



**The GEO Group, Inc. ®**

**DIVERSITY, EQUITY, AND INCLUSION  
ANNUAL REPORT**

**2023**

# LETTER FROM OUR SENIOR MANAGEMENT LEADERSHIP

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The publication of our first annual Diversity, Equity, and Inclusion (DEI) Report represents an important step in our company's Environmental, Social, and Governance (ESG) journey. This report reinforces our company's commitment to cultivating a diverse workforce that is reflective of the communities we operate in and the populations we serve. It also represents our commitment to providing high-quality services that are inclusive and sensitive to the needs of those entrusted to our care.

For more than 40 years, our organization has built a culture that is rooted in diversity, equity, and inclusion. This culture allows our stakeholders to be respected and reach their full potential. We are proud of the fact that our recruiting efforts have given our company a diverse leadership pipeline that is crucial to our company's success.

Our commitment is reflected at all levels of the organization, and our Board of Directors and Senior Management play an important role in overseeing these matters. Our Board of Directors is comprised of individuals with a wide range of diverse skills and experience, who provide valuable oversight and direction for our company.

Our employees around the globe live and work in the communities we call home. In this geographically diverse environment, we learn from each other and share those lessons within and outside our communities.

The inclusion of all employees makes our teams more effective, enhances communication among people of different backgrounds and experiences, and creates an atmosphere that benefits from the talents and capabilities of our diverse workforce. Inclusion, through recruiting, hiring, developing, training, and promoting employees of all genders, races, religions, ages, sexual orientations, and physical abilities, is essential to our success.

The result of our commitment to be diverse and inclusive creates a company culture that is ever more collaborative. Our employees are increasingly more enthusiastic about their work because they are sharing ideas across departments and divisions in inspiring new ways.

As we look towards the future of our company, we recognize that valuing the diversity of our workforce, the communities we serve and operate in, and our suppliers is a key component of building an enduring organization.



A handwritten signature in blue ink that reads "George Zoley".

**George C. Zoley**  
Executive Chairman



A handwritten signature in blue ink that reads "B. Evans".

**Brian R. Evans**  
Chief Executive Officer

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# ABOUT THIS REPORT

The GEO Group (GEO) is committed to providing transparency on our DEI metrics, policies, and programs, as well as our goals for the future. In the first quarter of 2024, GEO retained the Governance & Accountability Institute, Inc., a leading ESG consulting firm, to facilitate a DEI review and the publication of a standalone DEI report, which is expected to be updated annually. The following DEI Annual Report represents GEO's first ever standalone disclosure of comprehensive and detailed metrics, and illustrates our internal impact on the diversity of our workforce and the unique populations we serve, our external impact within the community and the supply chain, and a discussion of our future initiatives.

This inaugural report covers calendar year 2023, with three years of metrics provided for context where available. The report covers our operations in the United States. The report included a review of both existing disclosures and internal policies that govern DEI matters, interviews with internal and external stakeholders to gain a wide range of views on the company's efforts, and the collection of various metrics. This DEI review and inaugural report provide a baseline for GEO's future efforts and disclosures. This report also falls within the broader context of GEO's Human Rights and ESG Objectives.

## FORWARD-LOOKING INFORMATION

This report contains certain forward-looking statements based on our management's current assumptions and expectations, including statements regarding our goals, commitments, programs, and other business plans, initiatives, and objectives. These statements are typically accompanied by the

words "expect," "may," "could," "hope," "believe," "would," "might," "estimate," "anticipate," "plan," "aspire" or similar words. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements provided by the Private Securities Litigation Reform Act of 1995, as amended.

Although we believe there is a reasonable basis for the forward-looking statements made in this report, our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission ("SEC") and our subsequent Quarterly Reports on Form 10-Q, as well as with respect to our goals and commitments outlined in this report or elsewhere, the challenges, assumptions, risks, uncertainties, and other factors identified in this report. You should consider the forward-looking statements in this report in conjunction with our Annual Report on Form 10-K and our subsequent Quarterly Reports on Form 10-Q and Current Reports on Form 8-K filed with the SEC.

The forward-looking statements in this report are made as of the date of this report, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.

# ABOUT THE GEO GROUP



The GEO Group is a leading diversified government service provider, specializing in design, financing, development, and support services for secure facilities, processing centers, and community reentry centers in the United States, Australia, South Africa, and the United Kingdom. GEO's diversified services include enhanced in-custody rehabilitation and post-release support through the award-winning GEO Continuum of Care®, secure transportation, electronic monitoring, community-based programs, and correctional health and mental health care. GEO's worldwide operations include the ownership and/or delivery of support services for 100 facilities totaling approximately 81,000 beds, including idle facilities and projects under development, with a workforce of approximately 18,000 employees.

## GEO'S ESG OBJECTIVES

- To implement best practices that follow recognized global human rights standards and respect the dignity and basic human rights of all individuals in our care.
- To be a leading provider of enhanced in-custody rehabilitation programs and post-release support services through our award-winning GEO Continuum of Care®.
- To provide quality support services that foster a safe and humane environment, deliver high quality medical care, and adhere to independent accreditation standards.
- To provide development opportunities to our workforce and to instill an organizational culture rooted in diversity, inclusion, and respect.
- To advance environmental sustainability in our facilities by investing in energy conservation measures.

## IN 2023, GEO'S WORLDWIDE OPERATIONS INCLUDED THE OWNERSHIP AND/OR SUPPORT SERVICES FOR:

81,000+ Facility beds

100 Secure facilities, immigration processing centers, and community reentry centers

18,000+ Employees worldwide

# GEO'S COMMITMENT

For 40 years, GEO has been a global leader in the delivery of diversified support services for secure facilities, processing centers, community reentry centers, enhanced rehabilitation programs, and electronic monitoring services. Since our founding four decades ago, we have strived to be at the forefront of innovation and have successfully created a leading platform of diversified private-sector solutions and services that help our government agency partners address public-sector challenges.

We are proud to have developed high-quality partnerships with government agencies around the world, and as a company, we are committed to respecting the human rights and improving the lives of the men and women entrusted to our care. This commitment includes building an organizational culture rooted in Diversity, Equity, and Inclusion (DEI), so that all our stakeholders are respected and have the opportunity to reach their highest potential. In our workforce, we believe that the inclusion of a variety of views, perspectives, and backgrounds gives us a diverse leadership pipeline and is an integral part of our company's success.

Our commitment starts at the top with our Board of Directors, which is comprised primarily of independent directors with a wide range of diverse skills and experience. Our Board provides valuable oversight and direction to our Senior Management team, with various committees and the full Board having oversight of ESG initiatives, including Human Rights and DEI. To reinforce our commitment and provide more efficient oversight of ESG and DEI matters, we have restructured our Board committees to include four new standing committees to oversee: Human Rights, Health Services, Criminal Justice and Rehabilitation, and Cybersecurity and Environmental matters.

On a quarterly basis, the Board, along with its Human Rights Committee, receives updates from management on ESG initiatives, including diversity metrics for GEO's workforce. At the management level, responsibility for diversity initiatives lies with GEO's Chief Human Resources Officer.

A range of policies support our efforts throughout the organization. These policies cover a wide range of topics such as equal employment opportunity, sexual and workplace harassment, reporting of staff misconduct, and anti-retaliation. GEO publicly discloses its [Code of Business Conduct and Ethics](#) and its [Global Human Rights Policy](#), which also help govern DEI matters.



## DEI REVIEW, STAKEHOLDER ENGAGEMENT AND INTERVIEWS

GEO is committed to engaging regularly with our stakeholders, including our employees, the individuals in our care, unions and labor organizations, government agency partners, regulators and accrediting organizations, faith-based organizations and NGOs, investors, and creditors.

In conducting this DEI Review and preparing this inaugural DEI Annual Report, we held interviews with many of these stakeholders to gather input and feedback on GEO's DEI objectives, practices, and programs. GEO conducted approximately 15 interviews with internal and external stakeholders to gain a wide range of perspectives of GEO's DEI efforts. Internal stakeholders included members of GEO's Board of Directors, executive leadership and division heads, other senior leaders, and subject matter experts.

The external stakeholders we engaged included former GEO inmates/GEO Continuum of Care® alumni; multiple representatives of GEO shareholders, including institutional investors and members of the Interfaith Center on Corporate Responsibility (ICCR); and members of Community Advisory Boards (CABs) at GEO Facilities in Indiana and Louisiana. The CABs include representatives of local religious, civic and educational organizations, government agencies, and interested citizens.

Beyond this engagement, members of our Board of Directors and Senior Management also engage regularly with our shareholders to solicit their feedback and perspectives on a range of issues, including ESG and DEI matters.

