

# GEO World

A GEO Publication for Employees and their Families.



South Bay Correctional Facility



**STATE OF FLORIDA**  
*Governor's Savings Award*

In recognition of  
*The GEO Group, Inc.*

*For your commitment to fiscal responsibility by implementing bold and innovative cost-saving business practices while increasing the effectiveness of state government operations.*

*With gratitude on behalf of all Floridians,*  
  
GOVERNOR RICK SCOTT

December 2012

The GEO Group proudly receives  
**Florida Governor's Savings Award**

# Chairman's Letter

**George C. Zoley**

Chairman, CEO and Founder

## To the GEO Family,

During the first quarter of 2013, we began a new era in our company's history. Having completed the corporate and legal restructuring of our business units, GEO began operating as 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.

Following this historic transition, our company continued to achieve several important milestones. In late February, we were added to the Morgan Stanley (MSCI) US REIT Index. On March 1, our company paid its first quarterly cash dividend as a REIT, and on March 15, the most widely followed REIT Index, the FTSE NAREIT Equity Index, added GEO as a constituent.

These important milestones have positioned GEO as a unique, fully integrated REIT with broad appeal to shareholders and creditors, allowing us to access cost-efficient capital to continue to support our company's growth. In fact in mid-March, we completed a \$300 million bond offering which priced at 5.125%; the lowest bond interest rate not only in our company's history but also for any company with our credit rating profile. We were also able to refinance our \$1.0 billion senior credit facility at very competitive rates.

While these incredibly important steps will give us the flexibility to pursue new and unique growth projects which will strengthen our company and provide new and exciting opportunities for

our employees worldwide, our company remains focused on providing high-quality services that adhere to industry-leading standards, achieve significant savings for taxpayers, and provide leading rehabilitation, treatment, and community reentry programs for the men and women entrusted to our care.



This commitment to excellence was exemplified by a recent recognition we received in the State of Florida. On January 18, we were proud to receive the Governor's Cost Savings Award from Florida Governor Rick Scott for our company's commitment to fiscal responsibility by implementing bold and innovative cost-saving business practices while increasing the effectiveness of state government operations.

GEO has enjoyed a successful and long-standing public-private partnership with the State of Florida dating back to the mid-1990s. Through the years, GEO has developed and managed several correctional and residential treatment facilities at a significant savings to Florida's taxpayers, while delivering innovative rehabilitation and treatment programs.

Like in Florida, the dedication and hard work of our employees worldwide have set a high standard in our industry. Our collective commitment to excellence delivers innovative and cost efficient services which make a difference in the lives of those entrusted to our care and in the communities in which we serve.

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# Florida Governor's Savings Award



**O**n January 18, 2013, GEO was proud to receive a unique and important recognition from Florida Governor Rick Scott. GEO was awarded Governor Scott's Savings Award for the company's commitment to fiscal responsibility by implementing bold and innovative cost-saving business practices while increasing the effectiveness of state government operations.

GEO has enjoyed a successful and long-standing public-private partnership with the State of Florida dating back to the mid-1990s. Through the years, GEO has developed and managed several correctional and residential treatment facilities at a significant savings to Florida's taxpayers, while delivering innovative rehabilitation and treatment programs that help those entrusted to GEO's care.

Presently, GEO manages the South Bay Correctional Facility in South Bay and the Blackwater River Correctional Facility located in Milton, and we are

very proud of the staff and management team at both facilities, which share the honor of being co-recipients of this incredible recognition by Florida Governor Rick Scott.

### **BLACKWATER RIVER CORRECTIONAL FACILITY**

Blackwater River Correctional Facility is the first facility in the State of Florida to be designed and constructed to the U.S. Green Building

Council's Leadership in Energy and Environmental Design (LEED) requirements. LEED promotes a whole building approach to sustainability by recognizing performance in five key areas of human and environmental health: sustainable site development, water savings, energy efficiency, materials selection and indoor environmental quality.



## South Bay Correctional Facility



Blackwater River's largest utility demand is the HVAC Chilled Water Plant. Facility Management made significant changes to the system with the assistance of the LEED Coordinator, Timecorp and Trane. Tracer Summit and Power Logic Controls are used to monitor and adjust the chilled water plant and the fifty-four (54) roof top units that provide the HVAC for all buildings. Facility Management controls the system by the use of space dew point sensors which allow for a more stable control than a conventional relative humidity sensor. Use of these management systems results in a more stable and comfortable environment without significant swings in temperature and an 8% reduction in gas and electric consumption.

### **SOUTH BAY CORRECTIONAL FACILITY**

South Bay Correctional Facility was constructed in 1996 to house 1,318 inmates. This facility was the first of its kind in Florida for a large facility to be compressed into such a small footprint of acreage. The Facility housed thirteen hundred inmates inside a 21-acre property which is half the size of its comparable state counterpart. In 2005,

South Bay expanded by 543 beds and another 34 bed expansion in 2012 to house 1,895 inmates within 35 acres. This compressed footprint is less than half the size of its state counterpart and enables the facility to realize efficiencies unrecognized by larger complexes, while providing for meaningful programming space, which includes industry-leading rehabilitation programs and a dedicated therapeutic community housing unit.

In addition to the Facilities' innovative and cost-efficient designs, the two facilities pride themselves for their ability to maintain a close working relationship with their clients, the State of Florida Department of Corrections and the Florida Department of Management Services. Both facilities have an excellent communication relationship with their onsite Contract Monitors. Senior staff and department supervisors share information freely and on a daily basis, creating a more productive and efficient working environment. Blackwater River Correctional Facility shares resources

as they are available and training practices as necessary, with Santa Rosa County Correctional Facility, Okaloosa County Correctional Facility, and Walton County Correctional Facility; all state correctional facilities. South Bay Correctional Facility partners with Palm Beach and Hendry Counties for emergency services and mutual aid agreements.

It is the goal of all GEO facilities to deliver high quality service at the most efficient cost to taxpayers, and the Blackwater River and South Bay Correctional Facilities have set a high standard by delivering innovative and cost efficient services to the State of Florida and being recognized by Governor Rick Scott for their important contributions to taxpayers across the state.



**RICK SCOTT**  
GOVERNOR

January 18, 2013

Mr. John Hurley  
The Geo Group, Inc.  
621 NW 53rd Street, Suite 700  
Boca Raton, Florida 33487

Dear Mr. Hurley:

It is my honor to present you with the enclosed Governor's Savings Award certificate honoring your success. Your company's innovative ideas and commitment to reducing costs for the State of Florida are greatly appreciated.

The Governor's Savings Award recognizes state government employees and partnering private sector companies that work together in the interest of identifying cost savings and avoidances while increasing the effectiveness of government operations.

You have so much to be proud of and it is my hope that you will continue to seek ways to improve the cost of delivering important services to the citizens of our state. Thank you, again, for your dedication and for a job well done.

Sincerely,

Rick Scott  
Governor

THE CAPITOL  
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# Valor and Bravery: *Alive and Well*

Written By Leslie Leggett, Blackwater River Correctional Facility

**O**n January 24, 2013, while assigned to her duties as a Classification Counselor, Torron Gibson displayed outstanding valor by physically involving herself and ending an inmate assault on a Correctional Officer.

An inmate attacked Correctional Officer April Goff. Without thought for her own safety, Ms. Gibson physically pushed the attacking inmate back from the officer and placed her body between the inmate and the officer. She then helped Officer

Goff to her office, locked the door and guarded her fellow employee until additional assistance arrived. Officers David Cobb, John Smead, Jason Monk and Sergeant Edward Bogden responded to the assault. Following policy, they escorted him to Confinement without any further incidents, showing the character and professionalism that BRCF has become known for.

On January 31st, these employees were recognized by their Warden, Mark

Henry. Ms. Gibson received a special monetary award as well as a certificate. The officers will be awarded at a future

***“Classification Counselor, Torron Gibson displayed outstanding valor by physically involving herself by ending an inmate assault on a Correctional Officer.”***

date. The best part of this story... Officer Goff has returned to duty- for which the Facility is truly thankful!



**Left to right:** Officer David Cobb, Officer John Smead, Officer April Goff, Sergeant Edward Bogden, Officer Jason Monk and Classification Counselor Torron Gibson were recognized on January 31st for their actions in a recent inmate assault.

# The Community

## of Reeves County Detention Center I & II

Written By Donna Garcia, RCDC I & II



When traveling in either direction on Interstate 20, the tower lights of the Reeves County Detention Center complex can be seen long before other aspects of Pecos, Texas. They are visible, which immediately relays the significance of the facility and its employees in this small, tight-knit community. Though the population of Reeves County, Texas is small in comparison to the amount of West Texas acreage it occupies, its residents will attest that the Reeves County Detention Center holds a key role in the continued development and success of the community.

RCDC staff proudly and wholeheartedly supports our community. RCDC-GEO Group is a member of the Pecos Chamber of Commerce, and RCDC I/II Warden Bobby Thompson holds a seat on the Chamber Board. Each Tuesday finds one of our nine

employee teams delivering Meals on Wheels to the elderly and homebound citizens of Pecos.

