

GEO World

A GEO Publication for Employees and their Families.

January 1st, 2013

GEO REIT

Celebration



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Chairman's Letter

George C. Zoley

Chairman, CEO and Founder

To the GEO Family,

During 2012, our company achieved a historic milestone with the completion of the corporate and legal restructuring of our business units, which enabled GEO to become the first fully integrated equity real estate investment trust (REIT) specializing in the design, development, financing, and operation of correctional, detention, and community reentry facilities worldwide.

Our conversion into a REIT was the result of a comprehensive review conducted by our Board of Directors and Senior Management. Following this review, we reorganized our operations into separate legal wholly-owned operating business units through a taxable REIT subsidiary (TRS), which allowed us to maintain the strategic alignment of almost all of our diversified business segments under one entity while maximizing our ability to create shareholder value.

In connection with our REIT conversion, we paid a special dividend of approximately \$350 million, or \$5.68 per share, to our shareholders on December 31, 2012, and we have increased our annual dividends from \$0.80 per share to \$2.00 per share starting in the first quarter of 2013, which is indicative of our long-term commitment to return value to our shareholders while we continue to pursue quality growth opportunities.

This historic milestone was underpinned by our robust portfolio of company-owned and leased facilities. Our company profile has evolved over several years, during which time, we have developed and financed dozens of new detention and correctional facilities for federal and state government clients. We currently own or lease approximately 70 percent of our facilities and beds worldwide.

In 2012 alone, our company completed a significant capital investment program which added close to 4,000 new beds to our operations at a total capital investment of more than \$250 million, underscoring our company's continued growth and adding to our position as the world's leading provider of correctional, detention, and community reentry services.



Among these important new projects were the activation of the new 1,500-bed Riverbend Correctional Facility in Milledgeville, Georgia with expected annual revenues of \$28 million; the 512-bed expansion to our New Castle Correctional Facility in Indiana with expected incremental annual revenues of \$8 million; the activation of the 650-bed expansion of the Adelanto Detention Facility in California with expected annual revenues of \$21 million; and the opening of the 600-bed Karnes Civil Detention Center in Texas, the first facility designed and operated for low risk immigration detainees under new federal detention standards and with expected annual revenues of \$15 million.

This recently completed capital investment program is representative of our company's continued expansion over the past several years. The growth in our company-owned and leased facilities along with our strong financial performance allowed GEO to pursue initiatives aimed at returning value to our shareholders, first the implementation of quarterly cash dividends in early 2012 and then with the historic conversion of our company into the first fully-integrated equity REIT in our industry.

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Graphic Designer

Esther D. Patton

Editor

Abraham Cohen

Contributors

George C. Zoley

Pablo E. Paez

Gina Larsen

Equal Opportunity Employer

The GEO Group, Inc.

One Park Place

621 NW 53rd street, Suite 700

Boca Raton, Florida 33487

866.301.4436

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GEO Completes

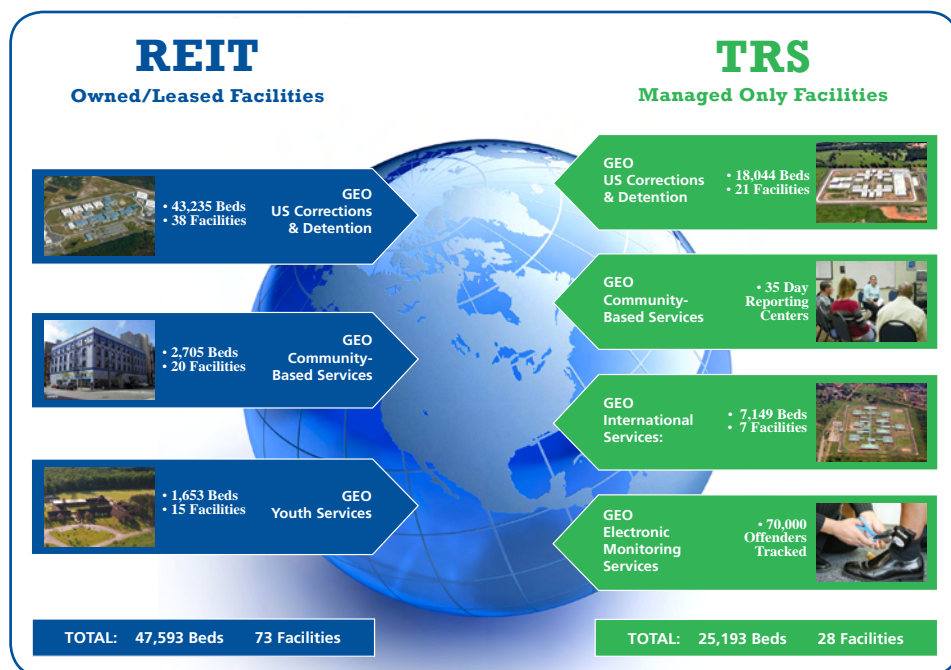
REIT Conversion

On December 31, 2012, The GEO Group achieved a historic milestone with the completion of the legal and organizational restructuring of its diversified business units, which enabled GEO to become the first fully integrated equity real estate investment trust (REIT) in the correctional and detention industry. On January 18, 2013, these historic steps were validated by the receipt of a Private Letter Ruling from the Internal Revenue Service asserting that GEO qualifies to operate as a REIT under its reorganized corporate structure.

INTERNAL CORPORATE RESTRUCTURING

Fundamentally, GEO is in a real estate intensive industry. GEO's company profile has evolved over several years, during which time, the company has developed and financed dozens of new detention and correctional facilities for federal and state government clients. GEO owns or leases more than 70 facilities, totaling approximately 47,000 beds, which represent approximately 70 percent of GEO's worldwide facility portfolio.

In order to achieve REIT status, GEO reorganized its operations into separate legal wholly-owned operating business units through a taxable REIT subsidiary (TRS). Through the TRS structure, a small portion of GEO's businesses, which are non-real estate related, such as GEO's managed-only contracts, international operations, electronic monitoring services, and other non-residential facilities, are now part of wholly-owned taxable subsidiaries of the REIT, while most of GEO's business segments, which are real estate related and involve company-owned and company-leased facilities, are part of the REIT. The TRS structure allowed



GEO to maintain the strategic alignment of almost all of its diversified business segments under one entity, and importantly, it had no impact on GEO's

valued clients worldwide who will continue to receive high-quality services with industry-leading practices through GEO's diversified business units.

GEO CARE DIVESTITURE AND REORGANIZATION INTO GEO COMMUNITY SERVICES

REIT rules substantially restrict the ability of REITs to directly or indirectly operate or manage health care facilities. As a result, in order to achieve and preserve REIT status effective January 1, 2013, GEO was required to divest all health care facility management contracts under its former wholly-owned subsidiary, GEO Care, prior to December 31, 2012.

GEO Care held contracts for six managed-only health care facilities,

totaling 1,970 beds, and for the provision of correctional health services at the Palm Beach County, Florida jail system and in publicly-operated prisons in the State of Victoria, Australia. These contracts along with licensing rights for the use of the GEO Care brand were acquired by key members of GEO's and GEO Care's senior management team in a transaction which closed on December 31, 2012.

GEO Care's remaining business divisions have been reorganized under a new GEO Community Services business unit.

GEO Community Services will oversee the operation of GEO's community reentry facilities, day reporting centers, and youth treatment facilities, through GEO's Abraxas subsidiary, along with the provision of electronic and location monitoring services to governmental agencies across the United States through GEO's BI subsidiary. With the provision of high-quality, innovative, and effective programs, GEO Community Services will continue to be the premier provider of diversified community corrections and treatment services in the United States.



SIGNIFICANT REIT BENEFITS

GEO's decision to convert into a REIT followed a thorough analysis and careful consideration by GEO's Board of Directors and Senior Management. After months of extensive work, GEO was able to position itself to become the first company in its industry to successfully convert into a fully integrated equity REIT, which will maximize GEO's ability to create shareholder value, help lower its cost of capital, draw a larger base of potential shareholders, provide greater flexibility to pursue growth opportunities, and create a more efficient operating structure.

In connection with its REIT conversion, GEO paid a special dividend of approximately \$350 million, or \$5.68 per share, to its shareholders on December 31, 2012. The special dividend was paid through a combination of cash and stock resulting in the issuance of approximately 9.7 million shares of GEO stock.

As a REIT, GEO would expect to generate \$320 million to \$330 million in 2013 Adjusted EBITDA, \$215 million to \$225 million in 2013 Funds from Operations, \$200 million to \$210 million in 2013 Adjusted Funds from Operations, and \$130 million to \$140 million in 2013 pre-tax income. This improved financial performance

will allow GEO to pay annual REIT dividends in 2013 of \$2.00 per share based on GEO's new outstanding share count of 71.3 million, which includes the 9.7 million shares issued in connection with GEO's special dividend.

GEO's successful conversion to a Real Estate Investment Trust marks the beginning of new era for the company. This historic transition has positioned GEO to capitalize on new and exciting growth opportunities while creating a more efficient structure that maximizes shareholder value and delivers industry leading services to GEO's clients worldwide.



LVCC Receives 4th ACA Re-Accreditation

Written By Tiffany Moody,
Lawrenceville Correctional Center

On September 10-12, 2012, Lawrenceville Correctional Center had its 4th ACA Re-Accreditation Audit. The facility received a score of 100%. Mr. Kelly Ward, Chairperson of the ACA Audit Team stated that never in the history of the American Correctional Association has a facility obtained four consecutive 100% scores. A special thank you, to the staff of LVCC for such a distinguishing accomplishment.

The Standard of Excellence — at D. Ray James Correctional Facility

Written By Warden Tracy Johns,
D. Ray James Correctional Facility

When individual performers work in concert as a group, the results of the team are astounding! Working together in a unified manner can produce some amazing accomplishments; thus, a dynamic synergy has been created at D. Ray James Correctional Facility (DRJCF).

During September and October 2012, the Staff at D. Ray James Correctional Facility came together as a team, resulting in back-to-back 100% compliance ratings from both the American Correctional Association (ACA) and The Joint Commission (formerly JCAHO) reviews.

Preparation for each of these national audits required staff to fully understand their responsibilities and perform tasks at exemplary levels.

“ During September and October 2012, the Staff at D. Ray James Correctional Facility came together as a team, resulting in back-to-back 100% compliance ratings from both the American Correctional Association (ACA) and The Joint Commission (formerly JCAHO) reviews. ”

Through the preparation stages of each review, the confidence level and personal satisfaction of employees gained momentum, and morale skyrocketed when they learned what had been accomplished!

Being recognized by professionals within the field of corrections as meeting all standards brings a sense of pride and accomplishment. These challenges and

accomplishments will serve as building blocks for success in our future endeavors. This journey was truly a TEAM effort, proving that “The D. Ray Way” reflects a high standard of excellence!





Toys For Tots

Written By Rhea Cantu,
Karnes County Civil Detention Center

Toys for Tots is an organization that helps deliver Christmas joy in the form of new toys to needy children throughout the country during the Christmas season.

The Karnes County Civil Detention Center staff and Immigration and Custom Enforcement staff actively participated in

Toys for Karnes County Tots this year. We began collecting toys in early November and had overwhelming participation. To date, we have helped to collect toys to deliver to over 300 families in the Karnes County area.

On December 20th, staff from both The GEO Group and ICE, were on hand to present the collections to Karnes County Officials. Justice of the Peace Precinct 3, Judge Daisy Villanueva, Sheriff Elect Dwayne Villanueva and Fire Chief Charlie Malik accepted the donations

from KCCDC. Judge Villanueva stated “This has been the largest supply of toys collected to date.” The Karnes County Civil Detention Center is proud to serve the community and local families in need.

Left to right: AFOD Arturo Perez, Social Worker Laura Guerrero, Justice of the Peace Daisy Villanueva, Health Services Administrator Bertha Villanueva, Immigration Enforcement Agent Rachel Vielmas, Sheriff Elect Dwayne Villanueva, Fire Chief Charlie Malik, Santa-Billy Carr, Deputy Administrator Leodoro Martinez, Facility Administrator Rose Thompson, and Programs Administrator Danny Coronado

Howdy Neighbor Day!

