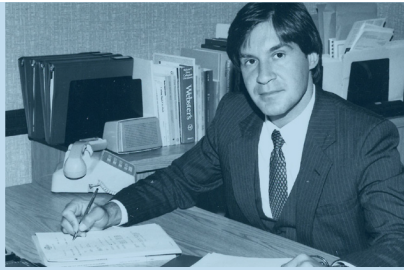


# GEO World

A GEO Publication for Employees and their Families.



*Cover Story:*  
**The GEO Group Celebrates 30 Years Of Leadership And Operational Excellence**







1984



1986



1992



1994



2003



2007



2010



2011



2013

# Chairman's Letter

**George C. Zoley**  
Chairman, CEO and Founder

## To the GEO Family,

Three decades ago, our company began a remarkable journey when we were founded as a corporate subsidiary. Through the years, we have expanded our presence in the United States and abroad and have become the world's leading provider of diversified correctional, detention, and community reentry services. Today, more than 18,000 GEO professionals report to work at over 100 locations around the world. Our growing workforce strives daily to make a difference in the lives of the more than 70,000 individuals in our care and in the communities in which we serve.

It is the dedication and hard work of countless employees who transformed a single Job Corps training contract in Guthrie, Oklahoma in 1984, into a \$1.5 billion market leader in the delivery of contracted correctional, detention, youth, community reentry, enhanced rehabilitation and electronic monitoring services.

Over the last 30 years, our company has continually expanded its operational footprint into new geographic locations and market segments both through organic development of new and expanded facilities as well as the acquisition of high-quality companies. In the last ten years alone, we have completed over \$1.8 billion in company acquisitions, adding to our diversified portfolio of correctional, detention, and community reentry services.

Our company's continued growth opportunities were highlighted by several milestones we achieved during the fourth quarter of 2013. In October, we were awarded contracts by the Florida Department of Management Services for the management of the 1,884-bed Graceville Correctional Facility, the 985-bed Moore Haven Correctional Facility, and the 985-bed Bay Correctional Facility. These three important facilities are expected to generate approximately \$56 million in annualized revenues effective February 1, 2014.

In November, we reactivated the company-owned, 700-bed Central Valley Modified Community Correctional Facility and the company-owned, 700-bed Desert View Modified Community Correctional Facility under contracts with the California Department of Corrections and Rehabilitation. Additionally, the contract capacity at our Golden State Modified Community Correctional Facility was expanded from 600 to 700 beds. The activation of these 1,500 beds in the state of California is expected to generate approximately \$33 million in annualized revenues.

Additionally, we increased the contracted capacity at our company-owned Rio Grande Detention Center in Laredo, Texas from 1,500 to 1,900 beds



under a contract with the U.S. Marshals Service. The U.S. Marshals Service is expected to occupy up to 1,228 beds with the remaining 672 beds reserved for U.S. Immigration and Customs Enforcement. The 1,900-bed Center is expected to generate approximately \$38 million in total annualized revenues.

These important milestones are indicative of the continued growth of our company and the ongoing need for high quality, cost efficient services in our industry. As we look back at the accomplishments and successes of our company over the last three decades, we can be confident that The GEO Group will continue to set the highest standards of quality and innovation in the delivery of cost efficient solutions for government agencies around the world.

# Table of Contents

**1Q**  
2014  
Volume 20  
Issue 1  
1st Quarter 2014

**EDITORIAL STAFF**

Editor  
**Esther D. Patton**

Contributors  
**George C. Zoley**  
**Pablo E. Paez**  
**Abraham Cohen**

Page 9



**Chairman's Letter**

**2 Cover Story:**  
The GEO Group Celebrates 30 Years  
Of Leadership And Operational Excellence

**Features**

**4 ACA Accreditation**  
**Achieved Throughout the Company**  
The goal of attaining company-wide ACA accreditation has been achieved.

**7 The GEO Group Complex:**  
**Home of the Special Olympics of Texas**  
The GEO Group Central Region's goal to raise enough money to help Special Olympics of Texas build a new Headquarters Building has been reached.

**26 Fulham Highlighted at**  
**National Conference**  
Mayor Cr Scott Rossetti emphasised the attributes and advantages Fulham Correctional Centre has brought since it was constructed and The GEO Group began managing it more than 20 years ago.

**28 The GEO Group Involved with**  
**Nelson Mandela's Administration**  
**to Reform Prisons in South Africa**  
Mandela's administration knew The GEO Group would help Mandela's vision to build a "Rainbow Nation" of equal opportunity to all, become a reality.

**29 BI Employees go to Haiti**  
The education mission included seminars in teaching english pronunciation to the teachers, at the St. Paul's School in Petit Trou de Nippes.

**Articles**

**4 U.S. Corrections & Detention**

**21 International Services**

**29 GEO Community Services**

Page 10



Page 23



Page 26



**Equal Opportunity Employer**

The GEO Group, Inc.  
One Park Place  
621 NW 53rd Street, Suite 700  
Boca Raton, Florida 33487





**1984**

Guthrie Job Corps Center  
Guthrie, Ok  
600 Bed Youth Facility  
Department Of Labor Contract



**1986**

WSI/INS Processing Center  
Aurora, CO  
150 Bed Facility  
Contracted with INS



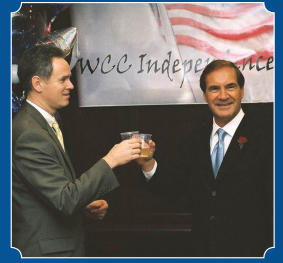
**1992**

Junee Correctional Center,  
first international contract  
awarded in Australia



**1994**

Initial Public Offering



**2003**

GEO Repurchases  
12 Million Shares  
from Group 4 Falck

# The GEO Group Celebrates 30 Years Of Leadership And Operational Excellence

The story of the worldwide leading provider  
of diversified correctional, detention, and  
community reentry services.



## Early Beginnings



George C. Zoley, Chairman, CEO and Founder,  
reviewing details for a proposal in the mid-1980's.

The year was 1984. George C. Zoley, a young and ambitious entrepreneur, had been exploring emerging privatization trends in the delivery of government services for The Wackenhut Corporation since joining the company as a manager of government services in 1981. While pursuing the privatization of fire and rescue services for local governments, Dr. Zoley, who holds a Bachelors and Masters Degrees in Public Administration from Florida

Atlantic University and a DPA in Public Administration from Nova Southeastern University, noticed that correctional and detention facilities throughout the United States were suffering from overcrowding conditions. And so a new era in the delivery of correctional and detention management services started with the founding of The GEO Group (formerly Wackenhut Corrections Corporation).





**2007**

Acquired CentraCore Properties Trust



**2010**

Acquired Cornell Companies



**2011**

Acquired Behavioural Interventions Incorporated



**2013**

REIT Conversion

In order to gain the expertise needed to manage offender and detainee populations, Dr. Zoley secured a contract with the Department of Labor for the management of a Job Corps Program involving a 600-bed Youth Facility in Guthrie, Oklahoma. In 1986, only two years after the company's founding, The GEO Group was awarded its first major contract by the Immigration and Naturalization Service for the design, financing, construction and management of an Immigration Processing Center to house up to 150 detainees in Aurora, Colorado. Eighteen years later, GEO continues to operate the facility which now has been expanded to house more than 1,500 detainees.

### Going Public

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

The next step would be to transition from a corporate subsidiary to a publicly-traded company. In 1994, with \$105 million in revenues the company went public as Wackenhut Corrections Corporation through an Initial Public Offering of \$17 million. Originally listed on NASDAQ and with Dr. Zoley as its Chief Executive Officer, the company moved its listing to the New York Stock Exchange in 1996. Though the company was publicly-traded, it remained a majority-owned subsidiary of The Wackenhut Corporation until July 2003.

### International Expansion

By 1992, the company had already begun to expand its business internationally, first exploring new business opportunities in Australia. In 1994, through a joint-venture

partnership, the company was awarded its first contract in the United Kingdom. By 2002, GEO had established itself as a leader within the privatized correctional markets in the United Kingdom, Australia, and New Zealand, and the company had also opened the 3,024-bed Kutama Sinthumule Maximum Security Prison in the Republic of South Africa, which at the time was the largest privately-operated prison in the world.

### Becoming an Independent Company

By mid-2002, the company had become a dominant force in its industry both in the United States and internationally, but soon the future would become uncertain. In May 2002, The Wackenhut Corporation was bought by Group 4 Falck, a Danish security conglomerate which became the company's majority shareholder.

Few moments in a company's history are transformational enough to reset the course of an entire organization and create a future full of exciting opportunities and challenges. On July 9, 2003, one such moment reset the course of The GEO Group's history (then known as Wackenhut Corrections Corporation) and paved the way for what has been a decade of successes and remarkable growth. On that day, GEO culminated what had been a year-long process of negotiations with the purchase of 12 million shares, or 57% of its common stock, from Group 4 Falck for \$132 million. As hard as it seemed at the time to top such a monumental milestone, the success story of The GEO Group since that historic day of July 9, 2003 is simply unparalleled.

### Quality Growth

After gaining its independence, GEO set out to aggressively pursue quality growth opportunities, which included both new organic

development and expansion projects as well as the acquisition of high quality companies. Since 2003, GEO has completed over \$600 million in new facility development and expansion projects. It has also diversified its portfolio of correctional, detention, and community reentry services through \$1.8 billion in company acquisitions including Correctional Services Corporation in 2005; CentraCore Properties Trust in 2007; Cornell Companies in 2010; and Behavioural Interventions Incorporated in 2011.

Since July 2003, GEO has tripled its annual revenues from approximately \$500 million to more than \$1.5 billion. The company's market capitalization, or equity value, has increased 16 times from \$160 million to \$2.5 billion, and its total company valuation, or enterprise value, has increased ten-fold from \$400 million to \$4.0 billion.

### REIT Conversion

Almost ten years after achieving its independence, GEO's growth and investment strategy was validated with another important milestone. On January 1, 2013, GEO became the first fully-integrated equity real estate investment trust specializing in the development, financing, ownership, and operation of correctional, detention, and community reentry facilities around the globe.

The remarkable journey which began with Dr. Zoley's vision and entrepreneurship in 1984 has delivered incredible collective successes and accomplishments while creating a future which promises to be even brighter. With a growing workforce of 18,000 dedicated professionals around the world, The GEO Group is poised to reach new and unprecedented heights even as it celebrates three decades of remarkable industry leadership and operational excellence.



## ACA Accreditation Achieved Throughout the Company

Written By **Michael Bradley, Contract Compliance, Corporate**

It was both a significant commitment and a considerable challenge issued by our Chairman and CEO, George Zoley at the 2011 Leadership Conference. The commitment was to have all GEO facilities, correctional and detention facilities and all eligible reentry centers, accredited by the American Correctional Association. The challenge was to have it accomplished within two years.

As announced at last year's Leadership Conference, the goal of attaining company-wide ACA accreditation has been achieved. Thirty-eight corrections and detention facilities and thirteen Reentry Centers have now successfully completed the ACA accreditation process.

**51** "The fifty-one GEO Group Facilities that have achieved ACA Accreditation have done so with an average compliance score in excess of 99%."

**38** Corrections & Detention Facilities

**13** Reentry Centers

The GEO Group has always been successful in achieving ACA accreditation when required by client contracts. This new challenge was to achieve ACA accreditation at all The GEO Group facilities, including those that did not have that as a contract requirement.

Many of the facilities, brought into the accreditation process for the first time, had operated successfully for a number of years. However, this challenge required facility staff to evaluate and track their performance to demonstrate con-

sistent compliance with a set of national correctional standards. They faced other unique challenges as well.

All facilities built by The GEO Group are designed to meet ACA standards; however, many of the facilities in this new group were not designed and built by our company or with ACA standards in mind. This made achieving compliance with standards related to physical plant design significantly more difficult.

The Central Texas Detention Facility for example was built as a county jail in 1962, long before ACA standards were in existence, and was a facility that many felt would never achieve ACA accreditation. However, through extensive renovation and hard work on the part of the staff, this 51-year old, eight-story facility achieved national accreditation.

Several facilities are located in states that are not involved in the ACA accreditation process which presented a separate set of challenges for the staff as they worked to bring the institutions in line with the standard requirements. Our institutions in both Arizona and Georgia have been frontrunners in achieving ACA accreditation in those states. Most recently, three Reentry Centers in Anchorage, Alaska completed successful ACA accreditation audits and received their award of accreditation at the Winter ACA Conference in Tampa, Florida. They join the ten other Residential Reentry Centers with ACA accreditation.

Despite these additional challenges, all of The GEO Group facilities have demonstrated their ability to meet or exceed the ACA accredita-



tion standard requirements. The fifty-one GEO Group facilities that have achieved ACA accreditation have done so with an average compliance score in excess of 99%.

With the reactivation of The GEO Group facilities in California and the contract acquisitions for the operation of three additional institutions in Florida, the number of ACA accredited facilities will continue to grow. It is a GEO Group commitment and one more way in which we demonstrate that our facilities continually strive to create a culture of excellence.

**Pictured From Top to Bottom:** The smiling faces of the staff from the Cordova, Parkview and Midtown Reentry Centers in Anchorage, Alaska says it all as they celebrate the results of their very successful initial ACA accreditation audit; In 2012, Lawrenceville Correctional Center had its 4th ACA Re-Accreditation Audit, receiving a score of 100%. Mr. Kelly Ward, Chairperson of the ACA Audit Team stated that never in the history of the ACA has a facility obtained four consecutive 100% scores; In May 2013, Riverbend Correctional Facility achieved initial ACA accreditation with a 100% score.