# BOARD OVERSIGHT

- **GEORGE C. ZOLEY** | EXECUTIVE CHAIRMAN OF THE BOARD
- **TERRY MAYOTTE** | CHAIR, AUDIT AND FINANCE, COMPENSATION, INDEPENDENT AND NOMINATING AND CORPORATE GOVERNANCE COMMITTEES, LEAD INDEPENDENT DIRECTOR\*
- **THOMAS C. BARTZOKIS, MD, FACC** | CHAIR, HEALTH SERVICES COMMITTEE, INDEPENDENT DIRECTOR\*
- **JACK BREWER** | CHAIR, CRIMINAL JUSTICE AND REHABILITATION COMMITTEE, INDEPENDENT DIRECTOR\*
- **SCOTT M. KERNAN** | CHAIR, OPERATIONS AND OVERSIGHT COMMITTEE, INDEPENDENT DIRECTOR\*
- **LINDSAY L. KOREN** | CHAIR, HUMAN RIGHTS AND LEGAL STEERING COMMITTEES, INDEPENDENT DIRECTOR\*
- **ANDREW N. SHAPIRO** | CHAIR, CORPORATE PLANNING COMMITTEE, INDEPENDENT DIRECTOR\*
- **JULIE M. WOOD** | CHAIR, CYBERSECURITY AND ENVIRONMENTAL OVERSIGHT COMMITTEE, INDEPENDENT DIRECTOR\*

## GEO BOARD OF DIRECTORS DIVERSITY

# of Board of Directors Members	<b>8</b>
% of Women and/or Underrepresented Minorities** on the Board	<b>38%</b>
% of Women and/or Underrepresented Minorities** Among Independent Directors	<b>43%</b>
% of Women on the Board	<b>25%</b>
% of Women Among Independent Directors	<b>29%</b>
% of Board Independence*	<b>87%</b>
% Age 30 - 50	<b>25%</b>
% over Age 50	<b>75%</b>

\*Applying New York Stock Exchange (NYSE) Director Independence Standards.

\*\* Includes Hispanic/Latino, Black/African American, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, Asian, and two or more races.

# KEY ESG BOARD COMMITTEES

All of GEO's key ESG Board Committees are chaired by independent directors

75% of GEO's key ESG Board Committees are chaired by women and/or minorities

50% of GEO's key ESG Board Committees are chaired by women

## CRIMINAL JUSTICE AND REHABILITATION COMMITTEE

The Criminal Justice and Rehabilitation Committee oversees and guides the Company's efforts regarding rehabilitation and recidivism reduction programs.

- ❑ Ongoing review of GEO Continuum of Care®
- ❑ Ongoing review of in-custody rehabilitation programs
- ❑ Ongoing review of reentry services and programs
- ❑ Ongoing review of post-release support services
- ❑ Ongoing review of demographic information for in-custody programming & post-release

## HUMAN RIGHTS COMMITTEE

The Human Rights Committee oversees and guides the Company's efforts regarding our long-standing commitment to respect the human rights of all individuals entrusted to our care.

- ❑ Annual review of Human Rights & ESG Report
- ❑ Ongoing review of ESG initiatives
- ❑ Ongoing review of GEO's engagement with investors and external stakeholders
- ❑ Ongoing review of GEO's workforce diversity and demographic information

## HEALTH SERVICES COMMITTEE

The Health Services Committee reviews with management various issues relating to GEO's health services division, both domestically and internationally.

- ❑ Ongoing review of GEO's health services operations, in the U.S. and internationally
- ❑ Ongoing review of health services key performance indicators
- ❑ Ongoing review of patient demographic information

## CYBERSECURITY AND ENVIRONMENTAL OVERSIGHT COMMITTEE

The Cybersecurity and Environmental Oversight Committee oversees and guides the Company's efforts regarding cybersecurity, privacy, and environmental concerns.

- ❑ Ongoing review of GEO's cybersecurity capabilities and privacy practices, periodic review of potential cyber vulnerabilities and remediation measures, if needed
- ❑ Risk management of cybersecurity threats
- ❑ Ongoing review and evaluation of GEO's environmental sustainability initiatives



# MANAGEMENT OVERSIGHT

- ❑ **GEORGE C. ZOLEY** | EXECUTIVE CHAIRMAN OF THE BOARD
- ❑ **BRIAN EVANS** | CHIEF EXECUTIVE OFFICER
- ❑ **WAYNE CALABRESE** | PRESIDENT AND CHIEF OPERATING OFFICER
- ❑ **SHAYN MARCH** | ACTING CHIEF FINANCIAL OFFICER
- ❑ **JAMES BLACK** | SENIOR VICE PRESIDENT AND PRESIDENT, GEO SECURE SERVICES
- ❑ **JOE NEGRON** | SENIOR VICE PRESIDENT, GENERAL COUNSEL, AND CORPORATE SECRETARY
- ❑ **MATTHEW ALBENCE** | SENIOR VICE PRESIDENT, CLIENT RELATIONS
- ❑ **RICHARD LONG** | SENIOR VICE PRESIDENT, PROJECT DEVELOPMENT
- ❑ **CHRISTOPHER RYAN** | SENIOR VICE PRESIDENT, HUMAN RESOURCES AND CHIEF HUMAN RESOURCES OFFICER

## GEO Corporate Structure



# COMPANY POLICIES

## ANTI-RETALIATION POLICY

*GEO's Whistleblower Program includes a strict Anti-Retaliation Policy that states GEO's zero tolerance for retaliation against any employee who in good faith raises a concern or reports a violation or suspected violation of our [Code of Business Conduct and Ethics](#), policies, or employee handbook. GEO also does not tolerate retaliation against any employee who provides information or assists a government or law enforcement agency regarding a violation of law, or files, testifies, or participates in a legal proceeding relating to a violation of law.*

## EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

*GEO's EEO Policy states our commitment to being an equal opportunity employer and to prohibiting discrimination against employees, applicants for employment, or any individuals providing services to GEO in the workplace under any category protected by federal, state, or local law. The policy also states our commitment to ensuring that qualified individuals with disabilities under the Americans with Disabilities Act as Amended and other applicable laws are afforded a reasonable accommodation for their disability.*

## SEXUAL AND WORKPLACE HARASSMENT POLICY

*GEO maintains a strict policy prohibiting sexual harassment and other forms of harassment on the basis of any category protected by federal, state, or local law. The policy includes procedures to be followed by an employee or a third-party interacting with GEO who feels they have been subject to conduct that violates the policy. Violation of any part of the policy may result in disciplinary action, up to and including termination of employment.*

## STAFF MISCONDUCT POLICY

*GEO's Staff Misconduct Policy details procedures for the reporting and investigation of staff misconduct. GEO's policy is to thoroughly investigate all allegations of staff misconduct. The Office of Professional Responsibility (OPR), at the direction of GEO's General Counsel, serves as the central point of contact, so that employees, GEO contractors, and other interested third parties have one location to report instances of misconduct. Every employee/contractor shall be able to report staff misconduct without fear of reprisal or retaliation.*

## CODE OF BUSINESS CONDUCT AND ETHICS

*GEO's Code of Business Conduct and Ethics (Code) is publicly available on our website at [geogroup.com/business-conduct-and-ethics](https://www.geogroup.com/business-conduct-and-ethics) and is also available to our employees in local languages, such as Spanish. Specific sections of the Code articulate the company's policies and guidelines with respect to compliance with antibribery and anti-corruption laws, government contracting, health and safety, conflicts of interest, accurate record-keeping, confidentiality, improper gifts, political contributions, anti-discrimination and anti-sexual harassment, reporting illegal and unethical behavior, and senior leadership roles and responsibilities for meeting disclosure and accounting requirements set by the U.S. Securities and Exchange Commission.*

## GLOBAL HUMAN RIGHTS POLICY

*GEO's Global Human Rights Policy was adopted to further the company's long-standing commitment to the protection of the human rights of all persons in our care. The principles enunciated in the policy were informed by the Universal Declaration on Human Rights and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. The policy, which is available on our website at [geogroup.com/global-human-rights-policy](https://www.geogroup.com/global-human-rights-policy), covers respect for the rule of law, rights of our workforce, inmates, detainees, and the community. In 2022, GEO conducted a Human Rights Due Diligence Assessment, the findings of which are available on our website at [geogroup.com/esg](https://www.geogroup.com/esg). In 2024, GEO expects to initiate a review of our Global Human Rights Policy and its implementation, including our employee and contractor training programs.*

# CULTIVATING A DIVERSE WORKFORCE

GEO is committed to building a workforce that has wide diversity in gender, race, ethnicity, and age, and is inclusive of veterans and people with disabilities. GEO is an equal opportunity employer and the company's [Code of Business Conduct and Ethics](#) (Code) delineates the company's zero tolerance for all forms of discrimination and harassment.