The facility sponsors Blood Drives at least twice per year and anytime a request is received from local healthcare providers or families in need. During the annual West of the Pecos Rodeo, the facility organizes a food booth with all proceeds benefitting local Special Olympics programs. RCDC I/II staff regularly hold bake sales, raffles, and other events in support of the American Cancer Society Relay for Life and the Wounded Warriors Project.

Our employees regularly share their time with Pecos school students by participating in the local elementary school Read-a-Thon. The facility and The GEO Group Foundation sponsor a scholarship program benefiting graduating seniors from Pecos High

*Left to right:* Executive Assistant Donna Garcia, Food Service Specialist Daniel Barron, & HR Clerk Alice Nichols

School and Balmorhea High School. During the holiday season, “Angel Trees” go up in the facility lobby, and the Angel decorations are quickly claimed by staff for the “Christmas for Pecos Kids” project. In December 2012, RCDC staff made sure over 120 children had something extra under their tree.

The Reeves County Detention Center complex is one of the largest employers in Reeves County and as such, we understand the importance of supporting the community. It is our goal to embody the sentiment of Thomas Jefferson regarding community service: “May I never get too busy in my own affairs that I fail to respond to the needs of others with kindness and compassion.”

# GEO gives Locks of Love

Written By **Seleste Albury**, Corporate

**H**air is not everything, unless you're a teenage girl who suffers from alopecia.

Crushes, Facebook and math tests should be the only thing on her mind. But when a debilitating disease with no cure takes away something that the rest of us think is so minuscule, it means the world to them when volunteers like MaryJane Cooper, Telecom Manager and Brenda Trelise, Administrative Assistance from Corporate IT, gladly cut their lovely golden locks in the name of charity.

On March 1st, Brenda and MaryJane went to the Styles by Corrine Salon in Boca Raton Florida and had over 10 inches cut from their hair and donated it to the Locks of Love Foundation.

Locks of Love is a public non-profit organization that provides hairpieces to financially disadvantaged children

in the United States and Canada under age 21 suffering from long-term medical hair loss from any diagnosis. Most of the children helped by Locks of Love have lost their hair due to a medical condition called alopecia, which has no known cause or cure.

“We ended up cutting about 12” total each, and 10” was donated to the foundation,” stated Brenda, a courageous breast cancer survivor herself, so when she was approached with the idea by her colleague MaryJane Cooper, Brenda jumped at the chance to give back to such a great cause. “When I started my cancer treatments, one of the thing that crossed my mind was losing my hair, luckily for me that didn’t happen, however it blessed me with the opportunity to help young kids who are not as fortunate as me. Although hair is not everything, it does help change the livelihood and self-esteem of young people who have permanently lost their hair to diseases.”

According to their Mission Statement, the prostheses that Locks of Love provide help to restore their self-esteem and their confidence, enabling them to face the world and their peers. The children receive hair prostheses free of charge or on a sliding scale, based on financial need. “I thought about all the children that have lost their hair due to alopecia (permanent hair loss disease with no cure) and I, having long hair, could use a change; so why not donate my hair!” said MaryJane. “We took measurements to make sure we could donate at



least 10 inches and we both had plenty to spare. Houston it was a go!” she continued.

MaryJane Cooper and Brenda Trelise have developed notoriety around the corporate office, not only from their new fabulous do’s, but also for raising awareness around the office, encouraging other’s to follow in their footsteps. And yes, if given the opportunity, they both said they would do it again in a heartbeat.



**BRENDA BEFORE**



**BRENDA AFTER**



**MARYJANE BEFORE**



**MARYJANE AFTER**

### To be eligible for donation there are a few guidelines:

**10 inches** measured tip to tip is the minimum length needed for a hairpiece.

Hair that is colored or permed is acceptable.

Hair cut years ago is usable if it has been stored in a ponytail or braid.

Hair that has been bleached (refers to highlighted hair) is not usable.

Curly hair may be pulled straight to measure the minimum **10 inches**.



# If You Can Believe It, --- You Can Achieve It!

Written By **Norah King-Bays**, South Bay Correctional Facility

**S**outh Bay Correctional Facility (SBCF) offers Academic, Vocational and Life Skills instruction to approximately 1,400 inmates. The Education department's mission is dedicated to providing students with the opportunity to learn and develop their potential to succeed. The educational philosophy at SBCF is that all adults, regardless of age and previous experience, can learn.

Day and evening academic classes are offered. Academic courses include Mandatory Literacy, English as a Second Language (ESOL), Adult Basic Education (ABE), Pre-GED and GED classes. Substance Abuse Residential Therapeutic Community also has an academic class. All instructors teach a wide spectrum of adult students with varying educational needs.

SBCF is the only Florida correctional facility that offers a virtual welding course whose instructor has over 35 years of hands-on welding experience.

Life Skills classes include: *Thinking for a Change*, an evidenced-based, cognitive behavioral treatment curricula. SBCF has a nationally certified Thinking for a Change facilitator who has trained staff in-house to teach this course to inmates. Also included in Life Skills is the Florida Department of Correction's 100-hour Transition course. As part of GEO's "Continuum of Care", Transition prepares inmates, who are within 18 months of release, for re-entry back into the community. In December 2012, Ms. Pass, a Life Skills instructor, coordinated a job fair where community representatives and inmates were able to discuss the inmate's transition plans.

Under the direction of Helen Rutledge, Education Director at South Bay Correctional Facility and William

## VOCATIONAL CLASSES OFFERED AT SBCF:

Commercial Driver's License (CDL)  
Computer Support  
Virtual Welding  
Music Instruction & Theory  
Horticulture  
Turf Management  
Carpentry  
Plumbing  
Masonry  
Small Engine Repair  
Upholstery classes

## LIFE SKILLS CLASSES OFFERED AT SBCF:

Thinking for a Change  
100-hour Transition course

As a department, we are very proud of the graduates that attend the graduation ceremony. All students receiving a GED and or a vocational certificate may attend a formal graduation ceremony, complete with caps and gowns. Inmates may invite family and friends to the ceremony to share in their success. An additional amenity offered at all graduations is Mr. Burns and some



***"The educational philosophy at SBCF is that all adults, regardless of age and previous experience, can learn."***

Bassett, Assistant Warden, Programs, the Education department strives for excellence in delivering quality educational instruction to the students. In 2012, South Bay Correctional Facility became an official GED testing site with Ms. King-Bays as Chief Examiner. This has allowed for more GED testing at the facility while defraying costs.

of his Music Theory students who provide music for the programs. The June 2012 graduation ceremony had approximately 145 eligible graduates! The instructors at SBCF motivate, inspire, encourage and assist their students towards successful completion of a program. The department's motto is, "If you believe it, you can achieve it!"

# BTC Walks to Support Autism Speaks

Written By Sarah Spiro, Broward Transitional Center



**B**roward Transitional Center (BTC) prides itself on being called Team Broward. Anything and everything we do is done as a team; and supporting our community is no different.

On April 7, 2013, BTC employees which included staff from all departments and their families participated in the Miami Walk Now for Autism Speaks.

**This year's walk reportedly brought in \$650,000 and had over 26,000 participants and is being called the most successful Walk Now for Autism Speaks!**

We are honored to have shared such an amazing experience with so many of our South Florida neighbors and friends. We look forward to the next opportunity to give back to our community and represent The GEO Group.

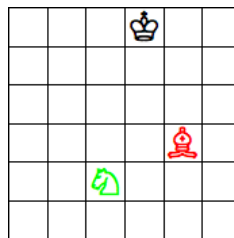
**Pictured:**  
Broward Transitional Center participating in the Miami Walk Now for Autism Speaks.

## Chess Snake Puzzles

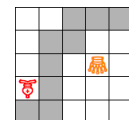
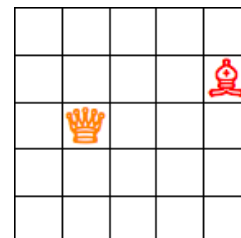
Draw a snake that goes from the lower left square to the upper right square. The snake's path moves horizontally or vertically, and does not touch itself, even diagonally. Each chess piece attacks the same number of segments of the snake.

*All puzzles copyright Erich Friedman, 2010.*

1.



2.



2.



1.

**Answers**

# Dogs

## in Prison

Written By **Laura Phillips,**  
Lawrenceville Correctional Center

**B**ARK is the “Bandit’s Adoption and Rescue of K-9’s”, and at Lawrenceville Correctional Center we are proud to participate in the Behind Bars Correctional Companions Program. The unit Manager and the Therapeutic Community Director, Mrs. Fant, at Lawrenceville carefully choose offenders to manage the care of a dog that would have been put to death without the second chance of this incredible program. This program has changed the lives of the dogs, the handlers and those who reside here. The offenders learn joy, compassion and a responsibility that can come from raising and training a dog. We started the program at Lawrenceville in January 2012. We have had a total of 6 dogs come through the program; two of the dogs have been adopted by their forever family.