Written By Betty Beckham,
Lasalle Detention Facility

On October 20, 2012, the LaSalle Detention Facility participated in our first fund raising event in the town of Jena, Louisiana, which the town itself has named “Howdy Neighbor Day!” Warden Cole brought his “TEXAS” sized grill to smoke his famous and popular brisket. You can smell it for miles! It is the best tasting brisket you will ever eat! We also baked and sold over 350 potatoes, which were delicious and



hard to resist. We enjoyed a great time meeting and greeting our neighbors, listening to music and watching the clogger’s.

Although we did not meet our goal of selling 500 potatoes, LDF did raise over \$1,600, and we were proud of that amount, especially it being our first time participating.

Showing Volunteer Appreciation

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

On November 2nd, the Robert A. Deyton Detention Facility in Lovejoy, Georgia hosted its Fourth Annual Volunteer Appreciation Dinner for our helpers in the community. The Dinner was attended by 80 plus volunteers who unselfishly give their time to raise the morale and enrich the spiritual lives of our detainees. This is an important event for the facility as it is our chance to say “Thank You” to people who help make our lives easier and the detainees lives fuller.

The event was organized by Chaplain Donald Bowen and hosted by Warden Ralph Cherry. The GEO Guest Speaker



at the event was Mr. Ernie Dixon, Director of Operations for the Eastern Region, who gave an outstanding address expressing GEO’s appreciation to the volunteers for their selflessness and stressing how much their participation means to our detainees.

All the volunteers received a Certificate of Appreciation and a couple of small

gifts for their service. This year a husband and wife team, Mr. Gary Gooder and his wife Sherrie, were the co-recipients of the Volunteer of the Year award. Mr. Gooder accepted the award in a presentation ceremony.

Left to right: Mr. Ernie Dixon addresses the Volunteers. Mr. Gooder accepts Award for Volunteer of the Year from Warden Cherry and Chaplain Bowen.

Giving Back to the Community, An Annual Tradition for Moshannon Valley Correctional Center

Written By Jennifer Shaw,
Moshannon Valley Correctional Center



A yearly tradition at Moshannon Valley during the holiday season is to invite our staff to share in the gift of giving.

This year, we had an overwhelming response from our staff. We participated in two local gift giving drives for the community. The first being the Marine Reservist’s Toys for Tots drive. We were pleased when we were able to present two overstuffed boxes full of new toys to our local chapter.

The second way was by partaking in the Moshannon Valley’s YMCA Christmas program. The program was created by

the local YMCA to help children in our area who are less fortunate and are in need of a community Santa.

This year, Moshannon Valley was able to act as “Santa” for 9 children. Each of the 9 children that were sponsored received at least six gifts, including pants, shirts, winter coats, boots, shoes and of course toys. One of the families that was sponsored was the victim of a house fire. Most of the gifts were then delivered to the children’s homes on Christmas Eve.

These programs are just a small way for us to give back to our community. We hope that each year we can sponsor even more children by helping to make their Christmases extra special.

A Giving Spirit for the Seasons

Written By Leslie F. Leggett,
Blackwater River Correctional Facility

Blackwater River Correctional Facility has a giving spirit when it comes to its community. 2012 marks the second year the facility has donated to Family Promise of Santa Rosa, Inc. Family Promise is an organization that helps homeless families with children by providing temporary housing so the children do not have to be placed away from their parents.

There were eleven families that needed food to prepare their Thanksgiving meal. BRCF employees brought in items to donate, and eleven turkeys were purchased. Then the food was taken to the Family Promise Office

before Thanksgiving so that the families could receive their food in time for the holiday.

BRCF asked Family Promise for a list of needs for Christmas again this year as well. The list was divided and tags were made for the Facility's lobby Christmas Tree. Employees selected a tag to purchase for that person. Then the gifts were brought back wrapped and ready to be delivered just before Christmas.

The Director of Family Promise commented that BRCF has been a blessing to their organization, but our employees feel the blessings by giving to such a worthwhile cause!



Reaching Out to the Community

Written By Rhonda Gardner/James Gallowa
Plainfield STOP Center



The Plainfield STOP (Short-term Offender Program Facility) believes that developing and building relationships within our community is an important part of the facility's daily operation. Being an active community partner is vital to fostering positive, collaborative relationships within the town of Plainfield. As such, the STOP facility is constantly looking for unique opportunities to partner with our neighbors. Over the past six months, the STOP facility has participated in several community outreach projects.

STOP FACILITY GOES TO THE DOGS!

The STOP facility was eager to assist the K-9's in their community. Partnering with the Plainfield Parks Department and financed by a local veterinarian, offenders designed and built 12 sturdy benches for the Plainfield "Bark Park" that opened in

October. "The offenders felt a sense of pride as they volunteered their time and talent serving the community," said David Burch, Facility Superintendent.

WARMING LITTLE HANDS WARMS BIG HEARTS

During the holidays, it wasn't candy canes and ornaments that adorned the Christmas Tree at the Plainfield STOP Facility. Instead, staff filled the tree with coats, hats, scarves, gloves, and socks for Pre-school students in need. The new items were donated to a local Day Care Center for distribution to children in the community.

The upcoming year will bring more opportunities for the STOP facility, its staff, and offenders to give something back to the Plainfield Community.

Striving for Safety Excellence

at Lawrenceville Correctional Center

Written By Laura Phillips, Lawrenceville Correctional Center

As we start a New Year at our facility, our staff is committed to be Best in Class for safety for 2013. We are committed to work every day with “0” work related injuries! We are confident we can meet this goal providing a safer place for our staff, our offenders and our community. At Lawrenceville, Security and Safety go hand-in-hand through teamwork.

OUR PLAN OF ACTION

We will start by not only leading from the top down, but we will empower each and every employee to identify, control and mitigate hazards that could cause an injury. Our utilization of a Near Miss Reporting system will help more readily trend where our highest risk resides and aggressively mitigate the hazards. Near Misses are those incidents and occurrences that could have resulted in injury. H. W. Heinrich’s theory of near miss incidents proposes that for every 300 near miss incidents, 29 minor injuries occur and one major injury occurs. Usually each major accident can be linked to a number of incidents that happened earlier.

Over the course of time, our Executive Staff has never had an OSHA Recordable injury and this is where our journey will start. The positive attitudes and teamwork of our staff has gotten us to a place where we will set this reasonable goal of safety excellence. Our entire leadership team will drive the safety culture and lead by example.



NEW YEAR, NEW GOALS

We started our year by implementing an annual safety slogan contest; this has generated a more enthusiastic staff in Safety Awareness. Our staff meetings are a time where we share our safety success stories for the week and focus on what we do well in addition to where we need to improve. Sharing successful safety events not only promotes employee moral but it increases participation as well. Safety is essential for a facility and it is necessary for a joint trust between management and employees.

Everyone at the facility understands that safety is not just a job for the Safety manager or the Management team, but it

is everyone’s responsibility. After all, we are family and family takes care of each other. Returning our offenders to their families in better condition than when they arrived is a goal of ours as well. We have many programs to develop the offenders and actively listen and respond to their safety concerns. Yes, we can work safe in a correctional environment with diligent awareness and proactive engagement. We are confident at LVCC that we will reach Safety Excellence! LVCC, the place where safety comes first with security as well.

Left to right: G. Johnson, A. Wilmoth, Y. Patillo, J. Bowersock, D. Hightower, D. Whitfield.



BRCF Joins the Milton Christmas Parade

Written By Leslie Leggett, Blackwater River Correctional Facility

On Saturday, December 1st, Blackwater River Correctional Facility participated in the Milton Christmas Parade for the first time. The theme was “A Cowboy’s Christmas.” After an initial “brainstorming” meeting, Sgt. Lunsford, Officer Miller and the inmate grounds crew made the idea happen. There was a “GEO Jail,” governed by the Sheriff (Officer Monk)

to house the Grinch (Officer Smead) so he couldn’t steal Christmas!

Several employees and their children rode on the float and helped throw candy and beads to the local crowd that lined the Milton streets. Great fun was had by all. We can’t wait to do it again next year!

Rivers Correctional Institution Serves the Community

Written By Amy Gillus, Rivers Correctional Institution

Christmas came early for several local non-profit organizations in Hertford County this year. On December 18, 2012, a number of these organizations received large storage buildings crafted by the inmates in the Vocational Building Construction program at RCI. This program provides plumbing, electrical, roofing, and carpentry skills necessary to obtain a job in the construction industry.

The course incorporates three instructional classes during the sixteen week course period. Upon completion of this program, the inmates receive certification through the National Center for Construction, Education, and Research. Many of the inmates enrolled in this program are released in the Washington D.C. area

where the construction industry represents large opportunities for employment.

John Tayloe, a representative from Chowan University and a member of the Rivers Community Relations Board expressed his appreciation for the storage building donation needed to assist in the expansion of the athletic complex. Wendy Burgess, a representative from the North Carolina Cooperative Extension Office also advised of the need for storage that the RCI donation met. Other recipients of the storage buildings included the Hertford County Sheriff's Office, the Murfreesboro Police Department, and the Murfreesboro Fire Department.



Left to right: Haratio Douglas, Dave Farmer, Brick Tripp, John Tayloe and Amy Gillus
Not pictured: Darren Mitchell, Julien Gagne and George Smallwood

Warden Tripp hopes to extend the program to provide additional projects for community utilization. An additional bonus to this process is that inmates in the construction program get to see their efforts making a positive impact in the local community.

GEO Wins Communication Award for its 401(k) Plan

Our 401(k) Plan has over \$85,000,000 in assets with over 19 different funds invested in the various asset classes like Large-Cap, Bonds and International for employees who like to select their own investments. There are also six target-date funds which are geared to age and probable retirement date, where the investment mix (stocks, bonds, international) is continually rebalanced to ensure optimal results.

Diversification is the key to long term growth in any investment strategy. So when we saw a large group of employees investing 20% or more in the GEO Stock Fund, we felt we needed to point out again the benefits of diversification within the 401(k) Plan and the fact that employees can invest in GEO stock in our new Employee Stock Purchase Plan.

Working with our Record keeper, MassMutual, we sent out a letter and a series of postcards to the target audience. The results were effective, to the extent that

GEO and MassMutual received an award from the Plan Sponsor Council of America for effective communications.

GEO will continue to monitor the investment patterns of our employees and look for ways to assist them in making the best choices for their retirement futures.

Written By Joseph Torracco, Corporate HR

Right to left: Joe Torracco, VP, Compensation, Benefits and HRIS receives the Plan Sponsor Council of America Communication award from Bob Benish, Executive Director, along with Kurt Nesheim, MassMutual Account Manager





ALC Employees serve as Toys for Tots Campaign Coordinators

Written By Syble Ryder,
Allen Correctional Center

A Group of ALC Employees help out each year with our local Toys for Tots Campaign in Allen Parish. This year, we were honored to be the Toys for Tots Campaign Coordinators for Allen Parish.

The objectives of Toys for Tots are to help less fortunate children throughout the United States experience the joy of Christmas; to play an active role in the development of one of our nation's most valuable resources – our children; to unite all members of local communities in a common cause for three months each year during the annual toy collection and distribution campaign; and to contribute to better communities in the future.

Our group of Employees here at Allen, along with Offender Volunteers worked

very hard in the preparation of the “Toys for Tots” event. We held various fund raisers, sent out applications all around the parish and put up Toy Donation Boxes for our local community to make donations. We raised \$12,869.18. That included contributions from Our Offender Organizations, and from two of our biggest supporters, Toys R Us, who donated \$5,000 worth of toys, and Wal-Mart who donated \$1,000.

This year, we were able to give toys to 379 children. We had Santa and his elf onsite Greeting the children with cookies and a gift bag. We also had a lot of “helpers” that came by to help with the distribution of toys. Christmas was a lot merrier for a lot of children due to the commitment of this group of employees.

We are very proud to be able to serve our community in so many ways throughout the year, but Christmas is special. Thanks to the Allen Parish Police Jury and Allen Parish Fair Association for letting us use their Exhibit Building for the Toy Distribution. Thanks to the Teen Disciples from Sacred Heart of Jesus Catholic Church for coming out to help with the distribution, and a big Thanks to our helpers Mary Duplechian and Sarah Ratcliff . Also thanks to Mark Estes and Terry Langley for being our Santa and Elf.

