.

Mark believes that, "One cannot let the past define the future. If individual change is not obtained, history will repeat itself." He wants his students to have all the tools to re-enter society and experience success as an individual. To see students achieve success in education has developed a passion in Mark to not let any individual give up on themselves.

After obtaining his bachelor degree from Cameron University in 1988, Mark served in the United States Navy until 1992 when he was honorably discharged. In 1998, he was hired by Lawton Public Schools and taught at Lawton High School until 2015. Mark has been with the Lawton Correctional Facility as an academic instructor for just a short three years. Mark's development of the tutoring/mentoring program has had a major impact on student success. It gives very talented inmates a purpose to add value to their lives by enabling them to find fulfillment in helping others achieve success.

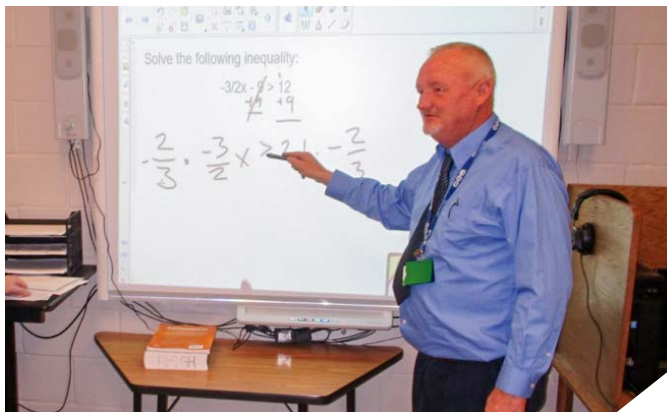
Mark has been blessed with two beautiful daughters, Kylie and Kyndall Erricson. Kylie is the eldest child. She is also a

Graduate of Cameron University in Education. She teaches English at Eisenhower High School in Lawton, Oklahoma. Kyndall, his youngest daughter. She is also a Presidential Scholar at Cameron University studying English Education. She also hopes to pursue a career in education. When asked why they wanted to go into education, they replied, "It's in our blood."

One of Mark's favorite days of the year is graduation day when he is able to witness his students achieve a goal that at one time was not a reality. He enjoys seeing their celebration of achievement while their family is there to witness their transformation.

Mark's passion for teaching exemplifies the core meaning of the GEO Continuum of Care: preparing individuals for reentry into society with the tools to be successful.

He motivates and encourages students, believing that change starts within, and through hard work it, can and will be achieved.





Officer of the Year **MELANIE TOTO**

George W. Hill Correctional Facility

Officer Melanie Toto began her career at G.W. Hill Correctional Facility in September 2003 where she stood in her first roll call extremely proud but also extremely nervous, not knowing what to expect. With her positive, can-do attitude and friendly smile, she immediately introduced herself to Officers Bennett and Swiggett who ultimately took her under their wing, leading to a 16-year journey in corrections.

Over these 16 years, Officer Toto has spent the majority of her time assigned to a female housing unit, specifically a special management unit where she developed her skills to manage some of the most difficult situations.

A true professional, it was on a September day in 2018 when she was engaged in a conversation with an individual who was visibly upset upon returning from an appointment. Following their conversation, the individual returned to her cell and closed the door without securing it. Within a few minutes, Officer Toto recognized that her cell window was covered and knowing how upset she was responded immediately to the cell to remove the window covering, check on the individual, and secure the door.

As she approached the cell she identified a suicide attempt and began life saving CPR measures. After administering the 3rd chest compression, the individual

began breathing on her own and had a pulse. As responding staff arrived on the scene, the individual was further assessed and transported to a local hospital where she was admitted, and later cleared after a 24-hour observation period.

When Melanie is not on the job risking her life, saving lives or teaching others how to become the best officers they can be, she enjoys listening to Kenny "Babyface" Edmonds, and watching her two favorite sports teams: the Minnesota Vikings and the New York Mets.

requested a transfer to third shift so she could balance her home life with her professional life. When asked, why not take some time off, her response was, "No, I have a job to do and that's how I was brought up."

Officer Toto is a true professional. It goes without saying that Melanie certainly cares about everyone, and this proved to be true not only when she saved an individual's life, but throughout her career and personal life.



Melanie comes from a large family of three brothers and three sisters. She credits her positive outlook, work ethic, and can-do attitude to her family.

Melanie is currently juggling her career with taking care of her Mom, who is her best friend, and is ill. Instead of taking time off to spend with her Mother, Melanie

GTI Officer of the Year
ARMANDO SANDOVAL
 Tacoma ICE Processing Center



Armando Sandoval began his career with GEO 19 years ago on June 19, 2000. Officer Sandoval is one of the original

drivers from GTI's inception back in 2008 at the Tacoma ICE Processing Center in Washington State.

During this time, he has been behind the wheel of a commercial motor vehicle for over 192,000 miles, transporting over 10,000 individuals.

familial memories like skydiving on Father's Day or spending time with his three grandsons. He is always involved with fundraising efforts for children's foundations and officers' health and welfare.



Officer Sandoval takes the mission of GTI to heart delivering safe and secure transportation at the highest level, with service that is second to none.

Armando Sandoval has carried a strong dedication to duty that was instilled in him during a distinguished 22-year military career.

He is an exemplary employee who always goes above and beyond the call of duty to make sure each mission is accomplished safely. He has helped implement GTI policy and procedures that are still in use today.

The attributes and leadership skills he acquired while serving the Army in the artillery field has carried over to his role in GTI as a mentor and role model for others to follow.



Officer Sandoval is a highly respected officer who is always taking it upon himself to provide guidance to fellow officers.

His ability to improvise, adapt, and overcome all situations has been paramount to the success of GTI at the Tacoma ICE Processing Center.

His knowledge and experience are often utilized to train incoming GTI staff during on the job training. Officer Sandoval has excellent communication skills.

He has been an instrumental lead officer to the overall GTI operation having vital role in all air and local movements.

Armando Sandoval's dedication to GTI is only surpassed by his commitment to family. His wife, Carmen; son, Armando Jr.; and daughter, Carmen are always looking for ways to create

Officer Sandoval has the type of personality and demeanor to work with anyone to accomplish the task at hand.





Australia Employee of the Year

SONIA ROWE

Fulham Correctional Centre

Fulham Correctional Centre Senior Clinician, Sonia Rowe, is the 2018 GEO Australia Employee of the Year.

Recently promoted to her role, Sonia heads a hard-working clinical team that is consistently recognised as leading practitioners in therapeutic services within the Victorian correctional system.

Sonia has worked in the corrections industry for three years having previously been employed in community welfare and has a strong background in alcohol and substance abuse rehabilitation.

Sonia's personal story reflects her work ethic and determination to succeed. She left school at just 16 years old and undertook a variety of jobs including labouring, working in a sawmill, and in auto parts. Later, as a single parent with two young daughters, she undertook tertiary studies to enhance her career prospects.

After seven years of working full-time, as well carrying a full-time study load, she is about to complete her Masters in Social Work. Sonia also holds a degree in Community Welfare and Counselling; a Diploma in Alcohol and Other Drugs and Mental Health; and a post graduate degree in Sexology.

"Sonia consistently demonstrates commitment to her role as a clinician at Fulham," said The

GEO Group Australia's National Director of Rehabilitation and Reintegration, Sarah Gray.

"Over the past 12 months she has facilitated three intensive violence reduction programs with inmates back-to-back. This represents more than 300 hours of program facilitation. These programs are challenging for the participants, but also taxing and at times very emotionally challenging for the facilitators due to the content they cover."

Sonia describes working with participants in both the health stream and the therapeutic violence intervention programs as extremely rewarding.

"I love the interaction on a daily basis and being able to see change in people."

"It is very rewarding knowing that you make a difference because someone has more skills for when they leave the centre — more coping skills, more emotional regulation skills — and that you have tried to address their risk factors."

"I love working in the correctional centre environment. It is definitely the most enjoyable job I have ever had, and the clinical team are amazing. I don't think I have ever had a work team that are as close or as high-functioning."

Sonia described being nominated for the Employee

of the Year award as a shock, and actually winning it left her speechless.

"I was really surprised — I think I'm still recovering," she said.

"I am very grateful, but I feel it is a reflection of the team rather than me."



UK Employee of the Year

CHRIS WHITE

Dungavel House Immigration Removal Centre



Chris White has worked with GEO as a contractor for IT services since 2010 and recently decided he wanted to be a full-time member of the team. Chris has been employed primarily as a Custody Officer since 2017 and has shown continuous dedication, innovation, and commitment to delivering a service to the site that was all but impossible.

In January 2019, Dungavel suffered a serious loss of IT services which resulted in several areas of the business being under extreme pressure. Chris was instrumental in setting up a return to services that restored functions to the Centre. This was no small task; Chris worked long hours to ensure the site and services were secured and continues to work on improvements across the centre.

Dungavel Centre Manager, Sarah Lynch was full of praise in her recognition of Chris' achievements; "I am proud to say that the person being awarded this year is deserving in many ways. Chris has received the most nominations of any staff member for the award this year. As Centre Manager, it is very difficult to select only one person to receive an award when so many are deserving, I believe that Dungavel is a team that excels in many areas; however, I found that the nominations of support shown by Chris' colleagues confirmed that he is truly deserving of this award."