GEO's Chief Human Resources Officer is responsible for DEI initiatives related to our workforce and makes quarterly reports to GEO's Board of Directors, including quarterly updates on GEO's workforce metrics and initiatives. Quarterly updates on workforce metrics and topics are also provided to Senior Management at GEO. DEI initiatives are implemented at the regional level, with each of GEO's Regional Offices having a Director level position with responsibility for these initiatives.

We have robust internal policies to prevent discrimination, including policies on Equal Employment Opportunity in hiring, Sexual and Workplace Harassment, Staff Misconduct reporting, and Anti-Retaliation. GEO employees review these policies as part of their onboarding, and GEO field staff receive at least 120 hours of training within the staff member's first year of employment and 40 additional hours of recurring training annually on a wide range of topics including DEI related policies.

GEO tracks gender, race, and veteran status data for our total workforce and management positions, including new hires and promotions. Demographic data is reported to GEO's Board of Directors as part of the Board's quarterly review. Disciplinary actions are tracked on a quarterly basis to ensure there are no discrimination issues involved. GEO also conducts an annual assessment of pay equity, with adjustments made for any identified inequities.

At the facility level, the company's DEI strategy for our workforce includes developing affirmative action goals for every GEO facility. These goals, along with action plans to meet the goals, are communicated from each GEO Regional Office to individual facilities through meetings with facility leaders and local human resources staff.



GEO aims to reflect the communities we operate in, and we estimate that we hire more than 90% of our employees from our local communities. We have active outreach and talent development programs in partnership with schools and community groups, with initiatives focused on recruiting women, underrepresented minorities, and veterans. These initiatives include participating in job fairs and other recruitment events. Data is reviewed monthly at the facility level to monitor progress toward affirmative action goals.

In 2023, 52% of GEO's new hires in the U.S. were women, and 68% of new hires in the U.S. were underrepresented minorities, including African American, Hispanic or Latino, Asian, Native Hawaiian or Pacific Islander, and American Indian or Alaska Native. Our new hires were also diverse by age, with 40% of new hires in the U.S. under age 30, 41% between ages 30 and 50, and 19% older than 50.

GEO places a priority on promoting within the company. **By building a widely diverse workforce and emphasizing promotions from within, we have created a diverse leadership development pipeline.** At the end of 2023, women represented 31% of U.S. employees serving in management positions as directors and above, and minorities accounted for 33% of those serving in management positions.

## EEOC DISCLOSURE

*Consistent with our commitment to best disclosure practices, GEO has made our EEO-1 data publicly available. Our most recent EEO-1 Reports covering 2022 and 2021 are available on our website at [geogroup.com/embracing-diversity-inclusion](https://www.geogroup.com/embracing-diversity-inclusion). We will publish our 2023 EEO-1 Report when it is available in September of 2024.*

## EMPLOYEE DIVERSITY

U.S. Based Employees	2023	2022	2021
Total GEO U.S. Employees	14,331	13,951	13,913
% of all U.S. Employees - Women	51%	52%	51%
% of all U.S. Employees - Minorities*	69%	68%	66%
% of Board of Directors - Women	25%	22%	22%
% of Board of Directors - Minorities*	12%	22%	22%
% of Management Positions - Directors or Above - Women	31%	32%	28%
% of Management Positions - Directors or Above - Minorities*	33%	32%	29%
% of Corporate Employees - Women	54%	56%	51%
% of Corporate Employees - Minorities*	45%	43%	42%
% of All GEO Security Staff-U.S. (includes Transportation) - Women	42%	42%	41%
% of All GEO Security Staff-U.S. (includes Transportation) - Minorities*	73%	73%	71%
% of all U.S. Employees - Veterans	11%	12%	10%

## NEW HIRES

% Under Age of 30	40%	41%	43%
% Between Ages 30 - 50	41%	42%	41%
% Over Age 50	19%	17%	16%
% Women	52%	56%	57%
% Minorities*	68%	64%	71%

\* Includes Hispanic/Latino, Black/African American, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, Asian, and two or more races.

GEO is committed to fostering a culture of inclusion through training and awareness programs. We celebrate all Federal holidays including Martin Luther King Jr. Day and Juneteenth, and we enable our employees to honor their religious and cultural traditions. Every year, we recognize employees who have made valuable contributions to building

## RECOGNIZING GEO'S DIVERSITY

GEO has been recognized by Latino Leaders Magazine as one of the Best Companies for Latinos to Work For. Learn more by visiting [geogroup.com/latino-leaders-feature](https://geogroup.com/latino-leaders-feature)



GEO has been cited by U.S. Veterans Magazine among its "Top Veteran Friendly Companies" and was recognized in the Fall 2023 issue as one of the "Best of the Best 2023" Top Veteran Companies. Learn more by visiting [geogroup.com/hiringheroes](https://geogroup.com/hiringheroes)



In 2023, GEO was recognized as a Military Friendly Gold Level Employer. GEO also received this recognition for 2024. Learn more by visiting [militaryfriendly.com/employers/](https://militaryfriendly.com/employers/)



GEO's inclusive culture with Diversity in Leadership awards, which are based on nominations from fellow employees. GEO publishes our annual Diversity in Leadership Award Recipients on our website at [geogroup.com/embracing-diversity-inclusion](https://geogroup.com/embracing-diversity-inclusion).

## COMMITMENT TO TRAINING EXCELLENCE

When reporting to work for GEO, our employees can expect to receive industry leading training, which covers comprehensive topics, including DEI related matters. At GEO, we want our employees to be comfortable and secure in their positions. To accomplish this, we have placed the highest priority on seeing that each employee is carefully trained in all aspects of his or her position. Employee development is essential to ensure proper leadership and professionalism. Thorough training promotes employee confidence, which in turn creates a proactive and positive work environment.

GEO has a robust training program for staff at all levels of the organization. Our training of managerial, administrative, and security staff is based on the standards set by the American Correctional Association (ACA). The training requires a minimum of 120 hours of training within the staff member's first year of employment and 40 additional hours of recurring training on an annual basis.



## SECURE SERVICES TRAINING AND EDUCATION

	2023	2022	2021
Total Staff Training Hours	<b>1,066,218*</b>	<b>1,501,431</b>	<b>1,722,844</b>
Total Annual Trainings	<b>9,889</b>	<b>9,196</b>	<b>11,414</b>

\* Total staff training hours for 2023 reflect fewer staff onboarded in 2023 vs. 2022, as a result of lower staff turnover primarily at GEO's state correctional and rehabilitation facilities.



## TRAINING TOPICS INCLUDE BUT ARE NOT LIMITED TO:

- GEO's Commitment to Human Rights
- Social and Cultural Awareness Core Correctional Practices (CCP)
- Understanding the Individuals in our Care
- Cultural Competency - Working with Individuals with Different Backgrounds
- Workplace Violence Prevention Program (WVPP)
- Suicide Awareness and Intervention
- Interpersonal Communication Skills
- Prison Rape Elimination Act Training
- Staff Professionalism and Ethics
- Facility Grievance Procedures
- Health Insurance Portability and Accountability Act (HIPAA)
- Telephone, Mail, and Visiting Procedures
- Religious Opportunities
- Accountability and Security Procedures
- Life Safety and Emergency Procedures
- Use of Force Regulations and Procedures
- Emergency Planning and Response Procedures
- Facility Disciplinary Procedures
- Search Procedures
- CPR, AED, and Basic First Aid
- Report Writing
- Personal Protective Equipment (PPE)
- Giving Direction

## GEO CONTINUUM OF CARE TRAINING INSTITUTE

The GEO Continuum of Care® Training Institute trains all staff from the time of hire and on a regular basis throughout their employment. The training institute creates and implements staff and facility development needs based on a regular needs analysis. GEO incorporates feedback from staff and participant surveys as well as research trends to develop training curricula and lesson plans. Our staff development plans include basic training, refresher training, advanced training, skillset certifications, and new managers training. **Our frontline staff also receive training on cultural competency to work with participants and residents from many different backgrounds.**



### GEO CONTINUUM OF CARE TRAINING AND EDUCATION

	2023	2022	2021
Total Staff Training Hours	270,459	223,475	217,346
Total Annual Trainings	12,879	12,104	8,987

GEO's employee training programs are also recognized by industry specific training entities such as the International Association of Correctional Training Personnel (IACTP). In November of 2023, during the national IACTP conference hosted by the Tennessee Department of Correction, two GEO staff members were recognized and received awards for their training achievements.

Aeisha Hobbs, Training Administrator for the Moore Haven Correctional and Rehabilitation Facility in Florida, was selected as the 2023 IACTP Trainer of the Year for exemplary training in the field of corrections.

Mary O'Conner, Training Administrator at the Florence West Correctional and Rehabilitation Facility in Arizona, was awarded the 2023 IACTP Training System Award.

More information regarding our training practices is available on our website at [geogroup.com/commitment to training excellence](https://www.geogroup.com/commitment-to-training-excellence).