## 4th Annual Christmas Wishes on the Rio Grande

Written By **Briggett Bowers,**  
Rio Grande Detention Center



**T**he Rio Grande Detention Center (RGDC) celebrated another successful year of the Christmas Wishes on the Rio Grande. This year the staff at RGDC, Laredo USMS office, and very special sponsors provided shoes, socks, toys, goodie bags and individual photos with Santa for 210 children at three Laredo Head Start schools.

On hand to help RGDC and Laredo USMS staff to distribute the toys were some very special guests; Southern District of Texas-USMS Marshal Elizabeth Saenz, Federal Judge Diana Saldana, Bethany House Director Beatriz Saldana, Regional Director

Gary Gomez, Assistant Region Director Charles Paulette and most popular of all Santa. The children at each of the head start schools performed Christmas carols and danced for Santa and his helpers. The Head Start staff and parents showed their appreciation by providing a feast of authentic Mexican food such as pozole, tamales, chocolate de Mexicana, and pan dulce.

This year was exceptionally successful in part to generous donations from The GEO Group Inc., Central Region Vice President Reed Smith, Leo Aguirre, Global Tel Link, and Correctional Healthcare Companies.



**Pictured From Top to Bottom:** Officer Jesus Deleon, AKA Santa, getting lots of hugs from the children of Sierra Vista Head Start RGDC staff; USMS Marshal Elizabeth Saenz, Laredo USMS Deputies, Federal Judge Diana Saldana, Bethany House Director B. Saldana, children and faculty from Rio Bravo Head Start program.



## Blackwater River Honors Veterans

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

**A** reception was held to honor the veterans who are employed at Blackwater River Correctional Facility (BRCF) on Veterans Day. Since BRCF employs over 100 veterans, we wanted to recognize them in some way on the special day that is set aside in their honor.

Officer Rolando Bethea, also an Army Veteran, sang an outstanding rendition of The National Anthem. The guest speaker was Reverend Bob Lowe, the Administrator of First Baptist Church of Milton and a retired Navy Chief. He entertained the crowd as he told of his journey from "Punk to Patriot." Sergeant Ricky Jones, also a Marine Corps Veteran, sang a song he had written about returning from war, and it touched the hearts of many. A commemorative medallion was given to all the veterans as a small token of appreciation for their service to our great nation.



## Crisis Negotiation Team Leads the Way In Giving Back this Thanksgiving

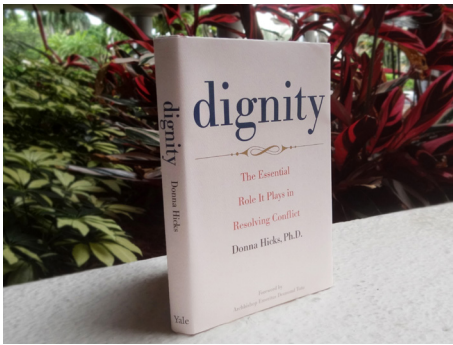
Written By **Jennifer Shaw,**  
Moshannon Valley Correctional Center

**T**his Thanksgiving, the crisis negotiation team at Moshannon Valley Correctional Center (MVCC) led the way for the facility to give back to the community. The team asked employees to contribute to their Thanksgiving charity event by plucking a feather from Ol' Tom Turkey at the front lobby and returning with the food item listed on each feather. If employees chose to donate a financial sum instead, money was placed into a great pumpkin.

The team collected enough food and money to provide meals to fourteen area families. The meals consisted of turkey, gravy, stuffing, potatoes, vegetables, sweet potatoes, cranberry sauce and apple or pumpkin pie. The names of

the families were received from local churches, fire companies, and schools. Some of the crises these families were facing were the death of an immediate family member, fire destroying their home, terminal illness of an immediate family member and working parents, who are unable to make ends meet.

Members of the crisis negotiation team delivered the groceries to the families ahead of the holiday, so the families could cook the Thanksgiving feast together. Moshannon Valley thanks its crisis negotiation team for taking the lead so that those less fortunate in our community could still enjoy the bounty of the Thanksgiving holiday.



## Treat Others With *Dignity and Respect*

Written By **Stephen Fuller, Corporate HR**

**"...Begin every day with the goal of treating every person with dignity. Start your day at work with the premise that others have good motives and are acting with integrity. Validate others for their talents, hard work, thoughtfulness, and help."**

The GEO Group's expectation is that employees treat each other, and everyone else in the workplace, with dignity and respect.

With this principle in mind, during The GEO Group's Leadership Conference in September, every attendee received a copy of the book *Dignity: The Essential Role it Plays in Resolving Conflict*. As part of the presentation, it was explained that one of the defining characteristics of humans is that we are feeling beings. What seems to be of the utmost importance to humans is how we feel about who we are. We long to look good in the eyes of others, feel good about ourselves, to be worthy of others' care and attention. We share a longing for dignity – the feeling of inherent value and worth.

Dignity is different from respect. **Dignity is a birthright.** We have little trouble seeing this when a child is born; there is no question about children's value and worth. Treating others with dignity becomes the baseline of our interactions. Earning respect means doing something that goes above and beyond the baseline.

There are **10 Essential Elements of Dignity:** Acceptance of Identity, Inclusion, Safety, Acknowledgement, Recognition, Fairness, Benefit of the Doubt, Understanding, Independence, and Accountability.

It is important to understand that we all, as humans, have an inborn desire to be treated well because we are psychologically programmed to believe that our lives are dependent on it. We cannot help but react when being mistreated. The second we sense someone is judging us or treating us unfairly, or as if we are inferior, our emotional warning signal flashes on and we feel what the book describes as a "dignity violation."

The human experience of worth and vulnerability emanates from one of the oldest parts of our brains, from what neuroscientists call the limbic system. Being treated with dignity triggers the limbic system to release those pleasant feelings of being seen, recognized and valued. Conversely, when we sense a

threat to our dignity – to our sense of worth – we are flooded with a terrible feeling of dread and shame. This is a natural and normal reaction for all human beings, and is something we cannot change or regulate. Our brain does this automatically.

So, begin every day with the goal of treating every person with dignity. Start your day at work with the premise that others have good motives and are acting with integrity. Give people your full attention by listening, hearing, validating, and responding to their concerns, feelings and experiences. Believe that what others think matters. Give them the chance to explain and express their points of view. Treat people as trustworthy. Validate others for their talents, hard work, thoughtfulness, and help. Be generous with praise, and show appreciation and gratitude to others for their contributions and ideas. Take responsibility for your actions. If you have violated the dignity of another person, apologize.



## Head Start Book Drive

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



Every year employees of the LaSalle Detention Facility (LDF) come together and contribute to a book drive to benefit the local LaSalle Parish Head Start in Jena, LA. Our goal is for every child there to receive a reading or activity book including crayons. This year we added a personalized Christmas card for each child. There were fifty one students enrolled at the center, and each child received a gift bag.

Also a \$250 check was presented to Ms. Andria Parker, the center's Director for use at the school. This came from funds raised from events held at the facility throughout the year. The children were so excited to see us when we arrived with gift bags in hand. Melinda Parker, Human Resource Manager volunteered to dress up as the LDF Christmas Elf!

Other employees that participated were A.W. Ramos, Priscilla Doggett-Chief of Security, Bruce Spence-Training Administrator, Kayla Gilmore-C/O, Lloyd Bradford,

Adrian Foster and Brittney Franklin-all from Records, Michelle Neal-Court Officer, John Norwood-IT, and Michael Barker-Compliance.

The children's faces lit up when we entered the center. Mr. Spence was wonderful with the children, organizing the best way for each one to receive their gift bag. It was enjoyable to watch and they were such a blessing. We enjoyed being in their world, for a while. At the end of the visit the children even sang to us.







# The GEO Group Complex

## Home of the Special Olympics of Texas

Written By Jimmy Marr, Central Region Office

As they say at Disney, “Dreams really do come true” and a long time dream of the Central Region is nearing fruition. For the last 14 years, the Central Region has hosted an annual golf tournament benefitting the Special Olympics of Texas (SOTX). The goal was to raise enough money to help SOTX build a new Headquarters Building.

The GEO Group and SOTX reached that momentous milestone in September 2013 when the ground was broken for “The GEO Group Complex – Special Olympics of Texas Headquarters Building” in Austin, Texas. We are very proud to have The GEO Group Complex named after our wonderful company as it shows the true partnership between The GEO Group and the Special Olympics of Texas. The GEO Group is responsible for donating the lead gift of \$2 million to the construction campaign for the Complex. The new 20,000 square foot statewide headquarters will contain offices, meeting space, teleconferencing facilities, as well as a family resource center which will benefit coaches, volunteers, athletes, and medical professionals. “Our new headquarters will be a game changer for us”, said Rudy Lopez, Chairman of the SOTX Board of Directors. By owning the new building, it will allow SOTX to maximize the impact of all donations and better serve the needs of the athletes.

The goal would not have been possible without the hard work of our GEO Staff and the generosity of our vendors. The GEO

Group Central Region Special Olympics Golf Tournament is the culmination of the previous twelve months of fund raising by all of our Texas facilities. The friendly competition between the facilities results in some innovative ways to raise money. The annual tournament is an event that everyone looks forward to each year. It brings GEO Staff, Vendors, Clients, and Special Olympics Athletes together for a fun filled day of golf, food, and fellowship. The highlight of the Tournament is when the athletes address the group at the luncheon to explain what SOTX means to them and list all of their accomplishments. It is truly a special celebration of these wonderful athletes and their families.

Although we are extremely proud to have broken ground on The GEO Group Complex, it is not the end of our dedication to Special Olympics of Texas. Our focus will now turn to raising the additional funds needed to complete construction. This year the Central Region is hosting the 15th Annual SOTX Golf Tournament on April 15th, 2014. This year’s event will take place at The TPC San Antonio, home to the PGA Valero Texas Open.

If you would like more information about the tournament or how you can donate to Special Olympics of Texas please contact the Central Region Office Manager, **Donna Blanton**, at [dblanton@geogroup.com](mailto:dblanton@geogroup.com).

“We are very proud to have The GEO Group Complex named after our wonderful company as it shows the true partnership between The GEO Group and the Special Olympics of Texas. The GEO Group is responsible for donating the lead gift of \$2 million to the construction campaign for the Complex.”



Pictured From Top to Bottom: The GEO Group Complex Signage – A sketch of the proposed monument acknowledging The GEO Group’s contribution to the new Special Olympics of Texas Headquarters Building; Central Region Team–Jimmy Marr, Danna Coapland, Christine Casmedes, Jimmy Dugger, and Jerry Light attending the SOTX Headquarters groundbreaking; Danna Coapland breaks ground at the new headquarters location for SOTX.





## Thanksgiving Day Food Drive

Written By **Garry Ross,**  
**Robert A. Deyton Detention Facility**

**G**arry Ross, coordinator of the food drive, would like to personally thank everyone who contributed to the Thanksgiving day food drive. The results were phenomenal, and that is putting it mildly!

In the beginning, we were only going to have the food drive for three days, but at the request of our staff it was extended for another week. It is so unusual for something such as this to happen—a donation period is extended, not because the goal hasn't been reached, but because people wish to give more! The food drive has been an outstanding and touching testament to the

character of the employees at this facility. The selfless efforts of our staff provided food for the hungry and the disadvantaged over the Thanksgiving Season, and for some time thereafter. It's a blessed feeling to be working with a group of people filled with such a spirit of generosity and goodwill. Once again, thank you for opening your hearts to those in need.

"ALC employees and the Toys for Tots committee raised a total of \$11,411.10 for this wonderful event."



## Allen Parish Toys for Tots

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

**A**llen Correctional Center was the Allen Parish Toys for Tots Coordinators for the 2nd year in a row, which took place on December 7, 2013 at the Kinder Community Center.

This year resulted in distributing toys to two hundred forty children, as well as raffling eight bicycles within Allen Parish. Santa, Assistant Warden Mark Estes, and Elf, Investigator Terry Langley, gave all the children candy canes and stocking stuffer bags for the children to pick out their own toy. The children's parents received a bag with six large toys so that they may wrap them without the children knowing, meanwhile that each child was able to pick out one toy item, as well as fill their stocking stuffer bag. Allen Correctional Center (ALC) Officer Sgt. Joshua Paul represented the Marines in his dress blues. ALC employees and the Toys for Tots committee raised a total of \$11,411.10 for this wonderful event.



# Hiring Heroes Recruitment Campaign

Written By Gina Larsen, Corporate HR



The GEO Group launched its Veteran Recruitment Campaign “Hiring Heroes” in early 2013. A specific URL (<http://geogroup.com/hiringheroes>) was created for Veterans interested in a career at The GEO Group to match their military skill set to a position within the company.

For the “Hiring Heroes” campaign, we built relationships with military bases all around the country; we reached out to transition centers and posted jobs on over 20 websites that target veterans and military personnel. We initiated yearly advertising campaigns with over 10 military magazines and publications and attended several military recruitment job fairs.

## The “Hiring Heroes” campaign’s success resulted in the following:



The GEO Group is a **Top Military Friendly Employer** in 2014 (Top 100).



The GEO Group won **2013 Most Valuable Employers for Military® Award** by CivilianJobs.com.



The GEO Group was recognized for offering opportunities in **43 of the Top 50 Military Friendly Cities in 2013.**



The GEO Group **hired 683 Veterans last year!**



## The GEO Group walks for the American Heart Association

Written By Eileen Roth,  
Business Management, Corporate,  
& Traci Wright, Corporate HR

Thank you to all The GEO Group employees and their families who participated in the Heart Walk this year. We had a great turn out with a total of 26 walkers. A lot of fun was had and we were able to support a wonderful cause!

The GEO Group raised a total of \$1,263 for the American Heart Association by pulling together as a company, and participating in our fund raising events. An additional \$5,000 was generously donated by The GEO Group Foundation.