Bottom Row: Mary Duplechian, LaSonya Fruge, Santa (Mark Estes), Elf (Terry Langley) and Kayla Courville (Coordinator)
Top Row: Angie Grundy, Samantha Jefferson, Mary Peterson, Quarshonna Chretien, Hollie Carrier, Syble Ryder, Aundery Williams, Krystle Simon, Joycelyn Artis, and Rachael Courville

Lose Some, Win Big

Written By Shihpei Stevenson, Northwest Detention Center

Congratulations to Mr. Connor Nelson, MIS Specialist, for winning the Grand Prize at the first corporate-sponsored Biggest Loser Contest! Mr. Steve Fuller, Vice President of Human Resources, even called him personally at the facility to congratulate him. That was a rare honor!

When asked how he did it, Connor let us in on his secret weapon—the treadmill. He spent an average of two to three hours on the treadmill every day and up to four hours a day on weekends while he was actively losing weight. He divided his treadmill routine into morning and afternoon sessions.

Connor's wife, Constance, underwent a number of aggressive cancer treatments last year, and was going through treatment

while the Biggest Loser Contest was taking place. Making time for workouts was easier for him since they were already spending more time at home.

Connor's diet consisted of high protein, low carbohydrate and almost no sugar. He would often eat twenty hardboiled eggs a week, and have only chicken and beans for dinner. In addition to losing 30.4% of his body weight, Connor also managed to significantly lower his cholesterol.

Furthermore, what's more impressive than his resolve to lose weight is his compassion for those in need—Connor and his wife donated the full \$2,500 winning prize to various charities. Way to go, Connor!



Veteran Recruiter

of the Year Hires Heroes!

Written By Nichole Adamson,
Corporate HR



Tom Arntz spent just under 11 years in the United States Marine Corps as a 4341 Combat Correspondent in Public Affairs. From his first assignment as a Radio and Television Broadcaster in the middle of the Indian Ocean, to his last and fourth assignment as Marine Public Affairs Representative for Eastern

Pennsylvania, there isn't much this accomplished gentleman hasn't achieved. Speaking of achievements, you might be interested to know that Tom has received many awards, such as; Joint Service Commendation Medal, Joint Service Achievement Medal, Navy Achievement Medal, Marine Corps Good Conduct Medal (3rd award), National Defense Service Medal (2nd award), Navy and Marine Corps Service Ribbon Office of the Secretary of Defense Badge, and amongst his unit, The Meritorious Unit Citation award.

Tom's transition from military to a civilian career was smooth. In his own words, "The main people I worked for at Abraxas, Pat Metcalf and Mike Grassmyer, both also had military

backgrounds, so I understood their style of leadership. At that time, the Leadership Development Program was a boot camp program, which attracted many former military members. Being surrounded by former military members and a lot of them going through the same transition as I was, helped out a lot."

Tom was hired with Abraxas in 2004 to support recruitment for the South Mountain, PA programs, and after being promoted in 2008, Tom landed his current position as the Manager of Recruiting for Abraxas. Tom also initiated the approval process for the South Mountain, PA programs to be an on-the-job training site for veterans. Due to his efforts, veterans are now able to receive money through their GI Bill to begin a career in juvenile justice.

At GEO's Corporate World Headquarters, the Recruitment team is making strides to hire even more Veterans just like Tom in 2013. Soon, we'll be directing Veterans to a customized URL at: www.geogroup.com/hiringheroes where current and former military will use a tool to identify civilian job matches, read about the latest featured GEO Veteran, interact with our staff through social media, apply to jobs online, and much more!

Thank you for serving our country

At GEO, we pride ourselves on being a Military Friendly Employer. With a 15% and growing **Veteran Workforce**, we offer opportunities in:

- Healthcare •Corrections •Transportation
- Maintenance •Food Service •Programs
- Administration •And More

GEO is a leader in the delivery of private correctional and detention management, community re-entry services as well as behavioral and mental health services to government agencies around the globe.

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Before it comes to this....



- January 30 - Lunch and Learn
Microsoft Excel®: Getting Started with Excel 2010
- February 6 - *Corporate Class
Microsoft Excel®: Exploring Excel 2010
- February 20 - Lunch and Learn
Microsoft Word®: Getting Started with Word 2010
- March 6 - Lunch and Learn
Microsoft Outlook®: Getting Started with Outlook 2010
- March 13 - *Corporate Class
Microsoft Outlook®: Exploring Outlook 2010
- March 20 - Lunch and Learn
Microsoft PowerPoint®: Getting Started with PowerPoint 2010
- April 10 - Lunch and Learn
Microsoft Word®: Mail Merge

GEO training Can help....

To participate in GEOtraining Lunch and Learn sessions, you will need internet access.
To Register: Visit the Events section on GEOnet or type, "geogroup.webex.com" in the internet explore address bar.
Click on the Upcoming tab, then click on the desired session and enter your registration information.
You will receive a confirmation email that you can use to access the training session when it is schedule.

*Corporate Classes are held at the Corporate Training Center, please contact Seleste Albury to register at salbury@geogroup.com.

School Supply Drive

Written By Rhea Cantu,
Karnes County Civil Detention Center



In August 2012 the Karnes County Civil Detention Center held a School Supply Drive for Roger E. Sides Elementary in Karnes City. Over the course of the month, employees donated crayons, pencils, folders and other items for needy children to go back to school. KCCDC staff

delivered three boxes of school supplies to R.E.S. Elementary Principal, Demetrio Garcia. The staff and students of Roger E. Sides in turn showed their gratitude to KCCDC by writing a letter of thanks.

Meet GEO's Biggest Loser:

Cecil Phillips

Written By Cecil Phillips, Queens Detention Facility

“Last May 2011, my wife purchased a scale. When I jumped on, I was so overwhelmed that I cried.



I think being 6'0 tall and weighing over 360 pounds could make any man cry. So after a day of feeling sorry for myself I wiped the tears from my face and was determined to save my own life. I started doing research about the best way to lose weight.

I checked every conceivable place; online, TV, even at my job. Once I gathered the information I needed, I created a plan for myself and my wife. Together we both ate the last of all of our food in the house that was not good for us; all sweets, salts,

and fried. We had our fill, that week I purchased two mountain bicycles and gear. I then went food shopping buying only lean meats- poultry, veggies, yogurts and fish. I changed all my white foods to brown (rice's, bread and pasta). I stopped drinking soda, juice, and sports drinks, and I didn't consume anything fried – only

baked ,broiled, grilled or steamed. Once I got everything I needed to get in shape I made a menu and workout routine. I ate 5 meals a day – I worked out 7 days a week for one hour or as long as I could and I stopped eating by early evening.

In my first week of doing all of this, I lost 18 pounds. From there I just started to roll. I would ride my bike every day, and then I added running and worked up to jumping jacks, burpees, and later started lifting weights- light weight and lots of reps.

About two weeks after I started my weight loss, The GEO Group started the “Biggest Loser” contest; Warden Bill Zerillo who was very supportive of me during this time, encouraged me to join and went out of his way to give me positive feed back throughout the contest. He made sure I stayed on track.

Weighing in every week encouraged me to set weekly goals. The Healthy Roads program also was a great help by showing me what and how to eat and give me tips throughout my weight loss. It even shows you how much sugar is in everyday drinks and how much fat is in foods. A few weeks turned into months and my coworkers started to tell me things like “whatever you're doing keep it up” and I even earned a new nickname: “Slim.” Today I am very excited and proud to say that I now weigh less than 240 pounds, a loss of over 120 pounds. My personal goal is to lose 10

more pounds. Hopefully I can do it before my wife and I go to Las Vegas, thanks to The GEO Group.

In closing, I would like to thank my family and God for giving me the discipline to accomplish my goals. The support that I have received from my family, the Warden, and the entire Queens staff was unbelievable and words can't express my gratitude. Because of this experience I now truly believe that I can do anything, that hard work pays off. I would like to express to you words I thought of every day—GO HARD AND GET HARD.

Thank you again to Dr. Zoley and The GEO Group for creating the incentive for me to create a new me. You have truly saved my life. God Bless all and I'll see you in Las Vegas. As for the next Biggest Loser Contest- Lets GO GEO AND LETS GO TEAM QUEENS!!!”



GTI Corner

Written By Delisa Hamilton-Matthews,
Aurora ICE Processing Center

The Aurora ICE Processing Center located in Aurora, Colorado is GEO's first detention facility established in 1987 following an award by the former Immigration Naturalization Service (INS) now U.S. Immigration and Customs Enforcement (ICE). The original award was for GEO to house up to 150 detainees. Twenty-five years later the facility has seen the construction of a state of the art



Aurora Transportation/Air Operations Officer Vadim Filippov.

1,100-bed addition and has seen ICE's commitment of detainees exceeding 500. Additionally GEO was successful in winning an award to house up to 320 U.S. Marshal Prisoners.

With these successful awards and the growth in the housed population, both clients required significant transportation needs throughout the state of Colorado. The rugged terrain and weather would

create significant challenges to any transportation team. To meet the growing transportation demand and the need for high capacity vehicles to include motor coaches, transporters, and vans, the Aurora facility transportation unit was moved under GEO Transport, Inc. (GTI).

Delisa Matthews, the GTI facility Transportation Supervisor for the past several years has seen her fleet go from a couple of vans to two buses, three vans and four transporters. Her staff has gone from a few part time drivers to a full time dedicated staff comprised of twenty-two drivers, a Fleet Technician, and herself.

Ms. Matthews stated that in 2011 what she thought was a busy year conducting 580 missions, transporting over 4,200 detainees, while driving nearly 42,000 miles without incident paled

“ As stated by Transportation Supervisor Delisa Matthews, we will continue to strive for safe and secure transportation with service second to none. ”

in comparison with the statistics for 2012. In 2012, the Aurora transportation unit completed nearly 2,400 missions transporting 10,620 detainees/inmates while driving over 173,000 miles without a significant incident. With this significant increase in transportation and the addition of the US Marshal prisoners, the Aurora transportation unit was provided with an additional eight hour block of training by certified GTI trainers with over 75 years of law enforcement and correctional experience. The training encompassed the following areas: Firearm Retention,



Aurora Transport Officer Lance Townsend and Officer Bernice Meza at the U. S. Federal Courthouse in Denver, CO.

Security Escort Procedures, Officer Situational Awareness/Survival and Proper Use of Restraints. Transportation Officer Vadim Filippov has participated in over 40 air operations and is often lauded by his fellow team members as one of the hardest working and most dedicated team members. Transporting hundreds of inmates through the air and across

country is a very high risk assignment and GTI appreciates the support of the region and the facility with their continued commitment of Transportation Officer Filippov for these critical missions.

The Aurora transportation department has been going strong and growing since 2007 and has no plans of slowing down. As stated by Transportation Supervisor Delisa Matthews, “we will continue to strive for safe and secure transportation with service second to none.”

Lonesome Dove Fest

Written By Rhea Cantu, Karnes County Civil Detention Center

Karnes County Lonesome Dove Fest is a community event organized by the Karnes City Rotary club. The festival helps raise money for scholarships and other community efforts. For the past several years, The GEO Group-Karnes County Correctional Center has played an important role in helping to organize Lonesome Dove Fest. In 2012, the

county's newest GEO facility, Karnes County Civil Detention Center, began the tradition as well. Staff members from KCCDC volunteered their time to help manage the Lonesome Dove Fest store for the two day event. They sold merchandise such as t-shirts, caps and raffle tickets. All proceeds from the store benefitted scholarships for local high school students.



New Supervisor Training

Written By Mark Karsonovich, Corporate

GEO Correctional Officers are required to attend 24 hours of New Supervisor training within 90 days of being promoted. GEO understands the importance of building strong leadership throughout the organization to ensure our success in future growth.

In November and December of last quarter, GEO conducted a pilot program of the New Supervisors training that is required for all new Supervisors. In November, the Central Region Training Administrators took part in the pilot at the Central Regional Office in San Antonio, TX. In December, the Eastern and Western Regional Training Administrators took part at the Corporate Headquarters In Boca Raton, FL.