# GIVING BACK TO THE DIVERSE COMMUNITIES WE OPERATE IN

## COMMUNITY PARTNERSHIPS

GEO is committed to having a positive impact in the local communities in which we live and work. We actively engage with our community stakeholders, through outreach to community leaders and partnerships with community groups, schools, and faith-based organizations. GEO partners with approximately 47 faith-based organizations around the country, including national organizations and local community churches, who provide a wide range of religious and educational services to the individuals in our care.



## THE GEO GROUP FOUNDATION

GEO provides charitable support focused on underprivileged communities through The GEO Group Foundation. Since 2011, The GEO Group Foundation has donated approximately \$22.2 million to higher education scholarships, children’s organizations, health and disability organizations, youth sports and development, veterans’ organizations, and various other charitable causes in the communities where we operate.

In 2023, we made approximately \$850,000 in donations to local scholarships in the communities we operate in. Our Foundation also donated nearly \$354,000 to Local Schools & Educational Programs and Children’s Organizations, which generally benefit local STEM and 4-H agricultural programs, after school and community programs for youth, library programs, and community safety initiatives.



**CHARITABLE GIVING (2023): \$2.5 MILLION**

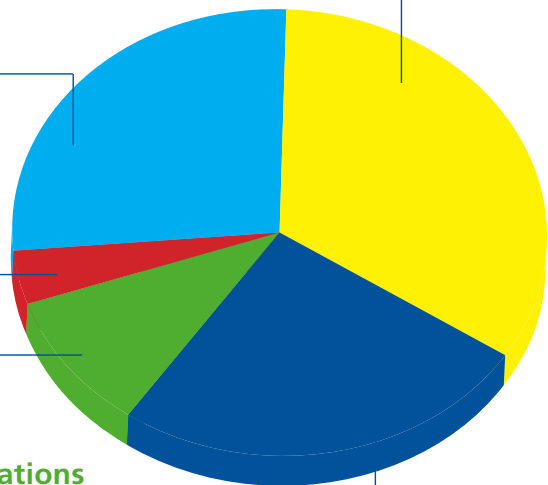
34% or \$850,000 to Scholarships

27% or \$667,385 to Various Other

4% or \$94,590 to Local Schools & Education

10% or \$260,175 to Children’s Organizations

25% or \$643,025 to Health & Disabilities Organizations



Overall, GEO donates more than 2% of net profits to charitable causes and community projects addressing local needs. The GEO Group Foundation is also a proud supporter of local charities where GEO is headquartered in South Florida, with more than \$7.3 million in donations benefiting various local causes since 2011. In 2023, The GEO Group Foundation ranked 12th on the Top South Florida Corporate Philanthropists list, published annually by the South Florida Business Journal, and has made the list 10 years in a row.

## SOUTH FLORIDA BUSINESS JOURNAL



### COMMUNITY ADVISORY BOARDS

GEO is an active participant in our communities and aims to build relationships with local stakeholders to maintain open communication. This includes through local Community Advisory Boards, made up of local community leaders. Through these boards, established at GEO facilities, we engage local stakeholders and gather feedback on important issues impacting local communities. This engagement includes identifying local sponsorship opportunities and community initiatives.



## BUILDING COMMUNITY FOR UNIQUE DIVERSE POPULATIONS

GEO’s outreach to our communities is also critically important to finding service providers for two uniquely diverse populations: returning citizens participating in GEO’s Continuum of Care Post-Release Support Services and individuals going through immigration review processes under the federal government’s Intensive Supervision and Appearance Program (ISAP).

## ISAP COMMUNITY CONNECTIONS

For the ISAP program, we work contractually with 18 non-profit organizations nationwide, and since 2004, we have partnered with approximately 11,000 community-based providers. Almost all of our employees are at least bilingual, and we offer assistance in hundreds of languages through dedicated language lines.

These organizations and providers deliver invaluable stabilization services that are tailored to the demographics of the individuals in our care, including country of origin and ethnicity. These partners provide clothing, food, housing, counseling, and support for medical issues. They also provide specific services based on personal needs such as trauma informed individual therapy or parenting classes.

On a monthly basis, GEO’s Community Solutions division develops newsletters highlighting the work of our ISAP Field Offices and staff in providing program participants with meaningful connections to community resources to help them in the community and throughout the duration of their immigration review process. The following are several examples of these connections from the most recent December 2023 ISAP Connections Newsletter.

**Transportation Assistance:** While completing an asylum reminder visit, a participant said she could not find reliable transportation to her asylum hearing. ISAP connected her with the International Institute of Los Angeles (IILA) and, with ISAP’s assistance, she enrolled in IILA’s transportation program.

**Community Support:** Little Rock ISAP launched a resource closet for participants which is stocked with donations including clothing, coats and jackets, shoes, hygiene items, baby items, blankets, sheets, towels, and toys. In December of 2023, twelve participants utilized the closet, and many participants were provided with a coat or jacket, and a few items of warmer clothing.

**Medical Services:** During an office visit, a participant said she might be pregnant, but did not have the resources to go to a clinic. ISAP connected her with First Choice Pregnancy Services in Las Vegas. During a follow-up, she reported having been provided a pregnancy test and ultrasound.

## 2023 ISAP COMMUNITY PROVIDER CONNECTIONS

Medical Services	15,269
Nutritional/Food Assistance	14,953
Community Support	6,165
Mental Health	796
Educational Services	2,027
Housing	1,875
Transportation	266
Legal Services	6,915
Family Dynamics/ Counseling	113
Vocational Services	460



## CONNECTING POST-RELEASE PARTICIPANTS WITH COMMUNITY RESOURCES

For individuals under our care at GEO Continuum of Care® facilities, GEO's Post-Release Support Services department works with over 250 preferred providers in our communities to coordinate and deliver transitional resources aimed at reducing recidivism rates, increasing public safety, and improving the quality of life for individuals upon returning to their communities.

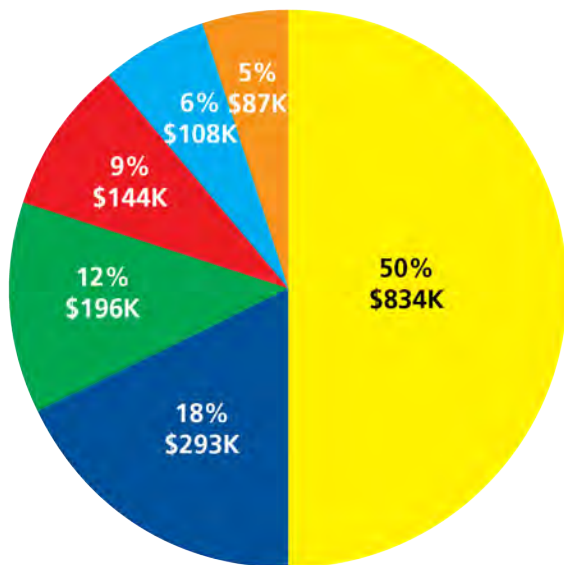
One example of an organization we partner with is Integrated Healthcare Systems in Florida. This organization provides wraparound post-release services for three GEO facilities in Florida. This organization has helped the community for 20

years and has a five-week program to help those returning to the community with a range of services including mental health and substance abuse counseling, healthcare, housing, case management services, and job placement assistance.

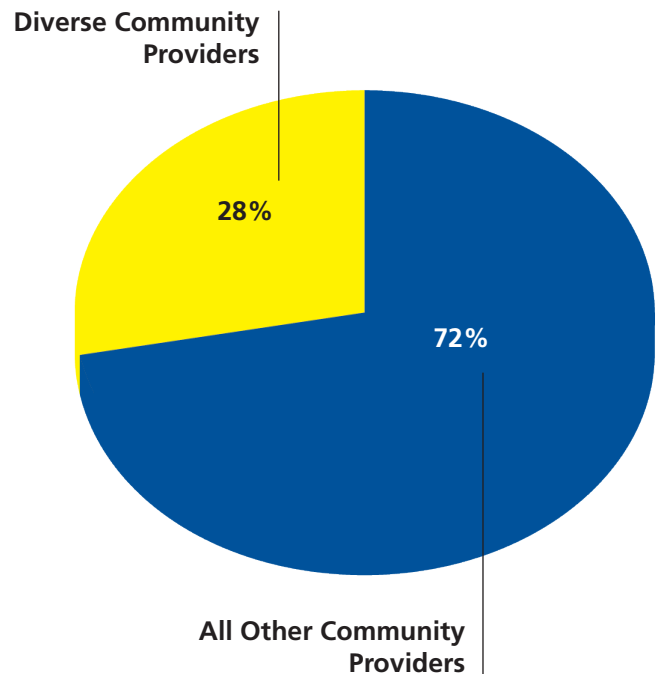
The community providers that GEO's Post-Release Support Services department engages with are also diverse. In 2023, through GEO Post-Release Support Services, we allocated approximately \$1.6 million in funding to community providers and partners to provide wraparound support services for individuals reentering the community. Approximately 28% of GEO's Post-Release funding is allocated to community providers comprised of diverse organizations that include women-owned, minority-owned, small-disadvantaged, and service-disabled/veteran-owned providers.

