

# GEO<sup>®</sup> World

3RD QUARTER 2016

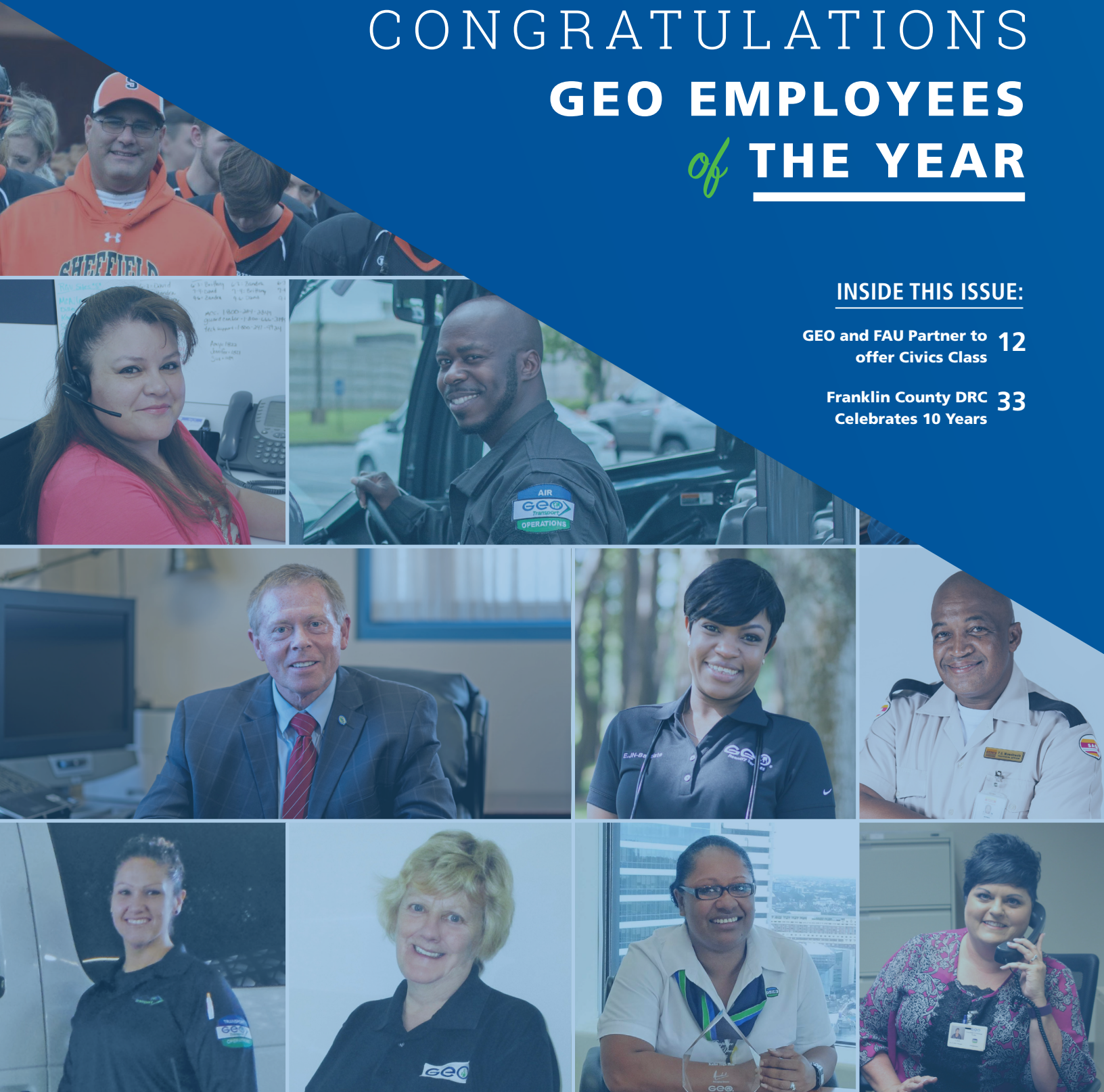
A GEO Publication for Employees and their Families.

## CONGRATULATIONS GEO EMPLOYEES *of* THE YEAR

### INSIDE THIS ISSUE:

GEO and FAU Partner to offer Civics Class **12**

Franklin County DRC Celebrates 10 Years **33**





# Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

Please join me in congratulating our colleagues who have been recognized as 'GEO Employees of the Year' and thanking the thousands of GEO employees worldwide who commit themselves daily to making a difference in the lives of those entrusted to our care.

## To the GEO Family,

Over the last twelve months, our company has achieved a number of important milestones that have solidified our position as the world's leading provider of diversified correctional, detention, community reentry, and offender rehabilitation services.

Since June of last year, our GEO Corrections & Detention business unit has activated more than 8,000 beds at five facilities across five different states.

During the second quarter of 2015, we completed the reactivation of our 1,940-bed Great Plains Correctional Facility in Hinton, Oklahoma under a new ten-year contract with the Federal Bureau of Prisons and began housing inmates from the State of Vermont at our 1,748-bed North Lake Correctional Facility in Michigan under a five-year agreement with the Vermont Department of Corrections.

In the second half of last year, we activated important expansions at two of our company-owned facilities under partnership with U.S. Immigration and Customs Enforcement. In California, we

opened a 640-bed expansion at the Adelanto Detention Facility, increasing the facility's capacity from 1,300 to 1,940 beds. In Texas, we completed the development of a \$32 million expansion to our Karnes County Residential Center, increasing the center's capacity to 1,158 beds.

More recently, over the last two quarters, we assumed management functions and completed the ramp-up at the 3,400-bed Arizona State Prison in Kingman, Arizona under a managed-only contract with the Arizona Department of Corrections, further solidifying our long-standing partnership with the State of Arizona.

Our GEO Care business unit has also experienced significant growth over the past year. Our reentry and community supervision services divisions have continued to grow their existing partnerships across the country.

Adding to that growth, over the last several quarters, GEO Care has implemented a new program under partnership with the Department of

Homeland Security for the provision of community-based case management services for families going through the immigration review process. This program is representative of GEO Care's leadership in the provision of community based and case management services through our comprehensive 'GEO Continuum of Care.'

These important projects underscore the diversified nature of GEO's services across all segments of corrections, detention, community reentry, case management, and offender rehabilitation services. Our continued growth and industry leadership is underpinned by the dedication and professionalism of our growing workforce.

Please join me in congratulating our colleagues who have been recognized as 'GEO Employees of the Year' and thanking the thousands of GEO employees worldwide who commit themselves daily to providing high quality services and making a difference in the lives of those entrusted to our care.

# Table Of Contents

12



32



13



19



**3RD QUARTER 2016**  
**Volume 22**  
**Issue 3**

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## Employees of The Year

- 02 U.S. Corrections & Detention**
- 06 International Services**
- 09 GEO Care**

## Articles

- 12 U.S. Corrections & Detention**
- 28 International Services**
- 31 GEO Care**

## Features

- 12 GEO & Florida Atlantic University Partner to Reduce Recidivism**  
A group of committed educators led by Professor Marshal DeRosa have been coming to GEO's South Bay Correctional Facility for fourteen weeks to teach a civics education class.
- 29 Fulham Correctional Center Celebrates International Women's Day**  
International Women's Day celebration at Fulham commenced with the planting of a celebration rose in the Garden of Meaning.
- 33 Franklin County DRC Celebrates 10 Years**  
The staff at GEO's Franklin County Day Reporting Center were proud to celebrate a ten-year anniversary ceremony on April 19, 2016.

## 2015 WARDEN OF THE YEAR

# JEFF WRIGLEY

*Arizona State Prison-Kingman*



Warden Jeff Wrigley had a distinguished career with the Federal Bureau of Prisons (BOP) and retired after twenty-seven years of service. During Jeff's tenure with the BOP, he held various top management positions, including Deputy Regional Director at the BOP Northeast Region, Warden at the Federal Correctional Complex in Victorville, CA, and Human Resource Management, Division Branch Chief at the BOP Headquarters, in Washington, D.C.

Since joining The GEO Group in 2005, Jeff has served as the Warden at the Taft

Correctional Institution (2,048 beds), Warden at the New Castle Correctional Facility (2,192 beds), Western Region Director of Operations for three years, Warden at the Lea County Correctional Facility (1,200 beds), and his current assignment as Warden at the Arizona State Prison-Kingman (3,400 beds).

Jeff has a strong array of skills and understands all customer jurisdictions, to include city, county, state and federal governments. He has managed both simple and complex locations and specializes in challenging endeavors. Jeff has a unique disposition that is special not only to operations, but to the people he works with, for, and leads. Most people who have worked with Jeff admittedly claim that he is the best person they have ever known, not only as a leader, but as a friend who invests and immerses himself into his work and community. Those closest to him know he works three shifts, seven days a week. Jeff lives and breathes work, making a concerted effort to exceed customer and GEO expectations. Some



**"WARDEN JEFF WRIGLEY HAS MADE COUNTLESS CONTRIBUTIONS DURING HIS TENURE WITH GEO."**

have said he is the only Warden they have ever known who genuinely cares about the welfare of both staff and inmates, making decisions to improve the circumstances for all involved.

Jeff is a strategic planner, an out of the box thinker, a "no job too big or too small" kind of leader, and the kind of man you meet once in a lifetime - if you're lucky. He has made countless contributions during his tenure with GEO, but you would never hear him say it. He has led many people to greatness, but he would never take the credit. He has sacrificed his time, effort and energy, but you would never know it. He has given much with no expectations of return, but you would never sense it. Jeff is the kind of man, the kind of leader, the kind of friend, and the kind of person you want behind you, in front of you and definitely next to you.

After ten years of service, it is an honor and a privilege to award Jeff the 2015 Warden of the Year - an award not only deserved, but earned.

## 2015 **EMPLOYEE OF THE YEAR**

# **TWANETTE KELLY**

*Great Plains Correctional Facility*

**"TWANETTE KELLY IS UNWAVERING IN HER COMMITMENT TO ENSURING A SAFE, SECURE, AND PROFESSIONAL FACILITY."**

Tenacious, dedicated, and subject matter expert are the best ways to describe Employee of the Year, Twanette Kelly. Twanette has over twelve years of experience with The GEO Group and has worked in Security, Food Service, and Risk Management. She is currently the Fire and Safety Manager at Great Plains Correctional Facility and was instrumental in the activation of the facility in June 2015.

Twanette is unwavering in her commitment to ensuring a safe, secure, and professional facility. She pursues the goal of "zero findings" for corporate and client audits with tenacity and expert knowledge of fire and safety management.

Based on her acumen in fire and safety programs, Twanette is used extensively to assist multiple facilities within the Central Region. She travels to these facilities to aid in the preparation for audits and to



train staff. A professional that is committed to excellence, Twanette was instrumental in the development of policies as well as the training of new staff for the activation of the Great Plains Correctional Facility. Her ability to train new staff and communicate complex information in layman's terms, led the facility to being well prepared for its first Contract Facility Monitoring audit by the Federal Bureau of Prisons, during which there were no findings of deficiency in safety.

Twanette attacks all assigned tasks with the same tenacity and pursuit of excellence as she does fire and safety management. Assigned as the Workplace Violence Prevention Program Coordinator, Twanette led the facility in preparation for the initial Workplace

Violence Prevention Program audit, which had no findings of deficiency.

Twanette is the proud mother of four children and soon to be the grandmother of her fifth grandchild. She enjoys playing golf and softball. When asked what it meant to receive the Employee of the Year award, Twanette stated "I am speechless, and for those that know me, that is rare." She continued by saying it was truly an honor to be recognized.

Warden Farley commented, "Twanette Kelly's commitment to excellence is demonstrated in everything she does at the facility and reflects greatly upon herself, the Great Plains Correctional Facility, and The GEO Group."



## 2015 OFFICER OF THE YEAR

# MARCHELLO JONES

*Robert A. Deyton Detention Facility*

The staff at the Robert A. Deyton Detention Facility (RADDF) are very proud to have one of their own to be named Officer of the Year. In 2000, Marchello Jones walked into the correctional facility in Marshall County, Mississippi to begin his GEO journey in corrections. Starting as a Correctional Officer in 2000, Marchello worked his way up the ranks earning the position of Lieutenant during his thirteen years in Mississippi.