The offenders house and train the dogs and teach them basic obedience. The offenders spend much of their time nurturing and socializing the dogs that may have previously been abused,



abandoned or who have not been taught any social skills. The dogs have greatly reduced stress in the housing units and have changed the atmosphere of the facility.

The dogs are vaccinated, spayed/ neutered and receive all the appropriate veterinary care they need. The offenders have a purpose while serving their time,

and in the end, the dog benefits, the offender benefits, and whoever receives the well-trained dog will also benefit.

There have even been times when the dogs went to the medical department to comfort offenders in emotional distress. The dogs have excellent listening skills and demonstrate unconditional love.



### *Some quotes from our offender dog handlers:*

**“Holly is the baby girl around here, and she is really smart. With all my heart, I want to make Holly happy and protect her. Having Holly makes me feel human again.” –T. Turner**

**“For close to a year now, I have been a handler for Betty ‘The Beagle’. We have both learned how to trust people who come into our lives, and we have both learned patience. Now after a year with beautiful Betty Boo, I can say that Betty just might have saved my life by teaching me something that I’ve struggled with my entire life, forgiveness. Thank you Betty.” – J. Hall Jr.**

**“As one of the handlers with the BARK program here at L.V.C.C., on behalf of Emmett and myself, I would like to take this time to say ‘Thank you’ to Warden Wright, Mrs. Fant, and the rest of the L.V.C.C. staff that assist with the day to day operation that comes along with the program. I will carry this experience with me and cherish it always, being a dog lover, it’s a prayer answered. In the beginning, I thought I would help a few dogs find a needed home, not knowing the rewards would be so much greater. I have to say Emmett has helped me as much if not more than I have helped him.” –M. Goodwin**

## K-9 Unit is on Duty

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

**L**awrenceville Correctional Center has an outstanding K-9 Unit in which the handlers as well as the K-9's are certified by The American Detection Canine Association and are tested under the standards as set forth by the United States Police K-9 Association for detection of narcotics and cell phones.

Our K-9 Unit consists of K-9 Supervisor Richard Gosney, Sgt. Derek Masker, Officer Christopher Hogge (K-9 Handlers), three drug detection canines (Jolanka, Henry, Santos) and two cell phone detection canines (Cain, Diego). The K-9 handlers as well as the canines travel to Southern Coast K9, Inc. in New Smyrna, Florida annually to be recertified. The Lawrenceville K-9 Unit has assisted the local Sheriff's Departments with local area High School drug interdictions by searching the classrooms, lockers, students and vehicles for drugs. Also, the Lawrenceville K-9 Unit trains with the Virginia Department of Corrections K-9 Unit to enhance each unit as well as maintain a positive relationship with our clients.

Lawrenceville K-9 Unit assists the local sheriff's Departments with local area High School drug interdictions.



## Officers Saved a Life

Written By **Greg Haley**, Northwest Detention Center



Left to right GTI Officers Christopher Love and David Cunningham

**O**n March 21, 2013, GTI Officers Christopher Love and David Cunningham received challenge coins from Ms. Nathalie Asher, ICE Field office Director, for uncovering a potentially serious situation during the booking process for a detainee.

The detainee had been observed ingesting an unknown quantity of an unknown substance

while being apprehended by the authority that morning. At the time, Officers Love and Cunningham discovered this information, the detainee had been in a holding cell. They immediately notified ICE and transported the detainee to a local hospital, where it was determined that the detainee had swallowed a small amount of crack cocaine prior to the arrest.

Officers Love's and Cunningham's attention to detail prevented the detainee from a potential overdose of the controlled substance. They may have saved a life!

# GEO Named Gold Award Winner in the Healthyroads Fit Company Awards Program

Written By **Gina Larsen, HR**

**G**EO was named a gold award winner in the Healthyroads Fit Company Awards® program.

“We congratulate the leadership and employees of The GEO Group for setting a positive example worldwide that inspires others to reduce the health risk factors that contribute

to rising healthcare costs,” said American Specialty Health CEO and Chairman George DeVries. “Today’s comprehensive wellness programs offer everything from personal health coaching to exercise programs to incentive programs. They provide a solid business strategy that can deliver multiple benefits, including the potential

to reduce sick days, decrease medical utilization and increase productivity.”

GEO was recognized as a leader in promoting employee wellness, and preventive health care, and showing a commitment to wellness by offering excellent employee wellness benefits and services.



**Reasons Why GEO Won The Award:**

- GEOfit-for-life employee wellness program
- “Where’s Your ActiPed?” photo contest
- Local step competitions at facilities
- On-site gym availability or gym discounts
- Outdoor walking paths or facility stairs
- Involvement in charity runs and walks
- Annual employee health fairs
- Lunch-and-learn presentations on health topics
- Healthy snacks and juices in vending machines
- Healthy food options during GEO celebrations
- Our 2012 wellness plan participation rate of more than 96 percent of the Company’s medical plan participants completing the Personal Health Assessment!



*Left:* Grand opening of GEO’s corporate gym. Dr. George Zoley does the honor of cutting the ribbon. *Top and Right:* GEO employees celebrate the American Heart Association national walking day.



# NCCF Staff

## Getting Fit

Written By **Mike Smith,**  
New Castle Correctional Facility

In response to the GEO's partnership with HealthyRoads, staff at the New Castle Correctional Facility have put together a group called the Fitness Fanatics.

The purpose of the group is to encourage all staff towards a healthy life style and make it easier for staff to participate in programs aimed at meeting the points needed for the annual health assessment. There are several programs available for staff to choose from. The facility has decorated the Workout Room with the GEO logo and colors, and those interested can choose from a daily workout regime, a weekly dancing routine in costumes, weekly weigh-ins for weight loss, healthy walks, and modified recipes for a healthier life style.



*Top to Bottom:* Getting ready for the Healthy Roads Walk, Staff walking together to stay fit, New Castle's workout room with staff ready to dance in their costumes!

# Making a Difference

Written By Nicole Allen,  
Western Region Detention Facility

When Rosa Valdez's son came home from the YMCA (the Y) with a form suggesting that he ask 26 individuals for a dollar, she was a bit perplexed. He had just been enrolled in the Y's Stretch Program; a free program for the kids, but they are required to participate in the fund raising drive. Rosa contacted the Y to find out more about the need and found that each program is allotted a sum of money for expenditures. Unfortunately, the amount is not nearly enough to cover everything they offer. Children are allowed to enter the program based on availability. Once in, they have care at the facility from 6am to 6pm with an academic curriculum, arts, crafts, swimming, and other fun activities.

To provide the service, each center is tasked to raise \$1,000 so that the programs can remain free. Rosa knew that this would be something the facility could help with, but she just didn't

know how. So, she began asking staff to donate funds for the cause and was able to collect \$75 on one shift. That still didn't seem nearly enough, so she decided to take the information to the Business Manager and see if GEO would be willing to help. To her surprise, the company agreed to make a cash donation of \$300 to the program.

At the end, the Y was able to raise a total of \$1,500 exceeding the amount that they were tasked to raise. Needless to say, they were very grateful and as they stated in a letter sent to the donors,

"Because of your gift to the YMCA, a child will learn to swim and be water safe. Because of your gift, a senior will have a welcoming place to belong, make friends, and stay fit. Because of your gift, a family will be able to spend quality time together engaged in healthy activities."

Because of one person's quick thinking, coupled with the generosity of others; a huge difference was made in the lives of those that really needed it.



Left to Right: Payroll Specialist Rosa Valdez presenting company check to the representatives of the YMCA Stretch Program in Chula Vista, Ca

## National Walking Day

Written By Sharman Keely, Northwest Detention Center



Back row (Left to Right): Warden Lowell Clark, Chris Ryan, Joh Strandhagen, Bruce Scott; Middle row Pat Love, Neil Clark, Shihpei Stevenson, Becky Blanchette, Michelle Ziegwied, Norm Wiemer, Sharman Keely; Front row: Bill McHatton, Barb Shank

National Walking Day, April 3, brought sunny skies to Tacoma, Washington, a perfect day for a walk through the local harbor area. A group of 14 staff members led by Warden Lowell Clark and Chris Ryan, Director of Employee Relations, took on the 2.4-mile challenge. We saw industrial and railroad yards along with a marina all within our hike to the local Freighthouse Square. No injuries or blisters were reported.

We are awaiting another sunny day for our next adventure!

# GEO Health and Wellness Fair

Written By Cynthia Johnson, Corporate



Five years ago, GEO started programs to encourage employees to start walking and lose weight as part of an overall wellness initiative. One of the first activities of this initiative was to offer employees the opportunity to have free biometric screenings performed at a Health and Wellness Fair at their facilities.

This year, GEO will host Health and Wellness Fairs at 52 locations starting in April and running through mid-June.