### 2023 POST-RELEASE SUPPORT FUNDING

- Housing
- Employment/Education
- Transportation
- Treatment
- Clothing
- Food Assistance



### FUNDING ALLOCATED TO POST-RELEASE COMMUNITY PROVIDERS (2023)



The diversity of the populations and participants served through the GEO Continuum of Care, Post-Release Support Services, and community providers we partner with is discussed in more detail in the Serving Diverse Populations section on page 18.

GEO allocated approximately **\$1.6M** in annual funding in 2023 to assist diverse individuals released from custody

# SERVING DIVERSE POPULATIONS



GEO is committed to respecting the basic human rights of everyone in our care. This commitment is expressed in our [Global Human Rights Policy](#), in which GEO acknowledges the significant role that respect for human rights plays in our unique position as a government services provider.

As a core part of our human rights commitment, we strive to uphold the health, welfare, and basic rights of everyone under our protection and care. This includes working to establish and maintain an environment in which all individuals are protected from unlawful discrimination and harassment. GEO respects the cultural and religious practices of those in our care, including those who wish to change their religious beliefs, and works to ensure access to the resources needed to practice these beliefs.

To ensure this commitment, we record key demographic information on intake for all new participants and residents. This includes information such as age, race, gender, ethnicity, national origin, language, religion, and other factors as applicable to ensure they are treated appropriately. This information is tracked and available when designing and updating educational programming, recording disciplinary actions, assigning housing, and other activities.

We have a comprehensive training program for our workforce to inform and educate employees on our [Global Human Rights Policy](#) and internal anti-discrimination policies, along with training on cultural diversity.

GEO has zero tolerance for any discrimination or harassment related to discipline, housing, programming, or other activities for all individuals in our care. Reports regarding discipline at the facility level are generated daily and include demographic data such as race and ethnicity to prevent discriminatory outcomes and ensure discipline is applied fairly to all.

We have established grievance procedures for participants and residents to report complaints, including through drop boxes where written complaints can be submitted or through informal discussions with facility employees and leaders. These procedures are communicated to participants and residents during the intake process. Once formal complaints are made, they are promptly investigated and tracked at the facility, regional, and corporate level. Inmates and residents also have access to independent, third-party grievance mechanisms from our government clients and other resources.

The Criminal Justice and Rehabilitation Committee of the Board of Directors guides and oversees GEO's efforts regarding rehabilitation, anti-recidivism, and post-release support services. The Committee receives reports on these programs at least quarterly. The Chair of the Committee, Jack Brewer, also receives updates and information through regular onsite visits to different GEO facilities.

## GEO CONTINUUM OF CARE® IN-CUSTODY REHABILITATION

Our award-winning GEO Continuum of Care® (CoC) provides enhanced in-custody rehabilitation programming, including cognitive behavioral treatment, integrated with post-release support services. In 2023, our GEO CoC programs completed approximately 4.6 million hours of enhanced rehabilitation programming for approximately 21,000 participants.

GEO monitors programming participation to ensure a representative sample of facility residents participate, and programs are updated as needed based on the level of interest and participation. Enhanced rehabilitation provided through the GEO CoC includes academic programs, vocational training, substance abuse treatment, cognitive behavioral treatment, and faith-based and character-based programs. GEO also provides translation services to ensure that rehabilitation programs can be accessed by all individuals regardless of ethnicity, background, or other factors.



In 2023, our GEO Continuum of Care® awarded more than 3,100 High School Equivalency degrees; approximately 9,200 Vocational Training certifications; over 8,100 Substance Abuse Treatment completions; and more than 46,000 Behavioral Treatment completions.

## GEO CONTINUUM OF CARE® POST-RELEASE SUPPORT SERVICES

Post-Release Support Services provided \$1.6 million in funding in 2023 to individuals returning to their communities. Since 2016, GEO has funded approximately \$9.6 million towards post-release support grants for released individuals to assist them with essential community needs, including housing, food, transportation, clothing, treatment, and employment and education assistance.

The individuals who benefit from post-release support grants in 2023 represent a diverse community comprised of 29% African American, 21% Hispanic/Latino, 4% American Indian/Alaskan Native, 44% White, and 2% Other. Additionally, 13% of recipients are between the ages of 18 to 29, 52% are between the ages 30 to 35, and 34% are older than 46 years of age.

2023 GEO POST-RELEASE SUPPORT GRANTS BY RACE		
Race	# of Recipients	% of Total
African American	656	29%
Hispanic/Latino	476	21%
American Indian/Alaskan Native	84	4%
White	991	44%
Other/Not Specified	41	2%
<b>Grand Total</b>	<b>2,248</b>	<b>100%</b>

## FEEDBACK AND OUTCOME DATA GATHERING

As part of the transition out of the GEO CoC program and back to the community, GEO conducts exit interviews with all participants to assess the program and prepare them for the next phase. To date, issues of discrimination have not been flagged in these interviews. To help with this transition, GEO researches local communities to identify job shortages and tailor programming to match the needed skills.

GEO closely tracks post-release outcomes including return rates, engagement in programming, and engagement in the community, with outcomes broken down by demographic information. In the states of Florida and Georgia, we conduct in-depth research on post-release outcomes including the impact of criminal thinking skills on return rates. This research is used to improve programs and develop additional vocational training and other services.



# 2021-2023 GEO CONTINUUM OF CARE (CoC) HIGHLIGHTS



## POPULATION

	2023	2022	2021
Total Eligible Population	55,694	55,767	45,728
Total Program Participants	21,323	16,585	27,731



## PARTICIPATION

Total Programming Hours Completed	4,623,564	3,523,334	2,777,252
Total Programming Completions	94,868	91,804	86,262
Behavioral Program Completions	46,201	39,603	38,601
Individual Cognitive Behavioral Treatment Sessions Completed	36,309	34,415	33,219
Average Daily Vocational Attendance	5,112	5,001	4,895
Average Daily Academics Attendance	4,729	4,102	3,791
Average Daily Substance Abuse Treatment Attendance	7,113	6,113	6,947
Total Substance Abuse Treatment Completions	8,147	7,302	5,520
Total Vocational Completions	9,234	8,119	6,815
Total High School Equivalencies Issued	3,124	2,365	2,107
Average Program Participation Hours per Participant	217	209	167



## POST-RELEASE SUPPORT SERVICES SUMMARY

Total Post-Release Participants	3,166	2,534	4,504
Community-Based Participants	1,979	1,868	1,868
Participants Pending Release	1,187	990	2,636
Employed/Students	739	739	808



## STAFF DEVELOPMENT

Total Annual Trainings	12,879	12,104	8,987
Total Staff Training Hours	270,459	223,475	217,346

# MANAGING A DIVERSE SUPPLY CHAIN

GEO is committed to working with diverse vendors and suppliers to support businesses in our local communities, particularly focusing on small businesses. We strive to ensure that our vendors and suppliers of goods and services reflect the diversity of our communities. In 2023, GEO spent approximately \$107 million with diverse vendors, an increase of over \$10 million when compared to 2022.

DIVERSE SUPPLIER BREAKOUT	2023	2022	2021
Total procurement spending on women-owned businesses	\$50,909,625	\$51,499,628	\$46,293,914
Total procurement spending on small-disadvantaged businesses	\$37,509,671	\$24,224,441	\$23,060,689
Total procurement spending on veteran-owned businesses	\$10,891,373	\$11,116,748	\$9,552,000
Total procurement spending on businesses owned by disabled veterans	\$4,300,818	\$6,269,642	\$4,512,097
Total procurement spending on hub-zone businesses	\$3,276,664	\$3,155,852	\$3,395,964
<b>Total</b>	<b>\$106,888,151</b>	<b>\$96,266,311</b>	<b>\$86,814,664</b>



Our contracts with the federal government include specific targets for diverse spending with businesses owned by women, minorities, veterans, and disabled veterans. We develop plans to meet these targets for each federal contract and require all vendors to certify their classification. GEO tracks diversity spending in our vendor system and shares this data every six months with our federal government clients. This information is also reported to GEO's Chief Financial Officer. GEO takes spending on diverse suppliers seriously, and in cases where spending is tracking below target, we develop and execute plans to meet established targets.



GEO strives to work with partners who share our values, and we expect our vendors and suppliers to maintain the same standards delineated in our [Code of Business Conduct and Ethics](#), including anti-discrimination practices. GEO's procurement team has formal due diligence processes to screen and monitor suppliers, third parties, and agents.

GEO has established a Vendor Code of Conduct, which can be found at [geogroup.com/Vendors](https://geogroup.com/Vendors).