In 2013, Officer Marchello Jones joined the family at Robert A. Deyton Detention Facility and has continued to excel in his career. Soon after his arrival, he joined RADDF's Correctional Emergency Response Team (CERT). As a Master CERT Instructor and Facility Instructor, he has conducted numerous classes for CERT team members, pre-service training for new hires, and in-service training. Officer Marchello Jones also maintains a position as Squad Leader within the CERT team.

In the absence of the Armory/Key Control Sergeant, Officer Marchello Jones took on the responsibility of overseeing that department. He ensured this area was in compliance and all equipment was accounted for, while also continuing to



work his regular duties as a Correctional Officer. As a member of the GEO Transport, Inc. (GTI) flight team, Officer Marchello Jones has flown around the country on multiple assignments and GEO flight missions. He is always willing to assist when the need arises and was a vital part of the GTI mission to transport inmates to the North Lake Correctional Facility in Michigan.

Officer Marchello Jones' interaction with the detainee population, staff, and visitors is always professional and appropriate for any situation. This level of professionalism gives him the ability to handle any post assignment within the facility, including being a mainstay in the Restricted Housing Unit. In this area, Officer Marchello Jones operates at a high level and with the energy nec-

essary to oversee the unit during his shift with very little assistance from his Supervisors. His professional demeanor is one of the reasons he has been chosen several times to accompany the Human Resources staff to job fairs where he uses his knowledge of GEO policy and correctional experience to inform prospective applicants of the great career they could have with GEO.

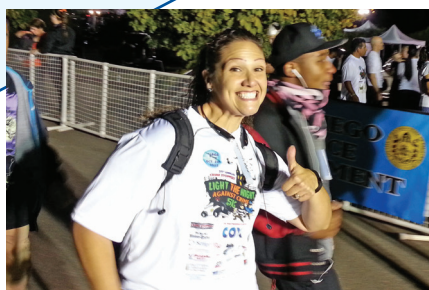
Marchello Jones also values his time away from work. He and his wife, Chynita, have three children, Khalyn, Mariah, and Martavious. Marchello Jones' contributions extend beyond GEO and into his community where he is a youth mentor, a gospel singer with the Christian Young Men's group, and a coach for his son's baseball team.



2015 **GTI OFFICER OF THE YEAR**

# **ISABEL ORTIZ-LAZENBY**

*Western Region Detention Facility*



Isabel Ortiz-Lazenby was born in Chula Vista, California and graduated from Chula Vista High School in 1998. In 2000, Isabel changed careers and started at a local work furlough where she became a Supervisor within three months. As part of her training, she attended the Corrections Academy at Grossmont College, which is where she heard about The GEO Group. In November 2002, Isabel's career at GEO began when she was hired as a Correctional Officer. Because of her calm demeanor and "can-do" attitude, it wasn't long before Isabel was added to the very high-paced

and demanding GEO Transport, Inc. (GTI) Transportation department. Her consistent professionalism and attention to detail throughout the years has resulted in her being selected as Correctional Officer of the Month in 2004, 2007, and 2010, as well as the 2015 Western Region Detention Facility (WRDF) Transport Officer of the Quarter.

Isabel continuously exceeds her Supervisor's expectations. Her attention to detail is on display everyday. Her Supervisor stated, "Isabel is the best at what she does and is 100% dependable." She is praised for effectively adapting to change and working well under pressure, all while maintaining a positive attitude. She assists in completing payroll documents, maintaining Department of Transportation (DOT) compliance, and with daily assignments such as transporting detainees to and from court and medical appointments. With GTI driving almost 90,000 miles and transporting over 19,000 detainees in 2015, her assistance is greatly appreci-

ated. Her dedication made her an easy selection to attend the 2008 GTI Driver Trainer Course. She was instrumental in training WRDF's drivers and ensuring certification with all Federal DOT requirements. In addition to training our own drivers, she was called upon to assist in the activation of the GTI department at the Adelanto Detention Facility.

A important part of Isabel's life is taking care of her husband, Tyrus, and their two sons, Tyrus Jr., who is twelve, and four-year-old Ju-Ju (Julian). Isabel spends her time off hiking in the hills of San Diego, going to church, or getting some reps in at the gym. Isabel also helps her dad who is undergoing treatment for cancer, and she spends time with her nephew who has special needs. These attributes are commendable characteristics in and of themselves. Even with all of her job duties and the time she spends with her family, Isabel still found a way in 2011 to graduate from Phoenix University with a Bachelor's degree in Criminal Justice Management.

# 2015 AUSTRALIA EMPLOYEE OF THE YEAR

## **KALISI BESE**

*Arthur Gorrie Correctional Centre*

**"KALISI BESE VERY QUICKLY ESTABLISHED HERSELF AS AN INFLUENTIAL AND DYNAMIC LEADER WITH A FOCUS ON PERFORMANCE, PROFESSIONALISM, AND INITIATIVE."**

Arthur Gorrie Correctional Centre's (AGCC) Program Development Coordinator Kalisi Besé is leaving an indelible impression, not only at GEO but in the broader community. The 43-year-old commenced her role with GEO in January 2015 and in just this short amount of time, she has been awarded the company's highest honour by claiming the 2015 GEO Employee of the Year award.

"Kalisi very quickly established herself as an influential and dynamic leader with a focus on performance, professionalism, and initiative," said Arthur Gorrie General Manager Troy Ittensohn. Prior to joining GEO, Kalisi worked in youth services for the Queensland Department of Justice and Attorney General. She also spent seventeen years in the New South Wales (NSW) public service in a variety of roles, including working for Corrective Services NSW and the NSW Police.

As AGCC's Programs Development Coordinator, Kalisi is responsible for man-



aging programs for the centre's remand population, including the delivery of classes to approximately one hundred inmates every week.

Of Fijian descent, she has a strong focus on culture and plays a significant role in encouraging inmates to embrace their cultural heritage. She also encourages community groups to get involved in activities at the centre. A highlight has been the development of a support network for Pacific Islander inmates that includes specific programs and events and draws on community relationships. Her innovative approach includes contacting consulates when she feels they can offer support for inmates of a specific nationality. "I'm very keen for AGCC to demonstrate that a remand centre can deliver great short-term programs for inmates," she said.

Outside work, Kalisi says she "lives and breathes community." She is one of the Pacific community leaders in Queensland, and part of a state government roundtable on family violence. She recently participated in a national roundtable to improve the safety of culturally and linguistically diverse Australian women and their children. "The extent of Kalisi's community work speaks volumes about the type of person that she is, and we are fortunate that she brings those same values, commitment and drive to her role at AGCC every single day," said The GEO Group Australia's Managing Director Pieter Bezuidenhout.

The other finalists for the award were Correctional Supervisors Louise Overs from Parklea Correctional Centre, Brett Shingles from Fulham Correctional Centre, and Jason White from Juneé Correctional Centre.





# 2015 UK EMPLOYEE OF THE YEAR

## **JOYCE MCCUBBIN**

*Dungavel House Immigration Removal Centre*



**"JOYCE MCCUBBIN WILL ACTIVELY PURSUE TASKS THAT WOULD NORMALLY BE OUTSIDE OF HER LEVEL OF RESPONSIBILITY."**

Congratulations to Joyce McCubbin who has received the 2015 UK Employee of the Year award. This has been awarded for her work as a Catering Assistant and the support she provides to her colleagues and those in her care. Having started at Dungavel House Immigration Removal Centre in May 2002, Joyce has been an integral part of the team for the last fourteen years.

Nominations were open to the entire staff group, with Joyce being identified as the outstanding nominee this year. It was clear from these nominations that Joyce is a valued employee with feedback being received from all areas of service. Comments such as, "she has developed the skills of detainees to improve the service within the kitchen," and "in recognition of her outstanding work ethic and accomplishments," demonstrated the appreciation felt towards Joyce.

During her normal day, Joyce is responsible for ensuring high levels of hygiene and cleanliness within the kitchen, as well as delivering over six hundred meals each day. When called upon, Joyce also helps to manage the kitchen, and will actively pursue tasks that would normally be outside of her level of responsibility.

Sarah Lynch, Head of Residence and Regimes said, "Joyce is fully committed to her role at Dungavel and will often come into the centre on her days off, either to cover a shift or to help with the catering arrangements and buffets for special days. The level of detail she puts into the buffets for government visitors and focus groups is outstanding. She provides an ideal environment for detainees to learn catering skills."

Joanne Henney, Chief Operating Officer said, "I wish to congratulate Joyce for

her outstanding work over the last year. This is a fantastic achievement and one that is fully deserved."

When Joyce isn't working, she can often be found participating in her favourite pastime of karaoke, but is yet to audition for the X Factor UK! As the karaoke queen, she is often heard singing away to Penny Arcade by Roy Orbison. Joyce is also quite the dancer and has demonstrated her skills by leading a detainee group for a rendition of Gangnam Style during a recent charity event held at Dungavel.



2015 SOUTH AFRICA EMPLOYEE OF THE YEAR

# TAKALANI GODFREY MAWELEWELE

*Kutama Sinthumule Correctional Centre*



Takalani Godfrey Mawelewele was born in the Thohoyandou Area (Miluwani Village) of the Limpopo Province in South Africa. He is the second child of the late Paul and Cathrine Mawelewele and he has five siblings. In school, he was a very dedicated learner who excelled in mathematics and physics. His dream was to become a Veterinary Surgeon, but due to financial hardships his parents could not afford to send him to a university. Fortunately, a company called Sun International gave Godfrey an opportunity to participate in Slots

Learnership. After completion he was offered a job, and due to diligent work, he was promoted to Floor Manager. He had served in this position until he was recruited by South African Custodial Management (SACM) to serve on the SACM reserve pool in 2006. He served for almost two years until he was promoted to Custodial Officer in 2008. His hardworking characteristics as an Officer and the good interpersonal relations he has with fellow employees was quickly identified by Area Manager Gary Makwea, who then promoted him to work in his office as the Green Prison Office Administrator. During his services in the office of Area Manager Makwea, he was requested to assist in the Roster Office in the Administration Block. He quickly mastered the requirements of this position in which he is still serving.

Godfrey is a very dedicated person and is always willing to assist whenever he is needed. He is reliable, committed, punctual, and a keen learner who

learns from his mistakes. The biggest challenge of his job is to allocate and fill all staff positions during leave days. But due to his calm demeanor and positive attitude, he always manages to carry out this task with ease as he is able to interact well with other employees.

In 1997, he got married to Mpho Budzwa-Mawelewele and they are now blessed with three boys named Mukhethwa Shawn, Takalani Junior and Tshedza Vision. He spends a lot of his free time with his wife and children, as he believes family is very important. He is a staunch member of the Dutch Reformed Church and on Sundays his family goes to church.

To be awarded the 2015 South Africa Employee of the Year is a big honor for a humble person who dedicates it to God, his family who are always there for him, and his mentors for believing in him. Godfrey's ambition is to become a Manager with SACM.

## 2015 BI EMPLOYEE OF THE YEAR

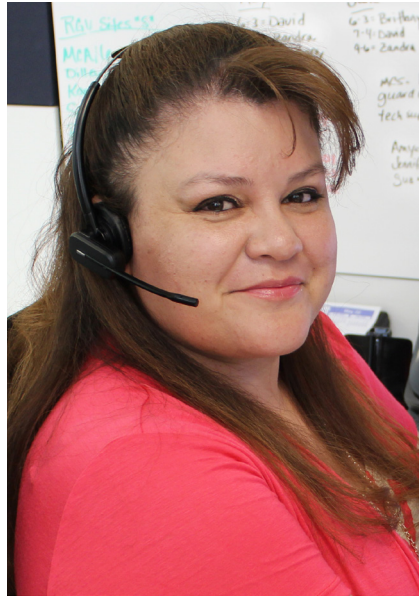
# ROSI GARCIA

*BI Incorporated Headquarters*

**"ROSI GARCIA LEADS BY EXAMPLE WITH HER POSITIVE ATTITUDE AND HER LEVEL OF COMMITMENT, MAKING HER A TREMENDOUS ASSET TO THE COMPANY."**

Rosi Garcia began working at BI Incorporated Headquarters in Boulder, CO, in July 1994. Her first job was in the monitoring center, where she stayed until the center relocated to Anderson, Indiana in 2001. Rosi switched roles and moved to the Customer Business Services (CBS) department as an Order Entry Specialist and was promoted to Order Entry Supervisor within one year. Rosi now oversees five people in Order Entry and also works on inventory control.

