

# GEO World

3rd QUARTER 2023

A GEO Publication for Employees and their Families.



## Congratulations GEO EMPLOYEES *of* THE YEAR





# Executive Chairman's Letter

**George C. Zoley**, Executive Chairman of the Board

**"As we highlight GEO's operational accomplishments, we also recognize and celebrate our GEO Employees of the Year. The recipients of these important awards are the embodiment of the dedication and professionalism that help our company achieve operational excellence."**

## **To the GEO Family,**

During the third quarter of 2023, our diversified business units achieved several important milestones.

At the federal level, GEO Secure Services renewed contracts with the U.S. Marshals Service for our company-owned 1,900-bed Rio Grande Processing Center for a five-year term and our company-leased 770-bed Western Region Detention Facility for a two-year term. We also renewed three contracts with U.S. Immigration and Customs Enforcement for respective one-year terms at our company-owned 700-bed Broward Transitional Center, 1,904-bed South Texas ICE Processing Center, and 1,314-bed Montgomery Processing Center. At the state level, we renewed our managed-only contract for the 2,000-bed Blackwater River Correctional Facility in Florida for a two-year term.

Additionally, six of our GEO Secure Services facilities received accreditation from the American Correctional Association (ACA) with an average score of 99.2 percent, and our secure transportation division completed approximately 4.3 million miles driven in the United States and overseas.

GEO Care renewed seven residential reentry contracts, including four contracts with the Federal Bureau of Prisons, as well as six non-residential day reporting center contracts. Additionally, two of our GEO Reentry centers received ACA accreditation with an average score of 100 percent, and our GEO Continuum of Care division completed approximately 700,000 hours of enhanced rehabilitation programming.

Internationally, we began delivering primary health services across 13 public prisons in Australia under our new healthcare contract with the State of Victoria. This new contract is expected to generate approximately \$33 million in annualized revenues.

We are also pleased with the publication of our fifth annual Human Rights and Environmental, Social, and Governance (ESG) Report. This important milestone highlights our continued commitment to respecting the human rights and improving the lives of all those entrusted to our care. The report includes enhanced disclosures related to our Board oversight of human rights and ESG matters, employee diversity and training programs, corporate governance, and environmental sustainability.

As we highlight GEO's operational accomplishments, we also recognize and celebrate our GEO Employees of the Year. The recipients of these important awards are the embodiment of the dedication and professionalism that help our company achieve operational excellence. On behalf of GEO's Board of Directors and our Management Team, please join me as we congratulate them and as we extend our gratitude to the approximately 18,000 GEO employees worldwide.

## GEO EMPLOYEES OF THE YEAR



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# FACILITY ADMINISTRATOR OF THE YEAR



## Angela Phams Riverbend Correctional and Rehabilitation Facility



Facility Administrator (FA) Angela Phams began her career in corrections in 2000 with the Mississippi Department of Corrections. In 2004, she joined Cornell Companies at the Walnut Grove Youth Correctional Facility (WGYCF)

where she held various positions. She would continue at WGYCF to later join GEO in 2008. Angela would later be promoted and transfer to Riverbend Correctional and Rehabilitation Facility (RCRF) as a Unit Manager. She later served as Disciplinary Hearing Officer at Rivers Correctional Institution, prior to being promoted to Assistant Facility Administrator of Continuum of Care at RCRF. She remained at RCRF until she was promoted to Facility Administrator at Heritage Trail Correctional Facility in 2019 and returned to RCRF in 2021 as the Facility Administrator. With the various promotions received throughout her career, she has continued to illustrate exemplary performance in each role.

RCRF has seen tremendous success under the leadership of FA Phams. She promotes and fosters a supportive work environment. Throughout the past year, RCRF underwent a very successful audit from the client, along with a Medical Association of Georgia re-accreditation and ACA re-accreditation. FA Phams and her programs teams also received recognition from the Georgia Department of Corrections. For two consecutive years, FA Phams and her team have been recognized for meeting and exceeding Georgia

Department of Corrections Offender Reentry Services programming goals. These outstanding results demonstrate her focus on providing the highest quality of service to the client and those entrusted to her care. FA Phams builds and maintains client trust and confidence through open lines of communication, transparency and most importantly her strong sense of integrity.

Angela leads her team by challenging them to always remain open-minded and forward thinking. The achievements of RCRF can all be attributed to Angela's ability to ensure that each one of her staff has the highest level of support and the right incentives to facilitate collaboration, which is necessary for success. Her staff truly buys into her leadership, the company's vision, and the Facility's mission. This shows in each of the many achievements the Facility has accomplished. Angela believes in having good work habits and relatable values. She also knows the importance of being productive and efficient in her decision making and actions.

FA Phams has an undeniable commitment to creating and fostering an environment where staff see first-hand the direct impact of positive changes. As a leader, she takes on an extremely focused approach. Her infectious drive, energy, professionalism, and dedication are respected by so many who have had the opportunity to work with her.

FA Phams has demonstrated great leadership qualities and always shares her excitement about the journey ahead. Congratulations on being selected as Facility Administrator of the Year!



**Lisa Medley**  
Kingman Correctional and  
Rehabilitation Facility



Lisa Medley, Vocational Instructor at GEO's Kingman Correctional and Rehabilitation Facility (KCRF) in Arizona, was born and raised in rural Ohio. Lisa and her husband have been married for 38 years and have travelled across North America for his Navy career. Eventually, they settled in Lake Havasu, Arizona in 1992. Before coming to KCRF, Lisa held numerous positions in the food service industry, including as Administrative Assistant to the Food Service Director for the Lake Havasu School District.

While at KCRF, Lisa worked her way up to Vocational Instructor, and in 2016, she started a Braille program in partnership with the Arizona Foundation for Blind Children. Since then, she has coordinated the expansion of the Braille Program from three certified inmate transcribers in 2016 to its current level of 25 certified instructors and 35 inmates. Inmates in the program are certified by the U.S. Library of Congress. Ms. Medley herself is certified in Braille, and she has trained another staff member assigned to the program to receive her own Braille certification.

Inmates in the Braille program learn to transcribe written text, numbers/math, graphic design, and even music. Under Ms. Medley's leadership, the Braille program has developed into one of the most highly respected programs in America. Over the course of the program, KCRF Braille inmates have transcribed documents for organizations in 31 states and even documents for organizations in Canada.

Ms. Medley's Braille program received international recognition in 2022 for transcribing into Braille a flight manual for World Sight Day. A special 'Flight for Sight' event was coordinated that enabled a blind woman, Kaiya Armstrong, the opportunity to fly a Cessna airplane from Scottsdale, AZ to Washington, D.C. This was an unprecedented event in flight history, which was made possible by KCRF's Braille inmates.

The work of Braille program inmates is so respected that they are even recruited to work after release. The Arizona Foundation for Blind Children has hired four former Braille program inmates to work for their organization. Thus, Ms. Medley's professional teaching and the program's honorable reputation have created work opportunities for inmates upon release.

The accomplishments and achievements of Ms. Medley's Braille program would not be possible without her exceptional leadership, unwavering dedication, and strong commitment to teaching inmates and helping the visually impaired children and adults in society.

In her spare time, Lisa enjoys spending time at the lake, water skiing, and tubing. She also loves to read and spend time with family, friends, and her four-legged kids. Congratulations Lisa on being selected as GEO's Employee of the Year!