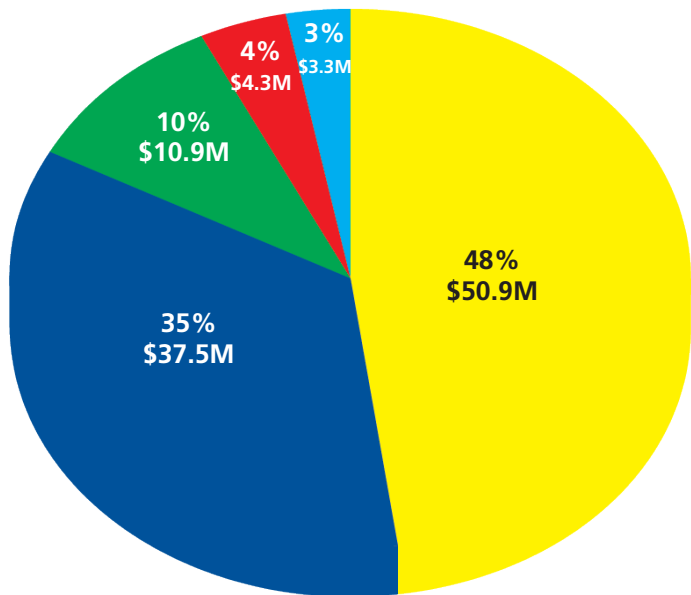
In 2023, GEO onboarded 453 new vendors in our system, with more than half being certified as small businesses and one-third certified as diverse. GEO is proud to work with local small businesses who provide many essential services to GEO facilities, such as roofing, HVAC maintenance, and painting. Where it is difficult to work with local suppliers, we have developed initiatives to help small businesses in our communities become more competitive with larger national suppliers.

GEO works with diverse business groups to promote opportunities to become a vendor or supplier to the company. We have an outreach program with Women's Business Enterprise National Council (WBENC) and are active in WBENC's South Florida chapter. GEO also attends events sponsored by the American Correctional Association to network with diverse vendors, suppliers, and agents.



### 2023 DIVERSE SUPPLIERS

- Women-owned businesses
- Small-disadvantaged businesses
- Veteran-owned businesses
- Disabled veteran-owned businesses
- Hub-zone businesses



### SUPPLIER DIVERSITY RECOGNITION



GEO Group received a 2023 Military Friendly® Top 10 Supplier Diversity Program award, recognizing our commitment to include veteran-owned businesses in our corporate supplier diversity efforts.



# FUTURE INITIATIVES



The GEO Group is committed to continuous improvement in the performance of all our operations, including further advancement of our organizational culture. We are proud of our achievements in 2023, and our Board of Directors and company leaders at every level are focused on future initiatives aimed at all our key stakeholders.

## THESE FUTURE INITIATIVES INCLUDE:

### ENHANCEMENTS TO DATA COLLECTION AND FEEDBACK GATHERING

#### Workforce

To better inform future initiatives for our workforce, we expect to implement a new Human Resources Information System that will have capabilities to provide demographic breakdowns of employee satisfaction, engagement, and other important workforce metrics. Additionally, we expect this initiative to allow GEO to provide enhanced disclosure related to workforce training statistics, including demographic breakdowns.

#### Individuals in our Care

To continuously improve the programs and services we provide to those in our care, we expect to enhance our existing participant surveys to incorporate areas related to Human Rights and DEI. We expect this initiative to include enhancements to data collection to track and disclose additional demographic information for GEO Continuum of Care® program participants.

#### Community Advisory Boards

To continue to drive engagement with our community partners, we expect to develop agenda items for our Community Advisory Boards to address and solicit feedback regarding Human Rights and DEI related matters.

### ESTABLISHMENT OF DIVERSITY, EQUITY, AND INCLUSION COUNCIL

GEO's overall strategy and programs will be enhanced by input from a company-wide DEI Council, which we expect to establish. This initiative will be led by our Chief Human Resources Officer and the Council will be comprised of diverse representatives across our diversified business units and various levels of our organization.

### CREATION OF EMPLOYEE RESOURCE GROUPS (ERGs)

We also expect to launch Employee Resource Groups (ERGs) for various identity groups aimed at providing increased opportunities for networking, learning, and career development.

We believe the ERGs will also provide a valuable source of feedback and input to improve our DEI programs.

### CONTINUED INVESTMENT COMMITMENT

GEO expects to continue making investments to strengthen our communities, including expanding our outreach to diverse suppliers and small businesses.

Through The GEO Group Foundation, we expect to sustain our charitable support focused on underprivileged groups, including educational scholarships to help support diverse students in our communities.

GEO is also committed to further strengthening our partnerships with community groups, local schools, and faith-based organizations.

# APPENDIX: SUPPLEMENTAL DIVERSITY METRICS AND BREAKDOWNS



## BOARD OF DIRECTORS DIVERSITY

	2023	2022	2021
# of Board of Directors Members	8	9	9
# of minorities on the Board	2	2	2
# of women on the Board	2	2	2
% of minorities on the Board	12%	22%	22%
% of women on the Board	25%	22%	22%
% of Board Independence	87%	78%	78%
% of Board members between 30 and 50	25%	22%	11%
% of Board members over 50	75%	78%	89%

## EMPLOYEE DIVERSITY (U.S. BASED EMPLOYEES)

	2023	2022	2021
# of U.S. employees	14,331	13,951	13,913
% of female corporate employees	54.2%	56.0%	51.4%
% of female security staff	41.5%	42.0%	40.8%
# of employees by gender (female)	7,367	7,264	7,145
# of employees by gender (male)	6,964	6,687	6,768
% of employees by gender (female)	51.4%	52.1%	51.4%
% of employees by gender (male)	48.6%	47.9%	48.6%
# of management employees by gender (female)	766	750	707
# of management employees by gender (male)	875	857	860
% of management employees by gender (female)	46.7%	46.6%	45.1%
% of management employees by gender (male)	53.3%	53.4%	54.9%
# of new hires by gender (female)	2,636	3,228	3,356
# of new hires by gender (male)	2,417	2,587	2,653
# of promotions by gender (female)	460	614	702

	2023	2022	2021
# of promotions by gender (male)	398	481	576
% of minority corporate employees	45.0%	43.0%	41.6%
% of minority security staff	73.2%	73.0%	71.3%
# of employees by race (Asian)	296	288	273
# of employees by race (Black/African American)	3,795	3,659	3,629
# of employees by race (Hispanic/Latino)	5,211	5,038	4,773
# of employees by race (White)	4,510	4,257	4,441
# of employees by race (American Indian or Alaska Native)	98	93	86
# of employees by race (Native Hawaiian or Other Pacific Islander)	112	112	109
# of employees by race (two or more races)	309	288	280
# of employees by race (Other/Not Specified)	0	216	322
% of employees by race (Asian)	2.1%	2.1%	2.0%
% of employees by race (Black/African American)	26.5%	26.1%	26.7%
% of employees by race (Hispanic/Latino)	36.4%	36.0%	35.1%
% of employees by race (White)	31.4%	30.4%	32.7%
% of employees by race (American Indian or Alaska Native)	0.7%	0.7%	0.6%
% of employees by race (Native Hawaiian or Other Pacific Islander)	0.8%	0.8%	0.8%
% of employees by race (two or more races)	2.1%	2.1%	2.1%
% of employees by race (Other/Not Specified)	0%	1.8%	0%
# of management employees by race (Asian)	21	21	21
# of management employees by race (Black/African American)	335	317	321
# of management employees by race (Hispanic/Latino)	464	437	415
# of management employees by race (White)	772	761	771
# of management employees by race (American Indian or Alaska Native)	7	6	5

# of management employees by race (Native Hawaiian or Other Pacific Islander)	8	6	7
# of management employees by race (two or more races)	34	30	26
# of management employees by race (Other/Not Specified)	0	28	0
% of management employees by race (Asian)	1.3%	1.3%	1.4%
% of management employees by race (Black/African American)	20.4%	19.7%	20.2%
% of management employees by race (Hispanic/Latino)	28.3%	27.2%	26.4%
% of management employees by race (White)	47.0%	47.4%	49.5%
% of management employees by race (American Indian or Alaska Native)	0.4%	0.4%	0.3%
% of management employees by race (Native Hawaiian or Other Pacific Islander)	0.5%	0.4%	0.5%
% of management employees by race (two or more races)	2.1%	1.9%	1.7%
% of management employees by race (Other/Not Specified)	0%	1.7%	0%
# of new hires by race (Asian)	78	94	94
# of new hires by race (Black/African American)	1,596	1,871	1,671
# of new hires by race (Hispanic/Latino)	1,492	1,854	1,728
# of new hires by race (White)	1,620	1,706	2,094
# of new hires by race (American Indian or Alaska Native)	65	56	67
# of new hires by race (Native Hawaiian or Other Pacific Islander)	30	44	45
# of new hires by race (two or more races)	172	168	163
# of new hires by race (Other/Not Specified)	0	0	0
% of new hires by race (Asian)	1.5%	1.6%	1.6%
% of new hires by race (Black/African American)	31.6%	28.5%	32.3%
% of new hires by race (Hispanic/Latino)	29.5%	29.5%	32.0%
% of new hires by race (White)	32.1%	35.7%	29.4%
% of new hires by race (American Indian or Alaska Native)	1.3%	1.1%	1.0%
% of new hires by race (Native Hawaiian or Other Pacific Islander)	0.6%	0.8%	0.8%