Part of Rosi's job is to manage the communication between sales, executive management, and manufacturing. Her experience in the monitoring center and her knowledge of the manufacturing side of the business helps her immensely, especially during challenging times. Everyone knows that she either already has the answer, or knows how to find the answer to their questions or concerns.



Rosi was nominated for this award by Brenda Czeck, Divisional Controller at BI. Brenda stated that for most of 2015, BI faced product shortages resulting in significant customer back orders. Rosi had to juggle responsibilities and schedules to keep her team motivated during this difficult time, while continuing to provide BI customers with excellent service. Rosi leads by example with her positive attitude and her level of commitment, making her a tremendous asset to the company.

She considers BI to be her second home and the people she works with to be her second family. "I do the best I can on a daily basis, but I need my team. I can always depend on them." Although Rosi supervises Order Entry and Inventory, she considers billing to be part of their group as well. "We all work together as a team."

Rosi is a Colorado native – not common in this state. She was born and raised in the Johnstown/Milliken area. Her parents migrated to the United States from Mexico forty-three years ago. Outside of the office, Rosi enjoys spending time with her family and loves being in the mountains. She is also an avid supporter of the Denver Broncos. Rosi has two children, her daughter, Cassie and son, Freddy. Recently, Rosi experienced a significant change in her life - she reconnected with her first love after not seeing each other for twenty-four years.

Rosi has received other awards since joining BI, including the "Good Enough Isn't" award in 2006, and ISAP Support Person of the Year in 2012 and 2015. When asked if she was surprised to be chosen as the 2015 BI Employee of the Year, Rosi responded, "Yes, I was very surprised – and humbled."



## 2015 REENTRY SERVICES EMPLOYEE OF THE YEAR

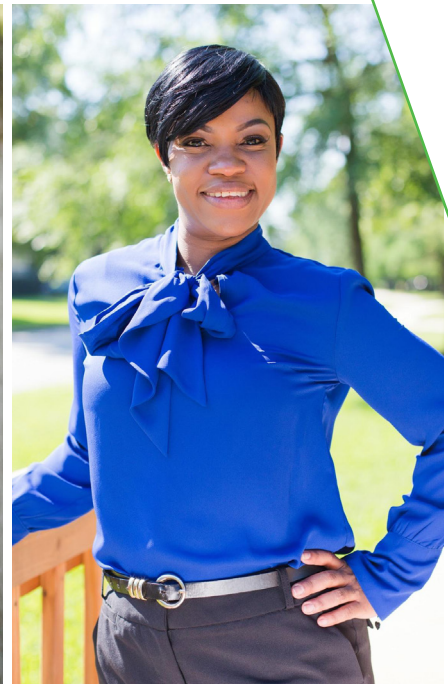
# ERNIEFARE JN-BAPTISTE

*Southeast Texas Transitional Center*

**"ERNIEFARE JN-BAPTISTE HAS PROVIDED STEADY, CONSISTENT LEADERSHIP AND PRODUCTIVITY THROUGHOUT HER CAREER WITH THE GEO GROUP."**

Mrs. Erniefare Jn-Baptiste is an ideal example of what can be accomplished with hard work and "Commitment to Excellence." She started at Southeast Texas Transitional Center, formerly Ben Reid Center, approximately fifteen years ago as a Security Monitor, and has gradually developed into the leader and Manager she is today. Mrs. Baptiste is now the Assistant Facility Director of Operations/Security. This is a large title with an equally large area of responsibility!

Erniefare juggles her career with a family life that includes a husband of fourteen years, who is the Head Lineman for the power company, and two children, fifteen-year-old Trevion, who is a competitive swimmer and certified lifeguard, and twelve-year-old Darrius, a dedicated basketball player. She is a devoted wife and mother, no doubt using the same



skills and commitment at home that allows her to succeed at work. Her calm, firm but fair approach to management is surely an invaluable trait with teenagers! She enjoys exercising and stays active in her leisure time attending her children's competitions and practicing her Christian faith.

Mrs. Baptiste has embraced and championed several initiatives over the past two years including, implementation of new field policies, emergency response plans, post orders, Personnel Qualification Standards staff training, sanitation and maintenance plan, and multiple physical plant changes.

She continues to play a critical role in the implementation and continuation of new requirements resulting from the

recent customer contract renewal. She has provided steady, consistent leadership and productivity throughout her career with The GEO Group, and continues to raise the bar for herself and those around her.

Please join us in thanking her for her service, and congratulating her on this memorable award and recognition.



## 2015 **YOUTH SERVICES** EMPLOYEE OF THE YEAR

# **DAVE FITCH**

*Abraxas I*



**"DAVE FITCH HAS RAISED THE BAR IN OFFERING YOUTH COMMUNITY SERVICE, VOLUNTEER, AND WORKFORCE SERVICES OPPORTUNITIES."**

Since September 2001, Dave Fitch has been the Workforce Development Supervisor for the Education Department at Abraxas I. Approximately twenty years ago, Abraxas I started a cooperative program with Sheffield Area High School which provides youth in good standing with their treatment program the opportunity to participate in football and other high school athletics. Dave is also the Head Football Coach for Sheffield Area High School.

In 2015, Sports Illustrated learned of the co-op program and they contacted Dave with an interest in working together on an episode of their award-winning online documentary "Underdogs." Dave knew this was an opportunity for the youth that he had to make happen. In October 2015, filming started both on the Abraxas I campus and in the Sheffield community.

When the documentary was released in November 2015, Sports Illustrated had showcased the program in an awe-inspiring episode.

As awesome as it was, it pales in comparison to the hard work Dave has put in during his fifteen-year tenure at Abraxas I. The recognition by Sports Illustrated is a deserving reward for a man who has dedicated so many years to helping young people change and grow. While Dave is instrumental in the co-op program, it is only a small part of his contributions to Abraxas I. In his role as Workforce Development Supervisor, he has raised the bar in offering youth community service, volunteer, and workforce services opportunities, as well as technical certification, GED testing and vocational training.

Dave has always understood the importance of teamwork and providing

opportunities for those in our care to enhance their chance of success after they leave the program.

Dave is a leader in the school and to the entire campus. He has been instrumental in ensuring our school obtains resources to best educate our youth and provide avenues for continued success. Abraxas is proud to have Dave Fitch as an integral part of our team and is thankful for his continued positive impact to the youth we serve.





## GEO & Florida Atlantic University Partner to Reduce Recidivism

Written By **Charles Lawrence, South Bay Correctional Facility**

The collaboration between The GEO Group and Florida Atlantic University (FAU) is an exemplary example of GEO's community engagement.

A group of committed educators led by Professor Marshal DeRosa have been coming to GEO's South Bay Correctional Facility for fourteen weeks to teach a civics education class. Titled the "Inmate Civics Education Enhancement Project," its purpose is to teach the founding principles of the American political system and demonstrate the favorable impact on recidivism

rates that modern scholarly research indicates can result from such instruction.

Professor DeRosa reports that the offenders participating in the program have been highly engaged when discussing such principles as the premise that all citizens in a democratic society must accept personal responsibility for their actions.

Participants, who embrace the concept of good citizenship, stand a much better chance of making a successful return to the communities in which they will be released.

Thirty-six inmates graduated on April 20, 2016, and an advanced class is in the planning stages.

According to Warden Don Stine, "This class has the potential to not only assist returning citizens in successfully completing the transition back into society, but to alter the prison culture itself."

An offender who graduated from the class commented, "I hit rock bottom. But somehow, I got lucky and ended up here at South Bay Correctional Facility, which offers inmates the opportunities to take

vocational classes. I now have the tools to get out and be a successful part of society. Nothing in life would make me happier than turning my life around and being a successful part of society."

Another inmate stated, "My eyes have been opened. I realize for someone who knew it all, I knew very little. What a humbling experience. My dream and goal now is to get a true second chance at life, free to live a productive life, responsible and supportive towards life, liberty, and the pursuit of happiness."

# Central Region's 17th Annual Charity Golf Tournament

Written By **Mary Mayberry,**  
Central Region Office



The GEO Group's Central Region office hosted its 17th annual Charity Golf Tournament honoring the Lone Survivor Foundation. The Central Region staff, the Wardens and various employees from the fifteen facilities in Texas and Oklahoma, vendors, volunteers and other numerous supporters all came together at the Canyon Springs golf course in San Antonio, Texas, to play in the annual Charity Golf Tournament. The goal this year was to raise \$150,000; however, due to the success of the silent auction, the sale of Lone Survivor t-shirts, and the generosity, dedication, and determination of all those involved, a goal breaking sum of \$180,000 was proudly presented to the Lone Survivor Foundation.

One of the highlights of this year's tournament was the participation of Marcus Luttrell, Author of the novel "Lone Survivor" and whose life the movie was based upon. Luttrell, a former U.S. Navy SEAL, and his twin brother, U.S. Navy SEAL Morgan Luttrell, both took time to play in the tournament and spent time meeting with everyone who turned out to support this worthy cause.

The Lone Survivor Foundation's mission is to restore, empower, and renew the hope for our wounded service members and their families through health, wellness, and therapeutic support. The unfortunate reality for many service members and their families is that life changes after the loved one returns home and the effects of their experiences begin to manifest in negative ways. The Lone Survivor Foundation serves to help America's wounded service members and their families adjust to the effects of their experiences, and help them transition into what may be looked at as their 'new normal' by providing an understanding and acceptance of who they are as a person, a family, and a community.

**Pictured Top: Left to Right:** Executive Director of the Lone Survivor Foundation Terry Jung, Morgan Luttrell, Marcus Luttrell, Central Region Vice President Reed Smith, and Regional Director Business Management Danna Coapland.



## Employee Appreciation Week

Written By **Susanne Romero,**  
Adelanto Detention Facility

Adelanto Detention Facility designated an entire week to thank employees for their hard work, dedication, and effort throughout the year. KFC, Carl's Jr., Grid Iron Pizza, sub sandwiches, and a taco truck were provided around the clock to ensure that all shifts were able to participate. Prizes included flat screen televisions, tablets, surround sound systems, and a wide variety of other gifts. A cook off contest was also held during this time, adding extra excitement by offering employees a chance to win additional prizes.

Employee Appreciation Week concluded with a memorial ceremony, messages of encouragement, and expressions of gratitude from our facility Wardens. It was a truly rewarding experience.

Since LaSalle Detention Facility (LDF) opened in Jena, each year The GEO Group Foundation has awarded scholarships to deserving graduates at the two area high schools in the Parish, LaSalle High School and Jena High School. Melinda Parker, LDF's HR Manager, is the facility's Scholarship Coordinator, who does a fabulous job each year with this annual event.

On May 9, 2016, twelve students from both schools were selected to receive a \$1,000 GEO Group Foundation scholarship, based on their grade point average at the end of the year.

On behalf of The GEO Group Foundation, Warden D.C. Cole and LDF, the staff would like to applaud the students for their determination and commitment to excel in this phase of their life.

## LaSalle Awards Student Scholarships

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



**Pictured From Left to Right:** Warden D.C. Cole, Morgan Smith from The Jena Times, American Cancer Society's Community Manager Kristin Franks, and LaSalle Detention Facility's Training Administrator Bruce Spence.

## LaSalle Detention Facility's Relay for Life

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

On Saturday, April 16, 2016, LaSalle Detention Facility's Warden D.C. Cole and the facility's Training Administrator Bruce Spence presented American Cancer Society's Community Manager Kristin Franks, from the area chapter, with a check in the amount of \$5,614! This event took place at the Jena Park.