The new training program was built specifically to meet the needs of a new Supervisor working in a GEO facility. We started development of the program in February 2011 by initiating an assessment that was sent out to all levels of management, new supervisors and individual contributors throughout the organization. The information we gathered was used to develop the training objectives necessary to create the lesson plan.

The new Supervisor Lesson plan consists of the following objectives:

1. Define Situational Leadership II and the benefits associated.
2. Identify ways to provide clear directions to your employees/direct reports.
3. Explain GEO policies, procedures and local facility standing orders.
4. Describe proven methods for giving and earning respect in a correctional facility.
5. Discuss ways to get your direct reports to work as a team.

6. Identify ways to coach direct reports and encourage them to do their best.

7. Describe proven methods for giving and earning respect in a correctional facility.

8. Identify ways to coach direct reports and encourage them to do their best.

9. Describe methods for handling conflict and what conflict does in our lives.

10. Define conflict and the elements of the conflict cycle.

11. Demonstrate an understanding of the use of “I” statements in conflict management.

12. Identify reasons a supervisor must use discipline with his/her direct reports.

13. List the steps involved in the disciplinary process.

14. Define “mediation” and identify the circumstances in which it is best used.

15. Identify the personality traits of a good mediator.

16. Describe the stages of mediation.

17. Describe ways to use planning.

18. Discuss goal-setting and its use in time management.

19. Identify how the organization can assist you in your duties.

The training program was designed to provide the New Supervisor with the highest chance of success in his/her new position. The 24 hour course dedicates the first five hours to developing the understanding of how a successful leader interacts with those who report to them. This leadership philosophy is consistently intermingled throughout the lesson plan topics that consist of eight sections:

1. Situational Leadership II
2. Giving Directions



Top To Bottom:
East and West Region Training, Central Region,
and Corporate with Mr. Hurley

3. Expectations
4. Conflict
5. Mediation
6. GEO Policies
7. Time Management
8. Kronos

Within each topic, leadership skills are reinforced and aligned with the specific duties carried out on a daily basis. By adopting this approach, we expect to build leaders that not only know what has to be done and when, but also, sets the example of GEO’s philosophy of strong Leadership & Professionalism throughout the organization.

What do dunk tank, BBQ chicken, bake sale, spaghetti feed, and recipe books have in common? At the Northwest Detention Center in Tacoma, WA, the common theme for these activities is our annual Christmas Banquet. Members of the Party Planning Committee poured their hearts and souls into those fundraisers in order to help pay for some of the raffle prizes at the Christmas Banquet.

This year, the Banquet was held in the Ball Room of the Greater Tacoma Convention and Trade Center. Its stylish décor and graceful atmosphere elegantly matched the cheerful event that was being held

that evening. Staff indulged on salmon and prime ribs, followed by drawings and dancing well into the night. Our staff look really sharp when they are all dressed up!

A big “thank you” goes to those who stayed over or came in early to work that evening, so that those who signed up to attend the Banquet were able to make it. Also, kudos to each and every member of the Party Planning Committee for their hard work throughout the year. Most of all, we are thankful for GEO’s generosity in providing a fabulous Christmas Banquet for us.

Christmas Banquet

Written By Shihpei Stevenson, Northwest Detention Center



Singing Christmas Carols at the LaSalle Nursing Home

Written By Betty Beckham, LaSalle Detention Facility

On December 12, 2012, volunteers from the LDF, sang Christmas Carols at the local nursing home. We had a good time together planning our music and then actually singing the songs while Mr. Norwood played his guitar to the residents of the home. Warden Cole was especially happy with the volunteer attendance from the facility. It was exciting to see the resident’s smiles and watch them sing along with us. Afterwards, we presented gifts to each resident which were items bought and donated by the employees of LDF. We had a wonderful time and it was hard to leave, but we truly believe they felt the Christmas spirit while we were there.



Left to Right, Mr. Norwood, playing guitar, Ms. Bowen, Ms. Parker, Ms. Beckham, Mr. Beckham, Major Ramos, Mr. Parish, Mr. Baxter, Ms. Pittman, Ms. Sullivan, Mr. Guidry and Mr. Donnelly singing “Silent Night”. Warden Cole was singing with us too but he was behind the camera!

Christmas Coat Drive

Written By Shihpei Stevenson, Northwest Detention Center



Detention Officer Kareem Jenkins in Sorting Area

In an effort to help the needy during the Christmas season, the Northwest Detention Center organized a coat drive benefiting the Rescue Mission. The Rescue Mission is a not-for-profit Christian organization headquartered in Tacoma, Washington. It works with people at all stages of addiction, homelessness, or other life challenges, offering services, support, and facilities to men, women, and children in six different locations in the Tacoma area.

With complete support from Warden Clark and the Party Planning Committee, Officer Kareem Jenkins spearheaded this project.

Throughout the month of December, all types of winter coats were collected and delivered to the downtown campus of the Rescue Mission. Donations were then sorted and distributed by its volunteers.

Staff members were very generous when it comes to donations. Officer Jenkins was able to deliver boxes after boxes of coats to the Rescue Mission, even after the collection had ended in January.

We can all attest to the old adage, “it’s more blessed to give than to receive.” It’s truly a privilege to take part in making someone else’s Christmas a blessed one.

Community Outreach

Book Drive

Written By Betty Beckham,
LaSalle Detention Facility

As a Community Outreach project, our Christmas Book Drive for the children at the Jena Head Start Center was a huge success. We set a goal of two books per child, so many of our staff bought books and placed them in the donation basket in the LDF lobby right before Christmas.



Then on December 19th, the LDF Elf and many staff volunteers, presented each child with a gift bag of books and crayons. The children were very excited and they appreciated our visit so much.

LDF was also able to present the Center with \$500 to Ms. Andrea Parker, the Center's Director to help with some of the needs that may have.

Big Spring

Comanche Trail Festival of Lights

Written By Kathy Daniels, Big Spring Correctional Center

Every year for the past 16 years, Big Spring has lit up the local park with the Comanche Trail Festival of Lights. What started small with lighting up the historic spring area has grown to cover almost three-fourths of the park. Much appreciation goes to the inmates at the Big Spring Correctional Center (BSCC) who designed and built the first lighted poinsettia for the community light show. Their innovation has grown to make Big Spring the "Lighted Poinsettia Capital of Texas."

Big Spring Correctional Center doesn't stop with innovation; we carry through with hard work. Howard Stewart, Warehouse Foreman for BSCC has been the Project Manager for the last five years. Howard spends many man hours directing volunteers and setting up displays for the annual opening each December 15. Part of his duties is setting up The GEO Group, Inc 40-foot tall light string Christmas tree and snowman display by the Comanche Lake.

Howard has also directed other BSCC employees who volunteer their time through local organizations, churches, clubs, schools and businesses. Janice Bishop, Executive Secretary helps each

Right: Howard Stewart, BSCC Warehouse Foreman

year to set up the display for the Powwow Committee of Big Spring. Their area has a historic western theme with indians, cowboys, tepees, cactus and a stagecoach. Kathy Daniels, Junior Staff Accountant works with College Baptist Church to set up a nativity display. Gary Given, Payroll Clerk helps with the take down rolling and loading miles of electrical cords.

The Comanche Trail of Lights is open annually from December 15 thru December 31. It is open each night from 6:00 pm to 10:00 pm and admission is free. You can find more information at www.ctfol.com. For the 2013 season, the festival had over 23,000 visitors that represented 38 different states and 17 countries. The goal for next year is 25,000 visitors and you can bet Howard Stewart will be there getting things set up and ready to go!



Rio Grande Detention Center's

3rd Annual Christmas Wishes

Written By Brigett Bowers,
Rio Grande Detention Center

The Rio Grande Detention Center, U.S.M.S. Southern District of Texas Laredo office and the Office of Congressman Henry Cuellar teamed up again this year to give Christmas gifts to the children of El Cenizo, Rio Bravo and Sierra Vista Head Start Programs.

RGDC created this annual drive three years ago to provide shoes and toys to



the three local head start programs in the Laredo area. In the last three years,

the annual drive has given over 650 children a new pair of shoes, socks, stockings and toys. The drive began early in November when male detainee volunteers painted the Christmas Wishes on the Rio Grande mural. A Christmas light bulb with a sponsoring staff members name was hung on the mural. The head start children also colored a picture to give to sponsoring staff. Female detainee volunteers joined in the spirit of the season by crafting reindeer "stocking" bags that contained candy, pencils, coloring books, and small toys. On delivery day, Correctional Officer Marco Garcia transformed himself into Santa Claus.

Facility staff and USMS staff volunteered their time to assist as Santa's elves.

After Santa greeted the children and asked if they were good all year, each



head start school performed Christmas carols and danced. Santa delighted the children by posing for photos with each child then a group class photo. The Santa photos were printed and given to each child as photo keepsakes from the day. As a special "thank you," school staff and parents prepared traditional Mexican Christmas foods such as pozole, buñuelos, and tamales to serve Santa and his elves. Staff plans to celebrate Christmas in July by getting a head start on next year's Christmas Wishes on the Rio Grande.

Top Picture: Little Folks Head Start children performing Jingle Bells

Left Picture: Left to Right: Melizza Flores, Anna Sanchez, Annabelle Martinez, Marco "Santa" Garcia, Brigett Bowers, Cecilia Cantu, Dana Coapland, and George "Butch" Head

Central Arizona Correctional Facility Offenders Give Back to the Community

Written By Sheryl Augstums, Central Arizona Correctional Facility

Crime is an offense against human relationships, and the Arizona Department of Corrections Policy states the offender has a personal responsibility to the community for crimes committed. Since our facility opened on December 11, 2006, Central Arizona Correctional Facility has held approximately 110 fundraisers, with over 18,934 inmates participating.

CACF staff members, Beth Fagenbush and Greg Gardner (pictured) spearhead all Restorative Justice and Community Betterment Inmate Fundraisers. They are enthusiastic about finding new ideas for fundraisers, and tireless when it comes to

making them a reality. Not only are the projects an opportunity for the inmates to give back to the Community, they also promote good citizenship and help prepare the inmates for re-entry to the outside world. As an extra added bonus, those taking part can enjoy some culinary items from local family owned establishments, as well as the well-known chain vendors.

Over the years, monies donated have totaled over \$90,000. Some of the recipient groups have been Against Abuse (which is a Domestic Violence shelter for men, women and children), Foundation for Burns & Trauma (Camp Courage



Burn Camp for children), and M.A.D.D./S.A.D.D. (Mothers Against Drunk Driving & Students Against Drunk Driving).

In addition to their fundraising responsibilities, Ms. Fagenbush and Mr. Gardner are Self Improvement/Substance Abuse Counselors. They coordinate several inmate groups and conduct classes in Cultural Diversity, Cognitive Restructuring, Domestic Violence and Conflict Resolution within the guidelines of the Arizona Department of Corrections.

Once in a Lifetime Opportunities

Written By Stephen V. Fuller, Corporate HR

I never cease to be amazed by the professionalism and expertise of GEO Group employees. During my 6 ½ years at GEO, I've traveled to 68 facilities and taken the opportunity to talk with employees where they work – on their posts, in their units, in medical, security, programs, food service, administration, in their offices, on the compound and throughout the facility. These once in a lifetime opportunities to personally meet and talk to staff about their careers and what they accomplish every day is a rewarding experience.



I've visited correctional and detention centers, halfway houses and youth facilities, climbed gun towers, sat in control rooms, been present during extractions, disturbances and escalating circumstances, and even watched employees build electronic monitoring devices and install them on offenders – all for one reason – to observe GEO employees in action, learn about their jobs and responsibilities, and listen to their thoughts and suggestions to make our company an even better place to work.

PREPARING FOR AIR MISSIONS

During the first week of December 2012, I traveled to Denver, Colorado to visit Hudson Correctional Facility, the Aurora ICE Processing Center and BI's headquarters. I also experienced a once in a lifetime opportunity to fly on two GEO Transport Air Missions where we flew inmates to Anchorage, Alaska, escorted inmates off and on the jet in -4 degrees, and returned the same day to Denver Airport with new inmates.