	2023	2022	2021
% of new hires by race (two or more races)	3.4%	2.8%	2.9%
% of new hires by race (Other/Not Specified)	0%	0%	0%
# of promotions by race (Asian)	21	34	24
# of promotions by race (Black/African American)	226	268	269
# of promotions by race (Hispanic/Latino)	299	329	375
# of promotions by race (White)	263	412	533
# of promotions by race (American Indian or Alaska Native)	8	12	11
# of promotions by race (Native Hawaiian or Other Pacific Islander)	18	15	11
# of promotions by race (two or more races)	20	22	38
# of promotions by race (Other/Not Specified)	0	0	0
% of promotions by race (Asian)	2.5%	3.1%	1.9%
% of promotions by race (Black/African American)	26.4%	24.5%	21.3%
% of promotions by race (Hispanic/Latino)	35.0%	30.1%	29.7%
% of promotions by race (White)	30.8%	37.7%	42.3%
% of promotions by race (American Indian or Alaska Native)	0.9%	1.1%	0.9%
% of promotions by race (Native Hawaiian or Other Pacific Islander)	2.1%	1.4%	0.9%
% of promotions by race (two or more races)	2.3%	2.0%	3.0%
% of promotions by race (Other/Not Specified)	0%	0%	0%
% of employees by veteran status	11.3%	11.5%	10.0%
# of employees by veteran status	1,625	1,605	1,389
# of management employees by veteran status	226	213	195
% of management employees by veteran status	13.7%	13.3%	12.4%
% of new hires by veteran status	16.3%	17.0%	14.0%
Rate of promotions by veteran status	11.8%	10.2%	10.8%

## EMPLOYEE DIVERSITY BY AGE (U.S. BASED EMPLOYEES)

New Hires	2023	2022	2021
% Under Age of 30	40.0%	41.0%	43.0%
% Between Ages 30 - 50	41.0%	42.0%	41.4%
% Over Age 50	19.0%	17.0%	15.6%
Promotions			
% Under Age of 30	21.0%	23.5%	25.6%
% Between Ages 30 - 50	55.8%	55.2%	55.0%
% Over Age 50	23.2%	21.3%	19.4%
U.S. Based Employees			
% Under Age of 30	22.8%	24.0%	24.0%
% Between Ages 30 - 50	48.3%	48.0%	47.8%
% Over Age 50	28.9%	28.0%	28.2%
Female Employees			
% Under Age of 30	21.6%	23.5%	23.5%
% Between Ages 30 - 50	50.0%	49.0%	49.4%
% Over Age 50	28.4%	27.5%	27.1%
Minorities			
% Under Age of 30 by race (Asian)	1.1%	1.1%	1.1%
% Under Age of 30 by race (Black/African American)	23.6%	24.3%	22.2%
% Under Age of 30 by race (Hispanic/Latino)	47.7%	47.8%	47.7%
% Under Age of 30 by race (White)	22.3%	20.7%	22.2%
% Under Age of 30 by race (American Indian or Alaska Native)	0.8%	0.6%	0.7%
% Under Age of 30 by race (Native Hawaiian or Other Pacific Islander)	1.0%	0.9%	0.7%
% Under Age of 30 by race (two or more races)	2.8%	2.6%	2.6%
% Under Age of 30 by race (Other/Not Specified)	0.7%	2%	2.8%
% Between Ages 30 - 50 by race (Asian)	2.2%	2.1%	2.0%
% Between Ages 30 - 50 by race (Black/African American)	26.9%	26.4%	27.0%
% Between Ages 30 - 50 by race (Hispanic/Latino)	38.7%	37.8%	35.6%

Minorities	2023	2022	2021
% Between Ages 30 - 50 by race (White)	27.8%	28.2%	29.7%
% Between Ages 30 - 50 by race (American Indian or Alaska Native)	0.5%	0.6%	0.5%
% Between Ages 30 - 50 by race (Native Hawaiian or Other Pacific Islander)	0.8%	0.9%	1.0%
% Between Ages 30 - 50 by race (two or more races)	2.3%	2.1%	2.2%
% Between Ages 30 - 50 by race (Other/Not Specified)	0.8%	1.9%	2%
% Over Age 50 by race (Asian)	2.7%	2.8%	2.6%
% Over Age 50 by race (Black/African American)	28.1%	27.3%	27.9%
% Over Age 50 by race (Hispanic/Latino)	23.6%	22.5%	20.6%
% Over Age 50 by race (White)	42.5%	42.6%	43.9%
% Over Age 50 by race (American Indian or Alaska Native)	0.8%	0.7%	0.8%
% Over Age 50 by race (Native Hawaiian or Other Pacific Islander)	0.6%	0.5%	0.6%
% Over Age 50 by race (two or more races)	1.5%	1.5%	1.2%
% Over Age 50 by race (Other/Not Specified)	0.2%	2.1%	2.4%
Management			
% Under Age of 30	1.8%	0.4%	0.5%
% Between Ages 30 - 50	49.3%	37.4%	36.0%
% Over Age 50	48.9%	62.2%	63.5%
Corporate Employees			
% Under Age of 30	7.8%	8.0%	7.6%
% Between Ages 30 - 50	44.7%	47.0%	46.9%
% Over Age 50	47.5%	45.0%	45.5%
Security Staff (Includes Transportation)			
% Under Age of 30	31.1%	33.0%	32.5%
% Between Ages 30 - 50	49.8%	48.5%	48.1%
% Over Age 50	19.1%	18.5%	19.4%
Veteran Employees			
% Under Age of 30	16.5%	20.0%	17.8%
% Between Ages 30 - 50	43.6%	44.0%	43.9%
% Over Age 50	39.9%	36.0%	38.3%



## EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AS DISCLOSED IN GEO'S EEO-1 REPORTS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

	2022	2021
# of Executive/Senior Level Officials and Managers that are Hispanic or Latino by gender (female)	1	1
# of Executive/Senior Level Officials and Managers that are Hispanic or Latino by gender (male)	10	10
# of Executive/Senior Level Officials and Managers that are White by gender (female)	6	7
# of Executive/Senior Level Officials and Managers that are White by gender (male)	45	39
# of Executive/Senior Level Officials and Managers that are Black or African American by gender (female)	1	1
# of Executive/Senior Level Officials and Managers that are Black or African American by gender (male)	3	2
# of Executive/Senior Level Officials and Managers that are Asian by gender (female)	1	0
# of Executive/Senior Level Officials and Managers that are Asian by gender (male)	1	1
# of Executive/Senior Level Officials and Managers that are Native Hawaiian or Other Pacific Islander by gender (female)	0	0
# of Executive/Senior Level Officials and Managers that are Native Hawaiian or Other Pacific Islander by gender (male)	0	0
# of Executive/Senior Level Officials and Managers that are American Indian or Alaska Native by gender (female)	0	0
# of Executive/Senior Level Officials and Managers that are American Indian or Alaska Native by gender (male)	0	0
# of Executive/Senior Level Officials and Managers that are Two or More Races by gender (female)	0	0
# of Executive/Senior Level Officials and Managers that are Two or More Races by gender (male)	2	2
# of First/Mid-Level Officials and Managers that are Hispanic or Latino by gender (female)	204	207
# of First/Mid-Level Officials and Managers that are Hispanic or Latino by gender (male)	223	223
# of First/Mid-Level Officials and Managers that are White by gender (female)	307	306
# of First/Mid-Level Officials and Managers that are White by gender (male)	391	431
# of First/Mid-Level Officials and Managers that are Black or African American by gender (female)	178	182
# of First/Mid-Level Officials and Managers that are Black or African American by gender (male)	129	133

## EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AS DISCLOSED IN GEO'S EEO-1 REPORTS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