## Thomas Colpoys Lawton Correctional Rehabilitation Facility

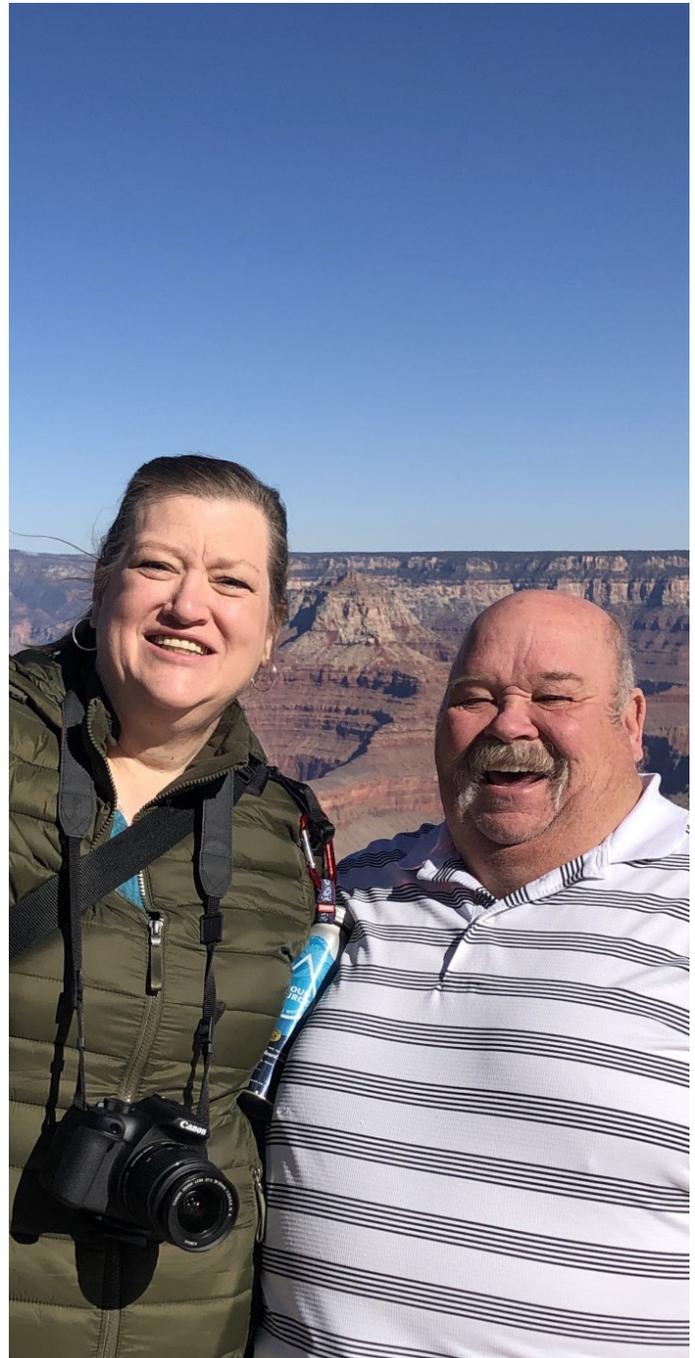


Officer Thomas Colpoys has demonstrated exceptional service during his 25-year tenure at Lawton Correctional and Rehabilitation Facility (LCRF). Officer Colpoys displays outstanding leadership qualities and a positive can-do attitude. He is well respected by his supervisors, peers, and the inmate population. He demonstrates the knowledge and abilities of an outstanding correctional staff member.

Thomas has been an instrumental part of the Security Department. Thomas started his career in corrections in 1998. While at LCRF, Thomas has held various positions, including Correctional Officer, Transport Officer, and currently Officer of the Armory. In 2014, Thomas became a certified firearms instructor and takes great pride in educating and training officers on weapons safety. The work of Officer Colpoys has been invaluable in helping to prevent the introduction of contraband into the facility.

It was in 1976 that Thomas enlisted in the United States Army, and he devoted 22 years of his life to the American people. In 1996, Thomas married the love of his life, Maureen. Today, they have three children and four grandkids. He and his wife both enjoy firearm activities and traveling with the family in their spare time.

Thomas routinely volunteers to work extra hours, stays late to assist the oncoming shift, and gives up his scheduled days off to assist LCRF in times of need. The work ethic and perseverance of Officer Colpoys are not only rare but remarkable. Congratulations on being selected as Officer of the Year!



# GTI OFFICER OF THE YEAR



**Tomas Rodriguez**  
El Centro Detention Facility



Congratulations to GTI Officer of the Year Tomas Rodriguez, Assistant Transportation Supervisor, whose hard work and dedication to the department has made him the recipient of this honorable award. Starting a GTI operation is no easy task; however, Tomas has always been the type of person who is looking for the next challenge. His military and law enforcement background made him the kind of person who is goal oriented and resilient to adversities. With his support and knowledge of commercial vehicles, he was able to assist in jumpstarting El Centro Detention Facility's GTI operation, and successfully build a strong department.

Assistant Transportation Supervisor Rodriguez is a family man who enjoys attending and coaching his children's sports teams during his time off. He is passionate and dedicated to his family, especially his kids and his dog "Rambo." These traits are also demonstrated when he deals with his GTI family. He has the same level of commitment and dedication, which led him to become a certified Driver Trainer for GTI.

Tomas is always eager to go out to the fleet to teach and instruct the new drivers everything there is to know about GEO's commercial vehicles; DOT, MCI, Freightliner buses and all other GTI vehicles. He also ensures that all new officers are comfortable and familiar with our fleet and GTI policies before they are cleared to drive. This helps him build an instant rapport with all the new staff that join the department.

Tomas has been a key component to the success of El Centro Detention Facility's GTI Operation. Even before being promoted to Assistant Transportation

Supervisor, he has worked diligently and tirelessly to ensure the mission gets accomplished. He has volunteered to assist other start-up facilities and in the process has polished his instructor skills. In addition, prior to his promotion, he would cover as (acting) supervisor for extended periods of time while the department's supervisor was out on audits, trainings, and personal leave. He would manage the transportation operation on both the administrative and the operational sides, proving he possesses great leadership skills and is a role model to the staff working under his leadership.

His military and law enforcement background are demonstrated on his day-to-day supervising style. He is very thorough when assigned to a task and does not deviate until he completes the mission. Tomas represents what GTI stands for - leadership, integrity, responsibility, and teamwork. This type of employee embodies our department and sets the bar for upcoming staff to meet and exceed GTI expectations.



# AUSTRALIA EMPLOYEE OF THE YEAR



## Lori-Ann Ford Junee Correctional Centre



One of the greatest rewards for Lori-Ann Ford, Junee Correctional Centre's Bakery Coordinator and Facilitator, is knowing she is giving men in custody tangible skills and qualifications they will be able to use on the outside.

The GEO Group Australia's Employee of the Year, Lori-Ann has been commended for her unwavering commitment, enthusiasm, and high work standards. She is also highly driven to help others, whether it be at work or in the broader community.



Lori-Ann discovered her passion for baking at age 15 and went on to train and work as a baker and pastry chef for more than 33 years before joining Junee Correctional Centre in October 2020. Her first challenge was to establish a new bakery in the maximum-security area of the Centre, which she did within her first few months.

In November 2021, Lori-Ann attained a Certificate IV in Training and Assessment, which has enabled her to offer maximum security inmates the chance to complete a Certificate II in Baking.

"I love the fact that all the men we work side-by-side with everyday are being upskilled in such a positive way," Lori-Ann said. "Everything they learn in here they can use on the outside once they've been released.

"For me, the most rewarding part of my work is standing back and seeing first-hand what the bakery has achieved as a team, and the fact the men can actually run the show without me to a certain extent. They don't just turn up to work every day, they actually want to come work."

The men working with Lori-Ann are also keen to be involved in all of the special events and community fundraising activities that she bakes for. These include International Women's Day, R U OK? Day, natural disaster appeals and individuals needing support with medical expenses.

On receiving her award, Lori-Ann said "I love the fact that I have so much respect from everyone I work with whether it's inmates, co-workers, or the management team."





## Nkhumeleni Balcan Sikhwari Kutama Sinthumule Correctional Centre



Nkhumeleni Balcan Sikhwari is the third born son of the late Mr. Mavhungu Johannes Sikhwari and Mrs. Tshinakaho Sikhwari. He is a resident of Ravele Village, Sinthumule, Louis Trichardt in the Limpopo Province.

He started his schooling at Magovhani Junior Primary School in 1979 and completed his primary education at Maguluvhe Senior Primary School in 1985. He matriculated at Sinthumule High School where he got his Matric Exemption in 1991.

In 1992, he was admitted to the University of Venda and enrolled in the Faculty of Human Sciences as a Bachelor of Arts student majoring in English and Anthropology. He completed this degree in 1995 and his diploma in Education in 1996.

In 2003, he married Mokgadi Lucy Maluleke. The marriage was blessed with three girls, Ndalamo, Muano and Pfano.

He joined South African Custodial Management in 2002 as a Custodial Officer. Interacting with inmates and responding to their needs through the provision of services in accordance with relevant South African legislation is his major responsibility. He plays an integral part in the rehabilitation of those in our care.

His conscientiousness, enthusiasm and hard work assisted him in getting nominated as the Employee of Month during June 2022. He strives to achieve a high standard in all tasks. He is a willing learner and can follow instructions well. He works effectively on his own or as part of the team. He is resourceful, creative, and has an eye for detail, as well as the ability to adapt quickly to new situations.



Nkhumeleni Balcan Sikhwari plays an important part in his community where he identified a gap and noticed that there is a shortage of music artists, music producers and music promoters.

He formed Ballitainment Media, a music production initiative for up and coming music artists. Music is produced and marketed, and artists, most of them local from the Limpopo Province, are booked for events.