The visit to Colorado started with a tour of the Hudson Correctional Facility by Warden Joe Driver and his leadership team. Afterwards, the GTI Flight Team and Hudson's CERT Team and Staff met to review the Operational Airlift Security Plan, study the Special Housing Unit and

Protective Custody inmates being deployed to Alaska, discuss the risks associated with these inmates, and review policies and procedures to ensure the operation was a safe, secure, coordinated effort that was completed without incident. By 3:00 am the next morning, under the direction of Flight OIC Scott Fitch, GTI's Certified Flight Team (the "Flying Monkeys"), had arrived at the Denver Airport and was inspecting the Boeing 737.

While the Flight Team was preparing the plane, Hudson CERT Team members assisted by Officers from the Colorado Department of Corrections set up an armed secure perimeter surrounding the aircraft. When the Ground Transport Team transporting the inmates from the facility arrived, Denver Airport Police escorted the vehicles into the secure loading area. Each inmate was checked by a restraint team and received a thorough pat down before being loaded onto the plane. Once safely loaded, the aircraft took off for a 5 ½ hour flight to Anchorage.

FLYING TO ALASKA

During the flight to and from Anchorage, I watched with amazement as the flight team of GTI and Hudson professionals performed their responsibilities, interacted with inmates, and functioned as a cohesive team. The inmates aboard were a dangerous and difficult group, but GEO's team was prepared. They reduced potential risks and dealt with issues that came up by communicating effectively with the inmates, treating them with dignity and respect, and following operational procedures to the letter.

What amazed me was how the ground teams and flight teams interacted to ensure a smooth transition. It was like being a part of a military operation. In an



Top Picture: GTI and Hudson Flight Team
Middle Picture: Steve Fuller receiving his honorary Wings from Flight OIC Scott Fitch
Bottom Picture: Steve Fuller and Hudson Warden Joe Driver

email sent during the Airlift to the GTI, Hudson and Region teams, John Hurley, SVP and President of U.S. Corrections and International Services, said "Super job team...nobody does it better! Safe travels."

On behalf of the senior management and Board of Directors of our company, we thank all employees who have participated in the movement of offenders during GEO's 43 Air Missions. We also thank every GEO employee for their professionalism on a daily basis, and for providing outstanding services to our clients and those who are entrusted to our care.

The Holiday Spirit Knows No Bounds

Written By Phil Aragon, Guadalupe County Correctional Facility

They say that regardless of our personal situation or the circumstances surrounding our daily lives the Holiday Season will always bring out the best in all of us. Such was the case at the Guadalupe County Correctional Facility (GCCF) during this Holiday Season. In a rare show of Inmate Solidarity, the inmate population was engrossed in a Holiday Pod decorating competition where all pods competed in a chance to not only gain extra privileges but more importantly showcase their artistic and creative talents.

The brainchild of Associate Warden Johnny Johnson, the contest was designed to pre-occupy the inmate population and promote a more positive holiday environment through cooperation. During the recent past,

“ I don't even care if we win or if they even judge the pods it was just nice having something we could do to remind us of the holidays and our families “

several inmate representatives from each of the ten population pods met with the administration on a regular basis to hash out the particulars for the contest. The end result saw each pod receiving an

identical package of arts and craft supplies along with a specific set of security instructions as to what was allowed to be decorated in the pods (taking into consideration security and fire hazards). As to theme and style for the contest the sky was the limit, not only were the inmates allowed to use the supplies that were issued them but they were also encouraged to showcase their craftiness and creativity allowing them to use everyday items. Throughout the competition there was a significant decline in inmate misconduct and/or inmate staff issues as the inmates were as busy as Santa's helpers.

At the completion of the decorating competition, several members of the Santa Rosa Community, to include local

Newspaper Guru, M.E. Sprengelmeyer owner/editor of the local Santa Rosa Communicator were invited to judge the finished product. As the judges made their way around the facility it was evident that



they were truly impressed by the talent and ingenuity displayed by the inmate population. Everything from the full size three dimensional fireplaces complete with life like logs in most of the pods to the functioning handmade Gucci hand bag gift. Even the toughest of the inmate pods showed their Christmas Spirit, albeit a little unorthodox as they created hundreds of Snowflakes utilizing copies of their Inmate Misconduct Reports but the spirit and the thought was there.

After the winners were finally announced it was a very anticlimactic ending to a great competition, but as one inmate was overheard saying, “I don't even care if we win or if they even judge the pods it was just nice having something we could do to remind us of the holidays and our families.” From a security standpoint it was safe to say that Santa's nice list far outweighed the naughty list, if just for a short period of time at least.

Strength and Courage at BTC: Eduardo Del Valle

Written By Sarah Spiro, Broward Transitional Center

Throughout our lives we all meet people who remind us of what it means to be strong, brave and courageous. At Broward Transitional Center in Pompano, Florida, we are lucky enough to work with Mr. Eduardo Del Valle, an officer who reminds us of these values on a regular basis.

MR. DEL VALLE'S CAREER

Mr. Del Valle began his career with the 3rd Marine Air Wing as a crash crewman in El Toro California assigned to Air Force One under President Nixon, and later became a member of the Fleet Marine Force Pacific Honor Guard at Camp Smith. Once he was honorably discharged, Mr. Del Valle joined the Ladder Company 28 in the

16th Battalion of the New York City Fire Department. Then in 2010, after moving to Florida he joined the GEO family and quickly became a respected and valued officer awarded both Officer of the Month and Officer of the Year in 2011.

STAYING POSITIVE

Unfortunately, his career has been subjected to many difficult times. On September 11, 2001, Mr. Del Valle lost many friends, including family in the Terror Attacks in New York City, and most recently he battled fourth stage Lymphoma and bone marrow cancer. Although he has been forced to face many difficult times, Mr. Del Valle always remains upbeat and positive.

At this year's September 11th memorial at Broward Transitional Center, Mr. Del Valle wore his uniform to commemorate the occasion and honor their memory. Additionally, he is confident he will beat his cancer and come out stronger than ever before. He is a true reminder of what it means to be strong, brave and courageous.



Gift of Giving

Written By Reuben Contreras,
Western Region Detention Facility

For the past few years, the Western Region Detention Facility in San Diego has done a chili cook-off to help raise money for its employee welfare fund. This year, in light of the tragic events on the East Coast, the decision was made to do the chili cook-off as a fund raiser for the victims of Hurricane Sandy.

Our Fire Safety Manager Reuben Contreras, who organizes this annual event, enlisted Payroll Specialist Rosa Valdez to help with the fundraising. This chili cook-off was definitely the best yet. Several of our staff entered the fierce competition. Many of the employees said the voting for the best chili was the most difficult it has been. In the end, Training Director Jeffery Wolf won with a masterpiece creation that took two days to cook. This recipe consisted of smoked ribs and just the right amount of heat in it to tickle your nose. The best part of the entire event was the fact that WRDF staff

dug-deep and gave from the bottom of their hearts. We were able to present the American Red Cross with a check for \$1,782 to help families in need on the East Coast.

During the presenting of the check, Reuben and Rosa were given a backstage tour of the local Red Cross headquarters. One of the most amazing stops on the tour was the “War Room,” which was actually used just weeks earlier to coordinate relief efforts during Hurricane Sandy. Described like something you would see in a movie, the room was full of giant screens projecting weather reports, shelter locations, food distribution centers, medical sites, etc. With a state of the



art communication system and highly organized and professional staff, most of which are volunteers, Reuben and Rosa walked away greatly impressed.

As a facility, it is humbling to see how our staff respond to these types of situations, even though they will never see the impact of their generosity. This is truly a “Job Well Done!”

Right Picture (Left to Right): Payroll Specialist Rosa Valdez along with Fire Safety Manager Reuben Contreras presenting the check to the Red Cross representative.

Shaping the Future Leaders of Tomorrow

Written By Colleen Schultz, South Texas Detention Complex



Sgt. Adan Vela coaching his team with Alex Vela, Joseph Glenn and Quintin Norris

The South Texas Detention Complex’s Warden Gary Gomez and staff are committed to providing a helping hand to local community organizations. Warden Gomez believes that there is no better time to teach leadership skills than in childhood, and with the right encouragement and support, we can

instill leadership skills that will help them succeed as adults. He believes that providing support, both monetary and personal, in sports activities helps build leadership qualities such as self-esteem, respect for self and others, trust, problem solving and teamwork. Warden Gomez and Assistant Warden Castro can often be seen visiting youth baseball and football practice, local high school football games and other sports activities. Below are two examples of how Warden Gomez and STDC staff support local youth organizations.

For the past four years, STDC has sponsored a Pearsall, Texas Little League Baseball Team. Training Administrator Jose Ramirez has coached the team of 11 through 13 year old youths for all four years. As a coach, Mr. Ramirez states he teaches the youth discipline and respect for self and others. Mr. Ramirez considers

this season a success when he can see that his team members take the lessons learned on the field and apply them at home and school. His teams have placed first in the league three out of the past four years!

For the past two years, STDC has also sponsored a Pearsall Peewee Football team. Isabel Glenn, Contract Compliance Coordinator, served as Team Mom this year and Noemi Moreno, Hearing and Grievance Officer, assisted where necessary, attending all practices and games. Assistant Shift Supervisor Adan Vela has served as head coach both years to 23 third-and fourth-graders. Sergeant Vela’s goal is to instill discipline, teach leadership skills, good judgment, and the basic fundamentals of football. In Sergeant Vela’s 10 years of coaching, 2011 was the first year a team from Pearsall won the area championship. And they made it to the playoffs in 2012!

Val Verde Supports the Community

Written By Matt Smallwood & Mary Reyna, Val Verde Correctional Facility

Val Verde Correctional Facility participates and donates to multiple nonprofit and local organizations in Del Rio, Texas throughout the year. Since Del Rio is a rapidly growing community, GEO Val Verde makes it a point to be a part of it by showing the community our support.

Some of the local organizations supported consist of team sponsorships to Del Rio Little League; Chamber of Commerce guest tables at Wild Game dinner, Chamber banquet dinner and Laughlin Air Force student pilot class; VVCF also supported San Felipe Del Rio Independent School District by donating funds to the High School choir, the Rams booster club, and Lamar Elementary. GEO Val Verde provided meals to the Pathway Home for Children in Foster Care, over 100 toys to Toys for Tots during Christmas and also donated funds for food and numerous gifts to Val Verde Sheriff's Office Night Out and Law Enforcement Expo Fair events. In May, the GEO Corrections Val Verde Correctional Facility Scholarship Committee, Warden Brett Bement, Sheriff Joe Frank Martinez and Business Manager

Terry Fernandez, granted scholarships valued at one thousand dollars to ten graduating student at Del Rio High School.

GEO Val Verde participates in local charitable events and donates to the following national organizations: The staff supported the Texas Special Olympics and raised over \$6,000. VVCF donated \$200 to the American Cancer Society for their annual Relay for Life event. The facility donated \$100 to the American Red Cross and \$800 to the Boy Scouts of America. VVCF recently helped with the Val Verde Livestock Show by providing food, staff to help set-up and clean the arena after the event and purchased an animal in the sale for \$1,000. For the past four years, GEO Val Verde employees have donated 25 jackets to Irene Cardwell Elementary School's Head Start Program for underprivileged children just in time for Christmas break.



Top Picture: (Left to Right): Linda Castillo, Chrissy Cortinaz, Yolanda Fuentes, Alicia Flores, Ana Garcia, Mary Reyna, Travys Green, Jennifer Garcia, CO Jolisma Bogart, Chaplain Wisdom, Amanda Arteaga and Maria Trevino.
Bottom Picture: (Left to Right) Rafael Moreno and Adolfo Hernandez

Warm Meals for the Homeless

Written By Brigett Bowers, Rio Grande Detention Center



During the holiday season, the Rio Grande Detention Center works in conjunction with their vendors to aid in collecting as much food as possible for the Bethany House Homeless Shelter in Laredo, Texas.

Rio Grande Detention Center donates all the food for the Annual Bethany

House Christmas Dinner which feeds approximately 650 people. The donation provides enough food and hygiene products to last about 3 months. The Bethany House provides hot meals for the homeless, indigent, elderly, veterans and disabled in the Laredo community. In 1982, the mission expanded its services to include meal delivery to the homebound, indigent individuals and families.