Three lucky walkers were randomly selected in the raffle for an iPad and two \$100 gift cards. Congratulations to our iPad winner, Diana Leger from Broward Transitional Center. \$100 gift card winners were Chequita Stephens, Corporate Headquarters, and Jeannette Jordan, Corporate Headquarters. The GEO Group Team completed the walk, happy to be part of such a special event. Thank you for supporting this worthwhile cause!



## GEO Share PTO Donation Program

Written By Traci Wright,  
Corporate HR

We are proud to share with you the overwhelming response to our newly created donation program that benefits employees in need. Since its inception in July, the program has provided 41 individuals who ran out of paid time off because they were experiencing a severe illness themselves or were caring for a family member, with an influx of much needed PTO time from others.

A total of 133 GEO employees reacted to the needs of their co-workers by donating 3,044 PTO hours! This enormous response is a testament to the generosity of the caring individuals who are part of the GEO Family.

We are proud of our how our employees take care of one another, and look forward to the program’s continued success in 2014.



## Warden Cole Honored with *Louisiana Employer Support for the Guard and Reserve Award*

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

On July 25, 2013, Warden D.C. Cole was presented with a national honor by receiving the ESGR (Employer Support for the Guard and Reserve) “Patriot Award” and “My Boss is a Patriot” lapel pin.

This recognition was created by the ESGR to publicly acknowledge those individuals who provide outstanding patriotic support and cooperation to their employees, who like citizen warriors before them have answered their nation’s call to serve. Supportive employers are critical to maintaining the strength and readiness of the nations’ Guard and Reserve Units. Warden Cole stated that “being recognized as an extraordinary supporter for employees serving in the

military is a true honor. I will give all the recognition back to my employees. I have a great team of leaders that I surround myself with each and every day. Without them, I would not be where I am today.

We are very pleased at The GEO Group and LaSalle Detention Facility (LDF) to be a proud supporter of our veterans. Over the years, I have found that by employing the nation’s military veterans, you automatically have a dedicated and disciplined employee.” Currently LDF has 26 former and current military men and women working at the facility.



**Pictured From left to Right:** ESGR Committee Member: CW4 Rodney Russell, Warden D.C. Cole, and ESGR Area Chair, Bob Gillan.

**“We are very pleased at The GEO Group and LaSalle Detention Facility to be a proud supporter of our veterans. Currently LaSalle Detention Facility has 26 former and current military men and women working at the facility.”**

## New Castle, a Facility With a *Capacity for Giving*

Written By **Mike Smith & Andy Beguhn, New Castle Correctional Facility**

The source for the \$10,000 that was donated to Westminster Community Center, were the proceeds from the Offender Package Program, for offenders at New Castle Correctional Facility (NCCF). The money was used to buy clothing & toys for 83 underprivileged children in the New Castle area for the 2013 Holiday Season. On December 3rd, staff from NCCF traveled to local stores and spent the day purchasing clothing and toys for each child from a list, provided by the Westminster Community Center. On December 4th, NCCF offenders wrapped each present individually and placed them in a box marked for each child. The following week, each of the 83 children who otherwise would not have had any presents this season, were given \$100 worth of clothing and toys for the holidays.

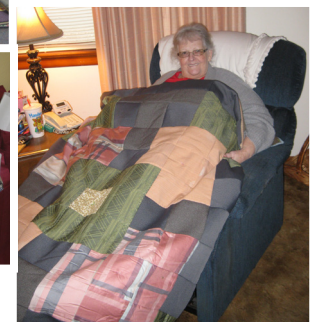
Children were not the only people that the offenders helped this past holiday season. Last year, NCCF’s PLUS (Purposeful Living Units Serve) Program partnered with Life Stream by providing hand-crafted rice bags (neck warmers) to be included with their annual gift bags to the elderly. Life Stream is an organization located in Henry County Indiana dedicated to caring for its Senior citizens.

This past year, the PLUS participants have worked diligently, perfecting their latest skill in making quilts. In May, they decided to “up the ante” on last year’s donation to Life Stream,

and provided a patchwork quilt for 200 gift bags. Using assorted fabrics donated by Leed’s Selling Tools Company of Ireland, Indiana and approximately 4,000 hours of labor, the men of the PLUS Program met their deadline.

The Indiana Department of Correction’s PLUS Program comprises faith, and character based housing units, that provide offenders an opportunity to explore and choose alternatives to criminal thinking and behavior through an emphasis on spiritual, moral, character development, life-skills training and intentional preparation for living as law-abiding citizens, who contribute to the well-being of their communities. Of the six components encompassing the program, the Community Service Component seems to resonate loudest with a majority of the participants at NCCF’s program.

NCCF’s participants have discovered a unique way to contribute to the well-being of their communities, through quilting. But what is unseen, is the gift the participants receive—the gift of giving. For many, taking and being selfish had been a large part of life prior to their incarceration. Now, provided with an avenue to give to others for no reason other than the purpose of enhancing the quality of life for another human being, many



have discovered a way of life that is far more gratifying and rewarding than their past self-centered actions.

Staff and offenders at the New Castle Correctional Facility have donated over \$53,600 and hundreds of hours in volunteer work in 2013. What a capacity for giving back to the community!



# GTI Corner

## Aurora Detention Facility

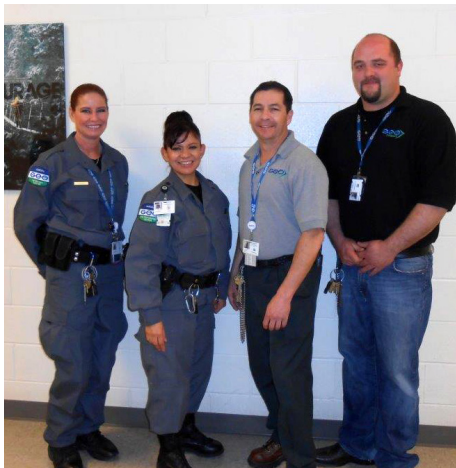
Written By Patrick Donnelly, GTI Operations



This past July, Art Espinoza was selected for the GTI Transportation Supervisor position at the Aurora Detention Facility. Art came to GTI after a 28-year career with the Federal Bureau of Prisons. He began his career with the Bureau of Prisons (BOP) in 1985 at the Federal Correctional Institution in Phoenix, Arizona as a correctional officer. Art transferred to BOP's Littleton, Colorado facility in 1986 where he was promoted to Department Manager over the Inmate Systems Management Department. In this role, Art was responsible for the oversight of the records office and prisoner receiving/discharge. Other management responsibilities included oversight of the intake/release section and transportation of all inmates at three separate facilities, including an adjacent U.S. Marshals Federal Detention Center.

Correctional Facility by transporting nearly 1,200 inmates to the Denver Airport. During the most recent client based performance review of the facility and the GTI operating component, GTI received nearly perfect scores for their performance throughout the year. Consequently, both ICE and USMS have been complimentary of Mr. Espinoza's performance during his tenure at the Aurora facility.

Contributing to the good work being performed on a daily basis at Aurora is Fleet Technician, Grant Roberts. Grant came to GTI in November of 2011, with a 14-year background as a Master Automotive Truck Technician and Service Consultant within the transportation industry. Although working in a correctional setting was new to Grant, he has performed above and beyond expectations when it comes to the daily maintenance of the fleet by keeping the vehicles running and in proper repair. Further, his expertise has prevented costly expenses through his ability to personally administer restricted services on the vehicles that otherwise would be billed by an outside vendor. Recently, both Art Espinoza and Grant Roberts received spot awards for their efforts to help improve the operation at the Aurora Detention Facility.



In his current role with The GEO Group, Art is responsible for managing the day to day transportation operations at Aurora which includes supervising a total of 26 drivers, a fleet technician and overseeing a fleet of fourteen different types of vehicles. The Aurora facility houses both ICE detainees and U.S. Marshals offenders; both agencies have separate transportation requirements and destinations. Art's experience with transportation of detainees and prisoners has resulted in a seamless transition in quality service to both clients. Under his leadership at Aurora, safe and secure transportation for 6,740 detainees, totaling 131,561 miles has been provided. In addition to regular facility missions, his staff also supported airlift operations throughout the depopulation of the Hudson

We congratulate Mr. Espinoza and Mr. Roberts for their excellent contributions to The GEO Group/GTI family.

**Pictured From Top to Bottom:** Art Espinoza Transportation Supervisor; From Left to Right: Lisa Hart, Nancy Alonso, Art Espinoza and Grant Roberts.

## 1st Annual Chili Cook-Off

Written By Brenda Sullivan, LaSalle Detention Facility

On November 8, 2013, the LaSalle Detention Facility (LDF) hosted the first chili cook-off in Jena, Louisiana to raise money for Relay for Life. A goal was set for ten entries, and we met that goal, thanks to eight entries from The GEO Group employees or their family.

The event was held at Jena's town square and a total of \$520 was raised for the American Cancer Society's Relay for Life. The judges

had a bit of a difficult time and had to go back again to break their tie. The community and employees enjoyed the beautiful day and the delicious tasting chili with all kinds of toppings! Kenneth (Layne) Gurganus, LDF's Fire and Safety Manager, won 1st place and his trophy proudly sits on his desk for all to see. 2nd place went to Donna Free, wife of GTI transportation employee, Jeffrey Free, and 3rd place went to Warden D.C. Cole. The event was well received within the community. We are looking forward to next year when we can meet again and enjoy more delicious chili. We may even hold a home-made ice-cream competition in the summer.



**Pictured From Left to Right:** Chili Cook-Off Winners: Donna Free, 2nd Place, Kenneth (Layne) Gurganus 1st Place, and Warden D.C. Cole, 3rd Place.



# New Castle Awarded the First Indiana Special Olympics Department of Correction Commissioner's Cup

Written By Kevin Jackson, New Castle Correctional Facility

The New Castle Correctional Facility has conducted fundraising events for the Indiana Special Olympics, for the past seven years. As part of the fundraising, each year the facility emergency teams participate in the Polar Plunge in February, the Law Enforcement Torch Run in June, and the Plane Pull Competition in August.

In 2013, the Indiana Special Olympics created a Commissioner's Cup traveling trophy to be awarded to the Correctional Facility who received the most combined points for the plane pull and the total funds they raised. Twenty Two Indiana Correctional Teams participated in the competition, and after all points were tallied, the New Castle Correctional Facility was awarded the First Commissioner's Cup.

New Castle Correctional Facility was the Top Fund Raising Team, donating \$7,850 to the Special Olympics which was \$3,454 more than the second runner up. Since the Commissioner's Cup is a traveling trophy, it

will be held at the New Castle Correctional Facility until the next plane pull in August 2014, when we will then defend our position as the First Place Team!

We love the competition, which certainly makes the fundraising fun, and we enjoy the camaraderie with our law enforcement and correctional friends. However, we have not forgotten the reason for all of our efforts which can be seen on the faces of the Special Olympics Athletes, who are provided with the opportunity to participate in Olympic-type sporting events throughout the year.

We are also very proud of our New Castle Correctional Facility emergency teams, who participate and represent our facility as well as all of our staff, who contributed to this very worthwhile cause. To them, we say thank you for being on our team and to the Special Olympics staff who tirelessly organize all of these events around the world, thank you for all that you do for the Special Olympics Athletes!



## Scholarship Awarded to Major Rice by Indiana Department of Correction Commissioner, Mr. Lemmon

Written By David S. Burch, Plainfield STOP



On December 11, 2013, Indiana Department of Correction (IDOC) Commissioner Bruce Lemmon, visited the Plainfield Short Term Offender Program specifically to meet with the facility's Chief of Security, Major Shad Rice. Major Rice was awarded the Fall 2013 Correctional Professionals Assistance Fund of Indiana (CPAFI) Public Safety scholarship. The scholarship was the second largest in the state to be awarded at \$3,000.

CPAFI provides short-term assistance to employees or their immediate families should they face a serious loss resulting from a natural disaster or catastrophic accident. In addition, the fund provides scholarship opportunities annually to correctional staff and their families. There are nine CPAFI Scholarships that are awarded following a review of applicant essays and recommendations received on their behalf. The Public Safety scholarship was one of only nine scholarships awarded.

During his visit, Commissioner Lemmon stated, "I am pleased to award Shad Rice with the CPAFI Public Safety Scholarship. Shad is the first contracted employee to be awarded through the scholarship fund." Major Rice also received a letter from IDOC Chief of Staff and CPAFI Chair, Randall Koester. Mr. Koester stated, "the scholarship committee was extremely impressed with your academic achievements and outstanding extracurricular activities."

Major Rice has received several other commendations from IDOC in the past. In 2010, he was recognized as the Commissioner's Correctional Professional of the Year. In 2011, Major Rice graduated from the Commissioner's Experienced and Emerging Leadership Program. Major Rice is currently pursuing his Bachelor's Degree in Business Management and will obtain his Associate's Degree in Criminal Justice in the spring of 2014.



# "Like a Good Neighbor, Rivers is There!"

Written By **Amy Gillus**, Rivers Correctional Institution



**Chowan University Scholarship Luncheon**  
Warden Brick Tripp & Amy Gillus.



**Hertford County High School Senior Awards Night** Amy Gillus, Warden Brick Tripp, Crystal Deloatch, Alexis Powell, (2 of Rivers scholarship winners) Dr. Kim Gamble & James Futrell.