Some direct quotes from his colleagues, demonstrate the gratitude and appreciation that is felt among peers and management.

"Chris has been there trying to sort things out for the company and employees. He has always

been available for any issues regarding this. Even on his days off, he has always been at the other end of a phone to deal with any issues.

I feel that with the endless tasks he has dealt with regarding this issue, it would be nice for



the company to show their appreciation and give Chris employee of the year".

"I would like to nominate Chris White for employee of the year. He has shown great dedication, time and effort on fixing the IT issues in the centre. He continues to go out of his way to assist everyone in any which way he can and feel he deserves my nomination"

"The UK Employee of the Year award is fully deserved for his hard work and dedication. He has earned the respect of all grades of staff and Chris should be recognised with this award."

"His dedication to delivering a service and supporting the centre is exceptional."

In his spare time, Chris is a keen fisherman and loves nothing better than touring in his camper van, recently renovated by his own hands, and spending time with his wife and dogs. They enjoy taking holidays together, with one of their favourite destinations being their home country of Scotland.



South Africa Employee of the Year

COSMAS BADZE

South African Custodial Management's Head Office

Cosmas Badze is the first born of a family of nine with four boys and five girls. He is happily married to Sheila Badze and together they are blessed with two daughters, Tafadzwa, who is obtaining a BCom Accounting degree at the University of Johannesburg, and Kudzai Faith, who will be completing her Matric studies at Wendywood High School this year.

Cosmas joined South African Custodial Management on 5 June 2006 on a four-month contract to relieve the Accounts Clerk who was going on maternity leave.

The exceptional knowledge of accounting he displayed saw him not staying long in a temporary position. In October that same year, an opportunity presented itself in the form of a Head Office Accountant position, following the departure of the then Head Office Accountant. He showed some interest in taking up the higher position and applied for the job after it was advertised in the national press. Cosmas was successful in the interviews that followed, and the then Finance Director, Mr. Dennis McCarthy, had offered the position to him on a probationary basis. After

having shown exceptional performance in the finance department during the probationary period, he was confirmed SACM Head Office Accountant on 1 May 2007.

The commitment he displayed, high knowledge of work, good communication, both oral and written, willingness to listen and to learn new ideas, plus his resilience in difficult times, enabled him to remain in the position of Head Office Accountant.

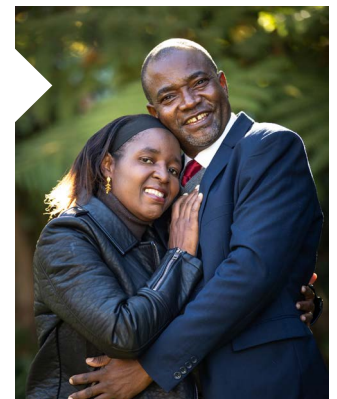
In his off-duty time, he enjoys listening to gospel music, watching soccer and wildlife programs on television, and going out to holiday resorts with family and friends. Besides being an Accountant, he is a Christian and sits on the Board of Governors of St. Johns Apostolic Church of the Whole World in South Africa. He spends most of his Sundays at church, administering the word of God and planning church programs that encompass, among other things, fund raising for programs that involve looking after the elderly and orphans, and mentoring and counselling members within the church.

He says it is his wish to continue this upward trajectory both academically and professionally in the field of finance, and to ensure that everyone around him receives all the necessary support for their continuous improvement.

Although Cosmas is the first recipient of the South Africa Employee of the Year award at the Head Office, it will be a tough act to exceed his accomplishments and worth to the company.

In recognition of this, SACM awarded him with two service awards, the five-year and the ten-year long service award in 2012 and 2017 respectively.

Cosmas holds a Bachelor's degree in Business Management and a Masters of Business Administration, both obtained from the University of Zimbabwe. After his appointment as Head Office Accountant, he was given the task of training junior finance staff at both the SACM Head Office and the Kutama Sinthumule Correctional Centre, which he successfully carried out. He remains keen to provide support to departmental staff as the situation demands.



BI Employee of the Year

SLADE MELTON

BI Incorporated

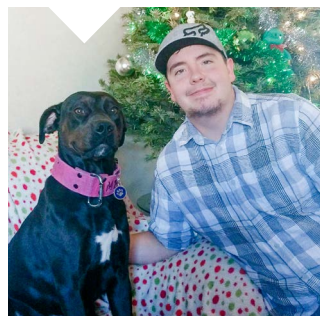


Slade started his career at BI Incorporated in April 2015 and since then has moved up from an entry-level position as a Production Coordinator to his current position as Manufacturing Mentor.

Slade comes from a small town in Colorado – there were only 11 people in his graduating class. Slade was working in a restaurant there and decided he wanted to do something more with his life, something with a career path. Although he had no manufacturing experience, he was encouraged to apply for the position by his sister.

Kyle Kingrey interviewed Slade, and after finding out that Slade was the head of both Future Farmers of America (FFA) and the Student Council at his high school, he realized Slade had the leadership qualities and abilities he was looking for to add to the manufacturing team.

It was a decision Kyle would not regret. Kyle said, “Slade assumed the responsibility of a leader, understanding leadership is not a title but a matter of how one approaches and influences the best outcome for all.”



“Slade deals effectively with all of his co-workers and his peers with his positive attitude and his willingness to listen and learn.”

Slade has also implemented operations that have resulted in a substantial increase in production for LOC8 and LOC8 XT. He has been key in doubling production and quality improvement, every day.

When asked a specific thing he enjoys about his job, Slade said, “The job has given me the opportunity to work with Kyle and present to the community.” He added, “I was able to use the skills I learned at FFA to be able to talk to people and use the public speaking skills I learned there.”

Slade has participated in presentations to professional organizations and visitors, representing the best of BI and Manufacturing. Slade has also been a key contributor on the Manufacturing Rocks! Team which is part of the Northern Colorado Manufacturing Association.

Slade reflected on the reaction from the kids when they talk about manufacturing and the opportunities that exist in that field. “They really light up when they learn there are alternatives to feeling like you have to work at a fast food job or get a college degree. Manufacturing gives them a chance for a career path within an organization, plus they can branch off to other things such as information technology and engineering.”

Slade said he has learned a lot about electronics and has been inspired to take other classes such as data collection, Operations

Management, and Supply Chain Management. He also wants to get his manufacturing Green Belt Training certification.

In his spare time, Slade loves to go 4-wheeling in Jeeps. According to Slade, he has learned to fix about anything on a Jeep. He also likes to spend time with Zoey, his black Labrador Retriever.

What are Slade’s long term goals? “I love it here. Kyle and BI have given me so many opportunities to grow. I hope to stay here and keep growing with the company.”





Reentry Employee of the Year

KASHENA MCDONALD

Southwestern Illinois Correctional Center

Congratulations to KaShena McDonald, Certified Associate Addictions Professional (CAAP) Program Trainer, on being chosen as GEO Care's Reentry Services Employee of the year. In her Southwestern Illinois Correctional Center (SWICC) position, McDonald has provided exceptional guidance and opportunities to her program participants and general clients alike.

McDonald began her career at SWICC in October 2006 as a Substance Abuse Counselor and quickly moved into the position of Program Trainer for the CAAP program based on her work ethic, outstanding ability to counsel her clients, and exceptional knowledge of the therapeutic community and substance abuse counseling.

The CAAP program provides clients with an opportunity to learn the basics of professional substance abuse counseling, supervision hours in domains such as documentation and referrals, and testing with the State of Illinois to become Certified Associate Addictions Professionals.

Ninety-four percent of McDonald's students have successfully passed the CAAP Program, meaning all students who have completed the course and taken the exam. Since starting her position, McDonald has celebrated twenty-three program graduation classes with

members going on to work in a variety of positions including substance abuse counselors, detoxification technicians, recovery coaches, and more. In December 2018, her program was selected by the Illinois Department of Corrections to be profiled in a local news segment called "Illinois Helping Inmates Struggling with Addiction Through Unique Method" (KSDK, 2018).

While she continues to advance an unparalleled program provided to the clients of SWICC, she is also a consummate team player, working behind the scenes to maintain the daily

operations of the program. In the absence of staff, she has gone "above and beyond" by assisting in completing numerous administrative tasks as well as providing support to the housing units. As part of her position, Ms. McDonald provides monthly trainings to SWICC staff to promote professional development and encourage new staff to apply to become Certified Alcohol and Drug Abuse Counselors.

Ms. McDonald exemplifies professionalism while maintaining an optimistic and upbeat personality that encourages positivity from those

around her. She consistently assists and advises staff and clients alike and participates in developing and organizing staff morale activities. She can be counted on to help inspire those around her to give their best.

Without doubt, Ms. McDonald is an excellent choice for Reentry Employee of the Year. She illustrates how a focus on providing quality services through genuine interaction with clients and dedication to program results, increases successes beyond our doors. Congratulations to KaShena McDonald for this well-deserved honor.



"Ms. McDonald is known for her positive, cheerful personality that radiates through everyone who comes into contact with her."