Mr. Spence, the facility's Relay for Life annual Event Coordinator, worked tirelessly alongside his committee throughout the year, to come up with ideas on the best way to fundraise for this special event. After all, everyone unfortunately knows someone, or is that someone who has been affected by cancer. Funds are always needed, and we were glad to help. Between the bake sales, raffle baskets, facility football tailgate party, and other facility-held functions over the last few months, we were proud to present the check in this amount. Ms. Morgan Smith, from the Jena Times, assisted in the presentation of the check.





# The Responsivity Principle

Written By **Jill Fuller and Kasia Kijanczuk**, Continuum of Care Division, Corporate

The previous two quarters of *Research Corner* discussed the practice and significance of the Risk and Needs Principles. This current article will examine the Responsivity Principle, which is considered the third component of the Risk-Need-Responsivity (RNR) model.

If you recall, the Risk Principle deals with determining who should be treated (high risk offenders), the Need Principle refers to what should be treated (criminogenic needs), while the Responsivity Principle aids in determining how to treat offenders. Although the Responsivity Principle is extremely important for treatment effectiveness, out of the three principles it is generally the least emphasized in treatment planning. The Responsivity Principle is based on the delivery of treatment programs in a manner that is consistent with the ability and learning style of the offender receiving the treatment. This means that treatment effectiveness can be improved if the program staff takes into account the characteristics of its clients.

The core of the Responsivity Principle is based on the concept that treatment programs “maximize the offender’s ability to learn from a rehabilita-

## Key Components:

- Delivery of a particular type of approach.
- Recognition that individuals respond differently to staff, interventions, and environments.

“...tive intervention by providing cognitive behavioral treatment and tailoring the intervention to the learning style, motivation, abilities, and strengths of the offender.” (Bonta and Andrews, 2007, p. 1)

The importance of the Responsivity Principle has been emphasized by studies which suggest that certain therapeutic styles among staff are more effective than others. For example, Marshall (2005) found that therapists’ characteristics influenced the effectiveness of sex offender treatment. Those therapists who were empathetic, warm, non-confrontational, and direct were more effective. Research has continued to show that the strength of the relationship between the client and staff has an impact on criminal behavior and retention post-treatment (Joe, Simpson, Danserau, and Rowan-Szal, 2001). Individual styles and interactions

between staff and clients can have an influence on even the most effective approaches.

Responsivity factors can be classified under two categories: individual or client-centered characteristics and external characteristics. These factors are likely to change throughout the course of treatment, which makes continuing modification of the treatment plan and services important. Assessment of these characteristics should occur prior to assigning staff caseloads and deciding placement in treatment programs. Additionally, the assessment should be as comprehensive as possible to provide enough detail regarding a client’s circumstances as well as allowing for reassessment of needs during the course of treatment.

In summary, the Responsivity Principle outlines the importance of providing the most appropriate type and level of treatment matched to the characteristics of the client. The effectiveness of any treatment program is heavily influenced by the abilities, skills, and learning style of the client.

## Responsivity Factors:

### 1 Individual/Client-centered:

- Motivation to change
- Cognitive ability
- Mental health
- Personality
- Demographic characteristics
- Trauma

### 2 External:

- Housing
- Transportation
- Childcare
- Life circumstances

## Responsivity Basics:

1. Match characteristics of individual offender to intervention
2. Match personal delivery of the service to the population
3. Assessment should be as comprehensive as possible
4. Assessment process should occur prior to treatment and staff assignment
5. Styles and modes of service must be matched to the learning styles and abilities of the offender



## Broken Halos Club

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

Created in July 2014, Broken Halos is a one-of-a-kind club within Guadalupe County Correctional Facility (GCCF). The club's main objective is to strengthen morals, values, promote fellowship, and social awareness among members and nonmembers, and to help others in need, whether it is a family, a community member outside of the facility, or a fellow inmate who needs guidance.

Broken Halos started with twenty members, and as of today, it is being capped off at twenty-four members with a waiting list for membership into the club. The club sponsor is Ms. Mabel Flores, and cosponsors are Deacon Marvin Marquez and Parole Case Manager Stella Marquez.

Inmate Gilbert Saavedra is Broken Halos's President and has held this position since its inception in 2014. Mr. Saavedra takes his role as President to heart. Broken Halos meet twice a month for motivational purposes, discussions in faith, viewing and discussing self improvement videos that help them become more approachable and accountable for their actions. Members also discuss any needs of the community and how they can help. On April 1, 2016, Broken Halos presented a \$300 donation to the City of Santa Rosa Summer Recreation Program to assist children of the community with the upcoming city summer recreation fees. Mr. Saavedra stated, "When we hear of a family in need, it touches our heart, because most of us in the club have been there and know what the family is going through." Broken Halos has already made donations to St. Jude Children's Hospital and the St. Rose de Lima Catholic Church for the restoration of the church's stain glass windows.

Mr. Saavedra added, "One of the club's main goals is to see the guys succeed when they leave. If we can plant a seed and just reach one person, we are successful."

## Stamp Out Hunger

Written By **Kim Wagley,**  
**New Castle Correctional Facility**

Stamp Out Hunger is a food drive that is operated through the United States Postal Service. Plastic bags are delivered to each mail box in hopes the bag will be returned filled with nonperishable food items.

Each year, the New Castle Correctional Facility helps the local post office prepare for the annual Stamp Out Hunger drive. In the past, level one offenders who have participated in the Reformatory Residential Reentry Program have helped staple flyers to 70,000 bags. This year, the facility completed roughly 150,000 bags for two Indiana counties and the town of Anderson. There were enough Stamp Out Hunger bags that the Purposeful Living Units Serve (PLUS) unit helped complete the task in less than two weeks.



## CACF's Inmate Relay for Life

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



On April 22, 2016, Central Arizona Correctional Facility organized an American Cancer Society inmate Relay for Life. This was the second year Susan Ashworth and her volunteers organized a successful inmate relay. Inmates were able to acquire Relay for Life t-shirts, and with a soundtrack provided by inmate musicians, a total of 12 hours was spent on the track. The inmates were able to raise over \$9,000!

# The Word on the Street

Written By **Claire Calvo,**  
**McFarland Female**  
**Community Reentry Facility**



Since McFarland Female Community Reentry Facility's (McFarland FCRF) activation in August 2014, staff and inmates have been spreading the word about the "GEO Continuum of Care" mission and the individualized treatment approach which includes evidence-based programs, academic and vocational classes, self-help and faith based groups, and physical fitness and health. Whether it's networking with people in line at the grocery store, or sharing our stories of inmate success at professional social events, the McFarland FCRF staff are proud of what this facility has accomplished in such a short time and want everyone to know GEO is changing the face of corrections.

With all this talk, it wasn't long before calls started to pour in from community volunteers and groups wanting to be a part of our mission. Recently we received a call from our customer's Public Information Officer informing us that ESPN had heard about our mission and was interested in doing a story on the facility and the inmates. With the purpose of the article being to showcase our all-encompassing approach, with a focus on physical fitness, McFarland FCRF was excited to welcome this opportunity.

On February 11, 2016, an ESPN Reporter and Photographer came to McFarland FCRF and observed a physical fitness challenge which allows teams of two inmates to work through a series of partner reliant exercises with the goal of completing them in the fastest time. It was inspiring to watch as the women encouraged and motivated each other and even took on extra exercises because their partner was struggling. In the end there were celebratory tears, high-fives, hugs, and cheers from the staff audience.

Staff spoke to the inmates about how inspiring they were to their own life journeys, and the population thanked staff for their continued support, encouragement, and the daily drive to keep them focused on healing, recovery, and release preparation.

After the physical fitness activities, inmates were given the opportunity to share their personal stories with the Reporter which only provided more validation that the efforts of the staff and inmates were truly having an impact. "McFarland FCRF saved my life," was heard over and over again which reminded the staff of what an important role they each play in the lives of the women in their care.

As the event wrapped up, and the participants returned to their housing units, the management team debriefed with the ESPN staff. We were not surprised when the reporter said her perspective of corrections had been completely changed, and she too was inspired and touched by the efforts of the staff and inmates. The staff at McFarland FCRF continue to work hard to change the lives of the women participants, but we can't deny the fact that our lives are being changed too.



## Happy Deytontine's Day!

Written By **Jasmine Haynie,**  
**Robert A. Deyton Detention Facility**

The 2nd annual Robert A. Deyton Deytontine's Day was held on February 12, 2016. Each year, the Employee Committee staff at Robert A. Deyton Detention Facility recognizes Valentine's Day as an opportunity to share the theme of love and express appreciation to our staff members. This year, all staff members were given a token of love, which consisted of a goodie bag filled with everything from a heart shaped stress toy, to a pink fortune cookie!

One of our talented staff, Armory Sergeant Joel Hardy, constructed the wheel of destiny and staff got a chance to win a prize. This event was planned and created by Jasmine Haynie, Deondria Hill, and Jamie Brooks, as a way to let all staff know they are truly loved and appreciated for all they do for the facility.



## The Patriotic Employer Award Goes to....

Written By **Renee Vazquez,**  
**Desert View MCCF**

Congratulations goes to Desert View MCCF's Assistant Warden (AW) Elias Valdivia on receiving the Patriotic Employer Award by the Office of the U.S. Secretary of Defense. He was individually recognized for providing outstanding support to a member of the National Guard. AW Elias Valdivia was nominated by United States Naval Reserve Jose Caceres, a former Desert View MCCF Lieutenant, who recently resigned to pursue other career goals. Jose Caceres said he appreciated working for an employer that made it easy for him to serve his country while finding success in a civilian job.



## GEO Announces TELADOC for Florida Blue Members

Written By **Corporate Benefits Department**

Florida Blue has partnered with **Teladoc** to provide GEO enrolled participants with access to quality medical care through phone and video consultation 24 hours a day, 7 days a week, 365 days a year! **Teladoc** doctors are U.S. board-certified Doctors and Pediatricians licensed in your state with an average of 15 years' practice experience. With **Teladoc**, you will have convenient, easy to access quality care at greatly reduced co-payments as illustrated below:

- **\$15 Co-pay** for Freedom Plus, Freedom, Keystone or Express Plans. Compared with an average \$200 emergency room co-payment for a non-emergency.
- **\$15 Co-pay** for Freedom HDHP/HSA after deductible met, compared to 10% of total Emergency Room charges for a non-emergency. **Or \$40 Co-pay** before deductible is met, compared to \$1,500 single or \$3,000 family deductible.
- **\$20 Co-pay** for Express Value compared to 40% of total emergency room charges for a non-emergency situation.

If you're considering the emergency room for a non-emergency issue, a **Teladoc** consultation might be a convenient and less costly alternative. A **Teladoc** consultation can also be utilized if you become sick on vacation, a business trip or away from home, and for short-term prescriptions or refills, when appropriate. **Teladoc** physicians can diagnose, treat and prescribe medication for a wide range of conditions including cold and flu symptoms, respiratory infections, sinus problems, bronchitis, allergies, ear infections, urinary tract infection, skin problems and more.

For best results, you should register immediately **before** you have a medical issue, by calling **1-800-Teladoc (835-2362)** or visiting **www.Teladoc.com**. A brief medical history will be taken so that should you choose to utilize the services of a **Teladoc** physician, there's no added delay in filling out the medical history, which will be required before a consultation can be scheduled. Sign up now for convenient, affordable and quality health care service for common ailments at inconvenient times.



**Pictured From Left to Right:** Miss Michele Cooper, Warden Johnny Choate, and Western Region Director Regional Operations Ms. Cheryl Nelson.

## Aurora is Standing Proud

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

The Aurora Detention Center (ADC) stands with the community. On May 11, 2016, Warden Johnny Choate, and special guests, Director of Regional Operations of the Western Region Ms. Cheryl Nelson, Corporate Manager of Food Services Mr. Todd Larson, and several facility staff members, attended the 20th annual State of the City address and luncheon fundraising event for the city of Aurora, Colorado. The ADC has been an annual participant in this event for more than ten years and is proud to be one of the strongest supporters of the city and the community. The State of the City event allows the Mayor to express the accomplishments of the city, as well as our community, over the preceding year and to present a look forward towards the future as the community and the city continue to grow. ADC is proud to participate and contribute to the growth of our community and economy which supports our employees and families. We are standing proud with our community!