Nkhumeleni Balcan Sikhwari has not only made a difference in the lives of the inmates at Kutama Sinthumule Correctional Centre, but also in the lives of members of his community. Congratulations on being selected as the South Africa Employee the Year!



# BI EMPLOYEE OF THE YEAR



**Wendy Herrera**  
BI Incorporated



Wendy Herrera has been an integral part of BI Incorporated since Protocol Solutions was acquired by GEO in 2014. As the account manager for the Colorado Department of Corrections (DOC) at Protocol in Illinois for 13 years, Wendy transitioned to BI in Boulder, Colorado, taking a promotion to the senior business analyst position within the Software Development organization in 2017. She moved to the Product Management team in 2019 as BI's business expanded.



Wendy continued to develop her leadership skills and advanced to Manager of Product in 2022, mentoring new product owners and helping expand the team further. She is committed to helping create growth opportunities and continual learning paths for her team. Investing in her staff and mentoring the team is truly the highlight of her 19-year career with the company.

Wendy serves as the primary U.S. Department of Homeland Security liaison for all technology offerings, pilot programs, and software improvements. She leads the team implementing a multi-year data integration with U.S. Immigration and Customs Enforcement, while also delivering new products and software functionality to all BI customers.

Wendy works closely with all BI customers, conducting market research and analyzing user engagement and business needs to continually advocate for the right product development. She also plays a key role in building valuable partnerships to enhance our core products.

A key driver of the TotalAccess expansion, Wendy effectively balances the needs of immigration, corrections departments, and internal users while working daily with software and hardware engineers and supporting the agile development process. She is often called out as the “go-to” for all BI needs across multiple departments within the organization and thrives on solving new challenges.

Originally from Chicago, IL, she now resides in Boulder, CO. Outside of work, Wendy loves to read, travel, and create new experiences with her three children. She is currently planning her next trip to South Africa. She’s active in her community, volunteering regularly with her family for charitable events and outreach efforts. Congratulations, Wendy!





## Richild Morgan Homestead Correctional Institution In-Prison Treatment Program



Richild Morgan is certainly no stranger to a foundation grounded in unity, cultural diversity, and family values as the daughter of a Jamaican mother and Trinidadian father. Her style of leadership and engagement with those around her is steeped with a passion for humanity. Program participants literally wait in line to have a moment of her time, which is usually filled with empathic conversation, laden with an understanding of participant rights, and a firm approach to accountability of program rules.

The relationship Ms. Morgan has with her family, especially with her mother, who she considers her best friend, is what seems to drive her ambition and motivation to be the best at what she does. Not only is she open to feedback, but she also asks for it. In September 2023, Ms. Morgan earned her Doctorate in General Psychology from Capella University.

She began her GEO journey as a Substance Abuse Counselor at Homestead Correctional Institution in January of 2021. She literally inhaled the knowledge given her and began to apply it in her daily functions, demonstrating the absorption of her craft. It is no surprise that she was promoted to Lead Counselor in a short period of time. The customer often speaks highly of Ms. Morgan during site visits and annual audits.

Ms. Morgan is like a sponge when it comes to learning and ensuring that she fully understands the task at hand. When the customer visits the site, she picks their brain for more knowledge, never becoming complacent and always remaining humble. Her infectious personality and smile help others embrace whatever the day brings. Stay

tuned for the next episode, as there is more to come from Richild Morgan. Congratulations on being selected as the Reentry Services Employee of the Year!





## 2023 American Correctional Association's E.R. Cass Award Recipient: Derrick D. Schofield, Ph.D.

Written By **Monica Hook and Dr. Latoya Lane, GEO Care**

Each year, the American Correctional Association (ACA) recognizes professionals who have dedicated their careers to ensuring the integrity and vitality of the corrections profession. This year, ACA honored Dr. Derrick Schofield with the prestigious E.R. Cass Correctional Achievement Award in August.

The E.R. Cass Correctional Achievement Award was established in 1962, in honor of Edward R. Cass, who devoted more than 50 years of his life to corrections. Mr. Cass was dedicated to the mission and growth of the Association and to the correctional field. In 1962, ACA honored this extraordinary man for his "utmost devotion and distinction to the work and interests of the American Correctional Association" and for "service above and beyond the call of duty."

Dr. Schofield's ethics and integrity, his strong sense of community and relationships, and his commitment to the corrections field were all featured highlights in his recognition. Dr. Schofield has built his career aligned with the following leadership mantras; commitment to professional development, fostering meaningful partnerships, and a pledge to carry out organizational missions for the betterment of the people being served.

Dr. Schofield joined The GEO Group in 2016 with more than 30 years of corrections experience, to lead the Continuum of Care Division. In early 2017, he assumed additional responsibility for the GEO Reentry Division. Prior to joining GEO, Dr. Schofield had a distinguished career working in state correctional systems in Georgia and



Tennessee for 26 years. He served most recently as Commissioner of the Tennessee Department of Correction (TDOC). Prior to being Commissioner, Dr. Schofield held numerous positions in the Georgia Department of Corrections (GDC) to include Assistant Commissioner, Chief of Staff, Director of Facility Operations, and Warden. His work in both Georgia and Tennessee has had a significant positive impact on inmate accountability and rehabilitation. Throughout his career, Dr. Schofield has demonstrated his ability to ensure effective correctional supervision, accountability, and rehabilitation programs—from running the first GDC Therapeutic Community (TC) at Lee Arrendale State Prison to creating a seamless offender supervision model in Tennessee.

Dr. Schofield holds a bachelor's degree in political science, a master's degree in public administration, and a Ph.D. in organizational leadership. He is a graduate of Georgia's Law Enforcement Command College and a U.S. Army Veteran, where he earned the rank of Captain. He is also an active member of the American Correctional Association (ACA) and has served on the ACA Executive Committee as a representative for the Board of Governors. Congratulations on this well-deserved award, Dr. Schofield!

# Diversity in Leadership Award Recipients



**Morris L.  
LaGrand**  
**Northwest ICE  
Processing Center**

Morris, affectionately known as “Mo” started his career at GEO as a Detention Officer 16 years ago. Prior to GEO, Mo retired from the United States Army after achieving the highest enlisted rank of Sergeant Major (E-9). Mo embodies the true meaning of leadership by influencing others to achieve a common goal. Mo performs with a sense of purpose and direction. He is ever vigilant to the goals, vision, and direction of the company. Mo has a go-getter attitude that is infectious to other staff and residents.

With great personal conviction, Mo continues his path outside of work by being a pillar of the community. Mo is a critical contributor and the manager of the community food bank for his

local church. Through his guidance, support, and dedication, the food bank serves approximately 450 families during Thanksgiving and 350 people during Christmas. Mo also focuses time on the Vision Center, a faith-based community agency that partners with the Tacoma Department of Social and Human Services to transport and supervise court ordered parent/child visitations. As a senior leader within his local church, Mo serves as the financial manager for the partnership program. Mo also sponsors a youth summer program with the Vision Center for teens that teams up with local volunteers who teach and mentor youth, preparing them as tomorrow’s adults.

During his time with GEO, Mo continued his personal growth by earning a Bachelor’s Degree in Leadership, graduating Cum Laude; and a Masters Degree in Christian Ministry, graduating Summa Cum Laude. Morris LaGrands’s legacy continues to expand through everyone he interacts with. His unique style of supporting, advising, teaching, mentoring, and leading by example is phenomenal.



**Patrick  
Kennedy**  
**Southeast Texas  
Transitional Center**

Patrick has held several leadership roles during his ten-year career with GEO and has exceeded expectations in each of them. Patrick has willingly taken on difficult projects like facility sanitation and facility searches and seizures for contraband. Because of his knowledge and familiarity of the facility’s physical plant layout, he has brought continual insight and awareness to the areas used to conceal and/or solicit contraband that would have otherwise gone unknown to staff.