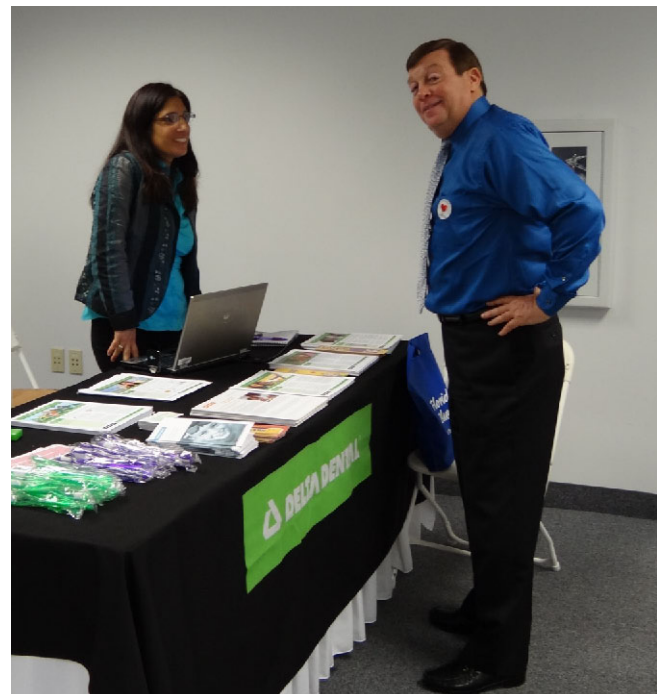
This is the perfect opportunity to get free biometric numbers and use them to complete your Health Assessment on [www. Healthyroads.com](http://www.Healthyroads.com). There will also be health-related information on nutrition, diet and fitness. Healthy snacks will be provided and all attendees will receive giveaways and be entered in a raffle to win great prizes.

Furthermore, each participant who completes a biometric screening will receive a **free chair massage**.

Changing your lifestyle is a choice. Ultimately, this decision may prove to be the best choice we can make; one that can lead to fewer illnesses and a longer life. Check with your HR Department to find out when your Health and Wellness Fair is scheduled.



*Changing your lifestyle is a choice. Ultimately, this decision may prove to be the best choice we can make; one that can lead to fewer illnesses and a longer life.*



*Top left (Top to Bottom):* Abe Cohen getting his eyesight checked, Louise Williams getting ready to do her Biometrics, and Alex Londono checking his blood pressure. *Bottom Right:* Joseph Torracco learning about Delta Dental Plan.



# GTI Corner

## BTC Flagship Operation

Written By Peter Provencher, Eastern Region  
& Cherie Harvin, Broward Transitional Center

**B**roward Transitional Center (BTC), located in Pompano Beach, Florida is serving their client, the United States Immigration & Customs Enforcement (ICE), with great pride. The GEO Transport, Inc. (GTI) unit at BTC is responsible for transporting ICE detainees to the Broward Facility from Tampa/Orlando to Key West, Florida. Transportation Manager Cheri Harvin leads a unit consisting of 22 drivers, one transport clerk, one fleet tech, a dispatcher and a 20 vehicle DOT regulated fleet ranging from large 46 passenger busses and mid-sized Airporter buses to vans and sedans. This hard working GTI unit is responsible for providing transportation to over 25 designated ICE destinations in their area of responsibility.

### WHAT WE DO

On a weekly basis, BTC's transportation missions encompass several runs to Orlando, Glades, KROME, MIA, JPATS, several Consulates and medical appointments. BTC's GTI unit will customarily provide high security detainee transportation services for all inbound and outbound ICE flights at the Miami International Airport, three

to five times a week. In total, BTC provides safe and secure transportation to approximately 1,200 detainees driving approximately 20,000 miles on a monthly basis. BTC takes great pride in their staff, fleet and overall operations. Although their schedule is very demanding, BTC always finds time to support charitable causes and community fund raising events. Most recently, on April 7th, 2013 GTI provided transportation to BTC participants of the Doral Walkathon in support of Autism.

The professional GTI team at BTC is constantly seeking to implement cost saving, training initiatives such as the in-house Firearms Training program led by GTI Officer Samuel Santiago. By providing in-house firearm training, BTC has substantially reduced their annual firearms training and quarterly firearm qualifications expenditures.

Broward Transitional Center is also home to two outstanding GTI Driver



Trainer Instructors. Mr. James Grant and Keith Gardner have successfully completed the intensive GTI, Department of Transportation program and are qualified to train and certify Driver Trainers for GTI. Consequently, Mr. Grant and Mr. Gardner have trained and certified Driver Trainers throughout the entire company. James and Keith currently provide quarterly Instruction to GTI drivers at BTC and other GTI facilities throughout the Country as needed. Their efforts play a crucial role in maintaining GTI's outstanding safety record.

Broward Transition Center has successfully achieved audit compliance over the past four years with ACA, GEO QCP, and ICE PBNDS having received the exceptional score of 100% in all audited areas.



*Top to Bottom Going Clockwise:* Driver Trainer James Grant reviewing Pre-trip steps with Officer Kevin Williams, GTI Broward's Administrative Staff: James Grant (Driver Trainer), Cherie Harvin (Transport Manager), Jennifer Altidor (Clerk/Dispatcher), Keith Gardner (Driver Trainer), and Broward's Firearm Instructor Samuel Santiago delegating commands during Ice Quarterly Qualification Drill at KROME's Range.



# Airlift Missions 42 and 43 Air Operations



Written By Peter Provencher, Eastern Region



## GEO Transport's 43rd Air Mission – Flight Team (December 4, 2012)

Standing (Left to Right):

Peter Provencher (Fleet Compliance Manager, Eastern Region), Flight OIC and AW Scott Fitch (New Castle), D/O Jatinder Singh (Northwest Detention Center), Lt. Elihu Harper (Rio Grande), Lt. Mark Wood (Hudson), T/O Vadim Filippov (Aurora), Case Manager Supervisor, Jena Maniscalco (Hudson), Maj. Thomas Foster (Hudson), SVP Stephen Fuller (Headquarters), Sgt. Kopecky (Alaska DOC) and Sgt. Todd Deweese (New Castle).

Kneeling (Left to Right):

T/O Tyrus Lazenby (San Diego), C/O Dustin Allee (New Castle), Sgt. David Young (New Castle), Luis Cuellar (Fleet Compliance Manager, Central Reg.), Sgt. Sammy Joseph (New Castle). Not Pictured; Amanda Nordman, RN (Hudson), AW Lynnwood Baade (Hudson), AW Kyle Fouts (Hudson) and Melissa Maine (COTR, Colorado DOC).

**G**TI Airlift Missions typically commence very early in the day. GTI Airlift Missions 42 and 43 were no exception. On December 4, 2012, the Airlift Team gathered at 2am and assisted Hudson Correctional Facility staff with identifying and performing a security search of offenders which would be transported on this mission.

The GTI Airlift Team was composed of elite Officers from various facilities such as Hudson, Aurora, New Castle, San Diego, NWDC, Rio Grande and Corporate. At 3am, the team arrived at Denver International Airport for final preparations. After a review of

security procedures and assignments for this mission, the team began boarding approximately 100 Alaska State offenders for transport from Hudson, Colorado to Anchorage, Alaska.

Six hours later, the Airlift Team and offenders would arrive in Anchorage to freezing weather. Immediately, they unloaded their offenders and remanded them to Alaska DOC Officials. The aircraft was re-fueled and the Airlift team began loading another group of over 100 Alaska State offenders for transport to the Hudson Correctional Facility in Colorado. Six hours later, the team arrived at Denver International

Airport and transferred the detainees to Hudson staff. After a long 16 hour day, Airlift Missions 42 and 43 were complete. Approximately 200 high security offenders were transported safely and securely by the Airlift team without incident.

Senior Vice President Steven Fuller participated on these missions and commented, "It's amazing how professional, hard-working and synchronized the Airlift team operates." A special note of appreciation to all the Airlift Team members and the Facilities that support the GTI mission.

## Not Even Cold Weather

# Will Stop Rivers Correctional Institution

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

“This is our call to action for awareness – for women” said Amy Gillus, Community Relations Liaison. “The major thing for us is women realizing that many heart disease risk factors can be controlled by making changes in your lifestyle.”

To raise awareness, Rivers CI teamed up with the American Heart Association despite the cold windy weather and organized a 1.5 mile walk, promoted wearing red on the designated day, and handed out educational material including: Eating a healthy diet.

Choosing healthful meal and snack options and exercising regularly can help you avoid heart disease and its complications. Physical activity can help you maintain a healthy weight and lower cholesterol and blood pressure. It’s very important to know your numbers, which can help reduce your



risk for heart disease. The American Heart Association recommends that men and women become aware of these important health assessment numbers at their next wellness checkup.

**Right Center:** Vera Hall **Right front:** Warden Tripp, Harriett Byrum, Nora Long, Roger Eason, Tina Roberts, and Deanna Bissett, **Front Left:** Carrie Douglas, Kristen Fajardo, Terry Futrell, and Horatio Douglas

Written By **Luis Cuellar**, Central Region

## Welcome Onboard

# Patrick Donnelly



**P**atrick Donnelly joined GTI fourteen months ago as the Transportation Manager at the LaSalle Detention Facility, one of GEO’s busiest facilities. In 2012, under his

leadership, LaSalle provided safe and secure transportation to almost 59,000 detainees while traveling a total of 613,220 miles throughout a six state region.