**Relay for Life**  
Rivers Relay for Life Committee



**Pink Power Luncheon**, a community event hosted by Vidant Roanoke-Chowan Hospital during Breast Cancer Awareness month. Dr. C. Williams, Linda Perry, Amy Gillus, Tina Pruitt (keynote speaker) Harriett, Dacia Morales and Diondra Alston



**Volunteering at local Elementary school, Rivers share the burden-classroom.**  
Karin Harrell with student from Elementary School



**Winton Fire Department receives helpful donation from Rivers Correctional.**  
Bradford Vann, Fire Chief James Broglin, Warden Brick Tripp and Amy Gillus

## 2nd Annual Toys for Tots

Written By **Rhea Cantu**, Karnes County Civil Detention Center



**T**he Karnes County Civil Detention Center (KCCDC) staff participated in Toys for Karnes County Tots for a second year. We began collecting toys in early November, and we have helped to collect toys to deliver to over 300 families in the Karnes County area.

On December 20, 2013 staff presented the collections to Karnes County Officials. Justice of the Peace Precinct 3, Judge Daisy Villanueva, Sheriff Dwayne Villanueva, Deputy Jimmy Loya & Fire Chief Charlie Malik accepted the donations from KCCDC. The Karnes County Civil Detention Center is proud to serve the community and local families in need.





# And the Biggest Loser Is...

Written By Traci Wright, Corporate HR

For five months, ending November 27, 2013, contestants battled the bulge and each other in an effort to become GEO's Biggest Loser for Season 3. Out of more than 1,000 contestants, only two could take home the top prize.

Our Biggest Loser award goes to **Lesa Capehart**, an Inmate Accounts Clerk from Central Region's Joe Corley Detention Facility. Lesa lost an amazing **59.1 pounds!** Leading the contestants in percentage of body weight lost was **Bobbi-Alene Kelso**, a Life Skills Worker Supervisor, at the Youth Services Division Leadership Development Program. Bobbi-Alene took the prize with her weight loss of **23.48%** of her body weight. Congratulations to both ladies on their stellar accomplishment.

Once again, we've attained amazing results. Company-wide we lost 4,667 more pounds in Season 3! This is in addition to the 6,433 pounds lost in Season 1 and 5,377 pounds lost in Season 2. Congratulations to all who participated and successfully lost weight. A total of 132 individuals received a cash prize for their achievements.

With Biggest Loser Season 4 starting January 14 and ending May 31, 2014, we hope to have more participants than ever. Who will take home this season's top prizes? It could be you, so be sure to enroll by contacting your Wellness Champion for a Registration Form. Lose weight, get healthy, get GEO fit-for-life and possibly take home some cash.



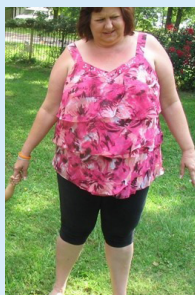
## The GEO Group Dollars at Work

Written By Michael Johnson, Arizona State Prison-Phoenix West

In the winter of 2013 with Capital Expenditure funding, Phoenix West undertook the project of repaving our parking lot. While this project might seem inconsequential to most, it was a major undertaking for our facility. The project lasted five days and involved regrading our lot, improving our spillway system, and acquiring temporary parking for our staff during the project.

This required coordination with the city fire department, the police department, the city planners, our neighbors and our contractor. All of these officials and neighbors were most gracious and cooperative. They worked with us, granting parking permits so that staff could park in restricted areas and our neighbors allowed staff to park in areas generally reserved for their staff.

We now have a beautiful parking lot with good drainage. No more puddles or walking through mud before we enter the gate. Of major significance, the possibility of staff and/or visitors sustaining an injury from walking over uneven and potted concrete has been eliminated. Thanks to our Western Region Office for making this a reality.



BEFORE



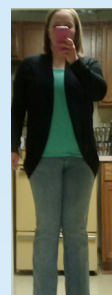
AFTER

### Lesa Capehart: Lost 59.1 pounds!

"I quit drinking the diet soda, and drank water or tea with Splenda. My diet was mostly fruits, vegetables and lean meats, and I watched my fat and carbohydrate intake. In addition, I tried to do some type of exercise a couple times each week. I made a decision it would be a life style change and not just a diet."



BEFORE



AFTER

### Bobbi-Alene Kelso: Weight loss of 23.48%

"I simply changed my eating habits and exercised. I tried to run at least thirty minutes every day if not more, and I got back into hiking. I stopped drinking soda and limited my sweets. I also tried to eat more proteins and vegetables/fruits. Plus to have someone there to support/encourage you throughout the day is a huge help."

## Welcome to Desert View MCCF

Written By Serrena McCuan, Desert View MCCF



Over the course of the past few months, we here at Desert View MCCF have worked many hours and days to help achieve the success of opening up our facility. With only 28 days to take a facility which needed a lot of work and cleaning, all employees helped to achieve the success of opening our doors on October 23, 2013. We are continuously implementing training and employment within our facility, which has also helped facilitate employment for the community.

During Christmas, our Desert View MCCF event committee, organized a night of fun, food, and entertainment for all employees. Our evening started out with delicious food and beverages, catered by our local Johnny Carino's. Throughout

the extravaganza, we had games and held a raffle of prizes which consisted of many items our employees could enjoy. At the end of the evening, each staff member was treated with a gift bag. All employees expressed much appreciation for the gift, and thanked all committee and staff members who helped organize the fun evening. Overall, it was a very successful evening here at our facility.

We look forward to the following years to come as we continue to strive to be the best at what we do, here at Desert View MCCF.

**Pictured:** Having fun in the photo booth at our Staff Christmas Party. Pictured left to right, Jenny Torres our Compliance Manager and Sandye Martinez our Bookkeeper.



Scott Delony

## Spotlight on the Star

At Northwest Detention Center

Written By Shihpei Stevenson, Northwest Detention Center

Spotlight on the Star is a series that showcase staff members at the Northwest Detention Center (NWDC) for their admirable community involvement or unique life stories. A story will be published for each issue of the GEO World magazine. Today I would like to feature our Fire and Safety Manager, Mr. Scott Delony, as the introduction to the Spotlight on the Star series.

Scott was born and raised in Tacoma, Washington. He received a Bachelor's Degree in Business Administration with a Minor in Psychology from St. Martin's University. Following graduation from college, Scott worked as a manager in sporting goods and lumber industries for several years.

Scott lives to play sports and strives to be a part of the sporting community. He has been playing basketball through major cities, such as Olympia, Tacoma, Lacey, Centralia, and Kelso since college. Scott also played in Hoopfest, the world's largest outdoor three-on-three basketball tournament, located in Spokane, Washington, for a number of years.

Additionally, Scott started a softball team with a group of his friends in 2001. They are still active in co-ed and men's softball tournaments to this day. Their team not only played in tournaments throughout Washington State, but they also participated in a world softball tournament in Texas and more recently in Arizona in October 2013. They took 5th place out of 36 teams!

What really sets Scott apart is his passion for promoting sports among the youths. Through volunteer work with the YMCA as a coach,

Scott landed an assistant coach job in a local high school. He became a part of a rebuilding project as the Junior Varsity Coach, at Shelton high school, on a mission to build its girls' basketball team from the ground up. The team had had a different coaching staff every year for three years when Scott and the Varsity Coach took over three years ago. They now begin to see the positive result of their hard work and are confident that the team will be very competitive within the next two years.

Working for The GEO Group, as a part-time Detention Officer since March 2012, Scott was able to devote most of his time and energy to coaching the girls' basketball team. The team steadily improved and eventually blossomed. By September of 2013, Scott accepted a full-time position as the Fire and Safety Manager at the NWDC.

He still coaches the girls' basketball team at the high school, and is still active in playing basketball and softball year round.

During the month of December, the Administrative staff at Florence West, arranged two fundraisers to raise money to go towards the Toys for Tots children's toy drive.

Selling nachos and doughnuts allowed us to raise \$187 to purchase several toys for this charity. Also, a decorated box was placed in the front lobby to allow staff members to donate toys. The many toys collected and purchased were delivered to a Toys for Tots drop-off location in Coolidge, AZ, just in time for Christmas.

On January 15th, Arizona State Prison-Florence West made a charitable contribution of \$3,158 from The GEO Group Foundation to the Florence Arizona Food Bank program. When our Warden, Rick Mauldin met with Pastor Dale Storm, the pastor mentioned how grateful they were for any public or private donations because the food bank serves not only the Florence community but many other local communities as well. Currently, the staff members at Florence West are planning and looking forward to our next fundraiser that will allow us to continue to support, take pride and be involved in our community.

## In the Spirit of Giving

Written By Shellie Stout & Rachel Neibarger, Arizona State Prison-Florence West



Pictures: Left to Right: Rachel Neibarger, Programs Secretary and Shellie Stout, Administrative Assistant presenting a check for \$3,158 to Florence Arizona Food Bank's Pastor Dale Storm; Rachel Neibarger, Shellie Stout, Rick Mauldin, Warden; and Brenda Duran, Business Manager supporting Toys for Tots.





**Pictured Top To Bottom:** Mr. Scism, AWP goes through the interview process with an inmate; Programs Dept. of Blackwater River Correctional Facility; Interview Sessions.

# From Prison To Paycheck

Written By Leslie Leggett, Blackwater River Correctional Facility

On November 13, 2013, Blackwater River Correctional Facility (BRCF) hosted a mock Job Fair for inmates who are within six months of release or who are eligible for parole. Tami Wood, the Release Specialist, was the coordinator of the Job Fair, and she enlisted Michael Blue, Life Skills Transition Specialist and Cheryl Brown, Education Director in the initial planning phase.

About a month before the Job Fair, the inmates were given time in their classroom to write out their resume, with some direction from their instructors, Michael Chestnut and Tammy Upton. Then, with the help of the Desktop Publishing Class and instructor, Ralph Peyton, the resumes were professionally arranged and typed. The inmates were given a job application to prepare in advance along with any certificates of achievement they had in

their files. They were then given a folder to organize all of their information. Ms. Wood said that with the help of Chaplain Mark Shipman, she was able to get several local business owners to participate by setting up mock interviews. The Programs Department staff also played roles throughout the day. Each interview process was allotted fifteen minutes; ten for the interview and then five for a critiquing period by the interviewer of the inmates' interview skills. Each inmate was allowed three interview sessions.

At the end of the day, the inmates were given an evaluation form. The results of the evaluations were very positive with the inmates, agreeing that they would like more opportunities like this. Although this was the first mock job fair Blackwater has held, Mr. Scism, Assistant Warden of Programs and Ms. Wood agree that the Programs Department would like to schedule several each year.

On October 18, 2013, The GEO Foundation proudly donated \$20,000 to the AAA Scholarship Foundation at ASP Florence West, ASP Phoenix West and Central Arizona Correctional Facility. The donation will provide scholarships to economically-disadvantaged families, so that they may select the best educational options for their children. Mayor Stanton of Phoenix, and the students who are receiving the scholarship pose for a picture holding the donation from The GEO Group.



## AAA Scholarship Foundation

Written By  
Abe Cohen & Esther Patton,  
Corporate Relations



## Santa Claus Wears Prison Blue

Written By Pia Zamora & Carolyn Heavington,  
Lea County Correctional Facility

In 2013, Santa was wearing blue, green and orange, at least here at LCCF. The people at Isaiah's Kitchen, a local soup kitchen in Hobbs, New Mexico, were very happy to receive an early present from Santa this year in the form of a \$1,000 check, to their organization, from our inmates. The inmates used money from their personal funds, as well

as held fundraisers throughout the year to help contribute to their cause. The money was used to help host Isaiah's Kitchen's Christmas party, which was held on December 23rd. At this party, they not only fed the community but gave away approximately 150 toys to local children.

The inmates here have been donating to them for the last three years. Renee Madron, the Executive Director of the Kitchen, was very grateful to receive the check. "I am so blessed that you would take it out of your heart, your own money." Several of our inmates have also joined forces with Knit for a Cause, an organization based out of Tucson, Arizona that donates knitting supplies to the facility which are then turned into caps for cancer patients,

convalescent homes and homeless shelters around the area. We do not yet have the total caps that were sent out for 2013. However, in 2012 we made over 1,000.

In addition to the caps, we are known throughout Lea County for our quilting program. The program consists of 11 leaders and 150 members who make 25 to 30 quilts each month. These quilts are then distributed to numerous organizations such as the Veteran Affairs office, Headstart, various ministries, and many other charitable organizations. Both the caps and the quilts are made all year and can be donated to any group or institution upon request.

Yes, Santa can indeed wear other colors than red and white. Our inmates prove that each year with their charitable hearts and desires to help the community in which they currently live.





Left to Right: Officer Del Rio, Captain Smith, Lieutenant Barrera, Officer Monterrey and Officer Williams.

## Western Region Detention Facility *Puts A New Face on Christmas*

Written By Nicole Allen, Western Region Detention Facility

For most of us, Christmas represents enjoyment and fun, a time for family gathering and the exchanging of gifts. To some, this time is a painful reminder of the everyday struggles they face especially in light of the economy. For us who live in San Diego, one cannot help but notice the homeless problem that plagues the city. Also in the news, the devastating effects of Hurricane Haiyan in the Philippines were still haunting the minds of many staff here at the facility. So in light of these events, Christmas took on a new twist at the Western Region Detention Facility. Officers Jovan Del Rio, Elsa Monterrey and Cedric Williams as well as Josie Asuncion, Mayumi Mendoza and Lanny Corbett decided to place the needs of others at the forefront of the season. They not only noticed the issues, but acted to make a difference to the problems and sufferings of others. Together, they spearheaded the biggest can food drive the facility has had and raised funds for those affected by Hurricane Haiyan. They reminded us that Christmas is not just the season of receiving, but it is also giving to those in need and less fortunate than ourselves.

Once the approval was granted, getting the staff motivated and into the spirit of giving was the next step. This dynamic team decided to piggyback on the competitive spirit already existing among safety teams. Whichever team collected the most cans for the food drive would receive a plaque. Some raffled off prizes (\$50 and a gift

basket) donated by the organizers themselves. Cans began trickling in from the various teams and the excitement quickly began to mount as the teams tried to outdo the other. At the Christmas party, a passionate plea was given by Officer Williams regarding the plight of one of his neighbors. He put a personal spin on those in our community that were being affected by hunger. The goal of 1,000 cans was set which seemed like a stretch, but we were challenged further to make it 2,000.