In 2006, the mission expanded once again to include an emergency shelter for the homeless and transitional housing for homeless, indigent families.

RGDC staff donated items such as toys, shoes, socks and clothes for gift bags given to the 17 children living with their family in the transitional housing complex this Christmas season. Members of the CERT team, staff from the RGDC warehouse and Administration volunteered to help unload the truck of donations. RGDC is grateful to be a part of such a wonderful community service that helps bring a little bit of comfort to those in need.

Left to Right:: Ruben Ortiz, Oscar Garza, Lt. Alfonso Sanchez, Major Robert Garza, Jose Hildago, Victor Diaz, Sgt. Encarnacion Matta, Cesar Segovia, AW Brigett Bowers, Ernesto Davila, Cecilia Cantu, and Warden George "Butch" Head

The GEO Group Inc., Friendships that Flourish and Thrive

Written By Sylvia Jaquez-Garcia, Reeves County Detention Center III

The GEO Group Inc. and Reeves County Detention Center for several years now have brought support throughout the year



Ms. Cindy Venegas RCDC Employee, waits for the children of Pecos Area Daycares

to many civic and charitable organizations here in Pecos, Reeves County, Texas. Lending a helping hand and greeting the

citizens of Reeves County with a smile and a firm handshake was first implemented by the late Warden Martin McDaniel. Since then it has become a trademark of RCDC Wardens. The friendships that were formed back in 2004 with the citizens of Pecos have flourished and thrived over the years and are being continued to this day by present Warden, Ricardo Martinez.

We have been active with the American Cancer Society; all proceeds from our bake and burrito sales have benefitted the Relay for Life Chapter. These fundraisers have helped us contribute thousands of dollars to them. GEO and RCDC also support the Pecos Little

League and the Annual Christmas Tree Lighting Ceremony. In conjunction with the RCDC Staff, The GEO Group Inc., and the citizens of Reeves County, we have proudly donated over \$70,000 to the Special Olympic Foundation. We also help provide for our staff who are currently on active duty by sending care packages to them and their platoon while they are serving our country overseas.

The GEO Group Inc. and the Reeves County Detention Center Employees have offered their service and support in many ways to the citizens of Pecos. Whether raising money for a local organization or perhaps just lending a helping hand to a friend in need, the staff and community find no fence high enough that prevents the joining of these two forces for the combined effort in bringing joy and comfort to a child, an individual or a family in this remote rural area of West Texas.

Leading by Example: Weight Loss Success Stories

Written By Susan Napolitano, Corporate HR



There have been more than 1,726 employees in the GEO Biggest Loser Contest and 8,635 employees in Healthyroads, all of whom have lost significant amounts of weight and kept it off.

Some have lost 30 pounds, some up to 120 pounds. What they all have in common, is a commitment to successful weight loss maintenance. These are the success stories of just a few of our many participants:

Joe Driver, Warden, Hudson Correctional Facility had triple bypass surgery and has since then lost over 130 pounds. In 2010, Joe joined GEO and lost another 25 pounds by committing to a new, healthy lifestyle. He lost an additional 16 pounds during Biggest Loser!

Jeanne Keel, Director of Correctional Healthcare Services, Eastern Region Office lost over 100 pounds since 2011. She changed her eating

habits, cooks delicious low-carb recipes, and stepped up her exercise routines to stay on track.

Hunter McDonald, Director of MIS, Eastern Region Office quit smoking and lost over 32 pounds! He uses his ActiPed and is up to 237,124 steps.

David Burch, Superintendent, Plainfield STOP Facility lost over 30 pounds and is training for mini-marathons to keep the pounds off. He is trying to beat his 1 hour and 50 minute time for the 13 mile course soon!

Rick Mauldin, Facility Administrator, Arizona State Prison- Florence West lost 100 pounds and quit smoking. He is currently maintaining his weight loss and feels like a new man since he quit smoking.

Nancy Hele, Assistant Facility Director, Mid-Valley House went beyond her goal of achieving 200,000 steps to 460,407 steps! Her total weight loss is 48 pounds, which she attributes to walking. Nancy even had to stop walking

due to health issues and when she was permitted to start again, her doctor told her Healthyroads helped her with a speedy recovery!

Dee J. Paraspolo, Facility Director, El Monte Center lost 20 pounds and had 41% of her employees participate in the Biggest Loser and 86% of them lost weight! Of the contestants that lost weight, four won Biggest Loser money: Justin Bosomworth (lost 74 pounds), Dee Paraspolo, Yaquelin Galvan, and Jorge Quesada.

Tracy Daugherty, Software QA Analyst II, BI Anderson states commitment and hard work helped her lose weight! Tracy works out one hour a day, six days a week and walks on her breaks at work. Tracy lost 52 pounds in the Biggest Loser Contest and was one of our finalists losing almost 23% of her body weight!

Do you have a success story? If so, please contact Susan Napolitano at SNapolitano@geogroup.com.

Building Water Pumps in Haiti

Written By Babendeep Kohli, Harmondsworth IRC

In 2010, Haiti, who were already labelled “the poorest country in the world,” suffered from an earthquake that took the lives of over 200,000 people. Khalsa Aid at that time were starting projects in Haiti where part of the money I had raised would be going, so I followed them closely to see what work they carried out there and how they would help those in need with the money raised. I was very impressed with the project they had set up there. Part of the project they had set up there was to build water pumps so that Haiti citizens could have access to clean water to drink.

CONFIRMING THE TRIP

I came to know about the voluntary work available through a friend of mine that works for the charity and learned that a trip was being organized for volunteers to go to Haiti in November 2012 to provide hands-on help. It was only the beginning of October that I was confirmed a place on the trip and with the help and support of the company and my colleagues I managed to arrange shift swaps and leave to get the time off both to fundraise and to take part in the trip to Haiti the following month.

The prospect of going out to Haiti was an exciting one. It has always been within my nature and upbringing to assist in helping others and creating and assisting in awareness to such projects. With the support of my family, friends and colleagues, I was hopeful it would be possible to achieve my target (£1000). The experience of being out there and ‘getting hands on’ in terms of volunteering, creates an awareness with everyone and those around me so that they follow me in future projects.

MY EXPERIENCE

My experience in Haiti was eye opening and life changing. Many charities went out to Haiti to help after the earthquake but very few came back and hardly any are still helping support orphanages and children in particular. Many of the children in orphanages lost parents in the earthquake where as the parents of other children just couldn’t afford to keep them so they were abandoned. The charity Khalsa Aid who I was representing has visited Haiti now 12 times in less than three years.

Going out to Haiti and providing the children with the essentials they require has made me realize how lucky we all are. The children out there appreciate every contribution and not once did they let us leave without singing songs to us, getting us involved in games they were playing and showing us work they had been able to do with the support of the charity.

It was great to have the opportunity to go out there and do something myself, and I am grateful to all my friends, family and work colleagues for their support. The support of everyone helped me raise in total so far £1546, which exceeded my target amount of £1000. I look forward to going out there again and hope to surpass the achievements of my first trip.

To support Babandeep and donate to Khalsa Aid: www.justgiving.com/bsk

Information on the charities:
<http://www.khalsaid.org/haiti.html>



Kutama Sinthumule Correctional Centre's Social Responsibility Extends to Makhado Municipality

Written By Given Mukwevho,
Kutama Sinthumule Correctional Centre

As part of the Kutama Sinthumule Correctional Centre's social responsibility and in an effort to assist residents of Makhado (Louis Trihcardt), the facility donated a water level indicator to the Makhado Municipality. The indicator was installed at the Mowkop water reservoir which is one of the main reservoirs/sources that provides water to a large number of households in town as well as KSCC.

The main purpose of the level indicator is to show the available capacity of water in the reservoir to allow the municipality to manage the rationing of water to the community. Residents in town have been struggling with water shortages for the past

"The Executive Mayor of the Vhembe District Municipality, Cllr Tshitereke Matibe, welcomed the donated water level indicator and said that could not have come at a better time."

five years. At times the town is without water for several consecutive days.

The Executive Mayor of the Vhembe District Municipality, Cllr Tshitereke Matibe said, "Let's put our hands together

to make sure that we serve and support our communities when it comes to issues of service delivery. As a municipality, we can't do it alone, we need communal efforts to solve the water problem in our district. We appreciate South African Custodial Management's efforts towards solving the water problem."

The Prison Director, Mr. Lazarus Ncongwane, said that the correctional centre is a secluded and large community in its own with 3,024 offenders and about 550 staff members. He emphasized that offenders are sentenced to imprisonment to

protect the community and that the current water problem is a nightmare for the facility's management as offenders can't go around town looking for water.

His message to the municipality was that if there was anything that the facility could do to assist in ensuring that there is water in town, management would gladly step forward and ensure that everyone in the town, where the Company and its staff members conduct their business, has water.

Left to right: Executive Mayor Vhembe District Municipality Cllr Tshitereke Matibe, Prison Director Mr. Lazarus Ncongwane and Mayor Makhado Municipality Cllr David Mutavhatsindi.



Thank You, GEO!

Written By Jessica Smalley & Regina Regulaska, Fulham Correctional Centre



Jessica with her father, Correctional Manager Chris Smalley

Jessica Smalley is one of five recipients who benefitted from the inaugural GEO Group's Tertiary Scholarship program which commenced in 2009 providing 55 annual scholarships of \$500. Jessica continued to receive financial assistance each year and after graduating has secured a teaching position at a local primary school.

Grateful for the support she has received, Jessica stated that, "The GEO Group coordinates a rare and exceptional program that provides financial support for family members completing tertiary studies.

Due to tuition fees, textbooks, travel and accommodation costs, university is an expensive journey where students are often ineligible for assistance from the government. It is great to see a large company that is giving back to the local community by supporting ambitious people in achieving their goals.

I would like to extend a huge thank you to The GEO Group for providing me with continuous assistance and support throughout my education and helping me to accomplish my goals and ambitions."

Washes Away Laundry Troubles

Written By Haley Robertson, Junee Correctional Centre

Junee Correctional Centre in Australia has come to the rescue of a local community organisation that provides employment opportunities for disabled adults following a fire that severely affected its operations.

Albury based Kalianna Enterprises provides a diverse range of support services for people with disabilities, enabling them to maximise their potential and enhance their quality of life. The services include employment and day programs, transport, recreation, holidays, development of general living skills and community integration.

In March 2011, a fire destroyed the premises of the commercial laundry business operated by Kalianna. This meant that 16 workers needed to be placed in other employment until the laundry was rebuilt and Kalianna risked losing the solid customer base it had established under the banner of Twin City Laundry Services.

Management at Junee Correctional Centre decided to help Kalianna by providing a discounted laundry service so that Twin City Laundry Services could continue to operate. Twice a week Kalianna employees make the two-hour drive from Albury to

Junee, collecting laundry along the way from the Australian Army's Recruit Training Centre at Wagga Wagga as well as a number of motels. Up to 400kg of washing is delivered to the correctional facility each week. Inmates wash, dry and fold the laundry, which is then collected by Kalianna employees and delivered to their customers.

Kalianna relies heavily on community support, which is why Junee Correctional Centre offered its services and developed an arrangement that meant the organisation could continue to operate the laundry business while its premises are being rebuilt.

Twin City Laundry Services will be fully operational again in the near future. In the meantime, Junee Correctional Centre employees and inmates have been pleased to support a local community organisation in its time of need.



Top to Bottom Picture: Junee Correctional Centre staff accept another load of laundry from Kalianna. Part of the laundry premises that was damaged by fire.

Aerobics Behind Bars

Written By Aifheli Mamphaga, Kutama Sinthumule Correctional Centre

Gym 4 U, a local gymnasium in Makhado (Louis Trichardt), hosted aerobics services to offenders in the Kutama Sinthumule Correctional Centre from 10 to 14 December 2012 as part of the festive season plan to keep offenders occupied.

The program was spearheaded by the Prison Director, Mr. Lazarus Ncongwane. They were led by Mr. Junior Makhado, who is also the owner of the gymnasium. Offenders attended in numbers, responded positively and enjoyed each moment of the activities. A total of two hundred and fifty

offenders participated in this historic event that will in the future be part of Gym 4 U's community outreach program.