As the Transportation Manager, Patrick worked with a group of twenty-five full time, hardworking and dedicated Transportation Officers, supported by a Transportation Supervisor, Dispatcher, Clerk and Fleet Technician.

In addition to his transportation responsibilities, Patrick has been a member of the facility’s community outreach program involved in

fundraising efforts for the community and various charitable programs.

Prior to joining GTI in January 2012, Patrick served 20 years in the field of law enforcement and brought with him his experience as a Police Officer, an Enforcement Officer for the Arizona Department of Transportation in addition to working as a Sheriff’s Detention Officer with the Maricopa County Sheriff’s Office.

On April 1st, Patrick became the newest Fleet Compliance Manager for GTI and will be positioned at the GEO Western Regional Office. Please join us in welcoming Patrick Donnelly.

# Creating Possibilities Today

## for New Tomorrows

Written By **Brenda Hall,**  
Southeast Texas Transitional Center

**P**ACE Youth Programs, Inc., is a community based, 501(c)(3) organization. This organization is a leader in providing wraparound services, which encompass a core set of values and principles while redirecting the lives of adjudicated youth in Harris County, Houston, TX. PACE Youth Programs' vision is to impact their

PACE Youth Programs, Inc. was founded in 2000 from a desire of Mr. Holloway to help youth released from juvenile detention facilities effectively reintegrate into society. The first PACE class began on January 3, 2001 with 7 youth and 10 volunteers. Since the program's inception in 2001, 1,100 juveniles have

weekly meeting with the youth and parents, it begins with a meal. The belief is "if we feed your body, we will be able to feed your mind." After becoming a GEO Group staff, I was amazed at the company's compassion for the well-being of its staff, their families and the residential population that is served. Month after month, I was also reminded of this compassion when reading about different collaborative relationships and success stories throughout the company and its community involvement.

After being employed at Southeast Texas Transitional Center for two years, I shared my volunteer passion and it was overwhelming when The GEO Group Foundation embraced this organization with a \$10,000 donation. This donation will aid in assisting PACE Youth, Inc. reach at least 200 families during 2013 and educate them on life skill enhancement, parenting workshops directed by Licensed Professional Counselors, monthly group outings and Workforce Development for eight weeks during the summer. Once again, this organization is committed to "Creating Possibilities Today for New Tomorrows."

Please visit our website at:  
[www.paceyouth.org](http://www.paceyouth.org)



*Left to Right:* Ms. Terry Garcia, Brenda Hall, The Founder and Director Mr. Steven Holloway and Tara Jones, HR at STC.



DATE December 4, 2012

PAY TO THE ORDER OF PACE Youth Program

**\$ 10,000.00**

*Ten Thousand Dollars*

DOLLARS

*George Zoley*  
Chief Executive Officer,  
Chairman and Founder

lives by providing moral, educational and spiritual guidance, through a comprehensive 12 week life skill program designed to enhance their potential to be productive citizens.

PACE's success in reducing the threat of youth reentering the juvenile justice system largely results from the ability to help youth and parents see and create new possibilities today, for new tomorrows. The Founder and Director, Mr. Steve Holloway acted on a dream, and for the last 12 years has directed the development of a great network of board members, volunteers, educators, counselor and leaders with successful careers that demonstrate by example, the value of being successful and giving back to the community. As a board member, I can attest to the organization's dedication to do whatever it takes to help change children's lives for the better.

enrolled and 87% of those enrolled did not commit a greater offense. In 2004, a new partnership was developed with Harris County Juvenile Probation, and is still viable today, with evidence based outcomes. From the Board of Directors to its volunteers and sponsors; PACE has demonstrated to be a compassionate and dedicated team.

PACE Youth, Inc. has been recognized and presented The Unsung Heroes for Houston Children Award by Children at Risk in 2007, was named the Outstanding Group of the Year from Texas Youth Commission in 2004, received the Texas Governor's Award in 2003 from Texas Governor Rick Perry, and in 2002 received the Education Award from the Houston/Harris County Ecumenical Council.

One of the most important factors in PACE's wraparound concept is at every

# Licensed Vocational Barbering School

Written By Andrea Latimore, New Castle Correctional Facility



This Barbering program was spear headed with the assistance of Assistant Superintendent Mrs. French, Education Director Mr. Thombleson, and Barber Instructor Ms. Latimore whom worked diligently with the Indiana Professional Licensing Agency to get the program established and up and running.

Ms. Latimore specializes in seven different areas. They are Barbering, Cosmetology, Barber Instructor, Cosmetology Instructor, Massage Therapy, Esthetic, and a Work Place Specialty License. She has worked in the industry for over 22 years and wants to be a vessel in training her students to become licensed professionals. By creating endless opportunities for students to transition from behind the wall and work as productive barbers in the profession alongside others in this industry and/or become distributors of barber supplies. Ultimately, she wants the students to be able to own barber shops and become platform artists

or maybe even go back to school to become instructors so that when the students return to society, they return as productive citizens.

The first group of students started the program on August 13, 2012. The program is a 1,500 clocked hour program that offers students the chance to become a licensed professional after a written and practical test with a 75% passing rate to display the skills learned while in the program. While in this program, Ms. Latimore asks that the students maintain an 80% academic average in the written and practical areas of the program. Collectively her students have an academic average of 94%.

Ms. Latimore has found that students behind the wall are better focused and will have more experience in practical work because the facility has a population of about 3,100 plus clients (offenders) to work on. The ten students in her class cut about 80 to 100 clients a day to meet the needs of the facility.

The New Castle Correctional Facility is the only licensed Barbering School in a prison in the state of Indiana that gives students the opportunity to become licensed professionals and would like to continue to give these students an opportunity to transition from behind the wall and be productive citizens upon their release and work as licensed professionals.



# Healthroads Goes Mobile!

Written By **A. Louise Williams, HR**

Access your favorite Healthroads tools from your Smartphone no matter where you are!

[www.Healthroads.mobi](http://www.Healthroads.mobi)

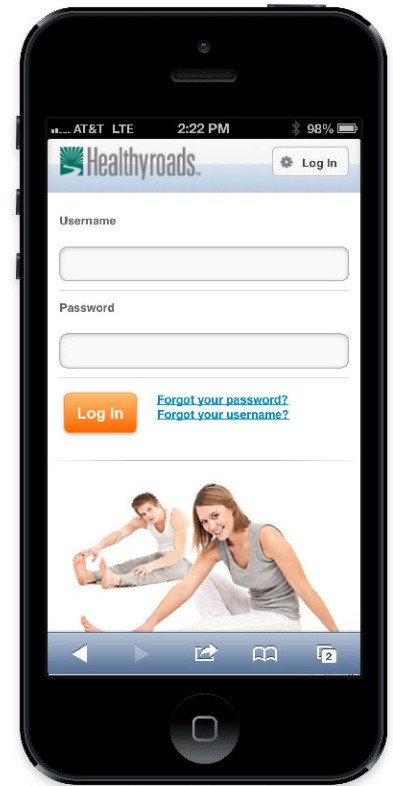
Just follow these simple directions:

1. Open your browser on your phone and enter [www.Healthroads.mobi](http://www.Healthroads.mobi) into the URL line. Be sure to Bookmark it for future use.
2. Sign up or sign in with your Healthroads.com username and password.

3. From this screen you can view your current PHA, Incentive point balance, activity on your ActiPed/Pebble and more. You can also click on the view full site link to complete your PHA, start a tracker, view competitions, meal and exercise planners or complete an online course.

**SMART TIP:** For better viewing hold your Smartphone in the horizontal position.

**IMPORTANT:** Your Smartphone must support Adobe Flash Player in order to complete some of the online courses.



## Race for the Cure

Written By **Dr Philip D. Mosciski, DBA, AIA, NCARB, Corporate**

“To give anything less than your best is to sacrifice the gift” and her best was given at the 22nd annual Susan G. Komen South Florida Race for the Cure.

Deviji Ramdeen, of GEO’s Project Development Department, finished first in the female 25-29 age group at the race held Saturday, January 26th, 2013. Among the participants running, Deviji was joined at the end of the race by Claire Lloyd, of Architectural Dimensions (one of GEO’s architectural consultants), who finished second in the female 35-39 age group. Congratulations to both women.

# New Recruits Pre-Service Training

Written By **Sandra Harding and Peter Latta, SACM**

**S**ACM keeps a pool of standby recruits who are recruited from within a 90 km radius of the Kutama Sinthumule Correctional Centre. This recruitment and training project allows community members to be enlisted and trained for possible future employment whilst also ensuring that SACM has trained staff in the event of vacancies.

SACM is an equal opportunity employer hence 4 of the 29 recruits are female. The training was presented on a residential basis at the Clouds End Hotel between January and February 2013.

The SACM training was facilitated by experienced and SASSETA accredited trainers Messrs. Gadisi, Netshivera and Denner as well as the Human Resources Manager, Mr. Thabo Makamane. The Managing Director, Mr. Pieter Jordaan and the Industrial Relations Director, Mr. Peter Latta visited the trainees on a regular basis to monitor the process while the Prison Director, Mr. Lazarus Ncongwane and senior managers from the facility supported the training process with daily visits.