The ladies collecting for the hurricane victims hung fliers throughout the facility appealing to the hearts of the staff. The images were heart wrenching and the need was evident. Seeing that a large number of our staff have ties to this area of the Philippines, it made the need feel more personal. The ladies were relentless, reminding some staff members who promised to give of their verbal commitments but their job was easy, as many wanted to give.

Days before Christmas Eve, the tallying began. The question on everyone's mind was whether or not the illustrious goal of 2,000 cans had been reached. As the dust settled, a grand total of 2,233 cans was counted with the winning team bringing in 1,194 cans altogether. For the Philippines, staff were able to collect \$630, but with The GEO Group Foundation's generous contribution, a check of \$1,380 will be donated to the cause. On Christmas Eve, the cans

were divided between the Salvation Army and St. Vincent de Paul. What a way to end the year. Special thanks must be given to the staff mentioned above that made this venture possible. It was a great reminder that this time of the year is not about us, but finding ways to be a blessing in someone else's life.



**Pictured Top to Bottom:** Commissary Manager Ron Abutin posing with donated items ready for delivery; Officers Elsa Monterrey and Jovan Del Rio delivering donated items to the Salvation Army.





# Reflections

## of 2013: Community Involvement and Facility Accomplishments at Golden State MCCF.

Written By **Warden W. Wilson, Golden State MCCF**

**A**s we embrace and continue our commitment to our mission statement, we reflect back to our dedication to the community and our accomplished facility goals.

McFarland, California is a city surrounded by almond orchards and agricultural farm land. The talent of the local students from all levels of performance is remarkable in terms of commitment to an established goal of tradition. Driving the residential roads, you will witness the kids of all ages jogging. Their vision is to carry on the tradition of the city's reputation of the well known, "Cross Country Running Team." This team of various age groups have won championship titles for the relay running matches and other competitive sports. Golden State MCCF proudly sponsored the McFarland High School students by funding their team uniforms. The local members of the Lion's Club have continued to reach out to Golden State MCCF for assistance in meeting some of the needs for the local kids. Golden State's

contribution has been appreciated by the Lion's Club on several occasions to include the "Fill The Bus Project" affording the kids educational resources needed for school. Golden State MCCF participated in the memorial dedication services of the local community center ceremony in honor of our military veterans naming the center the McFarland Veteran Community Center. The facility has ties with the local Police Department and extends to the community as well. Golden State MCCF sponsored a local family selected by the Police Department during the Christmas holidays.

Golden State MCCF held a toy drive for the local family resource center. It was a joy to see the kids receive gifts for the holiday season. As a facility, we are committed to maintaining a productive, positive environment for our staff to work in, as well as accomplishing set goals for our company. In March 2013, Golden State MCCF food service department scored 100% compliance on our annual health inspection. The

Food Service Department continues to provide nutritious and quality meals at or under budget. The week of May 5-May 10, 2013, Golden State MCCF held our annual Staff Appreciation Celebration week, honoring staff with service awards and good eating. The week ended with positive feedback from staff, on all the effort exhibited and the recognitions shared. On May 16, staff participated in the annual health fair. Golden State MCCF scored a 100% completion rate for its Healthy Roads participation.

On June 22, Golden State MCCF held our annual summer picnic at the McFarland parks and recreation. The facility closed the year of 2013 out with our annual Christmas Party, held at Four Points, Sheraton Inn. Golden State MCCF staff celebrated and reflected on our growth, and progress as a team. For the year of 2014, we again are committed to our mission statement, displayed on our announcement board in the front lobby entrance of our facility, "One Team, One Vision."

## The GEO Group In The Community

Written By  
**Chaplain Donald Bowen,  
Robert A. Deyton Detention Facility**



**O**n November 9th, I was invited to share the speakers' dais with Mayor Bobby Cartwright of Lovejoy, Clayton County Commissioner Jeff Turner, and Clayton County Sheriff Victor Hill. The seniors' breakfast was attended by 120 plus people from all socio-economic groups.

Mayor Cartwright spoke on the continuing progress in bringing new businesses to the community, the Lovejoy Community Garden providing fresh vegetables for those in need, the success of the Police force, and the upkeep of the streets and grounds which have become a showcase for the county.

County Commissioner Jeff Turner related how his previous law enforcement experience has helped prepare him as he attempts to meet the needs of the citizens of Clayton County. He addressed the efforts of the School Board to bring our system to the excellence it once enjoyed. Among his priorities were bringing back a means of public transportation to enable citizens to go to doctors' appointments,

retail establishments, and as an attraction to the many businesses he was trying to get to locate/relocate to Clayton County.

Victor Hill began by thanking everyone for once again electing him Sheriff of Clayton County. In the four years out of office, he has continued to follow the needs of the citizens and the happenings in the county. He enlisted their help in identifying and reporting suspected unlawful activities and he reassured the crowd he was "their" sheriff and vowed to drive out the "criminal element" and move in "good, law-abiding, folks."

After thanking those in attendance for their attention, I spoke about the gathering of the partnership The GEO Group and our facility had formed with the City of Lovejoy and Clayton County. I noted how all the speakers spoke in support of one another and I asked all those present to work together as we strive to make the City of Lovejoy and Clayton County a better place to live.

**Pictured From left to Right:** Mayor Bobby Cartwright, Chaplain Donald Bowen, Clayton County Sheriff Victor Hill, Clayton County Commission Chairman Jeff Turner

# HR InTouch-Ask HR

Written By Karen Kalfas, Corporate HR

Have you ever gone home for the day and then realized that you still had unanswered questions regarding your benefits? Why is it that these questions seem to come to mind when everyone who could help has gone for the day? There is the tendency to turn to the internet to find answers but often these answers are too general or worse create more questions.

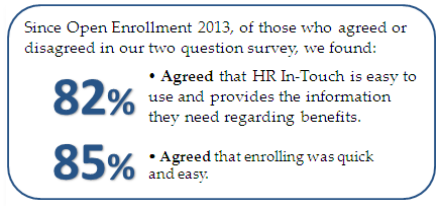
Well, the GEO Benefits Team has conveniently placed lots of detailed Benefit information on a communication portal called HR InTouch. This site is available, 24/7 to all active employees. If you went through Open Enrollment in 2013, you already have an account and password! The layout is user-friendly with tabs, links to vendors and easy to read documents/pages that detail information on all your benefits. **Since October 2013, when this site went live, 70% of all U.S. employees visited and created an account on the HR InTouch site.**

Access is available by computer, tablet, or a smart phone by logging onto the website, <https://geogroup.hrintouch.com>. There are graphics and videos which explain complicated terminology and the best part is if you miss anything that you can go back and watch them over!

Also available on the home page is a box labeled, Ask HR. This tool gives you access to a database of questions previously asked by your fellow employees and answered by HR. Simply type a word in the search box and click on the eyeglass icon. Results are shown on a new page that best describes the question and the tool lists all the questions, with those key words.



Answers to frequently asked questions are available. However if your question is not there, ask it. You can even leave your name and email/ phone so a Benefit Support Center Specialist can be more specific when responding. There is also a check box that will keep anyone else from seeing your question and response if you wish. The Support Center posts new questions daily so check back regularly to search again and no doubt you'll find your answer. Of course, there is the option to call the Support Center at **1-855-312-7363** during business hours.



**Website Link:**  
<https://geogroup.hrintouch.com>

**Support Center:**  
**1-855-312-7363**  
(During business hours)



## Polish Quartet Perform

Written By Doris Harrell, Karnes County Civil Detention Center

On December 17, 2013, a group of musicians from Poland brought Christmas greetings to the residents of Karnes County Civil Detention Center (KCCDC). The String Quartet "Apotheosis" consisted of five young women, one vocalist, three violinists, and one cellist. These young women were escorted by Father Frank of Sacred Heart Catholic Church out of Floresville, Texas. The Quartet played approximately eight different songs and brought smiles to the residents who are currently away from their family and friends.

Not only did the residents appreciate and enjoy the beautiful notes played, but the personnel of KCCDC were also enthralled and watched in amazement at how flawlessly these young women played. Their performance was outstanding and a true blessing to all the residents and personnel of KCCDC.



## Devotion

Aurora Receives  
100% Score on  
ACA Reccreditation

Written By Kevin Martin,  
Aurora Detention Center

In November 2013, the Aurora Detention Center completed another successful ACA reaccreditation audit, receiving its second 100% compliance rating in a row. This audit also signifies the 9th ACA audit conducted in Aurora dating back to 1989. Although a lot has changed in those 24 years, a few significant constants remain.

Assistant Warden Barbara Krumpelmann recently celebrated her 25th year with the company and is truly a "Jill of all trades." What started out as a temporary job has turned into the definition of loyalty and dedication. The insight and knowledge Barb has is shared and relied on

daily in all facets of operations as well as personal experiences. With an average of just over 6 years of service for the 200+ staff members, the Aurora Detention Center prides itself in the services provided as well as the devotion of each and every staff member. It is this devotion and dedication that allow the Aurora Detention Center to continue receiving positive ratings and reviews from our clients.

As the company advances with new technology and practices, I would ask each of you to take the time to find your "Barb" and learn from those whose dedication and hard work has shaped these advancements.





## Central Arizona Correctional Facility *Community Support*

Written By **Warden John Gay & Sheryl Augstums**, Central Arizona Correctional Facility

**R**eceiving emergency food from a food bank, pantry, soup kitchen or shelter is one important option that may be available to struggling families; however, food banks themselves are struggling in this tight economy.

Florence, Arizona is home to a small self-supporting food bank that serves all of Pinal County, and many other areas in need. When a food bank in an adjacent county closed unexpectedly a few years ago, the Florence Food Bank was right there to step in and help out.

Even though large scale food drives are organized by Central Arizona Correctional Facility every year around the holidays, the need is on-going all through the year. The facility challenges the shifts to compete for the largest number of donated food items. Individually, each shift can set goals and if achieved, the entire shift is provided a catered meal paid for by supervisors and

facility administrators. Additionally, drawings are conducted that earn staff little perks like parking in the Warden's reserved spot for a week.

Recently, the approved diet menu was modified, and the facility discovered a couple of pallets of beans and canned goods that were no longer needed, due to the changed menu. We were able to include these items with the food donated by staff, to send two truck beds full of items to the food bank.

The food bank is located at a local church which also serves as a small private school, where students always seem excited to take a break from their studies to help unload donations. Central Arizona Correctional Facility is proud to be one of the food bank's most loyal supporters and will continue to provide assistance to do our part for the community and those in need.

## ASP-Phoenix West 2013 Employee of the Year

# *LaKenya Moses-Alston*

Written By **Warden Bennie H. Rollins**, Arizona State Prison-Phoenix West

**O**n January 13th, Phoenix West held its annual vote for employee of the year. This year's honoree is Case Manager LaKenya Moses-Alston, or Case Manager Moses as she is so affectionally referred to at the facility. Case Manager Moses and her husband, Mr. Jimmie Alston Jr., are proud parents of three children: Ji'Mysha, 21, Jimmie III, 14, and Jaelynn, 11.

Case Manager Moses began her career in 1996 as a Correctional Officer, and worked numerous post assignments, which included Work Programs, Mail Room, Property, WIPP, Accountability, Visitation, and Transportation.

In 2001, seeking further career growth and opportunities, she took an assignment as the records unit specialist and held that position for five years. In 2006, after becoming a subject matter expert in Inmate Records, Case Manager Moses looked around for other opportunities to expand her career and further utilize her vast knowledge of inmate

management and supervision. She applied for and was selected as a Case Manager. In her current assignment as Case Manager, Ms. Moses has direct or collateral duties in the following areas: Inmate Orientation, Unit PREA Coordinator, Visitation, Inmate Mail, Restorative Justice Fundraiser Coordinator, Back-up for OIU, and Coordinator for ICE Department of Justice Hearings. Case Manager Moses can be called upon for assistance any time, day or night, and she will readily respond to the facility.

In this year's pool of employee of the year candidates there were 21 active nominees, all of whom had been either a uniform or non-uniform employee of the month in 2013. Once all votes were tallied, Case Manager Moses received the most votes based upon her outstanding body of work during 2013.

This was a very challenging selection process because all nominees had done exceptional work in their assigned area or areas, and all



made significant contributions to our 2013 successes. However, on this day, Case Manager Moses demonstrated why she is truly one of our best!

Congratulations to Case Manager Moses as recipient of the 2013 Employee of the Year Award at Phoenix West.





## Bagpipes Signal Arrival of Correctional Officers

Written By Regina Regulska, Fulham Correctional Centre



To the delight of several hundred family and friends, Fulham Correctional Centre's newest squad of 23 correctional officers proudly marched into the centre plaza to the sounds of the Sale Returned Services League pipe band playing *Waltzing Matilda*.

**Pictured Left to Bottom:**  
General Manger Trevor Craig with Dux of the 2/2013 Correctional Officer Course, CO Ashleigh Dignan; 2/2013 Correctional Officer Squad.



The formalities then commenced with an outstanding rendition of the national anthem, *Advance Australia Fair*, sung by Fulham's food services manager Nicky Drysdale, who has performed locally for many years as part of a popular duo.

Family members, representatives from The GEO Group, Department of Justice, Wellington Shire, local Koorie Elder and fellow officers watched the second group of graduating recruits for 2013 receive their certificates from general manager Trevor Craig. Ashleigh Dignan's family was especially delighted when it was announced he had been recognized as the squad's most outstanding recruit and awarded Dux of the course.