## BARKS Service Dog Program

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

In April 2016, Moshannon Valley Correctional Center partnered with United Disability Services (UDS) of Lancaster, Pennsylvania to implement the BARKS Service Dog Program. United Disability Services is a non-profit organization committed to helping people with disabilities, including veterans and the elderly, lead more independent and fulfilling lives.

Most of their dogs assist people with mobility issues; however, they also have had success placing service dogs with children who have Autism spectrum disorders and individuals suffering from post-traumatic stress disorder. The acronym BARKS was selected to describe the mission of the program. It refers to five elements the program is designed to foster, namely Benefit, Assist, Rehabilitate, Knowledge, and Service. UDS utilized a "train the trainer" model in which five Moshannon Valley Correctional Center staff members learned to be service dog trainers and then returned to the facility to teach the inmate handlers how to train the dogs.

UDS conducts quarterly visits to the facility. The BARKS program was launched with the arrival of four Labrador Retriever puppies. The puppies were matched to eight inmate handlers. The carefully vetted inmate handlers care for and teach the dogs basic to intermediate level commands. The dogs reside with the men in their cells, two inmates to a cell. The inmate dog trainers attend weekly classes with the staff instructors to teach the dogs over fifty commands. The dogs will remain at the facility from approximately twelve weeks to fifteen months, completing the first phase of service dog training. Moshannon Valley Correctional Center believes the dogs provide an invaluable training program for the inmates, helping in their rehabilitation process as well. The success of the dogs gives not only the inmates, but staff as well, a sense of pride, accomplishment, and an opportunity to give something positive back to the community.

## Habitat For Humanity

Written By **Angela Wimberley,**  
**Lea County Correctional Facility**

In July 2015, Lea County Correctional Facility (LCCF) in Hobbs, New Mexico, partnered with Habitat for Humanity. This organization is a non-profit Christian ministry that builds houses for people in need. They provide shelter and housing for homeless families who have suffered disasters and need housing assistance to help those recover. In hopes to put more families into homes quicker, the local volunteer Construction Manager with Habitat for Humanity reached out to LCCF. The request was to have offenders help build the wood frame walls prior to pouring the house slab. Once the frame is completed, the workers detach the frame piece by piece and manage to make the transfer easily accessible. Since the partnership, LCCF has completed two homes and is currently beginning the third.



## Correctional Officer Week 2016

Written By **Danielle Lias,**  
**Coastal Bend Detention Center**

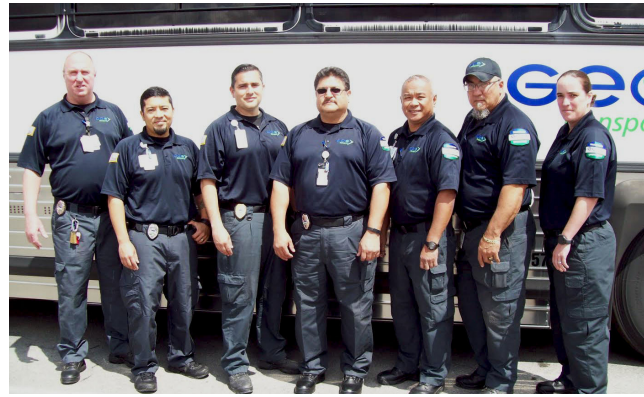


Coastal Bend Detention Center celebrated National Correctional Officer Week May 2-6, 2016. In recognition of our correctional and medical staff, lunch was prepared daily and accompanied by door prizes. Prizes were drawn at each meal leading to our grand door prize, a fishing kayak. The kayak was won by Housing Sergeant, Shacota Roberson.

## GTI OPERATIONS

# Northwest Detention Center

Written By **Colleen Robertson,**  
**Northwest Detention Center**



The Northwest Detention Center (NWDC) is located in Tacoma, Washington, and is a combined minimum, medium and maximum security facility with a 1,575 bed capacity. The facility has received and maintains its American Correctional Association accreditation since opening in 2004. The current NWDC contract with our customer, Immigration Customs and Enforcement (ICE), entails housing detainees pending immigration removal proceedings. Detainees are transported into Tacoma, via ground transport from various locations inside the NWDC's area of responsibility which runs from the Canadian border to the north, down south to the California state line and as far east as Idaho. In 2007, in order to fulfill the detainee transportation requirement to cover this vast area, the NWDC became one of the first GEO Transport, Inc. (GTI) operations in the company.

Currently, the NWDC's GTI operation has grown to thirty-eight Transportation Officers, a Transportation Manager, Transportation Supervisor, Dispatcher, Fleet Technician, and Clerk. The fleet is comprised of twenty-four vehicles which include buses, glavals, airporters, vans, ADA vans and an SUV. Since the commencement of GTI operations in 2007, the transportation team has transported approximately 186,009 detainees, and driven over 1.2 million miles without a serious accident or an escape.

In addition to ground transport missions, NWDC GTI staff assists ICE with air operations on a weekly basis. NWDC Officers arrive at the facility on air days at approximately 0200 hours. Upon arrival, they begin the process of verifying the flight manifest, detainee property, valuables, and preparing the detainees for transport to the flight line. Approximately one hundred and thirty-five detainees are processed and transported weekly by our NWDC GTI crew. Each week the crew also brings back approximately one hundred detainees from an inbound flight.

NWDC GTI is proud to be the home of the first recipient of the Rosanna Avila Transportation Officer of the Year Award/GTI Officer of the Year Award. Several GTI officers have been recognized for assisting in emergency situations during transport missions and for reporting hazards on the highways of Washington and Oregon. There are a total of seven driver trainers in NWDC and our satellite offices, which provide ongoing, crucial, and expert driver training to the NWDC Transport Officers with a view toward safe driving. These same driver trainers constantly assist with providing training throughout GTI and in other facilities and states. Out of the forty-three current GTI staff, twenty-four have prior military service and have been able to transition over into a new career in corrections very easily. All of the Transportation Officers at NWDC consistently strive to maintain the highest standards of excellence while delivering safe and secure detainee transportation with service second to none.

**Pictured Top: Left to Right:** *William Themar, Randy Marrero, Gary Del Castillo, Alfonso Madrigal, Edwin Tajalle, James Williams and Colleen Robertson.*



## Kidney Pancreas Transplant Success Story

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

Earlier this year, GEO Detention Officer Austin "Ron" Cook, an 11-year employee of Northwest Detention Center, underwent a complex simultaneous kidney-pancreas (SKP) transplant after Type I diabetes reduced his kidney function to 7%. Officer Cook was diagnosed with Type I diabetes in 1976. He entered adulthood with relatively few health issues related to diabetes, but four years ago that changed when Officer Cook's kidneys began failing. His doctor initiated the process to get him on the transplant waiting list, and on February 13, 2016, Officer Cook got the call. After eight hours, the transplant was successfully completed. Recovery has been difficult, especially when unexplained fevers landed him back in the hospital for an additional three weeks. Even with all the good news, the extended time off work has been hard financially. Through the generosity of GEO staff, eighty-eight hours of paid time off were donated. To assist with ongoing expenses, an account has been set up at <https://www.youcaring.com/austin-ronald-cook-iii-ron-524470>. Officer Cook hopes to return to work at Northwest Detention Center very soon.

## Allen Celebrates 25 Years in Operation

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

Allen Correctional Center (ACC) celebrated 25 years in operation with an on site event on March 17, 2016. Warden Keith Cooley began by highlighting ACC's economic impact and reflecting on what the facility has meant to the employees, Allen Parish, and the surrounding communities.

Representatives from local news affiliates were there to report on this great celebration that honored the following employees that have worked at ACC for 25 years: Assistant Warden Anthony Allemand, Sergeant Josie Berry, Maintenance Supervisor Cliff Burgess, Assistant Warden Mark Estes, Medical Records Supervisor Jenny Fontenot, Risk Manager LaSonya Fruge, Housing Unit Captain Daniel Granger, Compliance Coordinator Gloria Griffin, Sergeant Freddie Haymon, Lieutenant Leroy Meaux, Accounting Clerk Ruby Montou, Sergeant Melinda Moreau, Sergeant Tracy Pruitt, Mechanic Fred Ryder, Compliance Administrator Ed Shirley, Assistant Chief of Security Mark Sonnier, Housing Unit Captain Chris Wharton, Sergeant Robert Tillis, Maintenance Technician Jackie Woods, and Field Captain Bobby Young. "ACC continues to offer various programs to help rehabilitate offenders and provide them with life skills," Warden Cooley stated. Eastern Region Vice President Blake Davis described the center as a city within a city that has added greatly to the local and state economics by contributing \$3.5 million annually, in addition to the \$10 million in payroll. Ed Shirley presented Warden Cooley with his Certified Correctional Employee Award which is a very prestigious honor.



## Kissing Cancer Goodbye

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

The Community of Florence Relay was held April 29, 2016. The theme this year was "Kiss Cancer Goodbye," and once again Central Arizona Correctional Facility (CACF) was well represented.

At the helm was Ms. Ashworth, supported by her family. There were games and activities for the kids. This was a special way for CACF to interact with the community and CACF was able to raise over \$1,000 this year. CACF prays that the tiny supporters on the "My Nana is a Survivor" t-shirt will be seeing a cure for cancer in their lifetime. In the meantime, CACF is honored to support the American Cancer Society. The survivors pictured above are Graciela Nicoletti, Sheryl Augstums and Shannon Sherlock.

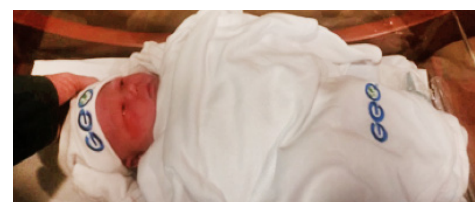
## Celebrate Life! Don't forget to enroll your Newborn!

Written By **Corporate HR**

If your family will be welcoming a baby soon, and you are enrolled in a GEO medical plan, you must enroll your baby in the medical plan, in Benefitfocus ([www.HRInTouch.com](http://www.HRInTouch.com)) within **30 days** of his or her birth to ensure your newborn is covered, even if you already have family coverage. Be sure to notify your HR Representative to receive a complimentary baby care package filled with goodies for your little one.

**Pictured:** Welcome Hannah! Hannah was born on October 8, 2015, and is the daughter of Management of Information Systems Specialist James Peavey from the Robert A. Deyton Detention Facility.

## Is Your Family Expecting a Baby?



## GCCF Graduation

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



On February 22, 2016, Guadalupe County Correctional Facility (GCCF) held a graduation ceremony with family, friends, graduates, and staff. Thirty-nine graduates completed educational programs ranging from GED to Associate's degrees. Guest speaker Saul Hernandez, MA Health Educator, from the University of New Mexico-Project ECHO Institute, gave a motivational presentation encouraging the graduating class to continue bettering themselves, despite the ups and downs. GCCF's Supervisor of Education, Mr. David Lueras and his educational staff take great pride in their work to help inmates accomplish their educational goals. The educational staff firmly believes education is a key part of GCCF's reentry initiative to reduce recidivism rates.

Currently, GCCF provides weaving, PC specialist, publishing specialist, and barber classes along with its regular educational curriculum. GCCF offers post-secondary classes where inmates can work toward an Associate's degree in Business Administration, General Studies, and Liberal Arts. GCCF also provides cognitive classes such as prerelease, MRT, and family reunification.