Youth Services Employee of the Year

PAT REID

Leadership Development Program



Pat Reid is a Senior Treatment Supervisor in the Training Department at the Leadership Development Program (LDP) in South Mountain, PA. During his 18-year career, he has excelled in

numerous roles as a Direct Care Worker, Counselor, Treatment Supervisor, Trainer, and Program Manager. He serves the Abraxas community with loyalty, passion and enthusiasm, and exemplifies

the commitment required to work with the youth entrusted to our care.

Pat is responsible for the quality, integrity, and delivery of training programs at LDP. He oversees over 120 staff training files that comprise over 6,000 annual training hours. In 2018, the Training Department received perfect audit scores and received zero findings from PREA and PA licensing audits. His attention to detail, knowledge of the curriculum, and willingness to remain flexible with the training needs of staff have resulted in years of successful audits and training compliance.

Pat is also responsible for new staff training orientation which makes him the first person an employee meets when they arrive at our facility. Pat understands and values this responsibility, and sets an example that is professional, approachable, team-oriented, and motivating for new hires.

Pat has been instrumental in incorporating Trauma Informed Care into the training curriculum and operations. He is a champion for staff development and utilizes his experience to mentor staff to be more effective in their roles. Pat has a "meet staff where they are" developmental approach which allows them to learn on the job. He has provided direct support and training at almost every facility in the division and frequently receives accolades and

appreciation for his high level of professionalism.

Pat served in the United States Marine Corps where he was a Non-Commissioned Officer and Drill Sergeant and developed his strong belief to care for and teach others.

Outside of Abraxas, Pat is an active preacher, a Civil War enthusiast, and a father of three children. He is active in his community and is always willing to share his time to help others in need.

Pat is an invaluable member of the Abraxas family and his leadership, supervision, training, and work ethic serves as an example for anyone who wants to work with youth.

The number of lives he has impacted is significant and contributes to the larger community outside of LDP.





The GEO Group Foundation Donates Over \$1.4 Million to Charitable Causes in First Half of 2019

Written By **Chris Ferreira**, *Corporate*

The GEO Group is committed to making a difference in the communities in which it operates. Every year, through its charitable foundation, The GEO Group Foundation, GEO supports charities, schools, community organizations, and higher education scholarships for students across the country.

In the first half of 2019, The GEO Group Foundation has donated over \$1.4 million to charitable organizations throughout the U.S. which includes over \$550,000 in scholarships; approximately \$312,000 for Health

and Disability Charities; over \$107,000 for Children's Organizations; roughly \$40,000 towards education and STEM programs; and approximately \$380,000 towards public entities and various other charitable organizations.

Education is an important pillar of The GEO Group Foundation, and each year our facilities help students in their local communities achieve their goals for higher education by donating to scholarships. Since 2011, GEO's facilities have donated over \$4.5 million dollars in scholarships to local high schools and colleges.



Karnes County Residential Center



Western Region Detention Facility



Adelanto ICE Processing Center



George W. Hill Correctional Facility

Mid-Year Facility Scholarship Donations for 2019

- Alexandria Staging Facility (\$8K)
- Bay Correctional & Rehabilitation Facility (\$10K)
- Blackwater River Correctional & Rehabilitation Facility (\$20K)
- D. Ray James Correctional Facility (\$25K)
- Heritage Trail Correctional Facility (\$8K)
- LaSalle ICE Processing Center (\$12K)
- Lawrenceville Correctional Facility (\$16K)
- Moore Haven Correctional & Rehabilitation Facility (\$8K)
- Moshannon Valley Correctional Facility (\$18K)
- Rivers Correctional Institution (\$13K)
- Robert A. Deyton Detention Facility (\$10K)
- South Bay Correctional & Rehabilitation Facility (\$20K)
- Big Spring Correctional Center (\$17K)
- Brooks County Detention Center (\$6K)
- Coastal Bend Detention Center (\$7K)
- East Hidalgo Detention Center (\$11K)
- Eagle Pass Correctional Facility (\$6K)
- Flightline Correctional Center (\$17K)
- Great Plains Correctional Facility (\$19K)
- Joe Corley Processing Center (\$15K)
- Karnes County Correctional Center (\$4K)
- Karnes Residential Center (\$9K)
- Kinney County Detention Center (\$10K)
- Lawton Correctional Facility (\$25K)
- Montgomery Processing Center (\$11K)
- Reeves County Detention Center III (\$12K)
- Rio Grande Detention Center (\$25K)
- South Texas ICE Processing Center (\$17K)
- Val Verde Correctional Facility (\$13K)
- Adelanto ICE Processing Center (\$25K)
- ASP – Florence West (\$8K)
- ASP – Phoenix West (\$5K)
- ASP – Kingman (\$34K)
- Central Arizona Correctional Facility (\$13K)
- Central Valley MCCF (\$7K)
- Desert View MCCF (\$7K)
- Golden State MCCF (\$7K)
- Guadalupe County Correctional Facility (\$6K)
- Lea County Correctional Facility (\$13K)
- McFarland FCRF (\$3K)
- Northeast New Mexico Detention Facility (\$10K)
- Western Region Detention Facility (\$7K)



Bay Correctional and Rehabilitation Facility



ASP Florence West



Thank You GEO Volunteers, Administration, and Correctional Officers for Your Hard Work and Dedication

Earlier this year, staff at GEO's facilities across the U.S. celebrated National Correctional Officers and Employees Week (May 5- May 11).

The week is designated annually to recognize and honor the women and men who work in the field of corrections. This special designation was made official in 1984 when President Ronald Reagan signed Proclamation 5178 creating National Correctional Officers Week. In 1996, the U.S. Senate officially changed the Name to National Correctional Officers and Employees Week.

We are grateful to the men and women in our facilities, who on a daily basis, strive to treat all those entrusted to our care with compassion, dignity, and respect. It is the hard work and dedication of our employees out in the field that has helped GEO become a global leader in the delivery of high-quality

correctional and community reentry services.

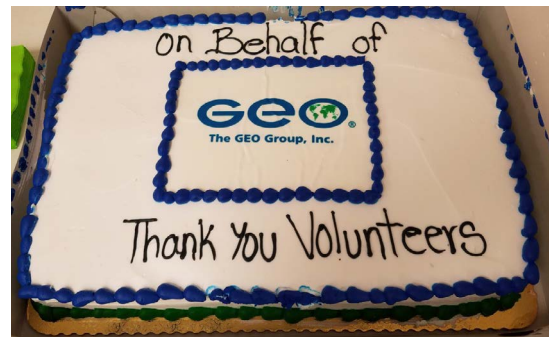
We are also appreciative of our growing network of volunteers. Volunteers and community partners have a profound and lasting impact on staff, inmates, and reentry participants both pre and post release.

Across the country, GEO's facilities and reentry services are supported by over 3,000 dedicated volunteers who assist staff by working with residents and participants. GEO boasts volunteer representatives from 47 different faith groups, as well as, 300 community partners who volunteer their time, passion and knowledge daily.

Every day, our family of volunteers works tirelessly by sharing their talents without the expectation of getting anything back in return.



Lea County Correctional Facility



South Bay Correctional and Rehabilitation Facility





Guadalupe County Correctional Facility

"Volunteers are an integral part of Graceville's success with regard to overall operations and programming. When someone does their duty we call them honorable. When someone goes beyond the call of duty we call them..... Volunteers."

- Facility Administrator Jeffery Thomas ,
Graceville Correctional & Rehabilitation Center



Lea County Correctional Facility

"The GCCF Family was shown how appreciative the staff were of the administration."

- Dr. James Alarid, Guadalupe County Correctional Facility



Graceville Correctional and Rehabilitation Facility

"Correctional Workers Week was not only a blast but a gathering of fellow workers appreciating each other."

- September Millar, Broward Transitional Center



Broward Transitional Center

"We are honored to have such a dedicated force. Volunteers are providing a service for the population that we serve that is meaningful and builds a bridge to the community our participants long to maintain. Volunteers display a heart to serve that is contagious in our facilities for staff and participants alike."

- Continuum of Care Divisional Vice President David Burch



Broward Transitional Center

"Creating a culture of appreciation is important, because they are important. Our volunteers are part of the Eagle Pass Family, and we celebrate their dedication and service."

- Facility Administrator Waymon Barry, Eagle Pass Correctional Facility



Adelanto ICE Processing Center

"The strength of our Volunteer Program is directly related to the operational success of our facility."

- Facility Administrator Brick Tripp, Rivers Correctional Institution

Air Bound Honor

Written By **Eric Lowe**,
New Castle Correctional Facility



On April 13 2019, more than 80 veterans took to the air to make the trip from Indianapolis to Washington, DC as part of the Indy Honor Flight to visit the memorials dedicated to those who fought and lost their lives in America's conflicts. On board with these veterans were 100 commemorative coins hand made by the H Unit Military Veterans (HUMV) of the New Castle Correctional Facility. During the months leading up to this special event, HUMV offenders put over 850 hours into gluing, sanding, drawing, and painting each of these coins prior to them being picked up by an Indy Honor

Flight representative. Each veteran making the journey received one of these coins while seeing the memorials at the nation's capital.

Indy Honor Flight also continues the tradition of the "mail call" as the flight makes its way back to Indiana. Each veteran receives letters from friends and loved ones but some have few of each left. HUMV inmates wrote 200 personalized letters to be given to these heroes so that they know that their service and sacrifices have not been forgotten; even by those they have never met.