Speakers included the chairman of the Gippsland Regional Aboriginal Justice Advisory Council, respected Elder Aunty Bess Yarram, who gave the Welcome to Country. Two correctional officers, from the 2013 first pre-service course, then welcomed their new colleagues to the Fulham team. As has been the tradition at all previous course graduations, the celebrations concluded with the cutting of a special graduation cake and afternoon tea.





# The GEO Group Juvenile Project

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

The increasing number of local riverina youths from indigenous and cultural minority backgrounds, who were offending and reoffending, is a major concern for Cultural Centre advisor, Gerome Brodin.

But a chance meeting with Mission Australia, at the Junee Correctional Centre, has led to a major initiative. Mission Australia deal with youths before they go to a juvenile detention centre or prison. They believe an effective deterrent would be for local youth to see what prison is really like! As a result The GEO Group Juvenile Justice DVD was proposed.

The purpose of the DVD is to reduce the number of juveniles progressing through the correctional system by using inmates from

different cultural backgrounds to give an objective account of the issues surrounding young people being exposed to both the judicial and corrective systems. Junee Correctional Centre has supported the Wagga Wagga Juvenile Centre in the past by providing mentors such as sporting identities Andrew Krakouer, Frank Pritchard and Brad Tighe.

Gerome had the task of selecting inmates for the DVD, as no high profile or inmates with child alerts could be used. Samantha Ainsworth, a registered psychologist at the centre, assisted to ensure their wellbeing during the filming. The DVD was funded by Charles Sturt University. Students who were studying in the multimedia course came onsite, filmed for the day, then undertook all the editing offsite.



**Pictured:** Students from a local high school came on site to watch the DVD and ask questions to the inmates who appeared in the DVD.

The DVD will now be shown at local secondary schools and juvenile centres with staff from the centre attending so that students may ask questions. A pilot of the DVD was shown, and was well received, at the local Forum 6 Cinema by students undertaking the multimedia course.



**Pictured Left to Right:** Joanne Henney, Vicky Stockley and Christine Wyld donating some of the items to Alana House.

Alana House is a flagship community project run by Parents And Children Together (PACT) that uses a holistic approach to support vulnerable and disadvantaged women with complex needs.

Alana House provides information, support and advice to some of the most vulnerable women in Berkshire, to help with a wide variety of issues including:

- Domestic violence**
- Poverty**
- Mental Health issues**
- Substance misuse**
- Housing**
- Education**
- Unemployment**
- Debt**
- Childcare**
- Anti-social behaviour**

## Alana House Community Project

Written By **Kevin Williams**, The GEO Group UK Ltd

It is the only project of its kind in Berkshire, supporting an average of 70 women every month through one-to-one and group support services. The GEO Group UK Ltd has chosen Alana House, as its charity to support throughout 2014.

In December 2013, Joanne Henney, Chief Operating Officer for The GEO Group UK Ltd, visited Alana House to see for herself some of the work that is being done with vulnerable and disadvantaged women. Joanne was moved by the work being done at Alana House, so she contacted Christine Wyld at His Church, a Humanitarian Aid partner in the UK, to see if they could provide assistance.

His Church partners with manufacturers and retailers by providing sustainable, ethical solutions for residual products, which are re-distributed as Humanitarian Aid through Charities, NGO's and community projects to support vulnerable people worldwide.

His Church works with The GEO Group UK Ltd within our custodial facilities to deliver their Assisted Living Program, providing high quality clothing to those in need.

The GEO Group UK Ltd made a donation that saw in excess of £5,000 (\$8,275) worth of products delivered to Alana House. These products included food, clothing, personal hygiene products, children's toys and household goods. The Alana House Manager Vicky Stockley said, "The Alana House staff team are very grateful for the support of The GEO Group/His Church. Their kindness and generosity has enabled us to provide many women and their children with additional gifts this Christmas, as well as seasonal festive food and food parcels to those in need. Many more women will benefit from this donation over the coming months." The donation was the largest donation they had ever received.

The GEO Group UK Ltd will continue to support Alana House throughout 2014 with a number of charity events. These events will hopefully raise enough money to allow Alana House to continue making a difference to women within the local community.

For further information on Alana House and the work of PACT, please visit their website: [www.pactcharity.org/housing\\_and\\_community/alana\\_house](http://www.pactcharity.org/housing_and_community/alana_house)



The Kutama Sinthumule Correctional Centre (KSCC), trading as South African Custodial Management in Makhado, Limpopo, restored a smile to the faces of children at the Takalani Children's Home in January 2014.

KSCC bought a heavy-duty generator for R70,000 (\$6,236) and had it installed in the centre. KSCC also paid for the operator's training fee, enhanced the children's play field and bought some soccer nets and loads of grocery for the centre.

**Pictured Top to Bottom:**

SACM's prison director Mr.Lazarus Ncongwane (second from right) hands a packet of washing powder to Takalani Children's Home's Ms.Rosina Tshikovhele; Pictured during the handing-over of the generator station are (from left) Mr.Robert Livhoyi, Mr.Lazarus Ncongwane, Mr.Mzamane Baloyi and Mr.Mbulaheni Muhali.

## Kutama Sinthumule Correctional Centre Brings Smile to the faces of Children

Written By Tshifhiwa Given Mukwevho, Kutama Sinthumule Correctional Centre

.....  
 "We (The GEO Group) will continue to help beautify the lives of those who need help most within our communities."  
 .....

The Prison Director, Mr.Lazarus Ncongwane, explained that The GEO Group is always happy to give back to the community. "We cannot promise you that we will cover all your needs, but we are very happy that you have received what you requested from us."

Takalani Children's home initially approached The GEO Group with an urgent request for the donation of a standby generator and some food. "The request of the generator for the lights was very urgent," said Rosina Tshikovhele. "The Department of Welfare and Social Development cautioned us about the dangers associated with using the candles in the dormitories in times of power failure, and instructed us to buy the standby generator for lights with immediate effect." She added that the board of directors were so frustrated that they hardly knew which direction to take as they had no budget for the expensive generator.

The centre, which currently is a full-time home to 50 children, was struggling to cover all the children's basic needs as it solely depends on donations from the private sector and limited funding from the Department of Welfare and Social Development.

"God sent his angels in the form of The GEO Group, who showed us and our children the color of true love," said Takalani's representative, Mr. Mbulaheni Muhali. "The generator will brighten up our place and the grocery will pull us through some months. Even now as we speak, we don't have enough words to express our gratitude."

Muhali told the representatives from SACM that the gifts they gave to the centre would be used strictly for the welfare of the children and enhancement of the centre.

According to Takalani Children's Home, the home was established in May 1988 by a spiritual pastor at the Siloam Hospital, Rev PL van Langeveld. It became a haven and home for the discharged patients who had no relatives or homes to go to. Today, the centre is home to the vulnerable children and orphans, who also attend local schools.

Meanwhile, SACM normally raises funds during the facility's annual Golf Day and uses the proceeds of the project to uplift the lives in the communities around the Makhado Municipality. "We will continue to help beautify the lives of those who need help most within our communities," said Ncongwane.

## Recognising Long and Diligent Service

Written By Regina Regulska, Fulham Correctional Centre

Recently, 46 officers from the Fulham Correctional Centre have received the National Medal, awarded by the Governor General of Australia, acknowledging long and diligent service by members of government and voluntary organisations who risk their lives or safety to protect or assist the community in enforcement of the law or in times of emergency or natural disaster.

The most recent group of seven officers were presented with their medals at a ceremony attended by family and friends. The Mayor of Wellington Shire, Councillor Scott Rossetti made the presentation. Fifteen years service is required to qualify for the National Medal, which was established in 1975 as an important element of the Australian honours system. The GEO Group congratulates each officer and appreciates their continued service and contribution to The GEO Group and the community.

**Pictured Left to Right:** Fulham's latest group of National Medal recipients: Brett Shingles, Mark De Moel, Michael Jones, Stephen Van Dyke, Phillip Grigsby, Brett Low, and Greg Battley.





# Christmas Activity Programme

Written By **Kevin Williams,**  
The GEO Group UK Ltd



The two months leading up to the Christmas period were extremely busy for Sarah Lynch and her team within the Learning and Resource Centre. During this time, most people are arranging and organising last minute festive preparations; Sarah and her team had the additional responsibility of entertaining up to 249 detainees at Dungavel House Immigration Removal Centre.

Dungavel House is located in Strathaven, Scotland and accommodates male and female detainees, held by the Home Office in the UK. Those residing at the Centre have come from all over the world, speak a wide range of languages and have come from a variety of cultural and religious backgrounds.

The Christmas activity programme, designed by the Learning and Resource Centre team, started on December 16th and consisted of a wide variety of games and activities. Providing stimulating activity throughout the calendar year provides the residents with alternative ways to keep busy. This in turn reduces depression brought about by their current situation.

**Activities and competitions on offer included:** Advent Challenge, Pool Competitions, Christmas Disco, Festive Bingo, and Krypton Factor. There were also various smaller quizzes, music and dancing events provided during the period.

At its peak, the Learning and Resource Centre team provided activity that was attended by 90% of the population. This is a credit to the team and all the staff at Dungavel House for organising such a popular and well organised event.

John McClure, Centre Manager at Dungavel House, said, "The Christmas activity programme for 2013 was a resounding success, and this was only achieved through the hard work and preparation of Sarah and her team. The activities were extremely popular with the detainees as well as staff and went a long way towards enhancing the atmosphere within the Centre at this special time of year."

Dungavel House was praised during their last HMP Inspection (Her Majesty's Inspectorate of Prisons) for being "the best IRC we have ever inspected." The work of the Learning and Resource Centre team was also recognised in the report for the quality of activity and education provided.



Pictured Counterclockwise: Dungavel House; Disco at Dungavel; Selection of competition prizes.

# Minister Visits the Nalu Challenge Community Unit

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

The Minister for Corrections, Minister for Crime Prevention, Minister for Liquor and Gaming, and the Hon. Edward O'Donohue, recently made an informal visit to the Nalu Challenge Community Unit.

The Nalu Unit is an 84-bed minimum security facility located outside the perimeter of Fulham Correctional Centre that accommodates prisoners nearing the end of their sentence. The unit places a strong emphasis on living skills, work skills, and transitional support services. Nalu also facilitates an adventure-based young adult offender program for prisoners.

Accompanied by members of the senior management team, the Minister toured the facility while prisoners continued their afternoon's activities with some busy painting an external wall, another group involved in a basketball game and others utilising the facility's exercise equipment. Before his departure, Mr. O'Donohue commented favourably on the operation of the unit.



Pictured Left to Right: Nalu Unit manager Rory Neal; Minister for Corrections, the Hon. Edward O'Donohue; FCC general manager Trevor Craig; and operations manager Col Caskie.





▲ Acting Mayor Troy Ittensohn under the watchful eye of Ipswich Mayor Cr Paul Pisasale. (Photo Rob Williams/APN)

▼ Troy Ittensohn with (Left to Right) Variety Club fundraiser Sarah Ponturo, Goodna State Special School principal Michael Brett, and Ipswich Mayor Cr Paul Pisasale.

## Arthur Gorrie's General Manager is Mayor for a Day

Written By **Tammi Levine**, Arthur Gorrie Correctional Centre

**O**n November 11, 2013, General Manager Troy Ittensohn swapped the keys of Arthur Gorrie Correctional Centre for the keys to the city of Ipswich, following a generous donation to a local charity by The GEO Group Australia, during a fundraising event.

The donation will support Goodna State Special School with which Arthur Gorrie already has a close relationship. The centre already sponsors the cost of therapy dogs to visit the school and work with students. Recently, Arthur Gorrie

also donated several stuffed toys, made by prisoners to assist fundraising and is pursuing involvement in future projects.

During his tenure as Mayor, Troy attempted to push for the introduction of daylight savings into the state of Queensland whilst wearing the regal robes usually worn by Ipswich Mayor, Cr Paul Pisasale. His day also included laying wreaths at a Remembrance Day ceremony, conducting business in council chambers and accompanying the mayor

to a number of meetings and appointments. When asked about his experience by local Ipswich newspaper *Queensland Times*, Troy stated he was “quite content running jails.” He advised he was not considering a career change at this point. “I’d rather stay in prison than take on that job.”

*(Ipswich is located in the South Eastern region of Queensland, 40 kilometres west Brisbane. It is the oldest provincial city in the state and has a population of 180,000.)*

## Future Master Chefs

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

**P**risoners at Fulham Correctional Centre who are housed in self-catering accommodation areas are now able to prepare a range of healthy and appetising meals with the assistance of a cookbook compiled by the food services manager, Nicky Drysdale.

Ms. Drysdale had recognised the need for a cookbook and had commenced collating easy to prepare meals including lunch, dinner, vegetarian and dessert. The impetus to complete the cookbook came about after she was approached by one of the unit managers who noticed that there was a large group of prisoners who had no basic cooking experience. With the help of the cookbook, prisoners have been able to develop their culinary skills and discover that the kitchen isn’t just the domain of ‘Master Chefs’ and that great satisfaction can be gained in preparing a delicious meal from basic raw ingredients.

This simple, yet effective initiative is a way of providing an opportunity for prisoners to learn skills and gain confidence in a basic area of life which may aid their rehabilitation.

Food Services Manager Nicky Drysdale discussing the content of the cookbook with prisoners





# Fulham Highlighted at National Conference

Written By **Trevor Craig,**  
**Fulham Correctional Centre**

**T**he assistance and support that Fulham Correctional Centre offers to its local community in regional Victoria was recently highlighted by the Mayor of Wellington Shire Council at a major national conference.

Speaking to leading members of the corrections industry at the Prison Planning, Design, Construction and Maintenance Conference, Mayor Cr Scott Rossetti emphasised the attributes and advantages the centre has brought since it was constructed and The GEO Group began managing it more than 20 years ago.