The trainee recruits responded positively to the program and were competitive with a number achieving 100% on academic assessments. The Department of Correctional Services' Directorate of Training evaluated the training on February 25th, and was pleased with the quality and high standard of training presented.

The Graduation Ceremony on February 28th was an auspicious occasion and each of the 29 graduates was proud to receive a pre-service accreditation certificate.

The recruits expressed their appreciation to the Prison Director for the learning opportunity at the Graduation Ceremony. The Prison Director said that SACM was impressed by the standard achieved by the recruits and thanked them for attending the program.



*Top Picture:* Entire recruit class with Instructors.  
*Bottom Picture:* Award Recipients (L to R):  
*The Best Shottist:* D. Pitsi,  
*Runner up to the Best Academic Achiever:* R.Raduvha,  
Prison Director Mr. L. Ncongwane,  
*The Best Academic Achiever:* L. Mavhila, and  
*Runner up to the Best Shottist:* C. Mathonzi

## June Celebrates 20 Years

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

**O**n Tuesday 19th March, June Correctional Centre (JCC) celebrated its 20 Year Anniversary. Staff on the day were treated to a special lunch in the main visits area of the centre with a sit down meal and desserts.

There were a few stories shared from the original intake of staff who still work at the centre and who will later receive their 20 year medals at an anniversary dinner to be hosted by the general manager.

JCC is the largest employer in June and was the first privately operated centre in New South Wales, now one of two with Parklea Correctional Centre.

JCC is a medium/minimum security facility that employs approximately 260 staff and is a major contributor to the

June community with numerous scholarships, sporting sponsorships and community donations as well as 20,000 community preparation hours per year.

JCC is the second GEO Centre to reach the 20 year milestone after Arthur Gorrie celebrated their 20 year anniversary last year.



Staff on the day who have been at the centre for 20 years.

# Inspiring Bravery Recognised

Written By Tammi Levine, Arthur Gorrie Correctional Centre

The December 2010 and January 2011 floods devastated the Australian state of Queensland, destroying many homes and businesses and affecting hundreds of thousands of people. Three quarters of the state was declared a disaster zone and more than 30 people lost their lives.

For Arthur Gorrie Correctional Centre CSO Ray Bruckner, the floods have had a lasting impact. With water swirling around his own property, Ray displayed outstanding bravery, risking his life to save two men thrown out of their boat and desperately clinging to power lines. Ray paddled out to the men in a canoe in extremely dangerous waters, pulling them to safety with the help of another local man, Ernst Goms. Ray was able to save the men, even though he is unable to swim. His actions have not

gone unnoticed as he will be recognised with two national bravery awards. The Governor-General of Australia, Her Excellency Quentin Bryce, will present Ray with the Clarke Gold Medal on behalf of The Royal Humane Society of Australia on 9 May 2013.

The Clarke Medal is awarded to the most outstanding case or cases of bravery during the year and can be classified as either a silver or gold award. Additionally, Ray has been considered for an Australian Bravery Decoration in the form of a Bravery Medal, which has been approved by the Governor-General.

The Bravery Medal is awarded for acts of bravery in hazardous conditions and recognises individuals who put themselves in jeopardy to protect the

lives or property of others. Ray is honoured by these decorations and is humbled by the recognition he has received. When asked about his actions he merely states that he “didn’t even think” about what he was doing as he risked his life to save the lives of others. “The citation is an absolute honour and is very humbling,” said Ray. Now two years down the track, Ray can add another achievement to his list – he is taking swimming lessons. Perhaps in preparation for another inspiring act?



(From left) Ernst Goms and Ray Bruckner of Lowood

# Fulham Praised for Partnerships

Written By Regina Regulska, Fulham Correctional Centre

Fulham Correctional Centre has won recognition for its long-term association with Wellington Shire Council at the Corrections Victoria Community Work Partnership Awards 2012.

Runner-up in the ‘Best Ongoing Partnership’ category, Fulham also won the ‘Best in Gippsland Region’ award for its relationship with the council.

For a decade Fulham has worked closely with the council, assigning prisoners approaching release to work on a large number of community-based projects.

Wellington Shire mayor Scott Rossetti was delighted with the acknowledgment from Corrections Victoria.

“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 the prisoners’ rehabilitation process,” he said.

The Corrections Victoria panel of 24 independent judges also presented Fulham with first prize in the ‘Most Outstanding New Project’ category.

Fulham’s submission, titled Learning Whilst Repairing (Reparation and Restoration), outlined the centre’s contribution to the restoration and beautification of Central Gippsland Health Services facilities.

“There is satisfaction in the knowledge that these partnerships provide prisoners with purposeful and meaningful work and from being able to say ‘yes, we can help’ those in need in our own community,” said former Fulham general manager Troy Ittensohn.

Wellington Shire mayor Scott Rossetti (left) and former Fulham general manager Troy Ittensohn (right) celebrate a successful 10-year partner-



# Talented Trio Win Scholarships

Written By Haley Robertson, Junee Correctional Centre



**T**he GEO Group Australia and Junee Correctional Centre have again supported a talented trio of young Junee residents through the GEO Youth in Focus Scholarships program.

Now in its second year, the program awards a total of up to A\$7,500 across three categories — academic excellence, sporting distinction and creative arts. GEO received 18 applications and the 2013 recipients were Adam Whicker (arts), Emily Butler (academic) and Annabel White (sport).

A self-taught tuba player, 16-year-old Whicker is a member of the Junee town band and the New South Wales

senior wind band. He was also selected in the West of the NSW Divide Wind Ensemble that traveled to Hong Kong in April to play at the 5th International Youth Music Festival.

Butler, 20, is studying a Bachelor of Law/Bachelor of Arts at the University of Wollongong and after gaining early entry has maintained a distinction average for three years. Her study focus is on access to justice for young people in regional communities.

White, a 14-year-old swimmer, competed at the Australian Age Championships and the NSW State Open Championships in 2012. Her

*(From Left)* Scholarship recipients: Adam Whicker, Emily Butler and Annabel White, with Junee human resources manager John Barnes (*second from left*) and contracts compliance manager Craig Footman.

training comprises seven two-hour sessions a week and she is hoping to again qualify for the national age and state open championships this year.

“GEO is pleased to support the youth of the Junee district with its Youth in Focus Scholarships and it’s fantastic to see so many young people achieving so much across our three scholarship categories,” said Junee Correctional Centre general manager Andy Walker.

# Energy Savings Technologies

Written By **Dennis McCarthy**, Kutama Sinthumule Correctional Centre

**I**n 2010, and against the backdrop of climbing electricity costs and a national energy shortage that resulted in rolling blackouts across the country, SACM decided to investigate the opportunity to reduce the energy required to operate the 3,024 bed Kutama Sinthumule Correctional Center.

South Africa is between 35% and 65% more electricity intensive than countries with a similar per-capita GDP and a major contributor to the high energy usage is the use of inefficient energy technologies.

The first step in the process was to conduct an intensive energy audit to identify where energy was being consumed and what technologies could be used to improve efficiencies.

The energy audit was completed by energy consultants Energy Resource Optimizers who also acted as project managers. Bud Loftus of the GEO Group corporate office described it as “one of the most detailed energy audits I have seen.” The audit identified several energy savings opportunities, but the key initiatives, which produced the most

significant energy reductions, were in the areas of water heating and lighting.

The study recommended the installation of 14 heat pumps to heat water for boilers feeding 12 living areas, a special treatment block and the kitchen and the replacement of over 3,000 light fittings. In addition, a number of magnetic controls for fluorescent lights were replaced with electronic ballasts.

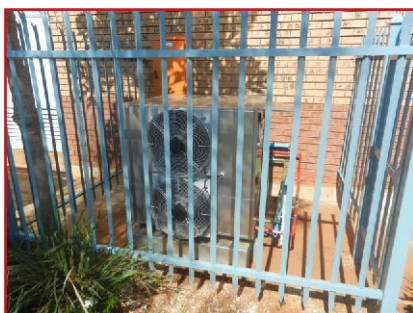
The proposals were approved by the SACM board and application was made to Eskom (the national electricity provider) in terms of the energy saving subsidies available for investing in “energy efficient technologies.” A Notice of Change was also submitted and approved by the Department of Correctional Services.

SACM satisfied Eskom’s requirements to reduce energy consumption and the benchmark energy usage was established and verified to enable the calculation of the final subsidy. Once this was complete, tenders were called for, suppliers chosen and orders placed for the equipment to be delivered.

The project was completed recently with the replacement of the last light fittings and the commissioning of two remaining heat pumps. The results to date have been impressive and are already being noticed in the monthly utility bill.

- The use of heat pumps has reduced the energy required to heat water by 55%.
- Efficient lighting replacements reduced the energy required for lighting by 23%.
- The total energy saving is expected to be in excess of 2.5m kWh per annum.
- Maximum demand charges will reduce by almost 20%.

The adoption of leading edge sustainable business practices will reduce the center’s impact on the environment, will reduce the cost of delivering correctional services and will assist South Africa to achieve the objective of optimizing energy consumption.