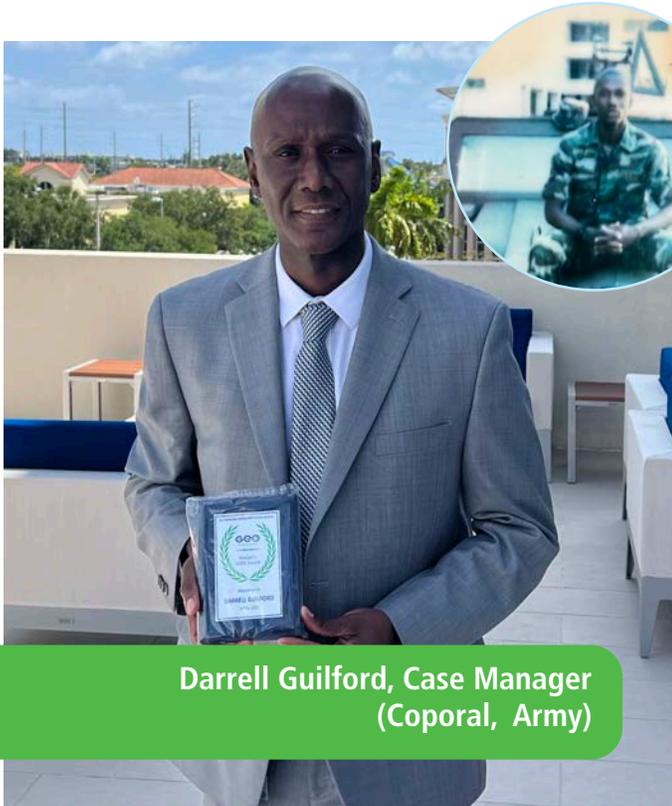
Patrick is a visible presence in his community as an active member of the Alpha Phi Alpha fraternity. He is involved in service projects including

feeding the homeless, big brother programs, voter registration, and college enrollment drives. Patrick coaches a youth football organization where he spends time serving as a role model to underprivileged youth. He also serves his church as a Deacon and ministry leader, where he provides spiritual guidance to several men and youth under his leadership. Through his church, he speaks to local men’s shelters, aids nursing homes, feeds and provides clothing to the homeless, and helps the elderly complete small tasks in their homes.

Patrick’s presence brings positive energy when he walks around the facility. He engages with everyone, including residents, staff, and visitors. As such, his professional demeanor has gained him respect on all levels. He always provides suggestions to build morale and engage staff and residents alike. Patrick takes pride in what he does and encourages others to not settle for the minimum, but to give 100%.

# Veterans Administration and The GEO Group Create Unique Partnership

Written By **Craig Spatara, Post-Release Services**



**Darrell Guilford, Case Manager  
(Coporal, Army)**

Post-Release Services has developed a new partnership with the Veterans Administration (VA) to assist veterans being released from GEO facilities in all phases of their reentry. The partnership was formed through a special bond between two individuals.

Mr. Darrell Guilford serves as a Post-Release Case Manager for GEO's Continuum of Care (CoC) program and Meredith Powers-Lupo is a Veteran Reentry Specialist with the West Palm Beach VA Healthcare System. They first connected in 2021 when Darrell was near the end of his 26-year sentence at a work release facility in South Florida. Darrell was a veteran in need of medical and mental health services when a friend of his gave him Meredith's number. Darrell said it was hard to reach out because, "I was still kind of broken." Meredith explained, "I was so impressed when he reached out for mental health services because this population rarely does that."

Darrell recalled that, "She was going to get me plugged in with the people that I needed to speak with, and I was still kind of reluctant because, you know, people always say they're going to help you do this and help you do that, but she made the transition so smooth for me and she followed through. I couldn't tell anyone what was going on inside of me, but I could talk to her, and she listened. I felt that somebody heard me, and that was probably the first time I ever felt heard and seen. It was like I was drowning and she was a lifeguard that pulled me out of the ocean."

"It just does my heart good because what I try to do in this role particularly is not judge and accept a veteran where he or she is at, no matter what choices or circumstances they may or may not have been involved with, and it's radical acceptance and it's saying, ok, we're here if you want," said Meredith.

Darrell's daily responsibilities with GEO involve organizing community programming that includes the delivery of food, clothing, employment, transportation, housing, treatment, and peer support for those recently released through the CoC program. The bond that he forms with his clients is unmistakable, and he is proud to represent the company while helping others. Mr. Guilford served in the United States Army Military Police Corps for three years. Darrell firmly believes that, "GEO appreciates the sacrifices that veterans made for this country and I feel it every day that I come to work."

Meredith has worked for the VA for 23 years. In her current role, she identifies resources and provides outreach and education to military veterans in state and federal correctional facilities. Meredith thinks that every individual that is incarcerated needs attention and people deserve access to safe housing and health care while they're inside and when they are released. The VA program and the CoC program both exist to ensure folks don't return

to prison. Meredith has been in countless facilities around the country but adamantly states, "GEO meets anyone, anywhere to best help Veterans."

Darrell and Meredith reconnected years later face to face for the first time through GEO's community involvement in the Palm Beach County Reentry Task Force. Meredith said that when she tells the story she still gets goosebumps. When asked what it was like to meet her in person for the first time, Darrell said, "It's everything. I told her when I first met her that I wouldn't be here without her."

Somewhere between eight to ten percent of the prison population in Florida has served in the military, and they are one of many groups that have distinct reentry service needs. After that meeting, myself, Darrell, and Meredith sat down to talk about the needs of the Veteran population and came up with a plan to have Darrell go into South Bay Correctional and Rehabilitation Facility with Meredith and co-present the services that each organization can offer.

The VA is very invested in peer support and having people with lived experiences working with them and in their programs. "When I go into a prison, I tell veterans, you know what? I have never been in prison, in the military, or homeless so I don't know what someone's experience is like, but Darrell does and he's willing to share that. So, if they need any type of reentry services, between both programs, you will definitely have an opportunity to get it," said Meredith.

Darrell said that he receives his therapy from the VA, so he knows it works. In his experience as a Veteran and a Returning Citizen, he ran into plenty of people who were just talk and didn't follow up. "They would maybe get to step four or five and then that's it, but GEO has always helped us with our most difficult to place and now we are taking it to another level."

Darrell's struggles getting out of the military and prison were very similar because they were both such controlled environments. The work we do is a part of who we are as a company and it's a part of who Meredith is too. It provides validation to both of our programs that we are changing behavior and changing lives.

The case management needs of veterans cannot just be met by one organization. We need community partners as well. The veteran population deserves special attention because of the sacrifices they made for our great country.

"I think it's really important for the population to hear it come from the voice of a veteran and I can't wait to see where this partnership takes us," says Meredith.





## 3Q23 Veteran of the Quarter MARGARITA MORALES

**Facility:** Corporate

**Branch of the Military:** U.S. Army

**Years of Service:** 14 Years

**Rank:** E4

Margarita Morales is an exceptional Veteran who has achieved numerous accolades and honors throughout her military career as an Operations Specialist.

She was awarded with the following medals and special accomplishments during deployment:

- **Army Commendation Medal (x2)**
- **National Defense Service Medal**
- **Army Good Conduct Medal**
- **Global War on Terrorism Service Medal**
- **Iraq Campaign Award Medal with Campaign Star**

These awards serve as a testament to her loyalty and dedication while actively serving the country and her exemplary work at GEO!

Throughout her four years of service with The GEO Group, Morales has been a team player that everyone has been able to rely on. She started her employment as an Office Services Clerk in August of 2019. This job requires attention to detail and she proved that.

She continues to be curious and eager to acquire knowledge and experience within the organization, and out! She is working by day and studying at night to obtain a bachelor's degree in business management.

Through courage and resilience to get better, she was promoted to Staff Accountant I. This job requires the ability to adapt quickly, be a team player, and provide quality results for every assignment.

Noticeably, she is a tremendous help and always goes above and beyond for the Business Management Department and GEO. For these reasons and countless others, she deserves this recognition!



## Annual OSHA Class Held at GEO Headquarters

Written By **Elijah Kimble, Risk Management**

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In September 2023, the Corporate Risk Department, along with the Regional Risk and Safety Managers, orchestrated yet another spectacular Federal Occupational Safety and Health Administration (OSHA) Class at the GEO Headquarters in Boca Raton, Florida. This class, the key to unlocking the coveted OSHA 30 Card, unfolded a meticulously curated curriculum, guiding attendees towards the holy grail of OSHA compliance. Yet, it's more than just a mundane class, it's an experience, an unparalleled perspective unattainable in the dreary confines of traditional OSHA classrooms.

A full week of OSHA enlightenment is not for the faint of heart, but it's worth every second. What sets this tradition apart is the infusion of wisdom from guest instructors within the GEO family. Our attendees had the privilege of diving into the legal intricacies of OSHA, dissected as only GEO's Corporate Counsel Spencer Winepol can do. They also heard from none other than the "Facility Dude" himself, Mike Mayatt,

on project management and the mystical arts of the "Facility Dude" maintenance management program. The Corporate trainers even treated their eager disciples to a masterclass in corporate audits and compliance requirements.

In between OSHA sermons, the team offered up words of wisdom like secret chemical management hacks, the emergency art of cell phone charging, and the eyebrow-raising revelation of how to sedate iguanas for transport. But let's not overlook the networking frenzy this class spawns. Instructors, students, and other GEO aficionados converge, sharing unique stories, triumphs, and challenges. It's a veritable intellectual carnival that enriches GEO and its tireless devotees.