Val Verde Correctional Facility Hosts Leadership Del Rio

Written By **Kassie Norman**, *Val Verde Correctional Facility*

On March 21 2019, the Val Verde Correctional Facility opened its doors to welcome the Leadership Del Rio team. Leadership Del Rio is an exclusive program in which selected individuals explore various business environments in order to better understand what the community has to offer and gain perspectives on communal goals and needs.

Those in attendance complete a curriculum geared toward leadership development. The program focuses on forming partnerships, recognizing specific needs, and persevering resources within the community. The Val Verde Correctional Facility was delighted to open its doors to the future community leaders. Participants, including the Mayor of Del Rio, Bruno "Ralphy" Lozano, were escorted into the facility where they were briefed by Facility Administrator Christopher Martinez and Deputy Facility Administrator Zenon De Los Santos, along with the Val Verde County Sheriff, Joe Frank Martinez.

The briefing included a detailed presentation of the day-to-day operation and collaboration with Val Verde County and the United States Marshall Service, as well as, insight into the healthcare services provided to residents and an overview of the chaplaincy and volunteer programs available.

In addition, Facility Administrator Martinez shared the facility's goals to decrease recidivism and increase efforts to improve overall care for current residents. Upon conclusion of the briefing, the participants were provided a complimentary fish fry lunch and a guided tour of the facility. It is a great privilege to have met with the future leaders of our community as we continue to work alongside it. This is the fifth consecutive year that the Leadership Del Rio program has visited the Val Verde Correctional Facility.



Moore Haven and The GEO Continuum of Care Division Celebrate Easter with Inmates and their Families



Spring is in the air and opportunity blooms all around us. The Continuum of Care Division celebrated new beginnings, new growth, and fellowship with Moore Haven Correctional & Rehabilitation Facility staff and inmates.

GEO's Continuum of Care (CoC) Division partnered with Sean Jackson of Brewer Media to celebrate friends, family, and programming with the staff and inmates of Moore Haven Correctional and Rehabilitation Facility. CoC staff and Assistant Facility Administrator Ron Thoreson presented each child a basket filled with healthy snacks, and each resident had the opportunity to present their child with an Easter bunny. Inmates and family members competed in the "Families are Egg-cellent" coloring contest.



Sr. Director of Programs, Angela Geisinger, talked with the visiting families, and hosted a Q&A session on GEO's Continuum of Care programming opportunities pre and post-release. Fifty-seven families attended the event.

Certified Healthy Business Award

Written By **Mandy Davis,**
Great Plains
Correctional Facility



On March 7 2019, Great Plains Correctional Facility (GPCF) attended an awards ceremony where they received the Certified Healthy Business Award. The Certified Healthy Program is a voluntary statewide certification that showcases businesses, campuses, communities, congregations, early childhood programs, restaurants, and schools that are committed to supporting healthy choices through environmental and policy change.

These entities are working to improve the health of Oklahomans by implementing policies and programs that will help people to eat healthier and make a lifestyle change, to move more, and be tobacco free. GPCF pays half of the gym membership for its employees at the local gym in Hinton. Beyond adding healthier food options in the vending machines, GPCF also hosts a GEOFit club and holds an annual Health Fair.

Pictured Left to Right: Karrie Beth Little, Steven Santiago, Kory Kusick

HTCF Employee Receives Distinguished Award

Written By **Donnie Emerson** and **Selina Lewis,**
Heritage Trails Correctional Facility

On March 8, 2019, Rinetia Cole received the "Ward Chairman of the Year" Award at the 2019 Marion County Pike Township Lincoln Day Dinner.

Rinetia started with the Marion County Republican Party in 2006 as an appointed Ward Chairman in Pike Township and a Precinct Committee member. As a Ward Chair, Rinetia worked at polling locations to ensure they open/close on time, all ballots are counted and reported to the Election Committee, and Precinct Committeemen are appointed to their assigned districts, along with other assigned responsibilities. She currently serves as Ward

Chairman, an Indiana State Delegate, as well as, an elected Precinct Committee member in Pike Township. Rinetia has worked and assisted on various campaigns including; Mark Massa, Greg Ballard, Todd Young, Governor Eric Holcomb, and Vice President Mike Pence.



Summertime Fitness To Lower Your Blood Pressure

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



Is your blood pressure high? You can't see high blood pressure and most of the time you can't feel it. Yet, it is one of the most common conditions in the US, and nearly 3,000 GEO employees suffer from it. When your blood pressure level rises too high, it can scar, stiffen, and/or weaken your blood vessels, which can double your risk for a heart attack or stroke. About 3 of every 4 people (77%) who have a first stroke had blood pressure higher than 140/90. So be sure you know your numbers!

Blood pressure medications are a standard course of treatment for hypertension. Members of the GEO Group healthcare plans have filled nearly 5,000 prescriptions in the first 4 months of 2019 alone! But why not control it with exercise? High blood pressure can be greatly improved with exercise. Becoming more active can lower your systolic blood pressure — the top number in a blood pressure reading — by an average of 4 to 9 millimeters. That's as good as some blood pressure medications. For some people, getting exercise is enough to reduce the need for blood pressure medication altogether!

Exercise is one of the first recommendations given by physicians to maintain a healthy lifestyle. Physical activity not only helps control blood pressure, it also helps you manage your weight, strengthen your heart and lower your stress level.

Did you set exercise goals for yourself to get your blood pressure under control and then didn't followed through? Well, you're in good company, and it isn't entirely your fault. The short, colder days of Winter take a physical and mental toll on our bodies and minds. Those shorter days and lack of sunshine make wintertime fitness programs harder to stick with than in the Summer. The longer daylight hours not only boost your mood, but they also give you more time to spend outdoors. So now is a great time to start moving!

You don't have to go to the gym to get started on your goals. Here are some things you can do to increase your heart rate:

- *Climbing stairs*
- *Walking*
- *Bicycling*
- *Swimming*
- *Dancing*
- *Household chores*

Remember--anything that increases your heart and breathing rate is beneficial.

Try different things to see which activities appeal to you more. Finding an activity that you like will make you stick with it and do it more often. Also, exercising with a partner keeps you engaged, open to new things, and feel supported in your efforts.

Know your blood pressure, cholesterol and blood sugar numbers by getting your annual physical. Preventive care is free on all GEO healthcare plans! But less than 20% of male employees and less than 30% of female employees are going in for their annual preventive visits! Annual wellness visits are critical to identifying early symptoms of high blood pressure and many other medical conditions.

Did you know that Health Coaching is a free service available to you as a member of a Blue Cross Blue Shield or Kaiser medical plan? This is a voluntary program that helps you manage your health and cope with everyday issues, so you can meet your health goals. You'll have a personal coach to support, guide and motivate you to make healthy lifestyle changes at your own pace.

Your coach can:

- *Help identify barriers to reaching and maintaining your health goals*
- *Personalize your plan for better health*
- *Help you find a physician if you don't have one*
- *Help you get the most out of your health benefits*

Blue Cross members can log onto My Health Toolkit (myhealthtoolkitfl.com), select the Wellness tab, then click Health Coaching. To enroll, call the health coaching team at 855-838-5897. For Kaiser Plan members, log on to www.KP.org. For Kaiser California, you can call 800-464-0400; Kaiser Colorado 800-632-9700.

No matter how you choose to exercise this Summer, the most important thing is you are taking a step towards better health. Make the most of the Summer season and get moving!



Karnes County Correctional Center Goes The “Eggs”tra Mile

Written By **Ashley Duran**, Karnes County Correctional Center

The GEO Group’s Karnes County Correctional Center (KCCC) has traditionally helped with all of the Karnes County Sheriff’s Office’s community efforts, the latest being their annual Easter egg hunt to donate eggs, candy, small toys, and stickers. This free event is organized by the Sheriff’s Office and is held for all children of the county as a way to celebrate the occasion. KCCC donated a whopping 6,000 candy filled eggs surpassing our facility goal by 4,000 eggs. We use this event as an opportunity to get our facility involved in a friendly competition to see who can raise the most candy filled eggs. The support we got from all departments, shifts, as well as, family members and loved ones of staff, helped us in surpassing our goal.

Our facility came together to promote team work and clean fun for a good cause. Without the help of our security and healthcare services staff, who raised the most eggs within the facility, we would not have done so well overall. We are proud to be on the KCCC team, and we look forward to setting new



Fourth Annual Houston ERO Consulate Forum

Written By **Bobbi Carter**, Montgomery Processing Center

On April 24, 2019, Montgomery Processing Center, in conjunction with the U.S. Department of Homeland Security, hosted the 4th Annual Houston ERO Consulate Forum. There were 80 attendees and 28 Consulates represented at the event. DHS Community Relations Officer, Emery F. Nauden Jr. directed the workshop. DHS Southern Texas Regional Field Office Director, Patrick D. Contreras and Facility Administrator Randy Tate participated in the presentation and led the group on a tour of the center focusing on resident program areas. Attendees were genuinely impressed with the center.