Mr. Makhado said, "We want to form a partnership with Kutama Sinthumule Correctional Centre in order to contribute to the health benefit of both offenders and staff members." The program included amongst others, aerobic sessions, assessments which comprised of Body Mass Index measurement, Blood Pressure measurement, Body Fat measurement and training programs that also involved the rules and types of exercises.



As part of the physical education program, KSSCC believes in promoting life style, service and experience in making changes to individual offenders. We further believe that exercise is a necessity, not a luxury and that a healthy body leads to a healthy mind.

Movember a Bristling Fundraiser

Written By Tammi Levine, Arthur Gorrie Correctional Centre



Left to right: Best Mo-Grower Karl Webb. Highest Fundraiser Steve Yeo petitioned family, friends & workmates in support of the cause

GEO employees at Arthur Gorrie Correctional Centre in Australia have taken their charitable fundraising activity to extraordinarily hairy lengths with support of ‘Movember’.

During November each year ‘Movember’ is responsible for the sprouting of moustaches on thousands of men’s faces in Australia

and around the world. The activity raises funds and awareness for men’s health, specifically prostate cancer and male mental health. Staff at Arthur Gorrie participated by either growing moustaches, supporting and encouraging the ‘Gorrie Mo-Team’, donating funds or baking and selling cakes.

The centre came within a whisker of raising \$3,000 of which over \$900 was generated from two hugely successful cake stalls coordinated by staff supporting

the Gorrie Mo-Team. Karl Webb was acknowledged as the ‘Best Mo-Grower’ at the centre, while Steve Yeo collected the prize for the highest fundraiser.

From humble beginnings in Melbourne ten years ago, Movember has grown to become a global movement with more than a million people across many countries participating in 2012. Arthur Gorrie staff plan to continue their charitable efforts towards both men’s and women’s health causes in 2013.

Harmondsworth and Dungavel Immigration Removal Centres Awarded Swords Of Honour

Written By Alan Kittle, The GEO Group UK Limited

Harmondsworth and Dungavel Immigration Removal Centres in the UK have both been awarded Swords of Honour by the British Safety Council for the way in which they manage health and safety. The prestigious Swords are awarded annually by the Council to “the best of the best” (British Safety Council) who have achieved a 5 star rating in an audit conducted last summer.

Andy Grieve from Harmondsworth and Adam Burns from Dungavel collected their awards on November 23 at an event hosted by the Lord Mayor of London in the Mansion House in London. They were accompanied by Joanne Henney and Alan Kittle, GEO UK’s Contracts Director and Corporate Services Director.

Ron Champion, Vice President of International Services at GEO said, “We appreciate the attention to detail by Joanne Henney, John McClure and staff for their achievement and recognition of their Centre’s hard work.”

Joanne Henney said, “I am incredibly proud of both our teams. They work hard day after day, ensuring GEO delivers



an outstanding level of service to those entrusted in our care so that they and our staff can live and work in a safe environment.”

Alan Kittle said, “This is another example of the excellent work we deliver here in the UK. The staff who have earned these awards deserve our congratulations



for their hard work. They are a shining example of what GEO is all about”.

Harmondsworth and Dungavel Immigration Removal Centres hold over 800 detainees between them. They are managed and operated by GEO UK on behalf of the UK Border Agency.

Foster Care at Arthur Gorrie

Written By Tammi Levine,
Arthur Gorrie Correctional Centre

Prison Services Manager Sue Noordink who oversees the program.

“The biggest change has been with the prisoners as they have taken on the responsibility of this program wholeheartedly and are very positive in their interaction with the dogs.”

One of the most rewarding experiences for those involved in the program is seeing an animal that was previously uncared for learning to trust again. “The dogs seem to



Arthur Gorrie Correctional Centre in Australia has entered into a partnership with the Royal Society for the Prevention of Cruelty to Animals (RSPCA), with positive results for both organisations.

The centre recently became involved in the RSPCA’s Foster Care Program, which sees prisoners caring for animals that need extra attention prior to them being permanently adopted.

The animals are either too young for adoption or may be injured, sick or have a behavioural issue that needs addressing.

The goal is to ensure that the animals have the best possible re-start to their lives when they are adopted.

PRISONERS TAKE CARE OF DOGS

Nine prisoners were selected from the Lifestyle Modification Units (LMU) to be primary handlers

and were taught correct animal training methods by RSPCA trainers.

The prisoners also needed to obtain an Occupational Health and Safety Certificate and a First Aid Certificate.

All LMU prisoners also attended a short RSPCA training session so that they were familiar with the program.

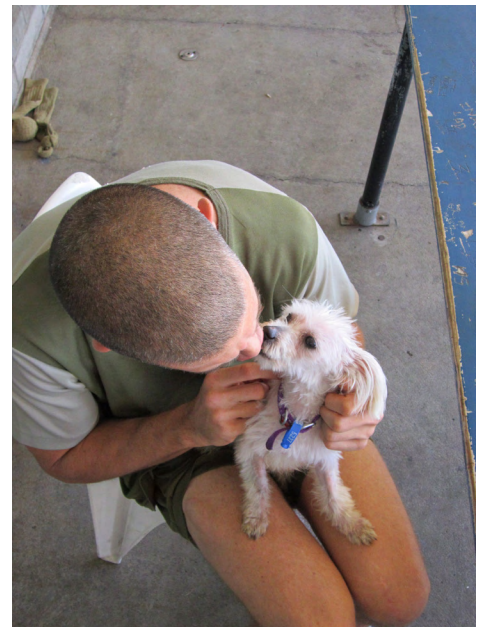
The dogs currently in foster care at Arthur Gorrie are Chika, an 18-month maltese/silky terrier cross, Bella, a six-month beagle, and Tinkerbelle, an 11-year-old miniature dachshund.

Chika required special care as she was found abandoned and suffering from an illness that left her emaciated and in need of blood transfusions. She has thrived at Arthur Gorrie and is now behaving normally. Chika will soon be ready for adoption and she has sparked enquiries from a number of staff.

Bella and Tinkerbelle came to Arthur Gorrie as part of the RSPCA’s ‘Pets in Crisis’ program, which assists families that are going through a difficult period and are unable to properly care for their pets.

DOGS MAKE POSITIVE IMPACT

“In little time the dogs were very much at home in the units,” said Arthur Gorrie



have a calming effect on all the prisoners in the units, particularly those with slight mental health or personality disorders,” said Sue Noordink. “And already it appears that the prisoners have gained more from this program than the dogs that require their help.”

Top Picture: Bella has quickly become a well-loved member of the unit. *Bottom Left Picture:* Chika going for a morning walk. *Bottom Right Picture:* The dogs have already made quite an impact on their prisoner carers



Wins Innovation Award

Written By Tammi Levine, Arthur Gorrie Correctional Centre

Arthur Gorrie Correctional Centre has won the inaugural GEO Innovation Award in Australia for its groundbreaking youth education program.

Titled 'GEO Builds Better Students – A Prison Awareness Program', the Arthur Gorrie submission outlined the work the correctional facility initiated in 2012 to demonstrate to local youth the potential life-changing impact of a criminal conviction.

The initiative followed greater awareness of violence among young adults in the streets of Australian capital cities and an increase in the level of violence in Queensland schools. Arthur Gorrie developed a pilot program in conjunction with local secondary school, Flagstone State Community College, which culminated in correctional officers giving a presentation to a group of Year 12 students.

The presentation covered the realities of being in prison and the potential damaging effect that being incarcerated can have on an individual both in the short- and long-term as well as the impact on an inmate's

family and loved ones.

Flagstone State Community College Year 12 coordinator Suzanne Klatt described the presentation as "by far the best I have had the privilege of witnessing" (over the last four years).

"In the world that we live in today, teenagers more than ever are in need of guidance and too often we see them make silly mistakes with very real legal consequences. If education can begin now then it may prevent some young people from ending up in your facilities," she said. Feedback from both students and teachers following the initial session was very positive and this has been used to further develop the program.

The Arthur Gorrie program will be further developed in 2013 before being taken up by all GEO centres in Australia. It has also been designed so that Queensland



Managing Director Pieter Bezuidenhout presents the 2012 GEO Innovation Award to General Manager Greg Howden

Corrective Services can deliver the program in regional areas with support materials including a DVD titled 'Prison Awareness: think before you act! Don't make prison your life.'

The innovation award was developed by The GEO Group Australia to encourage innovative practices throughout the company. It will again be staged in 2013.

Christmas Cheer

Written By Regina Regulska & Ian Riley, Fulham Correctional Centre



Correctional Officer Alan Armitage supervising the prisoners

Prisoners at Fulham Correctional Centre add Christmas Cheer to the local central business district.

The Sale Community Business Association contacted the General Manager at Fulham Correctional Centre requesting assistance with ideas to better promote Sale to attract Christmas shoppers from outside

of the community, create a friendly and enjoyable environment and ensure that the locals could be proud of their city.

It was decided that the old, sparse Christmas decorations needed to be replaced so that the main street would be brightened up for the upcoming festive season.

PRISONERS GET TO BE CREATIVE

The SCBA supplied sheets of corflute, rolls of wire, tinsel and cable ties, and the prisoners at FCC then created four designs featuring a Christmas tree, reindeer, snow man and Santa Claus. These designs were

Building Better Communities for More Than a Decade

Written By Regina Regulska, Fulham Correctional Centre



A 10 year partnership with the Wellington Shire Council and the Fulham Correctional Centre was recently acknowledged at the 2012 Corrections Victoria Community Work Partnership Awards.

Council staff and prisoners have worked together on a great number of projects which encompass every community within Wellington.” All across the Shire, works have been completed to an exceptionally high standard by Community Assistance Work Crews from the Fulham Correctional Centre as part of their rehabilitation process.

Fifty-five nominations from prisons and Community Correctional Services throughout the state were received. Fulham’s submission in the Best Ongoing Partnership category, which highlighted

General Manager, Fulham Correctional Centre, Troy Ittensohn, is proud that the partnership has been so well recognised for the significant benefits it offers to both the community and the prisoners. “There is a satisfaction in the knowledge that the partnership is providing prisoners with purposeful and meaningful work and from being able to say ‘yes, we can help’ to those in need in our own community. Most of the projects that the prisoners work on attract visitors and tourists to the region which helps the economy of our local businesses and organisations.”

“ There is a satisfaction in the knowledge that the partnership is providing prisoners with purposeful and meaningful work...”



the 10 year partnership with the Wellington Shire Council where prisoners approaching release provide the labour to improve the quality of open spaces for the local community through construction and regular maintenance of local park areas and playgrounds, won the award. The submission was also awarded the Best in Gippsland Region Award.



Wellington Shire Mayor, Councillor Scott Rossetti was delighted that the significant benefits to the Shire of this joint venture were acknowledged. “For over a decade,

Top Picture: Wellington Shire mayor Scott Rossetti and FCC general manager Troy Ittensohn at one of the facilities maintained under the partnership agreement. *Middle Picture:* Prisoners working on the garden areas of the community swimming pool. *Bottom Picture:* Street beautification works

printed on to the corflute as part of the screen printing training program. Three other designs were created; a Christmas tree, bauble and star, and these decorations were made using wire as a ‘frame’ and then wrapping and tying tinsel around the frame. In all, there were 40 corflute and 15 wire decorations made.

Following the Wellington Shire Council’s authorisation to install the decorations, Fulham’s community assistance work crew and the SCBA erected them in late November. The corflute sheets were attached to litter bins along the main street, whilst the wire decorations were

attached to each of the flag poles that line the middle of the main street.

The Christmas Parade through the main street in early December was an overwhelming success and the decorations made by the prisoners added greatly to the festive cheer. Local residents have approached the SCBA President, Mandy Garrard, congratulating and thanking her and everyone involved in bringing a bit of sparkle to the Sale CBD.

FCC Industry Manager Ian Riley with Mandy Garrard, SCBA President with one of the screen printed decorations attached to the litter bins along the main street of Sale.