As the curtains fall on this chapter, all that remains is a resounding chorus: "See you at the next class!" It's an adventure, a rite of passage that should not be overlooked. Join the next class; it is a wild, wonderful, and uniquely GEO experience.

## 2023 Louie Wainwright Award Recipient: Joe Williams

Written By **Monica Hook, GEO Care**



The Louie Wainwright Award was established in 2004 in honor of an outstanding correctional leader by the same name. Having served as Secretary of the Florida Department of Corrections for 25 years, Mr. Louie Wainwright's legacy lives on through Wainwright Judicial Services and the Corrections Foundation of Florida, a non-profit with over 25,000 members. This year, the Correctional Leaders Association (CLA) named Joe Williams, Vice President of Residential Reentry, as the 2023 recipient of this prestigious award.

Prior to joining GEO, Mr. Williams was the longest serving Secretary of Corrections in the history of the New Mexico Corrections Department. With a remarkable career spanning nearly 40 years, he held numerous positions within the agency, including Warden, Deputy Warden, and Security Captain. Mr. Williams joined The GEO Group, Inc. as a Facility Administrator of the Lea Correctional Facility. During his tenure with GEO, Mr. Williams was Director, Operations (U.S. Secure Services) and Director, Security (GEO Reentry) before assuming his current position over Residential Reentry operations. Mr. Williams has a bachelor's degree in Academic Studies from Western New Mexico University.

Congratulations on your many achievements and this well-deserved recognition, Mr. Williams!



## Broward Transitional Center and GEO Corporate Team Up to Make Strides Against Breast Cancer



Written By **Christopher Ferreira, Corporate Relations**

GEO's Broward Transitional Center (BTC) and employees from GEO's Corporate Office recently teamed up to participate in the American Cancer Society's Making Strides Against Breast Cancer Walk in Sunrise, Florida. The event was held at the Amerant Arena where the Florida Panthers hockey team plays and featured a two-mile course that could be walked or run. In addition to participating in the event, BTC and GEO Corporate jointly sponsored the event by donating \$6,500 to the American Cancer Society through The GEO Group Foundation.

The American Cancer Society estimates that in 2023, approximately 290,000 people will be diagnosed with breast cancer. The Making Strides movement raises lifesaving funds that support breast cancer patients, survivors, thrivers, and caregivers through every step of the journey. The GEO Group is proud to support the mission of the American Cancer Society and their efforts towards providing support for breast cancer patients and survivors, as well as finding a cure.



# GEO Employees Harvest Microgreens with the Marine Education Initiative

Written By **Christopher Ferreira**, Corporate Relations



In September 2023, employees from GEO's Corporate Office teamed up to support the Marine Education Initiative. The Marine Education Initiative (MEI) is a non-profit organization based in Delray Beach, Florida, dedicated to advancing marine conservation through education. Their mission is to cultivate a future where our oceans and ecosystems thrive by empowering and educating the upcoming generation of environmental advocates. Through aquaponics, MEI instills in students a deep understanding of Florida's diverse ecosystems and promote sustainable practices that protect our precious natural resources. They contribute to the community by donating the produce from our aquaponics farm to food banks throughout South Florida, embodying our belief in fostering a healthier, more sustainable future for all.

The volunteer opportunity was coordinated by GEO's EPIC (Event Planning and Involvement Committee) group, and employees were able to volunteer on one of two weekends in September. At the MEI's facility, volunteers were given a tour of their aquaponic growing stations and then donned hairnets, beard nets, and gloves to help MEI staff harvest, transplant, and seed various microgreens and produce. The volunteers were split into two groups with one group harvesting and transplanting butterhead lettuce and the other group planting seeds for cilantro, basil, peas, bulls blood beets, and other microgreens. Afterwards, the volunteers helped staff clean and sanitize the facility and were able to take home microgreen samples.



# Golden State Annex Makes Donation to McFarland Youth Football

Written By **Dan Meyer, Golden State Annex**



A request from the McFarland Panthers Youth Football organizers prompted Golden State Annex (GSA) officials to assist by donating financially to the local youth football program. GSA responded with a donation of \$500 to help reduce the cost of uniforms, insurance fees, and protective equipment.

GSA believes in supporting local community youth programs to ensure the youth of tomorrow have opportunities to participate in sports and possibly become tomorrow's student athletes.

# Candles for Life Walk-A-Thon

Written By **Monica Reynaga, Eagle Pass Detention Facility**



EPDF Candles for Life Walk-A-Thon Team left to right: Lorena Reyes, Victor Martinez, Gladys Hernandez, Cynthia Martinez, Angie Martinez, Raul Mallen Jr., FA Kenneth Reagans, Rodolfo Mireles, Monica Reynaga, Jesus Vasquez, Christian Rico, and Ramiro Martinez.

The mission of Candles for Life is to provide financial assistance to individuals with an active cancer diagnosis. As a local organization, Candles for Life is considered a non-profit made up of volunteers who collaborate with community members to raise funds that will help cancer patients in Maverick County, Texas.

This year's Walk-a-Thon event was themed "Scare Away Cancer" and included several local organizations in our community. The Eagle Pass Detention Facility (EPDF) participated in the event and was recognized as a Gold Sponsor. In addition, the facility also won the first place award in the pumpkin carving contest thanks to our Armory Officer, Jesus Vasquez.

During the survivors walk, EPDF Officer, Cesar De La Garza walked alongside his wife Araceli De La Garza, who is a cancer survivor. Our team cheered for the De La Garza family and the honored survivors who walked proudly around the track. This is our second time as a facility participating in the Candles for Life event. We hope to make this a continued tradition and strive for the platinum sponsor title in 2024.





## Joe Corley Processing Center Turns 15!

Written By **Senae Hall, Joe Corley Processing Center**

This year, 15 employees celebrated 15 years of service at the Joe Corley Processing Center. They helped open the facility and have been dedicated ever since. The employee morale committee secretly planned a surprise luncheon to celebrate this momentous milestone, and it was a success. While enjoying an Italian lunch, each employee was presented with their service award and a gift. We truly thank them for all of their hard work and dedication over the years.



## Supporting Wounded Heroes

Written By **Taquishia Parker, Mesa Verde ICE Processing Center**

In October 2023, Mesa Verde ICE Processing Center (MVIPC) staff presented a donation of \$750 to support the Wounded Heroes Foundation (WHF) in Bakersfield, California.

The WHF supports the injured men and women of our Armed Forces that served in Iraq, Afghanistan, and around the world. These retired, proud, brave warriors have suffered traumatic injuries, which include vision impairment, hearing loss, amputations, gunshot wounds, and burns.

The WHF helps meet the needs of our wounded heroes and their families during their recovery by offering physical, emotional and financial support. It is the WHF's mission to pay tribute to the wounded heroes' service by enhancing their recovery wherever possible.



## Lawrenceville Correctional Center's Veterans Group Gives Back to the Community

Written By **Tiffany Robinson, Lawrenceville Correctional Center**

In October 2023, employees from Lawrenceville Correctional Center (LVCC) traveled to Totaro Elementary School in Lawrenceville, Virginia to present the school with a check from the LVCC Inmate Veterans Group. The funds will be utilized to purchase additional supplies for the school.



## Folkston ICE Processing Center Awards Scholarships

Written By **Michelle Bair, Folkston ICE Processing Center**

The Folkston ICE Processing Center (FIPC) continues its efforts to be a good neighbor to the local community by supporting the school system and students. Each year, FIPC awards scholarships to local graduating seniors. This year, FIPC's Facility Administrator, Michael Breckon, and Business Manager, Doug Gowen, granted \$7,500 in scholarships to 13 graduates. Congratulations to the graduation class of 2023!

# Kingman Correctional and Rehabilitation Facility Participates in Annual Walk Away from Drugs Event

Written By **Shannon Hilton,**  
**Kingman Correctional and Rehabilitation Facility**



Since GEO started management of the Kingman Correctional and Rehabilitation Facility (KCRF) in 2015, staff have participated each year in the 'Walk Away from Drugs' event.

The annual event involves numerous community organizations coming together to educate the general public about the perils of illegal drugs. A significant effort is devoted to presentations to youth in Kingman area schools.

The GEO Group Foundation has donated funds each year for the 'Walk Away from Drugs' event, with KCRF being a major sponsor and participant.

As part of the event activities, community members organized at three separate locations about half a mile from Centennial Park, a large park in the center of Kingman. Prior to sunset, each of the three groups started their Walk Away from Drugs and walked to the park.