“It has been an outstanding corporate citizen,” he said. Speaking on the topic, Prisons as Economic Drivers for Regional Communities, Cr Rossetti said he could list a string of benefits the centre had brought to the community and was looking forward to the list expanding in the future.

## In fact Fulham:

**Is the council's largest employer with nearly 250 on the payroll.**

**Operates a buy-local policy, which provides a 5% advantage weighting to local suppliers.**

**Injects nearly \$15m into the community each year through its purchase of goods and services from local suppliers and over \$30m when salaries are included.**

**For every \$1 injected into the local community there is a 7 x multiplier effect.**

**Supports scholarships to the value of \$10,000 each year.**

**Provides 18,000 hours of community reparative work annually.**

Cr Rossetti highlighted some of the awards won by the centre. Especially Corrections Victoria's Work Partnership Awards, which Fulham has won on numerous occasions in recent years.

These include its Pups in Prison, Five Acre Garden, Learning While Repairing programs and its bushfire preparedness initiatives with local shires and organisations. Of particular



As a result of the landscaping skills of Fulham inmates, part of the centre's ongoing community involvement, this local roundabout is now eye catching and a colourful addition to the streetscape.

**“It (Fulham Correctional Centre) has been an outstanding corporate citizen.”**

*-Mayor Cr Scott Rossetti*

**“Congratulations on a wonderful long-term partnership benefiting all participants and the broader community.”**

*-National Award Judge*

interest to the Mayor was the recent award by the Victorian government for the centre's Building Better Communities program, which is part of the 10-year partnership between Fulham and the Wellington Shire Council.

It encourages prisoners approaching release to participate in community work and offers opportunities for them to gain and develop beneficial, accredited skills for future employment. Under the initiative, prisoners improve the quality of local open spaces through construction and regular maintenance of parks and playgrounds.

The Mayor emphasised that council has won four national awards, three for innovative play



Mayor Scott Rossetti and the Wellington Shire Council have been involved in a number of award winning community initiatives with Fulham. He is photographed (left) with former Fulham general manager Troy Iltensohn proudly displaying their community partnership awards.

spaces and one for open space development, all of which included work by the prisoners. As one of the judges commented, “To undertake a community project which otherwise would not have been possible is an achievement. Detainees gain skills, confidence and a feeling of self-worth, through access to a wide range of courses. Congratulations on a wonderful long-term partnership benefiting all participants and the broader community.”

The GEO Group, which was a sponsor of the conference, was further highlighted in a keynote address by Keith Ketheeswaran, director of Governance and Performance Assurance, on GEO's format for evaluating opportunities and risks.

# Induction Handbook

## for Non-English Speaking Prisoners

Written By Regina Regulska, Fulham Correctional Centre

**"Encouraging detainees to address their educational, vocational and therapeutic needs will not only assist them upon release, but will assist the community by helping to reduce recidivism rates, leading to Better Corrections and Safer Communities."**



**Pictured:** CM Jamie Clohesy with a group of Chinese detainees

**A**mong the many ethnic origins of detainees at Fulham Correctional Centre, a significant number are from southeast Asia. Many have inadequate or no English literacy, or numeracy skills which impact on their ability to assimilate into the everyday routines and processes at the centre.

Thanks to the efforts of correctional manager Jamie Clohesy, these detainees are now better equipped to communicate effectively with staff and other detainees and are able to settle into their new surroundings, particularly during the early part of their incarceration.

Their prospects of undertaking programs and gaining employment within the Centre are also increased. After identifying this area of considerable need, Mr. Clohesy developed a bilingual induction handbook containing common words and phrases used in correctional centres, along with an explanation of scheduled daily procedures and notices.

The handbook includes illustrations and information on musters, dress codes, education and work opportunities, religion, visits, safety and support networks. The section on men's health covers common complaints, charts to

show medical professionals where any pain is located as well as the degree of pain and symptoms. Details of signs and locations within the centre are explained in Mandarin, enabling detainees to locate specific areas without assistance from an interpreter.

Encouraging detainees to address their educational, vocational and therapeutic needs will not only assist them upon release, but will assist the community by helping to reduce recidivism rates, leading to Better Corrections and Safer Communities.

## The Gift of Giving AGCC Prisoners Support Local School

Written By Tammi Levine, Arthur Gorrie Correctional Centre

**P**risoners in Arthur Gorrie's Industries unit have caringly hand made stuffed toys for the Goodna Special School. The local school supports 127 students with a range of special needs and intellectual disabilities during their school life from prep to grade 12.

Combined with the low socioeconomic background of most students and their families, there is a limited amount of resources and support for students and the school. Arthur Gorrie was able to provide the handmade toys for use

in the school's annual Christmas fundraising raffle and as gifts for students who may not receive a present at this time of year.

Following the presentation, the heartfelt appreciation of staff was relayed to prisoners who continue to make toys and furniture for local community groups and businesses.

**Pictured:** Goodna Special School Principal Michael Brett and Rebecca Green (middle) accepting hand made toys from AGCC F&A Manager Sidd Mehta (left) and Trade Instructor Andy Rocks (right).



## Want to Know What's Going On at GEO?



**Facebook**

Look up  
The GEO Group, Inc.  
and **like us!**



**Twitter**

Look us up  
@GEO News Room  
and **follow us!**



**Our Website**

Look up [www.geogroup.com](http://www.geogroup.com) and  
read our latest news features, learn  
about our services, and look at all our  
locations world-wide.



# The GEO Group Involved with Nelson Mandela's Administration to Reform Prisons in South Africa

Written By Stephen Fuller, Corporate HR, and Ron Champion, International Services

On December 5, 2013, we were all saddened to hear the news of Nelson Mandela's passing. We knew he was 95 years old, but we just weren't ready for him to leave.

The very next day, Dr. George Zoley sent a letter to the Management and Staff of our facility in South Africa, praising Nelson Mandela, explaining how The GEO Group responded to an invitation from the administration of President Mandela in 1997 to participate in a reformation program to unite the nation, and recognizing the staff for treating those entrusted to our care with dignity and respect.

In April 1994, a major change began to take place in South Africa with the coming to power of a new transitional government under Nelson Mandela. Many of the country's new political leaders had first-hand experience of life in prison, and as a consequence, considerable political pressure was brought to bear on the public service to build new establishments based upon prison reform practices that had been developed in the United States. In addition to the political pressure, the country had a real need to reduce

expenditure to pave the way for future development, while at the same time dealing with a major escalation in the prison population. These three factors forced the South African government to look to the private sector as the way forward in meeting its future correctional service needs.

Nelson Mandela, the man who would become the President of South Africa, walked out of prison in 1990 after 27 years behind bars in one of the most notorious prisons in the world. During Mandela's Presidency from 1994-1999, his administration approached The GEO Group and other privatized prison companies because President Mandela wanted to improve, reform, and in fact replace the old prison system. It was the vision of Nelson Mandela to build a "Rainbow Nation" of equal opportunity to all. Inviting world-class companies, like The GEO Group, to invest in and train Previously Disadvantaged Individuals (PDI's) would underpin his strategy of economic and social equality.

Initially, there was a "tender" to consider building five small prisons, but eventually the government decided on two larger facilities, and The GEO Group was selected as the "premier provider" to build and manage the 3,024 bed maximum security prison located on tribal donated land in Limpopo Province. It took three years for George Zoley and others to negotiate the contract with the government of South Africa, then, the facility was built, and dedicated in 2002.

At the dedication ceremony, there were many government dignitaries and town's people including the two Chiefs of the local Venda tribe. This new facility, with correctional reform practices that had been developed in the United States, built during extremely tumultuous political times, and offering employment to all, was named in honor of these two Chiefs, Chief Kutama and Chief Sinthumule. The Kutama Sinthumule Prison is the largest adult learning center in Limpopo Province and employs over 500 Previously Disadvantaged Individuals.

**"It was the vision of Nelson Mandela to build a "Rainbow Nation" of equal opportunity to all. Inviting world-class companies, like The GEO Group, to invest in and train Previously Disadvantaged Individuals (PDI's) would underpin his strategy of economic and social equality."**



**Pictured From Top to Bottom:** Front row, left to right: Chief Kutama with the then Minister of Public Works, Ms. Stella Sigcau and Mr. Tony Ramabulana (a member of the royal family in the former Republic of Venda); Facility staff during Dedication Ceremony; Kutama Sinthumule Correctional Center, a 3,024-bed maximum security prison in the Limpopo Province.



The GEO Group, Inc.  
Corporate Headquarters  
One Park Place, Suite 700  
621 Northwest 53<sup>rd</sup> Street  
Boca Raton, Florida 33487

TEL: 561 893 0101  
888 301 4436  
Fax: 561 443 1833  
www.geogroup.com

December 6, 2013

Management & Staff  
SACM & KSCC

Dear Management & Staff:

Last night not only South Africa but the World lost a respected and loved leader in the passing of Nelson Mandela.

President Mandela lead by example that all men should be free to pursue their dreams, all life is sacred, life is about inclusion and compassion, although man is imperfect, redemption is possible and all men and women should be treated equally and with respect and dignity.

The GEO Group, Inc. responded to an invitation from the administration of President Mandela to come to the new Republic of South Africa in 1997 to participate in a reformation program to unite a nation through investment, training, mentoring and transfer of skills and technology.

Kutama-Sinthumule is recognized throughout the corrections community as a Center of excellence. We subscribe to a high standard of service to assist our fellow man. Those entrusted to our care are treated with respect and dignity and offered an opportunity to turn their life around for the betterment of man. Additionally Kutama-Sinthumule provides opportunities to our staff to learn and develop their skills as they participate in the new and inclusive South Africa.

In honoring the memory of this great leader, we should all dedicate ourselves to making his vision for the people of South Africa a reality. No greater tribute may be paid to a leader than to continue the work he started.

Sincerely,

George C. Zoley  
Chairman and Chief Executive Officer  
The GEO Group, Inc.





## 2013 Colorado Haiti Project

Written By **Paul Chyc, BI Incorporated**

In September of 2013, I learned that the Colorado Haiti Project ([www.colorado-haitiproject.org](http://www.colorado-haitiproject.org)) was planning an educational trip to St. Paul's School in Petit Trou de Nippes, and that there was room for another volunteer. This year's Education Mission included seminars in teaching English pronunciation to the teachers at the school and with some training I would be able to help.

I had never participated in anything like this before and, though I found the prospect daunting and could think of several reasons not to go on this trip, I also found that nothing was actually preventing me from going. When I realized, "If not now, when?" I knew I was going to make a sincere effort to get everything together for the trip. The Colorado Haiti Project provided a thorough guide to what was needed and expected, and the staff provided additional helpful detail. I learned that the Petit Trou School and community requested English training, along with wedding dress and musical instrument donations.

Bev Robinson with the Colorado Haiti Project developed an English language program tailored to the needs of the Petit Trou teachers and spent several evenings familiarizing us with the program prior to the trip. There are quite a few sounds and language structures that are not present in either Haitian Kreyol or French that were stressed in our training. The tempo of English must also be correct.

Six of us traveled to Haiti on October 31st, arriving November 1st. This was the first trip for three of the six volunteers. Getting to Port-au-Prince and leaving the city was quite an experience, but the 90-mile trip to Petit Trou took several hours on both crowded paved roads and "barely passable" dirt roads. We learned that the trip had improved substantially with two new bridges.

We arrived at St. Paul's school and church in the afternoon, and were warmly welcomed by the pastor, Pere Abiade, and the staff. St. Paul's is near Petit Trou and we stayed in quarters on the site.

Although some of the teachers stayed at the quarters on site, several did have to travel to the school on Saturday for this session. I was impressed by the teacher turnout throughout the school. They attended afternoon sessions during the week, after their regular teaching day was over. Clearly, these were very dedicated professionals. The teacher sessions involved a mix of formal instruction, small group work, and group singing of basic English children's songs like "Row, Row, Row Your Boat," "Brother John," "The Itsy Bitsy Spider," and the very popular "Hokey Pokey" song. Fortunately, one volunteer was a musician and an excellent singer so this went far better than it would have otherwise.

In addition to these sessions, the volunteers and our translator were also invited to meet with each class to hold a sing along. These



sessions were tailored somewhat depending on the age of the children in the class, so the youngest students were led in the songs with simple words and lots of motion, and the older students would be walked through the lyrics on the blackboard. In all cases, the teachers were present and typically participated enthusiastically.

When several of us expressed an interest in learning Haitian Kreyol, one of the teachers promptly volunteered to do a session each day, staying after the afternoon English sessions before he left for home on his motorcycle. He proved to be quite an entertaining and helpful teacher, but I have a long way to go in Kreyol.

Beyond affirming that this was a great experience and personally rewarding, I developed special relationships and believe that I have made a difference. When I heard a teacher leading her class in the "Hokey Pokey" without us in the classroom, and when a child (many of whom were very tentative with us earlier in the week) offered me one of the two cookies she got as a treat, I knew that something had been changed for the better. As you are able, I encourage you to support the Colorado Haiti Project or a similar organization with your time, talents, or finances.





## Orange County Celebrates Success!

Written By **Wendy Reyes, Orange County Day Reporting Center**

**T**he Orange County Day Reporting Center (DRC) hosted its second Transition Ceremony on Thursday, December 12, 2013. 30 participants successfully completed all the requirements of the program, triple the number in the DRC's first ceremony. Over 175 guests attended, a testament to the community's support of both the program and the graduates. The guests included families of graduates, Deputy Probation Officers, Sheriff's Department, Public Defender's Office, law enforcement, GEO Group teammates, and other members of the community.