## Pine Prairie Correctional Center Accomplishments

Written By **Alice Nash,** Pine Prairie Correctional Center

Since the opening of GEO's Pine Prairie Correctional Center (PPCC) on January 6, 2016, many journeys have been accomplished. On January 5, 2016, PPCC held its first Community Advisory Luncheon at Miss Sue's Café in Turkey Creek, LA. Former Warden, Brian Blanchard discussed the transition progress from South Louisiana Correctional Center to PPCC, which was scheduled the following business day. Following the transition, the facility has successfully completed the GEO corporate audit, which was scheduled for March 29 thru April 1, 2016, with the ICE audit to follow on April 19 thru April 21, 2016. PPCC did an exceptional job at passing both major audits. At this time, PPCC will be preparing for the next upcoming ACA accreditation audit, scheduled for November 14-16, 2016.

The facility has had many activities throughout the last few months. On April 6, 2016, PPCC held its annual Health and Wellness Fair, which was a huge success with approximately eighty participants. Many changes have fallen upon PPCC and employees have bonded together to accept the changes and press forward. One of these changes was PPCC's newest Executive and Assistant Wardens (AW), Indalecio Ramos and Alfonso Castillo. Under their supervision, PPCC looks forward to a bright and promising future.

On May 6, 2016, the facility held its 1st annual Sergeant Pinning Ceremony and annual Service Plaque Award presentation. Sergeants were pinned for recognition of their daily hard work and dedication. Service plaques were presented to those employees for their years of service in corrections with The GEO Group. PPCC also celebrated the National Corrections Officers' Week along with Nurses' Week, May 1-7, 2016. The week was very eventful and fun-filled for all employees and their families. On Monday, Assistant Warden of Finance Hollie Carrier, along with other executive staff, served breakfast to the off-going shift and on-coming shift. Warden Indalecio Ramos, AW Alfonso Castillo, and Fire and Safety Manager, Micah Crader cooked and served breakfast burritos for the off-going as well as on-coming shifts. A volleyball tournament was held on Tuesday and Thursday so that all shifts and administration were able to participate. On Friday, a Fish Fry was held at the facility and on Saturday, Pine Prairie Correctional Center held its first annual Crawfish Boil/Family Day at the Crooked Creek Recreation Area Pavilion. These accomplishments prove that by coming together as a team in such a short period of time, the future of PPCC is very bright.



## A Tornado Hits Allen

Written By **Syble Ryder, Allen Correctional Center**

March 30, 2016, was an ordinary day for the busy Allen Correctional Center (ACC or Allen) staff. The facility had just cleared the afternoon count and was preparing to start the evening meal, when out of nowhere the wind began blowing heavily. The wind was quickly followed by lightning, pouring rain, and marble-sized hail hitting the windows. Suddenly, the wind shifted directions and the weather deteriorated rapidly forcing the facility into emergency operations and lockdown of all areas.

Sergeant Paula Glenn, assigned to perimeter patrol, actually saw the tornado touch down and lift up. Within minutes it was all over, but the damage was quickly identified by the perimeter patrol staff who notified control center of significant damage to the perimeter fence in several locations. Upon evaluation, a large section of the exterior perimeter fence near the big yard recreation area had been blown down accompanied by a small section of the interior perimeter fence. There were also several other smaller areas of the fence leaning, some uprooted trees, and minor damage in several other areas.

The facility management team immediately opened the emergency command center assigning armed security staff on the ground and the towers securing the facility. Without hesitation, the experienced Allen maintenance team quickly went to work and within approximately four hours, the entire perimeter was temporarily repaired securing the unit. Allen's twenty-five year partnership and relationship with the customer was also showcased as the Louisiana Department of Public Safety and Corrections (LDPSC) quickly assisted with additional maintenance staff from the Avoyelles Correctional Center, as well as facilities / maintenance headquarters staff immediately addressing the permanent repair needs of the unit.

As a follow up, LDPSC Secretary James LeBlanc forwarded a letter to Warden Keith Cooley commending ACC for our quick response in keeping the offender population secured, and the quick recovery of the perimeter fence. In the letter, Secretary James Leblanc wrote "This event is not only indicative of how quickly an emergency situation can arise, but it also reminds us of the importance of perpetually training our employees in emergency procedures and ensuring they are properly prepared to provide for the safety of the public at a moment's notice." He also stated to "Please extend my appreciation to your staff for a job well done." Warden Keith Cooley was extremely proud to share the message with the Allen team in the April staff recall meeting and once again praised the team for their commitment to excellence and the number one goal of public safety.



## Central Texas Represents at School's Career Day

Written By **Raquel Gamez, Central Texas Detention Facility**

On May 20, 2016, members of Central Texas Detention Facility staff participated in the Booker T. Washington Elementary School Career Day Activities. Involved were our Law Library Assistant Diana Rivera, our Major Lawrence Gilbert, our Gang Intelligence Officer Tamikha Beal, and one of our CERT Officers Mr. David Fisher.

From Administrative to Correctional Officers, the students were very happy to see the GEO presentation and learn that a career in corrections can be very diverse.

## The GEO Foundation Supports the Town of Florence

Written By **Jennifer Glispie, Arizona State Prison-Florence West**

Arizona State Prison-Florence West and Central Arizona Correction Facility donated \$2,500 from The GEO Group Foundation to the town of Florence for its 150th anniversary celebration. The town has collected more than \$20,000 for the sesquicentennial events and continues to seek donations and sponsorships.

Warden Rick Mauldin and Warden Bennie Rollins presented the checks to Mayor Tom Rakin on March 3, 2016. Also in attendance was Assistant Warden Brenda Duran and from our Regional Department, Regenia Graves. *Photo was taken by the Florence Reminder & Blade-Tribune.*





# Affected by Diabetes?

Written By **Susan Napolitano, Corporate HR**

All living things use energy to function. Glucose is one of the fundamental sources of energy for the human body. Diabetes is a chronic disease that causes blood sugar (glucose) levels to rise higher than normal. People with diabetes are insulin resistant; their cells do not utilize insulin properly. Insulin is the ingredient that converts glucose to energy for the body.

## What's the Danger? Diabetes is the 7th leading cause of death in the United States.

When the body doesn't make or use insulin properly, it can't convert glucose into energy, so the body's main source of energy is lost! Prolonged periods of high blood sugar can lead to significant complications such as:

- Stroke
- Heart attacks or heart disease
- Loss of vision or blindness
- Kidney disease
- Poor circulation or nerve damage
- Weakened immune system

## GEO Members Are not Immune:

• 6% of GEO medical plan members (employees and family members totaling roughly 750 individuals) have been diagnosed with diabetes.

• Members with a diagnosis of diabetes account for 24% total medical plan costs in excess of \$10 million each year.

• Of the top 5 core chronic conditions afflicting GEO members, diabetes holds **the #1 position.**

## Who is at Risk?

• Diabetes is most prevalent in adults 65 and older, however it's never too soon to be screened for this serious condition. **The average age of diabetes diagnosis of GEO medical plan members is 50 years old.**

• Men are at a greater risk.

• African Americans, Mexican Americans, American Indians, Native Hawaiians, Pacific Islanders and Asian Americans have a greater risk.

• Those with a family history. Ask your family and ensure that your doctor is aware of your risk factors.

• If you are obese. Maintaining a healthy weight prevents or delays Type 2 diabetes.

• If you have high blood pressure, unhealthy cholesterol and unhealthy eating habits.

• If you are physically inactive.

• If you smoke—do we need to remind you about the dangers of smoking?

## TAKE CONTROL OF DIABETES

Basic steps for managing diabetes and staying as healthy as possible include:

• **A healthy diet.** Eat healthy foods such as fruits, veg-

etables, lean meats, whole grains, and nuts. Avoid stocking up on sugary drinks and unhealthy snacks, so when you get hungry you will not reach for harmful foods. When cooking, don't use too much salt and make sure the plate is colorful and balanced.

• **Exercise.** Get active! Take walks before or after work, opt for the stairs instead of the elevator, lift weights, take a yoga class, go swimming, or take the family hiking. These little additions to your day can make a world of difference in your diabetes risk.

• **Take your medicine as prescribed.**

• **Work with your primary care provider.** Schedule regular check-ups with your primary care physician. Checking your heart, blood pressure, blood glucose levels, and cholesterol is one of the best ways to stay on top of your health and to prevent or treat any underlying issues.

## How do you know if you are pre-diabetic?

One out of every 4 people with diabetes don't even know they have it. Early detection is the best way to prevent type 2 diabetes, so regular checkups are **extremely** important. Your physician can identify your blood sugar levels by using a blood glucose test to detect

pre-diabetes. With intervention, Type 2 diabetes can be delayed or even prevented. However, if no measures are taken, pre-diabetics typically become Type 2 diabetic within 10 years or less.

## What are the symptoms?

Many symptoms of Type 2 diabetes can go unnoticed, so check-ups are the best way to keep track of your health. Be on the lookout for the following:

- Frequent urination
- Unexplained weight loss, despite eating proper amounts
- Fatigue
- Urinating often and unquenchable thirst
- Blurred vision
- Sores that do not heal quickly
- Darkened skin patches

If you have been diagnosed with diabetes or want to learn more about your risk, go to the American Diabetes Association site at [www.diabetes.org](http://www.diabetes.org).

GEO employees and their families enrolled in the Florida Blue health plan can also get free diabetic health coaching by calling **1-877-789-2583**.

Kaiser participants can log on to [kp.org](http://kp.org) and select the "Health & Wellness" tab or visit your primary care physician.



## WRDF Donates to Local YMCA

Written By **Tiffany Carney**,  
**Western Region Detention Facility**

The Western Region Detention Facility was honored to take part in the San Diego County's YMCA annual campaign. Funds raised help to provide programming and scholarships for youth, families, and seniors, regardless of income or background. These funds ensure everyone has the opportunity to learn, grow and thrive.

On April 13, 2016, Chief of Security Christopher Carney presented a check for \$500 to Karla Lam at the Southbay YMCA. The Western Region Detention Facility is proud to contribute to an organization that gives so much to the community.



## Robert A. Deyton Supports Clayton County Commissioners

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

On behalf of The GEO Group Foundation and the Robert A. Deyton Detention Facility, Warden Randy K. Tillman and Chaplain Don Bowen presented Clayton County Commission Chairman Jeffery E. Turner with a \$10,000 scholarship check on April 7, 2016. The check will be divided by the five Commissioners to provide scholarships to selected students within their districts.

Chairman Jeffery E. Turner thanked The GEO Group for its continued support to Clayton County and the students who will receive the scholarships. Chairman Turner said he often hears from the parents of the recipients expressing their appreciation and is provided with an update on the students' progress.

## GEO Safety Managers Experience ECU Training

Written By **Chuck Leeper**, **Corporate**



The week of March 7, 2016, proved to be not only educational, but a great experience for all students to engage and network with fellow GEO safety professionals from across the country and across our divisions. The Eastern Kentucky University (EKU) Correctional Officers Occupational Safety and Health Administration (OSHA) Certification Course has been active for almost eight years now and has seen hundreds of attendees pass from The GEO Group. This class was well represented by the company's three divisions as there were twenty Corrections and Detention students, two from Reentry Services and three from Youth Services.

*"I would personally like to thank the students in attendance for their hard work and engagement during the week, and acknowledge a heavy appreciation to all the Wardens and Administrators who have committed time and resources to the value of improving safety in their facilities." – J. David Donahue, Senior Vice President and President, GEO Corrections and Detention*



# GEO Nurses are Special Indeed!

Written By **Angela Prestia PhD RN NE-BC, Corporate Health Service**

Nurses are very special people. Did you know that nurses are the most honest and ethical profession in the U.S. with an 85% rating? (*Gallup Survey 2015*) Nurses have claimed this top spot since 1999, the first year they were included in the survey. This year's Nurses Week theme was "Nurse's: Every Day Touching Lives." In keeping with this theme, we asked each of our facilities to nominate a nurse of the year. Each winner received a special certificate signed by Executive Vice President, Health Services Dr. Ernesto Alvarez. Below is the list of winners with a brief description of their contribution to our patients, our facilities and our wonderful profession of nursing.

## WESTERN REGION WINNERS

**Adelanto Detention Facility: Deidra Ross Pearson RN:** Deidra is recognized for her willingness to help answer any questions.

**Runner-Up: Hannah Willis, Licensed Practical Nurse (LPN):** Hannah is recognized as an outstanding nurse; always patient and kind to inmates and coworkers.