Kingman's Honor Guard led one of the three groups, which included about 700 walkers. All three groups eventually converged at Centennial Park, forming a crowd of about 2,500 participants. When everyone finished their walk, various tables were set up for sponsors to distribute food items, give-away tokens, and educational materials.

At the KCRF table, staff issued bags of cotton candy and popcorn in addition to recruitment flyers and GEO pens. The cotton candy and popcorn definitely made our tables one of the most popular attractions of the night!





# Working Toward a Brighter Future With Re-Entry by Design

Written By **Ann Skelton,**  
**Florence West Correctional and Rehabilitation Facility**

Brett W. Matossian, the Re-Entry by Design founder, knows how difficult life after incarceration can be. After being arrested for the first time in his life, Brett spent 16 months in a Maricopa County Jail and an additional two and a half years in an Arizona Department of Corrections facility.

After Brett's release in September 2013, he experienced the challenges of reentry firsthand. While many organizations help with specific areas of reentry, such as employment or housing, he recognized the need for a more comprehensive approach; one which incorporated all aspects of life, which is why Brett decided to start a non-profit organization like Re-Entry by Design.

Brett has been coming into Florence West Correctional and Rehabilitation Facility to speak with the inmate population. The inmates like to attend his seminars, and Brett continues to make himself available via email for any questions they may have.

Topics Brett discusses while at Florence West include:

- Transitional housing
- Employment options
- Access to community resources
- Personalized reentry planning
- Constructive ways to prepare for release
- Mistakes to avoid
- Discussion on current reentry environment



# Golden State Annex Makes Donations to Local Elementary School

Written By **Dan Meyer, Golden State Annex**



In August 2023, Golden State Annex (GSA) presented a check in the amount of \$1,500 to the Horizon Elementary school in McFarland, California. The donation was made for supplies to assist the school with educational needs for the classrooms. A Back To School Supply Drive was also held at the facility for the Horizon Elementary School. GSA staff donated a range of educational items requested by the school to help ensure the students were prepared. Individual school supplies were also purchased by GSA staff for special needs students, such as adaptive educational supplies. The efforts of The GEO Group and GSA staff proved to be successful in preparing the classrooms for the new school year.

# Lea County Programming Milestones

Written By **Angela Geisinger**,  
Lea County Correctional Facility/  
GEO Continuum of Care



Recently, the Lea County Leaders of GEO's Lea County Correctional Facility took on Saints Prison Ministry. Hobbs is colloquially known as the gateway to New Mexico, the Land of Enchantment. A bit of that magic was certainly present within Lea County Correctional Facility as Facility Administrator George Stephenson threw a glorious, ceremonial first pitch.

The Lea County Leaders are a group of inmates who created a softball team with more than home runs up their sleeve. They use the practices and games to inspire their peers to stay in recovery, enroll in school, and discover a new trade. Each player has his own personal message of hope and shares it on and off the field.

Additionally, Lea County Correctional Facility recently had 20 residents complete GEO Academy's Peer Mentoring, Instruction and Facilitator course. These gentlemen endured and successfully completed coursework in the following principles:

- Ethical Boundaries
- Orientation to Learning
- Adult learning Theory,
- Planning, Preparation, Practice, Performance and Passion
- Readiness to Learn
- Motivation to Learn
- Choice Theory
- Personality Styles and Application

The graduating class will serve as Academic, Career, Technical, and Behavioral tutors and facilitators.



## God Behind Bars Baptism Event

Written By **James Edwards**,  
**Blackwater River Correctional and Rehabilitation Facility**

In August 2023, the Blackwater River Correctional and Rehabilitation Facility, in Milton, Florida, in partnership with Momentum Church, hosted a Protestant/Non-denominational God Behind Bars Baptism Event. The facility had approximately 200 inmates and 16 volunteers in attendance who were able to witness 60 believers being baptized. Three of the volunteers were from the God Behind Bars national ministry and flew in from California. The remaining 13 volunteers were from Momentum Church in Gulf Breeze, Florida. Pastor Tim Payne of Momentum Church preached a powerful message about the importance of baptism and Blackwater River's worship band provided live music.



## Bob's Brothers Ministry Softball Outing at New Castle Correctional Facility

Written By **Carlos Perkins**, **New Castle Correctional Facility**



Great weather, popcorn, and an exhibition softball game was just the right mixture to create an awesome experience for the residents here at New Castle Correctional Facility. The event was put on in collaboration with Bob's Brothers Ministry. Participants were hopeful to beat last year's scores, but unfortunately fell short. In light of losing this year's game, one volunteer said "one of the lessons in life is that sometimes you win and sometimes you lose." The day ended in prayer and even after the prayer was said the volunteers stayed and had long, meaningful conversations with the residents.

## South Bay Achieves Cognia Accreditation

Written By **Dr. Audrey Ives**, **South Bay Correctional and Rehabilitation Facility**

An accreditation from Cognia is a valuable mark of distinction that is globally recognized. Cognia accreditation is the measure of Index of Education Quality (IEQ). Each year, the Cognia organization identifies schools and systems that best exemplify excellence in education and that stand out in their service to learners. South Bay Correctional and Rehabilitation Facility (SBCRF) recently received this distinct accreditation. The Cognia IEQ Network's average is 253. South Bay Correctional and Rehabilitation Facility scored 335.

We would personally like to thank the erudite Dr. Cheralee Morgan for her leadership in ensuring that SBCRF accomplished this outstanding achievement. We'd also like to thank Mr. Kelvin Spencer and Dr. Audrey Ives, who worked relentlessly alongside Dr. Morgan to gain this great achievement.



## Recycling to Support the Community

Written By **Lyndell Coutts,**  
**June Correctional Centre**

Inmates at the June Correctional Centre are engaged in a recycling initiative that is supporting a range of local organisations, including the Eugowra Flood Appeal.

Men employed as Recycling Champions are collecting and sorting cans from across the centre, with their collection assisted by the Coolamon Lions Club, which runs a Return and Earn deposit program.

Vocational Services Manager, Donna Moulds says recycling the cans helps give inmates purpose.

"Having meaningful employment is very good for their wellbeing. It assists them to rehabilitate and develop employability skills ahead of release," she said. "Being able to give back to the community means a lot to many of the men."

While the initial idea to recycle containers came from a desire to reduce the Centre's environmental impact and create employment, the initiative also raises money for the inmates to donate to worthy causes.

Charles Luyt from the Coolamon Lions Club said the partnership had boosted their recycling numbers enormously.

The Lions Club were previously receiving 25,000 to 35,000 empty containers per month, but thanks to June's efforts they now process in excess of 50,000 each month.

## New Health Event for First Nations People

Written By **David Fitzwilliam,**  
**Ravenhall Correctional Centre**



Ravenhall Correctional Centre held its inaugural Aboriginal Health Day in August, with planning already underway for future health-focused initiatives to support the health and wellbeing of First Nations people in GEO's care.

General Manager, Col Caskie said, "The health status of Aboriginal and Torres Strait Islander people is poor in comparison to the rest of the Australian population, with higher rates of disease burden and lower life expectancy. We also know many people coming into custody generally have poorer health in comparison to the broader community.

"Good health for Aboriginal and Torres Strait Islander people is a holistic concept that includes physical, social, emotional, cultural, and spiritual wellbeing, so we developed an event that incorporated all of these elements for the men," Mr Caskie said.

The multi-purpose hall was converted into an exhibition-style event that included areas where the participants could talk to internal and external health service professionals about various health issues, including diabetes, mental health, diet, and immunisation. Medical stations were provided to measure height, weight and blood pressure, and to action any required referrals. There were also information sessions featuring guest speakers in the Cultural Centre and activities in the gym.

In addition to promoting health and wellbeing through information and activities, the event aimed to:

- Help improve the health literacy of Aboriginal and Torres Strait Islander people in our care;
- Build and strengthen their relationships with healthcare staff; and
- Build relationships with healthcare partners and other stakeholders, particularly to provide pathways for Aboriginal and Torres Strait Islander people post-release.

Engagement among the Aboriginal and Torres Strait Islander people who participated was high as the Ravenhall team works to support their health and wellbeing and to improve their healthcare outcomes pre- and post-release.

# NAIDOC Week: --- A Celebration of First Nations' History and Culture

Written By **Lyndell Coutts, GEO Australia**

Staff and inmates at each of our correctional centres enjoyed a range of activities to mark this year's National Aborigines and Islanders Day Observance Committee (NAIDOC) Week, an event held annually to celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. This year's theme was 'For Our Elders'.