Graceville Sponsors Elementary School for Autism Awareness Month

Written By **Paige Carter**, Graceville Correctional and Rehabilitation Facility

The Graceville Correctional and Rehabilitation Facility (GCRF) supported their local school by sponsoring an Autism Awareness event. The coordinator of this event is an enthusiastic teacher at The Graceville Elementary School who reached out to GCRF, regarding Autism Awareness Month. Her goal was to create a humbling experience from personal illustrations that voiced the positive and negative experiences that Autism may bring.

GCRF provided customized shirts for the entire school, including faculty, staff members, and students, along with drinks, and chips. Multiple staff members including the Facility Administrator attended the event and were even asked to judge a poster contest. The winning class received pizzas and ice cream provided by GCRF. The event was well received by all.



Pictured: Back Row: Jeff Thomas, Terry Dudley, Matt Sanders **Front Row:** Joy Taylor, Stacey Holland, Tara Hogan, Paige Carter, Meagan Sanders, Gentry McClenny, Samantha Matthews

GEO Goes Rotary

Written By **Ashley Duran**,
Karnes County Residential Center



Karnes County Residential Center's (KCRC) Brittany Machado, had the honor of inducting two of KCRC's staff into the local rotary Chapter.

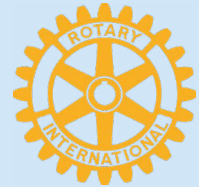
Machado has been the local chapter president for two years. She is currently in her second year of service and has been nominated and selected for two additional years as president.

KCRC's Mythany Figirora-Inocencio and Aurelio Romero were inducted into the Karnes City Chapter during the club's banquet social.

Rotary is one of the many ways we strive to be involved in the community. Rotary International is a service organization whose stated purpose is to bring together business and professional leaders in order to provide

humanitarian service and to advance goodwill and peace around the world. They give back to communities following the motto of service above self.

Pictured: Mythany Figirora-Inocencio, Brittany Machado, Aurelio Romero



RESEARCH CORNER

Assessing Offenders Engagement in Treatment

Written By **Kasia Kijanczuk** and **Dr. Ralph Fretz**, *Research Department, Continuum of Care*

Changing behavior and changing lives starts in the facility, whether in a reentry center or correctional facility. In order for the treatment to be effective, criminal justice-involved individuals' willingness to participate in programming is crucial. Many practitioners would agree, the initial steps of establishing motivation and engagement in treatment with participants can be challenging, as often, participants do not see themselves as needing to alter their behavior and their overall lifestyle. Frequently, the initial assessments illustrate this reluctance to treatment engagement and overall intrinsic motivation to work towards behavior change. This is important to not only keep in mind, but also to measure.

An important measure of progress is establishing a baseline and then continuing to monitor the process, so as with any assessment, in the case of treatment engagement, practitioners ought to prepare for some degree of opposition to engaging in treatment interventions. The Texas Christian University's Client Evaluation of Self and Treatment (CEST) assessment portfolio was developed in order to not only measure, but also keep track of the client needs and performance as they progress through treatment. Although the CEST

assessment, consisting of 16 scales, can be administered as a whole, the elements of CEST are valuable in monitoring client progress while in treatment. In the case of treatment engagement scales, the assessment is not administered at intake as it is too soon for the scale domains to hold a meaningful value towards treatment.

The treatment engagement scales are grouped into five domains:

- 1) Treatment Satisfaction
- 2) Counselor Rapport
- 3) Treatment Participation
- 4) Peer Support
- 5) Social Support

The domain scores are derived from client self-ratings based on 5-point Likert answers

that range from Strongly Disagree to Strongly Agree. The domains final scores range from 10 to 50, and mean averages represent the low, medium and high engagement thresholds.

Below is a resource for administering the Treatment Engagement portion of CEST, and the interpretation of average domain scores regarding client needs while in treatment. The average scores in the High Engagement column show where the client should be scoring in order to be showing treatment satisfaction and level of engagement in the treatment.

Reference Table: **Means & Norms for Offender Functioning** <http://libr.tcu.edu/wp-content/uploads/2013/10/CJ-CESTNormsTotal25-75.pdf>

Domain Name	Low Engagement	Moderate Engagement	High Engagement
Treatment Satisfaction	27.14	33.06	40.00
Treatment Participation	37.50	40.41	45.00
Counselor Rapport	30.77	36.26	43.08
Peer Support	28.00	33.86	40.00
Social Support	37.78	40.71	45.00



Law Enforcement Torch Run for Arizona Special Olympics

Written By **Shannon Hilton, ASP Kingman**

On April 13, 2019, ASP-Kingman staff and families participated in the 51st annual Law Enforcement Torch Run for the Arizona Special Olympics.

ASP-Kingman staff joined law enforcement staff from the Department of Public Safety, Mohave County Sheriff's Office, Kingman Police Department, and Kingman Fire Department in a morning of activities at Kingman's

Centennial Park that included a one-mile walk, a 5K run, and various other games and activities.

The event is conducted each year to recognize the achievements of Special Olympians. ASP-Kingman staff members Stephanie Harris, Samantha Wilson, Barbara Faylor, and Shannon Shaw volunteered to coordinate this year's event. They attended meetings throughout the year with other law enforcement agencies and helped organize a day

full of activities to honor the Special Olympians.

Between facility donations, t-shirt fundraising, and a \$2,000 donation from The GEO Group Foundation, \$28,519.07 were raised for Arizona Special Olympics!

Staff are already looking forward to and planning for next year's event.

Pictured: Left - Sergeant Kayla Jove, Clinton Gode **Right** - ASP Kingman staff and family members with Kingman Police Department

McFarland Donates Socks to Shelter

Written By **C. Calvo, McFarland Female Community Reentry Facility (FCRF)**

Beginning in 2019, the Employee Welfare Committee of McFarland FCRF selected an organization and a small item to donate which they hoped would have a big impact. Staff chose to donate socks to a local shelter that houses less fortunate individuals, providing them with meals and daily essentials.

The sock drive was a big success with 187 pairs of socks collected. Staff enjoyed personally delivering the socks and networking with community leaders to develop other ideas for future events. After the first successful donation drive, staff were excited to meet again and plan another drive.

The McFarland FCRF Management Team is so proud of all the staff's hard work and commitment to giving, not only within the facility, but also in the community.





Visit to Fulham Correctional Centre by Corrections Minister

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

The Minister for Corrections, the Honourable Ben Carroll MP, included a two-hour stopover at Fulham Correctional Centre in his visit to regional Victoria on Thursday, May 16. Mr. Carroll was accompanied by Corrections Victoria's Deputy Commissioner of Operations, Rod Wise and other ministerial staff.

The visit commenced with a brief overview of the Centre's operations by the general manager, Col Caskie, and members of the senior management team and was followed by a guided tour of the centre.

The Minister visited a number of areas including minimum and medium security units and the Wellington Programs Treatment Community, speaking with both staff and inmates in all areas. When the group arrived at the Metal Fabrication Learning Centre, it was abuzz with inmates working on a number of projects.

The construction work at the 102-bed and 35-bed management unit sites were also inspected during the morning's tour around the Centre. The tour concluded with a visit to the minimum security Nalu Unit which offers unique activities to inmates such as the Youth Challenge Program and the community work crews.

Following the visit, the Minister tweeted he was "Thrilled to visit the hard-working staff at Fulham Correctional Centre in Sale who are making a positive difference in prisoners' lives and contributing to safer communities."

Ben Carroll [@BenCarrollMP](#) [Follow](#)

Thrilled to visit the hard-working staff at Fulham Correctional Centre in #Sale, who are making a positive difference in prisoners' lives and contributing to safer communities. #SpringSt

Junee Building Cattle Yards

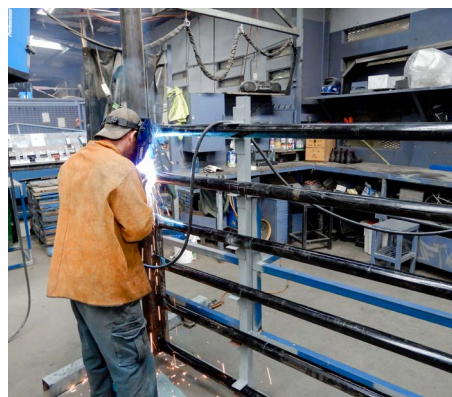
Written By **Haley Robertson**,
Junee Correctional Centre

Inmates working in the Industries area at Junee Correctional Centre have been working on the first stage of a unique project that could potentially lead to greater opportunities to develop practical work skills for inmates and provide an excellent opportunity to give back to the community.

Inmates are building 200 portable cattle yard panels for the Local Land Services (LLS). LLS is a regionally based NSW Government Agency that delivers services to farmers, landholders, and the community. This includes help with agricultural production,

biosecurity, natural resource management, and emergency management.

LLS has proposed a partnership that would lead to the development of a 'bush gang' of inmates who would erect the cattle yards manufactured at Junee Correctional Centre and perform maintenance work on old travelling stock routes throughout the



region. It is expected the inmates would also be involved in the collection and propagation of native seeds that would be donated to local farmers.

Travelling Stock Routes and Reserves make up a network of government-owned land within New South Wales (NSW). They were originally setup by the local Indigenous people to follow the water holes. Stock Routes are roads along which livestock can legally be mustered and usually have wide verges on which cattle can graze. Stock Routes include stock reserves. These reserve areas are utilised for overnight stays to hold cattle and sheep by local stockman and farmers.