Newly installed heat pump.



Project team at newly installed heat pump. **Left to Right:** Johan Wagenaar, Clement Raphalalani, David Makhubele, Lazarus Ncongwane, Azwi Netshiomvani, and Livhuani Mafunzwaini



Project team with energy saving light fitting. **Left to Right:** Frik van Rensburg, Johan Wagenaar, Prison Director Lazarus Ncongwane, Azwi Netshiomvani, David Makhubele and Clement Raphalalani **Front:** Livhuani Mafunzwaini

# Staff Do Time

Written By Haley Robertson, Junee Correctional Centre

Junee Correctional Centre employees Samantha Ainsworth and Ali Alam have again donated their time to the annual Police Citizens Youth Clubs (PCYC) Time 4 Kids event.

The PCYC Time 4 Kids day is a major fundraiser for the organisation, and the local event raised approximately \$18,000 with many businesses participating. The event sees participants locked in a makeshift jail cell located in a prominent public location such as a shopping centre.

The 'prisoners' are encouraged to try and raise a minimum of \$500 'bail' in order to be released. The Time 4 Kids event raises awareness and funds for PCYC's work with young offenders and young people 'at-risk'. Samantha and Ali have been part of the Wagga Wagga PCYC committee for two

years and attend monthly meetings to help organise other fundraisers for this very worthy organisation, which this year will celebrate its 50th anniversary.

Samantha said the Time 4 Kids promotion is a worthy cause to get behind, with the PCYC proving

invaluable in keeping generations of kids out of trouble. "A lot of people who end up in jail are isolated," she said. "The community bonds generated by organisations like the PCYC can keep them socially engaged". Samantha, a registered psychologist, and Ali, an intern psychologist, raised a total of \$705 during their time behind bars. Inmates from C-Unit at the centre took part in a cheesecake drive and donated \$550 towards the cause. Samantha and Ali are looking forward to participating again next year and hope to raise a lot more money.

*Top:* Samantha and Ali receive a donation from the inmates at Junee Correctional Centre. Pictured L-R Andy Walker General Manager, Samantha Ainsworth, Ali Alam and Jeff Nimmo Activities Coordinator at the Centre.

*Left:* Samantha and Ali being released by Snr Constable Collin Jacobs.



## Launched at Junee

Written By Haley Robertson, Junee Correctional Centre



Guests of the Launch (Left to Right): Terry O’Connell, Ian McKenzie, Anne Phillips, Matthew Canny, Dr. Matthew Jones, Agi O’Hara pictured with painting, Angry Anderson, Aunty Cath Withers, behind Greg Kay, Andrew Urban and Trevor Coles.

**T**he launch of What Makes A Man A Man in Contemporary Australia — an innovative ‘virtual’ mentoring program for men — was held at the Junee Correctional Centre on Thursday 28 March. The program was developed by psychologist and University of Sydney senior lecturer Agi O’Hara in conjunction with The GEO Group Australia and Junee Correctional Centre.



Angry Anderson pictured with a timber motorbike made by an inmate in the Industries Area.

A core element of ‘What Makes a Man a Man’ is a series of interviews on DVD that provide insights and opinions from well-know Australian men from a wide range of professional and social backgrounds. The program provides access to the wisdom and experience of these respected public figures and is a unique resource for those who have not been fortunate enough to have male mentors in their lives. The interviews

offer a collection of life lessons and reflections that challenge anti-social attitudes and behaviors. They also provide experience-based roadmaps to illustrate strategies used by the interviewees to meet their own life challenges — both as men and as fathers. What Makes a Man a Man will gradually be introduced to all GEO correctional facilities in Australia and GEO will track the effectiveness of the program in reducing reoffending. The interviewees include Aboriginal actor and men’s health advocate Dean Daley-Jones; film writer and director Brendan Fletcher; rock singer and aspiring politician Angry Anderson; restorative justice pioneer Terry O’Connell; former international rugby player, newspaper columnist and author Peter FitzSimons; and Father Chris Riley, the founder and CEO of Youth Off the Streets.

“What Makes a Man a Man is a unique approach to prisoner rehabilitation using the wealth of experiences from landmark Australians who have made successes of their lives — sometimes against great disadvantage,” said respected journalist and author Andrew Urban who conducts the interviews. O’Hara, Urban and a number of the interviewees attended the program launch as did The GEO Group Australia managing director Pieter Bezuidenhout and selected staff and inmates. Following the launch event, the visitors were taken on a tour of Junee Correctional Centre and were most impressed — especially with the Cultural Centre and industries area.

# “We Answered the Call”

Written By **Michael Gilroy**, Luzerne County Day Reporting Center

**W**e, at the Luzerne County Day Reporting Center, are fortunate to have been involved with two charity events this year. The first was the St. Baldrick’s Day event, where three staff members (John Hogan – Program Manager, Matthew Shoener – Therapist, and Michael Gilroy – Case Manager) volunteered to have their heads shaved to raise money for the St. Baldrick’s Foundation to raise money towards research for the cure of childhood cancer. Each staff member made donations and spread the word for this event.

The second event was the C.A.S.U.A.L. (Colon Cancer Awareness Saves Unlimited Adult Lives) Day event where Stacey Velez – Lead Therapist, gathered donations from the staff at the Luzerne County Day Reporting Center to purchase long-sleeve tee shirts to be worn in honor of the event. All proceeds went to fund colon cancer research.

All of us here at the Luzerne County Day Reporting Center are proud to have been a part of these events and will continually answer the call to selflessly help those in need.



**Casual for the Cure**

*(Left to Right):*

Jennifer Lombardo-DRC Director, Stacey Velez-Lead Therapist, Brendan Benis-Client Service Specialist, Laura Jones-Client Service Specialist, Matthew Shoener-Therapist, Kate McMullen-Case Manager, Kevin Bzdyk-Client Service Specialist



**Hair Today**

*(Left to Right):*

John Hogan-Program Manager, Michael Gilroy-Case Manager, and Matthew Shoener-Therapist



**Gone Tomorrow**

*(Left to Right):*

Matthew Shoener-Therapist, Michael Gilroy-Case Manager, and John Hogan-Program Manager

# Northstar Residential Community Center's *Community Work Service Program*

Written By Shirley Holmberg, Northstar Residential Community Center

The Northstar Center's (NSC) Community Work Service (CWS) Program, located in Ester, Alaska continues to provide consistent and needed services in and around the area.

In the last three months, the NSC has provided office, janitorial, cleaning, and construction workers at the local rescue mission, a school district office, a church, and a correctional facility. With a resident population of 120+, the NSC provided assistance on 192 dates, with 628 CWS workers, working 3,326 hours, at five different locations from January to March of 2013.

The Fairbanks Rescue Mission (FRM) is a key CWS site for the NSC. Over half of our CWS hours are completed at the Mission. Kitchen Manager Eric Yunker finds them indispensable.

The NSC CWS workers were called in for a meeting at the FRM and were thanked for their service work and were told what a contribution it is not only to FRM, but to those that are in need. The CWS workers were told that some of the conditions are trying, but it is good that the CWS workers are able to go there to volunteer. The FRM staff shared some of their experiences and how they grew from it and how the CWS workers could do the same thing. The CWS workers were told that the FRM looks forward



*(Left to Right):*  
Resident J. Ahgeak with the Kitchen Manager E. Yunker at FRM

to seeing them come back to volunteer when they are out in the community. They were also told that in the future if they had any needs to not be afraid to come on back.

One CWS worker said, "It is good to see the NSC guys taken aside to be thanked for the work that they do." Respect and consistency of services are two keys to providing CWS. The CWS Coordinator is told often that the CWS workers are

appreciated wherever they are working, are a blessing, and are missed when they are not there. The NSC looks forward to providing more CWS this coming spring and summer.

*(Left to Right):*  
Resident R. Abare at FRM, resident J. Askew at FRM prepping for Dinner, and resident M. Dark prepping dinner for the resident's at FRM



# First Annual Ugly Sweater Christmas Contest

Written By Amy Ramirez, Salt Lake City Center

It may have been a dark and cloudy day outside, but inside the staff at GEO's Salt Lake City Center was celebrating our first annual ugly sweater Christmas contest. Everyone looked silly enough but winners had to be chosen. The first place winner was Chester Malaeuu, second place Rex Macey and third place went to Janell Guymon.