## T-shirt Design Competition at Fulham



Festivities at the Fulham Correctional Centre ran from 10-14 July, with an opening ceremony attended by staff, inmates and a Welcome to Country by respected Elder Uncle, Allan Coe. Following a smoking ceremony and raising of flags, Aboriginal and Torres Strait Islander inmates were offered a morning tea of cultural foods, including kangaroo and shark bites.

Other activities included a football match, Men's Group, movie day, and a NAIDOC Family Day, where family members and community Elders were invited to a cultural lunch.

Several men entered original artwork into a design competition, with the winning entry printed on a T-shirt and distributed to all the First Nations men for NAIDOC Week.

## Ravenhall Celebrations



Around 165 Aboriginal men participated in NAIDOC Week activities at the Ravenhall Correctional Centre, which included an elders' breakfast, yarning circle, a handprint mural, a football match attended by two Indigenous Western Bulldog players, and an art day.

One of the highlights was 'Clothing the Gaps Foundation Fun Run' in which 27 men completed 28 laps. 40 family members visited the Centre for Family Day.

## Dances Reflect History and Culture at Junee

At the Junee Correctional Centre, Aboriginal Liaison Officers also planned a series of events to mark NAIDOC Week. This included developing a wall of posters which represented NAIDOC Week from its inception, showing the evolution of attitudes and language over the years.

Inmate performers worked together for weeks to develop and perfect three dances, a Welcome Dance, Creation Dance and War Dance, performed with the accompaniment of a highly talented didgeridoo player.

Other activities included a NAIDOC Morning Tea for staff and visitors from Cobham and Riverina Youth Justice Centres.



## Chester Residential Reentry Center Community Service Project

Written By **Annemarie Smith-Whitson,**  
**Chester Residential Reentry Center**

GEO's Chester Residential Reentry Center (CRRRC) has adopted the pedestrian bridge that spans the I-95 highway. This bridge is used daily by reentrants and community members as a vital link between two sides of the city. Often overlooked, it is a spot where litter collects and can be an eyesore for the folks that use it daily. Facility Director, Annemarie Smith-Whitson and reentrants from Chester RRC take some time out each week to perform community service around the facility neighborhood and clean and sweep the litter and debris from the pedestrian bridge to make traversing it a bit more of a pleasant experience for members of the community.



## Chester Serenity Hall Resident Wins County Art Contest

Written By **Annemarie Smith-Whitson,**  
**Chester Residential Reentry Center**



This September, The Delaware County Office of Behavioral Health held their annual art contest, which is open to Delaware County residents involved in Mental Health Recovery services.

The theme for 2023 was "Freedom To Express Your Best"; with three categories within the competition: Stand Alone Art, Art/Photo With Content, and Written Expressions. The prizes offered were gift cards to area stores and restaurants.

The County Office of Behavioral Health provided art supplies to the Chester Serenity Hall, a Mental Health Specialized Forensic Transitional Housing Program within the Chester Residential Reentry Center. Serenity Hall is an 18-bed unit that serves severely mentally ill male individuals. The program is designed to last six to nine months and participants have therapeutic group and individual sessions on site, while staff assist them in connecting to recovery programs, sober socials, and vocational educational resources in the community at large, while long term housing is being obtained for them.

After the art contest opportunity was presented to the residents by Program Supervisor, Annette Sophie Reese, all the residents got to work on their submissions with great enthusiasm! They did several different attempts, working in various mediums: watercolor, acrylic, pen and ink, crayon, and poetry; and helped critique each other's work, deciding as a whole what the strongest submissions for each of them were.

Prior to the art pieces being entered in the contest, all the Serenity Hall program participants' creations were exhibited during Chester RRC's annual Community Day Event.

Serenity Hall program participants awaited the contest outcome eagerly and with a certainty that at least one of them would win a prize. Their intuition proved correct! Ethan "Chris" Wilson was declared the second place winner of the Art with Content category for his submission "Mental Health Matters."

He won a Certificate of Achievement and a \$30 Wawa Gift Card. His program peers and the Chester RRC Staff are all immensely proud of his achievement. Way to go Chris!

# GEO Continuum of Care Partners with Leading Reentry Provider in Virginia

Written By **Angela Geisinger, GEO Continuum of Care**



GEO's Continuum of Care (CoC) recently signed a partnership agreement with the Help Me Help You Foundation (HMHY) located in Richmond, Virginia. HMHY is a nonprofit organization that takes a holistic approach in providing reentry navigation services to justice involved individuals and their families. They are Richmond's hub agency when it comes to reintegration and have been a trusted name in quality reentry services for over ten years. Our organizations will partner to serve those released from the Lawrenceville Correctional and Rehabilitation Facility. Divisional Vice President, David Burch recently travelled to Virginia to tour their facilities and learn about their program. Burch commented, "We were so impressed with their commitment to this population and their vision for the future, that we made a significant contribution through The GEO Group Foundation."

Michelle Mosby, the Executive Director and

Founder of HMHY, witnessed first-hand as people in her community struggled to become gainfully employed and were often denied due to poor decision making and prior bouts with the legal system. She believes that the success of a returning citizen often depends on one having gainful employment to truly reintegrate into society. Their mission is to assist in poverty reduction and the reintegration of returning citizens into the community. The ultimate goal is to reduce recidivism and their values align tightly with CoC.

Their passion and interest in working collaboratively with all reentry service providers sets them apart from other agencies. They believe that "Teamwork Makes the Dream Work." That teamwork now includes CoC's Post-Release Services, working in tandem and maximizing resources. The combined services include housing, treatment, family reunification, transportation spiritual guidance, peer support, and job placement.

## Stockton Day Reporting Center Open House

Written By **Gloria Alcantara, Stockton Day Reporting Center**



The Stockton Day Reporting Center (DRC) recently celebrated 15 years of service with an open house event. Community-based organizations, and parole agents were invited to visit the DRC to learn about the services offered for the justice-involved population in the community. It was the perfect opportunity to share the new Community Navigator position and the role they play in the program. Alumni also returned to the DRC to share their experiences and success stories, and all guests got to enjoy Taco Tuesday as a refreshment.





## National Law Enforcement Suicide Awareness Day

Written By **Modesta Garcia,**  
Reality House

In an effort to raise awareness for law enforcement personnel's mental health and provide them with resources for assistance, Reality House had the honor of taking part in the first National Law Enforcement Suicide Awareness event. Our participating law enforcement officers received refreshments, a self-care raffle prize, information about community partnerships, and other goodies.



## ISAP's Annual Earth Day Cleanup

Written By **Amber McMahon,** ISAP - Southeast Region

ISAP has begun honoring Earth Day annually by inviting programs from across the country to participate in a clean-up activity. This year, ten facilities from multiple states went out into their communities and helped clean up local office complexes, parks, beaches, and neighborhoods.

Participating staff remarked how rewarding it felt to have our company take the time to give back to the environment. Orlando Case Specialist, Ana Rios, commented, "We care and anyone that comes to our office can see it. That's one of the reasons we will thrive as a group. Be happy where you work, show love, and succeed."

The ISAP team works hard to provide quality case management services to hundreds of thousands of Participants for the Department of Homeland Security (DHS). Our staff step up to work long hours when needed to help DHS accomplish its

mission. ISAP's management team recognizes this work and tries to find creative ways to recognize the team and provide additional rewarding experiences for our employees. Getting outside on Earth Day is one of the many activities we do to this end. ISAP offices also complete a Day of Service with local nonprofit organizations, hold teambuilding events and team lunches, and recognize Employees of the Month for each region. The positive work environment and team culture are highly valued in our program. These events help us achieve both for our staff.



# International Overdose Awareness Month

Written By **Ashley Oxendine, Robeson CRV (In-Prison Treatment)**



For the entire month of August, GEO's In-Prison Treatment Program at the Robeson CRV held weekly events centered around International Drug Overdose Awareness. We had an informational table in our line-up room, we wore our "International Drug Overdose Awareness" shirts every Friday in support, and we also decorated the doors of our offices and group rooms. Over four weeks we held the following events:

- **N.E.R.D.S Incentive:** The participants were put on teams and given a pack of "purple nerds," a glue stick and a sheet of card stock. The participants had to create a picture that represents N.E.R.D.S (Never Engage Regardless; be Direct and Sincere).
- **Awareness Links:** The participants wrote healthy ideas on a link stripe, including "say no to drugs," and "attend AA meetings." These stripes were joined together and hung up in the group room for display. The participants joined together to think of ideas to remain clean and safe.
- **Awareness Posters:** The participants were able to put their feelings on poster board. Some drew pictures, some wrote words, others combined their skills, with words and pictures. These gentlemen were very touched by this activity. Some participants cried thinking of loved ones that overdosed due to drugs. Allowing the participants to release some of their feelings was therapeutic.