The network is now recognised for its environmental, economic, cultural and social importance. In particular, it is a network of remnant vegetation across a heavily-cleared wheat and sheep belt.



GEO Executives Review Australian Correctional Centre Expansions

Written By **Philip Goslin** and **Regina Regulska**

In response to increasing inmate numbers and the growth of particular cohorts such as inmates on remand, several states in Australia are increasing the capacity of their correctional systems.

The GEO Group Australia is playing its part through the expansion of the two centres it manages in the state of Victoria, as well as Junee Correctional Centre in New South Wales. The expansions will help ensure inmate welfare and that access to rehabilitation and reintegration are maintained.

In April, three senior executives from GEO's Corporate Office visited Australia to gain an insight into the current expansions and other operational matters in GEO's Australian operations across three states.

The touring party comprised of Kent Long, Senior Vice President - Project Development; Kyle Schiller, Executive Vice President - GEO Secure Services and International Services; and David Burch, Divisional Vice President - Continuum of Care.

At Fulham Correctional Centre in regional Victoria, construction is underway on a 137-bed expansion. This comprises an accommodation unit and a 35-bed segregated-custody unit for the intensive management of inmates with challenging behaviors.

Expected to be completed in mid-2020, the expansion will see Fulham join the growing ranks of Australian correctional centres with capacity in excess of 1,000 beds.

Expansion at the 853-bed medium-security Junee Correctional Centre

began in April 2017 and includes a new 480-bed accommodation area as well as activities and services infrastructure. A purpose-built administration building and gatehouse have already been completed.

The expansion models Junee's existing design and adds four accommodation units including one for remand inmates. The new area is rated for maximum security and significantly increases Junee's operational flexibility, offering a 'surge capacity' to 720 beds.

Ravenhall Correctional Centre in Melbourne has become a key resource in the Victorian correctional system since it opened 18 months ago. Initially envisioned as a 500-bed sentenced facility, Ravenhall opened as a 1,000-bed sentenced and remand centre with additional capacity for an additional 300 inmates. This provision was taken up last year, increasing Ravenhall to a capacity of 1,300 beds.

Already Australia's most innovative correctional centre, with state-of-the-art rehabilitation and reintegration programs, Ravenhall has also become one of the country's largest.

David Burch took the opportunity to visit The Bridge Centre in Melbourne, which is a key component in delivering the GEO Continuum of Care model at the Ravenhall Correctional Centre.

A dedicated community reintegration facility, The Bridge Centre allows men released from Ravenhall to receive services and support on a voluntary basis for up to two years post-release.

Pictured Left to Right: Pieter Bezuidenhout, Kent Long, Kyle Schiller, Col Caskie, and David Burch



Inmates Work Around The Clock

Written By **Philip Goslin** and **Regina Regulska**,
Fulham Correctional Centre

Inmates at Fulham Correctional Centre have constructed a giant clock designed by a local clock repairer and maker.

The craftsman lost his workshop and about \$50,000 worth of tools in a fire which meant he wasn't able to start work on a large timber clock he had designed.

He approached Fulham Correctional Centre for support, and the Centre was delighted to provide inmates with carpentry skills with a unique project.

The parts for the clock were provided by him and Fulham supplied the timber and paint for constructing the frame. Two inmates worked on the project which took almost three weeks to complete.

Inmates are looking forward to other opportunities that may present themselves as this clock maker, who has a motor mechanic background, has a marvellously creative approach to repairing clocks and getting them running smoothly.

Pictured: Fulham Industries Trades Officer Michael Pierce and Bendigo Kangan Institute Construction Teacher John Crocker

Ravenhall Takes More Awards

Written By **Zoe Bacon**, Ravenhall Correctional Centre

Ravenhall Correctional Centre continues to feature prominently in major industry awards across a number of categories. At the annual Master Builders (Victoria) awards night, John Holland won the 'Excellence in Construction of Commercial Buildings over \$80m' category for their work on Ravenhall.

The centre was also one of five finalists in the 'Best Operational Project' category at the national PPP Awards. The awards recognize public private partnerships. Earlier this year, the Ravenhall Project was named Australia's best infrastructure project at the National Infrastructure Awards.

Delivered by the GEO Consortium, key members of the Ravenhall Project are The GEO Group Australia, John Holland, Honeywell and Capella Capital. The consortium is responsible for the design, construction, financing, maintenance and operation of the Ravenhall Correctional Centre for 25 years.

Pictured: John Holland executives Stephen King and Connie King with The GEO Group Australia's Commercial Director Frank Thorn at the Master Builders (Victoria) 2018 Excellence in Construction Awards.



Easter Egg Raffle Supports At-Risk Infants

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

The special care nursery at Central Gippsland Health in Sale will have an additional respiration warning device following fundraising efforts by staff at Fulham Correctional Centre. A collective effort by the team in the Rehabilitation and Reintegration department, led by Administrative Support Officer Colleen Bell, raised \$1,500 from an Easter egg raffle.

Management and staff from various departments donated an assortment of eggs, chocolates and funds to purchase the wonderful assortment of Easter eggs which made up the 22 prizes on offer.

When asked what equipment the children's ward was in need of, the nursing staff quickly responded that three respiration neonatal monitors were on the list for the special care nursery. The respirators monitor the breathing of at-risk babies, sounding an alarm if the baby stops breathing for more than a set period of time (generally 10-20 seconds). A small sensor pad attached to the monitor via some tubing is placed on the baby's abdomen with surgical tape. The breathing movement is detected when the abdomen compresses the sensor pad and air pressure is pushed up the tube into the monitor, which registers the breath.

Central Gippsland Health's Director of Nursing, Mandy Pusmucans was thrilled to receive the cheque, saying that to date, funding for one unit had been received by the hospital and this donation would allow them to purchase a much needed second.

Pictured: Director of Nursing Mandy Pusmucans, General Manager Col Caskie & Administrative Support Officer Colleen Bell

Supporting The Local Agricultural Industry

Written By **Philip Goslin** and **Catherine Brownell**,
Fulham Correctional Centre

Inmates from Fulham Correctional Centre are supporting the local agricultural industry and helping to improve soil health in the region through their work at Gippsland Water's Dutson Downs property.

The 8,500 hectare property is home to a soil and organic recycling facility. The facility produces Revive Recycled Compost which is distributed to farms through agricultural services company, Gibsons Groundspread. About a thousand tons of compost is produced each week.

As many as seven inmates work at the facility each day, collecting and removing plastic contaminants.

The inmates use rubbish pickers and buckets to undertake a task that is not easy. The work is tedious and appears never-ending with the elements working against them. Driving wind means that as pieces of plastic are collected others fly into their place. A paddock can be clean one day and completely covered in plastic the next.

The facility treats and recycles liquid and solid waste from businesses. Most is used in the composting process. It is the first facility of its kind in Victoria and reduces the amount of waste going to landfill.



Ravenhall Holds Second Waitangi Day Celebration

Written By **Zoe Bacon**, *Ravenhall Correctional Centre*

Ravenhall Correctional Centre has held its second Waitangi Day event.

Waitangi Day is the national day of New Zealand and commemorates the signing on 6 February 1840 of the Treaty of Waitangi by more than 40 Maori chiefs and representatives of Britain. Today, Waitangi Day is a celebration of all that is New Zealand including its diverse cultures.

The planning and coordination of this year's event was largely driven by Maori and Pacific Islander inmates who were supported by staff from GEO and its alliance partners.

The 34 inmates who participated in Waitangi Day choreographed a series of performances and spent weeks practicing for the event. They demonstrated a strong commitment to the process of exploring and sharing their culture, and this provided a vehicle for their own personal development and growth.

This culminated in a fantastic celebration of New Zealand culture. The day included performances that represented four different Polynesian islands, speeches by several inmates and opportunities to enjoy cultural food.

The day highlighted the way Ravenhall's cultural events help develop connections to family, community, and culture and contribute to positive reintegration outcomes.



Celebrating Chinese New Year

Written By **Zoe Bacon**, *Ravenhall Correctional Centre*

Ravenhall Correctional Centre has held its second Lunar New Year festival. The festival celebrates the beginning of a new year on the traditional Chinese calendar. The event was attended by inmates, staff, and external visitors, including Buddhist monks from the Quang Minh Temple in Melbourne.

A highlight was inmates performing the traditional lion dance — designed to bring luck and fortune — in a colourful and highly decorative costume. A collection of intricate origami figures showcased some of the inmates' skills in the art of paper folding and attendees also enjoyed traditional Chinese food.

The importance of these types of cultural events for the inmates cannot be overstated as they provide opportunities for community engagement and connections to culture — which play a key role in enhancing reintegration outcomes.



Working Towards A Future

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

Inmates eligible for the Work Release Program at Junee Correctional Centre are being given the opportunity to gain valuable work experience skills and potentially gain employment upon their release. There can be many stress factors associated with impending release, including questions surrounding the ability to gain employment or the capacity to support a family.

Participation in the Work Release Program gives inmates the confidence that they do have skills to make them employable. It also provides the opportunity to get comfortable with a normal work routine and gain a level of financial confidence as they earn an income.