Engaging The Youth

Written By Regina Regulaska, Fulham Correctional Centre

Prisoners aged 21 and under are benefitting from the recent change in education service provider at Fulham Correctional Centre.

Kangan Institute is assisting GEO with the growing number of these prisoners, a large number of which require intensive intervention due to their immaturity, lack of participation in pro-social/positive activities, and involvement in unlawful/disruptive behaviour.

As part of the induction process, the Kangan Education Manager discusses with each individual prisoner their past educational attainment and their interest in the general education and the vocational education courses based on the industries at FCC. Each young prisoner is given

“ His main goal is to be able to write to his six year old daughter.”

assessment interview appointments and an appointment to speak with the teacher running a tailored General Education program dedicated to this age group.

Not all of the young prisoners take up these offers; however with the support of the Offender Management team and case

workers, the number of young prisoners not in education and/or vocational employment is reducing. This successful collaboration is highlighted in the following examples reported by a case manager:

“I recently had a prisoner whose goal was to be able to write a letter on his own instead of relying on other prisoners for assistance. He was rather reluctant when we enrolled him in education, but due to positive reinforcement he went along. It was soon realised that he was in a level slightly above his expectation, so with the help of the Kangan staff, I was able to renegotiate a more appropriate class. The 21 year old came to me and said, “Miss, all my life I have been pushed from pillar to post when it came to education but now that you have talked me into this new class, I’m not the dummy.”

His attitude and positive outlook has not only impacted on his self-esteem but he has now made contact with his family



after five months. His main goal is to be able to write to his six year old daughter.

The second case involves two brothers, both aged under 21. “They enrolled to study basic Math and English. The 21 year old, whose reading and writing was quite good, enrolled in order to help his younger brother, aged 19. Prior to the older brother arriving at FCC, the younger one was hard to engage. Since attending the classes, they have both become more settled and are enjoying the lessons, commenting, “It’s not really like school.”

The case manager believes the turn-around in all the boys’ behaviour is due to the approach by Kangan staff who are more than happy to contact the caseworkers if the boys appear not to be travelling too well or if they have any concerns in relation to their students.

5

Tips for Better Work-Life Balance

WebMD.com

If you’re feeling overworked and finding it more challenging than ever to juggle the demands of your job and the rest of your life, you’re not alone. Here are five ways to bring a little more balance to your daily routine:

1

Build downtime into your schedule

When you plan your week, make it a point to schedule time with your family and friends and activities that help you recharge. If a date night with your spouse or a softball game with friends is on your calendar, you’ll have something to look forward to and an extra incentive to manage your time well so you don’t have to cancel. “It helps to be proactive about scheduling,” says Laura Stack, a productivity expert in Denver and author of *SuperCompetent: The Six Keys to*

2

Drop activities that sap your time or energy

Many people waste their time on activities or people that add no value. For example, spending too much time at work with a colleague who is constantly venting and gossiping.

Perform at Your Productive Best. “When I go out with my girlfriends, we all whip out our cell phones and put another girls’ night out on the calendar for one month later,” she says.

— Learning — Whilst Repairing

Written By Regina Regulska, Fulham Correctional Centre

What started out as an enquiry about assistance with the external painting of a building at a local aged care facility, turned into a project which once again highlighted Fulham Correctional Centre's contributions to the local community.

At the 13th Annual Corrections Victoria Community Work Partnership Awards, the panel of 24 independent external judges presented Fulham with an award for the Most Outstanding New Project, Learning Whilst Repairing (Reparation



and Restoration). The project recognised the contribution to the restoration and beautification of facilities associated with the Central Gippsland Health Services, which is a major provider of health and residential aged care services in the local shire.

The prisoners from the community assistance work crew completed the painting task within five weeks and the result so impressed the hospital's Engineering Services Manager that he requested an expansion of the project to include three other locations and also the offer of employing one prisoner for five days per week to work alongside and be supervised by the hospital's maintenance team.

This long term partnership has brought benefits to both the hospital and the prisoners. Prisoners benefit from the project by adding to their work skills and therefore employability on release; by building relationships with staff, residents and the community and by providing a feeling of reparation to the community and a sense of confidence and achievement.

Both parties are confident that the longevity of the program will continue for many years to come and look forward to the possibility of increasing both the man



hours provided by Fulham and the number of prisoners working with the hospital's maintenance team.



Top Picture: Newly painted Aged Care facility. *Left Picture:* CGHS employee, Stephen Wilton supervising a prisoner carrying out painting works. *Right Picture:* FCC Correctional Officer Malcolm Emery supervising a prisoner undertaking gardening maintenance at the residential aged care facility.

We recommend taking stock of activities that aren't really enhancing your career or personal life and minimizing the time you spend on them.

3 Rethink your errands

Consider whether you can outsource any of your time-consuming household chores or errands. Could you order your groceries online and have them delivered? Hire a kid down the street to mow your lawn? Have your dry cleaning picked up and dropped off at your home or office? Even if you're on a tight

4

Get moving

It's hard to make time for exercise when you have a jam-packed schedule, but experts say that it may ultimately help you get more done by boosting your energy level and ability to concentrate. Research shows exercise can help you to be more alert. You will clear your head, making time to feel good about your self.

5

Remember that a little relaxation goes a long way

Don't get overwhelmed by assuming that you need to make big changes to bring more balance to your life. Try setting realistic goals. For example, leave the office earlier one night per week. Slowly build more activities into your schedule that are important to you. Even during a hectic day, you can take 10 or 15 minutes to do something that will recharge your batteries. You have to make a little time for the things that ignite your joy.

BI Day Reporting Center Clients Help with Hurricane Sandy Cleanup

Written By Patrick Hyde, Dutchess County Community Transitions Center

It was the storm of the year. Hurricane Sandy tore its way up the East Coast in early November, hitting New York City and towns along the shores of New York and New Jersey the hardest. In its wake, Sandy left behind mass destruction and disrupted hundreds of thousands of lives.

LETS DO IT!

On November 16, a group of four clients and three staff members from the Community Transitions Center (CTC),

intensive case management, criminal behavior is addressed. Community service is also part of the day reporting program. When Matt O'Connor, a client service specialist at the CTC, shared his experience during a group session about volunteering for the cleanup effort on an earlier weekend, the CTC clients all said "Let's do it."

Donning bright green sweatshirts with the CTC logo, the team started the day

OUR EXPERIENCE

"We were all shocked by the damage when we arrived," says Tracy Stevens, BI program manager for the Community Transitions Center and a member of the volunteer team. "Our clients kept saying that it looked like a war zone and that they'd never seen anything like it." For CTC client Dionte Latham, it was an eye-opening experience. "I've never seen mother nature do anything like this and it was a changing experience for me to see the damage in person," says Latham.

Jamees Cook, another CTC client says "It was so sad seeing peoples' houses destroyed, but it was good we could help a local woman [Debbie] clean out the house she had grown up in." Even after Cook hurt her eye from loose debris in the house, that didn't stop her from working. "A doctor at a health truck gave me an antibiotic so that I could keep working."

Stevens reports that the experience was a special one for everyone. "We were there all working together, we weren't staff and clients, and I was really impressed how compassionate our clients were," Stevens says. "We worked really hard and our clients all said that they wanted to go back to help finish with the recovery effort. I was really proud to hear them say that because it showed great initiative." All of this is testament to a great team and a great program at the Community Transitions Center.



Left to right: Dallas Colmanero, BI client services specialist Craig Eckert, BI program manager Tracy Stevens, Jamees Cook, Dionte Latham, BI client services specialist Matthew O'Connor and Eboni Black.

a BI-operated day reporting program in Poughkeepsie, N.Y., traveled to Staten Island to volunteer for a day. The center offers supervision, treatment and training for offenders who typically recidivate. Through group classes geared toward changing criminal thinking, daily check-ins, drug and alcohol testing and

unloading and organizing emergency supplies at St. Mary Margaret Church, a distribution center where hurricane victims can pick up free supplies. Next, they were dispatched to a local home where they assisted the homeowner with ripping out water-damaged flooring and dry wall.

Salt Lake City ISAP Office Assists Teenage Refugee

Written By Alisa Jeffery, Salt Lake City ISAP Office

The Salt Lake City Intensive Supervision Appearance Program (ISAP) staff requested to participate in the Catholic Community Charities, "Refugee Resettlement Gift of the Drummer Program" this holiday season. The office was assigned a 16 year old male refugee who, as an unaccompanied minor, will remain in foster care until 21 years of

age. The young man was relatively new to the United States and requested warm clothing, so the office provided a heavy coat and hat, fleece jackets, jeans, a sweater PUMA workout clothing, t-shirts, underwear and socks. This is the third time the office has participated in this program, and they look forward to participating each year.



Left to right: Case Specialist Suzanne Davis-Best, Case Specialist Travis Ostmann



Walk To Cure Type 1 Diabetes

Written By Scott Burton, Las Vegas RRC

Natalie Burton and her father, Las Vegas RRC Director Scott Burton, pause for a picture during the November 10, 2012, Juvenile Diabetes Research Foundation (JDRF) Walk to Cure Type 1 Diabetes. The 5K event was held on campus at the University of Nevada Las Vegas. Natalie, age 10, was diagnosed with Type

1 Diabetes in August 2011. Natalie is a JDRF Youth Ambassador and speaks to schools and community organizations in Las Vegas and the surrounding area about her now insulin dependent life. The Burton family has been active in JDRF events since September 2011. Team Burton raised \$700 for the Fall event.

The Abraxas Leadership Development Program for Females

Awarded Pennsylvania Residential Program of the Year

Written By Craig Schmidt, Leadership Development Program

The Abraxas Leadership Development Program for Females, located in South Mountain, Pennsylvania has been in existence since December 2002. It was developed using a strong cognitive-behavioral treatment approach that takes into consideration the gender specific issues that young females face in today's society. Safety, structure and both physical and emotional security are key components that allow the residents to internalize the process of change through a very adaptive and individualized treatment approach. The process for providing quality services is thorough and manageable for residents to understand how to increase their level of accountability for decisions they have made in the past and will make in their future.

RECEIVING THE AWARD

Throughout the last 10 years, the program has constantly evolved to provide the best services possible for females and as a result, was awarded the Residential Program of the Year from the Pennsylvania Juvenile Court Judge's Commission (JCJC). On November 8, 2012 at the annual JCJC conference held in Harrisburg, PA, the facility's Program Director along with key program personnel accepted the award on behalf of the program. Mitch Wilson, Senior

Treatment Supervisor, Karen Keefer and Brian Barton, Treatment Supervisors, John Reed, Counselor and Stacey Miller, Life Skills Worker III were all present and recognized for their commitment and efforts with the program to receive this prestigious honor.

The primary goals for the clients at the program are to increase pro-social coping skills through experiential learning, instill leadership that promotes accountability and teach them to be productive members of the community. The females, throughout their admission, are provided consistent reinforcement of these objectives and understand that by supporting the program, they in turn, are contributing to an environment that allows for individual growth with managing past issues and circumstances.

EXPANDING OUR SERVICES

It is clear to see that LDP's continued success with providing quality services for females is valued by, not only the residents and their families, but also the counties and customers referring youth to our programs. In the second half of 2012, it was decided that Abraxas further expand its services for our existing customers by opening up a new unit that will replicate the existing Female Program at LDP. The program will reorganize its current

population to make additional space for 16 more female beds that will specialize in providing gender specific services for youth currently in the Juvenile Justice System. The program will be designed very similar to the existing program and will be implemented with the talented leadership and experience of current staff at the program. The program feels confident that the basic elements that have resulted in 10 years of continued success can transfer well into the new program. Quality clinical services, experiential learning and development with competencies that transfer into real-life situations post discharge will be emphasized throughout a client's stay. The program has already begun the process for internal reorganization to have the new unit up and running by early March.

In summary, the 2012 Pennsylvania Residential Program of the Year award and new program start-up could not have been accomplished without the diligent efforts of the current unit leadership and direct care staff. Time and time again, the staff working with the female youth on a daily basis model and teach the life lessons that girls need to be successful. It is because of their commitment that the program has remained so successful and is sought out by customers to address the specialized needs of their youth.

January 1st, 2013

GEO REIT

Celebration



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GEO Completes REIT Conversion



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