**Western Region Detention Facility: Eva Rodriguez, Licensed Vocational Nurse (LVN):** Eva is recognized for her dedication to chronic care and special needs patients.

**McFarland FCRF: Demetra Daniels RN:** Demetra is recognized for stepping up into the role of acting DON.

**Mesa Verde DF: Amoldeep Kaur RN:** Ms. Kaur has demonstrated high standards of professionalism and maintains a positive attitude at all times.

## CENTRAL REGION WINNERS

**Central Texas Detention Facility: Maria Ramos LVN:** Maria's contagious smile makes for a pleasant working environment. She is always willing to assist others to make their work load lighter.

**Karnes County Residential Center: Ashley Banda LPN:** Ashley is recognized for her patience, resourcefulness, as well as her kind and caring attitude and willingness to help orient others.

**Karnes Correctional Center: Eva Ochoa LVN:** Eva is not afraid to take on new challenges and is always willing help.

**Joe Corley Detention Facility: Cassandra Trevino RN:** Cassandra is self-motivated, focused, caring, and always positive!

**Rio Grande Detention Center: Danny Moreno LVN:** Danny's organizational skills allow him to provide quality patient care to a multitude of patients with varying medical conditions.

**Val Verde Correctional Facility: Maria Cardona LVN:** Maria is recognized for the pride she has for her work in the pharmacy and in ensuring safe medication processes

**Great Plains Correctional Facility: Mary Cooper RN:** Ms. Cooper listens, assesses and treats her patients with a holistic approach. She is an excellent role model for the other staff and is always dependable by staying late and doing whatever it takes to make the unit successful.

## EASTERN REGION WINNERS

**Allen Correctional Center: Travis Huckaby LPN:** Travis provides "top-notch" care while remaining professional and courteous.

**Blackwater River Correctional Facility: Patsy Galvin-Soto RN:** Patsy possesses the knowledge and ability to lead others. She maintains a high level of professionalism that inspires those around her.

**Broward Transition Center: Nadine Joseph LPN:** Nadine is detail oriented. She has volunteered for TDY duties on several occasions.

**D. Ray James Correctional Facility: Lydia Alexander LPN:** Lydia has a demeanor that genuinely displays compassion and earns the inmates trust.

**Lawrenceville Correctional Center: Audrey Chapman LPN:** Audrey is always calm, and can be described as the GEO Angel! She is a great nurse and an overall beautiful person.

**Moshannon Valley Correctional Center: Gary Kost LPN:** Gary is a professional, dependable, courteous, and a real team player.

**North Lake Correctional Facility: Cynthia Ward RN:** Cynthia is dedicated to providing high quality, cost-effective care.

**Queens Detention Facility: Vincent Inglese RN:** Vincent is a full time NYC Firefighter working per diem. He is a caring professional who always goes the extra mile.

**Riverbend Correctional Facility: Steven Young LPN:** Steven is the ultimate care giver, great helper, and a team player.

**Rivers Correctional Institution: Kimberly Turner RN:** Kimberly is extremely professional when providing services to the inmates in chronic care. Her assessments are thorough and well documented. She is loved and valued by the staff!

**Robert A. Deyton Detention Facility: Margaret McLain LPN:** Margaret is admired and appreciated by her coworkers for always going above and beyond!

Albert Schweitzer once said, "Life becomes harder for us when we live for others, but it also becomes richer and happier." Nurses work in the service of others. Please take a moment to thank a nurse for their hard work and dedication.

## Job Fair At Kingman

Written By **Lisa Black,**  
**Arizona State Prison-Kingman**



Representatives from The Home Builders Association of Central Arizona (HBACA), visited Arizona State Prison-Kingman (ASPK) for a Hiring Job Fair. Over 100 inmates were offered career opportunities upon release from (ASPK). Many companies throughout Central Arizona were impressed by the inmates having such diverse construction backgrounds upon release.

ASPK is proud to offer NCCER (National Center for Construction Education and Research) certifications in core and tool safety, electrical, carpentry, HVAC, plumbing, and commercial painting. It is valuable for these inmates to gain career experience so they have a real shot at success upon their release. Several employers offer transportation and a paycheck by the first week, along with medical, dental, and 401k benefits. "This job means I get my children back. I can make a life with them and pay child support," says one inmate. Other inmates stated that this will gain them favor from Parole Officers and give them exactly what they need to rebuild their families. It is this gratitude that brings this association and their construction industries here at ASPK.



## Rivers Residential Drug Abuse Program "Change Is Our Only Option"

Written By **Dr. Stacy Wilson, Psy.D** and **Amy Gillus, Rivers Correctional Institution**

Rivers Correctional Institution (RCI) has the distinction of being the only federally contracted facility that provides an intensive Residential Drug Abuse Program (RDAP). The RDAP is a 500-hour substance abuse rehabilitation program offered to federal inmates who have a diagnosable Substance Use Disorder and voluntarily enroll. It is the most intensive treatment program offered at Rivers.

Since its inception at RCI in 2009, the program has graduated three hundred and two inmates. The RDAP is one of many therapeutic programs offered through Rivers Psychology Department, which is overseen by Chief Psychologist Dr. Kimberly Gamble. The RDAP program is staffed by three dynamic Drug Treatment Specialists including Tiffani DeBerry, Kristin Fajardo and Vanessa Holley, who are certified by the state of North Carolina as Substance Abuse Counselors. Dr. Stacy Wilson, Psy.D. supervises the program as the Coordinator and is licensed by North Carolina as a Clinical Addictions Specialist. The staff are tasked with assisting the participants in making meaningful life changes by building a support program of recovery over addiction. Within the program, Cognitive Behavioral Therapy (CBT) is used in a modified therapeutic community model where up to sixty participants experience living in a pro-social community. All program participants live in a housing pod that is uniquely dedicated to their treatment plan while general population pods are housed adjacent.

A typical program day includes participation in half-day programming facilitated by Drug Treatment Specialists and half-day work, school, or vocational training. RDAP is typically nine months in duration. Upon successful completion of the program, participants who meet the necessary criteria are eligible for sentence reduction of up to twelve months and six months in a halfway house depending on the amount of time left on their sentence. In addition to monetary programming incentives, peer and staff support, graduates are able to participate in a commencement ceremony where they invite family and friends from the community to celebrate their accomplishment. Research conducted by the National Institute on Drug Abuse and the Bureau of Prisons demonstrated that RDAP participants are significantly less likely to recidivate and relapse into drug use, compared to nonparticipants.

## Knitting for The Homeless

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



The inmates at Junee Correctional Centre are continuing to utilise their recently learned skills, and have been knitting blankets that will be donated to the local aged care facility.

They are also knitting scarves and beanies for the local homeless to help them survive an often severe Wagga winter.

A group of ladies known as The Wagga Purlers, visit the centre each month to teach knitting to the inmates, the group has been coming out to the centre for the last three years.

Stephanie Vineburg, one of the group members said, "We get a great amount of satisfaction when imparting our skills, they are received with such keenness. So far all who have tried their hand at knitting or crochet have succeeded, so that makes our day knowing we have in some way shared our skills." she said.

Junee General Manager Scott Brideoake said, "The interaction between the volunteers and inmates has been extremely positive and has provided the opportunity to build confidence and a real sense of worth among the participants."



HR Officer, Seán Roberts with GM Trevor Craig

## Continuum of Care

*Delivering Better Corrections,  
Resulting in Safer Communities*

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

In early 2014, the Continuum of Care journey began at Fulham Correctional Centre when General Manager (GM) Trevor Craig drafted a discussion paper on a resettlement program for serious violent offenders. The catalyst was the announcement by the Minister for Corrections that eighteen relocatable accommodation units would be installed at the centre which would house an additional fifty-four inmates. Thus, the Intensive Resettlement Community was established, targeting inmates who had identified violent offence issues which led to their offending behaviour. The unit was named Wellington and the first cohort of inmates was accommodated on March 10, 2015.

The initial discussion paper resulted in the 'Throughcare Continuum of Care' operating philosophy which was the focus of the Wellington Unit, delivering a holistic program designed to reduce recidivism within the target group. With the introduction of the industry-leading "GEO Continuum of Care," which provides complementary full service solutions across a spectrum of diversified correctional and community reentry services, Fulham identified the importance of Continuum of Care on a local level. In January 2016, work commenced on the development of the "Continuum of Care Philosophy for the Fulham Correctional Centre."

The centre's Human Resources Officer Seán Roberts was tasked with the creation of the document, which would set out the role of Fulham Correctional Centre in delivering the Continuum of Care and which emphasised the important role which all of us as individuals assume to deliver a safer community for all. Seán was well qualified for the task, having completed a Bachelor of Arts in Psychology and Humanities and previously working for Community Correctional Services where he case managed/supervised offenders on orders.

The following extracts from the "Fulham Correctional Centre Continuum of Care Philosophy" booklet provide a brief overview: *Continuum of Care refers to our assurance to provide efficient, effective and evidence-based corrections throughout our relationship with each and every inmate. This "end to end" relationship commences upon reception, continues and is enhanced upon arrival at FCC, the residual effect assisting the inmate to lead a prosocial life post release. The purpose of this relationship is to reduce recidivism through rehabilitation and to encourage societal reintegration through the provision of assistance regarding accommodation, familial and other relationships, education, vocations and health.*

To ensure the continued development and incorporation of the Continuum of Care into the centre's everyday business, a Continuum of Care committee was established. The committee is responsible for assisting the centre develop Continuum of Care strategies, set targets, monitor progress against targets and communicate the Continuum of Care to all relevant stakeholders. The members strive to implement projects and innovation to support the Continuum of Care, identify and train subject matter experts, develop Continuum of Care training resources, and create a Continuum of Care library of supporting material. Fulham Correctional Centre aspires to be the best provider of correctional services in Australia and through innovation, to continually improve our services. In summary, the centre's aim is **better corrections**, the method is **Continuum of Care**, and the result is **safer communities**.



## Celebrating International Women's Day

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

International Women's Day (IWD) celebrations at Fulham Correctional Centre commenced with the planting of a celebration rose in the Garden of Meaning. Committee members and special guests watched as Branch Secretary Community and Public Sector Union Ms. Karen Batt planted the rose, assisted by Industry Manager Mr. Ian Riley.

Among the special guests at this year's event held on March 9, 2016, were Aeronautical Engineering Officer at East Sale Base of the Royal Australian Air Force Ms. Alice Paton, Australian Girl Guides Leader Ms. Kim Coleman, well respected Indigenous Elder at a local, regional, state, and national level, Aunty Bess Yarram,

Wellington Shire Mayor Darren McCubbin, Gippsland Region General Manager Community Services Ms. Leanne Sheppard, Contract Management Branch Acting Senior Contract Officer Ms. Lauren Kenny, Independent Prison Visitors (IPV) Scheme General Manager Ms. Victoria Wilson, and Fulham Correctional Centre IPV Ms. Hilda Rhodes.

Celebrations continued in mainstream visits where invited guests and staff gathered to hear an address by each of the three special guest speakers, Ms. Karen Batt, Ms. Alice Paton and Ms. Kim Coleman. Having succeeded in very different professions, each woman provided an interesting account of their career path, accomplishments, and

what had motivated them. General Manager (GM) Trevor Craig addressed the gathering and thanked all for their attendance and support of the centre's celebrations for International Women's Day.

In the week leading up to the special day, two barbecue breakfasts were held at the centre to raise funds for this year's community group beneficiary, the local Branch of Girl Guides. As staff arrived for work, they were greeted by the aroma of sizzling bacon and eggs prepared by members of the organising committee.

As part of the day's closing activities, a cheque for \$300, which was raised at the breakfasts, was presented to a grateful Ms. Kim Coleman.

The afternoon's activities concluded with the presentation of a celebration rose to each of the guest speakers by the General Manager. This was followed by the cutting of International Women's Day commemoration cakes and the sharing of refreshments, which included a selection of coffees prepared by inmates completing the barista module of the hospitality certificate course.