	2022	2021
# of First/Mid-Level Officials and Managers that are Asian by gender (female)	7	6
# of First/Mid-Level Officials and Managers that are Asian by gender (male)	12	12
# of First/Mid-Level Officials and Managers that are Native Hawaiian or Other Pacific Islander by gender (female)	5	6
# of First/Mid-Level Officials and Managers that are Native Hawaiian or Other Pacific Islander by gender (male)	1	1
# of First/Mid-Level Officials and Managers that are American Indian or Alaska Native by gender (female)	3	3
# of First/Mid-Level Officials and Managers that are American Indian or Alaska Native by gender (male)	1	2
# of First/Mid-Level Officials and Managers that are Two or More Races by gender (female)	11	12
# of First/Mid-Level Officials and Managers that are Two or More Races by gender (male)	16	15
# of Professionals that are Hispanic or Latino by gender (female)	133	145
# of Professionals that are Hispanic or Latino by gender (male)	72	97
# of Professionals that are White by gender (female)	257	283
# of Professionals that are White by gender (male)	194	219
# of Professionals that are Black or African American by gender (female)	119	118
# of Professionals that are Black or African American by gender (male)	53	55
# of Professionals that are Asian by gender (female)	32	27
# of Professionals that are Asian by gender (male)	18	13
# of Professionals that are Native Hawaiian or Other Pacific Islander by gender (female)	0	0
# of Professionals that are Native Hawaiian or Other Pacific Islander by gender (male)	2	2
# of Professionals that are American Indian or Alaska Native by gender (female)	2	2
# of Professionals that are American Indian or Alaska Native by gender (male)	1	1

## EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AS DISCLOSED IN GEO'S EEO-1 REPORTS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

	2022	2021
# of Professionals that are Two or More Races by gender (female)	19	14
# of Professionals that are Two or More Races by gender (male)	7	4
# of Technicians that are Hispanic or Latino by gender (female)	109	119
# of Technicians that are Hispanic or Latino by gender (male)	27	24
# of Technicians that are White by gender (female)	119	125
# of Technicians that are White by gender (male)	44	47
# of Technicians that are Black or African American by gender (female)	73	86
# of Technicians that are Black or African American by gender (male)	12	12
# of Technicians that are Asian by gender (female)	7	8
# of Technicians that are Asian by gender (male)	7	4
# of Technicians that are Native Hawaiian or Other Pacific Islander by gender (female)	1	0
# of Technicians that are Native Hawaiian or Other Pacific Islander by gender (male)	1	2
# of Technicians that are American Indian or Alaska Native by gender (female)	3	2
# of Technicians that are American Indian or Alaska Native by gender (male)	0	0
# of Technicians that are Two or More Races by gender (female)	3	3
# of Technicians that are Two or More Races by gender (male)	2	1
# of Sales Workers that are Hispanic or Latino by gender (female)	1	0
# of Sales Workers that are Hispanic or Latino by gender (male)	1	1
# of Sales Workers that are White by gender (female)	8	4
# of Sales Workers that are White by gender (male)	14	10

## EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AS DISCLOSED IN GEO'S EEO-1 REPORTS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

	2022	2021
# of Sales Workers that are Black or African American by gender (female)	1	1
# of Sales Workers that are Black or African American by gender (male)	1	1
# of Sales Workers that are Asian by gender (female)	0	0
# of Sales Workers that are Asian by gender (male)	1	0
# of Sales Workers that are Native Hawaiian or Other Pacific Islander by gender (female)	0	0
# of Sales Workers that are Native Hawaiian or Other Pacific Islander by gender (male)	0	0
# of Sales Workers that are American Indian or Alaska Native by gender (female)	0	0
# of Sales Workers that are American Indian or Alaska Native by gender (male)	0	0
# of Sales Workers that are Two or More Races by gender (female)	0	0
# of Sales Workers that are Two or More Races by gender (male)	0	0
# of Administrative Support Workers that are Hispanic or Latino by gender (female)	958	914
# of Administrative Support Workers that are Hispanic or Latino by gender (male)	283	273
# of Administrative Support Workers that are White by gender (female)	595	685
# of Administrative Support Workers that are White by gender (male)	221	233
# of Administrative Support Workers that are Black or African American by gender (female)	482	509
# of Administrative Support Workers that are Black or African American by gender (male)	162	168
# of Administrative Support Workers that are Asian by gender (female)	34	36
# of Administrative Support Workers that are Asian by gender (male)	16	18
# of Administrative Support Workers that are Native Hawaiian or Other Pacific Islander by gender (female)	16	15
# of Administrative Support Workers that are Native Hawaiian or Other Pacific Islander by gender (male)	6	4

## EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AS DISCLOSED IN GEO'S EEO-1 REPORTS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

	2022	2021
# of Administrative Support Workers that are American Indian or Alaska Native by gender (female)	15	13
# of Administrative Support Workers that are American Indian or Alaska Native by gender (male)	4	4
# of Administrative Support Workers that are Two or More Races by gender (female)	53	65
# of Administrative Support Workers that are Two or More Races by gender (male)	15	14
# of Craft Workers that are Hispanic or Latino by gender (female)	2	1
# of Craft Workers that are Hispanic or Latino by gender (male)	56	64
# of Craft Workers that are White by gender (female)	2	2
# of Craft Workers that are White by gender (male)	78	80
# of Craft Workers that are Black or African American by gender (female)	3	3
# of Craft Workers that are Black or African American by gender (male)	31	23
# of Craft Workers that are Asian by gender (female)	0	0
# of Craft Workers that are Asian by gender (male)	4	3
# of Craft Workers that are Native Hawaiian or Other Pacific Islander by gender (female)	0	0
# of Craft Workers that are Native Hawaiian or Other Pacific Islander by gender (male)	1	1
# of Craft Workers that are American Indian or Alaska Native by gender (female)	0	0
# of Craft Workers that are American Indian or Alaska Native by gender (male)	3	3
# of Craft Workers that are Two or More Races by gender (female)	0	0
# of Craft Workers that are Two or More Races by gender (male)	2	2
# of Operatives that are Hispanic or Latino by gender (female)	18	17
# of Operatives that are Hispanic or Latino by gender (male)	5	9

## EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AS DISCLOSED IN GEO'S EEO-1 REPORTS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

	2022	2021
# of Operatives that are White by gender (female)	13	17
# of Operatives that are White by gender (male)	26	28
# of Operatives that are Black or African American by gender (female)	4	4
# of Operatives that are Black or African American by gender (male)	5	7
# of Operatives that are Asian by gender (female)	14	9
# of Operatives that are Asian by gender (male)	10	11
# of Operatives that are Native Hawaiian or Other Pacific Islander by gender (female)	1	1
# of Operatives that are Native Hawaiian or Other Pacific Islander by gender (male)	0	0
# of Operatives that are American Indian or Alaska Native by gender (female)	0	0
# of Operatives that are American Indian or Alaska Native by gender (male)	1	0
# of Operatives that are Two or More Races by gender (female)	2	1
# of Operatives that are Two or More Races by gender (male)	0	1
# of Laborers and Helpers that are Hispanic or Latino by gender (female)	2	1
# of Laborers and Helpers that are Hispanic or Latino by gender (male)	7	7
# of Laborers and Helpers that are White by gender (female)	11	17
# of Laborers and Helpers that are White by gender (male)	23	35
# of Laborers and Helpers that are Black or African American by gender (female)	1	1
# of Laborers and Helpers that are Black or African American by gender (male)	6	7
# of Laborers and Helpers that are Asian by gender (female)	0	0
# of Laborers and Helpers that are Asian by gender (male)	0	0

## EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AS DISCLOSED IN GEO'S EEO-1 REPORTS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

	2022	2021
# of Laborers and Helpers that are Native Hawaiian or Other Pacific Islander by gender (female)	0	0
# of Laborers and Helpers that are Native Hawaiian or Other Pacific Islander by gender (male)	0	1
# of Laborers and Helpers that are American Indian or Alaska Native by gender (female)	0	0
# of Laborers and Helpers that are American Indian or Alaska Native by gender (male)	0	2
# of Laborers and Helpers that are Two or More Races by gender (female)	0	0
# of Laborers and Helpers that are Two or More Races by gender (male)	0	0
# of Service Workers that are Hispanic or Latino by gender (female)	1,081	1,180
# of Service Workers that are Hispanic or Latino by gender (male)	1,811	1,929
# of Service Workers that are White by gender (female)	625	663
# of Service Workers that are White by gender (male)	1,231	1,349
# of Service Workers that are Black or African American by gender (female)	1,418	1,324
# of Service Workers that are Black or African American by gender (male)	990	1,049
# of Service Workers that are Asian by gender (female)	49	40
# of Service Workers that are Asian by gender (male)	76	79
# of Service Workers that are Native Hawaiian or Other Pacific Islander by gender (female)	31	30
# of Service Workers that are Native Hawaiian or Other Pacific Islander by gender (male)	48	46
# of Service Workers that are American Indian or Alaska Native by gender (female)	27	28
# of Service Workers that are American Indian or Alaska Native by gender (male)	27	31
# of Service Workers that are Two or More Races by gender (female)	75	83
# of Service Workers that are Two or More Races by gender (male)	71	68



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