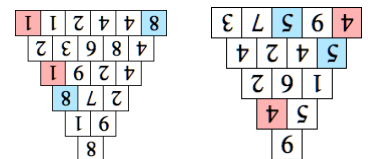
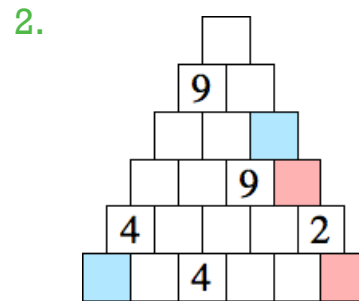
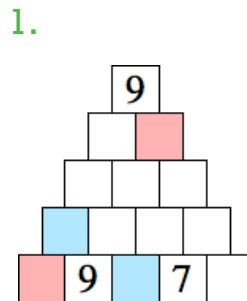
Ugly sweater contestants



Winners (Left to Right): Janell Guymon, Rex Macey, and Chester Malaeuu

## Pyramid Puzzles

Insert a number 1-9 in each vacant square so that the number in each square is the sum or difference of the numbers in the two squares immediately below it. Digits in similarly colored squares will be the same. *All puzzles copyright Erich Friedman, 2009.*



1.  
2.  
**Answers**

## Breakthrough to Success:

# First Transitional Ceremony

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

**O**n April 11, 2013, The Orange County Day Reporting Center had its first transitional ceremony with a total of 11 participants. Participants attended the Orange County DRC from three to six months, depending on overall progress and compliance. Each participant's workload was self-paced and individualized to target high criminogenic risk areas.

The curriculum at the Day Reporting Center is linked to Evidence Based Practice (EBP) principles that have proven to reduce recidivism and change behaviors. During the ceremony, the participants shared positive changes they have made since start day at the DRC, including re-establishing connections with their families, gaining employment, staying sober and developing a positive attitude along with many other changes. Over fifty individuals supporting the

graduates attended the ceremony. The community involvement was evident by the guests that supported the participants.

The guests included Deputy Probation Officers, Chief and Division Director of the Probation Department, the Probation Research Department, Sheriff's Department, Public Defenders, Community Agencies, etc. In addition to the wonderful liaison, Assistant Division Director, Erik Wadsworth and internal support from GEO/BI Team, Area Manager for Southern CA, Rachel Kienzler, GEO Marvin Gardens Facility Director Jonathon Dressler with team member Kendra Mendoza, and Los Angeles Day Reporting Center Program Manager Sara Woehler and team member Yadira DeSantiago. In addition, a surprise visit shocked everyone when Mr. Lou Correa, Senator of California,

District 34, joined the ceremony. To finalize in one word, the transitional ceremony was "AMAZING" and it couldn't have been done without the dedication of every single participant, strong support of the community and internal BI/GEO Teammates and the hard work put in by each individual team member of the Orange County Day Reporting Center.



Awards and Completion Certificates for Graduates & Recognition Certificates for Probation Officers.

## Tree of Change



Written By **Alisa Jeffery**, North Carolina Treatment for Effective Community Supervision offices



(L to R) Becki Quarles, Donna Allen, Daneice Cheek, Linda Gaskins, Delonica Meza (Not pictured): Travis Walker, Eric Wright, Laura Rutledge, and Natasha Gray

Guilford, Rowan and Randolph counties, were seeking to create a celebratory piece of art that would be the focus of each new office for staff and clients.

**S**taff at the North Carolina Treatment for Effective Community Supervision (TECS) service centers in

Over the course of several staff meetings, the team developed the idea of a tree created with words representing the Moral Reconnection Therapy (MRT®) program that clients would be completing. The tree resonated with staff because it was seen as an artwork piece because it represents the many stages an individual goes through as they seek and accept positive

change. However the graphic representation quickly morphed into a visual tool for the MRT program as well. Linda Gaskins created the tree using an online application called Toggle which allowed her to pick the tree shape and use words from the MRT materials thus making the tree was as authentic as possible. She then worked with Jane Parenteau in the BI Incorporated marketing department to create a poster with this image. Located prominently in the lobby of each office, the tree is viewed as a symbol of change by clients who are moved by specific words at different times as they progress through the MRT program. Everyone is unique and brings an individual perspective, based on personal experiences, choices and opportunities. Staff utilizes the poster as a tool throughout the curriculum as clients complete their course work. Staff ask the question, "What do you see in the tree today?"

As clients complete the MRT course and graduate from the TECS program, staff at each office will take a picture of the client next to the tree. These framed photos will hang on the wall around the tree to create a "wall of fame" for new clients to see as they begin their journey through the TECS program.



## St. Baldrick's Event

Written By **Alisa Jeffery**,  
BI Incorporated Corporate Headquarters

On March 14, 2013, BI Incorporated held its third annual St. Baldrick's Foundation fundraising event. The event raised money to fund pediatric cancer research in honor of BI family members who recently lost their battles with cancer: Beth Forth, Camee Mason and Stephanie Melton. BI and GEO employees volunteered to shave their heads and collect sponsorship donations. The St. Baldrick's Foundation is a volunteer-driven charity that provides more funding for childhood cancer research than any other organizations, with the exception of the U.S. government.

BI had the goal of raising \$30,000, but exceeded this goal by raising over \$40,000. A total of 42 "shavee" participants took up the challenge to "Be Brave. Get Bald." In addition to raising donations, BI employee Kelly Marriott and her daughter Kasee Miller each donated over 8 inches of hair to Pantene, an organization which makes free wigs for cancer patients using real hair.

The BI-hosted St. Baldrick's Foundation event is a creative and fun way for BI employees to support an important cause. BI plans on hosting the event next year. If you'd like to be involved, it's never too early – please let us know!



Kelly Marriott and Kasee Miller



Mike Pharris

In 2012 alone, St. Baldrick's granted more than \$23 million for research; almost all raised by more than 31,000 "shavees" at events like ours. Even more research will be possible this year with our help, bringing the day when no child will die from cancer even closer. To see how your donation is being put to work, visit [www.stbaldricks.org](http://www.stbaldricks.org) and take a look at "where the money goes."



Lanny Newville



BI St. Baldrick's shavees

# Language People Offers ADA-Compliant Video Remote Interpreting

Written By Frank Garbie, Mendocino Day Reporting Center

The commitment to helping others and serving our community means serving those participants with a host of different needs. Our team of professionals routinely helps participants with Case Management, Referrals and implementing Evidence Based Practices.

However, an area requiring more knowledge and understanding is serving those with a real disability who are referred to a DRC. For example, a hard of hearing probationer was recently referred to the Mendocino DRC. This was uncharted territory and despite a lack of experience or knowledge to serve this participant, the DRC staff found a solution allowing the ability to provide service.

Because the Mendocino Ukiah DRC is located far north of any major city, available interpreting services are limited. In researching available services, the DRC Program Manager discovered the Language People Organization that offers video remote interpreting via laptop computer. The Language People have been extremely helpful in providing remote set-up and technical expertise.

On February 27th, the DRC offered its first hard of hearing Video Remote (VR1) implementation to an MRT group. The participant, Mr. James Hoffman, presented and passed his MRT Step One. Three other participants presented their steps as Mr. Hoffman watched on the laptop as the live interpreter interpreted presentations as

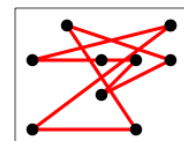
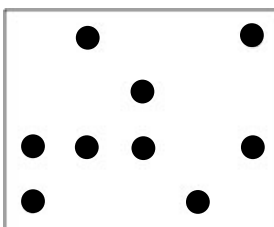
well as group rules and discussions. The process was seamless and the group functioned exactly like any other MRT group.

Special thanks to the Mendocino County Probation Department for its patience in allowing this process to be achieved.



## Tricky Tour Puzzle

Connect the dots in a loop so that each line segment has different length. The loop can cross, but will never retrace its steps, and will never pass through a point twice. *All puzzles copyright Erich Friedman, 2010.*



Answers

# Aids SAMHS with Athletic Gear

Written By Jacob Perryman, The Times Observer



**A**braxas Youth and Family Services is acknowledging there is no “I” in team. Abraxas has partnered with Sheffield Area Middle High School for, amongst other activities, sports programs since 1995.

When Sheffield was faced with the prospect of spending thousands of dollars to replace worn out wrestling mats, Abraxas decided to take the opportunity to step up to the plate and show their support for their teammate.

“I was approached by Jared about providing this,” Abraxas I Director Mike Cantrell said. “It’s a token of our appreciation for Sheffield’s work.” Jared, in this case, is Jared Finch, an Abraxas employee, but also Sheffield Wrestling Club president.

Abraxas presented a \$9,500 check to Sheffield for the mats, but the donation, according to Sheffield Principal Amy Beers, will stretch beyond the wrestling program.

“We would have needed to pull money from boosters, adding to other sports’ deficits” Beers said. “It will definitely help every sport. This wouldn’t have happened otherwise without the community doing it. This really takes a weight off the community’s shoulders.”

“That’s the focus now,” Finch said. “With pay to participate it’s difficult.” According to Beers, the mats, which are approximately 20 years old, were in dire need of replacement. “We were definitely due,” Beers said. “They were the oldest mats in the county.”

According to Cantrell, the donation was a way of recognizing a partnership that, according to him, has made a real difference in the lives of the youths Abraxas serves.

“For us, we want to continue to strengthen our relationship with the school and the community,” Cantrell said. “Our kids participate in the school, in sports programs and the community. This community has embraced our kids. They’ve taken in a number of our kids over the years. I think this meets our goal of helping Sheffield sports.” Finch said the donation is the largest Abraxas has made in his memory. Large enough it required approval at the national level from Abraxas’ headquarters. “There was no hesitation,” Cantrell said of the decision.



Blackwater River Correctional Facility



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