- **Walk into Overdose Awareness:** Groups were provided with a pair of shoes to decorate. The groups were asked to decorate the shoes in a way that expresses how they feel towards overdose and drug abuse.
- We displayed all of the month's themed items from events in a separate memorial room for those who have lost loved ones to overdose.
- Our big event was our Balloon Release. We had a former recovering addict come and speak to the participants and provide some hope that if he could change, they could too. Our Robeson CRV nurse also spoke about how to use Narcan and where they could obtain it. Each participant released a balloon in honor of someone they may have lost due to overdose.



# It Takes a Village: Pennsylvania Reentry Service Centers Show Support During Recovery Month

Written By **Elizabeth Harvey,**  
**GEO Reentry Services**

September is known as National Recovery Month. During this time, GEO Reentry Services Day Reporting Centers participate in events that support and celebrate their participants' efforts to stay clean all over the country, and the Pennsylvania facilities are no stranger to this as well.

Cambria County DRC was able to host an incredible resource fair that included 16 vendors from mental health to substance abuse treatment providers, peer support, domestic relations, insurance providers, and more. The participants didn't just leave with a bundle of new resources, they left with a \$75 credit towards their fines. Cambria single handedly created a one-stop-shop to help people dissolve multiple barriers at once, and that is no small feat. The ability to cater an event tailored to not only those struggling with substance use and sobriety, but all of their participants is impressive and incredibly thoughtful. I think it's safe to say Cambria County has their heart in their work and took their Recovery Month event to a whole new level.

Philadelphia Erie Outpatient hit the ground running this year - literally! The staff and participants of the facility completed a recovery walk which spanned six city blocks and included signage along the way to keep everyone on the right path. With the route traveling through high drug usage areas, they silently paraded the hope of recovery to bystanders as they marched along. Philadelphia-Erie's willingness to be out in the world side by side with their participants exemplifies true empathy and desire to be active in their recovery. There is no greater example of care that a facility can demonstrate than to engage in events that are meaningful to their participants. Way to go!



Luzerne County Reentry Service Center really knows how to treat! This year, as part of their "Hope is Real" theme, the facility held an intimate event for their participants where they could spend the day relaxing and celebrating their hard work. Participants played board games, chatted with each other and staff, and enjoyed being commemorated for who they are along with some tasty food, like donuts with coffee and then pizza in the afternoon. One of the most important parts of recovery is learning healthy rewarding. The experience they gave their participants was thoughtful, fun, and personal. A great way to let people know you appreciate their hard work is by giving them an outlet to blow off steam and Luzerne's event did just that.

Across Pennsylvania, GEO Reentry Services facilities have stood on the front lines of addiction with their participants both in and out of their centers. Every September, each facility has their own personal way of supporting and celebrating Recovery Month. Pennsylvania has shown up and shown out for recovery and those suffering with addiction.



## Family Reunification at Long Beach

Written By **Prince Jones, Long Beach MCRP**

My name is Prince Jones, and I am writing to express my sincere appreciation for the dedication and support I received from the GEO Family Reunification program. Through this program, I have been able to gradually reassert myself back into the lives of my wife and three children, who for the past six years have been deprived of my presence and have only been able to visit under strict and very limited conditions.

The program is regimented with weekly classes where my wife and children participate in the curriculum alongside me, which has helped us tremendously in our reconciliation. Our family has developed growth and a strong foundation of trust in such a short amount time due to the excellence of this program.

Specifically, I would like to recognize the outstanding work of Facility Director, Tisha McAfee for making the Family Reunification Program possible

at this facility, and Counselor, Tasha Collins for her dedication and wisdom. I encourage you to keep up the excellent work. Thank you for all you have given me and my family.



## Strolling on a Saturday: Lycoming's R.O.A Ritual

Written By **Elizabeth Harvey, Lycoming Day Reporting Center**

In September, Lycoming Day Reporting Center employees gathered at the South Williamsport park complex to attend "Running Over Addiction." The event started seven years ago, and Lycoming's presence in their 5k race has been a regular fixture for the last few years.

Running Over Addiction raises funds for local treatment centers to continue providing services to those suffering with addiction. GEO's Lycoming ritual attendance to the event not only helped this cause, but their physical presence at the events also represents solidarity with their participants.



Pictured from left to right, first row: Anthony Staton, Cindy Tillman, Yvette Giammona; second row: Simon Shivers, Samuel St. Vil, Torian Clark; third row: Samuel Jones, Ameer Brown, Torrie Wilson, and Henry Vader

## Delaney Hall Resident Kitchen Workers Graduate SERVSafe Certification Course

Written By **Kristin M. SanFilippo, Delaney Hall**

During the month of August, nine Delaney Hall resident kitchen workers successfully completed a SERVSafe Certification course led by Food Service Manager, Ms. Cindy Tillman. ServSafe is a food and beverage safety training and certificate program consisting of an eight-hour review course and subsequent examination. Delaney Hall staff celebrated the accomplishment of these nine residents with a graduation ceremony held in September. Ms. Cindy Tillman expressed great pride in the achievement of these nine residents. She expressed that “food safety can seem like an overwhelming topic to understand, but with good planning, preparation and group discussion, all nine kitchen workers were able to pass. One worker even passed with a score of 100%!”

## Southwestern Illinois Correctional Center Joins National Recovery Month

Written By **Lori Moore, Southwestern Illinois Correctional Center (In-Prison Treatment)**

GEO Reentry Services at Southwestern Illinois Correctional Center (SWICC) honored National Recovery Month by hosting three major events designed to celebrate people in recovery, acknowledge the contributions of treatment services and promote the message of recovery.

Assistant Director, Warren Johnson served as the emcee for the Facility's Recovery Comes First Motivational Speaking engagement. Warren maintained a positive message and spirit of recovery as he introduced two guest speakers, Gary Wallace and our very own GEO Alumni Coordinator, Tim O'Boyle. Inmates, as well as staff, were moved by the stories shared by the guest speakers. They discussed their journey from criminality and addiction to sobriety and recovery. Both guest speakers were formerly in the substance abuse program at SWICC and they both successfully graduated from the Certified Associate Addictions Professionals Program.

# GEO Leadership in Action at West Fulton

Written By **Andrew Young, West Fulton RSC**



Supervising Case Manager, (SCM) Jeanine Idubor started her work at GEO as a Client Services Specialist at the West Fulton Reentry Services Center in May of 2019. During her four plus years with the company, she has brought a wealth of knowledge, work experience, and leadership to the West Fulton team. Mrs. Idubor has been promoted twice, and her promotions will likely continue, given her character, dedication, and work ethic. Almost immediately, Mrs. Idubor began setting up systems to help better manage service delivery and compliance.

Thanks to Mrs. Idubor, the West Fulton RSC now has a successful domestic violence program that addresses intimate partner violence. Mrs. Idubor actively serves on the Central Region Program Enhancement Committee (CRPEC) and brings new ideas and input on ways for GEO programming to help participants and reduce risk.

Finally, Mrs. Idubor has consistently offered to help other offices. She has visited the Decatur RSC on many occasions, offering coaching on service delivery, efficiency, and learning the ins and outs of each staff member's role. Mrs. Idubor has proven to be a great leader here at West Fulton!

## Helping Her Community Thrive at West Fulton Reentry Service Center

Written By **Andrew Young, West Fulton RSC**

Since joining GEO Reentry Services, Ms. Amanda Arroyo has proven to be a young, vibrant, and energetic team member who brings a wealth of knowledge and passion to the West Fulton Reentry Service Center (RSC). Ms. Arroyo is bilingual, and that skill has played a major role in participant engagement and success within the local Hispanic participant population. Her willingness to help out her team with whatever is needed speaks volumes to her character and family-oriented values Ms. Arroyo holds dear.



As a result of her work and that of the other staff, the number of Hispanic participants GEO has been able to help has grown immensely. Her communication skills and support of those GEO serves has been wonderful. Her energy and passion helped earn her the first Central Region Employee of the Quarter Award in August 2023.

## September Employee of the Month at North Piedmont CRV

Written By **Charlie Clemons, North Piedmont CRV (In-Prison Treatment)**



Let's shine a spotlight on an exemplary staff member at the North Piedmont CRV program. Substance Abuse Counselor, Derrica Landrum demonstrates hard work and dedication to the participants at the CRV. She consistently goes above and beyond for them, as well as for the program. Ms. Landrum also has been able to balance and commit to every goal that she pursues as she currently is attaining her Ph.D. Congratulations to Ms. Landrum for helping our participants reintegrate into their communities as productive citizens.

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