Don Keith, an addiction treatment counselor with the county's health care agency, was the keynote speaker. During the ceremony the participants shared positive changes they made since their start date, including establishing connections with their families, gaining employment, sobriety along with

many other positive changes. In addition to rewarding graduates for successfully completing the DRC program, special awards were given for participants completing the Restorative Justice program within the DRC.

**"30 participants successfully completed all the requirements of the program, triple the number in the DRC's first ceremony."**

The Orange County DRC opened its doors in July 2012. The DRC curriculum is linked to Evidence Based Practice principles that have proven to change behaviors and consequently reduce recidivism. In the past year and a half, it has been able to show a reduction in recidivism through LSI-R scores by approximately 60%.

**Pictured Top to Bottom:**

Orange County Day Reporting Center Team; Proud Graduates!



## Baltimore ISAP recognizes Breast Cancer and Domestic Violence Awareness Month

Written By **Vincenia Davis, Baltimore ISAP**

**D**uring the month of October, the Baltimore ISAP office recognized Breast Cancer and Domestic Violence Awareness month by dressing in pink or purple on each Wednesday of the month, as well as providing all participants with information on breast cancer screenings and pamphlets on domestic violence.

Participants interested in breast cancer screenings were referred to the Baltimore County Department of Health which provides free mammograms, pap tests and breast exams. The domestic violence pamphlets were provided by the Maryland Network Against Domestic Violence, free of charge, and participants were also given a 24-hour hotline number to Turn Around Domestic Violence Center and Services.

The ISAP office saw immediate results from these efforts. One participant followed up on the information provided and is receiving assistance obtaining a restraining order against her boyfriend. A second participant complained she has difficulty maintaining a positive relationship with her child's father who is verbally abusive. The participant was provided with a pamphlet on domestic violence and referred to the Family Crisis Center Incorporated.

Another participant reported she was a victim of domestic violence and was referred to Adelante Familia, an organization which provides crisis intervention and support services for victims of domestic violence in the hispanic community. Due to their efforts, a total of twelve participants accepted referrals for either a breast cancer screening or domestic violence services. Just recently a Participant received a free breast Exam from Union Memorial Hospital.



**Pictured: Back Row from Left to Right:** David Daniels, Case Specialist, and Vincenia Davis, program Manage Case Specialist. **Front Row from Left to Right:** Diane Dixon, Case Specialist, Andrea Carrel, Case Specialist and Sharon Owens, Case Specialist.

# 2013 Emerging Leaders

Written By **Nicole Bayhan,**  
Oakland Center

October marks the end of the January 2013 Emerging Leaders Academy, and although it has come to a close for the class of 2013 who are graduating, it marks the beginning of a legacy. Very special congratulations to the graduating Class of 2013!

Beginning with the application process, prospective leaders were asked to write a personal statement that indicated their career goals, current experience, and what they believed they would gain from the Emerging Leaders Academy (ELA). Each personal statement and application went through a rigorous and careful selection process before candidates were inducted into what would be the 4th Emerging Leaders Academy. The purpose of the program is to develop the leadership skills of Reentry Services Division employees who are “short term ready” for management positions. ELA promotes lifelong learning habits and combines classroom training, team building, personal study, and mentoring. Candidates work on topics such as leadership, culture building, creating positive change, problem solving, time management, human resources, financial management, and community mapping. The goal of the program is to have all participants become “ready now” management candidates at the conclusion of the ten months.

Selected candidates were then granted entry into the Emerging Leaders Boot Camp held January 8th-10th at Corporate Headquarters in Boca Raton, FL. Having been one of those lucky participants, I can honestly say that January marked a new beginning for me both professionally and personally. After being flown to Boca Raton, the Academy started full force and was under the direction and guidance of the Corporate Director of Programs, Matt Moore. We were guided in a way so as to examine our roles as prospective leaders, and the commitment to the company and its vision. Being provided the learning materials, we were given a set of resources instrumental to our success, and for the next 10 months, we would write a book report once a month on the literature provided. The exercises each month allowed us to investigate our potential, develop our own vision, uncover our limitations, and



**2013 Emerging Leaders: Back Row from Left to Right:** Corporate Director of Programs Matt Moore, Hillary Brown, Nicole Bayhan, Patrese Scott, and Rhonda Lee; **Middle Row from Left to Right:** Senior VP Human Resources Stephen Fuller, Kalen Macon, Santina Anderson, Elaine Estrada, Kirsty Thornton, and Steven Rodriguez; **Front Row from Left to Right:** Director of Human Resources Rita Darden, Kendra Mendoza, Aysha Bhumbra, Gelila Abdulkadir, Michael Toledo, and Wayne Wallace.

nurture our beliefs. As a group, I’m sure I’m not the only one to say that I grew stronger in knowing there were others I could reach out to. A new network of friends and colleagues and a new resource in leadership and growth would be the result of the hard work and dedication, instrumental to our success as a group.

A clear concept of the Emerging Leaders Academy was to strengthen our confidence, using principles taught by respected leadership professionals such as Stephen Covey, Warren Bennis, Dr. Henry Cloud, David Cottrell, Fred

**“We were guided in a way so as to examine our roles as prospective leaders, and the commitment to the company and its vision.”**

Sanborn, Ken Jennings, and James Stahl-Wert. Another element of this class was a chance to develop questions and select a leader in the company to interview. It was a rare opportunity provided to the group that was as beneficial as the Academy itself. It provided a chance to step out of our offices, our desks, and our comfort zones. Each of us were also paired with a mentor that would meet with us once (or sometimes more) each month who we were able to bounce ideas off of, confide in, and consult with. My success in the Emerging Leaders Academy can be unequivocally attributed to the relationship I was able to build professionally with my mentor, Rachel Kienzler.

I want to take this time to thank those that have been involved with the process from the beginning. A special thanks to the mentors for

their guidance and support. You have been our foundation to success and for that, we deeply thank you. A special thank you is also needed to be expressed for those in the Corporate office who allowed us this opportunity. We are especially grateful to you for taking that chance on us as prospective leaders.

Overall, the Emerging Leaders Study Program may have come to a close, but I know that the ability to implement a new energy to leadership and influence in my home office has granted a new path for me; a road to new development, new challenges, and a much fonder way of looking at my role with The GEO Group.

As John Maxwell states in his book, *The 21 Indispensable Qualities of a Leader*, “A great leader’s courage to fulfill his vision comes from passion, not position.” For the current 5th Emerging Leaders Class, we wish the best of luck to you. You will not find a better opportunity to add another dimension to your experience, not managerial but rather leadership, than what the Emerging Leaders Academy can provide to you.

For those that are reading this and want to get involved, reach out and keep your eyes peeled for the application deadlines for the 6th Emerging Leaders Academy. Keep your mind open to new opportunities all around you. The time you set aside for your personal development is the key to your professional growth. Keep learning and continue growing!



# timeline



**The GEO Group, Inc.**  
January 21, 2014

Congratulations Jansen McDonald on your pursuit of higher education Dallas Baptist University. The GEO Group proudly awards hundreds of scholarships to students across the nation each year. We would love to hear about your great experiences with The GEO Group Foundation. #Scholarships #Education #GEOGroupFoundation #greatexperiences —with Jansen McDonald.



52 People Like this.



**The GEO Group, Inc.**  
January 2, 2014

The GEO Group Foundation's Executive Director, Pablo Paez and Manager, Abraham Cohen presenting a check to HomeSafe CEO Matthew Ladika. —with Help HomeSafe



27 People Like this.



**The GEO Group, Inc.**  
December 19, 2013

We are hiring Physicians and Psychologists in California! What a beautiful place to live—who do you know? [www.jobs.geogroup.com](http://www.jobs.geogroup.com)

15 People Like this.

## Northstar Center Programs

Written By **Shirley Holmberg,**  
Northstar Center



Through the Northstar Center's Volunteer Services, Community Advisory Board, Community Work Service (CWS) and in house programming, we have been able to establish viable ties in the Fairbanks community as well as provide well-rounded programs for our diverse resident population.

Our Community Advisory Board meets quarterly and is comprised of Northstar Center staff, CWS supervisors, and interested community members. Its purpose is to communicate community concerns as well as serve as a source of ideas and suggestions for developing and implementing new program components at the Northstar Center.

Currently, twenty-two volunteers provide Volunteer Service Programs to our residents at the Northstar Center. The programs

include Alcoholic Anonymous, Narcotics Anonymous, Reformers Unanimous (a faith-based addiction program), bible study, two church services, and a Warrior Down relapse prevention and support program.

Our CWS program looks for and provides opportunities for residents to perform work service outside of the Northstar Center, assists in locating much needed clothing for indigent residents and residents that will soon be going out into the community for jobs, job searches, school, treatment, or appointments. Our in-house programming includes case management by three case managers, Moral Reconciliation Therapy (MRT), and a Native based support group called Talking Circle. Through our programs, the Northstar Center provides services and programming that is appealing to a diverse resident population.

**Pictured Left to Right:** Shirley Holmberg, Chuck Bowman, Chanthal Harris, Brandon Wilbourn and Stacy Cross

## Culinary Program Enhances Partnership with NJ Juvenile Justice Commission

Written By **Kalen Macon, Neptune City CRC**

On November 4th, Monmouth County Food Bank held their 38th Culinary Skills program graduation. Participating in this graduation was Carl Aliwalas, a client at the Neptune City Community Resource Center (CRC). Mr. Aliwalas was referred to this CRC by the New Jersey Juvenile Justice Commission, a recent acquisition to BI/The GEO Group's customer base.



After meeting with his Case Manager, Mr. Kalen Macon, Aliwalas agreed that he would be an excellent candidate for this Culinary Program. Over the past several years, Neptune City CRC has networked with the Monmouth County Food Bank's culinary school and has a fantastic relationship with Chef Ray Cattley, head instructor in this course, who is supportive in lending a helping hand to the clients in our program. Scores of applications were received from applicants in both Monmouth and Ocean Counties, and after interviewing for the position, Mr. Aliwalas was one of eight candidates chosen for the program.

culinary field. He passed his ServSafe® Food Handler's certification examination and gained employment as a Line Cook in a local restaurant, one day after his graduation. To date, eight clients of the Neptune City CRC have successfully completed the Culinary Program, three were named class valedictorian.

The relationship between Neptune City CRC and the Food Bank of Monmouth County has not only enhanced the relationship between the New Jersey Juvenile Justice Commission and the New Jersey State Parole Board, but it has also provided our clients with the focus and motivation toward achieving their goals. Our community resource center continues to network with other community organizations in order to broaden the countless possibilities that our clients are capable of.

In this 13-week course, Mr. Aliwalas learned the skills necessary to obtain employment in the

Be apart of our story.  
[facebook.com/GEOGroup](http://facebook.com/GEOGroup)





## Northstar Center's CWS Program is Alive and Thriving!

Written By Shirley Holmberg, Northstar Center

First, a few facts about the Northstar Center and its Community Work Service (CWS) program: The center is located between Fairbanks, Alaska and Ester, Alaska. Out of GEO Group's Alaska centers, it is the only center not located directly in the community, therefore, transportation to and from CWS sites is provided by the CWS coordinator or the CWS site supervisors.

Our spring starts in late April, our summer, in May, our fall around September, and winter snow usually falls before Halloween. In the winter months, snow, ice, rain, or -40 below weather may hamper what we can realistically do.

From December 2012 to November 2013, through the Northstar Center's CWS program, we have provided 2,953 CWS workers that completed 15,378.25 hours on

923 occasions at twelve sites primarily in the city of Fairbanks. If one person worked 40 hours per week, this would be 384.5 weeks and equivalent to 7.4 years of work! Whew, that is a lot of hours!

Our CWS sites include long/short term, small/large, seasonal, and stand-alone projects. This year, we worked at a variety of sites including Fairbanks Rescue Mission, Mount Pleasant Church, St. James Temple, Immaculate Conception Church, Fairbanks Native Association, Alaska Federation of Natives, Rotary Club, Yukon Koyukuk School District, Fairbanks Correctional Center, Department of Transportation, and Saturday Clean-up.

The CWS activities included maintenance, janitorial, setting up for a large conference, setting up registration and registering runners

"We have provided 2,953 CWS workers that completed 15,378.25 hours on 923 occasions."



for a winter run, construction, culinary work, maintaining a graveyard all summer, office work, spring trash pick-up, and decorating for the holidays.

The work is very rewarding for the residents that need the hours as well as for those who need to be productive. Some of the CWS workers are highly skilled and help in a variety of areas at the various sites. The extra hands that are provided by the CWS workers are greatly appreciated by the site supervisors and the site administration. The Northstar Center's CWS program continues to be a very welcome partnership and resource for the community!

**Pictured Top to Bottom:** Alan Cleveland, Sam Tegoseak, Gary Pitka, Rudolph Peters, Raymond Nathaniel, and Curtis Nayukok; Walter John, Raymond Nathaniel, Julius Chambers, Lee Edwin and Director Rodney Gaskins.

## Yhanihi Doles Receives Outstanding Citizenship Award



Written By Ken Berthiaume, Washington ISAP

On Thursday, March 14, 2013, Yhanihi Doles was driving home from work when she came upon an auto accident that had just occurred. Ms. Doles realized this was a very serious incident, and the emergency responders had yet to arrive.

Although most drivers would gawk and drive on, Yhanihi stopped to check on the wellbeing of the people involved in the accident. She came upon an injured infant and used her training to administer life saving techniques to the baby.

Yhanihi stayed with the baby until the emergency medical response team arrived to take over. Her unselfish response and quick actions earned her an "Outstanding Citizenship Award" from Prince George's County, MD.





The GEO Group, Inc.®

**Equal Opportunity Employer**

The GEO Group, Inc.  
One Park Place  
621 NW 53rd Street, Suite 700  
Boca Raton, Florida 33487  
561.893.0101