Junee Correctional Centre have been conducting the Work Release Program with the Junee Abattoir since 2014. The Abattoir is the second largest employer in the small rural town after the Correctional Centre. The Abattoir supports hundreds of lamb producers in the region and processes around 10,000 lambs a week for Woolworths — one of Australia's major supermarket chains.

The partnership with the Correctional Centre has been very successful seeing approximately 13 inmates obtain work at the Abattoir. Several have continued their employment upon their release, with one former inmate still currently employed at the facility.



Carlton Football visits Ravenhall

Written By **Zoe Bacon**, *Ravenhall Correctional Centre*



The YMCA delivers a number of programs at Ravenhall Correctional Centre including the Visiting Teams Program. This program provides opportunities for community visitors from a range of sectors to attend the centre and meet with inmates.

Earlier this year, the YMCA coordinated a visit for the entire playing list and coaching staff from the Carlton Football Club which competes in the professional Australian Football League. The visitors participated in a volleyball game and table-tennis tournament with inmates. There was also an opportunity for inmates and players to share stories.

Carlton Co-Captain Patrick Cripps told the Herald Sun newspaper that the Centre visit was confronting but valuable. He said many of his conversations made him realise he had been handed opportunities denied to many in Ravenhall.

“It was interesting. It makes you pretty grateful for the position you are in. For me, I was lucky to have a strong family upbringing that instilled values that gave me the best opportunity in life.”

Maori and Pacific Islander inmates performed a Haka on the day, which was a powerful demonstration of the importance and strength of their culture.

Brisbane Broncos visit Arthur Gorrie

Written By **Philip Goslin**, *Arthur Gorrie Correctional Centre*

The Broncos are a professional club competing in the National Rugby League competition — the most viewed and attended rugby league club competition in the world. The players spoke with 60 inmates about their past and the life they now live in the elite sports industry.

Some were quite open in talking about some of the difficult times they had experienced in their past — including times when they may not have met community expectations. They also demonstrated their determination to succeed and live positive lives as they delivered strong and valuable messages to their audience.

The Broncos are partners in a program called Deadly Choices, which is a powerful vehicle for positive change in the lifestyle of Queensland's Aboriginal and Torres Strait Islander people.

The program is all about improving health knowledge, attitudes and behaviours. The support of the Broncos has proven to be a winning formula for the program with players encouraging Indigenous community members to adopt a healthier lifestyle — including increasing physical activity, reducing smoking, embracing better nutrition and getting regular health checks.



The inmates — most of whom were keen rugby league fans — were thrilled to have the opportunity to meet the Broncos players and obtain autographs.



Harbor NJ Celebrates New Beginnings Through Education

Written By **Karen Collins**,
GEO Care Strategic Marketing

It was a great day at the GEO Reentry Services' Harbor Residential Reentry Center in Newark, New Jersey, as a graduation ceremony was held to honor residents who passed the Test Assessing Secondary Completion (TASC) test, which results in the achievement of a high school equivalency diploma. The Harbor celebrated a record number of graduations over the last two years, touting seventeen for 2018, and ten so far for 2019. The theme for the day was "Graduation is not the end; it is the beginning." Staff at the facility take pride in the residents' educational accomplishments, which was

apparent by the large crowd in attendance and the show of support for those graduating.

TASC is a challenging test that gives the residents an opportunity to achieve their high school equivalency degree while completing GEO Reentry Services programming. Fredy Yanes, Education Manager at the Harbor, was responsible for teaching and coaching the students, and getting them prepared for the test. It was a day to share joy; as he knows well what the residents can achieve and how education can change a life. Eighteen graduates were in

attendance, including three who celebrated their vocational school completion through a partnership with National Career Institute (NCI).

Michael Oliver, EHCA Director of the Harbor, opened the ceremony by welcoming the family members in attendance for their support. He introduced the graduation as a celebration to mark the beginning of a new era for resident graduates, proudly sharing the achievements of the educational programming at the Harbor.

Dr. Sessomes delivered a moving message to the graduates and attendees, citing the story of Muhammad Ali who started his career not as the favorite. "Reclaim your life one round at a time," said Dr. Sessomes. "By earning your diploma, you can achieve.

I strongly urge you to keep pursuing education. The Harbor and its staff will be here to support you."

Two family members rose at the end to express their pride in son and brother. It was an emotional moment as family members held their graduate and the crowd cheered. Graduates, their guests, and staff were treated to a lunch and graduation cake to mark the special day.

The Harbor puts strong emphasis on education, having held its first graduation ceremony on April 23, 2013. It has continued to successfully release residents with their high school equivalency degree and takes pride in their record numbers for 2018 and continuing into 2019.

Pictured: *Mr. Fredy Yanes, Education Manager with the Graduates*

Luzerne County RSC Supports Northeast Regional Cancer Institute

Written By **Karen Collins, GEO Care Marketing**

The Luzerne Reentry Services Center in Wilkes Barre, Pennsylvania, is proud of its continued support for the Northeast Regional Cancer Institute. Staff regularly participate in C.A.S.U.A.L. Day, (Colon cancer Awareness Saves Unlimited Adult Lives), an event designed by the NE Regional Cancer Institute to increase awareness of colorectal cancer in northeastern Pennsylvania and teach individuals the importance of screening. C.A.S.U.A.L. Day took place this year on March 28, and the staff at Luzerne RSC wore shirts, pins, and wristbands to show their support for the organization.

“We are proud to uphold GEO Reentry Services’ message of helping others by demonstrating positive acts that support community organizations,” said Stacey Velez, Program Manager at Luzerne RSC. “I am grateful to the staff who are always willing to participate in a good cause and perform outreach at the community level, endorsing our mission of helping others.”

The facility is a Day Reporting Center that also provides electronic monitoring services for participants referred from the Luzerne County criminal justice system. The non-residential program offers reentry services that include substance abuse treatment, life skills, educational, and vocational preparation. The mission of the center



is to return individuals to the community successfully and reduce recidivism for Luzerne County.

Maintaining community partnerships is an effective tool in reentry programming by staff performing positive acts that benefit the community, a good example is set for participants to understand the value in positive behaviors and giving back.

A big thanks to staff at Luzerne RSC who did this act of service for GEO Reentry and the community! Congratulations on their continued support for the Northeast Regional Cancer Institute.

Pictured: Annie Ritsick, Stacey Kittrick, Kate Shaughnessy, Aleesha Whitaker, Pedro Vargas, Kirsten Howell, and Program Manager Stacey Velez.

NJ Alumni Show Up for “Coats for Kids”

Written By **Karen Collins, GEO Care Marketing**

The February chill in New Jersey didn’t escape the minds of GEO’s New Jersey Alumni Services, who helped collect, donate, and distribute coats for children in Trenton on February 28. Alumni members joined with organizations, Parents Engaging Parents, who sponsored the event, and the Better Education Institute of New Jersey, to gather donated clothing for children at the “Coats for Kids” event.

The event was a huge success as many families came to the donation site with their children to receive a new coat. Smiles were abounded as children tried on coats and warm new clothes in all colors that brightened the night. “We are very proud and grateful to work with these New Jersey organizations to provide new winter clothes for children who were so happy to receive them,” said Arthur Townes, Manager of New Jersey Alumni Services.

Many GEO Alumni members were on hand at the coat drive, helping fit coats to kids and serve the families who attended. These members regularly serve the community with outreach, crediting the reentry programming they received while residents and acknowledging the tools that gave each of them a new outlook and brought change to their lives. “It’s an honor to be able to give back at the community level and participate in volunteer work with alumni services. It’s rewarding to be helping others,” said alumna Dot B.

NJ Alumni Services has a sustained tradition of community outreach that allows members to participate in an array of services at the local level. Community service is an important element of aftercare in reentry programming, which allows the individual to give back to society, practice positive behavior, and continue pro-social activities.

Pictured: Top: Dot B. and Altorice F. **Bottom:** Arthur Townes





Kern Valley Graduates 56 Participants

Written By **Karen Collins**, *GEO Care Strategic Marketing*

The Kern Valley State Prison held a graduation ceremony that marked completion of the GEO Reentry Services program for 56 inmate participants. March 8, 2019 was a special day at the California Department of Corrections and Rehabilitation (CDCR) facility that commemorated the six-month program completion of evidence-based in-prison treatment services provided by GEO Reentry. Participants were honored with a certificate of completion and were able to have their families in attendance.

“We are very proud of all the graduates who willingly participated in the reentry programming we provide for CDCR here at Kern Valley,” said Jennifer Chavez, Supervising Counselor for GEO Reentry Services at Kern Valley State Prison in Delano, California. “Completing the program is a great accomplishment in a Level IV maximum security prison, as there are a variety of obstacles that occur on a day-to-day basis.”

CDCR has established Cognitive Behavioral Therapy for offenders who demonstrate the willingness to maintain appropriate behavior, and offenders who have been referred to the program based upon substance use or possession infractions. In addition, CDCR has established the Long-Term Offender Program (LTOP) to provide services for offenders who are subject to the Board of Parole Hearings' parole suitability process and demonstrate a willingness to maintain appropriate behavior to take advantage of the GEO programming.