**Clockwise Starting From Top Left:** Kim Coleman, Alice Paton and Karen Batt cutting IWD celebration cake. Cheque presentation to Girl Guides Leader Kim Coleman by IWD Committee member Julie Bond. GM Trevor Craig addressing audience. Kim Coleman, Alice Paton and Karen Batt with celebration roses.

# Smart & Skilled Inmates

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



Collaboration between Junee Correctional Centre (JCC) and TAFE Riverina Institute (TAFE RI) has resulted in additional training options being offered to inmates.

Additional funding is now being accessed through the New South Wales' (NSW) Smart and Skilled initiative. This initiative was developed following extensive industry and community consultation and labour market research. It includes a wide range of vocational qualifications, which support the diverse skill requirements of employers. Junee inmates, as well as other young people throughout the state, are able to make more informed choices about their training, knowing that Smart and Skilled courses can give them the skills they need to get a job, advance their career or continue on to further study.

The initiative's "Skills List" covers all industry sectors in NSW and includes a variety of qualifications including all apprenticeship and most traineeship qualifications. The initial development of foundation skills can improve an inmate's language, literacy and numeracy, and support inmates who are not ready to undertake a vocational course. The trial of the Smart and Skilled initiative at JCC includes an

automotive component which provides modules to assist in gaining employment in the tyre/brake fitting industry. Eleven inmates have graduated from the first automotive program and thirteen are enrolled in the second program. There is a horticulture component specifically designed to target employment opportunities within the parks, gardens, and landscaping industries, and possibly with the local governments.

Units of competency have been chosen to enable current inmates to transition into higher qualifications, offering them significantly increased employment opportunities following their release. Eight inmates have so far graduated from the program.

On May 23, 2016, an Indigenous Arts Program commenced and was facilitated by local elder Aunty Cath Withers for a group of twelve inmates.

Applications have been made by JCC and TAFE RI to the state seeking funding for further courses.

**Pictured Top: Left to Right:**  
*Manager Training Services Corrections Peter Guy, Offender Services Manager Trevor Coles, Heavy Vehicle Programs Head Teacher Wayne Sibrey, and Heavy Vehicle Programs Teacher Robert Middleton.*



## Santa Ana Staff Appreciation Event

Written By **Yadira DeSantiago, Santa Ana DRC**

Since preparing for the Internal Audit in December 2015, staff members at the Santa Ana Day Reporting Center (DRC) have been working relentlessly putting in immeasurable additional effort to motivate their participants. In mid-February, staff members were informed of a new prosocial forum. Staff were told the event was to provide participants an opportunity to express concerns and provide feedback in a positive environment. The Program Manager (PM) and the Supervising Case Manager (CM) worked together to inform the participants and the community stakeholders of the true meaning of the forum; a surprise staff appreciation event.

On March 9, 2016, DRC staff sat at the main table in a panel format in front of Parole Agents, Orange County DRC PM, Katarina Dressler, and Area Manager of the Southern CA and NV area, Sara Woehler. PM Yadira DeSantiago informed the staff members of the true meaning behind the forum. Supervising CM, Crystal Chavez, provided each staff member with a framed picture signed by both participants and Parole Agents thanking them for their hard work. Ms. Chavez then presented a participation award and a small token of appreciation to the Client Services Specialists Brandon Bonds, Martin Dinh, Marisela Ibarra, Daniel Sanchez, Substance Abuse Therapist Brenda Crouther, and PM Yadira DeSantiago. The PM then presented awards and small tokens of appreciation to the following CMs: Mayra Aguilar, Rubicela Gonzalez-Lopez, and Gabriel Saucedo and Supervising CM, Crystal Chavez. Each staff member was acknowledged for their assistance in making the DRC what it is today, as well as for how much they are appreciated for their efforts.



## MI Certification For Jessica Lawson

Written By **Jordan Herman, Franklin County RSC**

Enhancing intrinsic motivation (MI) continues to be a reentry goal for many criminal offenders. Utilizing Basic MI principles can at times become the deciding factor in balancing the scales of success for reentry offenders trying to make it in a community. In one such case, Franklin County, PA, Reentry Therapist Jessica Lawson has the ability to enhance internal motivation within offenders. "I have worked with Jessica for the past two years and the rapport she has developed with customers has always been a natural ability. Even as a novice in the field, Jessica was the first employee in the company to become MI skill set certified on the first try. The Franklin County Reentry Services Center would like to congratulate Jessica on her commitment to reentry services."

## Abraxas NRT Leads the SPEP Process

Written By **Kelli Pettersson, Harrisburg Abraxas Community Based Programs**

The Abraxas Non-Residential Treatment (NRT) program in Harrisburg, PA, recently began its third SPEP review; the first program in the state to achieve this status. SPEP, or Standard Program Evaluation Protocol, is a validated, data-driven rating system for determining how well a program matches with what research says is effective in reducing recidivism of juvenile offenders. This process aligns with the overarching mission of the Pennsylvania Juvenile Justice System Enhancement Strategy (JJSES) to implement evidence based strategies across the juvenile justice system to enhance youth competencies and reduce their risk of recidivism.

NRT is proud to be identified as a "high quality" mixed counseling program! Additionally, we have seen the overall dosage and duration of service delivery steadily increasing with each SPEP completed, which greatly decreases the likelihood of youth reoffending. This has been a worthwhile and humbling experience for our programs. It requires transparency and a commitment to continuous improvement. We are excited to include Harrisburg Abraxas Student Academy (HASA) in the SPEP process in the near future.

## NJ Reentry Celebrates Earth Day

Written By **Keith McIninch, Newark RRC**  
& **Pam Bennett, BI Incorporated**



Recently, several New Jersey Reentry Facilities have taken steps to be part of their communities by contributing to the well-being of their neighborhoods and commemorating Earth Day at the same time. The **Newark Residential Reentry Center** noticed the park directly across the street from the facility was poorly maintained, and most community members wouldn't spend time at the park because it felt unsafe. The center reached out to the City of Newark and in February 2016, entered into an agreement to adopt the park (named Boys Park). The park was reborn over the course of a year and is now used extensively by neighborhood residents. Under the supervision of the ISAP (Intensive Supervision Appearance Program), facility residents continue to conduct regular cleanups and work to maintain the park.

At the **Elizabeth Community Resource Center**, the staff and customers celebrated Earth Day by participating in the annual City of Elizabeth Slam Dunk City Cleanup for the fourth year in a row. This year, several staff and eleven participants cleaned up the area around the county jail and administrative buildings. Other events included a beach cleanup by staff and participants at the **Atlantic City Community Resource Center**, and a park cleanup by staff and participants at the **Neptune Community Resource Center**.



## A Passion for Volunteering

Written By **Pam Bennett, BI Incorporated**

Volunteering is a passion for Suzanne Pelletier, Divisional Director of Human Resources at BI Incorporated. She has volunteered for Habitat for Humanity (HFH), Meals on Wheels, as well as other volunteer work for the elderly and mental health populations. Suzanne's latest venture was with HFH's Global Village program which offers international volunteers the opportunity to take part in the construction or renovation of homes in more than forty countries around the world.

In November 2015, Suzanne and a team of HFH volunteers spent a week in Zambia working with two families in the Kamanga Community outside of Lusaka, Zambia. Zambia experienced an economic boom in copper in the 1960s, but when the world price for copper fell, the country's economy suffered drastically. Decent housing is basically unattainable for most people, resulting in the creation of slums with makeshift shelters that lack clean water or proper sanitation. The homes built through HFH are a major improvement for the people who receive them, providing adequate shelter from rain, weather, and intrusion. The homes are made of concrete blocks with a secure roof, door and windows. Homeowners cook with charcoal, fire, and pots on the front stoop of their new home. During the week, the team made Thanksgiving dinner with the families. Suzanne said it was the best Thanksgiving dinner she ever had.

The house dedication ceremony was a very emotional experience. When one of the male homeowners received his key, he and his wife asked if they could express gratitude by singing to the volunteers in their native language. He later explained the song lyrics translated to, "We are all family and we have found happiness." Through her volunteer work, Suzanne has made some lifelong friends in Ghana, El Salvador, Cambodia, India and Zambia – the countries she has been involved with as a HFH volunteer. "The reason I do it is because I love learning about other cultures and other parts of the world through the eyes of the underprivileged." She said she comes home with the perspective that everyone matters and what seems so small to us, is giant to others.

Suzanne was drawn to HFH because she loves their mission: A world where everyone has a decent place to live. She added, "Also, there is no better vacation than a volunteer vacation." She's not sure where she's going next, but is aiming for Jordan in November. When asked how others can get involved, Suzanne said, "Contact me! I am a team leader for HFH. You can also explore the HFH Global Village website for more information."

# Franklin County 10 Year Anniversary Celebration

Written By **Jordan Herman,**  
**Franklin County Reentry Services Center**



The staff at The GEO Group's Franklin County Day Reporting Center (DRC), located in Chambersburg, PA, were proud to celebrate a ten year anniversary ceremony on April 19, 2016, marking ten years since its inception in April 2006. This milestone began with the presentation of three plaques given to Franklin County Probation, the Franklin County Commissioners and Courts, and the Franklin County Jail.

District Manager for The GEO Group, Adam Schlager, presented the first plaque to Franklin County Probation Officers Brent Smiley and Geoff Harris, who have been the program's supervision backbone for years. Next, a plaque was presented to the Franklin County Jail for their ten years of partnership. The third plaque went to the Franklin County Courts and Commissioners. Accepting the last plaque for the County Courts and the Commissioners was the county's DRC Program Director Dr. Kim Eaton. Collectively, these agencies have been working together for a decade to help participants with a criminal background get back on their feet.

Franklin County Program Director Kim Eaton commented, "We've made a lot of improvements to the center, but I have to say, we really haven't changed our mission, our mission has always been that we're going to change criminal thinking, which is why the program is a success, because that's what you have to do to make a difference."

In 2006, the Franklin County DRC was the only DRC in the state, and District Manager Adam Schlager said its success would not be possible without the trust of the County Commissioners. Mr. Schlager also went on to say, "For the Commissioners, it's not easy to gain support to bring in a vendor to provide these services and to make sure the effect of a program like this is in line with what the county wants it to be. We wouldn't be here today if it weren't for that decision being made." Since opening its doors in 2006, the Franklin County DRC has graduated more than 1,200 of its participants. Following the presentation of the plaques, the DRC employees enjoyed a light lunch with all county attendees, as well as past graduates of the program. A gift card and free gym membership to Planet Fitness were given out as a 50/50 raffle ticket award to some of the previous graduates who attended.

## 16 Employees Accumulating over 400 Years of Service!

Written By **Brenda Nesbitt, Abraxas Marienville**

On February 24, 2016, Abraxas Marienville held a recognition luncheon, prepared by staff and students who are part of our Culinary Arts program, to celebrate the accomplishment of sixteen employees who have served Abraxas for 25 plus years! Those employees include, Community Services Supervisor Jeanne Godlesky, English Teacher Lisa Gschwendtner, Math Teacher Raymond Hansen, Facility Maintenance Manager Scott Jackovitz, Sewer/Fresh Water Operator Gregory Mashensic, Life Skills Worker I John Mashensic, Administrative Assistant Betsy McCool, Program Manager Kurt Nesbitt, Math Teacher Debra Pinchot, Receptionist Cynthia Russell, Guidance Counselor Charles Scott, Drug and Alcohol Counselor Eleanor Simms, Drug and Alcohol Counselor Thomas Steffan, Life Skills Worker I Donald Sudsina, Client Information Coordinator Regina Taylor, and MIS Specialist Douglas Thomas. **Congratulations!**



## Franklin County Reentry Summit

Written By **Adam Schlager,**  
**Franklin County Reentry Services Center**



Franklin County held its first Reentry Coalition Summit on May 17, 2016, sponsored in part by GEO Reentry Services. Topics covered a wide range of issues, including reentry efforts within institutional settings, core correctional practices, and community resources available to exoffenders. Breakout groups covered issues of housing, substance abuse, and employment.

# CONGRATULATIONS GEO EMPLOYEES *of* THE YEAR

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