Alexander DeVora was the guest speaker, who delivered words of encouragement to the participants and their families. Mr. DeVora is a former offender who successfully changed his life and is now working in the field of rehabilitation.

“It is our mission to provide the tools to assist in a successful return to society that will lower recidivism and keep the community safe,” said Ms. Chavez.

GEO Reentry Services Receives Perfect Partner Award

Written By **John Thurston**,
VP Non-Residential Centers

On March 7, the Napa County Community Corrections Service Center (CCSC) celebrated its first decade of operations. Napa's Chief Probation Officer, Mary Butler, was at the helm when the county first evaluated the idea of a Day Reporting Center in Napa County. Chief Butler and two of her colleagues traveled to Boulder, CO in 2008 to meet with BI representatives to discuss the pros and cons of

outsourcing the Day Reporting Center (DRC) versus operating the facility internally. Chief Butler ultimately decided to outsource the operation of the DRC which was subsequently named the Napa CCSC. Over the last decade, they have continued to enhance their model and offer more solutions to their county partners (pre-trial, in-custody programming, electronic monitoring, domestic violence, Spanish speaking). Napa has consistently demonstrated high adherence to evidence-based programming based on internal fidelity audits, third party CPCs, and intermediate outcomes. The county reports a low recidivism rate of 24% since CCSC inception. About 70 people receive counseling each day, and the program graduated 209 probationers in 2018. Clients who complete their training and therapy are honored in graduation ceremonies that the center holds twice a year.

Chief Butler, currently the longest serving Chief Probation Officer in California, honored the ten year partnership with Napa County by presenting GEO Reentry Services with a Perfect Partner Award. Amanda Owens, Northern California Area Manager and John Thurston, Vice President, Non-Residential Reentry Centers, accepted the award.



GEO ADAPPT Community Service with Safe Berks

Written By

Dawn Martin, Assistant Facility Director of Programming, &
Karen Collins, GEO Strategic Marketing

Staff and reentrants at GEO ADAPPT, a residential reentry center in Reading, PA, did not hesitate to reach out to the community during the month of March, as willing participants during Victim's Advocacy Month. In their tradition of upholding outreach to the community through service, the facility partnered with Mindy McIntosh. She is the Director of Development for Safe Berks, which is a community organization that provides a safe haven and support system for victims of domestic violence and sexual assault.

"We are extremely grateful to serve those being helped by this great organization that is doing so much to help those who need it," said Michael Critchisin, Director of ADAPPT. "It was our pleasure to provide a meal and a feeling of safe community here at ADAPPT."

When the visitors inquired why reentrants wanted to do community service, the reentrants gladly replied that they "wanted to give back to the community." The GEO Reentry programming at ADAPPT stresses community service as a way of giving back to the community- to set right wrongs done and experience the benefits of positive behavior.

"We are honored to be a part of giving back to a place that is making such a big difference in the lives of others," said Dawn Martin, Assistant Facility Director of Programming. Regarding interactions between visitors and female reentrants, Ms. Martin said "I really cannot find words to describe the feeling that came over me while watching these women connect and bond with each other, supporting each other for the chance to live a safe and violent free life."



Vineland DRC Enjoys Over 50% Successful Graduations

Written By

Karen Collins, GEO Care Strategic Marketing

The Vineland Day Reporting Center (DRC) proudly celebrated a Transition Ceremony on December 28, 2018, graduating 25 participants after successful completion of GEO Reentry Services programming. The DRC is extremely pleased to claim a successful graduation rate of over half of their participants in the last calendar year, resulting in a 53% achievement rate.

The end of year celebration hosted guests from the New Jersey State Parole Board, and included a special acknowledgment for the Facility's parole liaison, Officer Velez. Staff, graduates, and current participants were uplifted by special guest speakers including Sherry Sandler, Community Programs Division, NJ State Parole Board, and a duo of former participants of reentry programming, Ricky Salaam and Winston Whitlow, who act as mentors to those transitioning to society after completing reentry programs.

"This was a great group of participants who worked hard to take in the evidence-based reentry programming we provide at Vineland," said Myriah Jackson, Director. "It has been very rewarding to provide the tools that produce positive citizenship. We have graduates from 2015 who are maintaining successful lives in society and continue to return to the facility as mentors and speakers at Transition Ceremonies."

A graduating participant was an additional speaker, who expressed how he has undergone a change in outlook and has developed hope for the future as a result of completing his GEO programming at the DRC.

The participants graduating received certificates of completion, and all in attendance enjoyed a catered lunch complete with a decorated cake to note the special occasion. The Vineland DRC provides a full program of reentry services that include Thinking for a Change, Anger Management and an intensive employment training, and job search program for men and women referred from the New Jersey State Parole Board.

Arthur Townes

NJ Alumni Services Manager, Interviewed on Radio Show

Written By **Karen Collins**, *GEO Care Strategic Marketing*

Arthur Townes, New Jersey Alumni Services Manager for GEO Reentry Services, was a guest on a national radio show to discuss his experience on recovery from substance abuse and the reentry pathway. Mr. Townes was a call-in guest interviewed by Radio host Dr. Sewell on her weekly show, "The Wellness Enclave." The chapter was named "From Incarceration to Freedom," and was broadcast in February on WWWE Real 1100AM Radio.

Mr. Townes gave a detailed account of his journey into drug addiction and crime, starting with his adolescence into young adulthood that resulted in addiction to opioids. He answered questions posed by Dr. Sewell who knew Mr. Townes from his reentry work. He told his story of peer pressure, progression into addiction, and how being sentenced into the criminal justice system was the beginning of a turnaround for him. Mr. Townes shared painful experiences and the realization of going through "I never's". He expressed his feelings of being incarcerated mentally and emotionally long before physical incarceration.

"It bothered me on a profound level that I couldn't be there for others that had been there for me," said Mr. Townes.

After being released, Mr. Townes was later placed at a halfway house where he heard an alumnus of reentry programming share his experience of strength and hope. He decided at that time he wanted to make that change and become a mentor to help others.



After being sent to a rehabilitation center, Mr. Townes worked closely with his counselors to change and become that mentor. He relayed the story of his reentry experience and how he benefited from the programming provided to him.

"Don't be afraid to seek support," said Mr. Townes. "I benefited from working hard on what reentry programming provided for me. It works if you work it."

Mr. Townes continued his interview by sharing his joy of living a drug and crime free life, being reunited with his family, and the rewards his new life has brought him as a result of his reentry treatment.

"Seek education, it helped me say 'I Can,' and feel part of society." Mr. Townes completed his BA degree and is now enrolled in graduate level classes to pursue an MA degree, all thanks to starting his education while enrolled in reentry programming. He attributes reentry programming as the beginning of a new and rewarding life.

Mr. Townes loves his work of helping others. He regularly visits facilities to make a connection with current residents, to demonstrate the positive effects of reentry services. As Alumni Manager for New Jersey, he helps provide resources for a positive transition to society, including housing, employment, 12-step programs, and educational opportunities.

Pictured: Arthur Townes addresses a group of residents at GEO's Alabama Therapeutic Education Facility



ADAPPT Lends a Hand for the Great American Cleanup 2019

Written By **Dawn Martin**, *Programming at ADAPPT* & **Karen Collins**, *GEO Care Strategic Marketing*

The hard-working team at ADAPPT (Alcohol and Drug Addiction Parole and Probation Treatment) partnered with the City of Reading's Parks Department to once again participate in the Great American Cleanup, hosted by Reading Beautification Inc. The team consisted of staff and reentrants, who were excited and motivated to lend a hand and partake in the event. The annual event took place on April 27 in Reading.

The ADAPPT reentrants went above and beyond their responsibility. After finishing their assigned area, the group continued on to complete another eight blocks that were not assigned to them. Their diligent work yielded fifteen bags of trash, collected from parks and streets.

"We take pride in upholding our strong record of community service in Reading," said Mike Critchisin, Director of ADAPPT. "Our commitment to community helps our reentrants give back and provides a valuable experience of engaging in positive behaviors which supports a change in thinking and outlook on life."



Tully House Celebrates Educational Success

Written By
Samantha Brooks,
Tully House

Tully House in Newark, New Jersey, officially awarded nine residents their high school equivalency diplomas in March. This event was a memorable

occasion. The graduates' hard work and consistency allowed them to obtain their high school diplomas through the Education Department at Tully House.

Leighton Newlin, the Director of Special Services at Tully House for over 22 years, has concentrated on education and training opportunities as tools to put men in a position to have more options in determining the path that they will take on their journey after they leave GEO Reentry Services. He encouraged the graduates and

others to learn from their past and to have a clear focus on their future.

A resident shared his experience of pursuing his high school equivalency diploma, passing four parts but struggling to pass the math section. He stated, "I was going to give up after the fourth time not passing the test, but with the encouragement and help of Ms. Brooks, I was able to pass the math section after taking it for the fifth time." He expressed how happy he was to achieve

his high school diploma and hopes to attend college when he goes home this year.

Education Manager Samantha Brooks expressed to the graduates how proud she was of their accomplishment. She emphasized to the graduates that this is only the beginning. Having their high school diploma will open doors for them if they choose to continue their education by attending college or attending a vocational school.



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